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San Perlita ISD

It's just better out here!



Sept.25, 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?*

Rural schools that serve large numbers of economically disadvantaged students face a number of challenges. Recruiting and retaining the best teachers should not be one of them. The Teacher Incentive Allotment has helped change that for the better.

The allotment has served as great motivator for teachers to perfect their craft. Our designees have been approached by colleagues asking how they too can become a part of the program.

One of our recognized teachers, Ms. Diaz stated “receiving the designation and the compensation has provided that extra encouragement I needed to continue my love for teaching, especially during these difficult times of virtual learning. It made me want to work even harder, when I felt I had no more energy left. I believe this incentive is too important to be delayed. Teachers need it more than ever”.

Another designee, Mrs. Rodriguez, also believes that the allotment has is a great motivator, as teachers search for ways to improve their teaching so that they can get the same opportunity. She adds, “It has made me strive to do even more. I want to make sure that I do my designation justice”.

For Mrs. Rodriguez, the timing could not have been better. “With Hurricane Hanna, came repairs that we needed to do, and I am thankful, now, we will be able to get that done. The highlight of this designation for me was when I told my mother, the pride I saw in her eyes brought tears to mine”. Her mother told her that her father would’ve been so proud as well.

The work that is done in rural Texas is no less important than that done elsewhere, and our kids are no less important than those from the big cities. We ask that you keep these things in mind, and that allotment funds continue to flow to the best and most deserving teachers. It has changed lives and become something that makes teachers want to be the best that they can be.

Thank you for considering my comments.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Albert A. Peña, IV'. The signature is fluid and cursive.

Albert A. Peña, IV
Superintendent of Schools
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