

119TH CONGRESS  
1ST SESSION

**S.** \_\_\_\_\_

To ensure that teachers are paid a livable and competitive salary throughout their career, and for other purposes.

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IN THE SENATE OF THE UNITED STATES

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Mr. SANDERS introduced the following bill; which was read twice and referred to the Committee on \_\_\_\_\_

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**A BILL**

To ensure that teachers are paid a livable and competitive salary throughout their career, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4       (a) **SHORT TITLE.**—This Act may be cited as the  
5 “Pay Teachers Act”.

6       (b) **TABLE OF CONTENTS.**—The table of contents of  
7 this Act is as follows:

- Sec. 1. Short title; table of contents.
- Sec. 2. Purposes.
- Sec. 3. Findings.
- Sec. 4. Definitions.
- Sec. 5. Regulations; special rule.

## 2

TITLE I—INCREASING FEDERAL INVESTMENTS IN OUR NATION'S  
PUBLIC SCHOOLS

- Sec. 101. Mandatory appropriations for part A of title I of the ESEA.
- Sec. 102. Mandatory appropriations for rural education.
- Sec. 103. Mandatory appropriations for impact aid.
- Sec. 104. Mandatory appropriations for Bureau of Indian Education.

## TITLE II—SUPPORTING OUR NATION'S EDUCATORS

PART A—ENSURING TEACHERS ARE PAID A LIVABLE AND COMPETITIVE  
WAGE

- Sec. 201. Definitions.
- Sec. 202. State Teacher Pay Plan Addendum.
- Sec. 203. Paying teachers livable and competitive salaries and wages.
- Sec. 204. Collective bargaining and related rules.

PART B—MODERNIZING THE TEACHING PROFESSION TO IMPROVE STUDENT  
LEARNING

- Sec. 211. Definitions.
- Sec. 212. State commissions to advance the teaching profession.
- Sec. 213. Advancing the teaching profession grants.
- Sec. 214. Pay Paraprofessionals and Education Support Staff Act.
- Sec. 215. Rules.

## PART C—TECHNICAL ASSISTANCE; REPORTING; ADMINISTRATION; STUDY

- Sec. 221. Annual State report to the Secretary.
- Sec. 222. Promoting the equitable distribution of in-field, experienced, and effective teachers.
- Sec. 223. Improving resource equity.
- Sec. 224. Strengthening per-pupil expenditure reporting.
- Sec. 225. State administration.
- Sec. 226. National Academies study to improve ESEA's resource equity requirements.

TITLE III—INVESTING IN EDUCATOR PREPARATION AND THE  
TEACHING PIPELINE

- Sec. 301. Mandatory appropriations for the Teacher Quality Partnerships and Grow Your Own programs.
- Sec. 302. Mandatory appropriations for the Augustus F. Hawkins Centers of Excellence program.
- Sec. 303. Mandatory appropriations for personnel development to improve services and results for children with disabilities under part D of IDEA.
- Sec. 304. Mandatory appropriations for the Supporting Effective Educator Development program.
- Sec. 305. Mandatory appropriations for the Teacher and School Leader Incentive program to support continued teacher growth and contributions to student learning.

1 **SEC. 2. PURPOSES.**

2 The purposes of this Act are to—

1           (1) ensure public elementary and secondary  
2 school teachers earn a livable salary and are com-  
3 pensated with a career-based competitive salary  
4 that—

5                   (A) includes a starting annual base salary  
6 of not less than \$60,000; and

7                   (B) increases regularly throughout a teach-  
8 er’s career;

9           (2) ensure paraprofessionals and education sup-  
10 port staff are paid a living wage of not less than  
11 \$45,000 per year or \$30.00 an hour;

12           (3) increase Federal investments in public  
13 schools, and call upon States and local governments  
14 to increase investments in public education in order  
15 to promote educational equity, including by ensuring  
16 that every public school student is taught by a quali-  
17 fied teacher; and

18           (4) invest in a diverse teacher workforce, by  
19 strengthening the educator pipeline and supporting  
20 career development and advancement through ex-  
21 panded teacher leadership and professional advance-  
22 ment opportunities.

23 **SEC. 3. FINDINGS.**

24 Congress finds the following:

1           (1) Public school teachers in the United States  
2           have one of the toughest, most demanding, and most  
3           under-appreciated jobs in the United States.

4           (2) In the majority of States, public elementary  
5           and secondary school teachers do not earn a livable  
6           and competitive salary. According to the 2024 report  
7           by the Economic Policy Institute, on average, teach-  
8           ers in 2023 earned 5.1 percent less than teachers  
9           did in 1996, while during the same time period, the  
10          wages for other similarly-educated professionals in-  
11          creased by 30 percent.

12          (3) Many teachers across the country are work-  
13          ing multiple jobs and have to rely on public assist-  
14          ance programs just to make ends meet. According to  
15          the Southern Regional Education Board, in 36  
16          States, the average teacher salary is low enough that  
17          mid-career teachers who are the head of household  
18          for a family of 4 qualify for government benefits.  
19          According to a University of California, Berkeley  
20          study, between 2014 and 2016, 21 percent of ele-  
21          mentary and middle school teachers were part of  
22          families enrolled in at least one of the following pub-  
23          lic assistance programs:

1 (A) The Earned Income Tax Credit under  
2 section 32 of the Internal Revenue Code of  
3 1986.

4 (B) The Medicaid program.

5 (C) The Children's Health Insurance pro-  
6 gram.

7 (D) The supplemental nutrition assistance  
8 program established under the Food and Nutri-  
9 tion Act of 2008 (7 U.S.C. 2011 et seq.).

10 (E) The program of block grants to States  
11 for temporary assistance for needy families es-  
12 tablished under part A of title IV of the Social  
13 Security Act (42 U.S.C. 601 et seq.).

14 (4) One estimate shows that in school year  
15 2020–2021, 17 percent of public school teachers  
16 worked multiple jobs during the school year, such as  
17 working in restaurants or driving for ride-share plat-  
18 forms.

19 (5) The reality for paraprofessionals and edu-  
20 cation support staff is even more troubling. In  
21 school year 2022–23, full-time workers earned on  
22 average \$33,756, with 38 percent of workers earning  
23 less than \$25,000 and 12.5 percent earning less  
24 than \$15,000. This is no way to treat the critical  
25 school staff who manage our school grounds, keep

1       our students safe, drive them to school, and work in  
2       our Nation’s classrooms.

3           (6) According to the National Education Asso-  
4       ciation, the average starting teacher salary in the  
5       United States was \$44,530 in the 2022–2023 school  
6       year. This is an increase of 3.9 percent over the pre-  
7       vious school year. 28.6 percent of school districts  
8       pay their starting teachers less than \$40,000, and  
9       those districts employ 17.9 percent of teachers na-  
10      tionwide. Only 12.9 percent of starting teachers na-  
11      tionwide earn a salary of \$60,000 or more. Nation-  
12      wide, 38 percent of teachers earn less than \$60,000.

13          (7) According to a 2022 study from the  
14      Annenberg Institute at Brown University, the most  
15      recent national data shows that nearly 200,000  
16      teaching positions were either vacant or held by  
17      underqualified teachers. This study, and others, con-  
18      sistently demonstrate that teacher shortages dis-  
19      proportionately impact schools serving the most stu-  
20      dents of color and from low-income backgrounds.

21          (8) Nearly 70 years after *Brown v. Board of*  
22      *Education of Topeka*, 347 U.S. 483 (1954), required  
23      the provision of public education to all people “on  
24      equal terms,” children of color, children with disabil-  
25      ities, and children in low-income communities are

1 routinely denied a high-quality education. The Civil  
2 Rights Data Collection of the Office for Civil Rights  
3 of the Department of Education shows that schools  
4 with high enrollment of students of color are 4 times  
5 as likely to employ uncertified teachers compared to  
6 schools with low enrollment of students of color. Ad-  
7 ditional studies show that teachers with less than 3  
8 years of experience are concentrated in schools serv-  
9 ing a high percentage of students from low-income  
10 backgrounds and students of color.

11 (9) Research, including a study by the Eco-  
12 nomic Policy Institute, has found that raising teach-  
13 er salaries helps attract youth into teaching, encour-  
14 ages teachers to teach in underserved schools, im-  
15 proves teacher retention and morale, and bolsters  
16 student academic outcomes. According to the Learn-  
17 ing Policy Institute, controlling for other factors,  
18 teachers employed by local educational agencies with  
19 the highest salary schedules are 31 percent less like-  
20 ly to leave than teachers employed by local edu-  
21 cational agencies with lower pay scales.

22 (10) According to the Consortium for Policy  
23 Research in Education at the University of Pennsyl-  
24 vania, teachers who enter the profession through  
25 comprehensive and high-quality pathways are 2 to 3

1 times more likely to remain in the profession than  
2 underprepared teachers who enter through less than  
3 comprehensive pathways.

4 (11) Several studies have shown the many bene-  
5 fits of providing opportunities for teacher leadership,  
6 which include improving instructional practice, in-  
7 creasing academic and other positive outcomes for  
8 students, and increasing teacher retention.

9 (12) Teachers in the United States are system-  
10 ically underpaid compared to their similarly edu-  
11 cated peers. According to the Organisation for Eco-  
12 nomic Co-operation and Development, teachers in  
13 the United States are paid 64 percent what simi-  
14 larly-educated professionals earn, which is a much  
15 more extreme pay gap than in other industrialized  
16 nations.

17 (13) Raising teacher salaries to at least  
18 \$60,000 a year, ensuring competitive pay through-  
19 out the lifetime of the teaching career, and empow-  
20 ering teachers are some of the most important steps  
21 the United States can take to address the teacher  
22 shortage crisis and ensure all students have access  
23 to qualified teachers and educational opportunity.  
24 Paying teachers as the professionals they are is crit-  
25 ical in order to honor the work of educators, restore

1 respect to the teaching profession, and create a  
2 high-quality public education system that serves the  
3 needs of students, families, and teachers.

4 (14) Most paraprofessionals and education sup-  
5 port staff are employed to work only 36 to 38 hours  
6 per week and are laid off during the summer.

7 **SEC. 4. DEFINITIONS.**

8 In this Act:

9 (1) ANNUAL ADJUSTMENT PERCENTAGE.—The  
10 term “annual adjustment percentage”, with respect  
11 to appropriations made under this Act for a fiscal  
12 year, means a percentage equal to the estimated per-  
13 centage change in the Consumer Price Index, as de-  
14 termined by the Secretary of Education, for the  
15 most recent calendar year ending prior to the begin-  
16 ning of such fiscal year.

17 (2) CONSUMER PRICE INDEX.—The term “Con-  
18 sumer Price Index” has the meaning given the term  
19 in section 478(f) of the Higher Education Act of  
20 1965 (20 U.S.C. 1087rr(f)).

21 (3) SECRETARY.—The term “Secretary” means  
22 the Secretary of Education.

23 **SEC. 5. REGULATIONS; SPECIAL RULE.**

24 (a) REGULATIONS.—Not later than 1 year after the  
25 date of enactment of this Act, the Secretary shall issue

1 final regulations related to the implementation of this Act  
2 and the amendments made by this Act, including the pro-  
3 visions of subsection (i) of section 1111, section 2253, and  
4 2254 of the Elementary and Secondary Education Act of  
5 1965 (20 U.S.C. 6311), as added by this Act.

6 (b) SPECIAL RULE.—Notwithstanding any other pro-  
7 vision of law, the Secretary may take such steps as the  
8 Secretary determines are reasonably necessary to imple-  
9 ment the provisions of this Act and the amendments made  
10 by this Act.

11 **TITLE I—INCREASING FEDERAL**  
12 **INVESTMENTS IN OUR NA-**  
13 **TION’S PUBLIC SCHOOLS**

14 **SEC. 101. MANDATORY APPROPRIATIONS FOR PART A OF**  
15 **TITLE I OF THE ESEA.**

16 In addition to amounts otherwise available, there are  
17 appropriated, out of any money in the Treasury not other-  
18 wise appropriated, to the Secretary to carry out part A  
19 of title I of the Elementary and Secondary Education Act  
20 of 1965 (20 U.S.C. 6311 et seq.)—

21 (1) for fiscal year 2026, \$36,773,604,000; and

22 (2) for each succeeding fiscal year, the amount  
23 appropriated under this section for the preceding fis-  
24 cal year, increased by the annual adjustment per-  
25 centage.

1 **SEC. 102. MANDATORY APPROPRIATIONS FOR RURAL EDU-**  
2 **CATION.**

3 In addition to amounts otherwise available, there are  
4 appropriated, out of any money in the Treasury not other-  
5 wise appropriated, to the Secretary to carry out part B  
6 of title V of the Elementary and Secondary Education Act  
7 of 1965 (20 U.S.C. 7341 et seq.)—

8 (1) for fiscal year 2026, \$430,000,000; and

9 (2) for each succeeding fiscal year, the amount  
10 appropriated under this section for the preceding fis-  
11 cal year, increased by the annual adjustment per-  
12 centage.

13 **SEC. 103. MANDATORY APPROPRIATIONS FOR IMPACT AID.**

14 In addition to amounts otherwise available, there are  
15 appropriated, out of any money in the Treasury not other-  
16 wise appropriated, to the Secretary to provide payments  
17 for eligible federally connected children under section  
18 7003(b) of the Elementary and Secondary Education Act  
19 of 1965 (20 U.S.C. 7703(b))—

20 (1) for fiscal year 2026, \$1,460,000,000; and

21 (2) for each succeeding fiscal year, the amount  
22 appropriated under this section for the preceding fis-  
23 cal year, increased by the annual adjustment per-  
24 centage.

1 **SEC. 104. MANDATORY APPROPRIATIONS FOR BUREAU OF**  
2 **INDIAN EDUCATION.**

3 (a) DEFINITIONS.—In this section:

4 (1) BUREAU.—The term “Bureau” means the  
5 Bureau of Indian Education.

6 (2) BUREAU-FUNDED SCHOOL.—The term “Bu-  
7 reau-funded school” has the meaning given the term  
8 in section 1141 of the Education Amendments of  
9 1978 (25 U.S.C. 2021).

10 (3) MINIMUM SALARY FOR TEACHERS.—The  
11 term “minimum salary for teachers” has the mean-  
12 ing given the term in section 1120 of the Elemen-  
13 tary and Secondary Education Act of 1965, as  
14 added by section 201, except that the amount de-  
15 scribed in such section shall be determined by the  
16 Director of the Bureau, in consultation with the Sec-  
17 retary, instead of by a State.

18 (b) APPROPRIATIONS.—In addition to amounts other-  
19 wise available, there are appropriated, out of any money  
20 in the Treasury not otherwise appropriated, to the Bureau  
21 to be allocated by the Director of the Bureau for programs  
22 or activities operated or funded by the Bureau for Bureau-  
23 funded schools—

24 (1) for fiscal year 2026, \$1,130,000,000; and

25 (2) for each succeeding fiscal year, the amount  
26 appropriated under this section for the preceding fis-

1 cal year, increased by the annual adjustment per-  
2 centage.

3 (c) LIVABLE AND COMPETITIVE SALARIES FOR BIE  
4 TEACHERS.—Each entity carrying out a program or activ-  
5 ity operated by the Bureau for Bureau-funded schools that  
6 receives funds under subsection (b) shall ensure, in ac-  
7 cordance with a timeline established by the Director of the  
8 Bureau, that all full-time elementary and secondary teach-  
9 ers employed for such program or activity—

10 (1) are compensated with an annual base sal-  
11 ary, as such term is defined in section 1120 of the  
12 Elementary and Secondary Education Act of 1965,  
13 as added by section 201, that is not less than the  
14 minimum salary for teachers; and

15 (2) are compensated with a livable and competi-  
16 tive salary, in accordance with the requirements of  
17 section 1111(i)(1)(B) of the Elementary and Sec-  
18 ondary Education Act of 1965 (20 U.S.C.  
19 6311(i)(1)(B)), except that procedures and require-  
20 ments described in clause (iii) of such section shall  
21 be established by the Director of the Bureau, in con-  
22 sultation with the Secretary, instead of the Sec-  
23 retary.

