



Teacher Vacancy Task Force Opening Session February 16th, 2023



Understand the challenges districts are currently facing related to teacher vacancies



Share best practices for addressing critical teacher vacancy and shortage areas



Develop recommendations for regulatory or other policy changes for TEA and the Legislature



Provide feedback on TEA initiatives designed to help impact vacancies

Meeting Outcomes:

- TVTF members provide feedback on TVTF Final Report content
- TVTF members reflect on the TVTF process and discuss next steps for the final report

Topic	Time	Session Overview
Welcome and Logistics	9:00-9:15	TVTF Chair welcomes the TVTF to the final meeting, provides an update on key actions, and frames the day.
Remarks from Commissioner Morath	9:15-9:45	Commissioner Mike Morath shares an update and answers TVTF questions.
Break 9:45-10:00		
Final Report Discussion	10:00-11:30	WG leads facilitate breakout sessions where TVTF members discuss contents of the final report.
Break 11:30-11:45		
Closing Session	11:45-12:30	TVTF Chair closes out the day, shares next steps, and expresses gratitude for the work.

- Stay on camera (when possible)
- Stay on mute when not talking
- Utilize the chat and emojis to ask questions and alert the facilitator if you want to speak
- Actively engage and share from your own experience and expertise
- Make room for all voices
- Assume best intent
- Allow for productive disagreement
- Expect and accept non-closure

Compensation

- Clarify the state funding to increase teacher salary - identify source of funds and include district requirement to increase salaries
- Include mental health supports for teachers

Training and Support

- Include paraprofessionals with GYO supports
- Ensure teacher voice at campus and district level as well

