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Supply and Demand on Educators in Texas¹

The following information has been compiled from information provided by the Texas Education Agency for compliance purposes.² No endorsement of the information sources is implied.

As we move towards the fourth decade of the 21st century there is an increasing demand for new teachers. The increasing demand comes in part to an increase in student enrollments, plus high teacher attrition rates as an aging teacher workforce becomes eligible for retirement. Other factors that shape the forces of supply and demand on the educator workforce are teacher salaries, working conditions, pathways towards certification, and legislative actions. In the State of Texas, there continues to be a shortage of secondary mathematics teachers, as well as other specialized certifications.

Teacher Shortage Information

The United States Department of Education (ED) has approved the 2024-2025 teacher shortage areas submitted by the Texas Education Agency (TEA).³

The approved state-level shortage areas for the 2024-2025 school year are:

- Bilingual/English as a Second Language – All Levels
- Special Education – All Levels
- Career and Technical Education – Secondary Level Only
- Technology Applications and Computer Science – All Levels
- Mathematics – Secondary Level Only
- English Language Arts and Reading – Secondary Level Only

The approved shortage areas help administrators support the recruitment and retention of qualified teachers. Information on the national level Teacher Shortage areas can be found on the U.S. Department of Education's website at: <https://tsa.ed.gov/#/reports>.

Typically, teachers are in demand for urban and rural areas, as these communities have the greatest need for teachers. Urban communities also face the added challenge of retaining their teachers, who may be attracted to the higher salaries offered in wealthier suburban school districts. Rural areas typically have difficulty attracting teachers because of their remoteness and lack of amenities.

Teacher Salaries and Compensation

¹ 19 TAC §227.1 (c)(3)(A), "EPPs shall inform all applicants, in writing, of the following:.. (A) the effect of supply and demand forces on the educator workforce in this state; and.

² Franklin, Ryan. "2020-2021 Teacher Shortage Areas and Loan Forgiveness Programs" (Austin, TX: Texas Education Agency, 2020).

³ See "Teacher Shortage Areas 2024-2025" (Austin, TX: Texas Education Agency, 2024.) Accessed 10 March 2025.
<https://tea.texas.gov/texas-educators/educator-initiatives-and-performance/teacher-shortage-areas-2024-2025>

A key factor in the supply of educators are teacher salaries. A competitive salary is essential in attracting and maintaining qualified educators, particularly in high-need areas. While salaries may vary district by district, the state of Texas sets what the minimum salary for teachers must be, based on years of experience. Currently, a teacher with 0 years of teaching experience will make at least \$33,660 per year.⁴

Working Conditions

Salaries alone do not ensure teacher retention. The working environment plays a critical role in teacher retention as well. Factors such as manageable workloads, administrative support, and adequate resources contribute to job satisfaction. Districts are required by the State of Texas to provide a variety of supportive measures to ensure that teachers perform well, are able to improve and build upon their skills and training, as well as have access to strategies to meet new and unexpected challenges. Districts have access to resources recommended in the Teacher Vacancy Task Force (TVTF) in their final report in February 2023 to provide “support for teachers in the key areas of teacher compensation, training and support, and working conditions.” In addition, the Teacher Incentive Allotment provides funding to districts to retain teachers, and incentivize them to work in high-need/difficult to staff areas.⁵

Loan Forgiveness Information

Federal, state, and public service loan forgiveness programs are available to teachers.

- All school personnel can take advantage of the public service program. Information can be found on the Federal Teacher Loan Forgiveness page on the TEA website: <https://tea.texas.gov/texas-educators/educator-initiatives-and-performance/federal-teacher-loan-forgiveness-program>.
- Additional loan forgiveness options, including loan forgiveness for educators who are not classroom teachers, are found on the Student Loan Forgiveness for Teachers page on the TEA website at <https://tea.texas.gov/texas-educators/educator-initiatives-and-performance/student-loan-forgiveness-for-teachers>. Additional loan forgiveness programs may or may not be affected by Texas shortage area designations.

Educators should contact their loan servicer (<https://studentaid.ed.gov/sa/repay-loans/understand/servicers#my-servicer>) for loan forgiveness information and the amount of loan forgiveness they are eligible to receive. The loan holder, not TEA, has authority regarding the provision of that allowance.

