

SENATE AMENDMENTS

2nd Printing

By: Delisi

H.B. No. 2399

A BILL TO BE ENTITLED

AN ACT

1
2 relating to teacher retention demonstration projects under the
3 awards for student achievement program in public schools.

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

5 SECTION 1. Section 21.657(a), Education Code, is amended to
6 read as follows:

7 (a) An eligible campus must use 25 percent of a grant award
8 received under Section 21.655 to provide for:

9 (1) incentive payments to campus employees other than
10 classroom teachers, such as principals, assistant principals,
11 teachers who are not eligible for an incentive payment under
12 Section 21.656, counselors, speech therapists, instructional
13 coaches, teacher's aides, nurses, librarians, members of the
14 custodial staff, or other campus employees who have contributed to
15 improved student achievement;

16 (2) professional development for classroom teachers
17 who:

18 (A) do not receive an incentive payment under
19 Section 21.656; and

20 (B) would benefit from professional development
21 to develop or enhance skills and behaviors described under Section
22 21.656(b);

23 (3) reimbursement or funding for a professional
24 development activity that directly contributes to improved

1 classroom instruction and student achievement;

2 (4) signing bonuses for classroom teachers new to the
3 campus who are teaching subjects that have been designated by the
4 commissioner as historically experiencing a critical shortage of
5 teachers;

6 (5) a teacher mentoring program that meets the
7 requirements of Section 21.458;

8 (6) an activity that supports new teacher induction
9 programs, including:

10 (A) common planning time and collaboration;

11 (B) a professional development activity; and

12 (C) standards-based evaluations;

13 (7) an activity that supports common planning time and
14 curriculum development;

15 (8) a program that has been proven to recruit and
16 retain highly effective teachers, including a teacher retention
17 demonstration project that employs innovative, research-based
18 practices to identify and retain highly effective teachers, such
19 as:

20 (A) a teacher recruitment and selection strategy
21 focused on attracting new and experienced teachers who have deep
22 content knowledge and a commitment to long-term participation in
23 the teaching profession;

24 (B) an alternative certification program that
25 prepares individuals who have deep content knowledge and
26 outstanding academic or professional achievement for long-term
27 participation in the teaching profession;

1 (C) a campus governance model that engages
2 teachers in leading campus management activities, including
3 student assessment data analysis, professional development
4 planning, instructional coaching, and resource allocation;

5 (D) a differentiated compensation plan that
6 addresses teaching shortages in specific subject areas,
7 instructional weaknesses at underperforming campuses, limited
8 advanced academic course offerings, or other critical needs
9 identified by the district; or

10 (E) another research-based strategy designed to
11 improve teacher retention rates;

12 (9) an activity that creates or furthers the goals of
13 an incentive system designed to improve student achievement;

14 (10) stipends for teachers who participate in an
15 after-school or Saturday program that directly contributes to
16 improved classroom instruction and student achievement;

17 (11) stipends for teachers who are certified under
18 Subchapter B in the main subject area in which they teach;

19 (12) stipends for teachers who hold a postgraduate
20 degree;

21 (13) additional funding for feeder campuses that,
22 because they are not assigned performance ratings under Chapter 39,
23 do not qualify to participate in the program, such as campuses that
24 serve kindergarten through grade two, to implement an activity
25 described by this section; and

26 (14) any other program that directly contributes to
27 improved student achievement.

1 SECTION 2. This Act applies beginning with the 2007-2008
2 school year.

3 SECTION 3. This Act takes effect immediately if it receives
4 a vote of two-thirds of all the members elected to each house, as
5 provided by Section 39, Article III, Texas Constitution. If this
6 Act does not receive the vote necessary for immediate effect, this
7 Act takes effect September 1, 2007.

ADOPTED

FLOOR AMENDMENT NO. 1

MAY 21 2001

BY: [Signature]

[Signature]
Secretary of the Senate

1 Amend H. B. No. 2399 by adding the following appropriately
2 numbered SECTION to read as follows and renumbering subsequent
3 SECTIONS accordingly:

4 SECTION ____ . Subchapter I, Chapter 21, Education Code, is
5 amended by adding Section 21.4021 to read as follows:

6 Sec. 21.4021. SALARIES IN DISTRICTS ESTABLISHING LOCAL
7 MINIMUM HIRING SCHEDULE. (a) This section applies only to a
8 school district that establishes a local minimum hiring schedule
9 that prescribes the minimum salary, based on the employee's
10 level of experience, that the district will pay a new employee,
11 without prescribing a minimum salary applicable to subsequent
12 years of that employee's employment with the district.

13 (b) A school district to which this section applies that
14 pays each classroom teacher, full-time librarian, full-time
15 counselor certified under Subchapter B, or full-time nurse a
16 greater amount than the minimum monthly salary to which the
17 employee is entitled under Section 21.402 is not required by
18 this code to provide annual pay increases based on the
19 employee's level of experience.

