

By: Allen

H.B. No. 3050

A BILL TO BE ENTITLED

AN ACT

1
2 relating to the salary and wages paid to public school employees;
3 making an appropriation.

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

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

8 (c-2) Notwithstanding Subsection (a), for the 2025-2026
9 school year, a classroom teacher, full-time librarian, full-time
10 school counselor certified under Subchapter B, or full-time school
11 nurse is entitled to a monthly salary that is at least equal to the
12 sum of:

13 (1) the monthly salary the employee would have
14 received for the 2025-2026 school year under the district's salary
15 schedule for the 2024-2025 school year, if that schedule had been in
16 effect for the 2025-2026 school year, including any local
17 supplement and any money representing a career ladder supplement
18 the employee would have received in the 2025-2026 school year; and

19 (2) \$400.

20 (c-3) Subsection (c-2) and this subsection expire September
21 1, 2026.

22 (d) A classroom teacher, full-time librarian, full-time
23 school counselor certified under Subchapter B, or full-time school
24 nurse employed by a school district in the 2025-2026 school year is,

1 as long as the employee is employed by the same district, entitled
2 to a salary that is at least equal to the salary the employee
3 received for the 2025-2026 school year.

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

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

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

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

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

23 SECTION 3. (a) The amount of \$1 billion is appropriated
24 from the economic stabilization fund to the foundation school fund
25 for distribution by the commissioner of education during the state
26 fiscal biennium beginning September 1, 2025, to school districts to
27 provide one-time retention bonuses to district support staff.

1 (b) The commissioner of education shall distribute the
2 amount appropriated under this section to school districts on the
3 basis of the number of full-time district employees, other than
4 administrators and employees subject to the minimum salary schedule
5 under Section 21.402, Education Code.

6 (c) Each school district may use funds distributed under
7 this section only to increase the salary that would otherwise be
8 provided to district employees described by Subsection (b) of this
9 section.

10 (d) This section takes effect only if this Act is approved
11 by a vote of two-thirds of the members present in each house of the
12 legislature, as provided by Section 49-g(m), Article III, Texas
13 Constitution.

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

16 SECTION 5. Section 21.402, Education Code, as amended by
17 this Act, applies beginning with the 2025-2026 school year.

18 SECTION 6. (a) Except as otherwise provided by this Act,
19 this Act takes effect September 1, 2025.

20 (b) Section 21.402, Education Code, as amended by this Act,
21 takes effect immediately if this Act receives a vote of two-thirds
22 of all the members elected to each house, as provided by Section 39,
23 Article III, Texas Constitution. If this Act does not receive the
24 vote necessary for immediate effect, that provision takes effect
25 September 1, 2025.