



**ANDERSON-SHIRO**  
CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

Scott Beene, Superintendent  
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Sept. 28, 2020

To: House Public Education Committee, Chairman Huberty and Vice Chairman Bernal  
Re: Request for Information, Interim Charge 1, Question 1

Chairman Huberty, Vice Chairman Bernal, and members,

Thank you for the opportunity to submit a response to your request for information on Interim Charge 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?*

I would first like to thank you for your service to our great State of Texas and the students of our state's public education system. Your dedicated service to the House Public Education Committee is greatly appreciated.

Anderson-Shiro CISD has been implementing a form of teacher incentive pay since 2012. ASCISD started with the federal Teacher Incentive Fund (TIF) of the USDE (2013 - 2017) and continued with the Teacher and School Leader (TSL) Incentive program in 2018, which was originally scheduled to last until 2022; however, the continuation of TSL funding is currently on hold with the USDE.

Anderson-Shiro CISD is a member of TIA Cohort A and is excited to potentially see the many years of hard work and dedication of an incentive program have substantial payout possibilities to our very deserving staff. To be an exemplary educator, one MUST dedicate hours upon hours of planning, preparation, teaching and reteaching to meet EVERY student's specific learning styles.

The TIA program will be a "game changer" in the recruiting process for smaller rural schools across Texas. In Anderson-Shiro, we compete with large schools in our region for the very best educators. TIA does provide an incentive avenue for future employees to work in a smaller district, who can not pay as much as the larger schools, but still have the potential to earn just as much or even more!

Anderson-Shiro CISD has devoted 8 years and countless hours of human capital management time, federal and local resources, as well as parent and community engagement, to reap the benefits of TIA in Cohort A. Our staff have been notified of the qualifications of their efforts and are expecting the first round of payouts. Continuing the program and its full funding is essential to ensuring all those resources do not become lost time and energy.



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The passage of HB3 along with financial dedication from the State of Texas to implement TIA has long been awaited. Texas has implemented a system to HONOR the teaching profession! Texas is providing an avenue to compensate our most highly effective teachers at a rate they deserve! Schools need this avenue to recruit the very best teachers entering the profession.

I believe most Texans know you are about to be faced with a number of difficult decisions. As a public school superintendent, I ask you to continue to fund the most precious assets we have in the state. Highly effective EDUCATORS have the most influence on our students and the future of our great state. Investing in our students' education at public schools is the most logical way to ensure the recovery of our state's economy. The Teacher Incentive Allotment allows ASCISD and the State of Texas to invest in our foundational profession, EDUCATORS! The students at Anderson-Shiro deserve the best!

Thank you for your time and consideration.

Sincerely,

Scott Beene