

**HOUSE OF REPRESENTATIVES  
COMPILATION OF PUBLIC COMMENTS**

Submitted to the Committee on Public Education  
For Hearing Date: Tuesday, May 9, 2023 8:00 AM  
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Note: Comments received by the committee reflect only the view of the individual(s) submitting the comment, who retain sole responsibility for the content of the comment. Neither the committee nor the Texas House of Representatives takes a position on the views expressed in any comment. The committee compiles the comments received for informational purposes only and does not exercise any editorial control over comments.

COMMENTS FOR SB 9 by Creighton | et al.

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Jackie Edmonds, Ms.  
Self retired Educator  
Wichita Falls, TX

It's not enough support for teachers.

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Elizabeth Abreu  
Self/pre planning advisor  
Royse city, TX

Teachers should get a minimum of 10k raise, they are doing the job importante job in the system.

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Elaine Jones  
CCAFT  
Portland, TX

A bonus? Don't think so. Need a raise that helps for more than a month.

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Natasha Hammonds  
self-teacher  
Houston, TX

Educators should be given a raise and not just a one-time bonus.

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Angela Contreras  
Teacher NISD San Antonio  
Castroville, TX

This bill didn't do anything to help teachers. We need something that will make us want to stay and make young people want to be a teacher. Job is extremely demanding and takes a toll on all teachers. We need more support and testing teachers do need higher compensation because many teachers are refusing to take those positions because of higher demands and extreme work load. We will see lots of teachers leave. You need to make some better decisions for the future of Texas.

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Albert Briones, Teacher  
Texas teachers  
La Feria, TX

a one time 2,000 pay raise is not sufficient to make up the losses from inflation....

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Colton Bradford  
Bullard High School  
Flint, TX

This is a terrible plan! Do something meaningful to fix public education, students need more funding and teachers deserve more than a one time raise. Governor Abbott is an embarrassment to Texas public education, and I'm a life long Republican. He needs to quit pushing his "vouchers" and start working for the public of Texas instead of trying to give kickbacks to his buddies and lobbying groups. If he continues his push opposing public education this will very likely be his last years as Governor of Texas, Texans are getting annoyed.

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Lisa Scott, Ms  
Educational Diagnosticians  
Magnolia, TX

As there is a shortage of teachers, paraprofessionals and assessment personal, how does it make sense to not fund salaries for all educational staff. The government has the funds to do so, and yet you are choosing to underfund those that provide for the future of TEXAS. Education is more important than ever, especially after the negative effects of COVID. A bonus does not move the needle to compensate for inflation or the need to provide an incentive to attract and keep quality educational staff. Step up and provide for your teachers.

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Andrew Daub  
Self, Teacher  
Aubrey, TX

High housing costs, sky-high grocery costs, and buying classroom supplies have drained the wallets of educators. Teachers and support staff need a substantive wage increase in order to feed their families and keep a roof over their heads. While a two-thousand dollar stipend is a nice gesture, it is just that a gesture. I have seen multiple teachers leave the profession for higher paying jobs in a variety of industries. Please provide a raise that will attract great teachers and keep the ones that we currently have. Personally, I have taken on multiple tasks as other teachers have left and it is stress on teachers and students alike. In order to provide Texas with a brighter future, we need continuity in the classroom, this means retaining staff. Our students are suffering as many classrooms have become revolving doors and this leads to low morale among the staff. Please help.

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Jace Hall, Mr.  
San Angelo ISD  
San Angelo, TX

The \$2,000 & \$6,000 one time bonus is absolutely disrespectful to public education and it's employees. Teachers want to stay in the classroom but the cost of living and further job opportunities outside of teaching represent the notion that getting out of teaching would be financially healthier for an individual or family to pursue. With the largest spending budget in Texas history, it's extremely disappointing to be informed of this lack of financial backing of current employees in public education. I hope this statement helps with the financial security and financial improvement educators need to stay in the classroom.

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Patrick Sombsthay  
Myself as a High School teacher  
Dallas, TX

Not enough is done the teachers and the paraprofessionals are left out.

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Diane Osborne  
self as a member o Houston Federation of Teachers  
Houston, TX

School employers need and deserve a raise. This include teachers, paraprofessionals, bus drivers and custodians. A bonus of less than \$2000.00 for teachers is not a raise. I say less than \$2000.00 because it will be so after taxes are deducted. Teachers should not be subjected to a pay-for-performance Teacher Incentive Allotment. Classroom teachers are working hard and are teaching even with the continued behavior problems of some teachers. We should not be penalized and subjected to pay-for-performance Teacher Incentive Allotment. Just as legislators for the state of Texas continue to ensure they receive ample monetary compensation to provide for their family, educators want the same. We want, need and deserve a pay raise.

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Brittany Thomas  
Self-educator  
Lewisville, TX

This bill does not provide enough to maintain the public education workforce. A one time payment of \$2000 does nothing to increase the basics allotment, or provide more funding per student to reduce recapture by large districts. Please consider the great workforce of public educators and consider doing more than this.

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Lisa Stone  
self/educator  
Houston, TX

I join all those asking you to better respect the rights and needs of Texas educators.  
SB 9 has good aspects, including: Clearly defined duty calendar, Free Pre-K eligibility for children of teachers, Allowing 'contract abandonment' under specific circumstances without sanction, Employed retiree reimbursement fee (which would help districts hire more retired educators), Certification exam fee waivers for special education and bilingual education candidates, New-teacher mentoring program and a teacher residency program.  
However, it also includes significant problems: A \$2,000 one-time bonus for classroom teachers in districts with more than 20,000 students, a \$6,000 one-time bonus for classroom teachers in districts with fewer than 20,000 students, Expands the pay-for-performance Teacher Incentive Allotment, No bonus or pay raise for any other school employees.  
Please fix these problems to make this bill worth supporting.

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Laurie Hutchinson Gustafson

Self

Dallas, TX

A \$2,000 bonus is not a raise! The money for teachers is not sustained and does not show ongoing support of public school teachers and staff.

While there are several good things in this bill, such as Clearly defined duty calendar

Free Pre-K eligibility for children of teachers

Allows 'contract abandonment' under specific circumstances without sanction

Employed retiree reimbursement fee, which would help districts hire more retired educators

Certification exam fee waivers for special education and bilingual education candidates

New-teacher mentoring program and a teacher residency program

There are also parts of this bill which will be extremely harmful, like

A \$2,000 one-time bonus for classroom teachers in districts with more than 20,000 students

A \$6,000 one-time bonus for classroom teachers in districts with fewer than 20,000 students

Expands the pay-for-performance Teacher Incentive Allotment

No bonus or pay raise for any other school employees

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Elizabeth Fehlbaum, M.Ed.

Self/Teacher

Mabank, TX

If you value educators and want to have more than long-term subs and underqualified inexperienced people in the classroom, show us you value us by raising our salaries across the board-permanently!

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Amir Rana

Teacher

Weslaco, TX

Passing an across-the-board \$10,000 - 15,000 raise for certified employees and a 15% to 25% raise for support staff would cost under \$13 billion for this coming budget cycle. That's less than the surplus, and it's a drop in the bucket of our state's \$188 billion budget.

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Lori Jaundoo

self- teacher

Houston, TX

this is not a raise, and it doesn't even count towards retirement money TRS.

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Krystal Higdon

Self

Killeen, TX

I'm all for paying teachers more, but I'm also for paying all school employees more. As a Homebound teacher, I work with many other personnel from the classroom to speciality staff like OT, PT, and VI. We all work together to support student needs. Please consider a pay raise for all school employees not a one time bonus for only teachers. We all play a part in education.

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Stephanie Wlodkowski  
Self  
Conroe, TX

A one time bonus is not a raise in salary and will do nothing to help retain teachers in the profession or encourage others to join the profession. A funded raise in salary is needed to match the work we do.

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Stephanie Faulkner, Mrs.  
North East ISD  
Kirby, TX

A \$2000 for teachers only is NOT a raise and it leaves out other important school district staff. The bonus is not equal for all staff and teachers instead it is based on student numbers?!? The pay for performance incentive allotment is a joke. I am already a nationally certified teacher but won't reap the benefits until way past my retirement date. Support staff are leaving the education field in droves. Teachers are making career changes. Public school will crumble if something is not done at the state level. Make the changes necessary and get school district staff...ALL of them the pay we deserve for the students of this state!!!!

