TORNILLO INDEPENDENT
SCHOOL DISTRICT
Educating children today to be the leaders of tomorrow.

Human Resources Department
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MEMORANDUM

To: Members of the Board of Trustees
From: Myrna Lopez, Director of Administrative Services
Subject: House Bill 2 Teacher Certification Incentive Stipend Approval
Date: October 22, 2026

BACKGROUND

House Bill 2 (HB 2), codified in Texas Education Code § 21.0033, established the Teacher Certification Incentive (TCI), which provides school districts with a one-time payment of $1,000 for each eligible classroom teacher who earns a standard Texas teaching certificate.

TCI funds are paid to the district, and districts have local discretion to use the funds for direct teacher payments or other efforts supporting educator recruitment, development, certification, and retention.

To qualify, a classroom teacher must meet all the following requirements:

- **Initial employment:** Began employment with the district as an uncertified, first-year teacher during the 2022–2023 or 2023–2024 school year.
- **Certification status:** Was still uncertified as of January 1, 2025.
- **Continuous employment:** Has remained continuously employed as a teacher by the same district since the initial qualifying school year.
- **Certification deadline:** Obtains a standard Texas teaching certificate by June 1, 2027.

Tornillo ISD along with other Texas school districts, received the TIC payout in early August 2026. As of September 2026, TEA had identified and confirmed two Tornillo ISD teachers who met the eligibility requirements during the 2025–2026 school year.

BUDGET IMPACT

We propose distributing the HB 2 Teacher Certification Incentive (TIC) payout to its qualifying teachers. The proposed expenditure totals $2,000 in gross stipend payments. This consists of a one-time $1,000 payment to each of the two qualifying teachers, subject to applicable taxes and required payroll withholdings.

ADMINISTRATIVE RECOMMENDATION

The administration recommends that the Board of Trustees approve a one-time stipend of $1,000 for each of the two identified Tornillo ISD teachers in recognition of their attainment of standard Texas teaching certification.