

By: Villarreal

H.B. No. 2012

A BILL TO BE ENTITLED

AN ACT

1
2 relating to collection, distribution, and use of information
3 relating to salaries and working conditions of public school
4 classroom teachers.

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

6 SECTION 1. Subchapter B, Chapter 7, Education Code, is
7 amended by adding Section 7.038 to read as follows:

8 Sec. 7.038. CLASSROOM TEACHER SALARY STUDY. (a) The agency
9 shall collect classroom teacher salary data from school districts
10 through the Public Education Information Management System
11 (PEIMS).

12 (b) The agency shall provide the data collected under
13 Subsection (a) in summary form on the agency's Internet website in a
14 manner that indicates, by school district, the average salaries of
15 classroom teachers by subject and grade level.

16 (c) The agency shall use the data collected under Subsection
17 (a) to conduct a cost-of-living salary comparability analysis in
18 each region of the state to determine how classroom teacher
19 salaries compare to salaries in similar professions. The
20 commissioner shall delineate the geographic boundaries of the
21 regions of the state and designate the professions that constitute
22 similar professions for purposes of conducting the salary
23 comparability analysis under this subsection. Not later than
24 December 1, 2014, the agency shall prepare and deliver a report of

1 the salary comparability analysis conducted under this subsection
2 to the governor, lieutenant governor, speaker of the house of
3 representatives, and presiding officer of each standing
4 legislative committee with primary jurisdiction over public
5 education. The agency shall post a copy of the report on the
6 agency's Internet website.

7 (d) The agency shall collect data and conduct the
8 cost-of-living salary comparability analysis under this section
9 using only available funds and resources from public or private
10 sources.

11 (e) This section expires September 1, 2015.

12 SECTION 2. Subchapter C, Chapter 7, Education Code, is
13 amended by adding Section 7.064 to read as follows:

14 Sec. 7.064. TEACHING AND WORKING CONDITIONS SURVEY. (a)
15 The commissioner by rule shall develop an online survey to be
16 administered statewide at least biennially to superintendents,
17 principals, supervisors, classroom teachers, counselors, and other
18 appropriate full-time professional employees who are required to
19 hold a certificate issued under Subchapter B, Chapter 21.

20 (b) In developing the survey under this section, the
21 commissioner shall ensure that the survey is designed to elicit
22 information relating to the following issues:

23 (1) teaching and working conditions as predictors of
24 student achievement and growth;

25 (2) the relationship between teaching and working
26 conditions and teacher retention;

27 (3) the influence of school leadership on teaching and

1 learning conditions, including:

2 (A) meaningful involvement of teachers in
3 determining professional development needs;

4 (B) meaningful involvement of teachers in campus
5 decisions and initiatives; and

6 (C) support for teachers in student disciplinary
7 matters;

8 (4) the relationship between teaching and working
9 conditions and student attendance and graduation;

10 (5) the appropriate time during the day for
11 collaborative instructional planning;

12 (6) facilities resources needs; and

13 (7) other supports needed for educators to be
14 successful in the classroom.

15 (c) The commissioner shall contract with a third-party
16 entity with appropriate research and evaluation expertise to
17 administer the survey required by this section. The third-party
18 survey administrator shall collect responses and protect the
19 identity of the respondents. The third-party survey administrator
20 shall provide the survey responses to the commissioner or a person
21 designated by the commissioner not later than the 60th day after the
22 date the survey is administered.

23 (d) After the administration of each survey, the
24 commissioner may make the survey results available to the public.
25 The commissioner shall provide the survey results to school
26 districts and campuses.

27 (e) Each school district shall use the survey results to

1 review and revise, as appropriate, district-level improvement
2 plans and plans for each campus in the manner provided under
3 Subchapter F, Chapter 11.

4 (f) The commissioner shall use the survey results to
5 develop, review, and revise:

- 6 (1) agency professional development offerings;
7 (2) agency initiatives aimed at teacher retention; and
8 (3) standards for principals and superintendents.

9 (g) The commissioner shall carry out duties under this
10 section, including contracting for the administration of the
11 survey, using only available funds and resources from public and
12 private sources.

13 SECTION 3. This Act takes effect immediately if it receives
14 a vote of two-thirds of all the members elected to each house, as
15 provided by Section 39, Article III, Texas Constitution. If this
16 Act does not receive the vote necessary for immediate effect, this
17 Act takes effect September 1, 2013.