1           **TITLE II—SUPPORTING OUR**  
2                   **NATION’S EDUCATORS**  
3           **PART A—ENSURING TEACHERS ARE PAID A**  
4                   **LIVABLE AND COMPETITIVE WAGE**

5   **SEC. 201. DEFINITIONS.**

6           (a) IN GENERAL.—Subpart 1 of part A of title I of  
7 the Elementary and Secondary Education Act of 1965 (20  
8 U.S.C. 6311 et seq.) is amended by adding at the end  
9 the following:

10 **“SEC. 1120. DEFINITIONS RELATING TO TEACHER SALA-**  
11                   **RIES.**

12           “(a) IN GENERAL.—In this subpart:

13                   “(1) ANNUAL ADJUSTMENT PERCENTAGE.—

14           The term ‘annual adjustment percentage’, with re-  
15 spect to a fiscal year, means a percentage equal to  
16 the estimated percentage change in the Consumer  
17 Price Index, as determined by the Secretary, for the  
18 most recent calendar year ending prior to the begin-  
19 ning of such fiscal year.

20                   “(2) ANNUAL BASE SALARY.—The term ‘annual  
21 base salary’—

22                           “(A) means the base salary, calculated as  
23 an annual rate of pay, of a full-time teacher;  
24 and

25                           “(B) excludes—

1                   “(i) any additional compensation  
2                   earned by the teacher for taking on addi-  
3                   tional responsibilities (such as coaching or  
4                   teaching during the summer or after  
5                   school); and

6                   “(ii) bonuses, stipends, and awards.

7                   “(3) CONSUMER PRICE INDEX.—The term  
8                   ‘Consumer Price Index’ has the meaning given the  
9                   term in section 478(f) of the Higher Education Act  
10                  of 1965.

11                  “(4) MINIMUM SALARY FOR TEACHERS.—The  
12                  term ‘minimum salary for teachers’ means an  
13                  amount, determined by the State, that all full-time  
14                  teachers employed by a local educational agency are,  
15                  at a minimum, required by the State to be com-  
16                  pensated by such agency as their annual base salary,  
17                  and which—

18                         “(A) for teachers in their first year of  
19                         teaching, shall be an annual rate of pay that is  
20                         not less than the amount described in sub-  
21                         section (b); and

22                         “(B) for teachers with more than 2 year of  
23                         experience, shall be an annual rate of pay  
24                         that—

1                   “(i) is greater than the amount de-  
2                   scribed in subsection (b); and

3                   “(ii) increases as the experience of a  
4                   teacher increases.

5                   “(5) TEACHER.—The term ‘teacher’ means—

6                   “(A) an employee of a local educational  
7                   agency—

8                   “(i) with a primary duty of teaching  
9                   and who is employed and engaged in teach-  
10                  ing in a public elementary school or sec-  
11                  ondary school served by such agency and is  
12                  not a substitute teacher;

13                  “(ii) who fully meets all applicable  
14                  public elementary school or secondary  
15                  school teacher certification and licensure  
16                  requirements of the State in which the  
17                  school is located; and

18                  “(iii) if the teacher is a special edu-  
19                  cation teacher, who meets the qualifica-  
20                  tions described in section 612(a)(14)(C) of  
21                  the Individuals with Disabilities Education  
22                  Act; and

23                  “(B) other full-time public elementary  
24                  school or secondary school personnel employed  
25                  by a local educational agency whose annual

1 base salary is determined in accordance with  
2 such agency's salary schedule or system for a  
3 full-time teacher.

4 “(b) SPECIAL RULE.—

5 “(1) IN GENERAL.—For each fiscal year, the  
6 amount described in subsection (a)(4)(A) shall be  
7 determined under this subsection.

8 “(2) FISCAL YEARS 2026 THROUGH 2030.—For  
9 each of fiscal years 2026 through 2030, the amount  
10 described in subsection (a)(4)(A) is \$60,000.

11 “(3) FISCAL YEARS 2031 AND AFTER.—

12 “(A) IN GENERAL.—For the fiscal year pe-  
13 riod 2031 through 2035 and for each subse-  
14 quent 5 fiscal year period, the amount described  
15 in subsection (a)(4)(A) shall be adjusted for in-  
16 flation as described in subparagraph (B).

17 “(B) DETERMINATION.—The amount shall  
18 be equal to the amount applicable for the pre-  
19 vious 5 fiscal year period, increased by the  
20 greater of—

21 “(i) the aggregate annual adjustment  
22 percentage over the previous 5 fiscal years;  
23 or

1                   “(ii) 2 percent of the amount applica-  
2                   ble under this subsection for the previous  
3                   5 fiscal year period.”.

4           (b) TABLE OF CONTENTS.—The table of contents in  
5 section 2 of the Elementary and Secondary Education Act  
6 is amended by inserting after the item relating to section  
7 1119 the following:

“Sec. 1120. Definitions.”.

8 **SEC. 202. STATE TEACHER PAY PLAN ADDENDUM.**

9           Section 1111(g) of the Elementary and Secondary  
10 Education Act of 1965 (20 U.S.C. 6311(g)) is amended  
11 by adding at the end the following:

12                   “(5) STATE TEACHER PAY PLAN ADDENDUM.—  
13           Not later than 1 year after the date on which the  
14           Secretary issues final rules related to the implemen-  
15           tation of the Pay Teachers Act in accordance with  
16           section 5 of such Act, a State that receives assist-  
17           ance under this part shall submit the State’s Teach-  
18           er Pay Plan Addendum to the Secretary in accord-  
19           ance with the procedures and requirements deter-  
20           mined by the Secretary. The State’s Teacher Pay  
21           Plan Addendum shall include each of the following:

22                   “(A) A description of the State’s plan to  
23                   provide a competitive salary regularly through-  
24                   out the career of public elementary school and

1 secondary school teachers, including an assur-  
2 ance that the State will—

3 “(i) under the timeline specified in  
4 subsection (i)(2), comply with subpara-  
5 graphs (A) and (B) of subsection (i)(2); or

6 “(ii) not later than 1 year after the  
7 date the Secretary issues final rules in ac-  
8 cordance with section 5 of the Pay Teach-  
9 ers Act, submit a request to the Secretary  
10 to participate in the Teacher Salary Im-  
11 provement pathway and for an extended  
12 timeline to comply with the teacher salary  
13 requirements described in subparagraphs  
14 (A) and (B) of subsection (i)(1), if the  
15 State meets the eligibility criteria described  
16 in subsection (i)(3).

17 “(B) A description of the State’s plan to  
18 increase the State’s per-pupil expenditures or  
19 the aggregate expenditures of the State with re-  
20 spect to the provision of free public education  
21 in the State, in a manner that—

22 “(i) supports local educational agen-  
23 cies in increasing salaries or wages for  
24 teachers, paraprofessionals, specialized in-  
25 structional support personnel, classified

1 school employees, principals, other school  
2 leaders, school librarians, school bus driv-  
3 ers, and other staff across their careers,  
4 including through providing increased re-  
5 sources to local educational agencies; and

6 “(ii) does not—

7 “(I) increase average class sizes  
8 or student to full-time equivalent  
9 teacher ratios at the State, local edu-  
10 cational agency, or school level;

11 “(II) reduce planning time; or

12 “(III) require teachers to teach  
13 additional classes.

14 “(C) An identification, with respect to the  
15 average teacher salary baselines (as such term  
16 is defined in subsection (i)(3)(A)(i)) in the most  
17 recent fiscal year, of the statewide average and  
18 the average in each local educational agency in  
19 the State.

20 “(D) An identification of the number and  
21 percentage of teachers employed by local edu-  
22 cational agencies in the State who earn a salary  
23 of less than \$60,000 annually, disaggregated by  
24 each period of service specified in subsection

1 (i)(3)(A)(i), across the State and in each such  
2 local educational agency.

3 “(E) A description of the State’s plan to  
4 comply with the equitable distribution of teach-  
5 ers requirement under paragraph (1)(B).”.

6 **SEC. 203. PAYING TEACHERS LIVABLE AND COMPETITIVE**  
7 **SALARIES AND WAGES.**

8 Section 1111 of the Elementary and Secondary Edu-  
9 cation Act of 1965 (20 U.S.C. 6311) is amended—

10 (1) by redesignating subsections (i), (j), (k),  
11 and (l), as subsections (k), (l), (m), and (n), respec-  
12 tively; and

13 (2) by inserting after subsection (h) the fol-  
14 lowing:

15 “(i) IMPROVING TEACHER SALARIES.—

16 “(1) IMPROVING TEACHER SALARIES.—

17 “(A) MINIMUM SALARY FOR TEACHERS.—

18 “(i) IN GENERAL.—Subject to para-  
19 graphs (2) and (3), a State that receives  
20 assistance under this part shall ensure that  
21 the annual base salary of a full-time teach-  
22 er employed by a local educational agency  
23 in the State is not less than the minimum  
24 salary for teachers determined by such  
25 State.

1                   “(ii) COMPLIANCE.—To comply with  
2                   clause (i), a State shall adopt one or more  
3                   of the following laws or policies, to guar-  
4                   antee no full-time teacher shall receive an  
5                   annual base salary that is less than the  
6                   minimum salary for teachers:

7                   “(I) A statewide minimum an-  
8                   nual base salary schedule for teachers  
9                   that increases as the experience of a  
10                  teacher increases.

11                  “(II) A statewide minimum an-  
12                  nual base salary for teachers who are  
13                  in their first year of teaching.

14                  “(III) A State law to increase  
15                  salaries for teachers.

16                  “(B) LIVABLE AND COMPETITIVE SALA-  
17                  RIES FOR TEACHERS.—Subject to paragraphs  
18                  (2) and (3), a State that receives assistance  
19                  under this part shall demonstrate that all  
20                  teachers employed by local educational agencies  
21                  in the State are compensated with a livable and  
22                  competitive salary for teachers, which shall be  
23                  an amount that—

24                  “(i) is at least the minimum salary for  
25                  teachers;

1                   “(ii) increases throughout each teach-  
2                   er’s career; and

3                   “(iii) is at least commensurate with  
4                   annual salaries for college-educated and  
5                   experienced professionals in the region in  
6                   which such agencies are located, as deter-  
7                   mined in accordance with procedures and  
8                   requirements established by the Secretary.

9                   “(2) TIMING.—

10                   “(A) IN GENERAL.—Except as provided in  
11                   subparagraph (B), the Secretary shall ensure  
12                   that, not later than 4 years after the date of  
13                   implementation of the final regulations issued  
14                   in accordance with section 5 of the Pay Teach-  
15                   ers Act, each State that receives assistance  
16                   under this part meets the teacher salary re-  
17                   quirements described in subparagraphs (A) and  
18                   (B) of paragraph (1).

19                   “(B) EXCEPTION.—A State, if eligible,  
20                   may request and be approved by the Secretary  
21                   to participate in the Teacher Salary Improve-  
22                   ment pathway described in paragraph (3) that  
23                   provides an extended timeline to comply with  
24                   the teacher salary requirements described in  
25                   subparagraphs (A) and (B) of paragraph (1).

1           “(3) TEACHER SALARY IMPROVEMENT PATH-  
2           WAY.—

3           “(A) DEFINITIONS.—In this paragraph:

4                   “(i) AVERAGE TEACHER SALARY  
5           BASELINES.—The term ‘average teacher  
6           salary baselines’ means, for each of the fol-  
7           lowing years of service as teachers, the av-  
8           erage annual base salaries of all full-time  
9           teachers employed by local educational  
10          agencies in the State:

11                   “(I) 0 years, or starting teacher  
12          salaries.

13                   “(II) 3 years.

14                   “(III) 5 years.

15                   “(IV) 10 years.

16                   “(V) 15 years.

17                   “(VI) 20 years.

18                   “(VII) 25 years.

19                   “(ii) ELIGIBLE IMPROVEMENT  
20          STATE.—The term ‘eligible improvement  
21          State’ means a State—

22                   “(I) that had an annual starting  
23          statewide teacher salary average that  
24          was less than \$45,000 in fiscal year  
25          2025;

1                   “(II) in which 50 percent or  
2                   more of the teachers employed by  
3                   local educational agencies in the State  
4                   did not receive an annual base salary  
5                   of \$60,000 or more in fiscal year  
6                   2025; and

7                   “(III) that demonstrates to the  
8                   Secretary substantial need for the ex-  
9                   tended timeline to comply with the  
10                  teacher salary requirements described  
11                  in subparagraphs (A) and (B) of  
12                  paragraph (1), and with respect to  
13                  which the Secretary determines that  
14                  providing such State with an extended  
15                  timeline would be equitable due to—

16                         “(aa) exceptional or uncon-  
17                         trollable circumstances, such as a  
18                         natural disaster or a change in  
19                         the organizational structure of  
20                         the State; or

21                         “(bb) a precipitous decline  
22                         in the financial resources of the  
23                         State.

24                   “(B) IN GENERAL.—A State educational  
25                   agency, on behalf of an eligible improvement

1 State, that desires to participate in the Teacher  
2 Salary Improvement pathway and needs an ex-  
3 tended timeline to comply with the teacher sal-  
4 ary requirements described in subparagraphs  
5 (A) and (B) of paragraph (1) shall submit a re-  
6 quest to the Secretary to participate in the  
7 Teacher Salary Improvement pathway, which  
8 shall include a plan to increase teacher salaries  
9 that, at a minimum, includes each of the fol-  
10 lowing:

11 “(i) An identification, with respect to  
12 the average teacher salary baselines, of the  
13 statewide average and the average in each  
14 local educational agency in the State, and  
15 an assurance that the State will—

16 “(I) make such information pub-  
17 licly available on the State educational  
18 agency’s website; and

19 “(II) update that information on  
20 an annual basis.

21 “(ii) A timeline, consistent with the  
22 goals required under clause (iii), to ensure  
23 that, not later than 6 years after the re-  
24 ceipt of approval to participate in the

1 Teacher Salary Improvement pathway  
2 under this paragraph—

3 “(I) all teachers employed by  
4 local educational agencies operating in  
5 the State are paid not less than the  
6 minimum salary for teachers; and

7 “(II) all teachers employed by  
8 local educational agencies operating in  
9 the State are compensated with a liv-  
10 able and competitive salary, in accord-  
11 ance with the requirements of para-  
12 graph (1)(B).

13 “(iii) For each fiscal year in the  
14 timeline specified in clause (ii), statewide  
15 annual goals for increasing average teacher  
16 salary baselines in a manner that—

17 “(I) annually proposes a percent-  
18 age increase in the average teacher  
19 salary baselines, disaggregated by  
20 each period of service described in  
21 subparagraph (A)(i);

22 “(II) provides for the first in-  
23 crease to occur not later than 2 fiscal  
24 years after the receipt of approval to

1 participate in the Teacher Salary Im-  
2 provement pathway; and

3 “(III) makes significant progress  
4 toward ensuring that teachers are  
5 paid an annual base salary in accord-  
6 ance with the requirements specified  
7 in subclauses (I) and (II) of clause (ii)  
8 by the end of the timeline described in  
9 such clause.

10 “(iv) A description of the State’s plan  
11 to require all local educational agencies in  
12 the State, for any fiscal year in which an  
13 agency does not pay their teachers the  
14 minimum salary for teachers, to—

15 “(I) at a minimum, increase the  
16 salaries of the teachers employed by  
17 such agency in accordance with the  
18 statewide annual goals established in  
19 clause (iii) for that fiscal year; and

20 “(II) ensure those increases in  
21 salaries required under subclause (I)  
22 are aligned with the livable and com-  
23 petitive salary requirements described  
24 in paragraph (1)(B).

1           “(v) An identification of the number  
2 of teachers employed by local educational  
3 agencies in the State who earn less than  
4 the minimum salary for teachers,  
5 disaggregated by each period of service de-  
6 scribed in subparagraph (A)(i), across the  
7 State and employed by each local edu-  
8 cational agency.

9           “(vi) A description of the State’s plan  
10 to support local educational agencies in in-  
11 creasing salaries or wages for teachers,  
12 paraprofessionals, specialized instructional  
13 support personnel, classified school employ-  
14 ees, principals, other school leaders, school  
15 librarians, school bus drivers, and other  
16 staff across their careers, including  
17 through providing increased resources to  
18 local educational agencies.

