By:  Talarico H.B. No. 1548

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

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

|  |  |
| --- | --- |
|  Years of Experience | Salary Factor |

|  |  |  |
| --- | --- | --- |
|  | 0 | 0.7899    [~~0.5464~~] |
|  | 1 | 0.8017    [~~0.5582~~] |
|  | 2 | 0.8133    [~~0.5698~~] |
|  | 3 | 0.8251    [~~0.5816~~] |
|  | 4 | 0.8499    [~~0.6064~~] |
|  | 5 | 0.8747    [~~0.6312~~] |
|  | 6 | 0.8995    [~~0.6560~~] |
|  | 7 | 0.9225    [~~0.6790~~] |
|  | 8 | 0.9443    [~~0.7008~~] |
|  | 9 | 0.9649    [~~0.7214~~] |
|  | 10 | 0.9843    [~~0.7408~~] |
|  | 11 | 1.0027    [~~0.7592~~] |
|  | 12 | 1.0203    [~~0.7768~~] |
|  | 13 | 1.0365    [~~0.7930~~] |
|  | 14 | 1.0521    [~~0.8086~~] |
|  | 15 | 1.0667    [~~0.8232~~] |
|  | 16 | 1.0807    [~~0.8372~~] |
|  | 17 | 1.0937    [~~0.8502~~] |
|  | 18 | 1.1061    [~~0.8626~~] |
|  | 19 | 1.1179    [~~0.8744~~] |
|  | 20 and over | 1.1289    [~~0.8854~~] |

(c-2)  Notwithstanding Subsection (a), for the 2023-2024 school year, a classroom teacher, full-time librarian, full-time 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 2023-2024 school year under the district's salary schedule for the 2022-2023 school year, if that schedule had been in effect for the 2023-2024 school year, including any local supplement and any money representing a career ladder supplement the employee would have received in the 2023-2024 school year; and

(2)  $1,500.

(d)  A classroom teacher, full-time librarian, full-time counselor certified under Subchapter B, or full-time school nurse employed by a school district in the 2023-2024 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 2023-2024 school year.

SECTION 2.  Section 22.107, Education Code, is amended to add subsection (e) to read as follows:

(e)  For the 2022-2023 school year, a school district shall provide a 25 percent increase to the wages of each full-time employee, other than an administrator or an employee subject to the minimum salary schedule under Section 21.402. A full-time employee, other than an administrator, and except as otherwise provided by Section 21.402(d) who is employed by a district in the 2023-2024 school year is, as long as the employee is employed by the same district and in the same position, entitled to a salary that is at least equal to the salary the employee received for the 2023-2024 school year.

SECTION 3.  Subchapter B, Chapter 48, Education Code, is amended by adding Section 48.053 to read as follows:

Sec. 48.053.  ADDITIONAL STATE AID OR CREDIT AGAINST COST OF ATTENDANCE CREDITS FOR NONADMINISTRATIVE EMPLOYEES. (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 equal to the product of $15,000 multiplied by the number of classroom teachers, full-time librarians, full-time counselors, and full-time nurses employed by the district and the amount the district is required to pay for wage increases under Section 22.107(d).

(b)  A school district shall use the amount received under this section to provide the salary allotments required under Section 21.402 and the wage increases under Section 22.107(d).

(c)  A school district that is required to reduce its revenue pursuant to Section 48.257 is entitled to a credit, in the amount of state aid to which the district is entitled under this section.

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

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

SECTION 5.  This Act applies beginning with the 2023-2024 school year.

SECTION 6.  This Act takes effect September 1, 2023.