

House Bill 2399
Senate Amendments
Section-by-Section Analysis

HOUSE VERSION

No equivalent provision.

SENATE VERSION

CONFERENCE

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

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

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

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

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

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

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

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

(2) professional development for classroom teachers who:

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

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

(3) reimbursement or funding for a professional development activity that directly contributes to improved classroom instruction and student achievement;

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

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

(6) an activity that supports new teacher induction

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programs, including:

- (A) common planning time and collaboration;
- (B) a professional development activity; and
- (C) standards-based evaluations;
- (7) an activity that supports common planning time and curriculum development;
- (8) a program that has been proven to recruit and retain highly effective teachers, including a teacher retention demonstration project that employs innovative, research-based practices to identify and retain highly effective teachers, such as:
 - (A) a teacher recruitment and selection strategy focused on attracting new and experienced teachers who have deep content knowledge and a commitment to long-term participation in the teaching profession;
 - (B) an alternative certification program that prepares individuals who have deep content knowledge and outstanding academic or professional achievement for long-term participation in the teaching profession;
 - (C) a campus governance model that engages teachers in leading campus management activities, including student assessment data analysis, professional development planning, instructional coaching, and resource allocation;
 - (D) a differentiated compensation plan that addresses teaching shortages in specific subject areas, instructional weaknesses at underperforming campuses, limited advanced academic course offerings, or other critical needs identified by the district; or
 - (E) another research-based strategy designed to improve teacher retention rates;

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- (9) an activity that creates or furthers the goals of an incentive system designed to improve student achievement;
- (10) stipends for teachers who participate in an after-school or Saturday program that directly contributes to improved classroom instruction and student achievement;
- (11) stipends for teachers who are certified under Subchapter B in the main subject area in which they teach;
- (12) stipends for teachers who hold a postgraduate degree;
- (13) additional funding for feeder campuses that, because they are not assigned performance ratings under Chapter 39, do not qualify to participate in the program, such as campuses that serve kindergarten through grade two, to implement an activity described by this section; and
- (14) any other program that directly contributes to improved student achievement.

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

Same as House version.

SECTION 3. This Act takes effect immediately if it receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote

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necessary for immediate effect, this Act takes effect
September 1, 2007.