19           “(vii) A description of how the State  
20 will meet the requirements described in  
21 subparagraphs (A) and (B) of paragraph  
22 (2) without—

23                   “(I) increasing the average class  
24 sizes or student to full-time equivalent  
25 teacher ratios;

1 “(II) reducing planning time; or

2 “(III) requiring teachers to teach  
3 additional classes at the State, local  
4 educational agency, or school level.

5 “(viii) A description of how the State  
6 will meet the equitable distribution require-  
7 ment under subsection (g)(1)(B) during  
8 the period of the State’s participation in  
9 the Teacher Salary Pay Improvement  
10 pathway and after the State exits the path-  
11 way.

12 “(C) PUBLIC COMMENT.—A State edu-  
13 cational agency that submits an extension re-  
14 quest to participate in the Teacher Salary Im-  
15 provement pathway under this paragraph  
16 shall—

17 “(i) provide the public and any inter-  
18 ested local educational agency in the State  
19 with notice and a reasonable and easily ac-  
20 cessible opportunity to comment and pro-  
21 vide input on the request;

22 “(ii) submit a summary of the com-  
23 ments to the Secretary, with a description  
24 of how the State addressed the comments,  
25 and make such summary with description

1 publicly available on the website of the  
2 State educational agency; and

3 “(iii) provide notice and a reasonable  
4 time to comment to the public and local  
5 educational agencies.

6 “(D) DURATION AND REPEAT REQUESTS  
7 TO PARTICIPATE IN THE TEACHER SALARY IM-  
8 PROVEMENT PATHWAY.—

9 “(i) IN GENERAL.—A request ap-  
10 proved by the Secretary under this para-  
11 graph may be for a period of not more  
12 than 6 years.

13 “(ii) REVISING GOALS.—If a State  
14 demonstrates to the Secretary that such  
15 State is making substantial progress in  
16 meeting its statewide annual goals de-  
17 scribed in subparagraph (B)(iii) and dem-  
18 onstrates the need for additional flexibility  
19 to revise such goals to continue to make  
20 substantial progress in reaching the re-  
21 quirements described in subclauses (I) and  
22 (II) of subparagraph (B)(ii), such State  
23 may, not earlier than 3 years after such  
24 State’s request to participate in the Teach-  
25 er Salary Improvement pathway was ap-

1           proved by the Secretary, revise their state-  
2           wide annual goals described in subpara-  
3           graph (B)(iii) if the Secretary determines  
4           such revisions will help the State continue  
5           to make significant progress in meeting  
6           such requirements.

7           “(iii) SUBSEQUENT REQUESTS TO  
8           PARTICIPATE IN THE TEACHER SALARY IM-  
9           PROVEMENT PATHWAY.—A State edu-  
10          cational agency that wishes to receive an  
11          additional approval to participate in the  
12          Teacher Salary Improvement pathway  
13          under this paragraph shall submit a new  
14          request, in accordance with the require-  
15          ments of subparagraphs (B) and (C), if  
16          the State demonstrates that the initial re-  
17          quest has been effective in enabling the  
18          State to increase teacher salaries in a man-  
19          ner that made significant progress in  
20          reaching the requirements described in  
21          subclauses (I) and (II) of subparagraph  
22          (B)(ii).

23          “(E) DETERMINATIONS AND REVISION.—

24          “(i) DETERMINATIONS.—The Sec-  
25          retary shall issue a written determination

1 regarding the initial approval or dis-  
2 approval of a request to participate in the  
3 Teacher Salary Improvement pathway not  
4 more than 60 days after the date on which  
5 such request is submitted. Initial dis-  
6 approval of such request shall be based on  
7 the determination of the Secretary that—

8 “(I) the request does not meet  
9 the requirements of this paragraph; or

10 “(II) the State’s plan to increase  
11 teacher salaries under subparagraph  
12 (B) is not designed to make signifi-  
13 cant progress within a reasonable  
14 timeline to ensure that—

15 “(aa) all teachers employed  
16 by local educational agencies in  
17 the State are paid not less than  
18 the minimum salary for teachers;  
19 and

20 “(bb) all teachers employed  
21 by local educational agencies in  
22 the State are compensated with a  
23 livable and competitive salary, in  
24 accordance with the requirements  
25 in paragraph (1)(B).



1 fiscal year, as described in subparagraph  
2 (B)(iii);

3 “(iii) a description that includes—

4 “(I) updated data on the number  
5 of teachers employed by local edu-  
6 cational agencies in the State who  
7 earn less than the minimum salary for  
8 teachers, disaggregated by each period  
9 of service described in subparagraph  
10 (A)(i), across the State and employed  
11 by each local educational agency;

12 “(II) the identification of local  
13 educational agencies that have in-  
14 creased the number of teachers who  
15 earn less than the minimum salary for  
16 teachers; and

17 “(III) the actions the State edu-  
18 cational agency will take in the next  
19 fiscal year to support local educational  
20 agencies described in subclause (II) in  
21 decreasing the number of teachers  
22 employed by such agencies who earn  
23 less than the minimum salary for  
24 teachers;

1                   “(iv) a description of actions taken by  
2                   the State to increase the State’s per-pupil  
3                   expenditures or the aggregate expenditures  
4                   of the State with respect to the provision  
5                   of free public education in the State, in a  
6                   manner that—

7                   “(I) supports local educational  
8                   agencies in increasing salaries or  
9                   wages for teachers, paraprofessionals,  
10                  specialized instructional support per-  
11                  sonnel, classified school employees,  
12                  principals, other school leaders, school  
13                  librarians, school bus drivers, and  
14                  other staff across their careers, in-  
15                  cluding through providing increased  
16                  resources to local educational agen-  
17                  cies; and

18                  “(II) does not—

19                  “(aa) increase average class  
20                  sizes or student to full-time  
21                  equivalent teacher ratios at the  
22                  State, local educational agency,  
23                  or school level;

24                  “(bb) reduce planning time;  
25                  or

1                                   “(cc) require teachers to  
2                                   teach additional classes; and  
3                                   “(v) a description of how the State  
4                                   improved the equitable distribution of  
5                                   teachers in such fiscal year, as required  
6                                   under subsection (g)(1)(B).”.

7 **SEC. 204. COLLECTIVE BARGAINING AND RELATED RULES.**

8           Section 1111 of the Elementary and Secondary Edu-  
9 cation Act of 1965 (20 U.S.C. 6311), as amended by sec-  
10 tion 203, is further amended by inserting after subsection  
11 (i) the following:

12           “(j) RULES.—

13                                   “(1) RULE OF CONSTRUCTION FOR COLLECTIVE  
14 BARGAINING.—

15                                   “(A) IN GENERAL.—Subject to subpara-  
16 graph (B), nothing in subsection (i) shall be  
17 construed to alter or otherwise affect the rights,  
18 remedies, and procedures afforded to school or  
19 local educational agency employees under Fed-  
20 eral, State, or local laws (including applicable  
21 regulations or court orders) or under the terms  
22 of collective bargaining agreements, memoranda  
23 of understanding, or other agreements between  
24 such employers and their employees.

1           “(B) COMPLIANCE.—Subparagraph (A)  
2 shall not be construed to exempt a State, local  
3 educational agency, or school from complying  
4 with subsection (i) or from negotiating in com-  
5 pliance with State labor laws to comply with  
6 subsection (i).

7           “(2) RULE OF CONSTRUCTION FOR ADDITIONAL  
8 PAY OR OTHER SALARY AUGMENTING SYSTEMS.—  
9 Nothing in subsection (i) shall be construed to pre-  
10 vent States or local educational agencies from  
11 supplementing the annual base salary of teachers or  
12 other staff employed by such agencies—

13           “(A) for additional skills, knowledge, du-  
14 ties, and responsibilities;

15           “(B) by salary systems that increase teach-  
16 ers’ compensation through supplemental pay  
17 that is not part of an annual base salary; or

18           “(C) through the provision of bonuses, sti-  
19 pends, or awards.

20           “(3) NO WAIVER AUTHORITY.—Section 8401  
21 shall not apply to subsection (i).”.

1           **PART B—MODERNIZING THE TEACHING**  
2           **PROFESSION TO IMPROVE STUDENT LEARNING**  
3           **SEC. 211. DEFINITIONS.**

4           Subpart 4 of part B of title II of the Elementary and  
5 Secondary Education Act of 1965 (20 U.S.C. 6311 et  
6 seq.) is amended by adding at the end the following:

7           **“Subpart 5—Modernizing the Teaching Profession**  
8           **“SEC. 2251. DEFINITIONS.**

9           “In this subpart:

10           “(1) IN GENERAL.—The definitions of ‘annual  
11 base salary’ and ‘teacher’ in section 1120(a) shall  
12 apply.

13           “(2) CAREER LADDER.—

14           “(A) IN GENERAL.—The term ‘career lad-  
15 der’ means a staffing system that advances the  
16 teaching profession by providing teachers with  
17 opportunities for additional responsibilities, ad-  
18 justed roles, and corresponding salary increases  
19 and that—

20           “(i) enables teachers, principals, other  
21 school leaders, paraprofessionals, and edu-  
22 cation support staff to experience distrib-  
23 uted leadership, shared accountability, and  
24 collaborative professional learning;

25           “(ii) promotes professional learning,  
26 expertise, and retention by differentiating

1 roles in schools based on teachers' skills,  
2 expertise, and interests; and

3 “(iii) provides for professional ad-  
4 vancement and other recognition based on  
5 teacher impact on improving teaching and  
6 learning.

7 “(B) IMPLEMENTATION.—For the purpose  
8 of section 2253, the system described in sub-  
9 paragraph (A) is composed of levels defined in  
10 the State's plan described in section 2253(f)  
11 where salary increases are associated with levels  
12 of the State's career ladder.

13 “(3) SUBGROUP OF STUDENTS.—The term  
14 ‘subgroup of students’ means each subgroup of stu-  
15 dents described in section 1111(h)(1)(C)(ii).”

16 **SEC. 212. STATE COMMISSIONS TO ADVANCE THE TEACH-**  
17 **ING PROFESSION.**

18 Subpart 5 of part B of title II of the Elementary and  
19 Secondary Education Act of 1965 (20 U.S.C. 6311 et  
20 seq.), as added by section 211, is amended by adding at  
21 the end the following:

22 **“SEC. 2252. STATE COMMISSIONS TO ADVANCE THE TEACH-**  
23 **ING PROFESSION.**

24 “(a) PURPOSE.—The purpose of this section is to  
25 support States in developing recommendations about pol-

1 icy and the use of resources described in subsection (b)(4)  
2 to modernize and advance the teaching profession, in order  
3 to—

4 “(1) ensure that all students in the United  
5 States have access to experienced and qualified  
6 teachers who will help those students succeed at the  
7 same rates as students in the world’s highest-per-  
8 forming education systems;

9 “(2) address structural and organizational defi-  
10 ciencies in the teaching profession, in order to—

11 “(A) raise the standards, status, and sala-  
12 ries of the teaching profession; and

13 “(B) attract and retain promising and tal-  
14 ented young people to teaching; and

15 “(3) identify and reform policies and practices  
16 at the State, local educational agency, and school-  
17 level to promote excellent teaching for all students,  
18 particularly subgroups of students.

19 “(b) AUTHORIZATION OF GRANTS.—

20 “(1) IN GENERAL.—From the amounts appro-  
21 priated under subsection (g), after making the res-  
22 ervations described in paragraph (2), the Secretary  
23 shall award grants, on a competitive basis, to States  
24 (such as a State educational agency, a Governor, an  
25 entity designated by the Governor, or a consortium

1 of State agencies) that have submitted applications  
2 described in subsection (d) to develop and operate  
3 State commissions to develop recommendations  
4 about policy and the use of resources described in  
5 subsection (b)(4) to modernize and advance the  
6 teaching profession, in accordance with this section.

7 “(2) RESERVATIONS.—From the total amount  
8 appropriated under subsection (g) for a fiscal year,  
9 the Secretary shall reserve—

10 “(A) 1 percent to inform students, parents,  
11 teachers, principals, other school leaders, spe-  
12 cialized instructional support personnel, edu-  
13 cation system leaders, policymakers, and re-  
14 searchers about the recommendations made by  
15 States supported under this section and related  
16 findings to modernize and advance the teaching  
17 profession;

18 “(B) 2 percent for technical assistance and  
19 program administration; and

20 “(C) 3 percent to provide grants, con-  
21 tracts, or cooperative agreements to regional  
22 educational laboratories (established under sec-  
23 tion 174 of the Education Sciences Reform Act  
24 of 2002 (20 U.S.C. 9564)) or qualified non-  
25 profit organizations with demonstrated experi-

1           ence in research and practice related to teach-  
2           ing and learning to assist States that receive  
3           grants under this section in—

4                   “(i) conducting applied research and  
5                   data analysis;

6                   “(ii) summarizing and reporting on  
7                   policies and practices from the world’s  
8                   highest-performing school systems; and

9                   “(iii) implementing recommendations  
10                  to modernize and advance the teaching  
11                  profession, improve instruction, and im-  
12                  prove students’ access to experienced and  
13                  qualified teachers.

14           “(3) STATE GRANTS.—

15                   “(A) IN GENERAL.—A State receiving a  
16                   grant under paragraph (1) shall use not less  
17                   than 75 percent of the grant funds to develop  
18                   and operate a State commission that meets the  
19                   requirements of this paragraph (referred to in  
20                   this section as the ‘State Commission’).

21                   “(B) STATE RESERVATIONS.—A State re-  
22                   ceiving a grant under paragraph (1) may re-  
23                   serve not more than 25 percent of the total  
24                   grant amount received by the State for tech-  
25                   nical assistance, administrative purposes, and

1 public information efforts related to the activi-  
2 ties and recommendations of the State Commis-  
3 sion.

4 “(C) MEMBERSHIP.—A State that receives  
5 a grant to operate a State Commission under  
6 this section shall ensure that—

7 “(i) not less than half of the members  
8 of the State Commission are current or  
9 former teachers, and that, collectively, such  
10 members—

11 “(I) have diverse life experiences  
12 and backgrounds;

13 “(II) serve students from urban,  
14 suburban, and rural communities  
15 across the State; and

16 “(III) include teachers at dif-  
17 ferent stages in their careers, includ-  
18 ing novice, mid-career, veteran, and  
19 retired teachers; and

20 “(ii) the State Commission includes  
21 not less than 1 representative from each of  
22 the following categories, to the greatest ex-  
23 tent practicable:

24 “(I) The Governor or a des-  
25 ignated representative.

1                   “(II) The State educational agen-  
2                   cy and the State teacher licensing or  
3                   credentialing agency.

4                   “(III) State legislators.

5                   “(IV) Current teachers.

6                   “(V) Principals and other school  
7                   leaders, including superintendents.

8                   “(VI) State and local school  
9                   board members.

10                  “(VII) Labor organizations that  
11                  represent teachers, paraprofessionals,  
12                  and school support staff.

13                  “(VIII) Civil rights organiza-  
14                  tions.

15                  “(IX) Institutions of higher edu-  
16                  cation, including deans of education  
17                  schools or programs operated by such  
18                  institutions.

19                  “(X) State boards, local boards,  
20                  or other representatives of in-demand  
21                  industry sectors or occupations in the  
22                  State (as those terms are defined in  
23                  section 3 of the Workforce Innovation  
24                  and Opportunity Act (29 U.S.C.  
25                  3102).

1                   “(XI) The State labor agency.

2                   “(XII) Parents of students en-  
3                   rolled in public schools in the State,  
4                   including parent teacher associations,  
5                   if applicable.

6                   “(XIII) Representatives with ex-  
7                   pertise in school finance.

8                   “(4) RESOURCES.—In developing recommenda-  
9                   tions about policy and the use of resources to mod-  
10                  ernize and advance the teaching profession, a State  
11                  Commission shall analyze the use and distribution of  
12                  Federal, State, and local resources, including in-kind  
13                  resources, donations, and grant opportunities, such  
14                  as from philanthropic organizations, and findings  
15                  from resource inequity reviews described in section  
16                  1111(d).

