

- SUBJECT:** Providing a pay-scale formula for extra days worked by teachers
- COMMITTEE:** Public Education — favorable, without amendment
- VOTE:** 8 ayes — Sadler, Dutton, Dunnam, Hardcastle, Hochberg, Oliveira, Olivo, Smith
0 nays
1 absent — Grusendorf
- WITNESSES:** For — Holly Eaton, Texas Classroom Teachers Association; Rene Lara, Texas Federation of Teachers; Marjorie Wall, Texas State Teachers Association
Against — David Dunn, Texas Association of School Boards
- BACKGROUND:** Education Code, sec. 21.402 establishes a formula for the minimum monthly salary for classroom teachers, full-time librarians, full-time counselors, and full-time nurses in the public schools. The formula is based on a salary factor determined by the state, the employee's level of experience, and an amount of state and local funds per weighted student available to the local school district eligible under the guaranteed yield program.
Education Code, sec. 21.401 provides for a minimum service contract between a teacher and a school district of 187 days over a 10-month school year.
- DIGEST:** HB 729 would add subsection (h) to Education Code, sec. 21.402 to provide a formula for determining the pay for classroom teachers, full-time librarians, full-time counselors, and full-time nurses who worked more than the minimum service contract of 187 days.
Payment would be an amount equal to the minimum monthly salary multiplied by a fraction, the numerator of which was the minimum number of days of required service plus the additional days required by the district, and

the denominator of which was the minimum number of days of required service.

“Gross monthly salary” would have to include the amount a teacher or library received under the career ladder salary supplement as it was last described in the Education Code in 1993.

The bill would take immediate effect if finally passed by a two-thirds record vote of the membership of each house. Otherwise, it would take effect September 1, 2001. The formula established by HB 729 would apply at the beginning of the 2000-2001 school year.

**SUPPORTERS
SAY:**

HB 729 would restore a provision of the Education Code that was deleted in a 1995 recodification, allowing for compensation for school teachers and other staff members who worked more than the minimum required number of days. This protection should not have been removed from the Education Code.

HB 729 would provide for fair compensation to teachers if a school district required them to work extra days beyond the 187 in their contracts. Teachers are expected to come in on weekends for meetings or other duties. They also attend many summer institutes for which they receive expenses but no salary. If teachers work extra days, they should be compensated for that time.

**OPPONENTS
SAY:**

HB 729 unnecessarily would eliminate the discretion of a local school district and its elected board of trustees. These decisions should be made on a local basis rather than by creating an inflexible and unfunded state mandate.

NOTES:

In 1999, an identical bill, HB 2139 by Gutierrez, was favorably reported by the Public Education Committee, but died in the Calendars Committee.