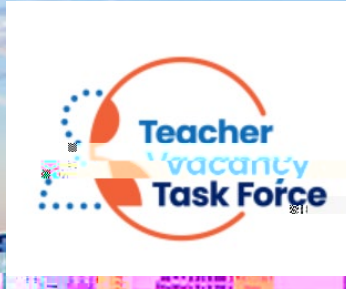




Teacher Vacancy Task Force Compensation Breakout Session February 16th, 2023



Compensation



Theme 1: Increase Overall Compensation and Support Strategic Compensation Strategies

Fund an increase in overall teacher salaries by increasing state funding and support districts in meeting an updated minimum salary schedule



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

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



Theme 2: Enhance Teach 0.745 r[Qp18roca

Fund program subsidies and technical assistance that would address the needs of teachers such as housing, childcare, and additional leave



Prioritize teacher wellbeing through mental health supports, expanding access to childcare, and other benefits

- A. Reduce the cost of healthcare insurance for teachers
- B. Prioritize teacher wellbeing through mental health supports, expanding access to childcare, and other benefits
- C. Temporarily subsidize the retire/rehire surcharge



Theme 3: Provide Incentives and Support for Hard-to-Staff Areas

- A. Collect and report real-time data about teacher vacancies in tandem with the development of a statewide teacher employment web application
- B. Subsidize certification and hiring incentives for Special Education and Bilingual Teachers
- C. Create targeted marketing campaigns and incentives to recruit teachers back to the profession

- What questions does the report raise?
- Did anything in the report seem off?
- What clarifications would be helpful in communication of the final report? What key points should be emphasized?