



Understand the challenges districts are currently facing related to teacher vacancies through:

Deeper dive into statewide data, and Trends from prework survey

Share best practices for addressing critical teacher vacancy and shortage areas

Agenda: | The state of the sta

Topic	Time
Overview of Statewide and Task Force Survey Trends	10 min
Whole Group and Small Group Discussion of Trends	45 min
Retire/Rehire	20 min







Teacher Attrition is related to many factors

Working Conditions

Support

Qualifications

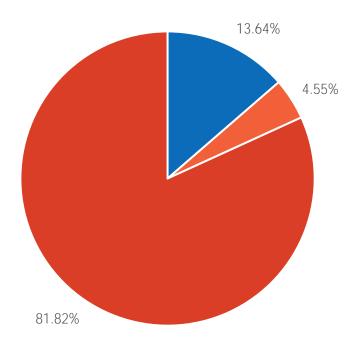




What Task Force Members Said

How did vacancies this year compare to last year?

Beginning of the Year Status



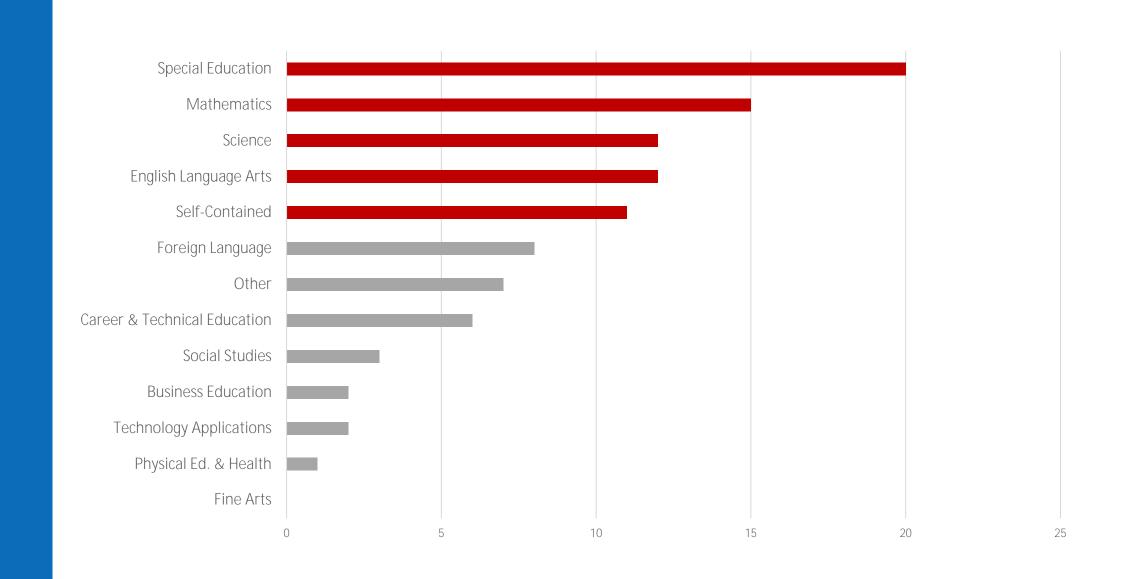
- Fewer unfilled teacher positions
- About the same unfilled teacher positions
- More unfilled teacher positions





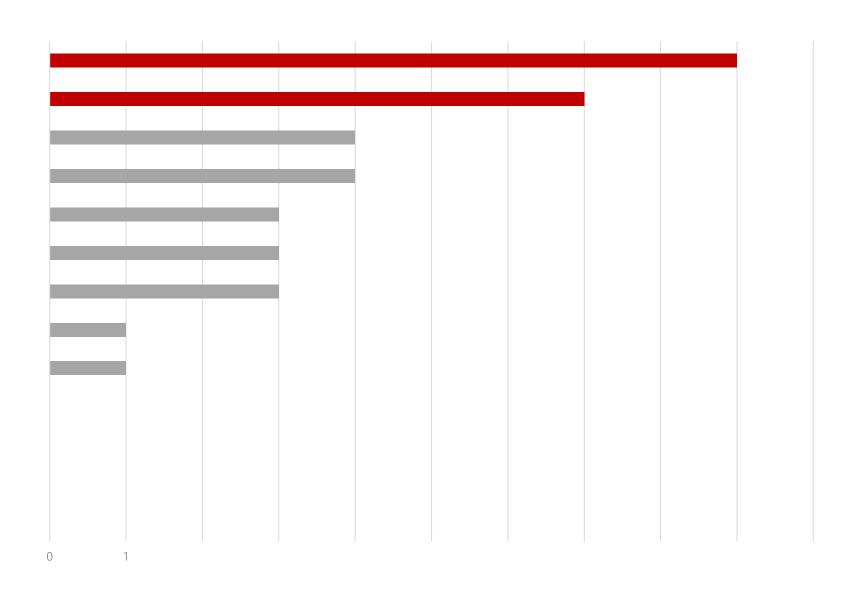


Subject Areas Hardest to Staff This Year?



