

Salary Schedule Report

The Texas Education Code (TEC) authorizes a minimum salary schedule (MSS) for certain professional staff in Texas public schools in Section 21.402. This salary schedule applies to all classroom teachers as well as to full-time nurse, full-time counselors, and full-time librarians. Employees who are covered by these provisions are referred to as MSS employees.

While the TEC has contained provisions related to minimum salaries for decades, the current structure for the MSS was established in 1995 when the entire Education Code was re-written. Prior to 1995, the salary schedule covered a wide variety of school district personnel, including principals, superintendents, and other professional support staff such as therapists and diagnosticians. The schedule indicated minimum monthly salary amounts for employees with zero through ten years of experience and was based on 183 days of service. The increases in the minimum monthly salary amounts are referred to as “steps” in the salary schedule.

Pre-1995 Salary schedule

Years of Experience	Monthly Salary
0	1,700
1	2,925
2	1,928
3	2,042
4	2,156
5	2,270
6	2,384
7	2,498
8	2,612
9	2,726
10	2,840

In 1995–1996, the MSS covered only teachers and full-time librarians. During this transition year, the minimum monthly amounts increased from the prior year, the number of steps increased to cover 20 years of service, and the required days of service increased to 185. Beginning with the 1996–1997 school year, the days of service increased to 186, and the salary schedule incorporated a factor that hinged the calculation of the monthly minimum amounts to the amount appropriated by the General Appropriations Act for the Foundation School Program (FSP) per student in average daily attendance (ADA). The amendments to this section that were made in 1995 also included provisions to continue a pay raise that had been previously granted to teachers in 1984–1985, if that employee received the supplement as of August 31, 1983, and the employee continued to be employed by the district they were employed by in 1994–1995.

In 1997, lawmakers increased the mandatory homestead exemption from \$5,000 per homestead to \$15,000 per homestead. Modifications were made to the FSP formulas that were intended to hold districts harmless by providing additional state aid to make up for the revenue they lost as a result of the

increased exemption. Section 21.402 was modified to exclude the hold harmless funding from the FSP appropriation when applying the salary factors to the minimum salary schedule. In 1997–1998, the days of service remained at 186. In 1998–1999, the days of service was increased for the final time to 187.

In 1999, the salary factors were modified as a result of changes in the formula that determined the factor amounts. Rather than referring to the entire FSP appropriation in the calculation of the factors, the statute referred to the amount of state and local funds available to a school district under the enrichment provisions of the FSP based on the maximum enrichment tax effort. Full-time nurses and full-time counselors were added to the list of eligible employees. Lawmakers also authorized language that provided an increase of \$300 month for the 1999–2000 and 2000–2001 school years, and guaranteed that MSS employees would be able to maintain that salary level so long as they continued to be employed by the district they were employed by in 2000–2001.

In 2001, the salary factors were again modified. The definition of the salary factor was also modified to exclude the increase in enrichment funding that was delivered by the increase in the per penny guaranteed yield amount from \$24.99 to \$25.81 for the 2001–2002 school year and from \$25.81 to \$27.14 beginning with the 2002–2003 school year. The provisions to maintain the 2000–2001 salary level for employees who remained employed by the same district were continued.

In 2003, the salary schedule remained unchanged. In 2005, the salary schedule remained unchanged. In 2007, the salary factors were again modified to reflect the changes in the FSP formulas that were prompted by the mandatory reduction in school districts' maintenance and operations (M&O) tax rates. School districts received additional state funds to hold them harmless for the loss of tax revenue that resulted from the compression of M&O tax rates, but those hold harmless funds were excluded from the calculation of salary factors. Because the tax rate compression formulas in FSP reduced school districts' enrichment taxes, the factors in the salary schedule were increased in order to maintain the minimum monthly salary amounts at the previous levels. In addition, the language related to maintaining MSS employees' salaries was updated to ensure that MSS employees continued to receive at least the salary they received in 2006–2007, if they remained employed by the same district.

In 2009, school districts and charter schools were required to provide MSS employees and full-time speech pathologists with the greater of 1) \$80 per month; or 2) the maximum amount that could be uniformly provided from an amount that equaled \$60 per student in weighted average daily attendance (WADA) (with adjustments for contributions to the state retirement system and social security). This increase was required to be given in addition to any other step increases that would have been available to the MSS employees based on the district's 2008–2009 salary schedule. Additional language provided that all MSS employees and full-time speech pathologists would receive at least the amount they received in 2010–2011 so long as they remained employed by the same district. Although full-time speech pathologists were included in the mandatory pay raise and included in the provisions that maintained 2010–2011 salary levels, they were not added to the definition of MSS employees.

In 2011, the minimum salary schedule was once again revised. The reference to state funding was changed to refer to the FSP funding available through the basic allotment rather than the enrichment

tier. The salary factors were modified, and a new subsection (c-1) set forth the monthly minimum salary amounts based on prior law. The monthly minimum amounts in subsection (c-1) exceed the monthly minimum amounts that result from the application of the current salary factors and basic allotment level. As currently designed, the application of salary factors will not exceed the monthly minimum amounts set forth in subsection (c-1) until the basic allotment reaches at least \$5,000 per ADA. Provisions requiring the maintenance of salaries at the 2010–2011 levels were repealed.

