



# Teacher Vacancy Task Force Closing Session February 16<sup>th</sup>, 2023



Promote the work of the Teacher Vacancy Task Force by sharing documents from the website with stakeholders



Speak on behalf of your personal experience and areas of expertise, or as a representative of your school or local district



Follow filed bills for the 88<sup>th</sup> Legislative Session



Connect with other TVTF members and continue to share ideas and best practices with one another



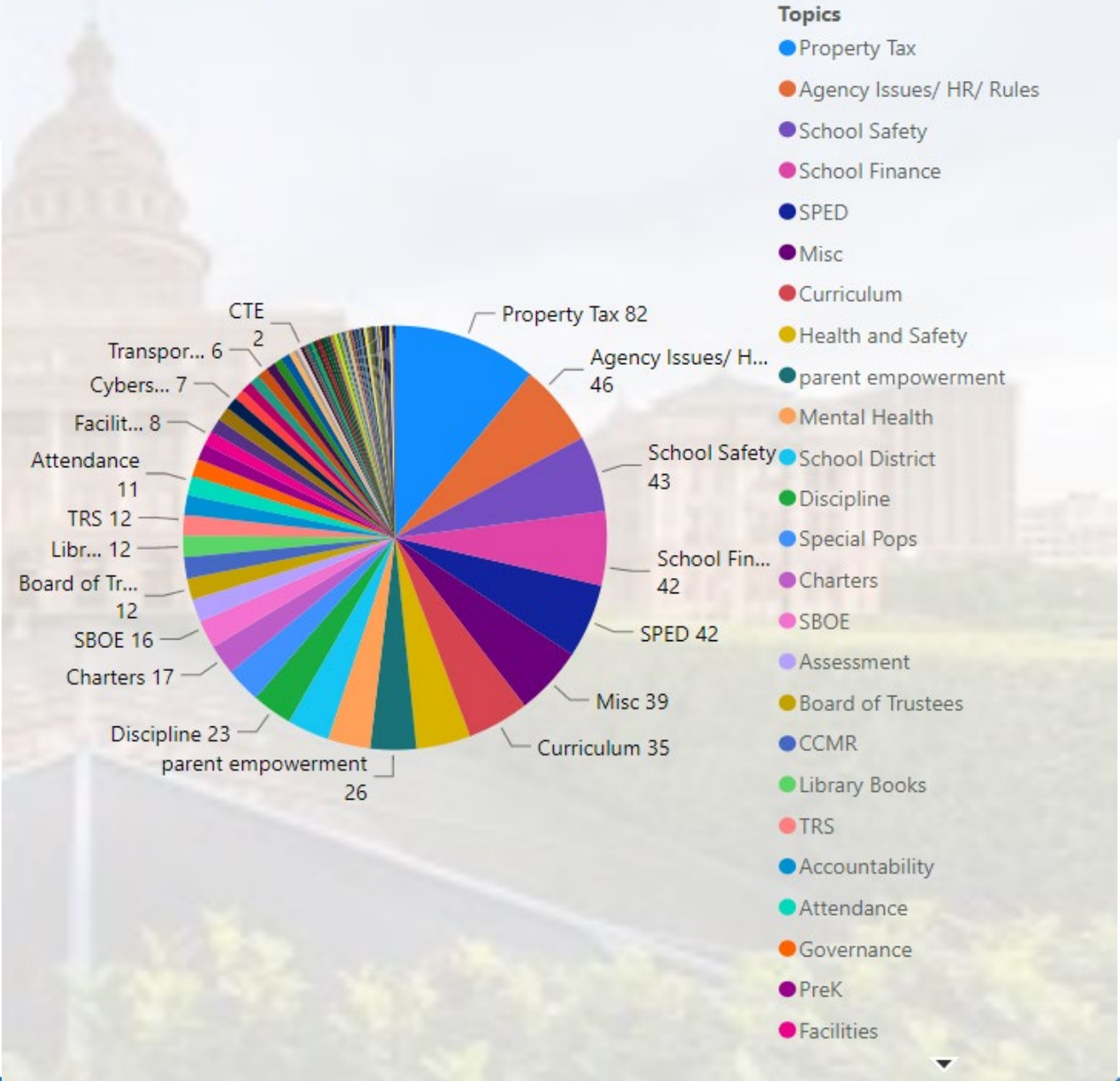
Contact TEA staff as you have questions and/or ideas

The background of the slide is an aerial photograph of Austin, Texas, during the "golden hour" of late afternoon. The city skyline is visible in the distance, with several prominent skyscrapers. In the foreground, a wide river flows through the city, with a bridge crossing it. The water reflects the sky and the buildings. The overall scene is bathed in warm, golden light, creating a serene and picturesque atmosphere.

# TVTF Legislative Update

587  
education-  
related  
bills filed to  
date!

