

A BILL TO BE ENTITLED

1 AN ACT

2 relating to the minimum salary schedule for certain professional  
3 public school employees.

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

5 SECTION 1. Effective September 1, 2004, Section 21.402(c),  
6 Education Code, is amended to read as follows:

7 (c) The salary factors per step are as follows:

8	Years Experience	0	1	2
9	Salary Factor	.5656	.5790	.5924
10	Years Experience	3	4	5
11	Salary Factor	.6058	.6340	.6623
12	Years Experience	6	7	8
13	Salary Factor	.6906	.7168	.7416
14	Years Experience	9	10	11
15	Salary Factor	.7651	.7872	.8082
16	Years Experience	12	13	14
17	Salary Factor	.8281	.8467	.8645
18	Years Experience	15	16	17
19	Salary Factor	.8811	.8970	.9119
20	Years Experience	18	19	20 [ <del>and over</del> ]
21	Salary Factor	.9260	.9394	.9520
22	<u>Years Experience</u>	<u>21</u>		
23	<u>Salary Factor</u>	<u>.9646</u>		

24 SECTION 2. Effective September 1, 2005, Section 21.402(c),  
25 Education Code, is amended to read as follows:

26 (c) The salary factors per step are as follows:

27	Years Experience	0	1	2
28	Salary Factor	.5656	.5790	.5924

1	Years Experience	3	4	5
2	Salary Factor	.6058	.6340	.6623
3	Years Experience	6	7	8
4	Salary Factor	.6906	.7168	.7416
5	Years Experience	9	10	11
6	Salary Factor	.7651	.7872	.8082
7	Years Experience	12	13	14
8	Salary Factor	.8281	.8467	.8645
9	Years Experience	15	16	17
10	Salary Factor	.8811	.8970	.9119
11	Years Experience	18	19	20 [ <del>and over</del> ]
12	Salary Factor	.9260	.9394	.9520
13	<u>Years Experience</u>	<u>21</u>	<u>22 and over</u>	
14	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	

15 SECTION 3. Effective September 1, 2006, Section 21.402(c),  
 16 Education Code, is amended to read as follows:

17 (c) The salary factors per step are as follows:

18	Years Experience	0	1	2
19	Salary Factor	.5656	.5790	.5924
20	Years Experience	3	4	5
21	Salary Factor	.6058	.6340	.6623
22	Years Experience	6	7	8
23	Salary Factor	.6906	.7168	.7416
24	Years Experience	9	10	11
25	Salary Factor	.7651	.7872	.8082
26	Years Experience	12	13	14
27	Salary Factor	.8281	.8467	.8645
28	Years Experience	15	16	17
29	Salary Factor	.8811	.8970	.9119
30	Years Experience	18	19	20 [ <del>and over</del> ]
31	Salary Factor	.9260	.9394	.9520
32	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23 and over</u>
33	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>

34 SECTION 4. Effective September 1, 2007, Section 21.402(c),  
 35 Education Code, is amended to read as follows:

1 (c) The salary factors per step are as follows:

2	Years Experience	0	1	2
3	Salary Factor	.5656	.5790	.5924
4	Years Experience	3	4	5
5	Salary Factor	.6058	.6340	.6623
6	Years Experience	6	7	8
7	Salary Factor	.6906	.7168	.7416
8	Years Experience	9	10	11
9	Salary Factor	.7651	.7872	.8082
10	Years Experience	12	13	14
11	Salary Factor	.8281	.8467	.8645
12	Years Experience	15	16	17
13	Salary Factor	.8811	.8970	.9119
14	Years Experience	18	19	20 [ <del>and over</del> ]
15	Salary Factor	.9260	.9394	.9520
16	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
17	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>
18	<u>Years Experience</u>	<u>24 and over</u>		
19	<u>Salary Factor</u>	<u>1.0024</u>		