For additional information about teacher loan forgiveness, please email the Teacher Loan Forgiveness Team at: teacherloanforgiveness@tea.texas.gov.

Certification Pathways and Teacher Certification

Multiple pathways to teacher certification exist in the State of Texas. While Sul Ross State University is a traditional university-based educator preparation program, other options do exist. Alternative certification programs have become a vital avenue for increasing the supply of teachers in Texas. These programs attract individuals from other professions, including military personnel transitioning to civilian careers, thereby diversifying and expanding the teacher workforce. Additionally, initiatives targeting paraprofessionals—such as teaching aides—provide pathways for these experienced school staff to become certified teachers. You can find the approved listing of Educator Preparation Programs in the State of Texas through the Texas

⁴ “Minimum Salary Schedules” (Austin, TX: Texas Education Agency, 2024.) Accessed 10 March 2025. <https://tea.texas.gov/texas-educators/salary-and-service-record/minimum-salary-schedules>

⁵ “ESSA Talent Plan Toolkit – Effective Teachers” (Austin, TX: Texas Education Agency, 2024.) Accessed 10 March 2025. <https://tea.texas.gov/about-tea/laws-and-rules/essa/essa-talent-plan-toolkit/effective-teachers>. See also the Teacher Incentive Allotment webpage at: <https://tiatexas.org/>.

Education Agency's Educator Preparation Homepage (<https://tea.texas.maps.arcgis.com/apps/dashboards/8fdeed6e29b741ba8bac151ac023186d>). As well, you can access both Educator and Principal surveys of specific educator preparation programs as well on the Texas Education Agency's website.⁶

Legislative Actions and Policy Implications

State legislation significantly impacts the supply and demand balance in the educator workforce. Beyond salary increases, Texas lawmakers are considering bills that address various aspects of education, including funding formulas and voucher programs.⁷

For example, there is a proposal to change the state funding formula to be based on enrollment rather than average daily attendance, which could affect resource allocation and staffing decisions. Additionally, discussions about voucher programs that allocate public funds to private schooling options may influence public school funding and, consequently, teacher demand. These legislative decisions have the potential to reshape the educational landscape, affecting both the supply of and demand for qualified teachers in Texas.⁸

⁶ "Preparation and Continuing Education – Educator Preparation Home" (Austin, TX: Texas Education Agency, 2024.) Access 25 March 2025. <https://tea.texas.gov/texas-educators/preparation-and-continuing-education/educator-preparation-home>. For the interactive map of the 120 Texas EPP's, both traditional and alternative based, see here: <https://tea.texas.maps.arcgis.com/apps/dashboards/8fdeed6e29b741ba8bac151ac023186d>.

For EPP evaluations by teachers see: "Preparation and Continuing Education – Evaluation of Educator Preparation Programs by Teachers," (Austin, TX: Texas Education Agency, 2024.) Accessed 25 March 2025. <https://tea.texas.gov/texas-educators/preparation-and-continuing-education/evaluation-of-educator-preparation-programs-by-teachers>.

For Principal Surveys see: "Preparation and Continuing Education – Principal Surveys to Evaluate Educator Preparation Programs" (Austin, TX: Texas Education Agency, 2024.) Access 25 March 2025. <https://tea.texas.gov/texas-educators/preparation-and-continuing-education/principal-surveys-to-evaluate-educator-preparation-programs>.

⁷ For proposed salary increases see: Charles Chreighton, et al., "SB26," In *Texas Legislature Online*, Session 89 (2025). Accessed 10 March 2025: <https://www.capitol.texas.gov/BillLookup/history.aspx?LegSess=89R&Bill=SB26>

⁸ See the search results in *Texas Legislature Online* using "public education" as the search term for the introduced legislation for the 2025 session. Accessed 25 March 2025: <https://www.capitol.texas.gov/Search/TextSearchResults.aspx?CP=1&LegSess=89R&House=true&Senate=true&TypeB=true&TypeR=false&TypeJR=true&TypeCR=false&VerInt=true&VerHCR=true&VerEng=true&VerSCR=true&VerEnr=true&DocTypeB=true&DocTypeFN=true&DocTypeBA=true&DocTypeAM=true&Srch=custom&Custom=Public+Education&All=&Any=&Exact=&Exclude=>