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Holly Mann  
Myself  
Arp, TX

This is completely unacceptable. None of our legislators would be where they are today if it had not been for a very large number of teachers. But we are some of the most poorly treated professionals. We are held under a microscope more than any other profession. And each day, another load of responsibilities is piled on top of teachers. We spend hours and hours outside of a school day and don't get paid a dime of overtime. A one time payment of \$2000 divided by 12 is \$166.00 which doesn't even cover the employee portion of health insurance. You have to do better! How many hundreds of teachers do you represent in your district? You should do a MUCH better job and being our voice which is telling you to give us a MUCH better pay raise. \$5000.00 - \$10,000.00 is a more reasonable amount.

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Jordan Connell  
Eanes ISD  
Austin, TX

I have been teaching public high school in and around Austin, TX for 8 years. Although I am pleased to see plans to award a \$2000-\$6000 bonus to teachers in this bill, I am disheartened to see no plans to increase teacher pay long-term. I fear that momentum on this subject will die down, as it often has, after this bonus and teachers will return to underwhelming paychecks in an increasingly expensive world. Teacher pay has not kept up with the cost of inflation for years, which means we are significantly behind the curve, even if our district does choose to award a small percentage increase each year (which is not guaranteed). It has become increasingly more difficult for me to view this profession as my lifelong-career, although I am extremely passionate about public education, highly trained, and only improving my teaching craft each year. Without a legislature, community, and society who respects the work of teachers and commits to putting some monetary stake behind that respect, the public school system will lose the good, earnest, honest teachers who are instrumental to our country's growth and progress.

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Norma Thomas  
The Partnership for School Improvement  
Houston, TX

A one-time bonus for classroom teachers is NOT a pay raise. Even if the one-time bonus idea weren't as insulting as it is, there is neither logic nor fairness in the 2k/6k distinction. A district with larger enrollment than 20k gets LESS than those with less enrollment? Do you even know what teachers in large districts face on a day to day that smaller ones can't even imagine! The pay-for-performance Teacher Incentive Allotment is pure evil. It totally ignores performance dynamics and places student performance squarely on the shoulders of teachers when they are not even free to do their jobs, are insulted with scripted lessons which are totally ineffective, and led by inept, career-driven, mid-management puppeteered Principals. Other school employees are being overlooked while those sitting in central offices hire their unqualified friends who let our schools go to hell. You all pay no attention to the people who are in these schools daily, have nothing to gain except the education of our children, and are not afraid to tell the truth. You take the advice of people who just want to stay out of the classroom and others who've never been inside one. It's really time to change that.

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Rashida Aziz  
Fort Bend ISD  
Missouri City, TX

Teachers need raises we work too hard and use our own money for a lot of things work long hours and the state doesn't see our worth. We are given pennies! The cost of living is going up and it's said Teachers have to doordash just to pay rent and bills. We demand a raise or more will be leaving the classrooms and profession of Education in all! SB9

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Kristine Bruening, Mrs.  
Self  
Austin, TX

You have a chance to show how much teachers mean to society. Where would you be today without teachers? Would you be serving as you are now? Where would your career be? We are professionals like yourselves. We deserve professional pay. Who else is going to do this work? It's very insulting to only receive a \$2,000 raise. We could deserve hazard pay due to all the school violence occurring. If you want a larger exodus of educators to leave, then don't pay them what they are worth, which is invaluable. If you won't pay us then give us a four day work week please. Respectfully submitted to the educator in all of us! Be smart! Pay teachers a 10,000 raise.

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Kerri Schlenker  
self  
Helotes, TX

How can a mere \$2000 raise be adequate for anyone in the teaching profession? It should not matter what size district the employee works in - the teacher is still providing quality education and often paying out of his/her own account for supplies. And - to leave out paraprofessionals such as instructional assistants, cafeteria workers, bus drivers, secretarial staff? How can the schools run smoothly without these VERY important positions? Bus drivers are leaving by the dozens to work for the city. Cafeteria workers can earn more per hour at some restaurants. The Texas school system is a humiliation compared to the rest of the United States. Was the lottery not supposed to help fund education? Who is holding districts accountable for ESSER funds? Teachers leave the classroom after 5-7 years to move into administration because that is where the money seems to be. How does that help the students? These students need more mental health care, transportation that doesn't require over an hour to get to/from home due to lack of bus drivers, more one-on-one in the classroom with instructional assistants. There seems to be little or no respect for the education profession anymore and that greatly saddens me as my entire family pursued this and loved it. I retired, but am having to work another part-time job because retirement just doesn't cut it. If lawmakers lasted ONE week being entirely responsible for a single classroom, I would be amazed. They would see the HUGE need for money to be spent on education and those providing what needs to be done for a school to run.

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Shelia Thomas  
self/teacher  
Newark, TX

A \$2,000 bonus doesn't solve anything in getting equal pay for teachers. I don't think the House or the Senate would like to get paid what we are paid for a 4-6 year degree or like the bonus with no raise. Teachers are homeless at some points. As a single teacher, it is difficult to pay my bills after teaching for 25 years.

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Gladymar Fermin  
self-teacher  
Rowlett, TX

It is so frustrating, demoralizing, and disappointing that teachers have to beg a wealthy state for a raise so we can make a decent living in this economy. We were promised a \$5,000 raise in 2019 and teachers in my district only saw a third of that. Now, we are being denied a raise. We deserve better.

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Stacy McCoy  
Manor ISD  
Manor, TX

The teachers in the state of Texas have had an across the state pay raise in a very long time. The cost of living is going up a lot and it is time to show education is a priority and that the state wants teachers who actually want to teach and do a good job. Many teachers I have worked with that are great teachers have to leave the field in order to have money to survive. A bonus or one time payment of \$2000.00 will not attack or keep great teachers we can't afford the cost of living. Please give the teachers a cost of living raise just like so many other professions get.

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Kristen Harris  
Self, teacher  
McKinney, TX

Thank you for proposing the clearly defined duty calendar, free pre-k eligibility for children of teachers, “contract abandonment” circumstances, retiree reimbursement fee, cert. exam fee waivers, and mentoring/residency programs!

The \$2000/\$6000 bonus is nowhere near enough and will not help retain anyone on the fence right now. The TIA is stressing kids out, adding to the overtesting, and misguided at best. And there’s nothing for the other school employees! Please fix this! We are the boots on the ground and can and will find better paying jobs and there will be no one left to educate our country’s citizens. You have the power to heal this wound! Listen to the teachers!

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Eric Johnk  
self Teacher  
Denton, TX

As a Texas teacher, a raise of \$2000 won't even pay for the increase in my taxes on my property. It is getting increasingly difficult to make ends meet every month. As I get closer to retirement, I am not able to afford to retire. I can't afford to pay my bills. The typical solution to the teacher shortage is to try and incentivize beginning teacher pay. Those of us with experience are left out of the equation. The new hires that come in to teaching soon leave the profession for better pay and better working conditions. We are then back to square one. Those teachers that are retired must really be having a difficult time because I am having a difficult time and I am still working. I have nearly 30 years invested in teaching the children in Texas. I don't really feel appreciated with the lackluster efforts being put forward to compensate what should be a highly valued profession. When I ask my students about possibly being a teacher one day and they say "There is no way i would be a teacher. You get paid next to nothing and have to put up with all this!" We need to change this view of education. If the state truly values teachers, and education, now is the time to put the money where your mouth is!

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Mike Lum  
Self-Teacher  
Spring, TX

You people say you support the teachers in Texas then you put together a bill that slaps us in the face. I need a pay raise, not a one time bonus. That is an insult to the veteran teachers in the state. You are encouraging us to leave the profession. There are literally billions of dollars that you can use for PUBLIC education. Use the money to keep the best teachers in the USA on the job. Don't make me go looking for another profession because my elected officials choose to disrespect me.

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Dina Attar  
Houston ISD  
Houston, TX

As a public high school Visual Arts educator at an inner city, title 1 school, the limit of \$2,000 and to only districts with under 20,000 students is insulting.

ALL educators need to be recognized for the work they do. The rapid increase rate of the cost of living leaves teachers struggling to keep up financially without having to find other sources of income. This leads to a high turnover rate. Texas and Governor Abbott need to find a way to better compensate public school teachers.

I hold a masters degree from NYU and choose to work with teens to guide and hopefully prepare them as responsible and aware individuals.

If Texas provided incentives or paid learning, I would be interested in being certified as a counselor or in special education - autism.

