



Teacher Vacancy Task Force Compensation Feedback

December 2022

Time	Focus
1 minute	Transition to Breakout Room
4 minutes	Framing of Theme and Recommendations
15 minutes	Silent Solo Review of Stakeholder Input and Recommendations
35 minutes	Theme Discussions using Guiding Questions
5 minutes	Closing and Reflection

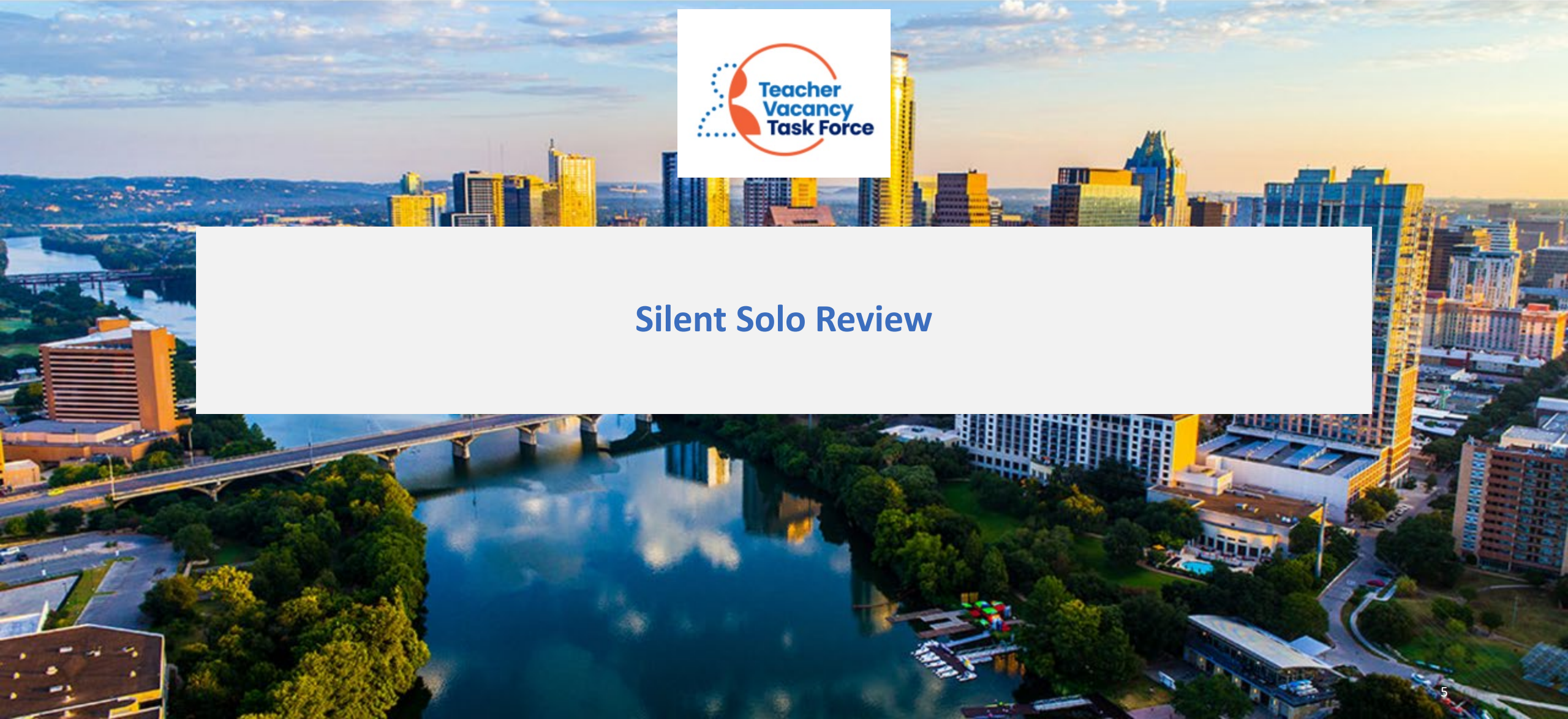
- 1.) How do these set of recommendations align with the priorities and discussions of your working group?
- 2.) What resonates with you from the input shared by stakeholders? How does this input align to the research and evidence?
- 3.) Based on feedback and data and research, what changes might the Task Force make to these recommendations?

Capture
your thoughts in
the Jamboard before,
during, and after the
session

Theme 1: Overall Salary	Theme 2: Benefits	Theme 3: Hard to Staff Areas
<ul style="list-style-type: none"> A. Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule B. Incentivize districts to engage in strategic compensation and staffing strategies to further improve salaries through increased technical assistance 	<ul style="list-style-type: none"> A. Lower the cost of healthcare insurance for teachers B. Temporarily fund the retire/rehire surcharge C. Fund program subsidies and technical assistance that would address the needs of teachers such as housing, childcare, and additional leave 	<ul style="list-style-type: none"> A. Develop a state-wide teacher employment web application to support targeted recruitment B. Recruit more Special Education and Bilingual educators into the profession through funding preparation and hiring incentives C. Recruit teachers back into the profession, particularly in hard to staff areas, through incentives and supports D. Collect and report real-time data about teacher vacancies



Silent Solo Review



Challenges Task Force Shared

Texas teacher pay has not kept up with the cost of inflation

The minimum salary schedule does not encourage pay differentiation

Districts require additional assistance to further increase teacher compensation with strategic compensation or staffing