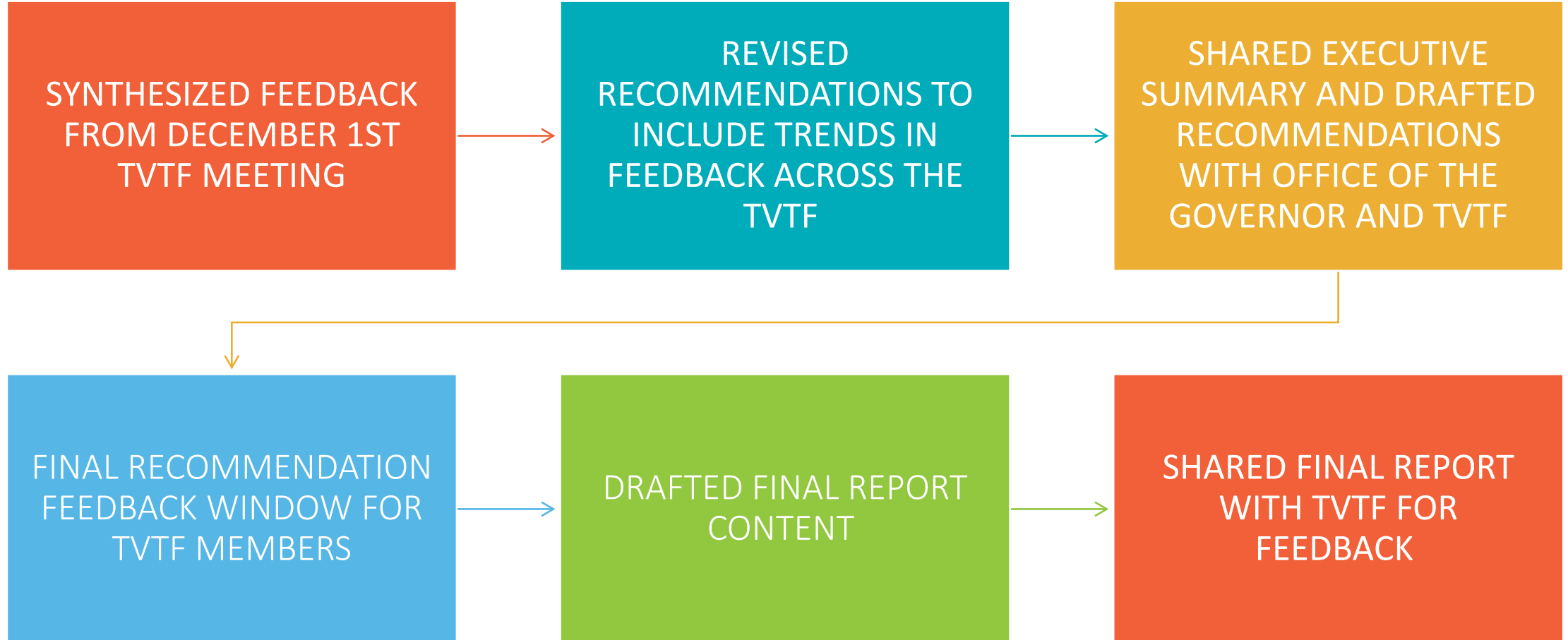
Working Conditions

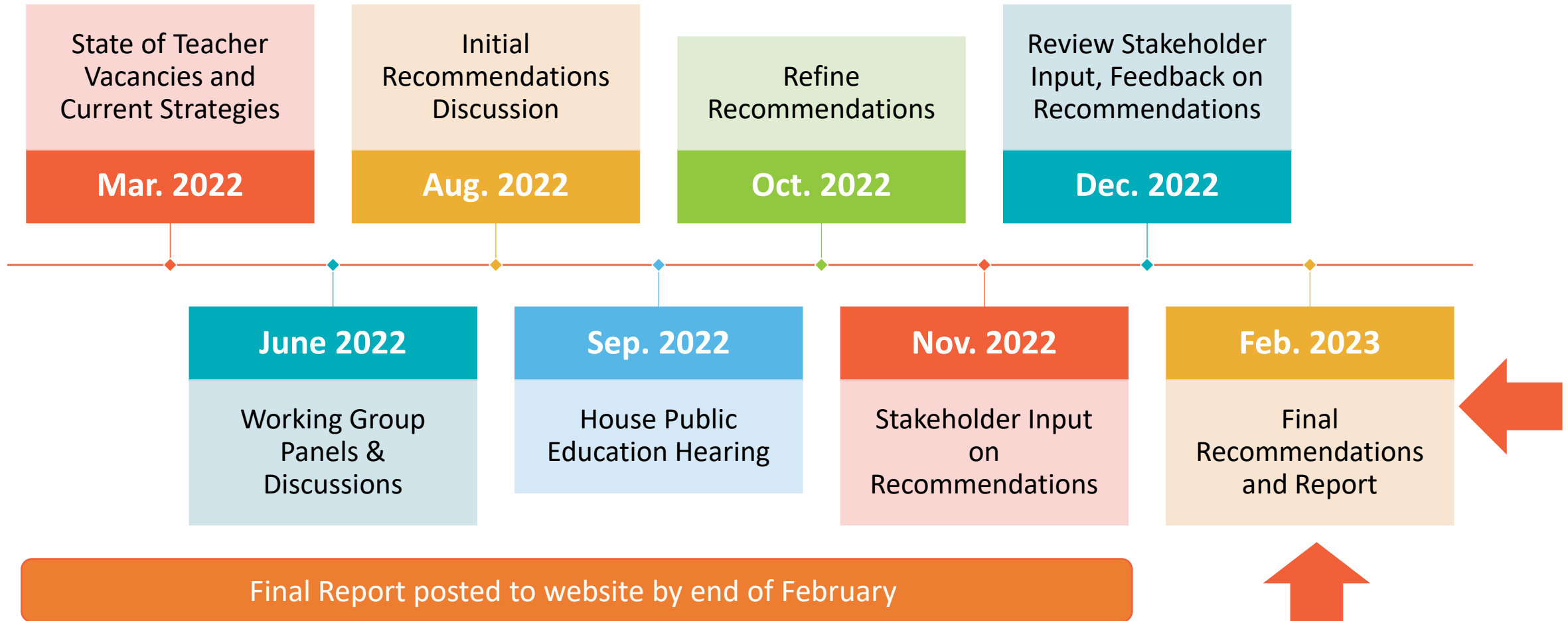
- Add clarity around the purpose of time studies and scheduling academies
- Consider additional counselors and supports for schools

