

## **BILL ANALYSIS**

Senate Research Center  
76R8624 ESH-D

S.B. 1448  
By: West  
Education  
4/6/1999  
As Filed

### **DIGEST**

Currently, salaries for educators employed under a 10-month contract, who are required to provide a minimum number of days of service as determined by formula, are adjusted per step by salary factors. This bill adjusts the minimum annual salaries per step, sets minimum salaries for senior teachers and master teachers, and creates a supplemental benefits division.

### **PURPOSE**

As proposed, S.B. 1448 sets forth guidelines for the compensation of and benefits for public school teachers and librarians.

### **RULEMAKING AUTHORITY**

This bill does not grant any additional rulemaking authority to a state officer, institution, or agency.

### **SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Sections 21.401(b) - (d), Education Code, to require a certain educator to provide a minimum of 187, rather than a number of, days of service. Deletes the formula for determining the minimum number of days of service. Makes a conforming change.

SECTION 2. Amends Section 21.402, Education Code, effective September 1, 1999, to require a school district to pay each classroom teacher and full-time librarian not less than the minimum annual, rather than monthly, salary specified in Subsection (b). Sets forth the minimum annual salaries per step, rather than salary factors per step. Defines "gross annual salary." Deletes the formula for determining the minimum monthly salary. Makes conforming changes.

SECTION 3. Amends Section 21.402, Education Code, effective September 1, 2000, by amending Subsection (c) and adding Subsection (e), to set forth the minimum annual salaries per step. Provides that a teacher who holds a certificate under Section 21.057 as a staff teacher, senior teacher, or master teacher, is a fully certified teacher for the purposes of this section.

SECTION 4. Amends Section 21.403, Education Code, effective September 1, 2000, by amending Subsection (a) and adding Subsection (e), to require a teacher or librarian who was at step 19 or 20 for the 1998 - 1999 school year to be placed at the minimum salary schedule at step 18, and requires all other teachers and librarians to remain on the step on which they were for the 1998 - 1999 school year.

SECTION 5. Amends Section 21.403, Education Code, effective September 1, 2000, by amending Subsection (a) and adding Subsection (f), to set forth the procedure for placing a teacher or librarian serving an induction period on a certain step. Requires a fully certified teacher to advance one step on the minimum salary schedule for each year of experience until step 18, rather than 20, is reached. Requires each fully certified teacher or librarian to advance one step on the minimum salary schedule from the step at which the teacher or librarian was for the 1999 - 2000 school year, for the 2000 - 2001 school year. Provides that this subsection expires September 1, 2001.

SECTION 6. Amends Chapter 21I, Education Code, by adding Section 21.4031, as follows:

Sec. 21.4031. MINIMUM SALARY FOR SENIOR TEACHERS AND MASTER TEACHERS.  
Provides that the minimum salary for a certified senior teacher is 10 percent greater than the salary to which the teacher is entitled under Section 21.402, notwithstanding Section 21.402 and except

as provided by Subsection (c). Provides that the minimum salary for a certified master teacher is 21 percent higher than the salary to which the teacher is entitled under Section 21.402. Provides that a certified senior or master teacher is not entitled to the minimum salary unless the school district has established the teacher's position as senior or master teacher is necessary, selected the teacher to fulfill that position, and provided for that position in the district's budget.

SECTION 7. Amends Chapter 825F, Government Code, by adding Section 825.518, as follows:

Sec. 825.518. SUPPLEMENTAL BENEFITS DIVISION. Requires the Teacher Retirement System of Texas to establish a supplemental benefits division to establish and manage an employee-paid group insurance plan for public school teachers and their dependants that includes certain coverages.

SECTION 8. Requires the Legislative Budget Board (LBB) to study the feasibility and possible implementation in the 2003 - 2004 school year of a certain state-paid group insurance plan. Requires LBB to report its findings to the legislature no later than November 15, 2000.

SECTION 9. Requires the governor, not later than November 1, 1999, to appoint a nine-member advisory panel to study and make certain recommendations to the 77th Legislature regarding the minimum salary schedule for certain school years.

SECTION 10. Effective date: September 1, 1999, except as otherwise provided by this Act, but only if the General Appropriations Act, 76th Legislature, Regular Session, 1999, includes a certain appropriation to the Texas Education Agency for the Foundation School Program. Provides that SECTIONS 3, 5, 6, and 9(b) of this Act take effect only if S.B. No.\_\_\_\_, 76th Legislature, Regular Session, 1999, is enacted and becomes law. Provides that if S.B. No.\_\_\_\_, 76th Legislature, Regular Session, 1999 is not enacted or does not become law, SECTIONS 3, 5, 6, and 9(b) have no effect.

SECTION 11. Emergency clause.