20 SECTION 5. Effective September 1, 2008, Section 21.402(c),  
 21 Education Code, is amended to read as follows:

22 (c) The salary factors per step are as follows:

23	Years Experience	0	1	2
24	Salary Factor	.5656	.5790	.5924
25	Years Experience	3	4	5
26	Salary Factor	.6058	.6340	.6623
27	Years Experience	6	7	8
28	Salary Factor	.6906	.7168	.7416
29	Years Experience	9	10	11
30	Salary Factor	.7651	.7872	.8082
31	Years Experience	12	13	14
32	Salary Factor	.8281	.8467	.8645
33	Years Experience	15	16	17
34	Salary Factor	.8811	.8970	.9119

1	Years Experience	18	19	20 [ <del>and over</del> ]
2	Salary Factor	.9260	.9394	.9520
3	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
4	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>
5	<u>Years Experience</u>	<u>24</u>	<u>25 and over</u>	
6	<u>Salary Factor</u>	<u>1.0024</u>	<u>1.0150</u>	

7 SECTION 6. Effective September 1, 2009, Section 21.402(c),  
 8 Education Code, is amended to read as follows:

9 (c) The salary factors per step are as follows:

10	Years Experience	0	1	2
11	Salary Factor	.5656	.5790	.5924
12	Years Experience	3	4	5
13	Salary Factor	.6058	.6340	.6623
14	Years Experience	6	7	8
15	Salary Factor	.6906	.7168	.7416
16	Years Experience	9	10	11
17	Salary Factor	.7651	.7872	.8082
18	Years Experience	12	13	14
19	Salary Factor	.8281	.8467	.8645
20	Years Experience	15	16	17
21	Salary Factor	.8811	.8970	.9119
22	Years Experience	18	19	20 [ <del>and over</del> ]
23	Salary Factor	.9260	.9394	.9520
24	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
25	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>
26	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26 and over</u>
27	<u>Salary Factor</u>	<u>1.0024</u>	<u>1.0150</u>	<u>1.0276</u>

28 SECTION 7. Effective September 1, 2010, Section 21.402(c),  
 29 Education Code, is amended to read as follows:

30 (c) The salary factors per step are as follows:

31	Years Experience	0	1	2
32	Salary Factor	.5656	.5790	.5924
33	Years Experience	3	4	5
34	Salary Factor	.6058	.6340	.6623

1	Years Experience	6	7	8
2	Salary Factor	.6906	.7168	.7416
3	Years Experience	9	10	11
4	Salary Factor	.7651	.7872	.8082
5	Years Experience	12	13	14
6	Salary Factor	.8281	.8467	.8645
7	Years Experience	15	16	17
8	Salary Factor	.8811	.8970	.9119
9	Years Experience	18	19	20 [ <del>and over</del> ]
10	Salary Factor	.9260	.9394	.9520
11	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
12	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>
13	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
14	<u>Salary Factor</u>	<u>1.0024</u>	<u>1.0150</u>	<u>1.0276</u>
15	<u>Years Experience</u>	<u>27 and over</u>		
16	<u>Salary Factor</u>	<u>1.0402</u>		

17 SECTION 8. Effective September 1, 2011, Section 21.402(c),  
18 Education Code, is amended to read as follows:

19 (c) The salary factors per step are as follows:

20	Years Experience	0	1	2
21	Salary Factor	.5656	.5790	.5924
22	Years Experience	3	4	5
23	Salary Factor	.6058	.6340	.6623
24	Years Experience	6	7	8
25	Salary Factor	.6906	.7168	.7416
26	Years Experience	9	10	11
27	Salary Factor	.7651	.7872	.8082
28	Years Experience	12	13	14
29	Salary Factor	.8281	.8467	.8645
30	Years Experience	15	16	17
31	Salary Factor	.8811	.8970	.9119
32	Years Experience	18	19	20 [ <del>and over</del> ]
33	Salary Factor	.9260	.9394	.9520
34	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
35	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>

