

operations tax collections for that school year; or

(2) the district's allotment under Section 48.158 for that school year.

SECTION 1.09. Sections 48.051(c), (c-1), (c-2), and (d), Education Code, are repealed.

SECTION 1.10. Not later than September 1, 2026, a school district or open-enrollment charter school shall redesignate a teacher who holds a recognized teacher designation under Section 21.3521(c), Education Code, on the basis of the teacher's national board certification, before the effective date of this article, to reflect the teacher's nationally board certified designation under Section 21.3521(c), Education Code, as amended by this article. A redesignation under this section is effective beginning September 1, 2026.

SECTION 1.11. (a) Except as provided by Subsections (b) and (c) of this section, this article takes effect immediately if this Act receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this article takes effect September 1, 2025.

(b) Sections 48.158 and 48.257(b-1), Education Code, as added by this article, take effect September 1, 2025.

(c) Section 48.112, Education Code, as amended by this article, takes effect September 1, 2026.

## ARTICLE 2. EDUCATOR PREPARATION AND TEACHER RIGHTS

SECTION 2.01. Section 12A.004(a), Education Code, is amended to read as follows:

(a) A local innovation plan may not provide for the exemption of a district designated as a district of innovation from the following provisions of this title:

(1) a state or federal requirement applicable to an open-enrollment charter school operating under Subchapter D, Chapter 12;

(2) Subchapters A, C, D, and E, Chapter 11, except that a district may be exempt from Sections 11.1511(b)(5) and (14) and Section 11.162;

(3) the employment of uncertified classroom teachers under Section 21.0032;

(4) parental notification requirements under Section 21.057;

(5) state curriculum and graduation requirements adopted under Chapter 28; and

(6) ~~(4)~~ academic and financial accountability and sanctions under Chapters 39 and 39A.

SECTION 2.02. Section 19.007(g), Education Code, is amended to read as follows:

(g) In addition to other amounts received by the district under this section, the district is entitled to:

(1) state aid in the amount necessary to fund the salary increases required by Section 19.009(d-2); and

(2) the preparing and retaining educators through partnership program allotment under Section 48.157.

SECTION 2.03. Section 21.001, Education Code, is amended by adding Subdivision (3-b) to read as follows:

(3-b) "Teacher of record" means a person employed by a school district who teaches the majority of the instructional day in an academic instructional setting and is responsible for evaluating student achievement and assigning grades.

SECTION 2.04. Subchapter A, Chapter 21, Education Code, is amended by adding Sections 21.0032 and 21.0033 to read as follows:

Sec. 21.0032. EMPLOYMENT OF UNCERTIFIED CLASSROOM TEACHERS. (a) A school district may not employ as a teacher of record for a course in the foundation curriculum under Section 28.002 a person who does not hold an appropriate certificate or permit required by the State Board for Educator Certification under Subchapter B.

(a-1) Notwithstanding Subsection (a), on the receipt and approval of a plan submitted by a school district to the commissioner that provides a reasonable timeline and strategy to

comply with that subsection before the beginning of the 2029-2030 school year, the commissioner may allow the district to delay implementation of the requirement of that subsection. This subsection expires September 1, 2030.

(a-2) Notwithstanding Subsection (a) and Section 12A.004, a school district that has adopted a local innovation plan under Chapter 12A for the 2026-2027 school year that exempts the district from the applicable teacher certification requirements under Section 21.003 may employ as a teacher of record for a course other than a reading language arts or mathematics course in a grade level above grade five a person who does not hold an appropriate certificate or permit required by the State Board for Educator Certification under Subchapter B. This subsection expires September 1, 2027.

(b) This section does not preclude a school district from:  
 (1) receiving a waiver under Section 7.056; or  
 (2) issuing a school district teaching permit under Section 21.055.

Sec. 21.0033. TEACHER CERTIFICATION INCENTIVE. (a) From money appropriated or otherwise available for the purpose, the agency shall provide to each school district a one-time payment of \$1,000 for each classroom teacher employed by the district who:

(1) was hired for the 2022-2023 or 2023-2024 school year as a first-year teacher;  
 (2) was uncertified on January 1, 2025;  
 (3) earned a standard certificate under Subchapter B by the end of the 2026-2027 school year; and  
 (4) was continuously employed by the district since the school year described by Subdivision (1).

(b) This section expires September 1, 2028.

SECTION 2.05. Section 21.041, Education Code, is amended by adding Subsection (e) to read as follows:

(e) A rule proposed by the board under this section relating to educator preparation is not subject to Section 2001.0045, Government Code.

SECTION 2.06. Subchapter B, Chapter 21, Education Code, is amended by adding Section 21.0412 to read as follows:

Sec. 21.0412. TYPES OF TEACHING CERTIFICATES. (a) In proposing rules specifying the types of teaching certificates to be issued under this subchapter, the board shall provide for a candidate to be issued:

(1) a standard certificate if the candidate satisfies:  
 (A) all traditional teacher preparation requirements under Section 21.04421; or  
 (B) the applicable alternative teacher preparation requirements under Section 21.04423;

(2) an enhanced standard certificate if the candidate satisfies all requirements of the teacher residency preparation route established under Section 21.04422;

(3) an intern with preservice experience certificate, which expires one year after issuance unless modified by the board, if the candidate has yet to satisfy all requirements for certification for a preservice alternative teacher preparation route established under Section 21.04423(1) but has completed a sufficient number of preservice practice hours to serve as a teacher of record; and

(4) an intern certificate, which expires two years after issuance unless modified by the board, if the candidate has yet to satisfy all requirements for certification for an alternative teacher preparation route established under Section 21.04423(2) but has met all board requirements to serve as a teacher of record.

