

September 4, 2025

## Teacher Retention Allotment and Support Staff Retention Allotment

### 1. What are some models for how districts can increase their salary schedule with the Teacher Retention Allotment?

Below are two examples showing how school systems of different sizes can adjust their salary schedules in alignment with the Teacher Retention Allotment (TRA) models. Each example includes salary increases from the previous year to ensure that teachers receive an overall raise reflecting the TRA funding. However, the increase for a specific year or step may be less than the total TRA amount allocated.

Sample School System with more than 5,000 Enrolled Students			
Years of Experience	2024-25 Salary	Updated Salary for Teachers Eligible for TRA	Notes
0	\$61,000	\$61,000	
1	\$61,200	\$61,200	
2	\$61,400	\$61,400	
3	\$61,600	\$63,900	Prior Year 2 Salary + \$2,500
4	\$61,800	\$64,100	Prior Year 3 Salary + \$2,500
5	\$62,000	\$66,800	Prior Year 4 Salary + \$5,000
6	\$62,200	\$67,000	Prior Year 5 Salary + \$5,000
7	\$62,400	\$67,200	Prior Year 6 Salary + \$5,000
8	\$62,711	\$67,400	Prior Year 7 Salary + \$5,000
9	\$63,391	\$67,711	Prior Year 8 Salary + \$5,000
10	\$64,171	\$68,391	Prior Year 9 Salary + \$5,000
11	\$64,371	\$69,171	Prior Year 10 Salary + \$5,000
12	\$64,671	\$69,371	Prior Year 11 Salary + \$5,000
13	\$64,971	\$69,671	Prior Year 12 Salary + \$5,000
14	\$65,271	\$69,971	Prior Year 13 Salary + \$5,000
15	\$65,571	\$70,271	Prior Year 14 Salary + \$5,000
16	\$65,871	\$70,571	Prior Year 15 Salary + \$5,000
17	\$66,171	\$70,871	Prior Year 16 Salary + \$5,000
18	\$66,471	\$71,171	Prior Year 17 Salary + \$5,000
19	\$66,771	\$71,471	Prior Year 18 Salary + \$5,000
20	\$67,071	\$71,771	Prior Year 19 Salary + \$5,000
21+	\$67,371	\$72,071	Prior Year 20 Salary + \$5,000

Sample School System with 5,000 or fewer Enrolled Students			
Years of Experience	2024-25 Salary	Updated Salary for Teachers Eligible for TRA	Notes
0	\$40,000	\$40,000	
1	\$40,250	\$40,250	
2	\$40,500	\$40,500	
3	\$40,750	\$44,500	Prior Year 2 Salary + \$4,000
4	\$41,000	\$44,750	Prior Year 3 Salary + \$4,000
5	\$41,250	\$49,000	Prior Year 4 Salary + \$8,000
6	\$42,000	\$49,250	Prior Year 5 Salary + \$8,000
7	\$43,000	\$50,000	Prior Year 6 Salary + \$8,000
8	\$44,500	\$51,000	Prior Year 7 Salary + \$8,000
9	\$45,850	\$52,500	Prior Year 8 Salary + \$8,000
10	\$47,150	\$53,850	Prior Year 9 Salary + \$8,000
11	\$48,350	\$55,150	Prior Year 10 Salary + \$8,000
12	\$49,550	\$56,350	Prior Year 11 Salary + \$8,000
13	\$50,550	\$57,550	Prior Year 12 Salary + \$8,000
14	\$51,550	\$58,550	Prior Year 13 Salary + \$8,000
15	\$52,500	\$59,550	Prior Year 14 Salary + \$8,000
16	\$53,400	\$60,500	Prior Year 15 Salary + \$8,000
17	\$54,200	\$61,400	Prior Year 16 Salary + \$8,000
18	\$54,900	\$62,200	Prior Year 17 Salary + \$8,000
19	\$55,500	\$62,900	Prior Year 18 Salary + \$8,000
20	\$56,000	\$63,500	Prior Year 19 Salary + \$8,000
21+	\$56,250	\$64,000	Prior Year 20 Salary + \$8,000

## 2. When will district funding amounts be available?

For cashflow purposes, beginning in September 2025, districts will be paid based on prior year estimates until the summary of finances (SOF) reports are updated in March 2026 with PEIMS Fall Submission data for the current year.