17                  “(c) STATE APPLICATION.—In order to receive a  
18                  grant under this section, a State shall submit an applica-  
19                  tion to the Secretary at such time, in such manner, and  
20                  including such information as the Secretary may reason-  
21                  ably require. Such application shall include each of the fol-  
22                  lowing:

23                  “(1) The State’s plan to develop and implement  
24                  the State Commission, which may be updated by the  
25                  State as necessary.

1           “(2) A description of the State’s efforts to reg-  
2 ularly engage students, parents, teachers, principals,  
3 other school leaders, specialized instructional sup-  
4 port personnel, education system leaders, policy-  
5 makers, and researchers in activities of the State  
6 Commission.

7           “(3) An assurance that the State will develop a  
8 final report that meets the reporting requirements in  
9 subsection (e).

10          “(d) USES OF FUNDS.—

11           “(1) IN GENERAL.—A State Commission sup-  
12 ported under this section shall—

13           “(A) review findings and research from  
14 high-performing and rapidly improving inter-  
15 national educational systems regarding policies  
16 to recruit, retain, develop, and promote experi-  
17 enced and qualified teachers that may be adapt-  
18 able to the State’s educational context and chal-  
19 lenges, such as—

20           “(i) incentivizing talented and moti-  
21 vated students to pursue teaching careers;

22           “(ii) supporting effective pre-bacca-  
23 laurate teacher preparation programs, as  
24 described in section 202(d) of the Higher  
25 Education Act of 1965, including paid clin-

1 ical experiences or practicums under the  
2 supervision of expert mentor teachers to  
3 ensure that novice teachers have mastered  
4 the curricula and subject they plan to  
5 teach;

6 “(iii) advancing the teaching profes-  
7 sion through career ladders that provide  
8 skilled teachers with additional responsibil-  
9 ities, adjusted roles, and increased com-  
10 pensation; and

11 “(iv) developing the conditions for  
12 teachers, principals, and school leaders to  
13 collaborate, utilize research methods, and  
14 utilize differentiated teaching roles to con-  
15 tinuously improve and adapt instruction to  
16 improve students’ educational opportuni-  
17 ties and academic outcomes, which may in-  
18 clude examining how States and local edu-  
19 cational agencies organize schools and the  
20 school day to foster opportunities for  
21 greater collaboration and improved student  
22 belonging;

23 “(B) develop policy and resource use rec-  
24 ommendations to modernize and advance the  
25 teaching profession, in order to—

1           “(i) ensure all students in the State  
2           are taught by experienced and qualified  
3           teachers to improve student outcomes, in-  
4           cluding academic achievement and access  
5           to high-quality educational opportunities;

6           “(ii) address structural and organiza-  
7           tional deficiencies in the teaching profes-  
8           sion, informed by activities described in  
9           subparagraph (A); and

10          “(iii) identify and reform policies and  
11          practices at the State, local educational  
12          agency, and school-level to promote excel-  
13          lent teaching for all students, particularly  
14          subgroups of students;

15          “(C) examine students’ access to in-field,  
16          experienced, and qualified teachers in the State,  
17          including any discrepancies in such access for  
18          all students in the State and for students in the  
19          State disaggregated by—

20                 “(i) each subgroup of students; and

21                 “(ii) students enrolled in urban, sub-  
22                 urban, and rural schools served by local  
23                 educational agencies;

24          “(D) examine short and long-term trends  
25          in the State’s teaching workforce, such as—

1                   “(i) the number of positions filled by  
2                   teachers who are not fully certified or li-  
3                   censed for the subject or subjects they are  
4                   teaching;

5                   “(ii) the number of teaching positions  
6                   left vacant;

7                   “(iii) teacher retention and turnover;

8                   “(iv) teacher perceptions of learning  
9                   conditions, such as teacher burnout and  
10                  high stress rates;

11                  “(v) the availability of teacher  
12                  wellness supports;

13                  “(vi) interest among students in pur-  
14                  suing teaching careers and the number of  
15                  teacher candidates in the State; and

16                  “(vii) occupational prestige and on-  
17                  the-job satisfaction;

18                  “(E) examine whether teachers, para-  
19                  professionals, and education support staff are  
20                  paid a livable and competitive salary or wage  
21                  that is at least commensurate with annual sala-  
22                  ries for similarly-educated and experienced pro-  
23                  fessionals in the region in which the local edu-  
24                  cational agencies they are employed by are lo-  
25                  cated;

1           “(F) conduct educator workplace surveys  
2 or studies to receive input from teachers, para-  
3 professionals, and education support staff in  
4 the activities of the Commission; and

5           “(G) regularly engage and inform the pub-  
6 lic about such Commission’s activities and find-  
7 ings.

8           “(2) ADDITIONAL ACTIVITIES.—A State com-  
9 mission supported under this section may—

10           “(A) examine the quality, affordability,  
11 and rigor of the State’s teacher certification or  
12 licensure pathways, such as—

13           “(i) the effectiveness of teacher prepa-  
14 ration programs that serve the State, in-  
15 cluding alignment with the State’s stand-  
16 ards and evidence-based instructional prac-  
17 tices and development of teacher subject  
18 expertise; and

19           “(ii) the percentage of teachers whose  
20 preparation includes paid clinical experi-  
21 ences or practicums;

22           “(B) examine the career trajectory and ex-  
23 periences of—

24           “(i) novice teachers, including—

1                   “(I) the number of local edu-  
2                   cational agencies that operate formal  
3                   induction and mentoring structures  
4                   that provide novice teachers additional  
5                   support from experienced and quali-  
6                   fied veteran teachers in the same sub-  
7                   ject or area;

8                   “(II) the prevalence of novice  
9                   teachers that do not fully meet appli-  
10                  cable State certification and licensure  
11                  requirements in the area such teach-  
12                  ers are assigned to teach, including  
13                  examining whether subgroups of stu-  
14                  dents are disproportionately taught by  
15                  such teachers; and

16                  “(III) retention rates, such as  
17                  identifying promising schools or local  
18                  educational agencies with high reten-  
19                  tion rates;

20                  “(ii) mid-career teachers, including—

21                          “(I) whether teachers have had  
22                          opportunities for professional advance-  
23                          ment, such as—

1                   “(aa) additional responsibil-  
2                   ities, adjusted roles, and in-  
3                   creased compensation;

4                   “(bb) incentives for teachers  
5                   to continuously improve their  
6                   practice and skills; and

7                   “(cc) structured professional  
8                   learning activities;

9                   “(II) whether the school day pro-  
10                  vides teachers with structured time to  
11                  collaborate, conduct research and  
12                  measure innovative teaching practices,  
13                  and tutor students to improve stu-  
14                  dents’ educational opportunities and  
15                  academic outcomes;

16                  “(III) teacher retention and mo-  
17                  bility rates across schools and local  
18                  educational agencies; and

19                  “(IV) professional satisfaction  
20                  and participation in teacher feedback  
21                  or appraisal systems to improve teach-  
22                  ing performance for all **【staff—teach-**  
23                  **ers?】**; and

24                  “(iii) veteran teachers, including—

1                   “(I) whether teachers have the  
2                   opportunity to mentor staff, support  
3                   school decisionmaking, and direct pro-  
4                   fessional learning to improve teaching  
5                   and learning;

6                   “(II) identification of practices  
7                   that retain and reward experienced  
8                   and qualified teachers; and

9                   “(III) interviews or research on  
10                  effective teacher retention strategies  
11                  and why such teachers have remained  
12                  in their classrooms or profession;

13                  “(C) examine whether State and local poli-  
14                  cies promote aligned and evidence-based deci-  
15                  sionmaking, including whether teachers receive  
16                  the subject-specific professional learning, col-  
17                  laboration time, appraisal and feedback oppor-  
18                  tunities, and high-quality instructional mate-  
19                  rials necessary for their students to succeed;  
20                  and

21                  “(D) develop and identify innovative prac-  
22                  tices to improve teacher retention, satisfaction,  
23                  and instructional quality.

1       “(e) REPORTING REQUIREMENTS.—Not later than 5  
2 years after receiving a grant under this section, a State  
3 Commission supported under this section shall—

4           “(1) publish a report to the public detailing the  
5 activities of such Commission and the recommenda-  
6 tions about policy and the use of resources described  
7 in subsection (b)(4) within the State to modernize  
8 and advance the teaching profession;

9           “(2) submit such report to the Governor, the  
10 State educational agency, the State legislature, in-  
11 cluding to the great extent practicable, the State leg-  
12 islature committee with jurisdiction over education  
13 matters, and relevant public agencies or associations  
14 within the State; and

15           “(3) submit such report to the Secretary.

16       “(f) SUPPLEMENT NOT SUPPLANT.—Federal funds  
17 provided under this section shall be used to supplement,  
18 and not supplant, other Federal, State, or local funds  
19 available to carry out the activities described in this sec-  
20 tion.

21       “(g) AUTHORIZATION OF APPROPRIATIONS.—There  
22 are authorized to be appropriated and there are appro-  
23 priated, out of any money in the Treasury not otherwise  
24 appropriated, to carry out this section \$50,000,000 for  
25 each of fiscal years 2026 through 2030.”.

1 **SEC. 213. ADVANCING THE TEACHING PROFESSION**  
2 **GRANTS.**

3 Subpart 5 of part B of title II of the Elementary and  
4 Secondary Education Act of 1965, as added by section  
5 211 and amended by section 212, is further amended by  
6 adding at the end the following:

7 **“SEC. 2253. ADVANCING THE TEACHING PROFESSION**  
8 **GRANTS.**

9 “(a) PURPOSE AND SENSE OF CONGRESS.—

10 “(1) PURPOSE.—The purpose of this section is  
11 to expand students’ access to experienced and quali-  
12 fied teachers and to improve working conditions in  
13 schools by—

14 “(A) supporting States in implementing a  
15 teacher career ladder that—

16 “(i) incentivizes experienced and  
17 qualified teachers to take additional re-  
18 sponsibilities and adjusted roles; and

19 “(ii) rewards such teachers with addi-  
20 tional compensation; and

21 “(B) ensuring every public school teacher  
22 in the United States has the school supplies,  
23 equipment, and instructional materials for their  
24 students to succeed.

1           “(2) SENSE OF CONGRESS.—It is the sense of  
2 Congress that in the richest country in the history  
3 of the world—

4           “(A) America’s teachers, just like in the  
5 world’s highest-performing education systems,  
6 should receive professional advancement oppor-  
7 tunities, including additional responsibilities,  
8 differentiated roles, and increased compensation  
9 to improve teaching and learning; and

10           “(B) no teacher should be stressed or dis-  
11 tracted from teaching due to a lack of class-  
12 room resources.

13           “(b) DEFINITIONS.—In this section:

14           “(1) AWARD YEAR.—The term ‘award year’  
15 means the period beginning July 1 and ending June  
16 30 of the subsequent year.

17           “(2) BUREAU.—The term ‘Bureau’ means the  
18 Bureau of Indian Education.

19           “(3) BUREAU-FUNDED SCHOOL.—The term  
20 ‘Bureau-funded school’ has the meaning given the  
21 term in section 1141 of the Education Amendments  
22 of 1978 (25 U.S.C. 2021).

23           “(4) CAREER LADDER AWARD.—The term ‘ca-  
24 reer ladder award’ means the amount that is equal  
25 to the amount determined by the State for each indi-

1       vidual level in the State’s career ladder, as described  
2       in the State’s application under subsection (f).

3               “(5) ELIGIBLE HIGH-NEED PUBLIC SCHOOL.—

4       The term ‘eligible high-need public school’ means an  
5       eligible public school that enrolls a high number or  
6       high percentage of students from low-income back-  
7       grounds in a given school year, as defined by the  
8       State pursuant to subsection (f)(1)(D), which shall  
9       include, at a minimum, any eligible public school  
10      that received funding under part A of title I, in ei-  
11      ther of the previous 2 school years.

12              “(6) ELIGIBLE PUBLIC SCHOOL.—The term ‘el-

13      igible public school’ means an elementary school or  
14      secondary school served by a local educational agen-  
15      cy in a State with an approved application under  
16      subsection (f).

17              “(7) ELIGIBLE TEACHER.—The term ‘eligible

18      teacher’ means a full-time equivalent teacher who in-  
19      structs students in an eligible public school.

20              “(8) STATE.—The term ‘State’ means each of

21      the 50 States, the District of Columbia, and the  
22      Commonwealth of Puerto Rico.

23              “(9) TEACHER.—The term ‘teacher’ has the

24      meaning given the term in section 1120.

25              “(c) PROGRAM AUTHORIZED.—

1           “(1) GRANTS AUTHORIZED.—From amounts  
2           appropriated under subsection (h) for a fiscal year,  
3           the Secretary shall award grants, from allotments  
4           under subsection (d), to States and the Bureau hav-  
5           ing applications approved under subsection (f) to—

6                   “(A) subsidize the development and imple-  
7                   mentation of career ladders that advance the  
8                   teaching profession by incentivizing teachers to  
9                   take on additional responsibilities and adjusted  
10                  roles with increased compensation; and

11                  “(B) provide teachers with annual flexible  
12                  awards to support their classrooms and improve  
13                  their students’ educational opportunities and  
14                  academic outcomes, which shall be in an  
15                  amount that is not less than—

16                          “(i) \$1,200 per school year for such  
17                          teachers serving students in eligible high-  
18                          need public schools or Bureau-funded  
19                          schools; and

20                          “(ii) \$1,000 per school year for such  
21                          teachers serving students in eligible public  
22                          schools not described in clause (i).

23           “(2) NON-FEDERAL SHARE REQUIREMENT.—

24                   “(A) IN GENERAL.—Each State that re-  
25                   ceives a grant under this section shall provide

1 a non-Federal share of funds for an award year  
2 from non-Federal sources in an amount that is  
3 equal to 25 percent of the amount required to  
4 make awards to all eligible teachers during the  
5 award year.

6 “(B) NON-FEDERAL SHARE FOR THE BU-  
7 REAU OF INDIAN EDUCATION.—The Bureau  
8 shall not be required to provide a non-Federal  
9 share of funds to make awards for all teachers  
10 serving Bureau-funded schools for an award  
11 year.

12 “(d) DETERMINATION OF ALLOTMENT.—

13 “(1) FIRST AWARD YEAR OF THE PROGRAM.—  
14 The Secretary shall allot, to each eligible State and  
15 the Bureau that submits its first application under  
16 subsection (f) for a grant under subsection (e) for  
17 the first award year of the program under this sec-  
18 tion, an amount that is equal to the product of—

19 “(A) \$1,000; and

20 “(B) the number of eligible teachers in  
21 such State or teachers serving students in Bu-  
22 reau-funded schools (as determined by the Sec-  
23 retary on the basis of the most recent reliable  
24 data, such as administrative data or data col-  
25 lected through sampling methodologies).

1 “(2) SUBSEQUENT AWARD YEARS.—

2 “(A) IN GENERAL.—The Secretary shall  
3 allot to each eligible State submitting an ap-  
4 proved application under subsection (f) for a  
5 grant under subsection (e) for a second or sub-  
6 sequent award year, an amount equal to the  
7 sum of—

8 “(i) the amount described in subpara-  
9 graph (B) for career ladder awards; and

10 “(ii) the amount described in subpara-  
11 graph (C) for classroom awards.

12 “(B) CAREER LADDER AWARD  
13 AMOUNTS.—In a second or subsequent award  
14 year, the amount that shall be allotted to States  
15 in accordance with subparagraph (A)(i) shall be  
16 equal to the sum of the products, per each indi-  
17 vidual level submitted under subsection  
18 (f)(1)(A)(i), of—

19 “(i) the estimated number of eligible  
20 teachers who have attained a given indi-  
21 vidual level on the career ladder, as sub-  
22 mitted under subsection (f)(1)(A)(vi), dur-  
23 ing the award year; and

1                   “(ii) the amount of the minimum sal-  
2                   ary increase associated with such level, as  
3                   submitted under subsection (f)(1)(A)(ii).

