

[Code of Conduct](#)[Contact Us](#)[Sign in](#)

## Salary Requirements for 2019-2020

By Amanda Brownson posted 6 days ago

1

Recommend

We are getting lots of questions related to the requirements for pay increases for next year. It is likely that TEA will need to issue some additional guidance in the coming days, but we are going to try to lay out our best current understanding of the requirements now as we understand many of you are deep into the budget process. But please be aware that TEA will have the final say and we will revise as necessary if our understanding changes based on that guidance.

The language that finally passed does not require you to provide a specific dollar increase, but rather to base a pay increase on the revenue gain you received under HB 3. Specifically, you are required to use 30% of your FSP increase on compensation increases.

First, here is the language from HB 3 as it relates to compensation:

*During any school year for which the maximum amount of the basic allotment provided under Subsection (a) or (b) is greater than the maximum amount provided for the preceding school year, a school district must use at least 30 percent of the amount, if the amount is greater than zero, that equals the product of the average daily attendance of the district multiplied by the amount of the difference between the district's funding under this chapter per student in average daily attendance for the current school year and the preceding school year to provide compensation increases to full-time district employees other than administrators as follows:*

*75 percent must be used to increase the compensation paid to classroom teachers, full-time librarians, full-time school counselors certified under Subchapter B, Chapter 21, and full-time school nurses, prioritizing differentiated compensation for classroom teachers with more than five years of experience; and*

*25 percent may be used as determined by the district to increase compensation paid to full-time district employees.*

A few things to consider as you work through implementing this language.

1. Although the language references the basic allotment, the pay increase is not calculated based on the increase to the basic allotment but rather to **all of the funding changes in Chapter 48** of the education code (this is the new chapter that includes what used to be Chapter 41 and 42). As you know, many more things changed than only the basic allotment. We read this to mean you would need to take all of these changes into account when determining the gain you received, and your pay increase would be based on 30% of that total gain. We think the reference to the basic allotment is in the statute to trigger compensation increases in future sessions when the basic allotment changes.
2. There is some confusion regarding how to calculate your increase. Although most people are starting with the financial impact models put out by TEA, the final calculation of your increase may differ from this amount for a few reasons. First, the runs put out during session compare your revenue to what your district would have had in the same year under current law. We are uncertain if that is the correct base off which to compare -- there is at least an argument to be made that the correct comparison would be to your revenue per student last year. Second, the models put out at the end of session do not use your district's data. **Your district will want to conduct a more detailed revenue projection using information you recently received from your appraisal district and your most recent student counts.**
3. Of course, you will not know with certainty what your revenue increase will be until after the close of the school year next year once settle-up is conducted. However, the last time the legislature passed similar language, TEA issued guidance that districts would not need to "settle up" on the compensation increase. Districts were directed to estimate their funding increase and base compensation changes on that estimate. We presume they may take a similar position this time.
4. **Although the Senate proposed language directing districts to provide a uniform increase on top of a local salary schedule, this language did not make it into the final bill.** The language that made it into the bill provides much more flexibility. In fact, the language directs you to prioritize differentiated compensation for classroom teachers with more than five years of experience. The legislature specifically avoided telling you how much to pay each staff member. But we do presume this language means they intend for the increase for teachers with more than five years of experience to be higher than the increase you provide to other staff.

5. The language specifically references compensation, not salary. This is an important distinction as they specifically allow you to include benefits increases in this calculation. They include this language in subsection (d) of the bill: "in this section, "compensation" includes benefits such as insurance premiums".
6. Although lawmakers talked about a \$4,000 salary increase, the amount of the required compensation increase is not likely to be \$4,000 in any particular district. Lawmakers were talking about the amount of compensation increase teachers would receive **on average**. District to district impacts will vary from the average. Additionally, the legislature appears to have taken benefits increases they invested into TRS into account when calculating this average increase.
7. Finally, do not forget that you are still required to pay at least the state statutory minimum. And with the nearly 20% increase in the basic allotment, the minimum salary schedule will increase significantly. We do not yet have a TEA updated salary schedule, but applying the percentage increase in the BA to the current minimum salary yields the following new schedule:

<b>Years of Experience Credited</b>	<b>2018- 2019 Monthly Salary</b>	<b>2018-2019 Annual Salary (10 month contract)</b>	<b>2019- 2020 Monthly Salary</b>	<b>2019-2020 Annual Salary (10 Month Contract)</b>
0	2,808	28,080	3,365	33,658
1	2,869	28,690	3,438	34,385
2	2,929	29,290	3,510	35,100
3	2,989	29,890	3,582	35,827
4	3,117	31,170	3,736	37,354
5	3,244	32,440	3,888	38,882
6	3,372	33,720	4,041	40,410
7	3,490	34,900	4,183	41,826
8	3,602	36,020	4,317	43,169
9	3,708	37,080	4,444	44,438
10	3,808	38,080	4,564	45,633
11	3,902	39,020	4,676	46,767
12	3,993	39,930	4,785	47,851
13	4,076	40,760	4,885	48,849
14	4,156	41,560	4,981	49,810
15	4,231	42,310	5,071	50,709
16	4,303	43,030	5,157	51,572
17	4,370	43,700	5,237	52,372
18	4,434	44,340	5,314	53,136
19	4,494	44,940	5,386	53,863
20 & Over	4,551	45,510	5,454	54,541

## SISD Requirements under House Bill 3

	Required	Our commitment
SISD Projected Net Increase	\$ 1,855,045.00	
30% must be used in instruction	\$ 556,513.50	\$ 860,000.00
75% must be used for experienced	\$ 411,819.99	\$ 700,000.00
200 teachers six years & above (just salary increase)	\$ 700,000.00	
50 teachers less than 6 (just salary increase)	\$ 160,000.00	
	\$ 860,000.00	