Additionally, the state should fund additional security measures and officers on all school campuses.

Thank you.

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Victoria Green  
McKinney ISD  
Princeton, TX

A 2-4K raise is a slap in the face to all educators. Not only is it much less than what teachers would like, it is much less than what teachers need.

A \$10,000 wage increase would allow most teachers to live comfortably and provide a feeling that the Legislature was making “a genuine effort” to help fix the teacher shortage. It is ridiculous that someone without a degree can work in technology, insurance, car companies, etc. and make more than a teacher very easily even after teachers work years and years in education. Something is very wrong with that system. Please show that you value your teachers or you will continue to lose them.

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Joanne Guanlao, Librarian  
TSTA  
Webster, TX

This is insufficient for educators, and it certainly does not help paraprofessionals in the districts. This is not going to prevent teachers from leaving the profession. In fact, it is a slap in our face and more reason for us to leave. With rising costs of housing and transportation, an increase of at least \$5,000 should be the minimum.

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Ana Reyes-Garcia  
Teachers  
Brownsville, TX

We would like a pay raise not a 2000some stipend. One that clearly defines us professionals like an engineer, lawyer, doctor. All of us went to school and almost all of us have a masters. Why do we get paid less and have to struggle to make ends meet. Have you seen how our house taxes will go up this year? I do not know if I will be able to pay for taxes and house insurance. This is way ridiculous and it just makes me think that I will have to find another job a side from teaching.

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Kristi Penny  
self  
Troy, TX

SB9 only offers a one-time pay raise for teachers but talks about performance through TIA. As a special education teacher, I do not currently qualify for the TIA. In my district, we do not even get a stipend for teaching self-contained Sped classes. The most heinous part of this bill is the lack of a pay raise for support staff. My paraprofessionals deal with behaviors, diaper changes on adult-sized students and the everyday wear and tear on their bodies from aggressive students. They deserve so much more than they are given. They are the real heroes of education.

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Jessica Lopez, Mrs.  
self, school counselor  
Austin, TX

Hi,  
I am a bilingual school counselor in Austin ISD and currently don't make even three-fourths of my house payment. I currently also have a part-time job to be able to feed my family and pay the house and car bills. I am currently looking for houses outside of Austin to see if I can afford that, since I am always out of money out of the month and unable to pay all of my bills. My kids would have to move schools and go through what all that entails. I will have to commute and drive at least 45 minutes to my job in Austin.  
With inflation at 17 percent, we are feeling the pressure. My kids and I only shop at thrift stores, if we can even do that. Basically, I work to pay the bills. There's not enough money coming in monthly to pay all of them, so I have to choose. If I don't get a raise I will be forced to find another job, even though I am good at and love working with kids and supporting them. I am already moving out of Austin to see if that will help us make ends meet. Please give all of our school employees a real raise. We are educating the future, are here day in and day out, deal with extreme stress daily, and keep our society going. Show us that we are worth a living, decent salary.

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Javier Everett  
SAISD  
San Antonio, TX

I agree with much of the bill, but teacher's need to be compensated for their work by increasing our salary ot at least 70,000... Texas needs to pay more per student to public education and needs to get rid of the Average Daily Attendance (ADA) in our state. It is only a matter of time before Pubic Education and Education in general disapears in Texas because teachers are not valued as are other professionals in our economy. This bill is only a band aid to a larger problem.

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Jenette Champagne  
Self - Teacher  
The Woodlands, TX

The discrepancy for teacher bonuses based upon the size of the district is completely unfair and unreasonable. Teachers in large districts work just as hard and deserve the same bonuses as those working in smaller districts. Instead every teacher and school employee should get a bonus that is fairly distributed.

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Ricardo Huerta  
San Antonio ISD = Cooper Academy @ Navarro  
San Antonio, TX

Teachers are living pay check to paycheck. It is crazy that we are no longer valued professionals!

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Jim Thompson, Mr  
Conservatives for fair teacher pay  
Rockwall, TX

Teachers are dramatically under-paid in Texas. New teachers make almost as much as a 20 year teacher. All teachers not married to a better wage earner have 2nd jobs, which take away from their teaching job success. Teaching is a job one can spend all their time consumed in bettering our children, as opposed as just treating it as a crappy paying job were they do less to be able to have the energy for their second job. Treat teachers with more respect, stop the bonus BS and have actual salary increases. You get what you pay for.

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Lena Angel, English teacher  
Self  
Katy, TX

I've taught for 21 years. The amount of work I do outside of my contract hours is astronomical. Texas teachers deserve more than a meager \$2,000 raise. Especially, when Texas has a \$33 billion dollar surplus. A \$2,000 raise is a slap in the face. Texas is sending a message that it doesn't value its educators. I will devote the rest of my life fighting to ensure our state representatives are advocating for teachers. Bills like this inspire me and the large network of experienced and new teachers I know to vote out those who aren't supporting us. Thank you for inspiring me to fight back against bills that show you don't respect or value our time.

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Edith Finley, Ms  
Self Educator  
Dallaa, TX

Post COVID incentive pay penalizes educators whose salary is based on test scores especially in minority communities. These teachers work just as hard if not harder than teachers in wealthy districts! They deserve decent annual raises based on years of service. Also why would smaller districts offer a \$6000 bonus, while larger only \$2000! Working for a larger district means working in inner city neighborhoods for a large number of students. The one time bonus should be equitable.

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Rianna Graydon  
self/teacher  
Rockdale, TX

I strongly urge you to prioritize and enhance the compensation for teachers under Senate Bill 9 (SB 9).

Teachers are the backbone of our society, shaping the future of our children and ensuring a prosperous Texas for generations to come. However, the current compensation structure falls short of recognizing their invaluable contributions, resulting in various challenges that hinder their effectiveness and overall job satisfaction. By addressing this issue, we can attract and retain talented educators, elevate the quality of education, and foster a stronger and more resilient workforce.

It is essential to acknowledge that Texas teachers often face financial hardships due to low salaries, stagnant wage growth, and rising living costs. Many talented educators are forced to work multiple jobs or leave the profession altogether in search of better financial opportunities. This persistent struggle not only affects their personal lives but also directly impacts the quality of education our students receive. To address this issue, it is crucial that SB 9 considers a substantial increase in base salaries, allowing teachers to earn a dignified living wage that reflects their dedication and expertise.

I urge you to consider the plight of our dedicated teachers and take the necessary steps to improve their compensation under SB 9. By offering competitive salaries, robust professional development opportunities, comprehensive healthcare benefits, secure retirement packages, and performance-based incentives, we can attract, retain, and empower exemplary teachers who will transform the lives of our students and shape the future of Texas.

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Leticia Trigo, Teacher  
Aft  
Edinburg, TX

Inflation is draining us, we need a living wage.

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Katherine Ponder  
NA  
McKinney, TX

This is getting ridiculous and insulting to teachers that this is the best that can be done. How about you allow us to sit in a room and decide what your salary should be and let you know you aren't worth anything but a \$2,000 raise. That is just not enough to keep up with inflation. What a slap in the face for all teachers/educators. You could do better but you all are choosing not to and its just bothersome now.

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Rene Ramirez  
Self/educator  
McAllen, TX

Keep experienced teachers by giving them a livable wage.

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Roslyn Bridges Crawford  
Hemmenionway  
Cypress, TX

Good Evening, I would like to say you don't have any prevision in the bill for all the other school staff. I am a para Intervention. I teach the student every day. i can't work and pay my bill the wage is so low that if your not working several jobs you cant make it. Something needs to be done about this. How can we live like this you cant afford a place to stay. please help this is not right.

Crawford

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Zoe Sanchez, Special Education Teacher  
SAISD  
San Antonio, TX

The one time payments should be higher and given every year

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Katharine Barden, teacher and parent  
self and teacher  
Garden Ridge, TX

I am a teacher at Byron P. Steele, II High School in Schertz Cibolo Universal City ISD, a parent of students at Garden Ridge Elementary and Davenport High School in Comal ISD, your constituent, and a member of the Texas American Federation of Teachers.

While our state government has a record-breaking budget that could be used to fully fund our schools AND pay our school employees what they're worth, the Legislature isn't going far enough.

On Wednesday, you'll vote on House Bill 100, which doesn't do enough to address our school staffing crisis or build schools to help our kids thrive.

As your constituent, I am asking you to support amendments to this bill and changes to the state budget that would:

Increase the basic allotment by more than just \$90 per student. To keep up with inflation, education experts agree that the increase should be more like \$1,000 per student.

