

2026 Legislative Advocacy



The Shift in School Finance

Texas Legislature is moving toward targeted funding, not broad increases

Funds are tied to specific roles and outcomes

District flexibility is reduced; compliance expectations are increased

Teacher Retention Allotment

Applies to classroom teachers with 3+ years experience

→ ≤5,000 students: \$4,000 (3–4 yrs),
\$8,000 (5+ yrs)

→ >5,000 students: \$2,500 (3–4 yrs),
\$5,000 (5+ yrs)

Must increase
2025-26
salaries above
prior year



Support Staff Pay Allotment

- \$45 per student (ADA-based funding)
- Applies to: early-career teachers, counselors, nurses, aides, custodians, etc.
- Excludes: superintendent, principals, central office leadership
- Enhanced funding for smaller districts

Key Structural Takeaway

State is prioritizing targeted funding and compensation over systemwide funding

Creates gaps across roles not explicitly funded

Increases internal compression and equity challenges

Shifts burden of implementation to districts

Stop Bureaucracy Wasting Taxpayer Dollars

Unfunded Mandates
– Require full state
funding before
mandates take
effect

Redundant Reporting
– Eliminate
duplicative data
reporting
requirements

Compliance Overhead
– Reform
procurement and
compliance burdens

Local Control –
Restore authority to
locally elected school
boards

Unaccountable
Rulemaking – Require
cost-benefit analysis
and legislative oversight
for TEA rules

No-Impact Programs
– End mandates with
no link to student
outcomes

Advocacy: Compensation Strategy

- Support continued targeted funding for teachers
- Expand to mandatory roles
(counselors, special education staff, safety personnel)
- Ensure funding is recurring and built into base pay

Advocacy: Special Education



Special education
Remains
underfunded
by over \$1 billion

Current formulas do
not reflect actual
service costs



Districts forced to
Subsidize from
general funds

Legislature must
close the funding
gap



Advocacy: Safety & Unfunded Mandates

- Gap remains between HB3 (88R) mandates and funding
- Administrators responsible for compliance with unfunded mandates
- Districts required to implement safety measures without full funding
- State should fully fund all required safety and security measures

Advocacy: System-Level Message

Targeted funding must include all required positions

Administrators need recognition and support

Unfunded mandates must be eliminated or fully funded

Local control should be restored where possible