## Count by Topics



# How to Read a Bill

**Sample Bill:**  
**HB 116, Introduced, 86<sup>th</sup>**  
**Legislative Session**

By: González of El Paso H.B. No. 116

A BILL TO BE ENTITLED  
 AN ACT

1 relating to improving training and staff development for primary  
 2 and secondary educators to enable them to more effectively serve  
 3 all students.  
 4

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:  
 6 SECTION 1. Section 21.044, Education Code, is amended by  
 7 amending Subsections (a), (b), (c-1), and (g) and adding Subsection  
 8 (a-1) to read as follows:  
 9 (a) The board shall propose rules:  
 10 (1) specifying what each educator is expected to know  
 11 and be able to do, particularly with regard to students with  
 12 disabilities;  
 13 (2) establishing the training requirements a person  
 14 must accomplish to obtain a certificate, enter an internship, or  
 15 enter an induction-year program; and  
 16 (3) specifying~~[-The board shall specify]~~ the minimum  
 17 academic qualifications required for a certificate.  
 18 (a-1) Any training requirements for a certificate specified  
 19 under Subsection (a) must require that the person demonstrate:  
 20 (1) basic knowledge of each disability category under  
 21 the Individuals with Disabilities Education Act (20 U.S.C. Section  
 22 1400 et seq.) and how each category can affect student learning and  
 23 development;  
 24 (2) competence in the use of proactive instructional

86R884 SRS-F 1

**Underlined text**  
**indicates changes**  
**to existing statute**

**Strike-through**  
**text indicates**  
**removal of**  
**existing statute**




# Relevant TVTF Bills We're Tracking

- HB 108 – Parking Privileges
- HB 307 – Paid Sick Leave
- HB 333 – School Psychologist Study
- HB 346 – School Supply Tax Exemption
- HB 656 – TIA + TRS
- HB 768 – Personal Leave
- HB 770 – Salary
- HB 1128 – Health Benefits
- HB 2358 – Residency Pathway
- HB 1284 – TRS Teachers Returning
- HB 1548 – Salary
- HB 1725 – TRS Teachers Returning
- HB 1790 – TRS Teachers Returning
- SB 89 – Free Pre-K
- SB 344 – Benefits
- SB 657 – Scholarship for Incoming Teachers

Texas Legislature Online

<https://capitol.texas.gov/>


86th Legislature Regular Session  
Texas Legislature Online

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# Tracking Bills



Texas Legislature Online - 79(R) Text for SB 42 - Microsoft Internet Explorer provided by Texas Education Agency

Address: <http://www.capitol.state.tx.us/BillLookup/Text.aspx?LegSess=79R&Bill=SB42>

Texas Legislature Online  
 Text

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Bill: SB 42 | HB15

History | **Text** | Actions | Companions | Amendments | Authors | Sponsors | Captions | Bill Stages

**Bill: SB 42**      Legislative Session: 79(R)      Author: Nelson      [Add to Bill List](#)

Version	Bill	Fiscal Note	Analysis	Witness List	Summary of Cmte Action
Introduced					
Senate Committee Report					
Engrossed					
House Committee Report					
Enrolled					

**Additional Documents:** [HRO Bill Analysis](#) [Enrolled Bill Summary](#)

**Fiscal Impact Statements** ([View description of impact statement types](#))

Bill Version	Impact Type
Engrossed	<a href="#">Equalized Education Funding</a>
House Committee Report	<a href="#">Equalized Education Funding</a>
Enrolled	<a href="#">Equalized Education Funding</a>

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# How TVTF Report will be Used



1.) Sent to Office of the Governor



2.) Shared by Commissioner Morath and TEA staff in legislative briefings and in presentations



3.) Posted publicly on the TEA website

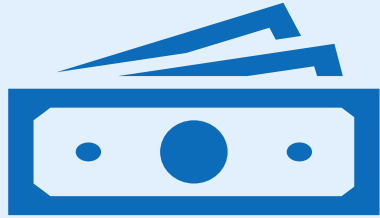


4.) Presented to Superintendents in monthly superintendent calls

The background of the slide is an aerial photograph of Austin, Texas, during the "golden hour" of sunset. The city skyline is visible in the distance, with several skyscrapers reflecting the warm light. In the foreground, a river flows through the city, with a bridge crossing it. The water reflects the sky and the surrounding buildings. The overall scene is a mix of urban architecture and natural beauty.

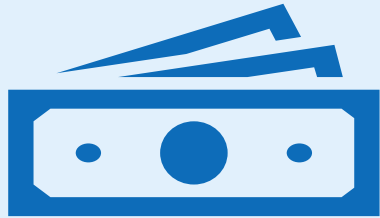
# Reflections and Next Steps

- 1.) Over the past year, we have examined research and data tied to vacancies. We have heard from stakeholders across the state as well as colleagues on the TVTF. How have your ideas around staffing evolved from the discussions?
  
- 2.) Based on the TVTF recommendations, what is something that you could implement in the context of your role?
  
- 3.) What is a commitment you have related to this work? (examples: implement X strategy in my district by x date, continue sharing my voice and perspective by...)



## Compensation Models

- 1.) I used to think...now I know...
- 2.) An idea or strategy I heard that I plan to implement is...
- 3.) My personal commitment is...