Prioritize more significant raises for ALL school employees. A slight increase to the basic allotment doesn't put enough money in the pockets of educators who spend hundreds of their own dollars to supply their classrooms every year and go to Mexico for health care and to buy their medicine, which I do. And HB 100 DOES NOT include raises for our lowest-paid support staff and paraprofessionals. That's unacceptable.

I'm worried about the provision in HB 100 that could result in PAY CUTS based on subjective employee evaluations.

Make sure schools are funded by enrollment instead of attendance across the board. HB 100 changes some of the funding mechanisms for our schools to enrollment-based funding, but not all. It needs to go farther.

I know our state government has enough money to fully fund our schools and give all Texas school employees a much-needed raise. Our \$32.7 billion surplus alone is bigger than the entire budget of 24 states!

I'm not OK with a bill that picks winners and losers, especially when those losers are some of our lowest-paid school employees. HB 100 needs to be fixed, and I'm counting on you to fight for those fixes.

Thank you for your time.

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Patricia Ivers, Lead Data Specialist  
Corsicana ISD  
Wortham, TX

It is very plain to see that it takes more than just certified teachers to properly run public school. Yes, teachers are of utmost importance. However, you have to attract and maintain support staff at every level, for a public school to thrive. All support staff deserve a mandated pay increase that is funded by the great State of Texas. Students can't get to school in rural areas without good bus drivers. Special Education cannot properly give mandated services without qualified and dedicated paraprofessionals. Students will not receive the vital nutrition they need without experienced cafeteria staff. The school s themselves would crumble and be left is horrible condition without maintenance and custodial staff. Offer free training and a stipend for all staff that wish to become bi-lingual in Spanish language.

We live in the communities that we serve. We contribute through property taxes as well as the Lottery. Most importantly, WE VOTE! Put your money where your mouth is. Make bonified, real changes and invest in our most important and precious commodity, our children.

Let's be clear about something: Our state government has enough money to fully fund our schools and give all Texas school employees a much-needed raise. Our \$32.7 billion surplus alone is bigger than the entire budget of 24 states!

We've done the math. Passing an across-the-board \$10,000 raise for certified employees and a 15% raise for support staff would cost under \$13 billion for this coming budget cycle. That's less than the surplus, and it's a drop in the bucket of our state's \$188 billion budget.

Despite all that, state lawmakers are moving to close out this legislative session without any significant raises for school employees.

Thank you for your time and the work that you do to represent each person that lives in Texas.

Patricia Ivers  
Corsicana ISD  
Special Education  
Lead Data Specialist  
903-467-4494

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Michael Abraham  
Teacher  
Houston, TX

Losing another teacher and texas resident

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Sandra Wallace  
Self  
Houston, TX

Appreciate teachers! Especially those in larger districts

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Yvonne Parson, Mrs.  
North Lamar High School  
Paris, TX

SB9 is not going to cut it for teachers. In districts where there are less than 20,000 students most teachers just make the minimum salary. A one time 6,000 bonus is nothing. We need at least a 10,000 raise to the minimum salary schedule. There will always be a teacher shortage until you pay teachers a liveable salary and give them decent health insurance like you have as a Senator.

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Cynthia Hopkins, Dr.  
self, TEACHER  
Corpus Christi, TX

The Teacher Vacancy Task Force developed a list of proposals to ensure Texas teacher shortage shrinks. They proposed an increase to the basic allotment of \$10,000. This amount meant that teachers would receive about \$300 per paycheck (twice a month paid) after taxes. This amount would buy groceries or pay medical insurance. An increase of \$2000 would provide \$116 dollars increase after taxes. That will not bring our pay up to current standards with inflation. Inflation has caused my salary to have the spending power as my first year of teaching in 2007. I love teaching but I need to feed my family and pay my bills. Educators have been left behind. There is a huge budget surplus. Please, please increase teacher's basic allotment so Texas education does not bleed more who will leave the profession or leave the state.

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Magdalena Mata, NBCT  
Texas National Board Coalition for Teaching  
Boerne, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9.

I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Suzanne Marshall  
Self/teacher  
Corpus Christi, TX

A \$2000 one time bonus is an insult and does not nearly reflect the amount of work teachers have done over the past three years to deal with ALL of the challenges brought about by the pandemic. Since March 2020, teachers have learned and mastered the ins and outs of online learning, adapted to both asynchronous and synchronous learning occurring simultaneously, nurtured students while trying to regain known learning losses that occurred, continued to use our own money for resources needed despite minimal pay increases and rapidly rising costs of living, continued to nurture the profession. Helping to develop the next generation of educators, and dealt with continuous state and local curriculum mandated. Public school teachers are the backbone of a community and their professionalism, expertise, and artistry as teachers needs to be both better respected and better compensated. I strongly urge you to reconsider a fairer and deserved raise for teachers in this state.

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Mary Sandoval  
self; LPAC Clerk  
El Paso, TX

You can't pick and choose who gets what. That is not fair to the employees that keep the school running. It needs to be fair all around not just for a chosen few.

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Jennifer Rinker  
TCTA  
Rockwall, TX

As a public educator in Texas for more than 20 years, I am appalled at the idea of a one-time bonus for teachers. I have colleagues who are single parent households who must work a second job just to make ends meet. I have worked in rural districts as well where the pay for beginning teachers is less than that of a full time worker in retail. If we want teachers to stay in the field, then we need long term solutions...not a one-time bonus. Please consider an actual raise to begin to make a real impact on the future of public education in Texas.

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Rosa Bimstein  
Myself  
San Antonio, TX

\$2k is really crummy. It is insufficient and an insult to the most important role a person can have. We have a direct impact on our future, our children.

---

Crystal Villarreal  
Self/Theatre Arts Teacher  
Mission, TX

As a concerned citizen and an education professional, I strongly believe that Senate Bill 9 is ignoring the demands of hardworking teachers in Texas. Although this bill does have some positive actions, it falls significantly short of providing teachers with the amount of pay that they deserve. While a \$2,000 raise may seem substantial, the reality is that most teachers, including myself, work long hours before and after school, weekends, and holidays without additional wages. Most teachers like myself have to pick up additional duties such as becoming UIL coaches, tutoring/club facilitators to earn a supplemental income. We do so in the best interest of our students and to ensure that they receive a high-quality education.

Despite our dedication and commitment to our profession, many teachers in Texas cannot even afford to purchase a home. As a result, they are forced to live with their parents or in substandard housing. This is unacceptable given the critical role that teachers play in shaping the future of our state and our nation.

Moreover, the Teacher Incentive Allotment (TIA) that is included in Senate Bill 9 does not even consider elective/non standardized testing teachers worthy of being included. This exclusion has caused resentment and bitterness among many school employees who feel that their contributions are not valued or recognized. Or, our districts are not providing adequate data/paperwork to TEA and as a result of their failure, all teachers of the district are exempt from receiving an of the TIA money.

It is time for our elected officials to acknowledge the valuable work that teachers do and to pay them what they are worth. Providing teachers with a realistic and competitive salary is not only an investment in our educators but also an investment in our children and our future. Therefore, I urge all lawmakers to reconsider their position and to take action to provide Texas teachers with the salaries and benefits that they deserve.

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Yvonne Jeannine Hilton  
Houston AFT  
Humble, TX

Regarding SB9: Please consider a substantial raise for Texas teachers rather than the \$2000.00 proposed legislation. Thank you for your time.

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James Marioneaux  
Self  
Kingwood, TX

As an educator who retired in 2002, I have some concerns about some of the items that are in this bill. I think educators should all get the proposed \$6000 check, not just educators who teach in districts with less than 20,000 students. This should also be given every year, not just one time! We are losing teachers at an alarming rate. We need to keep our certified teachers. People are not going into education because they see that they can spend the same amount of time in college and make much more in many other careers. Teachers are getting out of teaching because they cannot make it on the salary paid to endure the lack of respect and lack of control of their classrooms.

Please consider giving the \$6000 raise to all teachers, keeping it permanent, and giving other school personnel a raise also.