(b) Rules proposed under Subsection (a)(2) may not require a candidate to pass a pedagogy examination unless the examination tests subject-specific content appropriate for the grade level and subject area for which the candidate seeks certification.

(c) A candidate for a certification described by Subsection (a) must meet all other requirements imposed under this subchapter or board rule applicable to the candidate's certification.

(d) This section does not prohibit the board from proposing rules that provide for certifications other than the certifications described by Subsection (a), including specialized certifications and other types and classes of certifications.

SECTION 2.07. Section 21.044, Education Code, is amended by adding Subsections (i) and (j) to read as follows:

(i) An educator preparation program participating in a Preparing and Retaining Educators through Partnership Preservice Program under Subchapter R shall:

(1) incorporate the applicable instructional materials and training developed under Section 21.067, as determined by the board;

(2) if applicable for the grade and subject area for which a teacher candidate enrolled in the educator preparation program is seeking certification, incorporate the literacy achievement academies and mathematics achievement academies established under Sections 21.4552 and 21.4553; and

(3) ensure that instruction and training described by Subdivisions (1) and (2) are delivered by a person with appropriate training who has successfully completed a certification related to that training offered by the agency.

(j) For purposes of Subsection (i)(2), the board by rule shall designate the components of a literacy achievement academy or mathematics achievement academy under Section 21.4552 or 21.4553, as applicable, that may be completed after receiving an intern with preservice experience certificate under Section 21.0412.

SECTION 2.08. Subchapter B, Chapter 21, Education Code, is amended by adding Sections 21.04421, 21.04422, and 21.04423 to read as follows:

Sec. 21.04421. TRADITIONAL TEACHER PREPARATION. (a) In proposing rules under this subchapter regarding training requirements for a candidate seeking certification through a traditional teacher preparation route in which a candidate may concurrently receive an undergraduate or master's degree and a certification to teach a subject area at a particular grade level, the board shall require the candidate to complete substantial preservice practice in a prekindergarten through grade 12 classroom.

(b) The rules proposed under Subsection (a) must require training to be provided synchronously. The board may approve components of the training to be delivered asynchronously on application by an educator preparation program.

Sec. 21.04422. TEACHER RESIDENCY PREPARATION. (a) The board shall propose rules under this subchapter to create a teacher residency preparation route.

(b) In proposing rules for a teacher residency preparation route under this section, the board must require that the program:

(1) use research-based best practices for recruiting and admitting candidates into the program;

(2) integrate course work, classroom practice, formal observation, and feedback;

(3) require a candidate to receive preservice practice in a prekindergarten through grade 12 classroom for at least one full school year;

(4) use multiple assessments to measure a candidate's progress; and

(5) provide training synchronously, unless the educator preparation program applies to and receives approval from the board for an exception allowing the program to provide training asynchronously.

Sec. 21.04423. ALTERNATIVE TEACHER PREPARATION. In proposing rules under this subchapter regarding training requirements for a candidate who has previously earned a degree and is seeking certification through an alternative teacher preparation route, the board shall establish:

(1) a preservice alternative teacher preparation route that:

(A) requires the candidate to complete substantial preservice practice in a prekindergarten through grade



12 classroom, which may include time spent serving as a  
paraprofessional; and

(B) provides training synchronously, unless the  
educator preparation program applies to and receives approval from  
the board for an exception allowing the program to provide training  
asynchronously; and

(2) an alternative teacher preparation route that  
allows for flexibility in how a candidate may demonstrate  
proficiency for certification.

SECTION 2.09. Section 21.0443, Education Code, is amended  
to read as follows:

Sec. 21.0443. EDUCATOR PREPARATION PROGRAM APPROVAL AND  
RENEWAL. (a) The board shall propose rules to establish standards  
to govern the approval or renewal of approval of:

(1) educator preparation programs; ~~and~~

(2) the teacher preparation routes established under  
Sections 21.04421, 21.04422, and 21.04423; and

(3) certification fields authorized to be offered by  
an educator preparation program.

(a-1) The board may review an educator preparation  
program's curriculum:

(1) before the approval or renewal of approval of the  
program; and

(2) at any time after the approval or renewal of the  
approval of the program to ensure the program remains eligible for  
approval by demonstrating that any changes to curriculum  
requirements proposed by the board since the most recent review  
have been incorporated into the curriculum.

