

Amend CSHB 3646 as follows:

(1) On page 3, line 9, between "SECTION 4." and "Section", insert "Effective September 1, 2009,".

(2) On page 3, line 11, strike "and (c-3)" and substitute "(c-3), and (c-4)".

(3) On page 5, between lines 13 and 14, insert the following :

(c-4) Notwithstanding any other provision of this section, the salary factor for purposes of this section for an employee with 21 or more years of experience is 1.0217.

(4) On page 6, between lines 1 and 2, insert the following new SECTIONS, appropriately numbered:

SECTION _____. Effective September 1, 2010, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22 and over</u>
<u>Experience</u>		
<u>Salary Factor</u>	<u>1.0217</u>	<u>1.0344</u>

SECTION _____. Effective September 1, 2011, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23 and over</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			

SECTION _____. Effective September 1, 2012, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24 and over</u>		
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>		
<u>Factor</u>			

SECTION _____. Effective September 1, 2013, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25 and over</u>	
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	
<u>Factor</u>			

SECTION _____. Effective September 1, 2014, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26 and over</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			

SECTION _____. Effective September 1, 2015, Section 21.402,

Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27 and over</u>		
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>		
<u>Factor</u>			

SECTION _____. Effective September 1, 2016, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28 and over</u>	
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	
<u>Factor</u>			

SECTION _____. Effective September 1, 2017, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as

follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28</u>	<u>29 and over</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			

SECTION _____. Effective September 1, 2018, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28</u>	<u>29</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			
<u>Years</u>	<u>30 and over</u>		
<u>Experience</u>			

Salary 1.1360

Factor

SECTION _____. Effective September 1, 2019, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			

<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			

<u>Years</u>	<u>27</u>	<u>28</u>	<u>29</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			

<u>Years</u>	<u>30</u>	<u>31 and over</u>
<u>Experience</u>		
<u>Salary</u>	<u>1.1360</u>	<u>1.1487</u>
<u>Factor</u>		

SECTION _____. Effective September 1, 2020, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			

<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			

<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28</u>	<u>29</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			
<u>Years</u>	<u>30</u>	<u>31</u>	<u>32 and over</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
<u>Factor</u>			

SECTION _____. Effective September 1, 2021, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28</u>	<u>29</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			
<u>Years</u>	<u>30</u>	<u>31</u>	<u>32</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
<u>Factor</u>			
<u>Years</u>	<u>33 and over</u>		
<u>Experience</u>			
<u>Salary</u>	<u>1.1741</u>		
<u>Factor</u>			

SECTION _____. Effective September 1, 2022, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-4) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			
<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28</u>	<u>29</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			
<u>Years</u>	<u>30</u>	<u>31</u>	<u>32</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
<u>Factor</u>			
<u>Years</u>	<u>33</u>	<u>34 and over</u>	
<u>Experience</u>			
<u>Salary</u>	<u>1.1741</u>	<u>1.1868</u>	
<u>Factor</u>			

SECTION _____. Effective September 1, 2023, Section 21.402, Education Code, is amended by adding Subsection (c-4) to read as follows:

(c-1) Notwithstanding any other provision of this section, the salary factors per step for purposes of this section for an employee with 21 or more years of experience are as follows:

<u>Years</u>	<u>21</u>	<u>22</u>	<u>23</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0217</u>	<u>1.0344</u>	<u>1.0471</u>
<u>Factor</u>			

<u>Years</u>	<u>24</u>	<u>25</u>	<u>26</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0598</u>	<u>1.0725</u>	<u>1.0852</u>
<u>Factor</u>			
<u>Years</u>	<u>27</u>	<u>28</u>	<u>29</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.0979</u>	<u>1.1106</u>	<u>1.1233</u>
<u>Factor</u>			
<u>Years</u>	<u>30</u>	<u>31</u>	<u>32</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.1360</u>	<u>1.1487</u>	<u>1.1614</u>
<u>Factor</u>			
<u>Years</u>	<u>33</u>	<u>34</u>	<u>35 and over</u>
<u>Experience</u>			
<u>Salary</u>	<u>1.1741</u>	<u>1.1868</u>	<u>1.1995</u>
<u>Factor</u>			

SECTION _____. Effective September 1, 2009, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 21 [~~20~~] is reached.

