

Date: February 16th, 2023

Session: Compensation Breakout Session

Task Force Members discussed the compensation section of the draft final report. The group discussed that the following would be important in the communication of the final report.

Theme 1:

- 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**

Task Force members discussed how to make the recommendation stronger. This included a desire to further require districts to put new funding towards teacher salaries. Members also discussed the role of advocacy to ensure this recommendation is acted on, both at the local and state level.

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

Task Force members shared their appreciation for this recommendation, but wanted to ensure it was actionable. They raised questions about the meaning of “the value of Texas teachers.”

- C. Provide technical assistance for school systems to engage in strategic compensation and staffing considerations to further increase and differentiate salaries**

Task Force members shared a need for more support around the Teacher Incentive Allotment (TIA), including additional technical assistance related to including more teaching assignments and encouraging districts to adopt TIA.

Theme 2:

- A. Reduce the cost of healthcare insurance for teachers**

Task Force members shared the importance of this recommendation, generally, and as it related to childcare. Task Force members shared questions regarding how this is related to districts who do not use TRS ActiveCare.

- B. Prioritize teacher wellbeing through mental health supports, expanding access to childcare, and other benefits**

Task Force members asked for clarifications of the meaning of expanding access to childcare.

- C. Temporarily subsidize the retire/rehire surcharge**

Task Force members asked questions about why this recommendation is temporary. TEA staff members responded to clarify that it was recommended based on the current vacancy situation. Task Force members highlighted the importance of this from the district's perspective.

Theme 3:

A. Collect and report real-time data about teacher vacancies in tandem with the development of a statewide teacher employment web application

Task Force members did not have final questions or input on this recommendation.

B. Subsidize certification and hiring incentives for Special Education and Bilingual Teachers

Task Force members raised the idea that this recommendation should be considered for retention. They also shared how there is also a need to support districts in including special education and bilingual teachers in local systems for the Teacher Incentive Allotment.

C. Create targeted marketing campaigns and incentives to recruit teachers back into the profession

Task Force members shared the importance of ensuring this type of work is funded.