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Alisa Prowell, Mrs.  
'self' School Counselor  
Lancaster, TX

Due to the extreme cost of living that has hit us all, I find myself living check-to-check, as well as borrowing money from family members to cover the last week before receiving my pay check. Gas has increased, food has increased, mortgage and taxes have increased yet educators are receiving a pay increase that will look like just a few dollars a month increase that we won't even be able to see the difference in our take-home pay. Many times, when educators are having a conversation and someone mentions the raises that we have received, there's always 4-5 people to comment, "We received a raise?". I'm not sure if you are aware, but when there is a raise in pay, there's also a raise in our insurance, which eats the raise. This is why the comment, "We received a raise," is all too familiar. My own children have asked, "Mommy what are you going to eat?" or "Why didn't you get something to eat?" I tell them that I'm not hungry or I'll just eat something later. Because of this living paycheck to paycheck, with a fear of over-spending at the market or fast food place, I've opted to eating chicken noodle soup or Ramen noodles for dinner and pretend to my kids that, this meal is what I was craving. I've eaten so much of these two items for lunch and dinner this school year, that I am being observed for high-blood pressure now. I fear this because I can not afford to have high-blood pressure. Please consider and act on giving educators more than the \$2k dollar pay raise. I am a school counselor and with the state of the world, it's almost unbelievable to give school counselors less than school teachers. When the mental side of the student is out of balance, there will be no educating of these minds. When the teachers are unable to teach in their classrooms, it's the school counselor who is the first one called to work with the child's social emotional learning state. COVID has done a number on our students and the educators all around. Those of us working alongside these students are on the frontline of education, but feel the appreciation for our determination, desire and advocacy is not being given the utmost respect it is due. Giving an adequate pay raise will help several of us feel the value, appreciation and desire to continue this wonderful role as an educator through our retirements.

Respectfully, Mrs. Alisa Prowell, MA-Always Servicing the Whole-Child!  
DallasISD-George Peabody Elementary... \*A No Place For Hate Campus

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micheel young  
self  
Rowlett, TX

teachers need pay increases not a one time small bonuses. show them the respect they deserve not a insult bonus

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timothy driggers  
self  
san antonio, TX

This bill does not provide for oncoming years of pay. Please, stop the handing out of crumbs to us. Please, provide for meaningful and permanent pay raises. Treat our Texas teachers with dignity and respect for the professionals they are.

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SANDRA ROLFE, ADMIN. ASSISTANT  
DALLAS INDEPENDENT SCHOOL DISTRICT/TEXAS AFT  
DESOTO, TX

It is clearly unfair and a slap in the face to only give teachers a one time bonus of \$2,000 for classroom teachers in districts with more than 20,000 students and a \$6,000 one-time bonus for classroom teachers in districts with fewer than 20,000 and no bonus or pay raise for other school employees. How would you feel if this was your job and that's all you got with the cost of living going up? So for me I won't get anything because I'm not a classroom teacher. I'm sure you'll get a cost of living raise and a bonus, so this doesn't affect you in any way. Teachers and other school employees won't be able to afford health insurance and will barely be able to afford the basic needs.

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Joshua Thompson  
Self: Teacher.  
Humble, TX

I would like comment on this measure as a public education teacher to speak for all other public education teachers. This bill has great potential if you add a permanent bonus for teachers. A 2,000 dollar one-time bonus doesn't do anything for Texas Teachers. Is this what you feel us teachers are worth? I would like to believe this fine legislature would openly support it's public educators, but time and time again, this legislature shows that it doesn't. There is a mass exodus among teachers in this State, which is causing classroom over-sizing and more stress on teachers. Teachers love what they do, but they also want to be adequately paid for what they do. I ask you all to put aside your petty grievances that has splintered you for so long. Please unite, stand together, and support Texas teachers by giving them permanent raises, far more than 2000 dollars. A mandatory minimum salary of \$70,000 would entice the best educators to serve Texas and our students. Our teachers would know that this legislature supports them and is doing everything possible to make sure they are well-taken care of. Why is an investment in Public Education so difficult to do by this legislature? Lastly, not all school districts participate in the Teacher Incentive Allotment. The Incentive Allotment is also subjective. Many teachers do not have great relationships with their evaluator, and in many times, it is beyond their control. This easily causes teachers to miss an opportunity to gain from the allotment. The Incentive Allotment needs to be restructured so that teachers can fairly be compensated from it. How about judging based off teachers' test scores? Or maybe based off the overall success of the classroom. Or maybe from observations from independent evaluators? But of course with this idea, will you take in consideration that many students who appear in class purposefully refuses to pay attention? Will you take in consideration that many students cause class disruption consistently? Will you take in consideration that because these select students don't pay attention and cause class disruption, they are more likely to fail? Will you take in consideration that many teachers do not have the administrative support to make their classes efficient? Sounds like a lot right? It is. All of this, however, need not be done if you get rid of the Incentive allotment altogether, and just paid teachers what they are worth. The point of this is to show you how many hoops and hurdles public educators in Texas have to face to feel respected, appreciated, and valued. Another point of this is to show you how this causes tremendous stress on fantastic educators who do everything humanly possible to ensure their students succeed. I ask you: Do you support public educators, and do you believe they are valued, appreciated, and compensated fairly? I implore you to do the right thing. Unite with each other and show not only Texas Teachers, but the entire nation, what Texas is capable of.

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Teresa Razo, Ms.  
San Antonio ISD  
San Antonio, TX

First of all, the \$2,000 bonus is not good enough; and that, is a total disrespect for all of us educators. Some of us have to work two jobs in order to cut even. Why? Because we are not paid enough. Please pay us what we are worth, and like I stated, \$2K is not enough when considering other factors such as high electricity bills which have tripled, food prices have skyrocketed, medicines have gone up, and I can go on and on, but I think I have made my point across.

I have health conditions that need to be treated accordingly but there are times when I have to postpone my scheduled appointments because either I don't have the copay or because I owed the doctor money for the previous visits. I not only see three or four doctors but more due to health ailments. I have lupus that needs to be treated with medication and steroid injections, in addition to physical therapy which I can't go because the visits for each are \$120 for 2 visits a week. Can I afford this? No! The rheumatoid arthritis is invading my body and just like I stated before, needs to be taken care of right away but I have to choose which conditions is more important (which all of them are) but I don't have the money to go to all of them. The blood draws at Quest Diagnostics are expensive, too. There are times when the doctors have ordered CT scans, X-Rays, but I have to forgo those as I don't have the money.

I hope you do consider my letter and listen to us educators to increase the teacher pay raise to \$10,000 for each educator. I think us teachers will be happy with that for now. Again, why do I have to work two jobs to make ends meet and cut even.

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Senice Franklin  
AFt  
katy, TX

We appreciate the bonus. A \$2,000 bonus isn't a pay raise. A pay raise should address the cost of living increase. As teacher and support staff we still need to raise our family and stay healthy. Being mentally and physically is apart of teaching our children. The cost of living in Texas has increased to 8.7% it no more than adequate that we receive the same in salary.

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Sylvester Gallardo, Mr.  
Self/Teacher  
San Antonio, Tx, TX

As a teacher, I am highly disappointed in our legislature and how the majority there feel about my profession. With the many duties of being a teacher and the impact we have on our students lives, you would think my profession would be valued. The bonus you seek is not even a drop in the bucket for what we do. Not to mention the continued rise of goods and services, this so called bonus will not even make a dent in our expenses when you consider taxes.

I can not believe our elected legislatures can not see the forthcoming shortages in my profession due to the pay or lack of pay for all we do and the major impact we have on student's lives . The rainy day fund is overflowing but yet my profession is expected to do more with less. A severe drought in economics that makes no sense. Put yourself in a teacher's shoe's for once. If we are to mold our future leaders show us the value of our profession by authorizing a pay raise.

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Claire Peterson  
self, teacher  
San Antonio, TX

A one-time bonus of any amount is not enough to encourage people to join the education field let alone to stay in it. Teachers have been faced with unprecedented challenges since the pandemic, and we are still trying our best to mitigate the changes we've incurred. Teaching is a difficult career path because we do not have many opportunities for growth or to increase our salaries other than leaving the classroom. Why is the work done on the ground floor not appreciated? Why are teachers of 10, 20, 30 years not compensated for their time, dedication and wisdom? I ask you all to please consider a more fair and sustainable wage for teachers with regular increases that can draw in young people who have the disposition to teach but are perhaps wary due the lack of livable compensation. I've been a teacher for over ten years, and if I didn't have my partner's income, we would not be able to survive on my salary alone, especially considering how much I pay for our family's insurance coverage. My take home pay is under 50,000 with a degree and over a decade of experience. This is unsustainable. Teachers need to be compensated, not only one time, but consistently and especially with consideration for inflation as well.