(b) To be eligible for approval or renewal of approval, an  
educator preparation program must:

(1) incorporate proactive instructional planning  
techniques throughout coursework ~~[course work]~~ and across content  
areas using a framework that:

(A) provides flexibility in the ways:

(i) information is presented;

(ii) students respond or demonstrate  
knowledge and skills; and

(iii) students are engaged;

(B) reduces barriers in instruction;

(C) provides appropriate accommodations,  
supports, and challenges; and

(D) maintains high achievement expectations for  
all students, including students with disabilities and students of  
limited English proficiency;

(2) integrate inclusive practices for all students,  
including students with disabilities, and evidence-based  
instruction and intervention strategies throughout coursework  
~~[course work]~~, clinical experience, and student teaching;

(3) ensure that the program complies in the same  
manner as if the program were a school district with:

(A) the prohibitions and requirements under  
Sections 28.0022(a)(1)-(4) regarding program instructional  
personnel and coursework;

(B) the prohibitions under Section 28.0022(c)  
regarding the acceptance of private funds; and

(C) the prohibitions under Section 28.0022(d)  
regarding the punishment of students;

(4) if applicable, meet the requirements of Section  
21.044(i);

(5) adequately prepare candidates for educator  
certification; and

(6) ~~[(4)]~~ meet the standards and requirements of the  
board.

(b-1) Nothing in Subsection (b)(3) may be construed as  
limiting instruction in the essential knowledge and skills adopted  
under Subchapter A, Chapter 28.

(b-2) Subsection (b)(3) applies only to coursework offered  
by an educator preparation program for purposes of preparing a  
candidate to meet educator preparation and certification

requirements. Subsection (b)(3) does not apply to other coursework offered by an entity providing an educator preparation program that is not included in the educator preparation program's requirements.

(c) The board shall require that each educator preparation program be reviewed for renewal of approval at least every five years. The board may require each educator preparation program to be reviewed for renewal of approval at least annually. The board shall adopt an evaluation process to be used in reviewing an educator preparation program for renewal of approval.

(d) In adopting the evaluation process under Subsection (c), the board shall consider including:

(1) quality indicators that reflect effective program practices; and

(2) measures that provide for the observation of program practices to ensure program quality.

SECTION 2.10. Subchapter B, Chapter 21, Education Code, is amended by adding Section 21.0456 to read as follows:

Sec. 21.0456. NOTICE OF ACTION AGAINST INSTITUTION OF HIGHER EDUCATION. The board shall notify the governing board and the president or other chief executive officer of an institution of higher education, as defined by Section 61.003, and the Texas Higher Education Coordinating Board if the board:

(1) sanctions the institution;

(2) changes the accreditation status of an educator preparation program at the institution; or

(3) approves or authorizes a new educator preparation program at the institution.

SECTION 2.11. Section 21.049, Education Code, is amended to read as follows:

Sec. 21.049. ALTERNATIVE EDUCATOR PREPARATION PROGRAMS [CERTIFICATION]. (a) To provide a continuing additional source of qualified educators, the board shall propose rules providing that ~~for~~ educator certification programs may be provided by an institution of higher education or another entity ~~[as an alternative to traditional educator preparation programs]~~. The rules may not provide that a person may be certified under this section only if there is a demonstrated shortage of educators in a school district or subject area.

(b) The board may not require a person employed as a teacher in an alternative education program under Section 37.008 or a juvenile justice alternative education program under Section 37.011 for at least three years to complete an alternative educator preparation ~~[certification]~~ program adopted under this section before taking the appropriate certification examination.

SECTION 2.12. Sections 21.055(a), (b), and (c), Education Code, are amended to read as follows:

(a) As provided by this section, a school district may issue a school district teaching permit and employ as a teacher of record a person who does not hold a teaching certificate issued by the board on approval by the district's board of trustees.

(b) To be eligible for a school district teaching permit under this section, a person must:

(1) hold a baccalaureate degree; or

(2) have served at or been employed by the district as a paraprofessional for not less than 180 days during the preceding calendar year and be:

(A) currently enrolled in a postsecondary program that could lead to a baccalaureate degree; and

(B) on track to earn a baccalaureate degree and receive a probationary certificate not later than the third anniversary of the date the person receives a school district teaching permit under this section.

(c) Promptly after employing a person described by Subsection (b)(1) under this section, a school district shall send to the commissioner a written statement identifying the person, the person's qualifications as a teacher, and the subject or class the person will teach. The person may teach the subject or class pending action by the commissioner.

SECTION 2.13. Section 21.057, Education Code, is amended by

adding Subsection (f) to read as follows:

(f) If the agency has developed a model notice for purposes of this section, the superintendent must use that model to provide the notice required under this section.

SECTION 2.14. Subchapter B, Chapter 21, Education Code, is amended by adding Section 21.067 to read as follows:

Sec. 21.067. EDUCATOR PREPARATION MATERIALS AND TRAINING.

(a) The commissioner shall develop and make available:

(1) instructional materials for use in educator preparation programs under this subchapter; and

(2) training for faculty responsible for preparing educator candidates.

(b) The materials and training developed under Subsection (a) must:

(1) be research-based;

(2) support the development of proficiency in the knowledge and skills specified by rules proposed under Section 21.044(a)(1); and

(3) allow for an educator candidate to demonstrate the candidate's proficiency, including proficiency in the knowledge and skills described by Subdivision (2).

