



EMERGENCY ITEM: RAISE TEACHER PAY

Teachers play a key role in the success of Texas students and our state. They educate the next generation of entrepreneurs, scientists, and leaders, shaping the future of our state and country. Texas must fund and support our teachers to ensure students across the state receive a high-quality education.

Working with the Texas Legislature to invest in exceptional teachers and attract, retain, and support dedicated educators, Governor Greg Abbott:

- Created the Teacher Incentive Allotment program in 2019 to reward Texas' best teachers by putting them on a path to earn a six-figure salary
- Increased the average teacher pay to an all-time high of \$62,474
- Provided over \$575 million in merit-based pay raises to more than 25,000 teachers through the Teacher Incentive Allotment
- Invested over \$500 million to enhance the state's public school curriculum to give teachers more time to focus on instruction, support students, and reduce lesson planning burdens

While average teacher pay is the highest it's ever been, Texas must do more to attract and retain top talent and improve educator preparation and supports.

A thriving teacher workforce is critical to educational excellence. All teachers in Texas should earn competitive salaries, and teachers who excel at classroom instruction should be rewarded and put on a path to earning a six-figure salary.

To accomplish this goal, Governor Abbott will work with the Texas Legislature to:

- Increase teacher salaries through a direct appropriation in teacher pay and other compensation strategies
- Invest \$750 million in 2026-2027 to expand the Teacher Incentive Allotment, bringing more teachers into the merit pay program sooner and increasing merit pay amounts overall
- Waive fees for certification in high-need areas like special education and bilingual education
- Help mitigate costs for districts that hire retired teachers
- Invest in high-quality teacher preparation pathways, including Teacher Residencies, Apprenticeships, and Grow Your Own Programs
- Increase the Mentor Program Allotment and develop a statewide mentor teacher training
- Fund a statewide marketing campaign to recruit more teachers to the profession through high-quality pathways
- Collect data regarding teacher retention and recruitment, including the classifications, grade levels, subject areas, duration, and other relevant data relating to vacancies in teaching positions and create a job board to address vacancies.