

9/27/20

Chairman Dan Huberty
House Committee on Public Education
Texas Capitol
EXT E2.124
1100 Congress Ave, Austin, TX 78701

RE: Question 1- *Can the state delay implementation of the teacher incentive pay program to push it out to the next biennium? If so, what would be the impact on the current budget, as well as budget implications for the 2022- 23 biennium?*

Dear Chairman Huberty:

My name is Justin Artis and I am currently a Dean at Uplift Hampton. I am constituent of House District 104.

I am very appreciative for being slated as a Mastery Teacher through the new Teacher Incentive Allotment program. I have always been inspired by my 5th grade teacher who stayed at her school almost her whole career. It was always the best feeling to go back home and visit her in her the same classroom she used to teach me in. She was a phenomenally teacher and really shaped the kind of teacher I am today. I knew I wanted to be a lifelong teacher just like her. Unfortunately, I did not think that was going to work out financially for myself and my family. I decided to step out of the classroom and into a Dean (assistant principal) position this year as it would have taken me about 8 more years to reach that financial position the Dean salary comes with. Now that I have the TIA extra pay I know I can go back to what I truly love doing which is being in the classroom with scholars and really impacting their future by providing them with an amazing teacher.

As a black male teacher I know the impact I can have for the scholars as US News stated in their recent article titled *Black Teachers Improve Outcomes for Black Students* they stated “It found that having just one black teacher in elementary school significantly increases the chances that low-income black students graduate high school and consider attending college – and, for poor black boys, it decreases the risk of dropping out by nearly 40 percent.” I can now continue this impact by returning to the classroom and impact my scholars who will hopefully impact their community one day.

Thank you for all your consideration and support of public schools in Texas.

Sincerely,

Justin Artis

Justin Artis
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