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Laura Marder  
Myself, Teacher  
Alba, TX

Good Morning Honorable Members of the House Education Committee,

My name is Laura Marder and I am a high school Biology teacher from Mineola, Texas. I am writing testimony today on SB9 with modifications, however, to Sec. 48.159. TEACHER RETENTION ALLOTMENT which currently is only proposing a \$2000-\$6000 one time “raise” for teachers for the 2023-2024 school year. Instead, I am recommending a permanent adjustment to the teacher salary scale, thus increasing salaries for all teachers long term. Texas is currently in a teacher retention crisis and the time to make real, lasting change is now. As legislators, you cannot afford to continue to deny these highly qualified, well educated, experienced professionals access to living wages. Texas teacher salaries lag behind the national average by more than \$7500 annually, and this deficiency is driving teachers to have to take on additional jobs just to cover their basic living necessities. Texas teachers have the great responsibility for educating the 5.5 million students in our Texas public schools and they work tirelessly year round to ensure our students receive high quality education and are prepared to enter the workforce. The work they do everyday impacts not only the lives of students, families and communities under their care, but also has vast impacts on our global economy. Teachers deserve respect and that respect begins with adequate pay. When teachers are able to live comfortably and can focus on just one job, teaching, they are able to pour their time, talents and complete energy into their students. All Texas students stand to significantly benefit from increasing the teacher salary scale. A one time increase, as outlined in Sec. 48.159 and set to expire September 1, 2025, is merely treating the symptom of a larger underlying condition. As lawmakers you must address the root cause of the mass exodus of teachers from the profession. By failing to adequately pay teachers, you are further disrespecting these professionals and driving them to other professions where the pay, benefits and working conditions are comparable to their experience and qualifications. The future of Texas and the world is riding on the decisions you take today. Teachers have made it clear; to keep us in the classroom you must significantly increase the salary scale for all Texas teachers.

Respectfully signed as a concerned teacher, parent and taxpayer of Texas,

Laura Marder

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Luis Garza, Mr.  
Self/teacher  
McAllen, TX

This bill is beyond insulting to teachers across the great state of Texas. Gov. Abbott created a “task force” to identify the reasons why so many teachers are calling it quits, and yet, the Senate is poised to “give us” a paltry one time “bonus” of \$2000. That is NOT going to help retain qualified teachers on our schools. What we need is a real increase in our salaries and a reduction in Hangul bills aimed at destroying the morale of educators in our state.

If you bye “Yes” on SB 9, you have no shame.

---

Carlos Dougherty  
Self/ high school instructional Aide  
Rio grande city, TX

Dear Chairman Buckley,

Most Texas teachers and public school employees don't feel like they have a voice in state decision-making about our schools. Polling shows that, but so does listening to them.

It's a huge reason we have a crisis on our hands when it comes to retaining qualified teachers and staff in our public schools. They feel disempowered and disrespected, all while trying to control overcrowded classrooms, cram in constant standardized test prep, and watch out for the latest classroom censorship rules.

?The Legislature must act. ??There are several key bills that would give Texas educators the respect they deserve as professionals and as the real experts on our public schools. The following bills have been referred to your committee but need a hearing. I support all of them:

?House Bill 2938 by Rep. Alma Allen would remove the ability of Districts of Innovation to exempt themselves from class-size restrictions and require all schools to report excessive class sizes on the school website.

House Bill 2939 by Rep. Alma Allen would remove the ability of Districts of Innovation to exempt themselves from class-size restrictions, employment protections, and the Safe Schools Act.

House Bill 4230 by Rep. James Talarico would expand 22:1 student-to-teacher ratio requirements to grades 5 through 8 and make it more difficult to subvert these requirements.

?

?House Bill 2695 by Rep. Venton Jones would require school boards to adopt policy establishing benchmarks for the amount of square feet a school custodian may be assigned.

House Bill 2942 by Rep. Alma Allen would prohibit Districts of Innovation from wiggling out of educator certification and contract requirements.

House Bill 4963 by Rep. Alma Allen would require educators' contracts to specify the number of days of service they are required to work and provide them with additional compensation if they work more than the specified number.

?

House Bill 337 by Rep. John Bucy would eliminate certain state-required end-of-course assessment instruments not required by federal law.

All of these bills not only deserve a hearing from the House Public Education Committee. Thank you for your time, and I look forward to hearing about your support for these critical bills.

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Russell Knight  
Teachers in General  
Plano, TX

Unless you want the teacher shortage to become even more desperate you need to find teachers a significant pay raise. I don't even qualify to rent an apartment in most districts within a reasonable drive.

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Sam Serice  
Alana Serice CFISD TEACHER  
Cypress, TX

This should be 20K as they talked about. Teachers are way under paid. What would happen if they had a strong union like MLB. A nice walk out should get your attention.  
20K!!!!!!! The poultry 2K doesn't is no where close to even keeping up with inflation. What a joke.

---

Christopher Wilkins  
Alliance AFT  
Dallas, TX

I am a 7th-grade teacher at Dallas ISD and I am writing to you regarding SB 9. While I can find some good elements of this bill, there are many elements of the bill that are lacking based on my experience working in Texas public schools. For example, the expansion of the Teacher Incentive Allotment is worrisome because of my personal experience I have in Dallas meeting the strict standards placed upon teachers. An expansion seems like an endorsement of that system. If we could read through any ideas on how to reform that system then I would be better equipped to endorse that system but right now it isn't something worthy of adding any investment. Also, there is ZERO bonus or pay raise for support workers. Every teacher knows it takes a village to run a school, we all do vital jobs to support our students. So, creating a tiered structure where teachers are treated better than others is not a system most teachers agree with. It is a system designed to breed animosity and distrust. **ALL SCHOOL STAFF DESERVES TO BE TREATED WITH DIGNITY AND RESPECT.** Lastly, the bonus incentives are designed to benefit smaller school districts. Just like my previous sentence, this creates a tiered system and doesn't live up to the spirit of our public education system. I am hoping these changes can be made before (or if) it passes. Thank you.

---

Ashley Miller  
Self- Teacher  
Baytown, TX

Teachers and public school workers deserve raises. Bonuses are not enough and there are a lot of public school employees that help students that are not eligible for the teacher incentive allotment but deserve fair compensation.

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Isaac Lim  
self/k-12 educator  
Austin, TX

There are a lot of things in this bill that I like as an educator but the pay aspect is very lacking. A one time bonus is not a pay raise. I have been a public school teacher for the last 17 years in Texas. Now being in my 40s and having a family of my own, hard discussions have come up about having to leave this profession so that I can better provide for my family. I love my job and I'm good at my job but Texas has consistently shown that it does not value its teachers. Even as a single person, I would be struggling to pay my bills and put food on the table. I would prefer to keep teaching to make a positive impact for the youth in my classroom but your lack of courage and will to adequately pay teachers is making this job harder to do every single year. On top of that, this bill makes no provisions to pay other school employees like support staff. How can you exclude them? They may not be involved in direct classroom instruction but they interface with kids everyday, making sure they can have the best day possible in schools. Do the right thing. Give us actual "raises" if you want to attract talent and retain quality, experienced educators.

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Luis Tovar  
Self  
Austin, TX

I applaud your efforts in addressing concerns for teachers and their need to be paid a fair salary. The problem I have with the bill in it ignores other educational staff: bus drivers, cafeteria workers, maintenance staff, janitorial service, and administrative support staff all who help create the educational environment that our students go to. Also, giving a one-time amount is not in keeping with the cost of living adjustments that need to be included. I would hope that each of you will look deep into your conscience and know that in today's environment where all education staff have to implement safety protocols because of possible shootings; have to implement tutoring in order to address the cost of the stay-at-home classes during the pandemic, the influx of migrants who flood our school systems along the border and require bilingual education in Vietnamese, Spanish, and other languages, and most of all the fact that some education staff need to have a second job in order to make ends meet, for all these reasons a built-in raise is the answer to the problems we face today. I thank you for your time and urge you to give a \$10,000 pay increase to teachers and a 10% hourly raise to our non-certified staff.

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Becky Meadows, Teacher  
Teachers  
Tyler, TX

This is not an actual pay raise if it states one-time payment. 2,000 is laughable for what is asked of us. We need no less than \$7,650.