SECTION 2.15. Section 21.402, Education Code, is amended by adding Subsections (f-1), (f-2), (f-3), and (f-4) to read as follows:

(f-1) A school district must pay to a classroom teacher with zero years of experience who holds a certificate under Section 21.0412(a)(1), (2), or (3) a minimum salary that is greater than the minimum salary paid to a classroom teacher with zero years of experience who does not hold a certificate under Section 21.0412(a)(1), (2), or (3).

(f-2) The board of trustees of a school district may adopt minimum salaries to satisfy the requirements of Subsection (f-1) as follows:

(1) for a classroom teacher who holds a standard certificate or intern with preservice experience certificate under Section 21.0412(a)(1) or (3), \$3,000; and

(2) for a classroom teacher who holds an enhanced standard certificate under Section 21.0412(a)(2), \$6,000.

(f-3) Subsection (f-1) does not apply to a stipend or other form of compensation not included in a classroom teacher's minimum salary under this section.

(f-4) A school district may not adopt a salary schedule that differentiates classroom teacher salaries based solely on a teacher's certification pathway for teachers who have five or more years of teaching experience.

SECTION 2.16. Section 21.4552(f), Education Code, is amended to read as follows:

(f) From money appropriated or otherwise available for the purpose, including an allotment under Section 48.108, a school district shall provide to an educator preparation program for each teacher enrolled in the educator preparation program who holds an intern with preservice experience certificate under Section 21.0412(a)(3) and completes a literacy achievement academy under this section while employed by the district a one-time payment of \$1,000 or another amount set by the agency [~~This section expires September 1, 2027~~].

SECTION 2.17. Section 21.4553(f), Education Code, is amended to read as follows:

(f) From money appropriated or otherwise available for the purpose, including an allotment under Section 48.108, a school district shall provide to an educator preparation program for each teacher enrolled in the educator preparation program who holds an intern with preservice experience certificate under Section 21.0412(a)(3) and completes a mathematics achievement academy under this section while employed by the district a one-time payment of \$500 or another amount set by the agency [~~This section expires September 1, 2027~~].

SECTION 2.18. Chapter 21, Education Code, is amended by adding Subchapter R to read as follows:



SUBCHAPTER R. PREPARING AND RETAINING EDUCATORS THROUGH  
PARTNERSHIP PROGRAMS

Sec. 21.901. DEFINITIONS. In this subchapter:

(1) "Alternative partnership preservice program"  
means the Preparing and Retaining Educators through Partnership  
Alternative Preservice Program established under Section 21.905.

(2) "Board" means the State Board for Educator  
Certification.

(3) "Cooperating teacher" means a classroom teacher  
who:

(A) has at least three full school years of  
teaching experience with a superior record of assisting students in  
achieving improvement in student performance;

(B) is employed as a teacher of record by a school  
district or open-enrollment charter school participating in a  
partnership preservice program or grow your own partnership program  
under this subchapter and paired with one or more teacher  
candidates, students, or employees who are participating in a  
program under this subchapter; and

(C) provides coaching in the teacher's classroom  
to one or more teacher candidates, students, or employees  
participating in a program under this subchapter.

(4) "Grow your own partnership program" means the  
Preparing and Retaining Educators through Partnership Grow Your Own  
Partnership Program established under Section 21.906.

(5) "Mentor teacher" means a mentor teacher as  
described by Section 21.458.

(6) "Partnership preservice program" means a  
Preparing and Retaining Educators through Partnership Preservice  
Program established under Section 21.902.

(7) "Residency partnership preservice program" means  
the Preparing and Retaining Educators through Partnership  
Residency Preservice Program established under Section 21.904.

(8) "Teacher candidate" means a person enrolled in an  
educator preparation program participating in a partnership  
preservice program.

(9) "Traditional partnership preservice program"  
means the Preparing and Retaining Educators through Partnership  
Traditional Preservice Program established under Section 21.903.

Sec. 21.902. PREPARING AND RETAINING EDUCATORS THROUGH  
PARTNERSHIP PRESERVICE PROGRAMS. (a) The commissioner shall  
establish Preparing and Retaining Educators through Partnership  
Preservice Programs to enable qualified educator preparation  
programs, as determined by the commissioner, to form partnerships  
with school districts and open-enrollment charter schools to  
provide preservice practice opportunities in a prekindergarten  
through grade 12 classroom for teacher candidates at the district  
or school through the traditional partnership preservice program,  
the residency partnership preservice program, or the alternative  
partnership preservice program.

(b) A partnership preservice program must be designed to:

(1) allow teacher candidates to receive field-based  
experience working with cooperating teachers in prekindergarten  
through grade 12 classrooms; and

(2) gradually increase the amount of time a teacher  
candidate spends engaging in instructional responsibilities,  
including observation, co-teaching, and lead-teaching  
responsibilities.

(c) A school district or open-enrollment charter school  
participating in a partnership preservice program shall:

(1) enter into a written agreement with an approved  
educator preparation program to:

(A) provide a teacher candidate with clinical  
teaching opportunities at the district or school in the subject  
area and grade level for which the candidate seeks certification;  
and

(B) pair the teacher candidate with a cooperating  
teacher who has successfully completed a training program for  
cooperating teachers that, if required by the agency, must be

established or adopted by the agency;

(2) use money received under Section 48.157 only to implement the partnership preservice program;

(3) ensure that a teacher candidate is mentored by a mentor teacher who has completed mentorship training under Section 21.907 for the candidate's first two years as a teacher of record after completing a partnership preservice program; and

(4) provide any information required by the agency regarding the district's or school's implementation of a partnership preservice program.