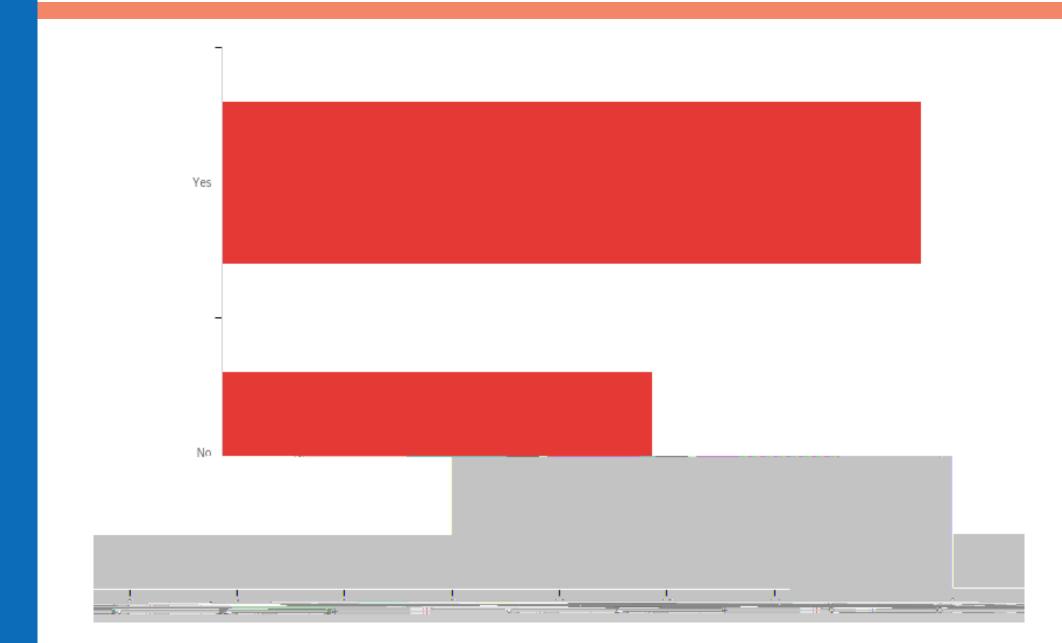


Areas Harder to Staff This Year than prior years?





Do you project opening 2022-2023 with open positions?

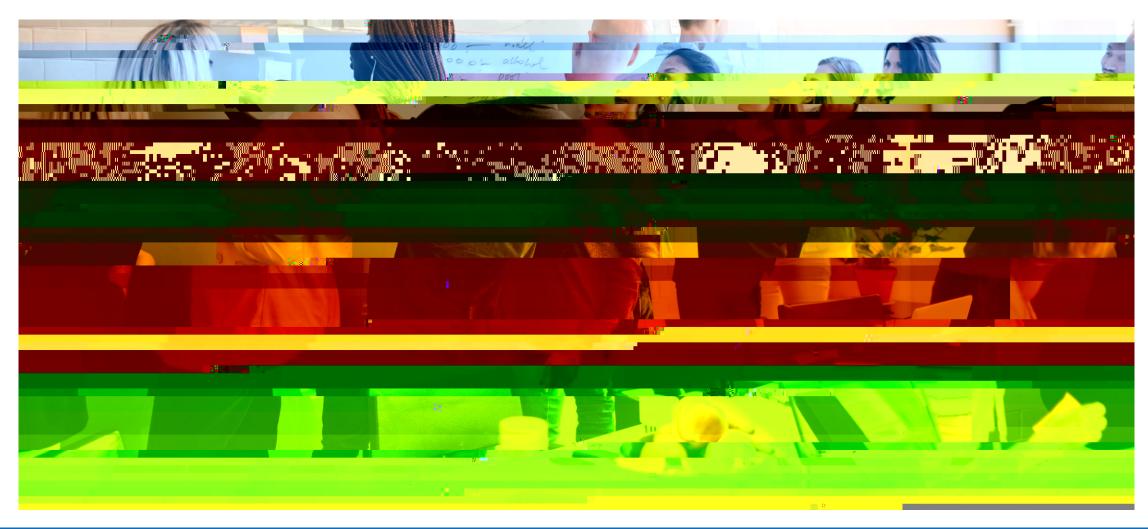


In Your Small Group

- Name a Notetaker and a Presenter
- Find your group number in the shared notetaking document
- List your group member names
- Take notes on your group discussion
- Be ready to share 2-3 highlights from your small group conversation with the whole group



