



October 15, 2022

To whom it may concern:

Texas' four major teacher associations make the following joint recommendations regarding employee compensation to address the teacher shortage and improve teacher retention.

- Improve overall teacher compensation by providing a minimum increase of \$10,000 per teacher with language guaranteeing the increase above the amount each teacher would have received pursuant to local teacher salary schedules and compensation systems. The increase should be funded by a significant increase in the basic allotment with an additional allotment for districts to make sure they have sufficient funding to pay for other needs, including compensation of other employees.^[1] This is approximately the amount by which the average Texas teacher salary would increase if teachers had received a proportionate share of state funding increases over the past two decades.
- Increase the state's contribution to employee health insurance from \$75 per month to \$225 per month and require districts to maintain a matching local contribution of at least \$225 per month. The district share would be funded by the same mechanisms used to fund the teacher salary increase.^[2] Most districts already contribute at least \$225 per month, and the combined \$450 would cover a significantly higher proportion of the cost of the employee premium under TRS ActiveCare bringing the employer / employee funding closer to being in line with private employers.
- Amend the Teacher Incentive Allotment to provide that National Board certified teachers are designated as exemplary. The National Board for Professional Teaching Standards is the most respected certification available in education and is the most rigorous form of professional learning that teachers can undergo. Currently, National Board certified teachers automatically qualify as recognized under the Teacher Incentive Allotment. Increasing the automatic designation to exemplary would incentivize more teachers to pursue this rigorous course of study and would encourage our most accomplished teachers to remain in the classroom.
- Provide for a cost-of-living adjustment for retired educators. A CPI catch-up increase could be provided over a period of time following precedent set by previous Texas legislatures.
- Retain language from HB 3 to provide that non-administrative employees other than classroom teachers receive a 7.5% increase in compensation.

[1] This funding mechanism was first used to help fund a salary increase in SB4, 76th R.S., Section 1.17.

[2] The state's contribution to health insurance was funded by an increase in funding formulas and an additional allotment in HB 3342, 77th R.S., Section 2.05.