4                   “(C) CLASSROOM AWARDS AMOUNTS.—In  
5                   a second or subsequent award year, the amount  
6                   that shall be allotted to States in accordance  
7                   with subparagraph (A)(ii) shall be equal to the  
8                   sum of—

9                   “(i) the product of the estimated  
10                  number of eligible teachers serving stu-  
11                  dents in eligible high-need public schools  
12                  during the award year (based on the data  
13                  submitted as part of such State’s applica-  
14                  tion) and \$1,200; and

15                  “(ii) the product of the estimated  
16                  number of eligible teachers serving stu-  
17                  dents in eligible public schools not de-  
18                  scribed in clause (i) during the award year  
19                  (based on the data submitted as part of  
20                  such State’s application) and \$1,000.

21                  “(D) BUREAU OF INDIAN EDUCATION.—  
22                  The Secretary shall allot to the Bureau if the  
23                  Bureau submits an application under subsection  
24                  (f)(3) for a grant under subsection (c) for a

1 second or subsequent award year, an amount  
2 equal to the sum of—

3 “(i) the product of the estimated  
4 number of teachers serving students in Bu-  
5 reau-funded schools who have attained a  
6 given individual level on the Bureau’s ca-  
7 reer ladder during the award year and the  
8 amount of the minimum salary increase as-  
9 sociated with such level (based on the data  
10 and information submitted as part of the  
11 Bureau’s application); and

12 “(ii) the product of the estimated  
13 number of teachers serving students in Bu-  
14 reau-funded schools during the award year  
15 (based on the data submitted as part of  
16 the Bureau’s application) and \$1,000.

17 “(3) ACTUAL TEACHER COUNTS.—

18 “(A) IN GENERAL.—By not later than No-  
19 vember 1 of the second award year for which a  
20 State or the Bureau receives an allotment  
21 under paragraph (2) and each subsequent  
22 award year, such State or Bureau shall report  
23 to the Secretary—

24 “(i) per each individual level sub-  
25 mitted under subsection (f), its actual head

1 count of the teachers who has attained a  
2 given individual level on the career ladder  
3 for the preceding award year; and

4 “(ii) with respect to—

5 “(I) a State, the actual head  
6 count of eligible teachers and how  
7 many of such teachers served students  
8 in eligible high-need public schools for  
9 the preceding award year; and

10 “(II) the Bureau, the actual head  
11 count of teachers serving students in  
12 Bureau-funded schools for the pre-  
13 ceding award year.

14 “(B) ADJUSTMENTS.—If the actual counts  
15 for the preceding award year reported under  
16 subparagraph (A)—

17 “(i) exceeds the number of teachers  
18 that was used for determining the allot-  
19 ment for such preceding award year, not-  
20 withstanding any other provision of this  
21 section, the allotment for the subsequent  
22 award year in which the November 1 date  
23 falls for the State or Bureau shall be in-  
24 creased to reflect such actual count of  
25 teachers; or

1                   “(ii) is less than the number of teach-  
2                   ers that was used for determining the al-  
3                   lotment for such preceding award year,  
4                   notwithstanding any other provision of this  
5                   section, the allotment for the subsequent  
6                   award year in which the November 1 date  
7                   falls for the State or Bureau shall be de-  
8                   creased to reflect such actual count of  
9                   teachers.

10           “(e) REQUIREMENTS.—In order to be eligible to re-  
11           ceive an allotment under this section for a second or subse-  
12           quent award year, as described in subsection (d)(2), a  
13           State and the Bureau shall comply with the following, as  
14           applicable:

15                   “(1) CAREER LADDER AWARD PROGRAM.—

16                           “(A) IN GENERAL.—Each State that re-  
17                           ceives a grant under this section shall develop  
18                           a program that supports local educational agen-  
19                           cies in developing and implementing locally-  
20                           driven career ladders to expand students’ access  
21                           to experienced and qualified teachers. If the  
22                           Bureau receives a grant under this section, the  
23                           Bureau shall develop a program that supports  
24                           Bureau-funded schools in developing and imple-

1           menting a career ladder to advance the teaching  
2           profession.

3           “(B) LEVELS.—The State’s career ladder  
4           program described in subparagraph (A) shall,  
5           at a minimum—

6                   “(i) be composed of levels (as de-  
7                   scribed under subsection (f)(1)(A)(i) of the  
8                   State plan) under which—

9                           “(I) eligible teachers may  
10                           progress and earn additional respon-  
11                           sibilities and roles; and

12                           “(II) States may include flexible  
13                           descriptions of additional roles or re-  
14                           sponsibilities assigned to such levels  
15                           that are subsequently adapted by local  
16                           educational agencies’ locally-driven ca-  
17                           reer ladders with additional specifica-  
18                           tions; and

19                           “(ii) for each level described in clause  
20                           (i), assign a minimum salary increase (as  
21                           described under subsection (f)(1)(A)(ii))  
22                           for each eligible teacher who attains such  
23                           a level.

24           “(C) CAREER LADDER LEVELS.—

1                   “(i) DEVELOPMENT.—A State shall  
2 engage and coordinate with local edu-  
3 cational agencies and public schools in de-  
4 veloping and implementing levels described  
5 in subparagraph (B)(i), including in deter-  
6 mining the additional responsibilities, roles,  
7 and salary increase (as described in sub-  
8 paragraph (B)) associated with each level.

9                   “(ii) EXAMPLES OF LEVEL.—A State  
10 may define the following levels:

11                   “(I) A mentor eligible teacher  
12 who is responsible for supporting  
13 teacher induction programs, men-  
14 toring novice teachers, or who super-  
15 vises teacher candidates, including  
16 students participating in clinical expe-  
17 riences or practicums as part of their  
18 teacher preparation pathway.

19                   “(II) An eligible teacher with  
20 coaching responsibilities (such as lit-  
21 eracy coaching) or leading teacher  
22 collaboratives.

23                   “(III) An eligible teacher who  
24 earns or maintains a national certifi-  
25 cation that requires the demonstration

1 of advanced teaching skills (such as  
2 the National Board Certification) or a  
3 master's degree in a critical subject or  
4 specialty shortage.

5 “(IV) An eligible teacher who  
6 supports collaboration to systemati-  
7 cally improve instruction, curricula,  
8 and job-embedded professional learn-  
9 ing, such as teacher appraisal oppor-  
10 tunities and feedback to improve  
11 teaching and learning.

12 “(V) An eligible teacher who is  
13 on a teacher leadership track to be-  
14 come a principal or other school lead-  
15 er.

16 “(iii) SPECIFICATIONS.—For each  
17 level in a State's career ladder program, a  
18 local educational agency in the State may  
19 place additional reasonable specifications  
20 to align the level to such agency's locally  
21 driven career ladder, in accordance with  
22 subparagraph (D).

23 “(D) LOCAL IMPLEMENTATION.—

24 “(i) IN GENERAL.—Each State that  
25 receives a grant under this section shall

1 ensure that local educational agencies in  
2 the State receive the technical assistance  
3 and resources necessary to participate in  
4 the State’s career ladder program de-  
5 scribed in this paragraph and develop and  
6 implement a locally-driven career ladder to  
7 expand students’ access to experienced and  
8 qualified teachers.

9 “(ii) LOCAL IMPLEMENTATION.—A  
10 local educational agency, in accordance  
11 with the State’s requirements for the  
12 State’s career ladder program described in  
13 this paragraph, shall—

14 “(I) develop a locally-driven ca-  
15 reer ladder that adapts each level and  
16 the minimum salary increases in the  
17 State’s career ladder program de-  
18 scribed in subparagraph (B) to align  
19 with such local educational agency’s  
20 goals, strategies, and local context;

21 “(II) provide opportunities for el-  
22 igible teachers employed by such local  
23 educational agency to progress levels  
24 and earn additional responsibilities,  
25 roles, and agency;

1                   “(III) ensure that principals,  
2                   other school leaders, superintendents,  
3                   and other staff receive the training  
4                   and professional learning necessary to  
5                   support local adaptation and effective  
6                   implementation of such agency’s lo-  
7                   cally-driven career ladder; and

8                   “(IV) develop a locally-driven ca-  
9                   reer ladder in a manner that does not  
10                  alter or otherwise affect the rights,  
11                  remedies, or procedures afforded to  
12                  school or local educational agency em-  
13                  ployees under Federal, State, or local  
14                  laws (including applicable regulations  
15                  or court orders) or under the terms of  
16                  collective bargaining agreements,  
17                  memoranda of understanding, or  
18                  other agreements between such em-  
19                  ployers and their employees.

20                  “(2) CLASSROOM AWARD PROGRAM.—A State  
21                  that receives a grant under this section and the Bu-  
22                  reau, if the Bureau receives a grant under this sec-  
23                  tion, shall develop and operate a streamlined and  
24                  transparent program that—

1           “(A) enables all eligible teachers in the  
2 State or teachers serving students in Bureau-  
3 funded schools, as applicable, to apply for and  
4 access classroom awards under this section, es-  
5 pecially eligible teachers in eligible high-need  
6 public schools;

7           “(B) is minimally burdensome to teachers,  
8 principals, other school leaders, superintend-  
9 ents, other staff, eligible public schools, Bureau-  
10 funded schools, and local educational agencies;

11           “(C) enables all eligible teachers in the  
12 State or teachers serving students in Bureau-  
13 funded schools, as applicable, to exercise their  
14 professional judgement to purchase classroom  
15 supplies, supplemental high-quality instructional  
16 materials, and other resources to improve the  
17 educational experience of their students;

18           “(D) enables eligible teachers to decide to  
19 pool classroom awards to better serve students;  
20 and

21           “(E) may be implemented—

22           “(i) as a stipend or bonus provided to  
23 eligible teachers or teachers serving stu-  
24 dents in Bureau-funded schools prior to

1 the start of the school year during the  
2 award year; or

3 “(ii) under a reimbursement model  
4 where eligible teachers or teachers serving  
5 students in Bureau-funded schools submit  
6 applicable forms, receipts, or invoices to  
7 principals, other school leaders, or school  
8 administrators.

9 “(3) ENGAGEMENT.—In carrying out require-  
10 ments under this subsection, a State that receives a  
11 grant under this section and the Bureau, if the Bu-  
12 reau receives a grant under this section, shall, to the  
13 greatest extent practicable, engage students, fami-  
14 lies, teachers, principals, other school leaders, educa-  
15 tor labor organizations, and researchers in devel-  
16 oping and operating programs supported by this sec-  
17 tion.

18 “(f) APPLICATION REQUIREMENTS.—

19 “(1) STATE APPLICATION.—Subject to para-  
20 graph (4), for each award year for which a State de-  
21 sires a grant under this section, the State shall sub-  
22 mit an application to the Secretary, at such time  
23 and in such manner as the Secretary may require,  
24 including—

1           “(A) the State’s plan to develop and oper-  
2           ate a career ladder award program that meets  
3           the requirements described in subsection (e)(1),  
4           including—

5                   “(i) a description of each individual  
6                   level in the State’s career ladder;

7                   “(ii) per level—

8                           “(I) the amount of the minimum  
9                           salary increase that eligible teachers  
10                          who attain each individual level de-  
11                          scribed in clause (i) will receive during  
12                          such award year, which may include  
13                          variations to account for regional vari-  
14                          ance in the cost of living;

15                           “(II) the factors the State con-  
16                          sidered in determining such amount;  
17                          and

18                           “(III) an assurance that the  
19                          State will adjust such amount by in-  
20                          flation;

21                           “(iii) an assurance that in developing  
22                          each individual level described in clause (i),  
23                          the State will include a level that describes  
24                          eligible teachers who serve students in eli-  
25                          gible high-need public schools and will pro-

1           vide such teachers with not less than a  
2           \$10,000 minimum salary increase, in ac-  
3           cordance with subsection (e)(1)(B)(iii);

4           “(iv) a description of the State’s ef-  
5           forts to support local educational agencies  
6           in adopting and adapting a career ladder  
7           to advance the teaching profession and im-  
8           prove teaching and learning;

9           “(v) a description of how the State  
10          will distribute career ladder awards to each  
11          eligible teacher who attains each individual  
12          level, in accordance with the requirements  
13          under subsection (e)(1);

14          “(vi) per level, the estimated number  
15          of eligible teachers who have attained each  
16          individual level described in clause (i) dur-  
17          ing the award year and an assurance that  
18          the State will submit actual teacher  
19          counts, in accordance with paragraph (2);  
20          and

21          “(vii) an assurance that the State will  
22          develop and operate such a career ladder  
23          program in a manner that does not alter  
24          or otherwise affect the rights, remedies, or  
25          procedures afforded to school or local edu-

1           cational agency employees under Federal,  
2           State, or local laws (including applicable  
3           regulations or court orders) or under the  
4           terms of collective bargaining agreements,  
5           memoranda of understanding, or other  
6           agreements between such employers and  
7           their employees, such as contractual re-  
8           quirements for employers to provide basic  
9           supplies to teachers;

10           “(B) the State’s plan to develop and oper-  
11           ate a classroom award program that meets the  
12           requirements described in subsection (e)(2), in-  
13           cluding—

14                   “(i) a description of how the State  
15                   will annually identify eligible teachers, eli-  
16                   gible public schools, and eligible high-need  
17                   public schools;

18                   “(ii) the plan to distribute classroom  
19                   awards to eligible teachers, which may in-  
20                   clude methods described in subsection  
21                   (e)(2)(D);

22                   “(iii) the plan to promote teacher au-  
23                   tonomy and decision-making in using class-  
24                   room awards to support their students’  
25                   learning;

1           “(iv) the plan to support school lead-  
2           ers, local educational agencies, and the  
3           public in implementing the classroom  
4           awards program to reduce burden and  
5           minimize waste, fraud, and abuse;

6           “(v) the plan to monitor public  
7           schools and local educational agencies to  
8           prevent schools from supplanting local or  
9           State funding, in accordance with section  
10          2255(d); and

11          “(vi) the plan to examine resource in-  
12          equities among schools to ensure that  
13          schools and local educational agencies have  
14          the resources and instructional materials  
15          necessary for students to meet challenging  
16          State academic standards, in a manner  
17          that does not require teachers to pay for  
18          such materials out of pocket;

19          “(C) the estimated number of eligible  
20          teachers serving students in eligible high-need  
21          public schools during the award year and an as-  
22          surance that the State will submit actual teach-  
23          er counts, in accordance with paragraph (2);  
24          and

1           “(D) the State’s definition for eligible  
2 high-need public school, including—

3                   “(i) the State-determined threshold  
4 for the number or percentage students  
5 from low-income backgrounds; and

6                   “(ii) the number of public schools that  
7 meet such threshold.

8           “(2) SUBMISSION OF ACTUAL TEACHER  
9 COUNTS.—Each State that submits an application  
10 described in paragraph (1) shall submit additional  
11 data described in subsection (d)(3) to the Secretary,  
12 at such time and in such manner as the Secretary  
13 may require.

14           **【“(3) BUREAU OF INDIAN EDUCATION APPLI-**  
15 **CATION.—**For each award year for which the Bu-  
16 reau desires a grant under this section, the Bureau  
17 shall submit an application to the Secretary, at such  
18 time and in such manner as the Secretary may re-  
19 quire to carry out this section.**】**

20           “(4) FIRST AWARD YEAR.—

21                   “(A) IN GENERAL.—Notwithstanding the  
22 requirements of paragraph (1), the Secretary  
23 shall adapt application requirements for a State  
24 or the Bureau that submits its first application  
25 under subsection (f) for a grant under sub-

1 section (c) for the first award year of the pro-  
2 gram under this section.

3 “(B) CONTENTS.—States and the Bureau  
4 shall submit an application described in sub-  
5 paragraph (A) to the Secretary, at such time  
6 and in such manner as the Secretary may re-  
7 quire.

8 “(5) MONITORING.—The Secretary shall mon-  
9 itor and enforce requirements under this section, in-  
10 cluding the requirements described in subsection  
11 (e)(1)(D)(ii)(IV) and subsection (f)(1)(A)(vii). The  
12 Secretary shall develop an appeals process to resolve  
13 any potential non-compliance under such provisions.

