

By: Phillips

H.B. No. 106

A BILL TO BE ENTITLED

1 AN ACT

2 relating to a minimum salary schedule for certain professional
3 public school employees with more than 20 years of experience.

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

5 SECTION 1. Effective September 1, 2009, Section 21.402,
6 Education Code, is amended by adding Subsection (c-1) to read as
7 follows:

8 (c-1) Notwithstanding any other provision of this section,
9 the salary factor for purposes of this section for an employee with
10 21 or more years of experience is 1.0217.

11 SECTION 2. Effective September 1, 2010, Section 21.402,
12 Education Code, is amended by adding Subsection (c-1) to read as
13 follows:

14 (c-1) Notwithstanding any other provision of this section,
15 the salary factors per step for purposes of this section for an
16 employee with 21 or more years of experience are as follows:

<u>Years Experience</u>	<u>21</u>	<u>22 and over</u>
<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>

19 SECTION 3. Effective September 1, 2011, Section 21.402,
20 Education Code, is amended by adding Subsection (c-1) to read as
21 follows:

22 (c-1) Notwithstanding any other provision of this section,
23 the salary factors per step for purposes of this section for an
24 employee with 21 or more years of experience are as follows:

1	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23 and over</u>
2	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>

3 SECTION 4. Effective September 1, 2012, Section 21.402,
 4 Education Code, is amended by adding Subsection (c-1) to read as
 5 follows:

6 (c-1) Notwithstanding any other provision of this section,
 7 the salary factors per step for purposes of this section for an
 8 employee with 21 or more years of experience are as follows:

9	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
10	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
11	<u>Years Experience</u>	<u>24 and over</u>		
12	<u>Salary Factor</u>	<u>1.0598</u>		

13 SECTION 5. Effective September 1, 2013, Section 21.402,
 14 Education Code, is amended by adding Subsection (c-1) to read as
 15 follows:

16 (c-1) Notwithstanding any other provision of this section,
 17 the salary factors per step for purposes of this section for an
 18 employee with 21 or more years of experience are as follows:

19	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
20	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
21	<u>Years Experience</u>	<u>24</u>	<u>25 and over</u>	
22	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	

23 SECTION 6. Effective September 1, 2014, Section 21.402,
 24 Education Code, is amended by adding Subsection (c-1) to read as
 25 follows:

26 (c-1) Notwithstanding any other provision of this section,
 27 the salary factors per step for purposes of this section for an

1 employee with 21 or more years of experience are as follows:

2	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
3	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
4	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26 and over</u>
5	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>

6 SECTION 7. Effective September 1, 2015, Section 21.402,
 7 Education Code, is amended by adding Subsection (c-1) to read as
 8 follows:

9 (c-1) Notwithstanding any other provision of this section,
 10 the salary factors per step for purposes of this section for an
 11 employee with 21 or more years of experience are as follows:

12	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
13	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
14	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
15	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
16	<u>Years Experience</u>	<u>27 and over</u>		
17	<u>Salary Factor</u>	<u>1.0979</u>		

18 SECTION 8. Effective September 1, 2016, Section 21.402,
 19 Education Code, is amended by adding Subsection (c-1) to read as
 20 follows:

21 (c-1) Notwithstanding any other provision of this section,
 22 the salary factors per step for purposes of this section for an
 23 employee with 21 or more years of experience are as follows:

24	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
25	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
26	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
27	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>

1 Years Experience 27 28 and over

2 Salary Factor 1.0979 1.1106

3 SECTION 9. Effective September 1, 2017, Section 21.402,
4 Education Code, is amended by adding Subsection (c-1) to read as
5 follows:

6 (c-1) Notwithstanding any other provision of this section,
7 the salary factors per step for purposes of this section for an
8 employee with 21 or more years of experience are as follows:

9 Years Experience 21 22 23

10 Salary Factor 1.0217 1.0344 1.0471

11 Years Experience 24 25 26

12 Salary Factor 1.0598 1.0725 1.0852

13 Years Experience 27 28 29 and over

14 Salary Factor 1.0979 1.1106 1.1233

15 SECTION 10. Effective September 1, 2018, Section 21.402,
16 Education Code, is amended by adding Subsection (c-1) to read as
17 follows:

18 (c-1) Notwithstanding any other provision of this section,
19 the salary factors per step for purposes of this section for an
20 employee with 21 or more years of experience are as follows:

21 Years Experience 21 22 23

22 Salary Factor 1.0217 1.0344 1.0471

23 Years Experience 24 25 26

24 Salary Factor 1.0598 1.0725 1.0852

25 Years Experience 27 28 29

26 Salary Factor 1.0979 1.1106 1.1233

1 Years Experience 30 and over

2 Salary Factor 1.1360

3 SECTION 11. Effective September 1, 2019, Section 21.402,
4 Education Code, is amended by adding Subsection (c-1) to read as
5 follows:

6 (c-1) Notwithstanding any other provision of this section,
7 the salary factors per step for purposes of this section for an
8 employee with 21 or more years of experience are as follows:

9 Years Experience 21 22 23

10 Salary Factor 1.0217 1.0344 1.0471

11 Years Experience 24 25 26

12 Salary Factor 1.0598 1.0725 1.0852

13 Years Experience 27 28 29

14 Salary Factor 1.0979 1.1106 1.1233

15 Years Experience 30 31 and over

16 Salary Factor 1.1360 1.1487

17 SECTION 12. Effective September 1, 2020, Section 21.402,
18 Education Code, is amended by adding Subsection (c-1) to read as
19 follows:

20 (c-1) Notwithstanding any other provision of this section,
21 the salary factors per step for purposes of this section for an
22 employee with 21 or more years of experience are as follows:

23 Years Experience 21 22 23

24 Salary Factor 1.0217 1.0344 1.0471

25 Years Experience 24 25 26

26 Salary Factor 1.0598 1.0725 1.0852

1	<u>Years Experience</u>	<u>27</u>	<u>28</u>	<u>29</u>
2	<u>Salary Factor</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
3	<u>Years Experience</u>	<u>30</u>	<u>31</u>	<u>32 and over</u>
4	<u>Salary Factor</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>

5 SECTION 13. Effective September 1, 2021, Section 21.402,
 6 Education Code, is amended by adding Subsection (c-1) to read as
 7 follows:

8 (c-1) Notwithstanding any other provision of this section,
 9 the salary factors per step for purposes of this section for an
 10 employee with 21 or more years of experience are as follows:

11	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
12	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
13	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
14	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
15	<u>Years Experience</u>	<u>27</u>	<u>28</u>	<u>29</u>
16	<u>Salary Factor</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
17	<u>Years Experience</u>	<u>30</u>	<u>31</u>	<u>32</u>
18	<u>Salary Factor</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
19	<u>Years Experience</u>	<u>33 and over</u>		
20	<u>Salary Factor</u>	<u>1.1741</u>		

21 SECTION 14. Effective September 1, 2022, Section 21.402,
 22 Education Code, is amended by adding Subsection (c-1) to read as
 23 follows:

24 (c-1) Notwithstanding any other provision of this section,
 25 the salary factors per step for purposes of this section for an
 26 employee with 21 or more years of experience are as follows:

1	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
2	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
3	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
4	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
5	<u>Years Experience</u>	<u>27</u>	<u>28</u>	<u>29</u>
6	<u>Salary Factor</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
7	<u>Years Experience</u>	<u>30</u>	<u>31</u>	<u>32</u>
8	<u>Salary Factor</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
9	<u>Years Experience</u>	<u>33</u>	<u>34 and over</u>	
10	<u>Salary Factor</u>	<u>1.1741</u>	<u>1.1868</u>	

11 SECTION 15. Effective September 1, 2023, Section 21.402,
 12 Education Code, is amended by adding Subsection (c-1) to read as
 13 follows:

14 (c-1) Notwithstanding any other provision of this section,
 15 the salary factors per step for purposes of this section for an
 16 employee with 21 or more years of experience are as follows:

17	<u>Years Experience</u>	<u>21</u>	<u>22</u>	<u>23</u>
18	<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
19	<u>Years Experience</u>	<u>24</u>	<u>25</u>	<u>26</u>
20	<u>Salary Factor</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
21	<u>Years Experience</u>	<u>27</u>	<u>28</u>	<u>29</u>
22	<u>Salary Factor</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
23	<u>Years Experience</u>	<u>30</u>	<u>31</u>	<u>32</u>
24	<u>Salary Factor</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
25	<u>Years Experience</u>	<u>33</u>	<u>34</u>	<u>35 and over</u>
26	<u>Salary Factor</u>	<u>1.1741</u>	<u>1.1868</u>	<u>1.1995</u>

27 SECTION 16. Effective September 1, 2009, Section 21.403(a),

1 Education Code, is amended to read as follows:

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

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

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

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

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

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

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

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

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

1 each year of experience as a teacher, librarian, counselor, or
2 nurse until step 25 [~~20~~] is reached.