Summary of Survey – Top 5 Priorities



Rank	Recommendation
1	Compensation (A) – Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule
2	Benefits (A) – Lower the cost of healthcare insurance for teachers
3	Teacher Leadership and Mentorship (B) – Increase funding for the Mentor Program Allotment
4	Talent Pipelines (A) – Increase funding for GYO programs
5	Teacher Leadership and Mentorship (A) – Develop cooperating teacher and mentor teacher trainings





Remarks from Commissioner Mike Morath

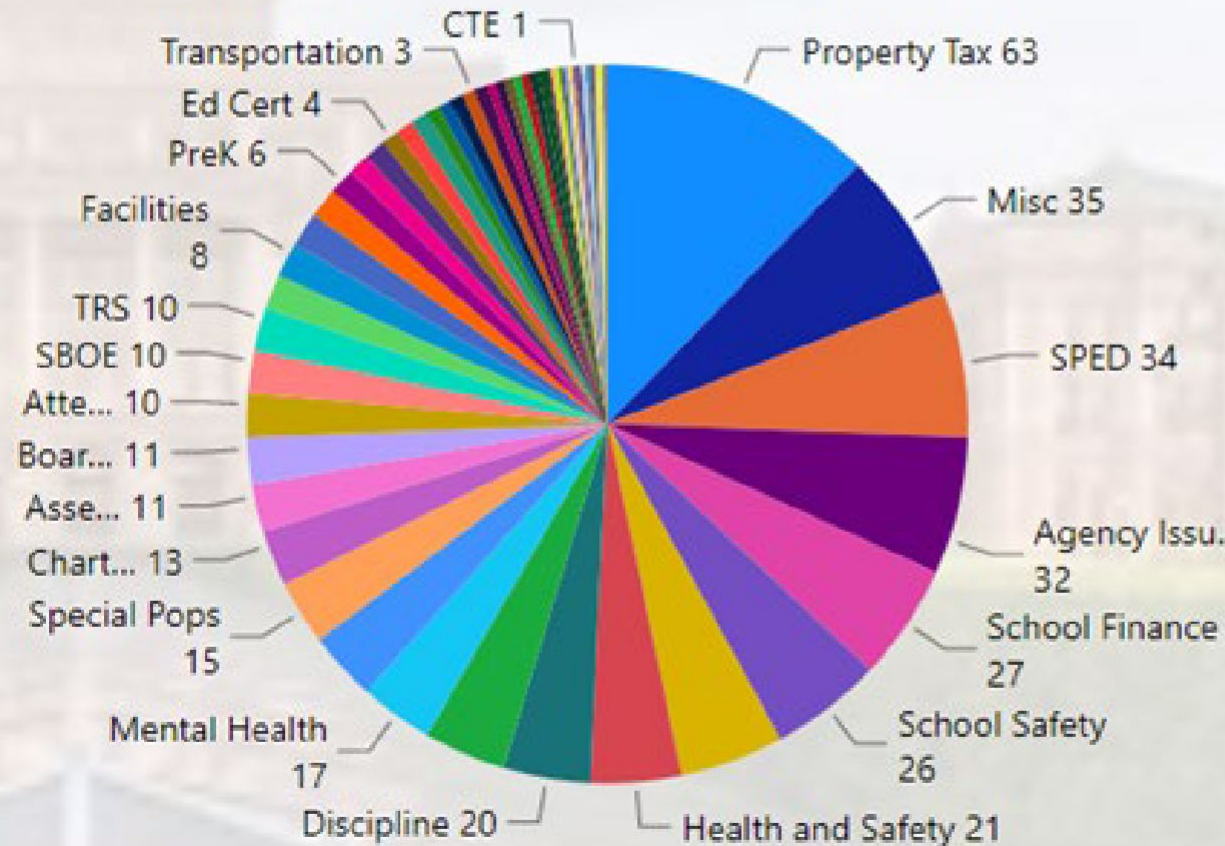
We appreciate your commitment and contribution!





88th Session Introduced Budgets

587
education-
related
bills filed to
date!



