



**Teacher Vacancy Task Force
Compensation Breakout Session
February 16th, 2023**



Compensation

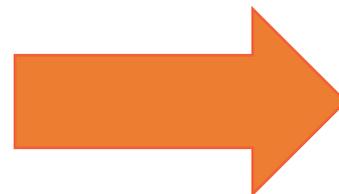
Time	Focus
5 minutes	Silent Solo Review of Guided Notes for Report Section
20 minutes	Discussion <ul style="list-style-type: none">• What questions does the report raise?• Did anything in the report seem off?• What clarifications would be helpful in communication of the final report? What key points should be emphasized?
5 minutes	Closing: <ul style="list-style-type: none">•Key takeaways from discussion

Teacher Vacancy Task Force Members will remain in the same breakout room and facilitators will rotate



Theme 1: Increase Overall Compensation and Support Strategic Compensation Strategies

Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule



A. Fund an increase in overall teacher salaries by increasing the basic allotment and other state funding mechanisms, while increasing the requirement that school systems prioritize new funding towards teacher salaries

B. Update the minimum salary schedule to reflect the value of Texas teachers and promote differentiated compensation

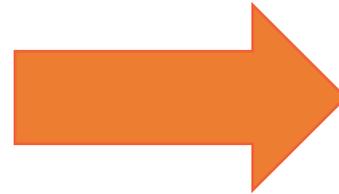
- A. Fund an increase in overall teacher salaries by **increasing the basic allotment** and other state funding mechanisms, while increasing the requirement that school systems prioritize new funding towards teacher salaries
- B. Update the **minimum salary schedule** to reflect the value of Texas teachers and promote differentiated compensation
- C. Provide technical assistance for school systems to **engage in strategic compensation and staffing considerations** to further increase and differentiate salaries

- What questions does the report raise?
- Did anything in the report seem off?
- What clarifications would be helpful in communication of the final report? What key points should be emphasized?



Theme 2: Enhance Teachers' Total Compensation Package

Fund program subsidies and technical assistance that would address the needs of teachers such as housing, childcare, and additional leave



Prioritize teacher wellbeing through mental health supports, expanding access to childcare, and other benefits

- A. **Reduce the cost of healthcare insurance** for teachers
- B. Prioritize teacher **wellbeing through mental health supports, expanding access to childcare**, and other benefits
- C. Temporarily subsidize the **retire/rehire surcharge**

- What questions does the report raise?
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Theme 3: Provide Incentives and Support for Hard-to-Staff Areas

- A. **Collect and report real-time data** about teacher vacancies in tandem with the development of a **statewide teacher employment web application**
- B. **Subsidize certification and hiring incentives** for Special Education and Bilingual Teachers
- C. Create **targeted marketing campaigns and incentives** to recruit teachers back into the profession

- What questions does the report raise?
- Did anything in the report seem off?
- What clarifications would be helpful in communication of the final report? What key points should be emphasized?