88S30521 ANG-D

By:  LaMantia S.B. No. 80

A BILL TO BE ENTITLED

AN ACT

relating to the salary and wages paid to public school employees.

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

SECTION 1.  Section 21.402, Education Code, is amended by amending Subsection (c) and adding Subsections (c-2), (c-3), and (d) to read as follows:

(c)  The salary factors per step are as follows:

|  |
| --- |
|  |
| Years Experience | 0 |  | 1 |  | 2 |  | 3 |  | 4 |
|  |
| Salary Factor | 0.7899 [~~.5464~~] |  | 0.8017 [~~.5582~~] |  | 0.8133 [~~.5698~~] |  | 0.8251 [~~.5816~~] |  | 0.8499 [~~.6064~~] |  |
|  |
| Years Experience | 5 |  | 6 |  | 7 |  | 8 |  | 9 |
|  |
| Salary Factor | 0.8747 [~~.6312~~] |  | 0.8995 [~~.6560~~] |  | 0.9225 [~~.6790~~] |  | 0.9443 [~~.7008~~] |  | 0.9649 [~~.7214~~] |  |
|  |
| Years Experience | 10 |  | 11 |  | 12 |  | 13 |  | 14 |
|  |
| Salary Factor | 0.9843 [~~.7408~~] |  | 1.0027 [~~.7592~~] |  | 1.0203 [~~.7768~~] |  | 1.0365 [~~.7930~~] |  | 1.0521 [~~.8086~~] |  |
|  |
| Years Experience | 15 |  | 16 |  | 17 |  | 18 |  | 19 |
|  |
| Salary Factor | 1.0667 [~~.8232~~] |  | 1.0807 [~~.8372~~] |  | 1.0937 [~~.8502~~] |  | 1.1061 [~~.8626~~] |  | 1.1179 [~~.8744~~] |  |
|  |
| Years Experience | 20  and  over |  |  |  |  |  |  |  |  |  |
|  |
| Salary Factor | 1.1289 [~~.8854~~] |  |  |  |  |  |  |  |  |  |

(c-2)  Notwithstanding Subsection (a), for the 2024-2025 school year, a classroom teacher, full-time librarian, full-time school counselor certified under Subchapter B, or full-time school nurse is entitled to a monthly salary that is at least equal to the sum of:

(1)  the monthly salary the employee would have received for the 2024-2025 school year under the district's salary schedule for the 2023-2024 school year, if that schedule had been in effect for the 2024-2025 school year, including any local supplement and any money representing a career ladder supplement the employee would have received in the 2024-2025 school year; and

(2)  $1,500.

(c-3)  Subsection (c-2) and this subsection expire September 1, 2025.

(d)  A classroom teacher, full-time librarian, full-time school counselor certified under Subchapter B, or full-time school nurse employed by a school district in the 2024-2025 school year is, as long as the employee is employed by the same district, entitled to a salary that is at least equal to the salary the employee received for the 2024-2025 school year.

SECTION 2.  Section 22.107, Education Code, is amended by adding Subsection (b-1) to read as follows:

(b-1)  For the 2024-2025 school year, a school district shall increase the wages of each full-time employee, other than an administrator or an employee subject to the minimum salary schedule under Section 21.402, by 25 percent over the wages received by that employee in the 2023-2024 school year. A district employee to which this subsection applies is entitled to wages in school years subsequent to the 2024-2025 school year in an amount that is at least equal to the amount paid by the district to that employee in the 2024-2025 school year if the employee has remained employed in the same position.

SECTION 3.  Subchapter F, Chapter 48, Education Code, is amended by adding Section 48.2521 to read as follows:

Sec. 48.2521.  ADDITIONAL STATE AID FOR COMPENSATION INCREASES FOR NONADMINISTRATIVE EMPLOYEES. (a) A school district, including a school district that is otherwise ineligible for state aid under this chapter, is entitled to annual state aid in the sum of:

(1)  the amount equal to the product of $15,000 multiplied by the number of 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

(2)  the amount the district is required to pay for wage increases under Section 22.107(b-1).

(b)  A school district shall use the amount received under this section for purposes of:

(1)  salary increases under Section 21.402; and

(2)  wage increases under Section 22.107(b-1).

SECTION 4.  Section 21.402(c-1), Education Code, is repealed.

SECTION 5.  This Act applies beginning with the 2024-2025 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 on the 91st day after the last day of the legislative session.