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Laura Marder  
Myself, Teacher  
Alba, TX

Good Morning Honorable Members of the House Education Committee,

My name is Laura Marder and I am a high school Biology teacher from Mineola, Texas. I am writing testimony today on SB9 with modifications, however, to Sec. 48.159. TEACHER RETENTION ALLOTMENT which currently is only proposing a \$2000-\$6000 one-time "raise" for teachers for the 2023-2024 school year. Instead, I am recommending a permanent adjustment to the teacher salary scale, thus increasing salaries for all teachers long term. Texas is currently in a teacher retention crisis and the time to make real, lasting change is now. As legislators, you cannot afford to continue to deny these highly qualified, well-educated, experienced professionals access to living wages. Texas teacher salaries lag behind the national average by more than \$7500 annually, and this deficiency is driving teachers to have to take on additional jobs just to cover their basic living necessities. Texas teachers have the great responsibility for educating the 5.5 million students in our Texas public schools and they work tirelessly year-round to ensure our students receive high-quality education and are prepared to enter the workforce. The work they do everyday impacts not only the lives of students, families and communities under their care, but also has vast impacts on our global economy. Teachers deserve respect and that respect begins with adequate pay. When teachers are able to live comfortably and can focus on just one job, teaching, they are able to pour their time, talents and complete energy into their students. All Texas students stand to significantly benefit from increasing the teacher salary scale. A one-time increase, as outlined in Sec. 48.159 and set to expire September 1, 2025, is merely treating the symptom of a larger underlying condition. As lawmakers you must address the root cause of the mass exodus of teachers from the profession. By failing to adequately pay teachers, you are further disrespecting these professionals and driving them to other professions where the pay, benefits and working conditions are comparable to their experience and qualifications. The future of Texas and the world is riding on the decisions you take today. Teachers have made it clear; to keep us in the classroom you must significantly increase the salary scale for all Texas teachers.

Respectfully signed as a concerned teacher, parent and taxpayer of Texas,

Laura Marder

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Dena Linda, Speech language pathologist  
HISD  
Houston, TX

SB 9 does some good for some teachers - however it does not go far enough if not for public educators and staff who work in public schools. There is no incentive for these employees who make schools run to stay at the schools. The one time check does not apply to part time employees and does not cover cost of living. Schools are in need of experienced teachers. They are building our future. It is time to pay ALL of them a fair wage.

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Donna Chambers  
Self  
LINDALE, TX

I am a public school teacher and I feel as if the \$2000/\$6000 one time bonus is a "slap in the face". Texas needs to pay more to teachers as we are not only educators, we have to wear the "hat" of not only teacher, but parent, nurse, counselor, etc... We are educating the WHOLE child these days because of lack of parental discipline and support, emotional support for students dealing with heavy things at home. All of this strains the child's education. This is a heavy load for teachers to have to handle! We are teaching our future leaders of America!!! Please hear us when we say we need higher pay!!!! We are losing so many excellent educators because of all of this!

---

Laura Dart, Ms.  
Self- Principal  
Killeen, TX

A bonus is a one time deal. That doesn't help with longevity for teachers and they are not the only staff that are hard to keep. It should be a bonus for all school workers because it does take a village. Be careful with the PK eligibility for children of teachers. That would increase the amount of teachers needed in the district. Teaching positions are already hard to fill without adding more allocations.

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Christopher Cram  
Self  
Carrollton, TX

To whom it may concern:

I urge you to amend this bill and use the unprecedented budget surplus to include significant raises (i.e. \$10,000) for teachers and 15% raises for support staff.

After facing 17% inflation since 2019 with no significant increase in pay, teachers and their families are struggling. I can tell you personally, if this is not done, my wife and myself - both teachers - will leave the profession. This is not a choice we want to make in our late 30's, but legislative inaction will send a strong message that we no longer have the luxury of ignoring, especially when we both have professional degrees and skills that are valued in the private sector.

Please don't harm future generations of children in the state by ignoring this problem, which will only perpetuate the state's teacher shortage. Use the surplus to fully fund significant raises for teachers and support staff.

Thank you,  
Michael Cram

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Tonie Barnes  
self teacher  
Spring, TX

I need an actual RAISE. Not a one time "thank you" payment. Teacher wages are NOT keeping up with inflation. I shouldn't have to get a second job to make ends meet when I have a career that requires a college degree. Raise teachers wages.

---

Carolyn Funk  
National Board Certified Teachers  
Mckinney, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Stacie Davis  
self - special educator  
HOCKLEY, TX

A \$2,000 bonus is not enough for teachers. They are professionals and we need to pay and respect them as such. Also, administrators should be given raises. They are the ones working to keep their staff and students safe, learning as well as maintaining a positive culture. That is hard to do for everyone else when you also feel you are not valued. Educator salaries have not kept up with inflation. Recognize their hard work, and their administrators hard work when considering salaries.

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Doretha Allen, Dr  
Texas National Board Coalition for Teaching  
DeSoto, TX

I am a National Board-Certified Teacher. the certification changed my professional teaching life. It made me a reflective practitioner who used everything I know about my students to plan instruction. Everything in my classroom is done with intentionality. I am constantly analyzing varied data sources to make informed decisions about what is best for my students. When they are not successful, I am not successful. Being a NBCT forced me to own all the instruction that happens within my 4 classroom walls. Additionally, the National Board process taught me the value of being a part of the professional learning community. It is here where I learn about my students all the things that are not in a cum folder.

Under the Teacher Incentive Allotment, National Board-Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board-Certified Teachers down to a new, lower level of designation. National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board-Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board-certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board-Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Loretta Lang  
self  
Houston, TX

I am a special needs teacher and last year I had an incredible evaluation with all students passing the STAAR Alt test. Unfortunately, I only received \$5000.00. It's like we have to jump through hoops to get a decent earning. I pay almost \$900 a month for retirement (over \$11,000 a year), and let's not even talk about insurance. With so much money coming out of our checks I don't make a lot of money. At one point will teachers be valued as we value the education of our students (worked during Covid, shootings, low pay, etc.). How much more?

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Amy Drake  
Texas National Board Coalition for Teaching  
Lubbock, TX

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Megan England, Ms.  
self - teacher  
Quinlan, TX

#### SUGGESTED COMMENTS:

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Josephine Piper  
self  
Dallas, TX

My daughter is a National Board-Certified Teacher and I see how the buck stops with her in teaching her students. She leaves it all in the classroom everyday. She holds herself to the highest standards because she deeply believes that every child deserves an accomplished teacher. I am asking that you amend SB9 to the highest level possible. It is still very fresh from the pandemic of all the work that teachers do. I say that NBCTs do more because they are teacher leaders who advocate for the profession. Pay them their worth!

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Leslie Drake  
Self - Teacher  
Austin, TX

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Cindy Moss  
self, educator  
Batson, TX

please consider leaving NBCTs at the recognized designation for TIA or higher; this work is difficult and should be rewarded

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Leslie Anaya  
Self- Teacher NBCT  
Cisco, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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As an NBCT, Texas teacher, member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn an “Accomplished” designation under the Teacher Incentive Allotment.

Kindest regards,

Leslie Anaya,M.Ed., NBCT

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Tonia Quinn  
self/teacher  
Diana, TX

I am a teacher. \$2,000 one time payment is not a raise. This amount does not keep up with inflation. Also, I work with some amazing support staff. They do this job with little pay. They need a raise as well. If the state wants to keep good teachers, and hire new professionals to the field, they will need more pay. I have a master's degree and make less than 50k a year. I could leave my teaching job and go to work anywhere else and make more money. The state will not keep and maintain qualified teachers if they don't step up and pay more. Teachers and support staff need cost of living raises just like employees get in other workforce areas.

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Christi Criss  
Self/Public School Elementary Teacher  
San Antonio, TX

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

I have been an educator for 11 years. The process of becoming a National Board Certified teacher has made me a more reflective practitioner and stronger teacher for my students. As a state that claims to value education and respect educators, I would hope that our government would seize all opportunities to offer higher salaries and stipends to our teachers. It is insulting that you are wanting to lower the level of recognition and additional income teachers earn when becoming Board Certified. Every student deserves an accomplished teacher and National Board Certification is a level of achievement teachers pursue and pay for on their own.

