

By: Martinez

H.B. No. 176

A BILL TO BE ENTITLED

AN ACT

relating to the salary paid to certain professional employees of public schools.

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

SECTION 1. Section 21.402(a), Education Code, as effective until September 1, 2017, is amended to read as follows:

(a) Except as provided by Subsection (f), a school district must pay each classroom teacher, full-time librarian, full-time counselor certified under Subchapter B, or full-time school nurse not less than the minimum monthly salary~~[, based on the employee's level of experience in addition to other factors, as determined by commissioner rule,]~~ determined as provided by Subsection (b) ~~[the following formula:~~

$$[MS - SF \times FS$$

~~where:~~

~~["MS" is the minimum monthly salary,~~

~~["SF" is the applicable salary factor specified by Subsection (c), and~~

~~["FS" is the amount, as determined by the commissioner under Subsection (b), of the basic allotment as provided by Section 42.101(a) or (b) for a school district with a maintenance and operations tax rate at least equal to the state maximum compressed tax rate, as defined by Section 42.101(a)].~~

SECTION 2. Section 21.402(a), Education Code, as effective

1 September 1, 2017, is amended to read as follows:

2 (a) Except as provided by Subsection (e-1) or (f), a school  
3 district must pay each classroom teacher, full-time librarian,  
4 full-time counselor certified under Subchapter B, or full-time  
5 school nurse not less than the minimum monthly salary~~[, based on the~~  
6 ~~employee's level of experience in addition to other factors, as~~  
7 ~~determined by commissioner rule,]~~ determined as provided by  
8 Subsection (b) ~~[the following formula:~~

9 
$$[\text{MS} = \text{SF} \times \text{FS}]$$

10 ~~[where:~~

11 ~~["MS" is the minimum monthly salary,~~

12 ~~["SF" is the applicable salary factor specified by Subsection~~  
13 ~~(c), and~~

14 ~~["FS" is the amount, as determined by the commissioner under~~  
15 ~~Subsection (b), of the basic allotment as provided by Section~~  
16 ~~42.101(a) or (b) for a school district with a maintenance and~~  
17 ~~operations tax rate at least equal to the state maximum compressed~~  
18 ~~tax rate, as defined by Section 42.101(a)].~~

19 SECTION 3. Sections 21.402(b) and (c-1), Education Code,  
20 are amended to read as follows:

21 (b) The commissioner shall adopt rules to establish a method  
22 for annually setting a salary schedule for classroom teachers,  
23 full-time librarians, full-time counselors certified under  
24 Subchapter B, and full-time school nurses based on the employee's  
25 level of experience. The commissioner's method must provide a  
26 salary level for each year of experience from 0 years through 20  
27 years. The commissioner shall ensure that the salary schedule is

1 consistent with the national average salary, based on experience,  
 2 for those employees as determined by statistics gathered by the  
 3 National Center for Education Statistics or a similar independent  
 4 education-oriented institution. Not later than June 1 of each  
 5 year, the commissioner shall determine, based on the salary  
 6 schedule, the minimum monthly salary for each classroom teacher,  
 7 full-time librarian, full-time counselor certified under  
 8 Subchapter B, and full-time school nurse for the following school  
 9 year [~~the basic allotment and resulting monthly salaries to be paid~~  
 10 ~~by school districts as provided by Subsection (a)].~~

11 (c-1) Notwithstanding Subsections (a) and (b), each school  
 12 district shall pay a monthly salary to each classroom teacher,  
 13 full-time speech pathologist, full-time librarian, full-time  
 14 counselor certified under Subchapter B, and full-time school nurse  
 15 that is at least equal to the following monthly salary or the  
 16 monthly salary determined by the commissioner under Subsection  
 17 [~~Subsections (a) and~~] (b), whichever is greater:

18	Years of	Monthly
19	Experience	Salary
20	0	2,732
21	1	2,791
22	2	2,849
23	3	2,908
24	4	3,032
25	5	3,156
26	6	3,280
27	7	3,395

1	8	3,504
2	9	3,607
3	10	3,704
4	11	3,796
5	12	3,884
6	13	3,965
7	14	4,043
8	15	4,116
9	16	4,186
10	17	4,251
11	18	4,313
12	19	4,372
13	20 & Over	4,427

14 SECTION 4. Section 21.402(e-1), Education Code, as  
 15 effective September 1, 2017, is amended to read as follows:

16 (e-1) If the minimum monthly salary determined under  
 17 Subsection (b) [~~(a)~~] for a particular level of experience is less  
 18 than the minimum monthly salary for that level of experience in the  
 19 preceding year, the minimum monthly salary is the minimum monthly  
 20 salary for the preceding year.

21 SECTION 5. Section 42.2516, Education Code, is amended by  
 22 adding Subsection (e-1) to read as follows:

23 (e-1) The amount of state aid or credit to which a school  
 24 district is entitled under Section 42.2518 is in addition to the  
 25 amount of revenue to which the district is entitled under  
 26 Subsection (b). This subsection expires September 1, 2017.

27 SECTION 6. Subchapter E, Chapter 42, Education Code, is

1 amended by adding Section 42.2518 to read as follows:

2 Sec. 42.2518. ADDITIONAL STATE AID OR CREDIT AGAINST COST  
3 OF ATTENDANCE CREDITS FOR PROFESSIONAL STAFF SALARIES. (a) For  
4 each school year, a school district, including a school district  
5 that is otherwise ineligible for state aid under this chapter, is  
6 entitled to state aid in an amount, as determined by the  
7 commissioner, equal to the difference between the district's salary  
8 cost under Section 21.402, as amended by \_\_.B. \_\_, Acts of the 83rd  
9 Legislature, Regular Session, 2013, for all classroom teachers,  
10 full-time librarians, full-time counselors certified under  
11 Subchapter B, Chapter 21, and full-time school nurses employed by  
12 the district and an amount equal to what the district's salary costs  
13 would have been for that school year under Section 21.402, as it  
14 existed before amendment by \_\_.B. \_\_, Acts of the 83rd  
15 Legislature, Regular Session, 2013.

16 (b) A school district that is required to take action under  
17 Chapter 41 to reduce its wealth per student to the equalized wealth  
18 level is entitled to a credit, in the amount of state aid to which  
19 the district is entitled under this section, against the total  
20 amount required under Section 41.093 for the district to purchase  
21 attendance credits.

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

24 (d) The commissioner may adopt rules to implement this  
25 section.

26 SECTION 7. Section 21.402(c), Education Code, is repealed.

27 SECTION 8. Not later than January 1, 2014, the commissioner

1 of education shall adopt rules to establish a method for annually  
2 setting a salary schedule as provided by Section 21.402(b),  
3 Education Code, as amended by this Act.

4 SECTION 9. This Act applies beginning with the 2014-2015  
5 school year.

6 SECTION 10. This Act takes effect September 1, 2013.