14 “(g) USES OF FUNDS.—

15 “(1) RESERVATION.—

16 “(A) IN GENERAL.—Each State that re-  
17 ceives a grant under this section and the Bu-  
18 reau, if the Bureau receives a grant under this  
19 section, may reserve not more than 5 percent of  
20 the grant funds, and the non-Federal share  
21 funds required under subsection (c)(2), if appli-  
22 cable, for activities described in subparagraph  
23 (B).

1                   “(B) ACTIVITIES.—A State and the Bu-  
2                   reau shall use any funds reserved under sub-  
3                   paragraph (A)—

4                   “(i) to implement data-driven strate-  
5                   gies to mitigate inequities in students’ ac-  
6                   cess to experienced and qualified teachers,  
7                   such as identifying and providing targeted  
8                   support to public schools, local educational  
9                   agencies, and regions with high rates of  
10                  teacher vacancies or of teachers who are  
11                  not fully licensed certified;

12                  “(ii) to produce actionable insights for  
13                  students, teacher candidates, and institu-  
14                  tions of higher education regarding educa-  
15                  tor labor market demand, particularly in  
16                  high-need subject areas, grade levels, and  
17                  geographic locations;

18                  “(iii) to provide local educational  
19                  agencies and institutions of higher edu-  
20                  cation with models or predictions of future  
21                  teacher demand, shortages in specific sub-  
22                  ject, grades, or credentials, and student en-  
23                  rollment shifts to support planning;

24                  “(iv) to support applied research, de-  
25                  velopment, data analysis, and synthesis of

1 research to improve teaching and learning  
2 (such as through research-practice partner-  
3 ship) that—

4 “(I) addresses research questions  
5 raised by teachers, principals, and  
6 other school leaders;

7 “(II) is responsive to the urgent  
8 challenges facing students, teachers,  
9 principals, other school leaders, spe-  
10 cialized instructional support per-  
11 sonnel, paraprofessionals, administra-  
12 tors, and other staffs; and

13 “(III) promotes evidence use in  
14 teaching and learning, including  
15 through—

16 “(aa) coaching, mentoring,  
17 and professional development,  
18 and technical assistance in identi-  
19 fying, selecting, implementing,  
20 and adapting evidence-based  
21 practices in heterogeneous local  
22 educational contexts;

23 “(bb) supporting engage-  
24 ment among researchers, practi-  
25 tioners, education system leaders,

1 and policymakers to strengthen  
2 public education; and

3 “(cc) promoting the status  
4 and expertise of teachers, prin-  
5 cipals, and other school leaders in  
6 improving practice and policy;  
7 and

8 “(v) for technical assistance, data col-  
9 lection, and program administration.

10 “(2) CAREER LADDER AWARDS AND CLASS-  
11 ROOM AWARDS.—After making the reservation de-  
12 scribed in paragraph (1), each State that receives a  
13 grant under this section and the Bureau, if the Bu-  
14 reau receives a grant under this section, shall use  
15 the grant funds and the non-Federal share funds re-  
16 quired under subsection (c)(2), as applicable, to—

17 “(A) develop and operate a career ladder  
18 award program that meets the requirements de-  
19 scribed in subsection (e)(1); and

20 “(B) develop and operate a classroom  
21 award program that meets the requirements de-  
22 scribed in subsection (e)(2).

23 “(h) AUTHORIZATION; APPROPRIATIONS.—In addi-  
24 tion to amounts otherwise available, there are authorized  
25 to be appropriated and there are appropriated out of any

1 money in the Treasury not otherwise appropriated, to the  
2 Department of Education, such sums as may be necessary  
3 for fiscal year 2026 and each succeeding fiscal year to  
4 carry out this section.”.

5 **SEC. 214. PAY PARAPROFESSIONALS AND EDUCATION SUP-**  
6 **PORT STAFF ACT.**

7 Subpart 5 of part B of title II of the Elementary and  
8 Secondary Education Act of 1965, as added by section  
9 211 and amended by sections 212 and 213, is further  
10 amended by adding at the end the following:

11 **“SEC. 2254. PAY PARAPROFESSIONALS AND EDUCATION**  
12 **SUPPORT STAFF ACT.**

13 “(a) DEFINITIONS.—In this section:

14 “(1) ANNUAL ADJUSTMENT PERCENTAGE.—

15 The term ‘annual adjustment percentage’ has the  
16 meaning given the term in section 1120(a).

17 “(2) MINIMUM SALARY FOR PARAPROFES-  
18 SIONAL AND EDUCATION SUPPORT STAFF.—

19 “(A) IN GENERAL.—The term ‘minimum  
20 salary for paraprofessional and education sup-  
21 port staff’ means an amount, determined by the  
22 State, that all full-time equivalent employees  
23 employed by a local educational agency are re-  
24 quired by the State to be compensated by such

1 agency as their annual base salary, and  
2 which—

3 “(i) is greater than the amount de-  
4 scribed in subparagraph (B); and

5 “(ii) increases as the experience of  
6 such school staff increases.

7 “(B) INDEXING SALARY GROWTH TO IN-  
8 FLATION.—

9 “(i) FISCAL YEARS 2026 THROUGH  
10 2030.—For each of fiscal years 2026  
11 through 2030, the amount described in  
12 this subparagraph is \$45,000.

13 “(ii) FISCAL YEARS 2031 AND  
14 AFTER.—For each fiscal year in the fiscal  
15 year period 2031 through 2035 and in  
16 each subsequent 5 fiscal year period, the  
17 amount described this subparagraph shall  
18 be equal to the amount applicable for each  
19 fiscal year in the previous 5 fiscal year pe-  
20 riod, increased by the greater of—

21 “(I) the aggregate annual adjust-  
22 ment percentage over the previous 5  
23 fiscal years; or

1                   “(II) 2 percent of the amount ap-  
2                   plicable under this subsection for the  
3                   previous 5 fiscal year period.

4                   “(3) MINIMUM WAGE FOR PARAPROFESSIONAL  
5                   AND EDUCATION SUPPORT STAFF.—

6                   “(A) IN GENERAL.—The term ‘minimum  
7                   wage for paraprofessional and education sup-  
8                   port staff’ means an amount, determined by the  
9                   State, that all part-time equivalent staff em-  
10                  ployed by a local educational agency are re-  
11                  quired by the State to be paid by such agency,  
12                  and which—

13                  “(i) is greater than the amount de-  
14                  scribed in subparagraph (B); and

15                  “(ii) increases as the experience of  
16                  such school staff increases.

17                  “(B) INDEXING SALARY GROWTH TO IN-  
18                  FLATION.—

19                  “(i) FISCAL YEARS 2026 THROUGH  
20                  2030.—For each of fiscal years 2026  
21                  through 2030, the amount described in  
22                  this subparagraph is \$30.00 an hour.

23                  “(ii) FISCAL YEARS 2031 AND  
24                  AFTER.—For each fiscal year in the fiscal  
25                  year period 2031 through 2035 and in

1 each subsequent 5 fiscal year period, the  
2 amount described this subparagraph shall  
3 be equal to the amount applicable for each  
4 fiscal year in the previous 5 fiscal year pe-  
5 riod, increased by the greater of—

6 “(I) the aggregate annual adjust-  
7 ment percentage over the previous 5  
8 fiscal years; or

9 “(II) 2 percent of the amount ap-  
10 plicable under this subsection for the  
11 previous 5 fiscal year period.

12 “(b) PURPOSE.—The purpose of this section is to en-  
13 sure that paraprofessionals and education support staff,  
14 who are the backbone of our Nation’s public education sys-  
15 tem, are—

16 “(1) paid a living wage, which means—

17 “(A) a minimum salary for paraprofes-  
18 sional and education support staff; or

19 “(B) a minimum wage for paraprofessional  
20 and education support staff;

21 “(2) compensated in a manner that recognizes  
22 some regions may have higher costs of living and  
23 therefore necessitate higher minimum salaries or  
24 wages;

1           “(3) recognized as public servants who provide  
2           essential services that keep our Nation’s public  
3           schools running and our students thriving; and

4           “(4) provided safe working conditions and  
5           treated with the respect and dignity they deserve.

6           “(c) AUTHORIZATION AND APPROPRIATIONS.—In ad-  
7           dition to amounts otherwise available, there are authorized  
8           to be appropriated and there are appropriated out of any  
9           money in the Treasury not otherwise appropriated, to the  
10          Department of Education, to carry this section—

11           “(1) for fiscal year 2026, \$25,000,000,000; and

12           “(2) for each succeeding fiscal year, the amount  
13           appropriated under this section for the preceding fis-  
14           cal year, increased by the annual adjustment per-  
15           centage.

16           “(d) AUTHORIZATION OF GRANTS.—

17           “(1) RESERVATIONS.—From the total amount  
18           appropriated under subsection (c) for a fiscal year,  
19           the Secretary shall reserve not more than—

20           “(A) 1 percent to provide grants, con-  
21           tracts, or cooperative agreements to regional  
22           educational laboratories (established under sec-  
23           tion 174 of the Education Sciences Reform Act  
24           of 2002) or qualified nonprofit organizations to  
25           assist States that receive grants under this sec-

1           tion carry out applied research or evaluations in  
2           providing paraprofessionals and education sup-  
3           port staff with opportunities for personnel prep-  
4           aration, professional development, credentials,  
5           or certifications, such as to assist in the provi-  
6           sion of special education and related services or  
7           to serve English learners; and

8                   “(B) 1 percent for technical assistance and  
9                   program administration of this section and sec-  
10                  tion 2253.

11           “(2) GRANTS.—The Secretary shall award  
12           grants to States from allotments under paragraph  
13           (3) to ensure that all local educational agencies have  
14           the resources necessary to pay paraprofessionals and  
15           education support staff a living wage, which  
16           means—

17                   “(A) the minimum salary for paraprofes-  
18                   sional and education support staff; or

19                   “(B) a minimum wage for paraprofessional  
20                   and education support staff.

21           “(3) ALLOTMENTS.—From the amounts appro-  
22           priated under subsection (b) that are remaining  
23           after making the reservations described in paragraph  
24           (1) for a fiscal year, the Secretary shall allot to each  
25           State that has submitted an approved application

1 under subsection (d), an amount that bears the  
2 same relationship to the remainder as the amount  
3 the State received under part A of title I for the pre-  
4 ceding fiscal year bears to the amount all States re-  
5 ceived under that subpart for the preceding fiscal  
6 year.

7 “(e) STATE APPLICATION.—In order to receive a  
8 grant under this section, a State shall submit an applica-  
9 tion to the Secretary at such time, in such manner, and  
10 including such information as the Secretary may reason-  
11 ably require, including the following:

12 “(1) A timeline, consistent with the goals re-  
13 quired under paragraph (2), to ensure that, not later  
14 than 4 years after the receipt of a grant under this  
15 section—

16 “(A) the annual base salary of a full-time  
17 equivalent employee employed by a local edu-  
18 cational agency in the State is not less than the  
19 minimum salary for paraprofessional and edu-  
20 cation support staff, as determined by the  
21 State; and

22 “(B) all part-time equivalent staff em-  
23 ployed by a local educational agency in the  
24 State are paid not less than the minimum wage

1 for paraprofessional and education support  
2 staff, as determined by the State.

3 “(2) For each fiscal year in the timeline speci-  
4 fied in paragraph (1), statewide annual goals for in-  
5 creasing average salary or wage baselines of para-  
6 professionals and education support staff in a man-  
7 ner that—

8 “(A) annually proposes a percentage in-  
9 crease in the average wage or salary of para-  
10 professionals and education support staff;

11 “(B) provides for the first increase to  
12 occur not later than the second fiscal year a  
13 State receives a grant under this section; and

14 “(C) makes significant progress toward en-  
15 suring that, by the end of the timeline described  
16 in subparagraph (A)—

17 “(i) the annual base salary of a full-  
18 time equivalent employee employed by a  
19 local educational agency in the State is not  
20 less than the minimum salary for para-  
21 professional and education support staff,  
22 as determined by the State; and

23 “(ii) all part-time equivalent staff em-  
24 ployed by a local educational agency in the  
25 State are paid not less than the minimum

1 wage for paraprofessional and education  
2 support staff, as determined by the State.

3 “(3) The State’s proposed formula to subgrant  
4 funds to local educational agencies as described in  
5 subsection (g) in a manner that ensures—

6 “(A) local educational agencies that serve  
7 a high number or percentage of students from  
8 low-income backgrounds receive substantial  
9 subgrant allocations that enable such agencies  
10 to meet the requirements described in subpara-  
11 graphs (A) and (B) of paragraph (1) not later  
12 than 2 years after the receipt of a subgrant;  
13 and

14 “(B) all remaining local educational agen-  
15 cies in the State meet the State’s requirements  
16 in the timeline described in paragraph (1).

17 “(f) IMPROVING PARAPROFESSIONAL AND SCHOOL  
18 STAFF WAGES AND SALARIES.—

19 “(1) STATE RESERVATION.—A State that re-  
20 ceives a grant under this section may reserve not  
21 more than 2 percent of the total grant amount re-  
22 ceived by the State for technical assistance, adminis-  
23 trative purposes, and statewide efforts to provide  
24 paraprofessionals and education support staff with  
25 opportunities for personnel preparation, professional

1 development, credentials, or certifications, such as to  
2 assist in the provision of special education and re-  
3 lated services or to serve English learners.

4 “(2) IMPROVING WAGES AND SALARIES.—

5 “(A) IN GENERAL.—Subject to subpara-  
6 graph (B), a State that receives a grant under  
7 this section shall ensure that, within a timeline  
8 determined by the State under subsection (e)(1)  
9 and approved by the Secretary—

10 “(i) the annual base salary of a full-  
11 time equivalent employee employed by a  
12 local educational agency in the State is not  
13 less than the minimum salary for para-  
14 professional and education support staff,  
15 as determined by the State; and

16 “(ii) all part-time equivalent staff em-  
17 ployed by a local educational agency in the  
18 State are paid not less than the minimum  
19 wage for paraprofessional and education  
20 support staff, as determined by the State.

21 “(B) TIMING.—The Secretary shall ensure  
22 that, by not later than 4 years after the date  
23 of implementation of the final regulations  
24 issued in accordance with section 5 of the Pay  
25 Teachers Act, each State that receives a grant

1 under this section meets the salary and wage  
2 requirements specified in subparagraph (A).

3 “(g) SUBGRANTS TO LOCAL EDUCATIONAL AGEN-  
4 CIES.—

5 “(1) ALLOCATION.—Each State shall allocate  
6 not less than 98 percent of the grant funds awarded  
7 to the State under this section as subgrants to local  
8 educational agencies (including charter schools that  
9 are local educational agencies) in the State under  
10 the formula determined by the State under sub-  
11 section (e)(3) and approved by the Secretary.

12 “(2) USES OF SUBGRANT FUNDS.—A local edu-  
13 cational agency that receives a subgrant under para-  
14 graph (1)—

15 “(A) shall use the subgrant funds to com-  
16 ply with the State’s requirements in accordance  
17 with subsection (e) guaranteeing that no full-  
18 time equivalent employee of the agency is paid  
19 less than the minimum salary for paraprofes-  
20 sional and education support staff and no part-  
21 time equivalent employee of the agency is paid  
22 less than the minimum wage for paraprofes-  
23 sional and education support staff; and

24 “(B) may use subgrant funds—

1                   “(i) to increase salaries or wages for  
2                   teachers, paraprofessionals, specialized in-  
3                   structional support personnel, classified  
4                   school employees, principals, other school  
5                   leaders, school librarians, school bus driv-  
6                   ers, and other staff across their careers;  
7                   and

8                   “(ii) to provide paraprofessionals and  
9                   education support staff with opportunities  
10                  for personnel preparation, professional de-  
11                  velopment, credentials, or certifications,  
12                  such as to assist in the provision of special  
13                  education and related services or to serve  
14                  English learners.

15                  “(3) CONTRACTED STAFF.—

16                  “(A) IN GENERAL.—A local educational  
17                  agency that receives a subgrant under this sec-  
18                  tion shall ensure that staff employed by such  
19                  agency or in any contract such agency enters  
20                  into, are paid an amount not less than the min-  
21                  imum salary for paraprofessionals and edu-  
22                  cation support staff or the minimum wage for  
23                  paraprofessionals and education support staff in  
24                  the State.