1997-1998 Minimum Salary Schedule

Monthly salary based on a standard 10-month contract.

Years of Experience	Salary Factors	Monthly Salary
0	.8470	2,105
1	.8699	2,162
2	.8928	2,219
3	.9156	2,276
4	.9639	2,396
5	1.0122	2,516
6	1.0605	2,636
7	1.1054	2,747
8	1.1477	2,852
9	1.1879	2,952
10	1.2256	3,046
11	1.2616	3,136
12	1.2955	3,220
13	1.3273	3,299
14	1.3578	3,375
15	1.3862	3,445
16	1.4133	3,513
17	1.4387	3,576
18	1.4628	3,636
19	1.4857	3,693
20+	1.5073	3,746

1998-1999 Minimum Salary Schedule

Monthly salary based on the standard 10-month contract.

Years of Experience	Salary Factors	Monthly Salary
0	.8470	2,124
1	.8699	2,181
2	.8928	2,239
3	.9156	2,296
4	.9639	2,417
5	1.0122	2,538
6	1.0605	2,659
7	1.1054	2,772
8	1.1477	2,878
9	1.1879	2,979
10	1.2256	3,073
11	1.2616	3,164
12	1.2955	3,249
13	1.3273	3,328
14	1.3578	3,405
15	1.3862	3,476
16	1.4133	3,544
17	1.4387	3,608
18	1.4628	3,668
19	1.4857	3,726
20+	1.5073	3,780

1999-2000 Minimum Salary Schedule

Monthly salary based on the standard 10-month contract.

Years of Experience	Salary Factors	Monthly Salary
0	.5596	2,424
1	.5728	2,481
2	.5861	2,539
3	.5993	2,596
4	.6272	2,717
5	.6552	2,838
6	.6831	2,959
7	.7091	3,072
8	.7336	3,178
9	.7569	3,279
10	.7787	3,373
11	.7996	3,464
12	.8192	3,549
13	.8376	3,628
14	.8552	3,705
15	.8717	3,776
16	.8874	3,844
17	.9021	3,908
18	.9160	3,968
19	.9293	4,026
20 & Over	.9418	4,080

2000-2001 Minimum Salary Schedule

Monthly salary based on the standard 10 month contract.

Years of Experience	Salary Factors	Monthly Salary
0	.5596	2,424
1	.5728	2,481
2	.5861	2,539
3	.5993	2,596
4	.6272	2,717
5	.6552	2,838
6	.6831	2,959
7	.7091	3,072
8	.7336	3,178
9	.7569	3,279
10	.7787	3,373
11	.7996	3,464
12	.8192	3,549
13	.8376	3,628
14	.8552	3,705
15	.8717	3,776
16	.8874	3,844
17	.9021	3,908
18	.9160	3,968
19	.9293	4,026
20 & Over	.9418	4,080

2001-2002 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5656	2,424
1	.5790	2,481
2	.5924	2,539
3	.6058	2,596
4	.6340	2,717
5	.6623	2,838
6	.6906	2,959
7	.7168	3,072
8	.7416	3,178
9	.7651	3,279
10	.7872	3,373
11	.8082	3,464
12	.8281	3,549
13	.8467	3,628
14	.8645	3,705
15	.8811	3,776
16	.8970	3,844
17	.9119	3,908
18	.9260	3,968
19	.9394	4,026
20 & Over	.9520	4,080

2002-2003 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5656	2,424
1	.5790	2,481
2	.5924	2,539
3	.6058	2,596
4	.6340	2,717
5	.6623	2,838
6	.6906	2,959
7	.7168	3,072
8	.7416	3,178
9	.7651	3,279
10	.7872	3,373
11	.8082	3,464
12	.8281	3,549
13	.8467	3,628
14	.8645	3,705
15	.8811	3,776
16	.8970	3,844
17	.9119	3,908
18	.9260	3,968
19	.9394	4,026
20 & Over	.9520	4,080

2003-2004 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5656	2,424
1	.5790	2,481
2	.5924	2,539
3	.6058	2,596
4	.6340	2,717
5	.6623	2,838
6	.6906	2,959
7	.7168	3,072
8	.7416	3,178
9	.7651	3,279
10	.7872	3,373
11	.8082	3,464
12	.8281	3,549
13	.8467	3,628
14	.8645	3,705
15	.8811	3,776
16	.8970	3,844
17	.9119	3,908
18	.9260	3,968
19	.9394	4,026
20 & Over	.9520	4,080

2004-2005 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5656	2,424
1	.5790	2,481
2	.5924	2,539
3	.6058	2,596
4	.6340	2,717
5	.6623	2,838
6	.6906	2,959
7	.7168	3,072
8	.7416	3,178
9	.7651	3,279
10	.7872	3,373
11	.8082	3,464
12	.8281	3,549
13	.8467	3,628
14	.8645	3,705
15	.8811	3,776
16	.8970	3,844
17	.9119	3,908
18	.9260	3,968
19	.9394	4,026
20 & Over	.9520	4,080