(d) A school district or open-enrollment charter school may only pair a teacher candidate with a cooperating teacher who agrees to participate in that role in a partnership preservice program at the district or school.

(e) A teacher candidate participating in a partnership preservice program may not serve:

(1) as a teacher of record; or

(2) except as provided by Subsection (f), in a position in which the student or employee has the primary or sole responsibility of providing instruction or supervision to students.

(f) A teacher candidate participating in a partnership preservice program may serve in a position described by Subsection (e)(2) for the limited purpose of gaining experience in the position. The teacher candidate's amount of time serving in that position may not exceed the amount of time during which the teacher of record for the students has the primary or sole responsibility of providing instruction or supervision to those students.

(g) To be qualified to participate in a partnership preservice program, an educator preparation program must meet the requirements under Section 21.044(i).

Sec. 21.903. PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP TRADITIONAL PRESERVICE PROGRAM. (a) The commissioner shall establish the Preparing and Retaining Educators through Partnership Traditional Preservice Program as a partnership preservice program to enable qualified educator preparation programs, as determined by the commissioner, that meet the traditional teacher preparation requirements under Section 21.04421 to form partnerships with school districts or open-enrollment charter schools to help prepare candidates for a standard certificate.

(b) The program must be designed to:

(1) meet the requirements of a partnership preservice program under Section 21.902; and

(2) allow a teacher candidate to satisfy the traditional teacher preparation requirements under Section 21.04421.

(c) A school district or open-enrollment charter school participating in the traditional partnership preservice program shall use money received under Section 48.157(b)(1) to provide compensation to:

(1) teacher candidates for preservice practice hours at the district or school in an amount of at least \$3,000 for salary; and

(2) cooperating teachers who are paired with teacher candidates at the district or school in an amount of at least \$1,000.

(d) In addition to the amount provided by Subsection (c)(1), a school district or open-enrollment charter school shall provide compensation to teacher candidates in any amount above the amount provided by that subdivision for salary using money received under Section 48.157 or from any other available source.

Sec. 21.904. PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP RESIDENCY PRESERVICE PROGRAM. (a) The commissioner shall establish the Preparing and Retaining Educators through Partnership Residency Preservice Program as a partnership preservice program to enable qualified educator preparation programs, as determined by the commissioner, that meet the teacher residency preparation requirements under Section 21.04422 to form



partnerships with school districts or open-enrollment charter schools to help prepare candidates for an enhanced standard certificate.

(b) The program must be designed to:

(1) meet the requirements of a partnership preservice program under Section 21.902; and

(2) allow a teacher candidate to satisfy the teacher residency preparation requirements under Section 21.04422.

(c) A school district or open-enrollment charter school participating in the residency partnership preservice program shall use money received under Section 48.157(b)(2) to provide compensation to:

(1) teacher candidates for preservice practice hours at the district or school in an amount of at least \$10,000 for salary; and

(2) cooperating teachers who are paired with teacher candidates at the district or school in an amount of at least \$2,000.

(d) In addition to the amount provided by Subsection (c)(1), a school district or open-enrollment charter school shall provide compensation to teacher candidates in an amount of at least \$10,000 for salary using money received under Section 48.157 or from any other available source.

(e) An educator preparation program is not required to incorporate the instruction described by Section 21.044(i) to be eligible to participate in a residency partnership preservice program until the date on which rules proposed by the State Board for Educator Certification to implement that subsection take effect. This subsection expires September 1, 2028.

Sec. 21.905. PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP ALTERNATIVE PRESERVICE PROGRAM. (a) The commissioner shall establish the Preparing and Retaining Educators through Partnership Alternative Preservice Program as a partnership preservice program to enable qualified educator preparation programs, as determined by the commissioner, that meet the preservice alternative teacher preparation requirements under Section 21.04423 to form partnerships with school districts or open-enrollment charter schools to help prepare candidates for an intern with preservice experience certificate or standard certificate.

(b) The program must be designed to:

(1) meet the requirements of a partnership preservice program under Section 21.902; and

(2) allow a teacher candidate to satisfy the preservice alternative teacher preparation requirements under Section 21.04423(1).

(c) A school district or open-enrollment charter school participating in the alternative partnership preservice program shall use money received under Section 48.157(b)(3) to provide compensation to:

(1) teacher candidates for preservice practice hours at the district or school in an amount of at least \$3,000 for salary; and

(2) cooperating teachers who are paired with teacher candidates at the district or school in an amount of at least \$1,000.

(d) In addition to the amount provided by Subsection (c)(1), a school district or open-enrollment charter school shall provide compensation to teacher candidates in any amount above the amount provided by that subdivision for salary using money received under Section 48.157 or from any other available source.

Sec. 21.906. PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP GROW YOUR OWN PARTNERSHIP PROGRAM. (a) The commissioner shall establish the Preparing and Retaining Educators through Partnership Grow Your Own Partnership Program to enable qualified institutions of higher education and educator preparation programs, as determined by the commissioner, to form partnerships with school districts or open-enrollment charter schools to establish innovative staffing pipelines to ensure the

15-1 availability of high-quality classroom teachers to benefit future  
 15-2 district or school students.