- Topics**
- Property Tax
 - Misc
 - SPED
 - Agency Issues/ HR/ Rules
 - School Finance
 - School Safety
 - Curriculum
 - Health and Safety
 - Discipline
 - parent empowerment
 - Mental Health
 - School District
 - Special Pops
 - Charters
 - Assessment
 - Board of Trustees
 - Attendance
 - SBOE
 - TRS
 - Accountability
 - Facilities

Method of Finance	FY 2022-2023 (Base)	FY 2024-2025 (SB1)	Biennial Change
State Funds*	\$51.2 B	\$60.0 B	\$8.8 B
Federal Funds	\$12.7 B	\$12.5 B	\$(0.2) B
All Funds	\$63.9 B	\$72.5 B	\$8.6 B

*Includes recapture

Foundation School Program Introduced Budget

- Fully funds current law for the Foundation School Program
- Golden penny yield increases from \$98.56 to \$126.21 in FY24 and \$129.52 in FY25
- Includes \$15B in property tax relief (\$5.3B under current law + \$9.7B new, with mechanism TBD)

What does this mean?

The Golden Penny yield increase means that any district that is taxing in Tier 2 that does not have a wealth per student level above the yield will see a budget increase.

Given average Tier 2 tax rates in the state and average property wealth projections, this translates to an average funding increase for districts of

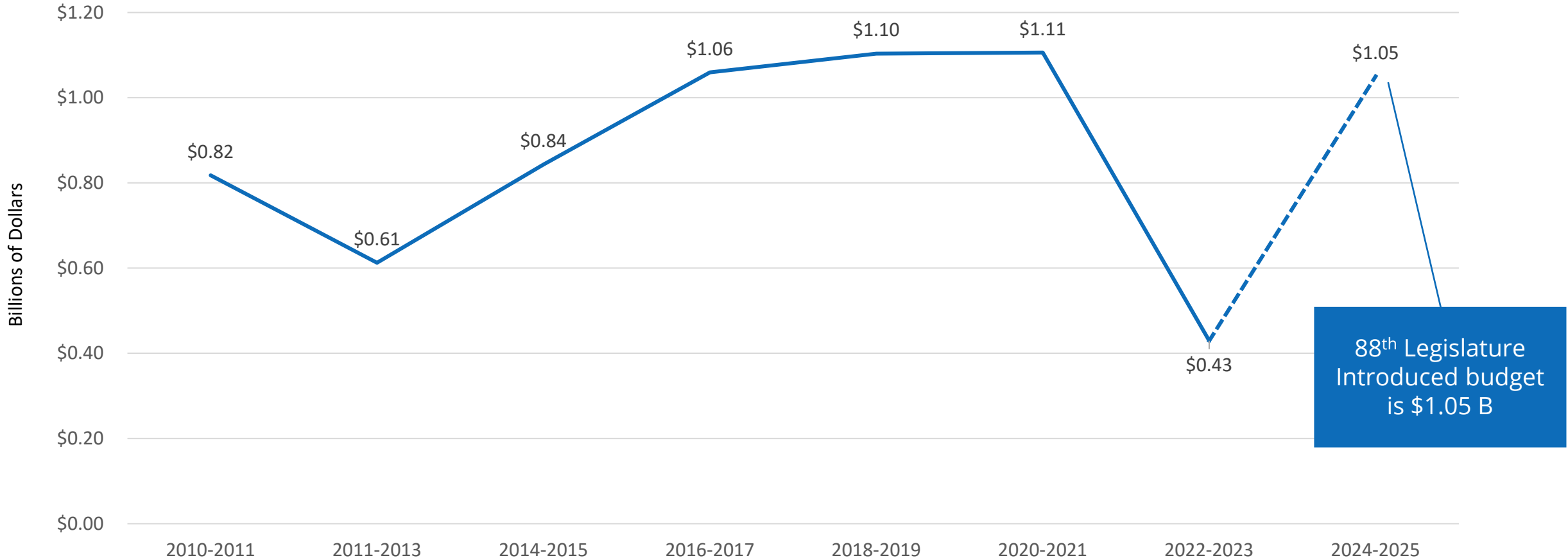
~ \$239 per ADA

- New riders indicate legislative intent to increase funding for public education
 - Both chambers reference teacher compensation and TIA
 - House bill also references basic allotment, school safety allotment, instructional materials and others



Funding for Instructional Materials: Supporting Districts, Supporting Teachers, Supporting Kids

Instructional Materials and Technology Appropriations, 2016-2025





Thank you