2005-2006 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5656	2,482
1	.5790	2,541
2	.5924	2,599
3	.6058	2,658
4	.6340	2,782
5	.6623	2,906
6	.6906	3,030
7	.7168	3,145
8	.7416	3,254
9	.7651	3,357
10	.7872	3,454
11	.8082	3,546
12	.8281	3,634
13	.8467	3,715
14	.8645	3,793
15	.8811	3,866
16	.8970	3,936
17	.9119	4,001
18	.9260	4,063
19	.9394	4,122
20 & Over	.9520	4,177

2006-2007 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5656	2,732
1	.5790	2,791
2	.5924	2,849
3	.6058	2,908
4	.6340	3,032
5	.6623	3,156
6	.6906	3,280
7	.7168	3,395
8	.7416	3,504
9	.7651	3,607
10	.7872	3,704
11	.8082	3,796
12	.8281	3,884
13	.8467	3,965
14	.8645	4,043
15	.8811	4,116
16	.8970	4,186
17	.9119	4,251
18	.9260	4,313
19	.9394	4,372
20 & Over	.9520	4,427

2007-2008 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.6226	2,732
1	.6360	2,791
2	.6492	2,849
3	.6627	2,908
4	.6909	3,032
5	.7192	3,156
6	.7474	3,280
7	.7737	3,395
8	.7985	3,504
9	.8220	3,607
10	.8441	3,704
11	.8650	3,796
12	.8851	3,884
13	.9035	3,965
14	.9213	4,043
15	.9380	4,116
16	.9539	4,186
17	.9687	4,251
18	.9828	4,313
19	.9963	4,372
20 & Over	1.009	4,427

2008-2009 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.6226	2,732
1	.6360	2,791
2	.6492	2,849
3	.6627	2,908
4	.6909	3,032
5	.7192	3,156
6	.7474	3,280
7	.7737	3,395
8	.7985	3,504
9	.8220	3,607
10	.8441	3,704
11	.8650	3,796
12	.8851	3,884
13	.9035	3,965
14	.9213	4,043
15	.9380	4,116
16	.9539	4,186
17	.9687	4,251
18	.9828	4,313
19	.9963	4,372
20 & Over	1.009	4,427

2009-2010 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.6226	2,732
1	.6360	2,791
2	.6492	2,849
3	.6627	2,908
4	.6909	3,032
5	.7192	3,156
6	.7474	3,280
7	.7737	3,395
8	.7985	3,504
9	.8220	3,607
10	.8441	3,704
11	.8650	3,796
12	.8851	3,884
13	.9035	3,965
14	.9213	4,043
15	.9380	4,116
16	.9539	4,186
17	.9687	4,251
18	.9828	4,313
19	.9963	4,372
20 & Over	1.009	4,427

2010-2011 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.6226	2,732
1	.6360	2,791
2	.6492	2,849
3	.6627	2,908
4	.6909	3,032
5	.7192	3,156
6	.7474	3,280
7	.7737	3,395
8	.7985	3,504
9	.8220	3,607
10	.8441	3,704
11	.8650	3,796
12	.8851	3,884
13	.9035	3,965
14	.9213	4,043
15	.9380	4,116
16	.9539	4,186
17	.9687	4,251
18	.9828	4,313
19	.9963	4,372
20 & Over	1.009	4,427

2011-2012 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors*	Monthly Salary*
0	.5464	2,732
1	.5582	2,791
2	.5698	2,849
3	.5816	2,908
4	.6064	3,032
5	.6312	3,156
6	.6560	3,280
7	.6790	3,395
8	.7008	3,504
9	.7214	3,607
10	.7408	3,704
11	.7592	3,796
12	.7768	3,884
13	.7930	3,965
14	.8086	4,043
15	.8232	4,116
16	.8372	4,186
17	.8502	4,251
18	.8626	4,313
19	.8744	4,372
20 & Over	.8854	4,427

*Monthly minimum is based on the greater of the: 1) salary factor, or 2) monthly salary. The monthly salary amount was the greater of amount for 2011–2012.

2012-2013 Minimum Salary Schedule

Monthly Salary Based on the Standard 10-Month Contract

Years of Experience	Salary Factors	Monthly Salary
0	.5464	2,732
1	.5582	2,791
2	.5698	2,849
3	.5816	2,908
4	.6064	3,032
5	.6312	3,156
6	.6560	3,280
7	.6790	3,395
8	.7008	3,504
9	.7214	3,607
10	.7408	3,704
11	.7592	3,796
12	.7768	3,884
13	.7930	3,965
14	.8086	4,043
15	.8232	4,116
16	.8372	4,186
17	.8502	4,251
18	.8626	4,313
19	.8744	4,372
20 & Over	.8854	4,427

*Monthly minimum is based on the greater of the: 1) salary factor, or 2) monthly salary. The monthly salary amount is the greater of amount for 2012–2013.