SECTION _____. Effective September 1, 2010, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 22 [~~20~~] is reached.

SECTION _____. Effective September 1, 2011, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 23 [~~20~~] is reached.

SECTION _____. Effective September 1, 2012, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance

one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 24 [~~20~~] is reached.

SECTION _____. Effective September 1, 2013, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 25 [~~20~~] is reached.

SECTION _____. Effective September 1, 2014, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 26 [~~20~~] is reached.

SECTION _____. Effective September 1, 2015, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 27 [~~20~~] is reached.

SECTION _____. Effective September 1, 2016, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 28 [~~20~~] is reached.

SECTION _____. Effective September 1, 2017, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 29 [~~20~~] is reached.

SECTION _____. Effective September 1, 2018, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for

each year of experience as a teacher, librarian, counselor, or nurse until step 30 ~~[20]~~ is reached.

SECTION _____. Effective September 1, 2019, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 31 ~~[20]~~ is reached.

SECTION _____. Effective September 1, 2020, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 32 ~~[20]~~ is reached.

SECTION _____. Effective September 1, 2021, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 33 ~~[20]~~ is reached.

SECTION _____. Effective September 1, 2022, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 34 ~~[20]~~ is reached.

SECTION _____. Effective September 1, 2023, Section 21.403(a), Education Code, is amended to read as follows:

(a) A teacher, librarian, counselor, or nurse shall advance one step on the minimum salary schedule under Section 21.402 for each year of experience as a teacher, librarian, counselor, or nurse until step 35 ~~[20]~~ is reached.

(5) On page 24, line 19, between "(b-3)," and "(h-1)," insert "(e-1),".

(6) On page 31, between lines 22 and 23, insert the following:

(e-1) The amount of revenue to which a school district is

entitled under Section 42.2518 is in addition to the amount of revenue to which the district is entitled under Subsection (b).

(7) On page 33, lines 10 and 11, strike "an increase of at least \$100 per student" and substitute "a minimum increase as determined under this subsection for each student".

(8) On page 33, line 17, between "commissioner." and "As", insert the following:

The commissioner shall determine the amount of the minimum increase under this subsection by multiplying the number of students in weighted average daily attendance in the state by \$100, subtracting the amount necessary to provide the additional state aid under Section 42.2518 to which school districts are entitled, and dividing the remainder by the number of students in weighted average daily attendance in the state.

(9) On page 33, between lines 25 and 26, insert the following new SECTION, appropriately numbered:

SECTION _____. Subchapter E, Chapter 42, Education Code, is amended by adding Section 42.2518 to read as follows:

Sec. 42.2518. ADDITIONAL STATE AID FOR EXTENSION OF PROFESSIONAL STAFF SALARY SCHEDULE. (a) A school district, including a school district that is otherwise ineligible for state aid under this chapter, is entitled to state aid in an amount, as determined by the commissioner, necessary to compensate the school district for additional salary costs the district incurs because of the increased number of years covered by the minimum salary schedule for certain professional staff made by HB 3646, Acts of the 81st Legislature, Regular Session, 2009.

(b) A district may use state aid received under this section only to pay salary costs incurred because of the increased number of years covered by the minimum salary schedule.

(c) A determination by the commissioner under this section is final and may not be appealed.

(d) The commissioner may adopt rules to implement this section.

(10) On page 47, between lines 12 and 13, insert the following new SECTION, appropriately numbered:

SECTION _____. Section 21.402(c-4), Education Code, as added

by this Act, does not affect a contract between a school district and a person entitled to a minimum salary under Section 21.402, Education Code, if the contract:

(1) was entered into before the effective date of the change in law made by this Act; and

(2) provides for a salary greater than the minimum salary to which the person would be entitled under Section 21.402(c-4), Education Code, as added by this Act.

(11) On page 47, line 17, strike "This Act" and substitute "Except as otherwise provided by this Act, this Act".

(12) Renumber the SECTIONS of the bill accordingly.