SB 2 by Senator Brandon Creighton and Senator Joan Huffman relating to a local optional teacher designation system implemented by a school district, a security officer employed by a school district, the basic allotment and guaranteed yield under the public school finance system, and certain allotments under the Foundation School Program; making appropriations.	
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Teachers are the heartbeat of a school, and we depend on them to deliver the academic progress we want our children to obtain. Throughout the pandemic and the post-COVID years, they have been heroes in our schools. Now is the time to recognize them and to deliver additional funds to help their schools support them.

- **One Time Teacher Retention Payment**
    - As teachers have already signed contracts for the 2023-2024 school year, the state cannot modify those contracts. For this school year, teachers will receive a one time "retention payment."
    - Districts with less than 5,000 students will receive $10,000/teacher and districts with more than 5,000 students will receive $3,000/teacher for the one time retention payment.
    - These payments are intended to be creditable compensation and will count toward the calculation of TRS benefits.
- **Teacher Retention Allotment**: Beginning in the 2024-2025 school year, each teacher statewide will be entitled to a **$3,000** permanent pay raise to continue the retention payment. Teachers in LEAs with 5,000 or fewer students will receive **$10,000** on top of their regular salary ($3,000 + $7,000 rural add-on).
    - The Teacher Retention Allotment will operate the same as the staff salary allotment that was in place prior to HB 3 (86th Regular).
    - These payments are intended to be creditable compensation and will count toward the calculation of TRS benefits.
- **Acceleration of Teacher Incentive Allotment**
    - Greater eligibility under the Teacher Incentive Allotment, so that at least 50% of teachers can earn designations that come with additional pay.
    - Increased compensation bonuses for teachers designated under the Teacher Incentive Allotment (a teacher could earn up to $36,000 on top of their current salary and the Teacher Retention Allotment).
    - Grant Program instituted to help districts and charter schools develop designation systems.
    - Greater technical assistance to support districts as they develop their designation systems.
- **$75 Increase in the Basic Allotment**
    - The bill also eliminates the provision requiring a percentage of the basic allotment to be spent on staff compensation. School systems may decide locally how to spend these additional funds. Under current law, it would require a $150 increase in the basic allotment to generate this amount of flexible funds.
- **School Safety Funding**
    - Doubles the per student school safety allotment from $10/student to $20/student.
    - Doubles the per campus allotment from $15,000 to $30,000.
    - Clarifies who qualifies as an armed security officer that is required to be on each campus.
- **Appropriates $1.2 billion in additional funding to TEA, above amounts included in the General Appropriations Act, to be allocated as follows:**
    - $400 million for school safety, and
    - $796.5 million for teacher compensation provisions and raising the Basic Allotment.