

By: Allen

H.B. No. 1413

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 adding Subsections (c-2), (c-3), and (d) and amending Subsection (g) to read as follows:

(c-2) Notwithstanding Subsection (a), for the 2025-2026 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 2025-2026 school year under the district's salary schedule for the 2024-2025 school year, if that schedule had been in effect for the 2025-2026 school year, including any local supplement and any money representing a career ladder supplement the employee would have received in the 2025-2026 school year; and

(2) \$400.

(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 2025-2026 school year is, as long as the employee is employed by the same district, entitled

1 to a salary that is at least equal to the salary the employee
2 received for the 2025-2026 school year.

3 (g) The commissioner may adopt rules to govern the
4 application of this section, including rules that:

5 (1) require the payment of a minimum salary under this
6 section to a person employed in more than one capacity for which a
7 minimum salary is provided and whose combined employment in those
8 capacities constitutes full-time employment; and

9 (2) specify the credentials a person must hold to be
10 considered a [~~speech pathologist or~~] school nurse under this
11 section.

12 SECTION 2. Subchapter F, Chapter 48, Education Code, is
13 amended by adding Section 48.2521 to read as follows:

14 Sec. 48.2521. ADDITIONAL STATE AID FOR SALARY INCREASES FOR
15 CERTAIN PROFESSIONAL EMPLOYEES. A school district, including a
16 school district that is otherwise ineligible for state aid under
17 this chapter, is entitled to state aid in an amount equal to the
18 product of \$4,000 multiplied by the number of classroom teachers,
19 full-time librarians, full-time school counselors certified under
20 Subchapter B, Chapter 21, and full-time school nurses employed by
21 the district.

22 SECTION 3. Section 21.402(c-1), Education Code, is
23 repealed.

24 SECTION 4. This Act applies beginning with the 2025-2026
25 school year.

26 SECTION 5. This Act takes effect September 1, 2025.