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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?

As a State of Texas Master Teacher, I want to humbly thank you. Thank you for recognizing the work teachers execute in marginalized communities. Thank you for believing that we deserve to be paid like professionals. Thank you for understanding the heavy lift we have as educators of struggling students in need of mental health services, appropriate socialization skills and of course academic confidence. **Your support of HB3 and the Teacher Incentive Allotment (TIA) has afforded me, a teacher in Dallas's most impoverished zip code, 75216, to be recognized as one of the most elite teachers across the state.**

I am sending this correspondence in hopes that I can impress upon you how extremely crucial the designation and incentive pay are to teachers like me. Those of us that CHOOSE to teach in impoverished areas can go years without celebrated fanfare. Our work goes unnoticed because it is clouded by the Improvement Required, high needs campus and other negative stigma that create stereotypical beliefs and negate the actual work our students and teachers have committed to doing. However, **your support of HB3 and TIA have made tremendous difference.** Now, we can be recognized for our great work and are not stifled by generalized labels. Instead, **we are able to show our individual progress all while being rewarded with a state distinction and financial compensation...which is a dream come true!**

Legislators I want you to know that your work has not been in vain. You have taken the necessary steps to prove that you understand the significance of educators and what we deserve. I applaud you because I know it was not easy, but you did what was best for students and that is ALWAYS a win-win. As we navigate the effects of two pandemics centralized on health and race, we should commit ourselves to doing our very best when we are able to empower students. Ensuring that we identify who our best teachers are-- and compensate them commensurate to their impact-- so that they can provide professional development, mentoring and leadership, will only increase the perpetuation of a diverse and formidable teacher pipeline and develop the criteria other states will follow.

I want you to know that I appreciate you. I am grateful for your consideration over the last few years. I will continue to work extremely hard to build a rivaled educational system across Dallas ISD and Texas... for the students who need it most. I humbly ask that you think of me as you consider the ideas and practices that will drive the work of Texas educators for the next ten years. **That work begins with the continued funding, without delay, of HB3 and specifically the TIA.** Thank you in advance for your time.

Respectfully,

Shareefah Mason, M.A.

State of Texas Master Teacher

Presidential Leadership Scholar

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Teach Plus Senior Research Fellow