

By: Hinojosa of Nueces

S.B. No. 68

A BILL TO BE ENTITLED

AN ACT

relating to a limitation on the salary of superintendents and chief executive officers of school districts and open-enrollment charter schools.

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

SECTION 1. Section 11.201, Education Code, is amended by adding Subsection (b-1) to read as follows:

(b-1) A school district may not enter into an employment contract with a superintendent that provides to the superintendent an annual salary in an amount that is greater than:

(1) if the district was assigned an overall performance rating of D or F for the most recent school year in which a performance rating was assigned, the amount of the average salary paid to classroom teachers with the highest 10 percent of annual salaries for classroom teachers in the district;

(2) if the district was assigned an overall performance rating of C for the most recent school year in which a performance rating was assigned, one and a half times the amount of the average salary paid to classroom teachers with the highest 10 percent of annual salaries for classroom teachers in the district;

(3) if the district was assigned an overall performance rating of B for the most recent school year in which a performance rating was assigned, twice the amount of the average salary paid to classroom teachers with the highest 10 percent of

annual salaries for classroom teachers in the district; or
(4) if the district was assigned an overall
performance rating of A for the most recent school year in which a
performance rating was assigned, three times the amount of the
average salary paid to classroom teachers with the highest 10
percent of annual salaries for classroom teachers in the district.

SECTION 2. Section 12.136, Education Code, is amended to
read as follows:

Sec. 12.136. [~~POSTING OF~~] CHIEF EXECUTIVE OFFICER SALARY.
An open-enrollment charter school:

(1) may not enter into an employment contract with a
superintendent or, as applicable, an administrator serving as
educational leader and chief executive officer that provides to the
superintendent or administrator an annual salary in an amount that
is greater than the amount of an annual salary that a school
district assigned the same overall performance rating as the school
for the most recent school year in which a performance rating was
assigned would be permitted to pay to a superintendent under
Section 11.201(b-1); and

(2) shall post on the school's Internet website the
salary of the school's superintendent or, as applicable, of the
administrator serving as educational leader and chief executive
officer.

SECTION 3. This Act applies to an employment contract that
is entered into on or after September 1, 2026. An employment
contract that is entered into before September 1, 2026, is governed
by the law as it existed at the time the contract was entered into,

S.B. No. 68

1 and the former law remains in effect for that purpose.

2 SECTION 4. This Act takes effect on the 91st day after the
3 last day of the legislative session.