1	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
2	<u>Salary Factor</u>	<u>1.0024</u>	<u>1.0150</u>	<u>1.0276</u>
3	<u>Years Experience</u>	<u>27</u>	<u>28 and over</u>	
4	<u>Salary Factor</u>	<u>1.0402</u>	<u>1.0528</u>	

5 SECTION 9. Effective September 1, 2012, Section 21.402(c),  
 6 Education Code, is amended to read as follows:

7 (c) The salary factors per step are as follows:

8	Years Experience	0	1	2
9	Salary Factor	.5656	.5790	.5924
10	Years Experience	3	4	5
11	Salary Factor	.6058	.6340	.6623
12	Years Experience	6	7	8
13	Salary Factor	.6906	.7168	.7416
14	Years Experience	9	10	11
15	Salary Factor	.7651	.7872	.8082
16	Years Experience	12	13	14
17	Salary Factor	.8281	.8467	.8645
18	Years Experience	15	16	17
19	Salary Factor	.8811	.8970	.9119
20	Years Experience	18	19	20 [ <del>and over</del> ]
21	Salary Factor	.9260	.9394	.9520
22	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
23	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>
24	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
25	<u>Salary Factor</u>	<u>1.0024</u>	<u>1.0150</u>	<u>1.0276</u>
26	<u>Years Experience</u>	<u>27</u>	<u>28</u>	<u>29 and over</u>
27	<u>Salary Factor</u>	<u>1.0402</u>	<u>1.0528</u>	<u>1.0654</u>

28 SECTION 10. Effective September 1, 2013, Section 21.402(c),  
 29 Education Code, is amended to read as follows:

30 (c) The salary factors per step are as follows:

31	Years Experience	0	1	2
32	Salary Factor	.5656	.5790	.5924
33	Years Experience	3	4	5
34	Salary Factor	.6058	.6340	.6623

1	Years Experience	6	7	8
2	Salary Factor	.6906	.7168	.7416
3	Years Experience	9	10	11
4	Salary Factor	.7651	.7872	.8082
5	Years Experience	12	13	14
6	Salary Factor	.8281	.8467	.8645
7	Years Experience	15	16	17
8	Salary Factor	.8811	.8970	.9119
9	Years Experience	18	19	20 [ <del>and over</del> ]
10	Salary Factor	.9260	.9394	.9520
11	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
12	<u>Salary Factor</u>	<u>.9646</u>	<u>.9772</u>	<u>.9898</u>
13	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
14	<u>Salary Factor</u>	<u>1.0024</u>	<u>1.0150</u>	<u>1.0276</u>
15	<u>Years Experience</u>	<u>27</u>	<u>28</u>	<u>29</u>
16	<u>Salary Factor</u>	<u>1.0402</u>	<u>1.0528</u>	<u>1.0654</u>
17	<u>Years Experience</u>	<u>30 and over</u>		
18	<u>Salary Factor</u>	<u>1.0780</u>		

19 SECTION 11. Effective September 1, 2004, Section 21.403(a),  
 20 Education Code, is amended to read as follows:

21 (a) A teacher, librarian, counselor, or nurse shall advance  
 22 one step on the minimum salary schedule under Section 21.402 for  
 23 each year of experience as a teacher, librarian, counselor, or  
 24 nurse until step 21 [~~20~~] is reached.

25 SECTION 12. Effective September 1, 2005, Section 21.403(a),  
 26 Education Code, is amended to read as follows:

27 (a) A teacher, librarian, counselor, or nurse shall advance  
 28 one step on the minimum salary schedule under Section 21.402 for  
 29 each year of experience as a teacher, librarian, counselor, or  
 30 nurse until step 22 [~~20~~] is reached.

31 SECTION 13. Effective September 1, 2006, Section 21.403(a),  
 32 Education Code, is amended to read as follows:

1           (a) A teacher, librarian, counselor, or nurse shall advance  
2 one step on the minimum salary schedule under Section 21.402 for  
3 each year of experience as a teacher, librarian, counselor, or  
4 nurse until step 23 [~~20~~] is reached.

