



To the Administrator Addressed

Commissioner Mike Morath

1701 North Congress Avenue • Austin, Texas 78701-1494 • 512 463-9734 • 512 463-9838 FAX • tea.texas.gov

DATE:	June 11, 2019
SUBJECT:	Minimum Salary Schedule Increase pursuant to House Bill 3 (HB3)
CATEGORY:	Funding Implications
NEXT STEPS:	Share with business and finance and human resources staff

House Bill 3, as passed by the 86th Legislature, was signed into law today by Governor Abbott. Today you are receiving the first three implementation notices sent to districts. Over the next several months, the agency will be releasing more To the Administrator Addressed (TAA) correspondence with additional information, as it becomes available. All TAA correspondence will be posted to our website at tea.texas.gov/HB3. If you have any general inquiries on HB3 please email HB3info@tea.texas.gov.

This letter is to inform you about the increases to the minimum salary schedule required under HB3. Chapter 21, Education Code, requires increases to the state minimum salary schedule when the basic allotment increases. HB3 increased the basic allotment to \$6,160. This impacts minimum salaries for classroom teachers, full-time librarians, full-time counselors certified under Subchapter B, Chapter 21, and full-time registered nurses. In no instance may a school district pay less than the state base salary listed for that individual's years of experience as determined by Section 153.1021 of the Texas Administrative Code, Commissioner's Rules on Creditable Years of Service. The new minimum salary schedule calculator as follows:

Years of Service	New Minimum Monthly Salary (21.402(a))	New Minimum Annual Salary (10-Months)
Year 0	\$ 3,366	\$ 33,660
Year 1	\$ 3,439	\$ 34,390
Year 2	\$ 3,510	\$ 35,100
Year 3	\$ 3,583	\$ 35,830
Year 4	\$ 3,735	\$ 37,350
Year 5	\$ 3,888	\$ 38,880
Year 6	\$ 4,041	\$ 40,410
Year 7	\$ 4,183	\$ 41,830
Year 8	\$ 4,317	\$ 43,170

Year 9	\$ 4,444	\$ 44,440
Year 10	\$ 4,563	\$ 45,630
Year 11	\$ 4,677	\$ 46,770
Year 12	\$ 4,785	\$ 47,850
Year 13	\$ 4,885	\$ 48,850
Year 14	\$ 4,981	\$ 49,810
Year 15	\$ 5,071	\$ 50,710
Year 16	\$ 5,157	\$ 51,570
Year 17	\$ 5,237	\$ 52,370
Year 18	\$ 5,314	\$ 53,140
Year 19	\$ 5,386	\$ 53,860
Year 20+	\$ 5,454	\$ 54,540

Contributions to TRS

HB3 requires that open enrollment charter schools and school districts of innovation pay the state's contribution on the portion of a member's salary that exceeds the statutory minimum salary for members entitled to the minimum salary schedule, for members that would have been entitled to the minimum salary for certain school personnel under former Section 16.056, TEC, as that section existed on January 1, 1995, and members who would be entitled to the minimum salary for certain school personnel under Section 21.402, TEC, if the member was employed by a school district subject to that section instead of being employed by an open enrollment charter school or a district of innovation that exempted the district's employees from the minimum salary schedule.

Additionally, HB3 removed the cost of education adjustment (index) (CEI). Before the recent legislative change, the statutory minimum calculation multiplied the minimum salary from the minimum salary schedule by the CEI to get an adjusted state minimum salary. With the passage of HB3 and the removal of CEI, there will no longer be an adjustment to the state minimum salary when calculating statutory minimum. The increase in the basic allotment increases the state share.

Questions

If you have any questions related to this TAA on the minimum salary increases required under House Bill 3, please contact the Division of State Funding by phone at (512) 463-9238 or by email at HB3info@tea.texas.gov.

Sincerely,

Leo Lopez, RTSBA,
Associate Commissioner for School Finance & Chief School Finance Officer