20 (c) If the minimum salaries prescribed by Section 21.402
21 are increased and the state provides additional funding for the
22 amount of that increase, a school district to which this section
23 applies is not required to pay an employee more than the sum of
24 the additional funding per employee provided by the state and
25 the employee's salary for the school year immediately preceding
26 the school year for which the additional state funding is
27 provided.

28 (d) To the extent of any conflict between Section 21.402
29 and this section, Section 21.402 prevails.

**LEGISLATIVE BUDGET BOARD
Austin, Texas**

FISCAL NOTE, 80TH LEGISLATIVE REGULAR SESSION

May 16, 2007

TO: Honorable Florence Shapiro, Chair, Senate Committee on Education

FROM: John S. O'Brien, Director, Legislative Budget Board

IN RE: HB2399 by Delisi (Relating to teacher retention demonstration projects under the awards for student achievement program in public schools.), **As Engrossed**

No fiscal implication to the State is anticipated.

The bill would permit a campus that receives a grant under Texas Education Code, Chapter 21, Subchapter N to use a portion of that grant to fund a teacher retention demonstration project that utilizes research-based practices to identify and retain highly effective teachers.

Local Government Impact

Campuses participating in the grant program authorized under Texas Education Code, Chapter 21, Subchapter N would be permitted to use a portion of funds received through the program for a teacher retention demonstration project.

Source Agencies: 701 Central Education Agency

LBB Staff: JOB, JSp, UP, JSc

LEGISLATIVE BUDGET BOARD
Austin, Texas

FISCAL NOTE, 80TH LEGISLATIVE REGULAR SESSION

April 27, 2007

TO: Honorable Rob Eissler, Chair, House Committee on Public Education

FROM: John S. O'Brien, Director, Legislative Budget Board

IN RE: **HB2399** by Delisi (relating to teacher retention demonstration projects under the awards for student achievement program in public schools.), **Committee Report 1st House, Substituted**

No fiscal implication to the State is anticipated.

The bill would permit a campus that receives a grant under Texas Education Code, Chapter 21, Subchapter N to use a portion of that grant to fund a teacher retention demonstration project that utilizes research-based practices to identify and retain highly effective teachers.

Local Government Impact

Campuses participating in the grant program authorized under Texas Education Code, Chapter 21, Subchapter N would be permitted to use a portion of funds received through the program for a teacher retention demonstration project.

Source Agencies: 701 Central Education Agency

LBB Staff: JOB, JSp, UP, JSc

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LEGISLATIVE BUDGET BOARD

Austin, Texas

FISCAL NOTE, 80TH LEGISLATIVE REGULAR SESSION

March 26, 2007

TO: Honorable Rob Eissler, Chair, House Committee on Public Education

FROM: John S. O'Brien, Director, Legislative Budget Board

IN RE: HB2399 by Delisi (Relating to teacher retention demonstration projects in public schools.),
As Introduced

Estimated Two-year Net Impact to General Revenue Related Funds for HB2399, As Introduced: a negative impact of (\$12,389,600) through the biennium ending August 31, 2009.

The bill would make no appropriation but could provide the legal basis for an appropriation of funds to implement the provisions of the bill.

General Revenue-Related Funds, Five-Year Impact:

Fiscal Year	Probable Net Positive/(Negative) Impact to General Revenue Related Funds
2008	(\$6,202,300)
2009	(\$6,187,300)
2010	(\$6,187,300)
2011	(\$6,187,300)
2012	(\$6,187,300)

All Funds, Five-Year Impact:

Fiscal Year	Probable Savings/(Cost) from <i>GENERAL REVENUE FUND</i> 1	Change in Number of State Employees from FY 2007
2008	(\$6,202,300)	2.0
2009	(\$6,187,300)	2.0
2010	(\$6,187,300)	2.0
2011	(\$6,187,300)	2.0
2012	(\$6,187,300)	2.0

Fiscal Analysis

The bill would allow the Commissioner of Education to award grants to school districts to support the design and implementation of teacher retention demonstration projects. The bill would direct the Commissioner to develop and implement a plan to evaluate teacher retention demonstration projects for effectiveness, including analysis of linkages between teacher preparation models and teacher retention and effectiveness. The Commissioner would be required to disseminate findings from the evaluation statewide.

Methodology

Assuming 20 demonstration sites funded at \$300,000 each, the estimated cost of the grants would be \$6 million annually. Two FTEs at a cost of \$136,285 in FY2008 and \$126,285 annually in each

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subsequent year would be required to administer the grants. TEA estimates contract costs for the evaluations required by the bill at \$200,000 in FY2011.

Local Government Impact

School districts could apply for a receive grant funds for teacher retention demonstration projects under the provisions of the bill.

Source Agencies: 701 Central Education Agency

LBB Staff: JOB, JSp, UP, JSc

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