

## **BILL ANALYSIS**

Senate Research Center  
79R1215 ESH-D

S.B. 82  
By: Shapleigh  
Education  
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As Filed

### **AUTHOR'S/SPONSOR'S STATEMENT OF INTENT**

In 1999, researchers of the Texas Education Excellence Project (TEEP) at Texas A&M University found, in a study using multiple regression analysis, a strong relationship between higher teacher salaries and improved student performance on the Texas Assessment of Academic Skills (TAAS) test, especially for students from low-income backgrounds. Researchers predicted that a one-time \$1,000 increase in average teacher salaries would produce significant results on average TAAS scores over a five-year period. If teacher salaries were increased more than \$1,000, these variables would likely have an even larger impact on standardized test performance.

Texas' average teachers salaries, however, still rank below the national average, especially when benefits are included. In 2001, Texas' average teacher salary was approximately \$5,000 less than the national average. As proposed, S.B. 82 increases teacher salaries by \$1,000.

### **RULEMAKING AUTHORITY**

Rulemaking authority is expressly granted to the commissioner of education in SECTION 3 (Section 21.4031, Education Code) of this bill.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. SHORT TITLE. Authorizes this Act to be cited as the Texas Teacher Pay Raise for Excellence Act.

SECTION 2. LEGISLATIVE FINDINGS. Sets forth legislative findings regarding teachers' pay.

SECTION 3. TEACHER SALARY SUPPLEMENT. Amends Subchapter I, Chapter 21, Education Code, by adding Section 21.4031 as follows:

Sec. 21.4031. SALARY SUPPLEMENT. (a) Entitles each school district to an annual allotment equal to \$1,000 for each full-time equivalent classroom teacher from funds appropriated for the purpose.

(b) Entitles each full-time classroom teacher to a salary supplement from the allotment in the amount of \$800. Entitles a part-time classroom teacher to a salary supplement proportionate to the percentage of full time worked by the teacher, as determined by the district in accordance with the rules of the commissioner of education (commissioner).

(c) Authorizes the balance of the district's annual allotment to be used by the district to pay for certain costs.

(d) Provides that a salary supplement is not considered in determining whether the district is paying a teacher the minimum monthly salary under Section 21.402 (Minimum Salary Schedule for Certain Professional Staff).

(d-1) Entitles a full-time classroom teacher, notwithstanding Section 21.402, for the 2005-2006 and 2006-2007 school years, to a monthly salary that is at least equal to the greater of two specified amounts.

(d-2) Provides that Subsection (d-1) and this subsection expire September 1, 2007.

(e) Entitles a full-time or part-time classroom teacher employed by a school district in the 2007-2008 school year to a salary that is at least equal to the salary the employee received for the 2006-2007 school year as long as the teacher is employed by the same district.

(f) Authorizes the commissioner to adopt rules as necessary to implement this section.

**SECTION 4. APPLICABILITY.** Provides that this Act applies beginning with the 2005-2006 school year.

**SECTION 5. EFFECTIVE DATE.** Effective date: September 1, 2005.