

SEP 22 2025

SECRETARY OF STATE
ELECTIONS DIVISION

FINAL LANGUAGE

Base Salary for Teachers Initiative

Object Statement: The object of this petition is to establish a statewide minimum base salary for certificated public school teachers.

AN ACT relating to education; to establish a minimum base salary for certificated public school teachers; to provide for adjustments; to require the establishment of a public education funding system; and to provide severability.

Be it enacted by the people of the State of Nebraska,

Section 1.

(1) Commencing with the 2027-28 school year, the annual minimum base salary for any certificated teacher employed on a full-time basis by a public school district in Nebraska shall be fifty thousand dollars.

(2) This minimum base salary shall apply to all certificated teachers, regardless of years of experience or educational attainment. Nothing in this section shall prevent a school district from paying a teacher more than the minimum base salary established herein, or from establishing salary schedules that may include, but not limited to reward experience, advanced education, or performance above this minimum. The additional compensation required by such salary schedules shall be funded by the public school district from sources other than the block grant funding established in section 2 of this act.

(3) Beginning with the 2029-30 school year, and biennially thereafter, the minimum base salary established in subsection (1) of this section shall be adjusted by the percentage change in Nebraska's total state General Fund receipts for the two-year period ending on December 31 of the preceding year, with a minimum adjustment of zero percent. The base salary shall not be reduced below the previous year's base salary. The adjusted minimum base salary shall be rounded to the nearest one hundred dollars. The State Department of Education shall annually publish the adjusted minimum base salary by March 1.

Section 2.

(1) The Legislature shall establish a public education funding system based on block grant funding. The newly established funding system shall provide each public school district with a quarterly block grant beginning July 1, 2027. The amount of each district's quarterly block grant shall be determined by a formula established by the Legislature based on factors including, but not limited to, student enrollment and the minimum base salary for certificated teachers established in section 1 of this act.

(2) The State Board of Education shall adopt and promulgate rules and regulations necessary to implement and enforce the sections 1 and 2 of this act, including procedures for monitoring district compliance and reporting on teacher salaries and student enrollment.

Section 3.

If any provision of this act or the application thereof to any person or circumstance is held invalid, the invalidity shall not affect other provisions or applications of this act which can be given effect without the invalid provision or application, and to this end the provisions of this act are severable.