School
Three Rivers High School

Senate Committee
Education

Senate Author
Carolyne Royal

House Committee
Education

House Authors
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Teacher Pay Raises Act

HB 4 - SB 2

Bill Analysis

BACKGROUND & PURPOSE

Texas educators are the foundation of our public education system and play an essential role in shaping the success of students and communities. However, stagnant wages and increasing costs have made it increasingly difficult for school districts to attract and retain qualified teachers—particularly in small, rural districts that face unique financial challenges.

This bill recognizes the vital work of teachers by providing every full-time classroom teacher in Texas a $5,000 annual salary increase beginning in the 2027–2028 school year. Additionally, the bill provides a $3,000 annual supplement for teachers serving in rural school districts with fewer than 5,000 enrolled students, helping to close the pay gap between rural and urban educators.

The legislation ensures that these increases are fully funded by the state through the Foundation School Program and prohibits districts from reducing existing pay or stipends to offset the new raises. This investment in teacher pay reflects Texas' commitment to improving educational outcomes, supporting classroom excellence, and strengthening the state's rural communities.

RULEMAKING AUTHORITY

This bill expressly grants rulemaking authority to the Commissioner of Education in this bill for the purpose of verifying district eligibility, distributing state funds, and implementing the salary increases and supplements established under new Sections 21.402(k) and 21.4034, Education Code.

ANALYSIS

This bill amends the Education Code to increase compensation for public school teachers and to provide additional salary supplements for educators in rural districts.

SECTION 1. Amends Section 21.402, Education Code, by adding Subsection (k) to entitle every full-time classroom teacher employed by a school district or open-enrollment charter school to an annual $5,000 salary increase beginning with the 2027–2028 school year. The increase must be funded by the state and included in the teacher's base pay. The section also prohibits any district from reducing local pay scales, stipends, or supplements to offset the increase.

SECTION 2. Adds Section 21.4034, Education Code, establishing a Rural Teacher Supplement that provides an additional $3,000 annual payment to each full-time classroom teacher employed by a district with fewer than 5,000 students, as determined by average daily attendance from the previous school year. The Texas Education Agency (TEA) must verify

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eligibility and distribute funds accordingly. This supplement is treated as part of the teacher's regular salary for retirement and benefits.

SECTION 3. Adds Section 42.2511, Education Code, directing the Commissioner of Education to provide each district with sufficient state aid to fund both the $5,000 pay raise and the $3,000 rural supplement through the Foundation School Program.

SECTION 4. Provides that the Act expires June 30, 2029, and that it takes effect 60 days prior to the start of the 2027–2028 school year, ensuring timely implementation and budget alignment for districts.

EFFECTIVE DATE

This Act takes effect 60 days prior to the start of the 2027–2028 school year.