86R1916 CAE-D

By:  Martinez H.B. No. 118

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.  Sections 21.402(a), (b), (c-1), and (e-1), Education Code, are amended to read as follows:

(a)  Except as provided by Subsection (e-1) or (f), a school district must pay each classroom teacher, full-time librarian, full-time school 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 x 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)~~].

(b)  The commissioner shall adopt rules to establish a method for annually setting a salary schedule for classroom teachers, full-time librarians, full-time school counselors certified under Subchapter B, and full-time school nurses based on the employee's level of experience. The commissioner's method must provide a salary level for each year of experience from 0 years through 20 years. The commissioner shall ensure that the salary schedule is consistent with the national average salary, based on experience, for those employees as determined by statistics gathered by the National Center for Education Statistics or a similar independent education-oriented institution. Not later than June 1 of each year, the commissioner shall determine, based on the salary schedule, the minimum monthly salary for each classroom teacher, full-time librarian, full-time school counselor certified under Subchapter B, and full-time school nurse for the following school year [~~the basic allotment and resulting monthly salaries to be paid by school districts as provided by Subsection (a)~~].

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

|  |  |  |
| --- | --- | --- |
| Years of |  | Monthly |
| Experience |  | Salary |
| 0 |  | 2,732 |
| 1 |  | 2,791 |
| 2 |  | 2,849 |
| 3 |  | 2,908 |
| 4 |  | 3,032 |
| 5 |  | 3,156 |
| 6 |  | 3,280 |
| 7 |  | 3,395 |
| 8 |  | 3,504 |
| 9 |  | 3,607 |
| 10 |  | 3,704 |
| 11 |  | 3,796 |
| 12 |  | 3,884 |
| 13 |  | 3,965 |
| 14 |  | 4,043 |
| 15 |  | 4,116 |
| 16 |  | 4,186 |
| 17 |  | 4,251 |
| 18 |  | 4,313 |
| 19 |  | 4,372 |
| 20 & Over |  | 4,427 |

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

SECTION 2.  Subchapter E, Chapter 42, Education Code, is amended by adding Section 42.2520 to read as follows:

Sec. 42.2520.  ADDITIONAL STATE AID OR CREDIT AGAINST COST OF ATTENDANCE CREDITS FOR PROFESSIONAL STAFF SALARIES. (a) For each school year, a school district, including a school district that is otherwise ineligible for state aid under this chapter, is entitled to state aid in an amount, as determined by the commissioner, equal to the difference between the district's salary cost under Section 21.402, as amended by \_\_.B. \_\_\_, Acts of the 86th Legislature, Regular Session, 2019, for all classroom teachers, full-time librarians, full-time school counselors certified under Subchapter B, Chapter 21, and full-time school nurses employed by the district and an amount equal to what the district's salary costs would have been for that school year under Section 21.402, as it existed before amendment by \_\_.B. \_\_\_, Acts of the 86th Legislature, Regular Session, 2019.

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

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

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

SECTION 3.  Section 21.402(c), Education Code, is repealed.

SECTION 4.  Not later than January 1, 2020, the commissioner of education shall adopt rules to establish a method for annually setting a salary schedule as provided by Section 21.402(b), Education Code, as amended by this Act.

SECTION 5.  This Act applies beginning with the 2019-2020 school year.

SECTION 6.  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 necessary for immediate effect, this Act takes effect September 1, 2019.