## 3. What count of teachers will be used to calculate the teacher retention allotment?

Classroom teachers are eligible after they have completed their 3rd year of experience as a classroom teacher (i.e., as they enter their 4th year of experience); the increased allotment amount applies after they have completed their 5th year as a classroom teacher (i.e., as they enter their 6th year of experience). “Classroom teacher” for the purposes of the Teacher Retention Allotment is defined in the statute under Texas Education Code (TEC) §48.158(a)(1) and (2).

The agency is working on additional guidance and data reporting that will enable school systems to validate current-year eligibility for TRA aligned with statute. The count of teachers used to calculate the allotment will

be determined by the number of teachers confirmed as eligible in the current year who have the necessary years of experience.

Personnel data used to determine the TRA allotment has historically been submitted to TEA as part of the PEIMS Fall Submission. Accordingly, TEA will calculate the total TRA allotment based on this data submission. For the upcoming school year, TEA will count the number of classroom teachers reported as a Teacher (StaffClassification (E0721) is 087) with YearsTRATeachingExperience (new element E3129) who met the required years and where LEADeterminedTRAEligibility (new indicator E3130) is true, as submitted in the PEIMS Fall Submission for the 2025–2026 school year. The Texas Education Data Standards will be published on September 2, 2025, along with additional guidance for TRA reporting purposes.

TEA will also calculate and provide LEAs with teacher eligibility for TRA (based on reported days employed and MonthlyMinutes (E1057)), as shown in the sample report in the FSP application in TEAL based on data from school year 2024–2025, for comparison purposes only. However, the LEADeterminedTRAEligibility indicator will be used to determine a teacher’s eligibility for the allotment.

The new LEADeterminedTRAEligibility indicator is a temporary solution until inconsistencies identified in reporting MonthlyMinutes (E1057), for example, reporting of instructional planning periods (which count toward the average four hours each day of teaching), can be resolved and allow TEA to accurately calculate teacher eligibility for TRA. Resolution of this issue will ultimately allow TEA to discontinue use of the LEADeterminedTRAEligibility indicator and shift to TEA-calculated teacher eligibility for TRA.

For contracted staff, such as those employed by an SB 1882 partnership organization or via an SSA, the number of classroom teachers will be identified based on StaffTypes 3 or 4 with StaffClassification of 087. In the past, requirements related to reporting individuals who work as classroom teachers through these contracts have not been consistent. Therefore, TEA will be updating guidance to ensure clarity in reporting for the PEIMS Fall Submission.

*Note: This FAQ response supersedes guidance provided in the June 12, 2025 TAA.*

#### **4. How will years of experience be determined?**

Classroom teachers are eligible after they have completed their 3rd year of experience as a classroom teacher (i.e., as they enter their 4th year of experience); the increased allotment amount applies after they have completed their 5th year as a classroom teacher (i.e., as they enter their 6th year of experience). “Classroom teacher” for the purposes of the Teacher Retention Allotment is defined in the statute under Texas Education Code (TEC) §48.158(a)(1) and (2).

The agency is developing additional guidance to improve clarity regarding this statutory requirement and data reporting that will be used to generate the allotment. The Texas Education Data Standards will be published on September 2, 2025, and will include a new data element specifically for TRA reporting purposes to indicate the number of verifiable years of teaching experience as a classroom teacher as described in TEC, §48.158.

*Note: This FAQ response supersedes guidance provided in the June 12, 2025 TAA.*

**5. Will years of teaching experience always relate back to what the teacher had in FY 26, or as teachers move from 4 years of experience to 5 years of experience in a future year, or 2 years to 3 years, do they qualify for the higher allotment?**

Funding in future years will be based on years of experience for eligible teachers in the relevant school year and will not look back to FY 26 experience throughout the teacher's career.

**6. Are teachers required to be certified to be eligible for the teacher retention allotment?**

No, teachers do not need to be certified in order to be eligible for the teacher retention allotment.