15-3 (b) The grow your own partnership program must be designed  
 15-4 to form partnerships that support:

15-5 (1) high school students in completing career and  
 15-6 technical education courses that help prepare the students to  
 15-7 become classroom teachers; or

15-8 (2) district or school employees who do not hold a  
 15-9 teaching certificate in completing a bachelor's degree to enable  
 15-10 the person to become a classroom teacher while employed by the  
 15-11 district or school.

15-12 (c) A school district or open-enrollment charter school may  
 15-13 participate in a grow your own partnership program only if the  
 15-14 district or school has been approved to participate in a  
 15-15 partnership preservice program.

15-16 (d) A school district or open-enrollment charter school  
 15-17 participating in the grow your own partnership program shall:

15-18 (1) for a partnership described by Subsection (b)(1),  
 15-19 provide:

15-20 (A) authentic opportunities, which may be paid or  
 15-21 unpaid, for students to practice teaching under the supervision of  
 15-22 one or more cooperating teachers; and

15-23 (B) guidance and other transition supports as a  
 15-24 student begins an undergraduate degree program that offers a route  
 15-25 to teacher preparation;

15-26 (2) for a partnership described by Subsection (b)(2),  
 15-27 provide for a district or school employee:

15-28 (A) scheduled release time to support the  
 15-29 completion of a bachelor's degree;

15-30 (B) authentic opportunities to practice teaching  
 15-31 under the supervision of one or more cooperating teachers;

15-32 (C) on-the-job training aligned with the  
 15-33 standards for educator certification established by the board;

15-34 (D) a job assignment that includes instructional  
 15-35 support for students enrolled in the district or school; and

15-36 (E) guidance and other transition supports as the  
 15-37 employee begins a program to satisfy the teacher preparation  
 15-38 requirements under Section 21.04421, 21.04422, or 21.04423;

15-39 (3) enter into a written agreement with an institution  
 15-40 of higher education or educator preparation program;

15-41 (4) require an employee participating in a partnership  
 15-42 described by Subsection (b)(2) to, as a condition for  
 15-43 participation, earn a bachelor's degree and enroll in an educator  
 15-44 preparation program within three years of beginning participation  
 15-45 in the partnership; and

15-46 (5) provide any information required by the agency  
 15-47 regarding the district's or school's implementation of the grow  
 15-48 your own partnership program.

15-49 (e) A school district or open-enrollment charter school may  
 15-50 use money received under Section 48.157 to implement the grow your  
 15-51 own partnership program and pay tuition and fees for students or  
 15-52 employees participating in the program.

15-53 (f) A school district or open-enrollment charter school may  
 15-54 only pair a student or employee participating in the program with a  
 15-55 cooperating teacher who agrees to participate in that role in a grow  
 15-56 your own partnership program at the district or school.

15-57 (g) A student or employee participating in the program may  
 15-58 not serve:

15-59 (1) as a teacher of record; or

15-60 (2) except as provided by Subsection (h), in a  
 15-61 position in which the student or employee has the primary or sole  
 15-62 responsibility of providing instruction or supervision to  
 15-63 students.

15-64 (h) A student or employee participating in the program may  
 15-65 serve in a position described by Subsection (g)(2) for the limited  
 15-66 purpose of gaining experience in the position. The student's or  
 15-67 employee's amount of time serving in that position may not exceed  
 15-68 the amount of time during which the teacher of record for the  
 15-69 students has the primary or sole responsibility of providing

instruction or supervision to those students.

Sec. 21.907. PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP MENTORSHIP PROGRAM. (a) The commissioner shall establish a preparing and retaining educators through partnership mentorship program through which participating school districts or open-enrollment charter schools implement a mentoring program that meets the requirements of Section 21.458 for classroom teachers who have less than two years of teaching experience.

(b) A school district or open-enrollment charter school participating in the program must require a classroom teacher who serves as a mentor teacher to annually complete a training program for mentor teachers established or adopted by the agency.

(c) A school district or open-enrollment charter school shall use money received under Section 48.157(b)(5) to provide stipends for mentor teachers in an amount of at least \$1,000.

(d) If any money remains after providing a stipend to mentor teachers in accordance with Subsection (c), the district may use that money to provide:

(1) scheduled release time for mentor teachers and classroom teachers being mentored to meet and engage in mentoring activities; and

(2) support for mentor teachers through mentor training and strategic staffing training.

Sec. 21.908. AGENCY SUPPORT. The agency shall provide technical assistance, planning, and support to school districts, open-enrollment charter schools, and educator preparation programs, which must include:

(1) providing model forms and agreements a district, school, or educator preparation program may use to comply with the requirements of this subchapter;

(2) support for district and school strategic staffing and compensation models to incentivize participation in a partnership program under this subchapter;

(3) support for district, school, and educator preparation program partners in implementing strong partnership practices, including through participation in the grow your own partnership program, and providing high-quality mentorship as required under this subchapter; and

(4) support for educator preparation programs in implementing the partnership programs under this subchapter.