**Compensation  
Models**

**Thank you!!**



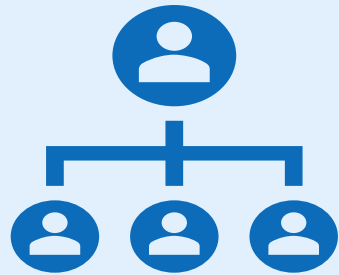
## Improving Educator Preparation

- 1.) I used to think...now I know...
- 2.) An idea or strategy I heard that I plan to implement is...
- 3.) My personal commitment is...



**Improving Educator  
Preparation**

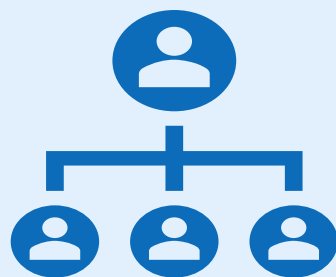
# Thank you!!



## Talent Pipelines

- 1.) I used to think...now I know...
- 2.) An idea or strategy I heard that I plan to implement is...
- 3.) My personal commitment is...





**Talent Pipelines**

# Thank you!!



## Understanding the Teacher Experience

- 1.) I used to think...now I know...
- 2.) An idea or strategy I heard that I plan to implement is...
- 3.) My personal commitment is...



**Understanding the  
Teacher  
Experience**

# Thank you!!



1.) Synthesize Feedback



2.) Finalize Design



3.) Press Release



4.) Posting to TVTF Website



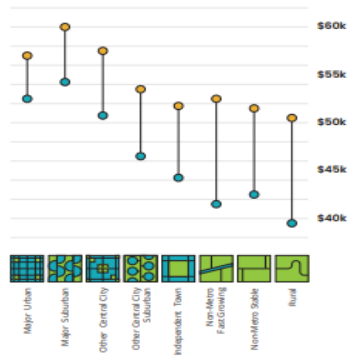
5.) Shared by CMM in legislative updates

## Overall Salaries

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



Median and Median Beginner Salary Difference by District Type



As a result of HB 3, school systems across Texas increased teacher compensation leading to salary gains of approximately \$1.172 billion, with rural schools seeing substantial raises. However, salaries have not kept up with recent inflation and pay disparities continue to exist across the state. For example, there is an \$8,998 pay gap between median beginner teacher salaries in suburban areas versus median beginner teacher salaries in rural areas.

Currently, school systems are required to use 30 percent of any increases in the basic allotment on compensation increases to full-time district employees other than administrators, with 75 percent of that amount going to teachers, librarians, guidance counselors, and nurses. (TEC 48.051(c)). To address pay disparities and support an overall increase in all teacher salaries, the basic allotment should be increased with a requirement that school systems increase the percentage that goes towards teacher compensation.

*"Additional compensation is foundational."*

—Superintendent (TVTF)

<sup>1</sup> TEA Data from 2019-2020 School Year.

## Healthcare Insurance

Reduce the cost of healthcare insurance for teachers

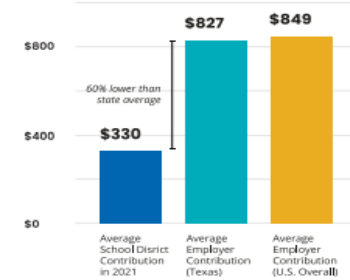


Healthcare costs have risen on average 5 percent over the past 20 years, yet the state and district contribution of \$225 to teachers' healthcare packages has remained the same. In 2021, the average school system contribution to healthcare was approximately \$330, which is significantly lower than the calculated monthly average employer contribution of \$827 across Texas. (Teacher Retirement System, August 2022) With rising costs of healthcare and stagnant contributions, the burden of healthcare costs falls on the teacher. Teachers covering dependents on their plan face an even larger burden.

The TVTF recommends that the legislature increase the state contribution to healthcare premiums to lower the cost of premiums teachers' pay and allowing school systems to select multiple healthcare plans to meet their teachers' needs.

Additionally, the state should explore coverage differences between the Teacher Retirement System (TRS) and Employee Retirement System (ERS) including healthcare without cost for retired teachers.

Average District Contributions Compared to Statewide and Nationwide Employer Averages



2021 Average District Contribution	Number of Districts	Number of Employees	Percent of Employees
\$0-\$225	185	20,242	7.50%
\$226-\$249	18	3,897	1.40%
\$250-\$275	172	30,577	11.60%
\$276-\$299	43	11,780	4.50%
\$300-\$325	239	72,241	27.20%
\$326-\$351	67	35,074	12.20%
\$352-\$377	29	8,811	3.30%
\$378-\$403	74	25,531	9.20%
\$404-\$429	128	38,055	13.30%
\$430 and up	75	22,402	7.85%

- TEA is launching a Teacher Leadership Fellowship (TLF) in June 2023 to continue leveraging teacher voice.
- The TLF will gain leadership skills aligned to teacher leadership competencies and fellows will provide ongoing feedback to TEA staff on TEA initiatives.
- The fellowship will have 20 new teachers selected in addition to current TVTF teachers who can apply to continue providing feedback to TEA.

Application will be included in follow-up email on 2/17 to complete by 3/1.



**Thank You from Deputy Commissioner Oeser**