**7. Are staff who are certified to teach eligible if they are serving in a role other than teaching?**

The TRA statute (Texas Education Code (TEC), Sec. 48.158) defines a classroom teacher for TRA allotment purposes as a person who is employed by a school system and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting and who are employed in a role that would typically require possession of an State Board for Educator Certification (SBEC) teaching certification or otherwise performs duties that could require an SBEC teaching certification. Accordingly, the term under TRA includes individuals who do not hold a certificate who otherwise meet the definition. The term is not limited to teachers of record, and instead includes any individual who meets the instructional requirement noted. It does not include a teacher's aide or a full-time administrator. The TRA statute also includes individuals who meet the definition of a classroom teacher even if they are employed by an entity with which the school system has entered into a contract (e.g., charter management organizations, SB 1882 partnership school teachers and shared service arrangement (SSA) teachers).

**8. Must the teacher retention allotment be paid as regular salary, monthly stipend or in one lump sum?**

The teacher retention allotment must be paid as part of the teacher's regular salary utilizing 080 base salary, [Payroll Activity](#).

**9. My district has a single salary schedule for teachers, librarians, counselors, and other related roles. Does the TRA apply to the other roles?**

If a district has a current salary schedule that includes teachers and roles that do not meet the TRA statute of classroom teachers, they should modify their local salary schedule to have two distinct schedules, one for classroom teachers and one for other educational roles, unless they choose to use local funds to increase salaries for those other roles at a level commensurate with the increase provided under TRA. The TRA only applies to individuals who meet the statutory definition of classroom teacher.

**10. Does the salary include payroll taxes and benefits?**

The teacher retention allotment is only for the teacher's base salary. Payroll taxes and benefits may be covered with the Allotment for Basic Costs or other district funds.

**11. Are all teachers eligible for the teacher retention allotment, regardless of the fund from which they are paid?**

Yes. All eligible classroom teachers are entitled to a pay increase, regardless of the fund from which they are paid. Similarly, all classroom teachers are included in the count for the allotment calculation. However, only teachers that have completed 3 years or more of service will be eligible to receive the TRA. Teachers with less

experience may receive a pay increase from the Support Staff Retention Allotment if the local school system chooses to allocate SSRA funds in that way.

**12. We had to adopt a pay scale and budget before we fully understood the salary ramifications of HB 2. What should we do?**

The school system should adjust the salary so that they are in compliance. HB 2 has specific language ensuring that you are able to do this:

(f) A school district that increases classroom teacher compensation in the 2025-2026 school year to comply with Subsection (c), as added by H.B. 2, 89th Legislature, Regular Session, 2025, is providing compensation for services rendered independently of an existing employment contract applicable to that school year and is not in violation of Section 53, Article III, Texas Constitution.

**13. How will the budget amendments related to the Teacher Retention Allotment and the Support Staff Retention Allotment impact the Financial Integrity Rating System of Texas (FIRST) ratings?**

This correspondence is focused solely on immediate implementation requirements related to Article 1 of HB 2. Given the need for immediate action, and the many other changes to school finance from HB 2, school systems should anticipate having to make more budget amendments after the budget is initially adopted in the upcoming school year than is typical.

The agency is aware that Indicator 10 of FIRST compares, on a three-year rolling average, the budgeted revenues reported at snapshot to actual revenues reported in mid-year PEIMS. As the agency has been doing for the past four years, before final issuance of FIRST ratings of relevance to the 2025-26 school year, the TEA will analyze the data collected and determine if the indicator functions as intended or whether, based on the legislative changes, the indicator needs to be paused.

**14. Can the increased salary be paid beginning in July or do we have to wait until September?**

Districts may start including the salary increase on July 1 for the staff that the school system has determined will be required to earn the increased pay.

**15. Can the increased salary be displayed as a separate line item on the wage statement if it is included as regular base pay and coded to Activity Code 80 – Base Salary?**

Yes, it would be allowable to reflect the increase specific to the TRA and SSRA on the wage statement as a separate line item if it is included as standard base pay.

**16. Will districts be required to track TRA and SSRA separately (i.e., by Program Intent code)?**

TEA is not planning to create new program intent codes (PICs) for separate tracking. Based on the data reported in the PEIMS Fall Submission, TEA will be able to determine if eligible staff received the required pay increases.