1           “(B) MONITORING.—A State that receives  
2           a grant under this section shall monitor local  
3           educational agencies for compliance with sub-  
4           paragraph (A).”.

5 **SEC. 215. RULES.**

6           (a) IN GENERAL.—Subpart 5 of part B of title II  
7 of the Elementary and Secondary Education Act of 1965  
8 (20 U.S.C. 6311 et seq.), as added by section 211 and  
9 amended by sections 212, 213, and 214, is further amend-  
10 ed by adding at the end the following:

11 **“SEC. 2255. RULES.**

12           “(a) RULE OF CONSTRUCTION FOR COLLECTIVE  
13 BARGAINING.—

14           “(1) IN GENERAL.—Subject to paragraph (2),  
15           nothing in section 2253 or 2254 shall be construed  
16           to alter or otherwise affect the rights, remedies, and  
17           procedures afforded to school or local educational  
18           agency employees under Federal, State, or local laws  
19           (including applicable regulations or court orders) or  
20           under the terms of collective bargaining agreements,  
21           memoranda of understanding, or other agreements  
22           between such employers and their employees.

23           “(2) COMPLIANCE.—Paragraph (1) shall not be  
24           construed to exempt a State, local educational agen-  
25           cy, or school from complying with salary or wage re-

1        requirements in sections 2253 or 2254 or from negoti-  
2        ating in compliance with State labor laws to comply  
3        with sections 2253 or 2254.

4        “(b) RULE OF CONSTRUCTION FOR ADDITIONAL PAY  
5 OR OTHER SALARY AUGMENTING SYSTEMS.—Nothing in  
6 sections 2253 or 2254 shall be construed to prevent States  
7 or local educational agencies from supplementing the an-  
8 nual base salary of teachers, paraprofessionals, education  
9 support staff, or other staff employed by such agencies—

10            “(1) for additional skills, knowledge, duties, and  
11        responsibilities;

12            “(2) by salary systems that increase teachers’  
13        compensation through supplemental pay that is not  
14        part of an annual base salary; or

15            “(3) through the provision of bonuses, stipends,  
16        or awards.

17        “(c) NO WAIVER AUTHORITY.—Section 8401 shall  
18 not apply to this subpart.

19        “(d) SUPPLEMENT NOT SUPPLANT.—

20            “(1) IN GENERAL.—A State shall use Federal  
21        funds received under sections 2253 or 2254 only to  
22        supplement the funds that would, in the absence of  
23        such Federal funds, be made available from State  
24        and local sources for elementary and secondary edu-  
25        cation, and not to supplant State and local funds.

1           “(2) COMPLIANCE.—The Secretary shall use  
2 funds described in section 2254(d)(1)(B) to admin-  
3 ister programs authorized under this subpart and to  
4 issue technical assistance to States and to monitor  
5 and enforce the requirements under such pro-  
6 grams.”.

7           (b) TABLE OF CONTENTS.—The table of contents in  
8 section 2 of the Elementary and Secondary Education Act  
9 is amended by inserting after the item relating to section  
10 2245 the following:

“SUBPART 5—MODERNIZING THE TEACHING PROFESSION

“Sec. 2251. Definitions.

“Sec. 2252. State commissions to advance the teaching profession.

“Sec. 2253. Advancing the teaching profession grants.

“Sec. 2254. Pay Paraprofessionals and Education Support Staff Act.

“Sec. 2255. Rules.”.

11   **PART C—TECHNICAL ASSISTANCE; REPORTING;**  
12                                   **ADMINISTRATION; STUDY**

13   **SEC. 221. ANNUAL STATE REPORT TO THE SECRETARY.**

14           Section 1111(h)(5) of the Elementary and Secondary  
15 Education Act of 1965 (20 U.S.C. 6311(h)(5)) is amend-  
16 ed—

17           (1) in subparagraph (C)(ii), by striking “and”  
18 after the semicolon;

19           (2) by redesignating subparagraph (D) as sub-  
20 paragraph (G); and

21           (3) by inserting after subparagraph (C) the fol-  
22 lowing:

1           “(D) data that demonstrates the State met  
2           the requirements specified in subparagraphs  
3           (A) and (B) of subsection (i)(1), or an assur-  
4           ance that the State submitted the annual report  
5           described in subsection (i)(3)(F);

6           “(E) a description of the evidenced-based  
7           strategies the State implemented to—

8                   “(i) reduce the number and percent-  
9                   age of teachers and paraprofessionals  
10                  teaching without full certification and li-  
11                  censure, overall and in schools served by  
12                  local educational agencies that serve high  
13                  numbers or percentages of students who  
14                  are from low-income backgrounds, students  
15                  who are racial and ethnic minorities, chil-  
16                  dren with disabilities, or English learners;  
17                  and

18                   “(ii) meet the equitable distribution of  
19                  teachers requirements specified in sub-  
20                  section (g)(1)(B);”.

1 **SEC. 222. PROMOTING THE EQUITABLE DISTRIBUTION OF**  
2 **IN-FIELD, EXPERIENCED, AND EFFECTIVE**  
3 **TEACHERS.**

4 (a) STATE PLANS.—Section 1111 of the Elementary  
5 and Secondary Education Act of 1965 (20 U.S.C. 6311)  
6 is amended—

7 (1) in subsection (g)—

8 (A) in paragraph (1)(B)—

9 (i) by striking “low-income and minor-  
10 ity children” and inserting “students who  
11 are from low-income backgrounds, students  
12 who are racial and ethnic minorities, chil-  
13 dren with disabilities, or English learners”;  
14 and

15 (ii) by striking “enrolled in schools as-  
16 sisted under this part” and inserting “en-  
17 rolled in schools served by local educational  
18 agencies operating in the State”; and

19 (B) in paragraph (2)(J), by striking “, in-  
20 cluding any requirements for certification ob-  
21 tained through alternative routes to certifi-  
22 cation” and inserting “and the State edu-  
23 cational agency will implement evidenced-based  
24 strategies to reduce the number and percentage  
25 of teachers and paraprofessionals teaching with-  
26 out full certification and licensure overall and in

1 schools served by local educational agencies that  
2 serve high numbers or percentages of students  
3 who are from low-income backgrounds, students  
4 who are racial and ethnic minorities, children  
5 with disabilities, or English learners”]; and

6 (2) in subsection (h)—

7 (A) in paragraph (1)(C)(ix)—

8 (i) in subclause (I), by inserting  
9 “(meaning with less than 2 years of serv-  
10 ice)” after “inexperienced”;

11 (ii) in subclause (II), by striking  
12 “and” after the semicolon;

13 (iii) in subclause (III), by striking the  
14 period at the end and inserting “; and”;  
15 and

16 (iv) by adding at the end the fol-  
17 lowing:

18 “(IV) teachers providing lan-  
19 guage instruction to English learners  
20 who meet the criteria described in  
21 subclauses (I) through (III),  
22 disaggregated by such criteria.”; and

23 (B) in paragraph (5)(G), as redesignated  
24 by section 221—

1 (i) in clause (i), by inserting “(mean-  
2 ing teachers with less than 2 years of serv-  
3 ice)” after “Inexperienced teachers”; and

4 (ii) by inserting after clause (iii) the  
5 following:

6 “(iv) Teachers who—

7 “(I) provide language instruction  
8 to English learners ; and

9 “(II) meet the criteria described  
10 in clauses (i) through (iii),  
11 disaggregated by such criteria.”.

12 (b) LOCAL EDUCATIONAL AGENCY PLANS.—Section  
13 1112 of the Elementary and Secondary Education Act of  
14 1965 (20 U.S.C. 6312) is amended—

15 (1) in subsection (b)(2), by striking “low-in-  
16 come students and minority students” and inserting  
17 “students who are from low-income backgrounds,  
18 students who are racial and ethnic minorities, chil-  
19 dren with disabilities, or English learners”;

20 (2) in subsection (c)(6), by striking “, including  
21 any requirements for certification obtained through  
22 alternative routes to certification” and inserting  
23 “and that the local educational agency will imple-  
24 ment evidenced-based and research-based strategies  
25 to reduce the number and percentage of teachers

1 and paraprofessionals teaching without full certifi-  
2 cation and licensure overall and in schools served by  
3 local educational agencies that serve high numbers  
4 or percentages of students who are from low-income  
5 backgrounds, students who are racial and ethnic mi-  
6 norities, children with disabilities, or English learn-  
7 ers”; and

8 (3) in subsection (e)(1)(A)(i)(I), by inserting  
9 “the full” after “has met”.

10 (c) TECHNICAL ASSISTANCE TO SUPPORT THE EQUI-  
11 TABLE DISTRIBUTION OF TEACHERS.—

12 (1) IN GENERAL.—Subpart 2 of part F of title  
13 VIII of the Elementary and Secondary Education  
14 Act of 1965 (20 U.S.C. 7901 et seq.) is amended by  
15 adding at the end the following:

16 **“SEC. 8549D. TECHNICAL ASSISTANCE TO SUPPORT THE**  
17 **EQUITABLE DISTRIBUTION OF TEACHERS.**

18 “(a) IN GENERAL.—To ensure that students who are  
19 racial and ethnic minorities, students from low-income  
20 backgrounds, students who are children with disabilities,  
21 and English learners are not served at disproportionate  
22 rates by out-of-field, inexperienced, and ineffective teach-  
23 ers, including ensuring that teachers have the adequate  
24 supports they need to be effective, the Secretary shall—

25 “(1) provide technical assistance to—

1           “(A) increase support to States and local  
2 educational agencies for such purposes; and

3           “(B) monitor the progress of States and  
4 local educational agencies in meeting equitable  
5 distribution of teachers requirements specified  
6 in subsection (g)(1)(B) of section 1111 and  
7 monitoring reporting required under subsection  
8 (h)(1)(C)(ix) of such section; and

9           “(2) award grants under this section to support  
10 State educational agencies and local educational  
11 agencies in improving their data systems to effec-  
12 tively collect and analyze information related to edu-  
13 cator quality.

14           “(b) REPORT TO CONGRESS.—Not later than 2 years  
15 after the date of enactment of the Pay Teachers Act, and  
16 each subsequent second fiscal year, the Secretary shall  
17 prepare and submit to the Committee on Health, Edu-  
18 cation, Labor, and Pensions of the Senate and the Com-  
19 mittee on Education and Workforce of the House of Rep-  
20 resentatives a report regarding—

21           “(1) State and local educational agency efforts  
22 and progress toward meeting the equitable distribu-  
23 tion requirements under subsection (g)(1)(B) of sec-  
24 tion 1111 and ensuring compliance with reporting

1 required under subsection (h)(1)(C)(ix) of such sec-  
2 tion; and

3 “(2) actions taken by the Secretary to monitor  
4 compliance in accordance with subsection (a)(2).

5 “(c) MANDATORY APPROPRIATIONS.—In addition to  
6 amounts otherwise available, there are appropriated, out  
7 of any money in the Treasury not otherwise appropriated,  
8 to the Secretary to provide technical assistance described  
9 in subsection (a) and carry out reporting requirements in  
10 subsection (b)—

11 “(1) for fiscal year 2026, \$3,000,000; and

12 “(2) for each succeeding fiscal year, the amount  
13 appropriated under this subsection for the preceding  
14 fiscal year, increased by the annual adjustment per-  
15 centage.

16 “(d) DEFINITIONS.—In this section:

17 “(1) ANNUAL ADJUSTMENT PERCENTAGE.—

18 The term ‘annual adjustment percentage’, with re-  
19 spect to appropriations made under this section for  
20 a fiscal year, means a percentage equal to the esti-  
21 mated percentage change in the Consumer Price  
22 Index, as determined by the Secretary, for the most  
23 recent calendar year ending prior to the beginning of  
24 such fiscal year.

1           “(2) CONSUMER PRICE INDEX.—The term  
2           ‘Consumer Price Index’ has the meaning given the  
3           term in section 478(f) of the Higher Education Act  
4           of 1965.”.

5           (2) TABLE OF CONTENTS.—The table of con-  
6           tents in section 2 of the Elementary and Secondary  
7           Education Act of 1965 is amended by inserting after  
8           the item relating to section 8549C the following new  
9           item:

          “Sec. 8549D. Technical assistance to support the equitable distribution of  
          teachers.”.

10 **SEC. 223. IMPROVING RESOURCE EQUITY.**

11           (a) PURPOSE.—It is the purpose of the amendments  
12           made under this section to help ensure that sufficient  
13           funds are available to meet the requirements of this Act,  
14           including the amendments made by this Act.

15           (b) RESOURCE INEQUITY REVIEWS.—Section  
16           1111(d) of the Elementary and Secondary Education Act  
17           of 1965 (20 U.S.C. 6311(d)) is amended—

18           (1) in paragraph (1)(B)(iv), by striking “re-  
19           source inequities, which may” and inserting “and  
20           proposes a plan to mitigate resource inequities and  
21           to increase educational opportunities, including the  
22           equitable access to qualified teachers as described in  
23           paragraphs (1)(B) and (2)(J) of subsection (g), and

1 section 1112(b)(2), for students enrolled in such  
2 school, which shall”;

3 (2) in paragraph (2)—

4 (A) in subparagraph (B)—

5 (i) in clause (iv), by striking “and”  
6 after the semicolon;

7 (ii) in clause (v), by striking the pe-  
8 riod at the end and inserting “; and”; and

9 (iii) by adding at the end the fol-  
10 lowing:

11 “(vi) identifies and proposes a plan to  
12 mitigate resource inequities and to increase  
13 educational opportunities, including the eq-  
14 uitable access to qualified teachers as de-  
15 scribed in paragraphs (1)(B) and (2)(J) of  
16 subsection (g), and section 1112(b)(2), for  
17 students enrolled in such school, which  
18 shall include a review of local educational  
19 agency and school-level budgeting, to be  
20 addressed through implementation of such  
21 targeted support and improvement plan.”;  
22 and

23 (B) in subparagraph (C), by striking  
24 “may” and inserting “shall”; and

1           (3) in paragraph (3)(A)(ii), by inserting “, in-  
2           cluding the equitable access to qualified teachers as  
3           described in paragraphs (1)(B) and (2)(J) of sub-  
4           section (g) and section 1112(b)(2),” after “periodi-  
5           cally review resource allocation”.

6           (c) RESOURCE INEQUITY REVIEWS.—Section 1111 of  
7           the Elementary and Secondary Education Act of 1965 (20  
8           U.S.C. 6311(d)), as amended by sections 203 and 204,  
9           is further amended by inserting after subsection (k) the  
10          following:

11          “(1) DISPARITIES IN PER-PUPIL EXPENDITURES.—  
12          Not less frequently than every 5 years, a State that re-  
13          ceives assistance under this part shall examine and ad-  
14          dress fiscal inequities among schools and local educational  
15          agencies in the State, including by working with the Gov-  
16          ernor, members of the State legislature and State board  
17          of education (if the State has a State board of education),  
18          local educational agencies that serve schools in the quartile  
19          described in paragraph (1), and the public, to—

20                  “(1) identify the quartile of schools serving the  
21                  greatest number and percentage of students from  
22                  low-income backgrounds;

23                  “(2) identify the average per-pupil expenditure  
24                  of the quartile of local educational agencies with the  
25                  greatest per-pupil expenditures in the State; and



1 Act of 1965 (20 U.S.C. 6312(e)(1)) is amended by adding  
2 at the end the following:

3 “(C) ADDITIONAL RESOURCE EQUITY IN-  
4 FORMATION.—Schools served by a local edu-  
5 cational agency that receives assistance under  
6 this part shall provide to each individual parent  
7 of a child who is a student in such school infor-  
8 mation on resource equity, including—

9 “(i) the per-pupil expenditures of Fed-  
10 eral, State, and local funds, in both the  
11 school in which such parent’s child is en-  
12 rolled and in the local educational agency  
13 that serves such school, in accordance with  
14 section 1111(h)(1)(C)(x); and

15 “(ii) whether the school-level per-pupil  
16 expenditures of the school in which such  
17 parent’s child is enrolled and the local edu-  
18 cational agency that serves such school are  
19 below the average of the local educational  
20 agency and State, respectively.”.