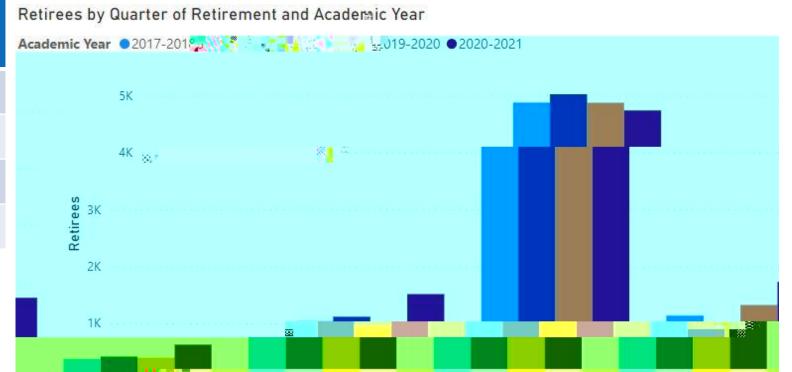
Recruiting and Rehiring Retired Teachers





We also know that Teacher Retirements increased in 2020-2021, and we do not yet have the data for 2021-2022.

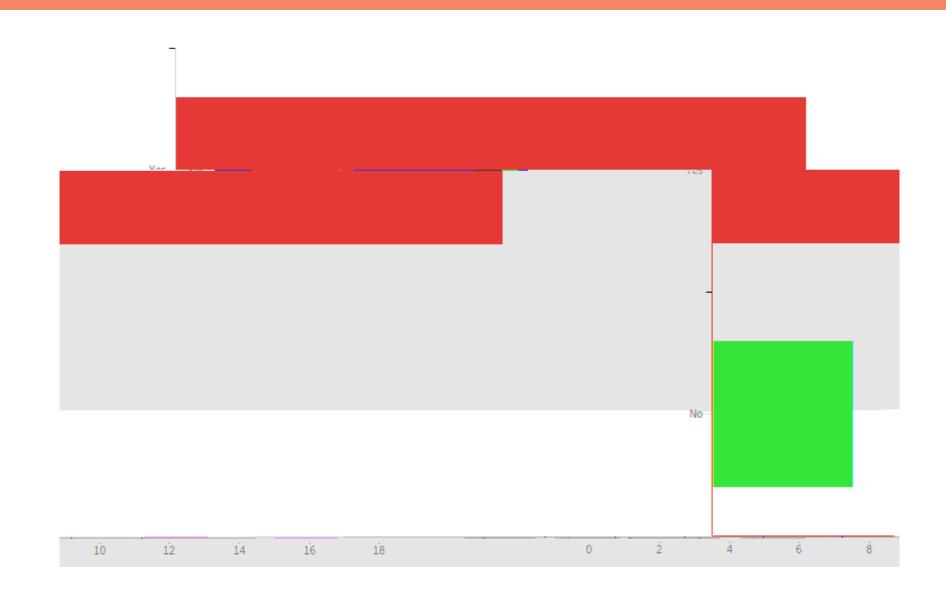
Academic Year	Teacher / Librarian Retirements	Percent Increase from Prior Year







Recruiting Retired Teachers?



Common Successes and Challenges for Rehiring Retired Teachers from Task Force Members

Contributing to Successes

Contributing to Challenges

Increasing pay

Personal connections

Flexible schedules

COVID risks

20-day maximum

TRS member penalties

Reporting employer surcharges



New policies from the 87th Legislative Session SB 202

Provides that an employer is ultimately responsible for the pension and applicable health care surcharges for retirees returning to work full time. Provides that the employer is prohibited from directly or indirectly passing the costs to the retiree and provides that the pass-through prohibition begins in the 2021-2022 school year.

SB 288

Provides that TRS may not withhold benefits for certain retirees returning to work in public education or collect pension or health care surcharges from the employer on behalf of the rehired retiree for positions related to mitigating student learning loss because of COVID-19. The position must be in addition to the normal staffing level at the public educational institution, be funded wholly by federal funds for the purpose of COVID-19 relief and must end on or before Dec. 31, 2024.



