

**LEGISLATIVE EDUCATION STUDY COMMITTEE  
BILL ANALYSIS**

**Bill Number:** SB 32

**52nd Legislature, 2nd Session, 2016**

**Tracking Number:** .202692.1

**Short Title:** Nat'l Board Certification to Teacher T&E

**Sponsor(s):** Senator Carlos R. Cisneros

**Analyst:** David Craig

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**Bill Summary:**

SB 32 amends the *Public School Finance Act* to include teachers certified by the National Board for Professional Teaching Standards (NBPTS) in the Instructional Staff Training and Experience (T&E) Index of the public school funding formula.

**Fiscal Impact:**

SB 32 does not make an appropriation.

Including teachers with a bachelor's degree and NBPTS certification at the same level as a master's degree in the calculation of the T&E Index could increase some school districts' and charter schools' T&E indices, which would affect funding generated through the state equalization guarantee (SEG). The Legislative Education Study Committee (LESC) staff did not receive information from the Public Education Department (PED) on the amount of teachers who have attained a bachelor's degree and NBPTS certification by school district and charter school, but changing school district and charter school T&E Index calculations could significantly impact school budgets.

Currently, school districts and charter schools employing instructional staff with NBPTS certification receive certified teachers program units in the public school funding formula. Prior to receiving these units, school districts and charter schools must show that staff with NBPTS certification receive a one-time salary differential equal to or greater than the amount generated by the units multiplied by the program unit value; for FY15 each NBPTS-certified teacher received a minimum \$6,011 one-time salary increase. In FY15, school districts and charter schools generated \$3,769,288 in certified teachers program unit funding. School districts and charter schools do not receive program units for other instructional certification requirements included in the T&E Index, like a teacher having a bachelor's or master's degree. SB 32 would create two places in the public school funding formula where school districts and charter schools receive funding for the same NBPTS-certified teacher and, in some instances, may provide funding for the same teacher possessing NBPTS certification twice.

**At a Glance:**

- SB 32 may incentivize school districts and teachers to attain NBPTS certification.
- SB 32 could result in redistributing SEG funds within the public school funding formula if T&E Index calculations are changed.
- SB 32 would result in two factors in the public school funding formula that generate revenue for school districts and charter schools based on NBPTS-certified teachers.

**Substantive Issues:**

The T&E Index is calculated on the basis of educational attainment and years of experience of a school district's or charter school's instructional staff. Each instructional staff included in the October payroll is multiplied times a value established in statute. These values are then added together and divided by the total number of full-time-equivalent instructional staff to obtain a total school district or charter school T&E Index value. This school district or charter school T&E Index value is then multiplied by early childhood education, grade level, special education, related service provider, fine arts, bilingual, and elementary physical education program units to generate additional units for each school district and charter school, to partially offset labor costs. Because the T&E Index is multiplied by these base program units to obtain adjusted units, even small changes to the T&E Index can have large impacts on school district and charter school budgets.

**Training and Experience Index**

Academic Classification	Years of Experience				
	0-2	3-5	6-8	9-15	Over 15
Bachelor's degree or less	0.75	0.90	1.00	1.05	1.05
Bachelor's degree or 15 credit hours	0.80	0.95	1.00	1.10	1.15
Master's degree or Bachelor's degree plus 45 credit hours	0.85	1.00	1.05	1.15	1.20
<i>Bachelor's degree with NBPTS certification*</i>	<i>0.85</i>	<i>1.00</i>	<i>1.05</i>	<i>1.15</i>	<i>1.20</i>
Master's degree plus 15 credit hours	0.90	1.05	1.15	1.30	1.35
Post-Master's degree or Master's degree plus 45 credit hours	1.00	1.15	1.30	1.40	1.50

\*proposed change

Even though SB 32 carries an effective date that coincides with the start of FY17, school district and charter school T&E indices would not reflect any changes until F18 because the FY17 SEG distribution is based on the October 2015 T&E report which did not include NBPTS certification information. According to a 2015 PED analysis of a similar bill, SB 32 would help align compensation for NBPTS-certified teachers in school districts and charter schools with other teachers that are eligible to attain a level three teaching license.

**Background:**

During the 2015 interim, LESC appointed members to an LESC-Legislative Finance Committee (LFC) Ad Hoc Work Group to examine T&E Index issues of interest to both committees, including its impact on hard-to-staff high-poverty districts and lack of alignment with the three-tiered licensure and salary system. Past LFC program evaluations note a lack of uniformity in how schools count years of experience and educational credits, resulting in differences in T&E Index values. LFC program evaluations have also recommended using the T&E Index to target additional compensation toward teachers working at high-poverty schools. LESC staff has also examined how year-to-year changes in the T&E Index can impact the budgets of small school districts.

**Related Bills:**

- SB 37 *Public School Funding Adequacy*
- SB 141 *Public School Funding Formula Amendments*