21 **SEC. 225. STATE ADMINISTRATION.**

22 Section 1004 of the Elementary and Secondary Edu-  
23 cation Act of 1965 (20 U.S.C. 6304) is amended—

24 (1) in subsection (a)—

1 (A) in the matter preceding paragraph (1),  
2 by striking “subsection (b)” and inserting “sub-  
3 sections (b) and (c)”;

4 (B) in paragraph (2), by striking  
5 “\$400,000” and inserting “\$1,200,000”; and  
6 (2) by adding at the end the following:

7 “(c) RESERVATION FOR STATE FISCAL AND RE-  
8 SOURCE ADEQUACY AND EQUITY.—In addition to any  
9 amounts reserved under subsection (a), each State receiv-  
10 ing assistance under part A shall reserve not more than  
11 0.5 percent of funds received under such part to carry out  
12 1 or more of the following activities:

13 “(1) Monitor implementation of section 1111(i).

14 “(2) Support State public school funding and  
15 resource adequacy and equity commissions, or com-  
16 prehensive reviews of State public school finance sys-  
17 tems, that—

18 “(A) are carried out with significant and  
19 meaningful family and community engagement,  
20 including with—

21 “(i) organizations representing the in-  
22 terests of students from low-income back-  
23 grounds, students who are racial and eth-  
24 nic minorities, English learners, children  
25 with disabilities, students experiencing

1 homelessness, children and youth in the  
2 foster care system, and other vulnerable  
3 and underserved children;

4 “(ii) teachers, classified school em-  
5 ployees, principals, and other school lead-  
6 ers;

7 “(iii) local educational agencies;

8 “(iv) parents and families;

9 “(v) civil rights organizations in the  
10 State; and

11 “(vi) school finance experts, which  
12 may include researchers from institutions  
13 of higher education;

14 “(B) identify State and local funding and  
15 educational opportunity gaps in fiscal and re-  
16 source adequacy and equity—

17 “(i) among all local educational agen-  
18 cies in the State; and

19 “(ii) for each local educational agency  
20 in the State, across all schools served by  
21 such agency; and

22 “(C) develop action plans to address exist-  
23 ing gaps in fiscal and resource adequacy and  
24 equity identified under subparagraph (B), with

1 involvement from the stakeholders described in  
2 clauses (i) through (vi) of subparagraph (A).

3 “(3) Support the provision of technical assist-  
4 ance, which may be provided by school finance ex-  
5 perts, regarding the public school finance systems,  
6 including developing and implementing more ade-  
7 quate and equitable approaches to State education  
8 funding and resource allocation.

9 “(4) Support and expand public transparency  
10 about public school finance systems.”.

11 **SEC. 226. NATIONAL ACADEMIES STUDY TO IMPROVE**  
12 **ESEA’S RESOURCE EQUITY REQUIREMENTS.**

13 (a) IN GENERAL.—Not later than 240 days after the  
14 date of enactment of this Act, the Secretary shall enter  
15 into an agreement with the National Academies of  
16 Sciences, Engineering, and Medicine to—

17 (1) conduct a study of how to improve Federal  
18 requirements designed to ensure that public schools  
19 and local educational agencies that serve a high  
20 number or percentage of underserved groups of stu-  
21 dents, including students from low-income back-  
22 grounds, students of color, English learners, children  
23 with disabilities, students experiencing homelessness,  
24 and children and youth in the foster care system, re-

1       ceive an adequate and equitable share of State and  
2       local funds; and

3               (2) make the report described in subsection (c)  
4       publicly available.

5       (b) ELEMENTS.—The study described in subsection  
6 (a) shall—

7               (1) examine disparities in per-pupil expendi-  
8       tures (from State and local funding) and in full-time  
9       equivalent staff between public schools receiving sup-  
10      port under part A of title I of the Elementary and  
11      Secondary Education Act of 1965 (20 U.S.C. 6311  
12      et seq.) and public schools not receiving support  
13      under such part;

14              (2) identify options for improving the fiscal re-  
15      quirements for purposes of comparability as de-  
16      scribed in section 1118(c) of the Elementary and  
17      Secondary Education Act of 1965 (20 U.S.C.  
18      6321(c));

19              (3) identify options for improving the supple-  
20      ment, not supplant requirements under section  
21      1118(b) of the Elementary and Secondary Edu-  
22      cation Act of 1965 (20 U.S.C. 6321(b)); and

23              (4) include recommendations for effective or  
24      evidence-based Federal and State policies designed  
25      to ensure that public schools and local educational

1 agencies that serve a high number or percentage of  
2 underserved groups of students receive an equitable  
3 share of funds, including recommendations relating  
4 to the equitable and adequate distribution of funds  
5 at the State and local levels.

6 (c) REPORT.—Not later than 3 years after the date  
7 of the agreement entered into under subsection (a), the  
8 National Academies of Sciences, Engineering, and Medi-  
9 cine shall submit to the Secretary, the Committee on  
10 Health, Education, Labor, and Pensions of the Senate,  
11 and the Committee on Education and Workforce of the  
12 House of Representatives a report of the study required  
13 under such subsection.

14 (d) MANDATORY APPROPRIATIONS.—In addition to  
15 amounts otherwise available, there is appropriated, out of  
16 any money in the Treasury not otherwise appropriated,  
17 \$1,500,000 to the Secretary to carry out this section for  
18 fiscal year 2026.

1 **TITLE III—INVESTING IN EDUCA-**  
2 **TOR PREPARATION AND THE**  
3 **TEACHING PIPELINE**

4 **SEC. 301. MANDATORY APPROPRIATIONS FOR THE TEACH-**  
5 **ER QUALITY PARTNERSHIPS AND GROW**  
6 **YOUR OWN PROGRAMS.**

7 (a) **TEACHER QUALITY PARTNERSHIPS PROGRAM**  
8 **APPROPRIATED.**—In addition to amounts otherwise avail-  
9 able, there are appropriated, out of any money in the  
10 Treasury not otherwise appropriated, to the Secretary to  
11 carry out part A of title II of the Higher Education Act  
12 of 1965 (20 U.S.C. 1022 et seq.)—

13 (1) for fiscal year 2026, \$550,000,000; and  
14 (2) for each succeeding fiscal year, the amount  
15 appropriated under this subsection for the preceding  
16 fiscal year, increased by the annual adjustment per-  
17 centage.

18 (b) **PRIORITY.**—In carrying out part A of title II of  
19 the Higher Education Act of 1965 (20 U.S.C. 1022 et  
20 seq.) with funds provided under subsection (a), the Sec-  
21 retary shall prioritize the use of funds to establish or ex-  
22 pand high-quality teacher residencies or Grow Your Own  
23 programs as described in subsection (e) or (f) of section  
24 202 of such Act (20 U.S.C. 1022a).

1 (c) GROW YOUR OWN PROGRAMS AUTHORIZED.—

2 Section 202 of the Higher Education Act of 1965 (20

3 U.S.C. 1022a) is amended—

4 (1) in subsection (b)(6)—

5 (A) in subparagraph (B), by striking “sub-

6 section (d) or (e)” and inserting “subsection

7 (d), (e), or (f)”; and

8 (B) in subparagraph (C), by striking “sub-

9 section (f) or (g)” and inserting “subsection (g)

10 or (h)”;

11 (2) in subsection (c)—

12 (A) in paragraph (1), by striking “, or a

13 combination of such programs” and inserting

14 “or a Grow Your Own program under sub-

15 section (f), or a combination of the programs

16 described in this paragraph”; and

17 (B) in paragraph (2), by striking “sub-

18 section (f)” and inserting “subsection (g)”;

19 (3) by redesignating subsections (f) through (k)

20 as subsections (g) through (l), respectively;

21 (4) by inserting after subsection (e) the fol-

22 lowing:

23 “(f) PARTNERSHIP GRANTS FOR THE ESTABLISH-

24 MENT OF GROW YOUR OWN PROGRAMS.—

1           “(1) IN GENERAL.—An eligible partnership that  
2 receives a grant to carry out a Grow Your Own pro-  
3 gram shall carry out an effective Grow Your Own  
4 program to address shortages of teachers in high-  
5 need subjects, fields, schools, and geographic areas,  
6 or shortages of school leaders in high-need schools,  
7 and to increase the diversity of qualified individuals  
8 entering the teacher, principal, or other school leader  
9 workforce.

10           “(2) REQUIREMENTS OF A GROW YOUR OWN  
11 PROGRAM.—In addition to carrying out each of the  
12 activities described in paragraphs (1) through (6) of  
13 subsection (d), an eligible partnership carrying out a  
14 Grow Your Own program under this subsection  
15 shall—

16           “(A) provide opportunities for candidates  
17 to practice and develop teaching or school lead-  
18 ership skills that integrate knowledge from edu-  
19 cation coursework through, at a minimum, a  
20 year-long, school-based, paid clinical experience  
21 in which candidates teach or lead alongside an  
22 expert mentor teacher or school leader, who is  
23 the teacher or school leader of record, in the  
24 same local educational agency in which the can-  
25 didates expect to work;

1           “(B) provide academic and nonacademic  
2 wrap-around supports and services, including  
3 advising, tutoring, test preparation, and finan-  
4 cial assistance (which may include scholarships  
5 or stipends), to candidates as they—

6           “(i) complete an associate degree pro-  
7 gram (if such program is in furtherance of  
8 a baccalaureate degree), baccalaureate de-  
9 gree program, or master’s degree program,  
10 as applicable;

11           “(ii) enter and complete teacher or  
12 school leadership preparation programs;

13           “(iii) access and complete State licen-  
14 sure or certification examinations; and

15           “(iv) engage in school-based clinical  
16 placements described in subparagraph (A);

17           “(C) include efforts to recruit individuals  
18 with experience in high-need subjects or fields  
19 who are not certified to teach or lead, with a  
20 specific focus on recruiting individuals—

21           “(i) who are other staff employed by  
22 local educational agencies, including para-  
23 professionals;

24           “(ii) who are enrolled in dual or con-  
25 current enrollment programs or early col-

1           lege high school programs and studying to  
2           become teachers;

3                   “(iii) from groups or populations that  
4           are underrepresented; and

5                   “(iv) who live in and come from the  
6           communities the schools serve; and

7                   “(D) require candidates to complete all  
8           State requirements to become fully certified or  
9           licensed.”; and

10           (5) in subsection (h), as redesignated by para-  
11           graph (3), by striking “the activities described in  
12           subsection (d) or (e), or both” and inserting “activi-  
13           ties described in subsection (d), (e), or (f)”.

14 **SEC. 302. MANDATORY APPROPRIATIONS FOR THE AUGUS-**  
15 **TUS F. HAWKINS CENTERS OF EXCELLENCE**  
16 **PROGRAM.**

17           In addition to amounts otherwise available, there are  
18           appropriated, out of any money in the Treasury not other-  
19           wise appropriated, to the Secretary to carry out the Au-  
20           gustus F. Hawkins Centers of Excellence program author-  
21           ized under section 242 of the Higher Education Act of  
22           1965 (20 U.S.C. 1033a)—

23                   (1) for fiscal year 2026, \$150,000,000; and

24                   (2) for each succeeding fiscal year, the amount  
25           appropriated under this section for the preceding fis-

1 cal year, increased by the annual adjustment per-  
2 centage.

3 **SEC. 303. MANDATORY APPROPRIATIONS FOR PERSONNEL**  
4 **DEVELOPMENT TO IMPROVE SERVICES AND**  
5 **RESULTS FOR CHILDREN WITH DISABILITIES**  
6 **UNDER PART D OF IDEA.**

7 In addition to amounts otherwise available, there are  
8 appropriated, out of any money in the Treasury not other-  
9 wise appropriated, to the Secretary to carry out the pro-  
10 gram authorized under section 662 of the Individuals with  
11 Disabilities Education Act (20 U.S.C. 1462)—

12 (1) for fiscal year 2026, \$300,000,000; and

13 (2) for each succeeding fiscal year, the amount  
14 appropriated under this section for the preceding fis-  
15 cal year, increased by the annual adjustment per-  
16 centage.

17 **SEC. 304. MANDATORY APPROPRIATIONS FOR THE SUP-**  
18 **PORTING EFFECTIVE EDUCATOR DEVELOP-**  
19 **MENT PROGRAM.**

20 (a) APPROPRIATION.—In addition to amounts other-  
21 wise available, there are appropriated, out of any money  
22 in the Treasury not otherwise appropriated, to the Sec-  
23 retary to carry out the Supporting Effective Educator De-  
24 velopment program authorized under section 2242 of the

1 Elementary and Secondary Education Act of 1965 (20  
2 U.S.C. 6672)—

3 (1) for fiscal year 2026, \$100,000,000; and

4 (2) for each succeeding fiscal year, the amount  
5 appropriated under this subsection for the preceding  
6 fiscal year, increased by the annual adjustment per-  
7 centage.

8 (b) PRIORITY.—In awarding grants under the Sup-  
9 porting Effective Educator Development program author-  
10 ized under section 2242 of the Elementary and Secondary  
11 Education Act of 1965 (20 U.S.C. 6672) with funds made  
12 available under subsection (a), the Secretary shall give pri-  
13 ority to eligible entities that—

14 (1) are partnerships that include—

15 (A)(i) 1 or more institutions of higher edu-  
16 cation described in section 2242(f)(1) of such  
17 Act; or

18 (ii) 1 or more national nonprofit entities  
19 described in section 2242(f)(2) of such Act; and

20 (B)(i) 1 or more State educational agen-  
21 cies; or

22 (ii) 1 or more local educational agencies;

23 and

24 (2) in the application submitted under section  
25 2242(d) of such Act, describe how such funds will be

1 used to develop teacher leadership and professional  
2 expertise by providing teachers, principals, or other  
3 school leaders with opportunities to—

4 (A) earn additional in-demand certifi-  
5 cations and credentials, including National  
6 Board certification and certifications or creden-  
7 tials in high-need subjects and fields, such as  
8 special education, bilingual education, science,  
9 technology, engineering, mathematics, and ca-  
10 reer and technical education;

11 (B) serve as mentors;

12 (C) participate in distributed leadership or  
13 school-based clinical models; or

14 (D) learn and teach other teachers how to  
15 conduct student inquiries, including through ac-  
16 tion research and the effective use of student  
17 data to strengthen teaching and learning.

18 (c) CONFORMING AMENDMENT.—Section 2242(f)(4)  
19 of the Elementary and Secondary Education Act of 1965  
20 (20 U.S.C. 6672(f)(4)) is amended by striking “entity”  
21 and inserting “entity, a State educational agency, a local  
22 educational agency, or a consortium of State educational  
23 agencies or local educational agencies”.

1 **SEC. 305. MANDATORY APPROPRIATIONS FOR THE TEACH-**  
2 **ER AND SCHOOL LEADER INCENTIVE PRO-**  
3 **GRAM TO SUPPORT CONTINUED TEACHER**  
4 **GROWTH AND CONTRIBUTIONS TO STUDENT**  
5 **LEARNING.**

6 (a) APPROPRIATION.—In addition to amounts other-  
7 wise available, there are appropriated, out of any money  
8 in the Treasury not otherwise appropriated, to the Sec-  
9 retary to carry out the Teacher and School Leader Incen-  
10 tive program authorized under subpart 1 of part B of title  
11 II of the Elementary and Secondary Education Act of  
12 1965 (20 U.S.C. 6631 et seq.)—

13 (1) for fiscal year 2026, \$200,000,000; and  
14 (2) for each succeeding fiscal year, the amount  
15 appropriated under this subsection for the preceding  
16 fiscal year, increased by the annual adjustment per-  
17 centage.

18 (b) SPECIAL REQUIREMENT.—For purposes of any  
19 grants awarded under subpart 1 of part B of title II of  
20 the Elementary and Secondary Education Act of 1965 (20  
21 U.S.C. 6631 et seq.) with funds made available under sub-  
22 section (a), the Secretary shall deem the term “perform-  
23 ance-based compensation system” to only mean a system  
24 of compensation for teachers, principals, or other school  
25 leaders that recognizes skills and knowledge in the manner

1 described in section 2211(b)(4)(B)(ii) of such Act (20  
2 U.S.C. 6631(b)(4)(B)(ii)).