Sec. 21.909. PROGRAM STANDARDS AND PERFORMANCE GOALS. (a) The commissioner shall adopt rules establishing:

(1) standards for partnership programs established under this subchapter, including eligibility criteria for educator preparation programs and institutions of higher education to participate in the partnership programs; and

(2) performance goals for partnership programs established under this subchapter.

(b) The commissioner shall periodically review the performance of each partnership program established under this subchapter to ensure the program meets the standards and performance goals established under Subsection (a).

(c) If, in reviewing a partnership program under Subsection (b), the commissioner determines that the program has failed to meet a performance goal established under Subsection (a), the commissioner shall prohibit the entity that failed to meet the performance goal from participating in a partnership program under this subchapter for a period not to exceed five years.

Sec. 21.910. AUTHORITY TO ACCEPT CERTAIN MONEY. The commissioner may solicit and accept gifts, grants, and donations from public and private entities to use for the purposes of this subchapter.

Sec. 21.911. RULES. The commissioner shall adopt rules as necessary to implement this subchapter.

SECTION 2.19. Subchapter D, Chapter 48, Education Code, is amended by adding Section 48.157 to read as follows:

Sec. 48.157. PREPARING AND RETAINING EDUCATORS THROUGH PARTNERSHIP PROGRAM ALLOTMENT. (a) In this section, "teacher candidate" has the meaning assigned by Section 21.901.



(b) Subject to Subsections (f) and (g), a school district is entitled to an annual allotment equal to each of the following applicable amounts:

(1) for each teacher candidate completing preservice practice hours at the district under Section 21.903, the sum of:

(A) \$10,000; and

(B) the high needs and rural factor, as determined under Subsection (c), multiplied by \$2,000;

(2) for each teacher candidate completing preservice practice hours at the district under Section 21.904, the sum of:

(A) \$24,000; and

(B) the high needs and rural factor, as determined under Subsection (c), multiplied by \$3,000;

(3) for each teacher candidate completing preservice practice hours at the district under Section 21.905, the sum of:

(A) \$10,000; and

(B) the high needs and rural factor, as determined under Subsection (c), multiplied by \$2,000;

(4) for each district employee participating in a partnership described by Section 21.906(b)(2), the sum of:

(A) \$8,000; and

(B) the high needs and rural factor, as determined under Subsection (c), multiplied by \$1,000; and

(5) for each classroom teacher being mentored under the preparing and retaining educators through partnership mentorship program established under Section 21.907, \$3,000.

(c) The high needs and rural factor is the lesser of:

(1) the average of the point value assigned to each student at a district campus under Sections 48.112(e) and (f); or

(2) 4.0.

(d) In addition to the funding under Subsection (b), a district is entitled to an additional \$2,000 for each teacher candidate described by Subsection (b)(1), (2), or (3) who is a candidate for certification in bilingual education or special education.

(e) The Texas School for the Deaf and the Texas School for the Blind and Visually Impaired are entitled to an allotment under this section. If the commissioner determines that assigning point values under Subsection (c) to students enrolled in the Texas School for the Deaf or the Texas School for the Blind and Visually Impaired is impractical, the commissioner may use the average point value assigned for those students' home districts for purposes of calculating the high needs and rural factor.

(f) Unless a greater number of individuals is provided for by appropriation for that school year, a school district may receive an allotment for a school year for not more than:

(1) except as provided by Subsection (g), 40 individuals under each of Subsections (b)(2), (4), and (5); and

(2) a total of 80 individuals under Subsections (b)(1) and (3).

(g) If more than 40 individuals are eligible to receive an allotment under Subsection (b)(2) for a school district, the district is entitled to an allotment under Subsection (b)(1) for those individuals, subject to the limitation under Subsection (f)(2).

(h) For purposes of offsetting tuition, fees, and administrative costs, using money to which a school district is otherwise entitled under Subsection (b), the commissioner shall provide to a teacher candidate's educator preparation program each of the following applicable amounts and reduce the district's allotment under that subsection accordingly:

(1) \$5,000 for each teacher candidate who completed a partnership preservice program under Section 21.903 who obtains a standard certificate and has completed one year of employment with the district;

(2) \$10,000 for each teacher candidate who completed a partnership preservice program under Section 21.904 who obtains an enhanced standard certificate and has completed one year of employment with the district; and

(3) \$2,500 for each teacher candidate participating in the alternative partnership preservice program under Section 21.905 who holds an intern with preservice experience certificate, and an additional \$2,500 for each teacher candidate who completes the alternative partnership preservice program and obtains a standard certificate under Section 21.0412.

(i) An institution of higher education that operates an educator preparation program that receives money under Subsection (h) must spend not less than 85 percent of the money received on the educator preparation program for which the money was received.

