

**BILL SUMMARY**  
1<sup>st</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 1281</b>
<b>Version:</b>	<b>INT</b>
<b>Request Number:</b>	<b>10162</b>
<b>Author:</b>	<b>Rep. Caldwell, Chad</b>
<b>Date:</b>	<b>2/14/2025</b>
<b>Impact:</b>	<b>Under Review</b>

**Research Analysis**

HB 1281, as introduced, requires the State Department of Education to administer a \$35,000 signing bonus program to incentivize former teachers to return to the classroom. To qualify, a teacher must:

- have at least three years of prior teaching experience;
- have a valid or expired teaching certificate;
- have not been employed by a public school for the last year;
- agree to teach for a minimum of five years.

The bonus must be paid to the teacher by Oct. 31 of their first year back. If a teacher does not maintain their employment for the full five years, they must repay the Department a pro rata amount based on the unfulfilled portion.

Prepared By: Emily Byrne

**Fiscal Analysis**

Currently in consultation with the State Department of Education.

Prepared By: Cole Stout, House Fiscal Staff

**Other Considerations**

None.