**17. Will guidance on proration of allotment for extended duty contracts be provided?**

No. The annual allotment will be provided based on the statute; if a teacher works additional days beyond 187, the allotment will not be increased.

**18. Can the TRA be prorated (for late starts or early resignations) based on the percentage of the year they worked?**

Yes. Districts should add the appropriate TRA amount to the teacher's salary schedule and make payments as scheduled during the school year. A teacher who leaves during the contract year would cease receiving any payment upon leaving.

**19. How will TEA determine if a district is over/under 5,000 students for purposes of the TRA?**

Beginning in school year 2025–2026 (and each school year thereafter), enrollment data from the PEIMS Fall Submission will be used to make the determination, except as specified by TEC, §48.158(b-1), in cases where a school district received an allotment in the previous year based on 5,000 or fewer students. Beginning in school year 2026–2027, if a school system received the allotment based on less than 5,000 students in a previous school year, the school system retains eligibility for the higher allotment amounts.

**20. If a school system is just under or just over 5,000 students can the school system begin the year by paying the classroom teachers the \$5,000 or \$2,500 amounts until official enrollment is determined?**

If student enrollment is close to 5,000 at the start of the year, the school system may initially pay the Teacher Retention Allotment (TRA) at the rate for systems with more than 5,000 students. However, if the enrollment as reported in the PEIMS Fall Submission falls below the 5,000 threshold, the school system must adjust and pay the TRA according to the rate for systems with fewer than 5,000 students. This adjustment may require budget amendments.

As noted in question 19, a district qualifies for the under 5,000 allotment in any year, then it qualifies for that allotment in subsequent years.

**21. Can staff paid from federal grants be split funded?**

Because the teacher retention allotment is a state requirement, school systems must pay the teacher retention allotment portion utilizing the state and local funds designated for that specific purpose to avoid creating a non-compliant supplanting situation and would use federal funds to pay the teacher's other portion of the salary. If this is the only reason that the position is being split-funded, the position is still considered a single-cost objective, and no additional time and effort would be required. Any questions on funding federal staff at your school system should be directed to Cory Green ([cory.green@tea.texas.gov](mailto:cory.green@tea.texas.gov)) and Nick Davis ([nick.davis@tea.texas.gov](mailto:nick.davis@tea.texas.gov)).

**22. Does instructional planning time count toward the four hours of daily instruction to qualify a classroom teacher for TRA?**

Yes, a planning conference or passing period is included as part of the four hours of classroom instruction to determine if a teacher qualifies for the TRA, as defined by TEC, Sec. 5.001(2).

**23. Should the SSRA portion of salaries for support staff, like teacher's aides and cafeteria staff, who are otherwise paid from federal funds be separately coded to fund 199?**

Like TRA, school systems will be required to pay the SSRA out of the general fund to prevent a federal supplant issue, unless the school system can demonstrate that 100% of the SSRA was used on the state funded support staff.

New  
9/4/25

**24. Is additional TRA or SSRA compensation paid to a member after the member has entered into their contract for the 2025-2026 school year, but before the district adopted the TRA or SSRA raises, creditable in TRS?**

HB 2 provides that TRA and SSRA payments are generally going to be creditable in the TRS system. Sometimes even compensation that would otherwise be creditable in the TRS system can be considered not creditable if it is paid as a retroactive raise for work already performed or a contract already agreed to.

However, HB 2 also has additional language (Section 48.158(f) and 48.1581(f)) that provides, for the 2025-2026 school year, any increases in compensation for TRA or SSRA purposes are considered independent of any existing employment contracts and do not violate Section 53, Article III of the Texas Constitution. This is the language that lets TRS consider these increased back payments for work already performed to be creditable.

Please note that the exception for retroactive payments only applies to TRA increases for the 2025-2026 school year. In future school years, retroactive payments, even if from the TRA or SSRA, will not be creditable as they are generally not creditable in TRS.

New  
9/4/25

**25. Does out-of-state teaching experience count for TRA purposes?**

Districts should maintain existing procedures for accounting for creditable services for out-of-state experience, which would then count as years of experience for TRA purposes. As an example, if experience is earned in a public elementary or secondary school in the US or a US territory, the teacher would earn the relevant amount of creditable service and corresponding years of experience for purposes of TRA.