5           SECTION 14. Effective September 1, 2007, Section 21.403(a),  
6 Education Code, is amended to read as follows:

7           (a) A teacher, librarian, counselor, or nurse shall advance  
8 one step on the minimum salary schedule under Section 21.402 for  
9 each year of experience as a teacher, librarian, counselor, or  
10 nurse until step 24 [~~20~~] is reached.

11          SECTION 15. Effective September 1, 2008, Section 21.403(a),  
12 Education Code, is amended to read as follows:

13          (a) A teacher, librarian, counselor, or nurse shall advance  
14 one step on the minimum salary schedule under Section 21.402 for  
15 each year of experience as a teacher, librarian, counselor, or  
16 nurse until step 25 [~~20~~] is reached.

17          SECTION 16. Effective September 1, 2009, Section 21.403(a),  
18 Education Code, is amended to read as follows:

19          (a) A teacher, librarian, counselor, or nurse shall advance  
20 one step on the minimum salary schedule under Section 21.402 for  
21 each year of experience as a teacher, librarian, counselor, or  
22 nurse until step 26 [~~20~~] is reached.

23          SECTION 17. Effective September 1, 2010, Section 21.403(a),  
24 Education Code, is amended to read as follows:

25          (a) A teacher, librarian, counselor, or nurse shall advance  
26 one step on the minimum salary schedule under Section 21.402 for  
27 each year of experience as a teacher, librarian, counselor, or



1 nurse until step 27 [~~20~~] is reached.

2 SECTION 18. Effective September 1, 2011, Section 21.403(a),  
3 Education Code, is amended to read as follows:

4 (a) A teacher, librarian, counselor, or nurse shall advance  
5 one step on the minimum salary schedule under Section 21.402 for  
6 each year of experience as a teacher, librarian, counselor, or  
7 nurse until step 28 [~~20~~] is reached.

8 SECTION 19. Effective September 1, 2012, Section 21.403(a),  
9 Education Code, is amended to read as follows:

10 (a) A teacher, librarian, counselor, or nurse shall advance  
11 one step on the minimum salary schedule under Section 21.402 for  
12 each year of experience as a teacher, librarian, counselor, or  
13 nurse until step 29 [~~20~~] is reached.

14 SECTION 20. Effective September 1, 2013, Section 21.403(a),  
15 Education Code, is amended to read as follows:

16 (a) A teacher, librarian, counselor, or nurse shall advance  
17 one step on the minimum salary schedule under Section 21.402 for  
18 each year of experience as a teacher, librarian, counselor, or  
19 nurse until step 30 [~~20~~] is reached.

20 SECTION 21. Subchapter E, Chapter 42, Education Code, is  
21 amended by adding Section 42.2516 to read as follows:

22 Sec. 42.2516. ADDITIONAL STATE AID FOR EXTENSION OF  
23 PROFESSIONAL STAFF SALARY SCHEDULE. (a) A school district,  
24 including a school district that is otherwise ineligible for state  
25 aid under this chapter, is entitled to state aid in an amount, as  
26 determined by the commissioner, necessary to compensate the school  
27 district for additional salary costs the district incurs because of

1 the increased number of years covered by the minimum salary  
2 schedule for certain professional staff made by H.B. No. \_\_\_\_\_,  
3 Acts of the 78th Legislature, Regular Session, 2003.

4 (b) A district may use state aid received under this section  
5 only to pay salary costs incurred because of the increased number of  
6 years covered by the minimum salary schedule.

7 (c) A determination by the commissioner under this section  
8 is final and may not be appealed.

9 (d) The commissioner may adopt rules to implement this  
10 section.

11 SECTION 22. Except as otherwise provided by this Act, this  
12 Act takes effect September 1, 2004.