Task Force Solution Generation

Increase compensation for all teachers

Update the minimum salary schedule to differentiate by teacher quality

Fund technical assistance for districts to expand or develop their strategic compensation and/or staffing plans

Theme 1: Overall Salary

- A. Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule**
- B. Incentivize districts to engage in strategic compensation and staffing strategies to further improve salaries through increased technical assistance**

Areas of Support	Additional Considerations
<p>Recommendation A</p> <ul style="list-style-type: none"> Groups agreed across the board that there should be an increase in the basic allotment to fund an overall increase in teacher compensation (All groups) Groups shared interest in increasing the minimum salary schedule (All groups) <p>Recommendation B</p> <ul style="list-style-type: none"> In addition to an across the board pay raise, the expansion of strategic compensation through increased funding and technical assistance for districts is also important (Policy and Advocacy Groups) 	<p>Recommendation A</p> <ul style="list-style-type: none"> There should be a consideration around language that dictates how much of an increase to the basic allotment will be used on teacher salaries, while also allowing empowering districts to best meet their goals (All groups) Consider differentiating pay based on certification areas (Policy and Advocacy Groups) Cost of living and inflation should be considered to allow teachers to live in the communities they teach in (Teacher Groups) There may be some value in differentiating pay based on regionality rather than increasing the minimum pay scale. (Admin Groups) Need to consider pay raises for other school positions so that leadership and career pathways could be included (Admin Groups)

Challenges Task Force Shared

Teachers need access to affordable and strong healthcare

Districts are having difficulties funding the rehiring of retirees

Districts are facing unique challenges in meeting their teachers' needs

Task Force Solution Generation

Increase the state contribution towards teacher insurance

Temporarily fund the retire/rehire surcharge

Fund program subsidies for districts to meet the needs of their teachers

Theme 2: Benefits

- A. Lower the cost of **healthcare insurance** for teachers
- B. Temporarily fund the **retire/rehire surcharge**
- C. Fund program subsidies and technical assistance that would **address the needs of teachers such as housing, childcare, and additional leave**

Areas of Support	Additional Considerations
<p>Recommendation A</p> <ul style="list-style-type: none"> Improving benefits for teachers is needed, specifically lowering healthcare insurance costs (All groups) <p>Recommendation B</p> <ul style="list-style-type: none"> Temporarily funding the retire/rehire surcharge will provide some relief to districts (All groups) <p>Recommendation C</p> <ul style="list-style-type: none"> The subsidies have the potential to address the concerns of many teachers regarding mental health leave, parental leave, childcare costs, etc. IF their districts decide to participate. (Policy and Advocacy, Teacher Groups) 	<p>Recommendation C</p> <ul style="list-style-type: none"> Mental health supports and flexible leave policies are needed statewide, there should be a greater emphasis on mental health benefits (Policy and Advocacy, Teacher Groups) Long term opportunity to reinforce flexibility and teacher benefits of Additional Day School Year Allotment (more time is better for teacher well-being and student learning) (Policy and Advocacy Groups) Perhaps a statewide leave bank could be included as part of recommendation C. (Teacher Groups) School employees' children could be PK eligible through the FSP (Teacher and Admin Groups)

Challenges Task Force Shared

Districts have sounded the alarm about teacher vacancies, particularly in hard to staff areas, but lack of statewide data on teacher vacancies means that we don't have the full picture.

Teacher vacancies in hard to staff areas have been a persistent problem, even before the pandemic, and have only been exacerbated during the current teacher vacancy crisis.

Special Education and Bilingual Education positions are consistently the hardest positions to fill, and we need to think about new and innovative approaches to preparing and recruiting them into the profession.

Districts haven't traditionally had "returners" on their radar as a specialized group to recruit and support.

Task Force Solution Generation

Develop a state-wide system for teacher vacancies

Develop incentives for hard to staff areas

Cover certification exam fees for hard to staff areas

Develop incentives and supports for teachers to return to the profession

Theme 3: Hard to Staff Areas

- A. Develop a **state-wide teacher employment web application** to support targeted recruitment
- B. **Recruit more Special Education and Bilingual educators** into the profession through **funding preparation and hiring incentives**
- C. **Recruit teachers back into the profession**, particularly in hard to staff areas, **through incentives and supports**
- D. **Collect and report real-time data** about teacher vacancies

Areas of Support	Additional Considerations
<p>Recommendation A</p> <ul style="list-style-type: none"> Having a statewide web application could ease the burden on teacher applicants (All groups) <p>Recommendation B/C</p> <ul style="list-style-type: none"> Incentives for hard to staff areas will make these certification areas and the additional costs for certification more feasible (Policy and Advocacy, Teacher Groups, EPPs) <p>Recommendation D</p> <ul style="list-style-type: none"> Real time data on teacher vacancies statewide is critical to targeting the right supports for areas with shortages (Policy and Advocacy Groups) 	<p>Recommendation A</p> <ul style="list-style-type: none"> Be mindful of reporting fatigue when it comes to reporting teacher vacancies (Admin Groups) <p>Recommendation B</p> <ul style="list-style-type: none"> Consider reimbursing exam costs for hard to staff areas such as bilingual education and special education (Policy and Advocacy, Teacher Groups) Consider supports that are offered for bilingual teachers (Teacher Groups) <p>Recommendation C</p> <ul style="list-style-type: none"> Specify the type of incentives (Teacher Groups) Be mindful of the competition that certain incentives can create between districts (Admin Groups) Ensure flexibility for CPE hours for those who are recruited back into the profession (Policy and Advocacy Groups)