

By: Shapleigh

S.B. No. 82

A BILL TO BE ENTITLED

AN ACT

1
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 placed 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 (d-1) Notwithstanding Section 21.402, for the 2005-2006 and
8 2006-2007 school years, a full-time classroom teacher is entitled
9 to a monthly salary that is at least equal to the greater of:

10 (1) the sum of:

11 (A) the monthly salary the teacher would have
12 received for the 2005-2006 or 2006-2007 school year, as applicable
13 under the district's salary schedule for the 2004-2005 school year,
14 if that schedule had been in effect for the 2005-2006 or 2006-2007
15 school year, including any local supplement and any money
16 representing a career ladder supplement the employee would have
17 received in the 2005-2006 or 2006-2007 school year; and

18 (B) \$80; or

19 (2) the salary to which the employee is entitled under
20 Section 21.402.

21 (d-2) Subsection (d-1) and this subsection expire September
22 1, 2007.

23 (e) A full-time or part-time classroom teacher employed by a
24 school district in the 2007-2008 school year is, as long as the
25 teacher is employed by the same district, entitled to a salary that
26 is at least equal to the salary the employee received for the
27 2006-2007 school year.

1 (f) The commissioner may adopt rules as necessary to
2 implement this section.

3 SECTION 4. APPLICABILITY. This Act applies beginning with
4 the 2005-2006 school year.

5 SECTION 5. EFFECTIVE DATE. This Act takes effect September
6 1, 2005.