

By: Shapleigh

S.B. No. 17

A BILL TO BE ENTITLED

1 AN ACT

2 relating to additional funding to school districts for teacher
3 salaries.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. SHORT TITLE. This Act may be cited as the Texas
6 Teacher Pay Raise for Excellence Act.

7 SECTION 2. LEGISLATIVE FINDINGS. (a) The legislature
8 finds that in 1999, researchers with the Texas Education Excellence
9 Project (TEEP) at Texas A&M University conducted a study, using a
10 multiple regression analysis, and found a strong relationship
11 between higher salaries for public school teachers and improved
12 student performance on the Texas Assessment of Academic Skills
13 (TAAS). The results showed this relationship was especially true
14 in connection with students from low-income backgrounds. The
15 researchers predicted that a one-time \$1,000 increase in average
16 annual teacher salaries would produce significant results on
17 average TAAS scores over a five-year period.

18 (b) The legislature also finds that if annual teacher
19 salaries were increased more than \$1,000, there would likely be an
20 even larger impact on standardized test performance than that found
21 by the research described by Subsection (a) of this section. The
22 average salaries of Texas teachers, however, still rank below the
23 national averages, especially when employee benefits are included.
24 In 2001, Texas' average teacher salary was approximately \$5,000

1 less than the national average. Comparing average teacher salaries
2 to earnings in the private sector places Texas near the bottom at
3 49th in the nation for 2001-2002. Many Texas school districts face
4 competition with the private sector in their efforts to attract
5 educated and talented people to the teaching profession.

6 (c) The legislature also finds that in order to attract and
7 retain high-quality teachers, Texas must establish a competitive
8 salary scale for public school teachers. The purpose of this Act is
9 to raise teacher salaries in order to attract better-qualified
10 teachers to help our children succeed academically.

11 SECTION 3. TEACHER SALARY SUPPLEMENT. Subchapter I,
12 Chapter 21, Education Code, is amended by adding Section 21.4031 to
13 read as follows:

14 Sec. 21.4031. SALARY SUPPLEMENT. (a) From funds
15 appropriated for the purpose, each school district is entitled to
16 an annual allotment equal to \$1,000 for each full-time equivalent
17 classroom teacher.

18 (b) Each full-time classroom teacher is entitled to a salary
19 supplement from the allotment in the amount of \$800. A part-time
20 classroom teacher is entitled to a salary supplement proportionate
21 to the percentage of full time worked by the teacher, as determined
22 by the district in accordance with the rules of the commissioner.

23 (c) The balance of the district's annual allotment may be
24 used by the district to pay:

25 (1) an additional salary supplement for all classroom
26 teachers; or

27 (2) an additional salary supplement for only those

1 teachers who teach in the areas of math, science, reading, or
2 bilingual education and in which the district has identified a
3 critical shortage of qualified teachers.

4 (d) A salary supplement is not considered in determining
5 whether the district is paying a teacher the minimum monthly salary
6 under Section 21.402.

7 (e) The commissioner may adopt rules as necessary to
8 implement this section.

9 SECTION 4. APPLICABILITY. This Act applies beginning with
10 the 2004-2005 school year.

11 SECTION 5. EFFECTIVE DATE. This Act takes effect
12 immediately if it receives a vote of two-thirds of all the members
13 elected to each house, as provided by Section 39, Article III, Texas
14 Constitution. If this Act does not receive the vote necessary for
15 immediate effect, this Act takes effect on the 91st day after the
16 last day of the legislative session.