

By: Talarico

H.B. No. 5296

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

(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) \$1,500.

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

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

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

(b-1) For the 2025-2026 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 2024-2025 school year. A district employee to which this subsection applies is entitled to wages in school years subsequent to the 2025-2026 school year in an amount that is at

1 least equal to the amount paid by the district to that employee in
2 the 2025-2026 school year if the employee has remained employed in
3 the same position.

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

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

11 (1) the amount equal to the product of \$15,000
12 multiplied by the number of classroom teachers, full-time
13 librarians, full-time school counselors certified under Subchapter
14 B, Chapter 21, and full-time school nurses employed by the
15 district; and

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

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

20 (1) salary increases under Section 21.402; and

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

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23 repealed.

24 SECTION 5. This Act applies beginning with the 2025-2026
25 school year.

26 SECTION 6. This Act takes effect immediately if it receives
27 a vote of two-thirds of all the members elected to each house, as

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1 provided by Section 39, Article III, Texas Constitution. If this
2 Act does not receive the vote necessary for immediate effect, this
3 Act takes effect September 1, 2025.