

Task Force Members Present: Sadie Atha, Jay Killgo, Norma Castillo, Dave Lewis, Cynthia Hopkins, LaTonya Goffney, Brian Kruk, Judd Marshall, Jason Hewitt, Eric Hale

Staff Members Present:

Grace Wu, Matt Holzgrafe, David Marx, Laurie Scrimpsheer

Introduction

Grace Wu, Director of District Talent Systems, and Matt Holzgrafe, Director of District Strategic Compensation, welcomed the Compensation Working Group Task Force members. They shared the objectives and agenda for the meeting.

Ms. Wu shared that since the last meeting in August, the group has gathered data and projections for the prioritized recommendations and researched additional policies and practices.

She explained that the group's objectives for today would be:

- To review data and research gathered on prioritized recommendations
- To revise and reprioritize recommendations based on data, research, feasibility, and impact
- To assist in identifying next steps between the October and December meeting

Framework for Developing Recommendations

Ms. Wu defined the framework the working groups would use for developing recommendations. She shared that for today's session the group would take the following steps: review of data and research, defining actors and their roles, revising recommendations by like roles and reactions and questions from the working group. Ms. Wu asked the group to focus on the who and the how of each priority. She mentioned that there will be more opportunities to add input and refine. Ms. Wu asked group members to keep in mind the question: Do our recommendations solve both short and long-term issues? Prior to breaking into groups, Ms. Wu gave detailed directions on where to find research, the roles of different actors, and the format of discussion groups. She stated that group members with like roles would be sharing and discussing (admin with admin and teachers with teachers).

Recommendations for Salary-Based Pay Raises

The working group reviewed the data and research shared and raised questions around the costs associated with salary increases. They shared their goal to prioritize the amount going to teacher take-home pay. There was a consensus from Task Force members that the recommendation should focus on a higher raise in pay to all teachers. Mr. Holzgrafe reviewed the roles of actors related to increases to base pay.

Task Force members shared initial thoughts and other context on what our recommendation would be with actors. These included:

- The State Legislature should work to increase the basic allotment to schools while prioritizing teacher raises. Task Force members also shared a need to look at other staff members in schools. Task Force members also shared concern about student to staff ratios.
- Task Force members shared the role of districts in ensuring that money went to teachers.
- TEA (Texas Education Agency) could provide training to schoolboards about differentiated compensation systems.
- Task Force members also shared a desire to prioritize hard to staff positions.

Recommendations for Increases to Overall Compensation Theme by Actor

The working group reviewed the data and research shared. Task Force members shared initial thoughts and other context on what our recommendation would be with actors. These included:

- The State Legislature should work to enact an across the board raise to basic allotment.
- The State Legislature should allow flexibility with their pay scale beyond the state base.
- Task Force members would like more districts to set new salary schedules that adopt strategic compensation.
- Task Force members shared that districts must be allowed the flexibility to create pay scales that meet their needs, using strategic compensation models.

Recommendations for Indirect Compensation Theme by Actor (retire/rehire, healthcare, leave)

The working group reviewed the data and research shared. Task Force members shared initial thoughts on what the recommendations would be with actors. These included:

- The State Legislature is encouraged to forgo the penalty for retire/rehire during the teacher shortage.
- The Legislature should explore providing housing vouchers or subsidies for teachers.
- Task Force Members suggested that the legislature should either improve TRS (Teacher Retirement System) healthcare, put teachers on ERS (Employees Retirement System) for healthcare, or pay teacher healthcare premiums.
- The State Legislature should consider giving teachers more leave days. Districts should consider a tiered leave system based on employee needs.
- The legislature could provide subsidies for childcare for teachers' children or provide Head Start.
- Task Force Member suggested that commercial entities provide discounts to teachers which could serve as a type of indirect compensation.

Recommendations for Strategic Compensation Theme by Actor – differing compensation based on differing roles or areas

The working group reviewed the data and research shared. Task Force members shared initial thoughts on what the recommendation could be with actors. These included:

- Task Force Members suggested districts pay teachers based on the number of preps they have.
- Task Force Member recommended incentivizing more impactful teachers in urban High Priority Campuses and rural campuses.
- The State Legislature should mandate the number of preps a teacher has so the number is not excessive.
- Through TIA (Teacher Incentive Allotment), TEA has a role in incentivizing pay.

Prioritization and Next Steps

Mr. Holzgrafe asked Task Force Members to complete a survey by ranking prioritization items while thinking about how impactful each item would be. Mr. Holzgrafe presented data from the survey.

The top priorities for the group were increasing the quality of healthcare for teachers, increasing base pay for all educators, and covering the costs of retire/rehire. The Task Force also noted that the training for school boards had moved up.

Ms. Wu shared that the Task Force next steps would be to continue to refine and give feedback.