(j) The agency shall only provide:

(1) an initial payment of \$4,000 of the money the school district is entitled to receive under Subsection (b)(1) for a teacher candidate until the teacher candidate successfully completes the requirements of a partnership preservice program under Section 21.903 by the deadline established by the agency;

(2) an initial payment of \$12,000 of the money the school district is entitled to receive under Subsection (b)(2) for a teacher candidate until the teacher candidate successfully completes the requirements of a partnership preservice program under Section 21.904 by the deadline established by the agency;

(3) an initial payment of \$4,000 of the money the school district is entitled to receive under Subsection (b)(3) for a teacher candidate until the teacher candidate successfully completes the requirements of an alternative partnership preservice program under Section 21.905 by the deadline established by the agency and issuance of an intern with preservice experience certificate; and

(4) 50 percent of the money the school district is entitled to receive under Subsection (b)(4) for a district employee on the employee's successful completion of a bachelor's degree by the deadline established by the agency.

SECTION 2.20. Subchapter G, Chapter 48, Education Code, is amended by adding Section 48.310 to read as follows:

Sec. 48.310. ALLOTMENT FOR COMPLETION OF TEACHER LITERACY OR MATHEMATICS ACHIEVEMENT ACADEMIES. An educator preparation program participating in a Preparing and Retaining Educators through Partnership Preservice Program under Section 21.902, 21.903, 21.904, or 21.905 is entitled to an annual allotment for each teacher candidate who completes a literacy achievement academy or mathematics achievement academy under Section 21.4552 or 21.4553 approved by the agency for the purpose in the amount of:

(1) \$1,000, or a greater amount set by appropriation for that school year, for the completion of a literacy achievement academy; or

(2) \$500, or a greater amount set by appropriation for that school year, for the completion of a mathematics achievement academy.

SECTION 2.21. (a) The following provisions of the Education Code are repealed:

(1) Section 21.051(a);

(2) Subchapter Q, Chapter 21; and

(3) Section 48.114.

(b) Section 825.4092(f), Government Code, is repealed.

SECTION 2.22. Section 12A.004(a), Education Code, as amended by this article, applies to each local innovation plan adopted under Chapter 12A, Education Code, regardless of whether the plan was adopted before, on, or after the effective date of this article. A local innovation plan adopted or renewed before the effective date of this article must comply with Section 12A.004(a), Education Code, as amended by this article, not later than September 1, 2026.

SECTION 2.23. (a) Except as otherwise provided by Subsection (b) of this section, this article applies beginning with the 2025-2026 school year.

(b) Section 21.0032, Education Code, as added by this article, and Section 21.402, Education Code, as amended by this article, apply beginning with the 2026-2027 school year.

SECTION 2.24. (a) Sections 48.157 and 48.310, Education

Code, as added by this article, take effect September 1, 2025.

(b) Except as provided by Subsection (a) of this section, this article takes effect immediately if this Act receives a vote of two-thirds of all the members elected to each house, as provided by Section 39, Article III, Texas Constitution. If this Act does not receive the vote necessary for immediate effect, this article takes effect September 1, 2025.

### ARTICLE 3. RIGHTS OF PUBLIC SCHOOL EDUCATORS

SECTION 3.01. Section 11.1513, Education Code, is amended by amending Subsections (d) and (e) and adding Subsection (l) to read as follows:

(d) The employment policy must provide that not later than the fifth ~~[10th]~~ school day before the date on which a district fills a vacant position for which a certificate or license is required as provided by Section 21.003, other than a position that affects the safety and security of students as determined by the board of trustees, the district must provide to each current district employee:

(1) notice of the position by posting the position on:

(A) a bulletin board at:

(i) a place convenient to the public in the district's central administrative office; and

(ii) the central administrative office of each campus in the district during any time the office is open; or

(B) the district's Internet website, if the district has a website; and

(2) a reasonable opportunity to apply for the position.

(e) If, during the school year, the district must fill a vacant position held by a teacher, as defined by Section 21.201, in less than five ~~[10]~~ school days, the district:

(1) must provide notice of the position in the manner described by Subsection (d)(1) as soon as possible after the vacancy occurs;

(2) is not required to provide the notice for five ~~[10]~~ school days before filling the position; and

(3) is not required to comply with Subsection (d)(2).

(l) The employment policy must provide that for purposes of determining the amount of a reduction in the salary of a classroom teacher, full-time counselor, or full-time librarian for unpaid leave, the employee's daily rate of pay is computed by dividing the employee's annual salary by the number of days the employee is expected to work for that school year.

SECTION 3.02. Subchapter B, Chapter 21, Education Code, is amended by adding Sections 21.0411 and 21.04893 to read as follows:

Sec. 21.0411. WAIVER OR PAYMENT OF CERTAIN EXAMINATION AND CERTIFICATION FEES. (a) Notwithstanding a rule adopted under Section 21.041(c), the board shall, for a person applying for a certification in special education, bilingual education, or another area specified by the General Appropriations Act, waive:

(1) a certification examination fee imposed by the board for the first administration of the examination to the person; and

(2) a fee associated with the application for certification by the person.

(b) The board shall pay to a vendor that administers a certification examination described by Subsection (a) a fee assessed by that vendor for the examination of a person applying for a certification described by Subsection (a) for the first administration of the examination to the person.

Sec. 21.04893. BILINGUAL TARGET LANGUAGE PROFICIENCY TEST. The board shall propose rules to allow a person seeking certification under this subchapter who fails to perform satisfactorily on the Bilingual Target Language Proficiency Test to:

(1) retake only the sections of the test that include the domains on which the person failed to perform satisfactorily; and

(2) during a retake of the test described by