

# House Bill 2 creates the foundation for a well-trained, high-quality teacher in every classroom.

The classroom teacher is the most important in-school factor impacting student growth. Five years of higher attrition and a tripling of uncertified hires have left Texas's teacher pipeline unable to meet the demand for high-quality educators, especially in rural districts and high-need subjects. Over half of first-time, full-time newly hired teachers in 2024–25 entered the classroom without a standard certificate. House Bill 2 (89R) responds with roughly \$4 billion in educator and staff compensation, an expanded Teacher Incentive Allotment, investments in high-quality teacher preparation pathways, and a phased requirement that every core-subject teacher hold a standard certificate by the 2029–30 school year.



## WHY THIS INVESTMENT IN TEACHERS MATTERS

Uncertified hires have tripled since 2019. These teachers are more likely to leave the profession within their first three years, slowing student learning and creating significant financial and personnel burdens for districts. The Teacher Incentive Allotment, established in 2019 to reward and retain effective educators, has demonstrated that strategic compensation tied to evidence of effectiveness keeps experienced teachers in the classroom and improves student outcomes. House Bill 2 scales the proven elements of that program and pairs them with the most significant state investment in the certification and training pipeline, creating multiple high-quality pathways into the profession and meaningful raises for the educators already in it.

## HOW HB 2 IS ALREADY DELIVERING FOR TEXAS TEACHERS

**42K+**

Texas teachers with a TIA designation.

2024-25 TIA Annual Report

**~\$4 Billion**

Of HB 2 dedicated to educator and staff pay.

LBB FISCAL SUMMARY

**577** Districts

Planning for PREP Allotment funding

TEA LASO GRANT DASHBOARD

## WHAT HB 2 DOES

### 01 Pays Texas's best teachers more

The Teacher Incentive Allotment expands with a new 'Acknowledged' designation reaching the top half of Texas teachers. Per-designation bonuses grow, with bigger multipliers on high-need and rural campuses, giving effective teachers a path to a six-figure salary. Targets supports given to districts to support TIA program adoption.

### 02 Permanent pay raises tied to experience

The new Teacher Retention Allotment delivers raises of \$4,000 to \$8,000 per teacher in smaller districts (3+ years experience), and \$2,500 to \$5,000 in larger districts. A new Support Staff Retention Allotment adds \$45 per student in attendance for counselors, paras, librarians, nurses, custodial, and bus drivers.

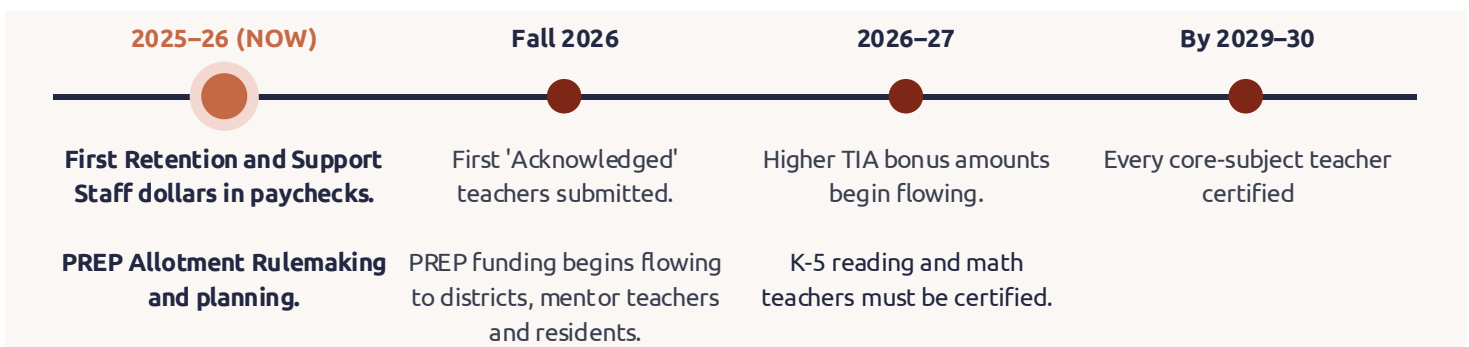
### 03 Rebuilds the certification pipeline

Every core-subject teacher must hold a standard certificate by 2029–30, phased in through district transition plans. The bill provides incentives for multiple hands-on preparation routes, including teacher residencies and grow your own programs. A \$1,000 bonus encourages first-year hires from 2022–23 and 2023–24 to finish certification by 2026–27.

### 04 Funds high-quality preparation

State funding flows to district–educator preparation program partnerships through the new PREP allotment, with target funding for residency programs and higher quality pathways. The Mentor Program Allotment and grow-your-own pipelines receive new investments to build sustainable local supplies of certified teachers.

## IMPLEMENTATION TIMELINE



## STATUS & WHAT'S NEXT

**House Bill 2 is in its first year of implementation.** The first Retention and Support Staff dollars are in paychecks; 800+ districts and more than 42,000 teachers now participate in the Teacher Incentive Allotment.<sup>1</sup> The **PREP Allotment** is rolling out: TEA/SBEC rulemaking is complete and 577 school systems are planning for PREP funding, with the first residency partnerships expected in 2026–27.<sup>2</sup> Because retention and pipeline indicators show on a multi-year lag, meaningful evidence of HB 2's full impact on educator recruitment and retention will not be visible until the 2027–28 school year at the earliest.