3 SECTION 21. Effective September 1, 2014, Section 21.403(a),
4 Education Code, is amended to read as follows:

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

9 SECTION 22. Effective September 1, 2015, Section 21.403(a),
10 Education Code, is amended to read as follows:

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

15 SECTION 23. Effective September 1, 2016, Section 21.403(a),
16 Education Code, is amended to read as follows:

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

21 SECTION 24. Effective September 1, 2017, Section 21.403(a),
22 Education Code, is amended to read as follows:

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

27 SECTION 25. Effective September 1, 2018, Section 21.403(a),

1 Education Code, is amended to read as follows:

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

6 SECTION 26. Effective September 1, 2019, Section 21.403(a),
7 Education Code, is amended to read as follows:

8 (a) A teacher, librarian, counselor, or nurse shall advance
9 one step on the minimum salary schedule under Section 21.402 for
10 each year of experience as a teacher, librarian, counselor, or
11 nurse until step 31 [~~20~~] is reached.

12 SECTION 27. Effective September 1, 2020, Section 21.403(a),
13 Education Code, is amended to read as follows:

14 (a) A teacher, librarian, counselor, or nurse shall advance
15 one step on the minimum salary schedule under Section 21.402 for
16 each year of experience as a teacher, librarian, counselor, or
17 nurse until step 32 [~~20~~] is reached.

18 SECTION 28. Effective September 1, 2021, Section 21.403(a),
19 Education Code, is amended to read as follows:

20 (a) A teacher, librarian, counselor, or nurse shall advance
21 one step on the minimum salary schedule under Section 21.402 for
22 each year of experience as a teacher, librarian, counselor, or
23 nurse until step 33 [~~20~~] is reached.

24 SECTION 29. Effective September 1, 2022, Section 21.403(a),
25 Education Code, is amended to read as follows:

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

1 each year of experience as a teacher, librarian, counselor, or
2 nurse until step 34 [~~20~~] is reached.

3 SECTION 30. Effective September 1, 2023, Section 21.403(a),
4 Education Code, is amended to read as follows:

5 (a) A teacher, librarian, counselor, or nurse shall advance
6 one step on the minimum salary schedule under Section 21.402 for
7 each year of experience as a teacher, librarian, counselor, or
8 nurse until step 35 [~~20~~] is reached.

9 SECTION 31. Section 42.2516, Education Code, is amended by
10 adding Subsection (e-1) to read as follows:

11 (e-1) The amount of revenue to which a school district is
12 entitled under Section 42.2518 is in addition to the amount of
13 revenue to which the district is entitled under Subsection (b).

14 SECTION 32. Subchapter E, Chapter 42, Education Code, is
15 amended by adding Section 42.2518 to read as follows:

16 Sec. 42.2518. ADDITIONAL STATE AID FOR EXTENSION OF
17 PROFESSIONAL STAFF SALARY SCHEDULE. (a) A school district,
18 including a school district that is otherwise ineligible for state
19 aid under this chapter, is entitled to state aid in an amount, as
20 determined by the commissioner, necessary to compensate the school
21 district for additional salary costs the district incurs because of
22 the increased number of years covered by the minimum salary
23 schedule for certain professional staff made by .B. No. ____, Acts
24 of the 81st Legislature, Regular Session, 2009.

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

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

3 (d) The commissioner may adopt rules to implement this
4 section.

5 SECTION 33. A change in law made by this Act does not affect
6 a contract between a school district and a person entitled to a
7 minimum salary under Section 21.402, Education Code, if the
8 contract:

9 (1) was entered into before the effective date of the
10 change in law made by this Act; and

11 (2) provides for a salary greater than the minimum
12 salary to which the person would be entitled under Section 21.402,
13 Education Code, as amended by this Act.

14 SECTION 34. Except as otherwise provided by this Act, this
15 Act takes effect September 1, 2009.