New policies from the 87th Legislative Session

HB 1585

Changes the Jan. 1, 2011 date to Jan. 1, 2021 to allow service retirees who retired on or before Jan. 1, 2021 to return to work full time without forfeiting their annuities.

SB 1356

Allows a nonprofit teacher organization to facilitate the tutoring of public school students in kindergarten through grade 12 by active or retired certified teachers. Requires TRS to provide each member information electronically about the teacher tutoring program. Provides that these individuals would not be subject to EAR restrictions, but they would be subject to surcharges unless otherwise exempt.



Key Considerations for Retirees as Tutors

A TRS retiree hired as a tutor will be exempt from losing their annuity payments, in the same way as other exceptions, such as half-time employees.



Additional Challenges We've Heard

- Due to SB 202, school systems cannot afford the additional cost of hiring retirees
- The exemption from surcharges under SB 288 for "additional positions" doesn't provide any relief because school systems can't fill their basic staffing needs.
- If school systems could find enough qualified teachers, they would not hire retirees
- Tutors under SB 1356 are still subject to surcharges which drives up the cost of hiring a retiree to serve as a tutor



Discussion

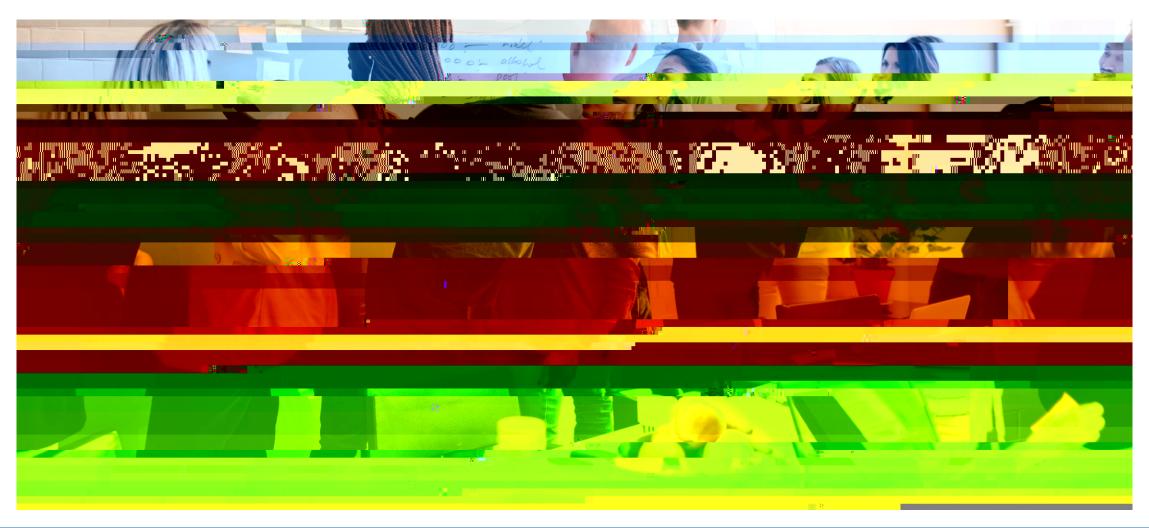
How is your district currently utilizing retirees?

What challenges is your district experiencing using retirees?

What policies or supports would your district benefit from?



Sharing promising practices





What successful practices did Task Force members hame

Hiring Process

Over-hiring

Incentivize early notice of resignation

Job fairs with "on the spot" offers

Hiring from substitute pool

Prep/Certification

Stronger EPP partnerships TOEFL/cert exam test prep

GYO candidate incentives

DOI/local cert flexibilities

Marketing/Recruitment

Employee referrals

Increased advertising / Social Media

More targeted recruitment, use of job-search platforms

Out-of-state and international recruitment

Highlighting TIA in marketing materials

Highlighting innovative staffing models

Support

Mentor, induction programs

Regularly discuss growth and progress/additional coaching

Teacher leadership positions

Additional development/ planning time

Compensation

Increasing pay, stipends

Hiring/retention bonuses

Increased benefits

Additional time off

Dr. Diana Barrera Ugarte, Superintendent, Kenedy ISD-7-1

Multiple Teacher Pay Incentives
Additional teacher support with planning and instruction
Restructuring district leadership to retain teacher leaders





Discussion

- What questions do you have about the promising practices?
- What policies or supports would be needed to spread these practices more widely?
- Which promising practices are you most interested in hearing more about, seeing examples of?

