

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2638 Session of 2024

INTRODUCED BY SHUSTERMAN, HILL-EVANS, PROBST, SANCHEZ, WAXMAN,
GIRAL, DONAHUE, KHAN, GREEN AND DALEY, OCTOBER 21, 2024

REFERRED TO COMMITTEE ON EDUCATION, OCTOBER 21, 2024

AN ACT

1 Amending the act of March 10, 1949 (P.L.30, No.14), entitled "An
2 act relating to the public school system, including certain
3 provisions applicable as well to private and parochial
4 schools; amending, revising, consolidating and changing the
5 laws relating thereto," in professional employees, providing
6 for Head Start Teacher Salary Supplement Pilot Program.

7 The General Assembly of the Commonwealth of Pennsylvania
8 hereby enacts as follows:

9 Section 1. The act of March 10, 1949 (P.L.30, No.14), known
10 as the Public School Code of 1949, is amended by adding a
11 section to read:

12 Section 1156. Head Start Teacher Salary Supplement Pilot
13 Program.--(a) The Head Start Teacher Salary Supplement Pilot
14 Program is established within the department to provide a
15 supplement to bring Head Start teachers' salaries in line with
16 elementary school teachers' salaries for comparable skills.

17 (b) The pilot program shall operate for three school years
18 beginning with the first school year after the effective date of
19 this section in accordance with the following:

20 (1) No later than ninety (90) days after the effective date

1 of this paragraph, the department shall establish guidelines and
2 procedures for the implementation of this section.

3 (2) The department shall select school districts and Head
4 Start programs using the following criteria:

5 (i) The school district shall have a poverty rate of at
6 least twenty per centum (20%).

7 (ii) A Head Start program not operated by a school district
8 must be in a census tract with a median poverty level of eighty
9 per centum (80%) or less of the Statewide median.

10 (3) The department shall compare the salary and
11 qualifications of the individual teachers in both the Head Start
12 program and the teachers for the kindergarten, first grade,
13 second grade, third grade and fourth grade classes at the public
14 school that serves the district in which the Head Start program
15 is based.

16 (4) The department shall use a formula to calculate what the
17 teachers' salaries would be if they were teaching in the
18 district with the experience and credentials that the teacher
19 currently holds.

20 (5) The department shall provide a subsidy to the Head Start
21 program to increase the teacher salaries to where the salary
22 would be if the teachers were teaching in the public school
23 district.

24 (6) The department shall collect data and issue a report one
25 year after the implementation of the pilot program in accordance
26 with the following:

27 (i) The department shall submit a report to the General
28 Assembly detailing the pilot program, the implementation and any
29 success or failure of the pilot program.

30 (ii) The department shall provide recommendations for the

1 General Assembly for improvements and revisions to the pilot
2 program.

3 (7) The department shall apply for Federal, State, private
4 or other non-State funds.

5 (8) The department shall ensure that all funds disbursed are
6 being used solely for increasing teacher salaries. Misused funds
7 must be recovered by the department.

8 (c) A Head Start program selected for inclusion in the pilot
9 program shall be responsible for the following:

10 (1) Providing all necessary salary and employe information
11 to the department.

12 (2) Providing proof that any funds received are solely going
13 to increasing teacher salaries and not toward lowering the cost
14 of employment for the Head Start program.

15 (d) As used in this section, the following words and phrases
16 shall have the meanings given to them in this subsection unless
17 the context clearly indicates otherwise:

18 "Department" shall mean the Department of Education of the
19 Commonwealth.

20 "Pilot program" shall mean the Head Start Teacher Salary
21 Supplement Pilot Program established in subsection (a).

22 Section 2. This act shall take effect in 60 days.