STUDENT LEGISLATIVE SESSION
TEXAS STATE CAPITOL
EST. 2003

School
Three Rivers High School

Senate Committee
Education

Senate Author
Carolyne Royal

House Committee
Education

House Authors
Sunday Shelton-Rodriquez
Rosa Alvarez
Zoe Draughon

Lobbyist
Laurie Herring

Journalist
Chloe Rios

Teacher Pay Raises Act

HB 4 - SB 2

Bill Text

A BILL TO BE ENTITLED
AN ACT

relating to increasing compensation for public school teachers and providing a salary supplement for teachers in rural school districts.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 21.402, Education Code, is amended by adding Subsection (k) to read as follows:

(k) Notwithstanding any other law, each full-time classroom teacher employed by a school district or open-enrollment charter school is entitled to an annual salary increase of $5,000, to be funded by the state and incorporated into the employee's base pay beginning with the 2027–2028 school year.

(1) The salary increase under this subsection is in addition to any other pay raise or cost-of-living adjustment provided under this section or other law.

(2) A school district or charter school may not reduce local supplements, stipends, or salary schedules to offset the amount provided under this subsection.

SECTION 2. Subchapter B, Chapter 21, Education Code, is amended by adding Section 21.4034 to read as follows:

Sec. 21.4034. ADDITIONAL RURAL TEACHER SUPPLEMENT.

(a) A full-time classroom teacher employed by a school district with a total student enrollment of fewer than 5,000 students, as determined by

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average daily attendance during the preceding school year, is entitled to an additional annual salary supplement of $3,000.

(b) The Texas Education Agency shall verify district eligibility and distribute state funds to cover the cost of the supplement.

(c) This supplement is in addition to the salary increase provided under Section 21.402(k) and shall be considered part of the teacher's regular annual salary for retirement and benefit purposes.

SECTION 3. Subchapter B, Chapter 42, Education Code, is amended by adding Section 42.2511 to read as follows:

Sec. 42.2511. ADDITIONAL STATE AID FOR TEACHER COMPENSATION.

(a) The commissioner shall provide each school district with state aid in an amount sufficient to fund:

(1) the salary increase under Section 21.402(k); and

(2) the rural teacher supplement under Section 21.4034.

SECTION 4. This act expires June 30, 2028

SECTION 3. This Act takes effect 60 days prior to the start of the 2027-2028 school year.