

House Bill 3

86th Texas Legislature



SUPPORTS TEACHERS AND REWARDS TEACHER EXCELLENCE

- Increases the minimum salary schedule between \$5,500 - \$9,000
- Requires districts to allocate 30% of their year-over-year budget increase toward full-time employee compensation increases, and 75% of this total must go to teachers, counselors, nurses and librarians
- Increases the state share of Teacher Retirement System (TRS) payments for all educators
- Establishes a new Teacher Incentive Allotment that provides between \$3,000 - \$32,000 per year, per high-performing teacher, with higher incentive funding going to high poverty and rural campuses
- Provides funding for an enhanced Teacher Mentor Program to improve support for teachers in their first two years
- Further protects students and the integrity of the teaching profession by creating a Do-Not-Hire Registry that ensures non-certified personnel will not work at schools if they have abused a child or had an inappropriate relationship with a minor



FOCUSES ON LEARNING AND IMPROVING STUDENT OUTCOMES

Prioritizing Early Literacy, Including Pre-K

- Requires High-Quality, Full-Day Pre-K for all eligible 4-year-old children, with funding through an Early Education Allotment
- Establishes a Dual Language Allotment
- Requires school boards to adopt and monitor early childhood literacy and mathematics proficiency plans and ensure the use of a systematic phonics curriculum
- Requires elementary school teachers to attend the reading academies and be trained on the science of teaching reading



FOCUSES ON LEARNING AND IMPROVING STUDENT OUTCOMES

Improving College, Career, and Military Readiness

- Requires school boards to adopt and monitor college, career, and military readiness (CCMR) plans
- Rewards districts with bonuses for CCMR graduates
- Increases funding for college prep exams, industry certification exams, career and technical education (CTE) including computer science, and funds innovative high school models designed to help students graduate with an associate's degree

Increasing Support for Special Education

- Increases Mainstream Special Education funding
- Creates a new Dyslexia Allotment
- Encourages teacher training in Autism

Expanding Learning Opportunities

- Provides funding for an optional extended year for elementary schools, and establishes a new summer learning program focused on career and technical education
- Establishes a blended learning grant program
- Provides funding to reimburse high school equivalency exam fees



INCREASES FUNDING AND EQUITY

- Increases funding for low-income students, with more money in the highest poverty areas
- Makes a variety of formula changes so that property wealth matters far less than ever before, with district funding being determined almost entirely based on student need



REDUCES AND REFORMS PROPERTY TAXES AND RECAPTURE

- Cuts property taxes in the first year by an average of 8 cents per \$100 of assessed value, bringing the tax rate for Maintenance & Operations down from \$1.17 to \$1.055
- Provides for automatic tax rate reductions starting in the second year if property value grows by more than 2.5% per year
- Reduces recapture from \$3.6 billion to \$2.0 billion in the first year