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Steven Frand  
Self  
McAllen, TX

I am a retired Texas teacher; I taught middle school students for 30 yrs in McAllen, TX. Teachers in TX have been & continue to be treated as indentured labor. If the State of TX has a surplus of money & you know that teachers are underpaid, then common sense would tell you that teachers (not everyone in education, i.e. admin, counselors, librarians, directors ... teachers only) should get a minimum of \$10,000 raise. You have an obligation to the retired teachers of Texas as well. The "13th Check" was a sham & a political stunt during an election year; you led people to believe that retired teachers would actually get a true 13th annuity payment but intentionally limited it so that only a small percentage of people would get that. The populous believes that that "13th Check" occurs every year at 100%, but you misled them. There needs to be a system in place that adjusts annuity payments on an annual basis like Social Security does. If the Texas Legislature was truly proud of itself, then it would not allow itself to be outdone by the Federal government's Social Security requirement by law to adjust annuity payments for COLA. If you feel that educating the children of Texas is important, then you will do this. If you do not, then that sends a clear message to the people of Texas that you do not value an educated populous. Your actions will speak louder than your words, so put your money where your mouth is.

Pat Stevens, Ms  
AFT  
Fort Worth, TX

Please reconsider! A one time bonus is NOT a pay raise for teachers. Increasing remuneration only for certified educators shortchanges the MANY other employees necessary to create an optimal learning environment for our children. Please demonstrate RESPECT for school employees and retirees by paying them like the trained professionals that they are. THANK YOU. Lets make education in Texas a respectable and respected career choice for years to come.

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Jorge Garza, MR.  
retire teachers  
La Blanca, TX

This bill has to pass. For all of Texas.

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Kevin Criss  
Self/Public School Elementary Teacher  
San Antonio, TX

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My wife and I are both elementary school teachers and National Board Certification candidates. I have been an educator for 10 years. The process of becoming a National Board Certified teacher has made me a more reflective practitioner and stronger teacher for my students. As a state that claims to value education and respect educators, I would hope that our government would seize all opportunities to offer higher salaries and stipends to our teachers. It is insulting that you are wanting to lower the level of recognition and additional income teachers earn when becoming Board Certified. Every student deserves an accomplished teacher and National Board Certification is a level of achievement teachers pursue and pay for on their own.

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Cynthia Hopkins, Dr.  
self, TEACHER  
Corpus Christi, TX

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Elizabeth Hayden  
Self  
Keller, TX

As the board considers SB9, it is crucial that the National Board Certified Teachers in the state be moved to the exemplary status. These teachers spent hundreds of hours obtaining and maintaining the exemplary practice standards set by this certification. We are losing great teachers at an unprecedented rate in this state and the US. Some districts are doing emergency certifications to try and fill positions. Our 19th-century education system does not work well in the 21st century, and teachers are feeling the strain of increased expectations with limited support from the state. Please do not further drive away amazing teachers. The teachers who put in hundreds of hours of work to increase student learning by obtaining and maintaining the national board certification are the leaders of education that should be supported. As a CTE (Career and Technology) teacher, I am vital to providing students the education to go into the workforce. Teachers in CTE do not have a way in Texas to earn a Master teacher certification despite many of us have a master's degree. There are only 15 teachers with the National Board Certification for CTE in the state of Texas. It is time for legislators to back the teachers making the extra effort to improve their practice and give teachers with national board certification an exemplary status. Decreasing their designation would be a slap in the face of hard-working educators.

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Jennifer Tacon  
Texas National Board Coalition for Teaching  
Waco, TX

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Jenelle Million  
Self  
Channelview, TX

2k raise doesn’t cover inflation! Are you kidding? At least you are trying to give teachers the respect to have their duty schedule announced. What happened to National Board? Some versions had this as a Master distinction. Do you know it can take 400+ hours to complete and it assessed by a national association? My T-Tess domain 2 and 3 were completed in a 45 min observation by one person; internally. How can this get me Master level and National Board can’t? Keep working on your priorities. What are all of the parents going to do or complain about when even more teachers leave? You aren’t giving too many incentives to stay.

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Jeremy Quinn  
Self/Sales  
Diana, TX

Public school teacher salaries in Texas are far behind the national average. Texas teacher salaries in Texas are also lagging behind inflation. Texas teachers deserve much more than what is being offered here. I believe they should receive a \$10,000 to \$12,000 a year raise, not just a bonus for one year. Especially not of only \$2000. That is ridiculous. Last I could find, we rank 26th in teacher salaries in the US. When was the last time Texas wanted to rank that low in anything. Be a true Texan, give the teachers the money they have earned by teaching our next generations to come.

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Berenize Garcia  
Self  
Spring, TX

SB9 - \$2000 is not a raise considering inflation. Support staff like diagnosticians and LSSPS also are not included in this bill.

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April Adams

Teachers/Texas National Board Certified Teachers

Sherman, TX

Currently, under TIA, the National Board Certified Teachers designation will earn a RECOGNIZED rating and this bill proposes moving it to a new, lower category. I have been a teacher in Texas for 27 years and I view myself as an exemplary teacher, and my colleagues agree with me. I have been undergoing the National Board process for the past 3 years, and it is the hardest thing that I have ever done. While the certification certainly is deserving of the EXEMPLARY designation, please do not denigrate those teachers who have been through the process by moving the designation to a lesser status than some district might design. The National Certification forces a teacher to prove their worth and is not something that is given lightly; teachers who have that designation have given blood, sweat and tears to get that certification and deserve more recognition for the process. However, if you must, please leave it at the RECOGNIZED level, at least those teachers who have given their effort can be rewarded by that.

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Laura Leon, Mrs.

National Board for Certified Teachers

Dallas, TX

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Jennifer Morrison  
TXNBCT  
Montgomery, TX

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National Board certification is the ONLY way many, many teachers have access to TIA funding. Those who are in hard to test areas such as PE, art, music, or areas that districts have chosen not to designate; those who are in rural areas where it is too expensive or political for them to engage in TIA processes; those who are in districts who just don't want to to TIA have no other way to access the funding the Texas legislature has provided for the purpose of elevating teacher salaries and retaining teachers.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I implore you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment, a designation they deserve as those identified as the best in their field.

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Beatriz Maldonado  
BEST/AFT  
Brownsville, TX

Educators need a raise! Not a one time bonus! How is this bonus going to help us with inflation? Did a teacher just teach you how to sound off words or to actually read? How is a bonus going to help us when property taxes increased, insurance premiums are going to increase, cost of living increased!?

You probably don't have a need for higher pay, if that's the case why don't you provide your income to offset whatever deficit you or your party friends think will be caused by giving teachers a straight line raise. Teachers are leaving the profession because of the abuse, disrespect and lack of income.

Don't let Texas be in the last place in education and the worst state that doesn't pay their teachers a just income causing its education system to be the highest in having illiterate and uneducated citizens.

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Rudy Valdez, Mr.  
Retired educator  
Fort Worth, TX

This is a way to shaft teachers. So much for having 60B in surplus funds.

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Lucy Harman  
Self- Special Education teacher  
Henderson, TX

Educators and staff deserve more money. For such a demanding job, the pay is awful. I made more money 10 years ago at a job that didn't require a bachelor's degree. To become a teacher is exhausting enough and finding the joy in teaching is fading everyday. I agree with waiving certification fees and raising retiree COLA and some other things but a one time bonus is an insult. By the time I pay health insurance, I could almost qualify for food stamps. Any time outside of school is used to catch up on paperwork, grading, planning, etc. As a Special Education teacher, I have even more paperwork to do, like IEPs, progress goal monitoring, last minute meetings, ARDs, plus teaching my own classes. I went into education in my 30's because of the teacher shortage and I felt led to it after having my own kids at home during Covid. I now understand why teachers are leaving the profession everyday.

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Stephanie Carter  
self, Special Education Nurse  
Houston, TX

A teacher bonus is appreciated very much; however, it should not be given in lieu of livable wages. Teacher's and other school employees wages have not kept pace with inflation. Many are struggling to survive on current wages and forced to take additional jobs to provide basic necessities for their families. I urge elected law makers to ensure teachers and other school employees receive pay raises that are long overdue and well earned.

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Rachel Martino  
Self - Teacher  
Austin, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation. I urge you to consider the fact that these teachers need to be recognized at the highest level.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers go through a rigorous process to make them a more reflective and effective educator. It is important to note that this is an optional process - teachers use their lifelong love of learning and intrinsic motivation to begin and complete this process.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” Awarding National Board Certified Teachers the "exemplary" designation, or whatever is considered the highest designation under TIA, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas. The growth of NBCTs means an immeasurable growth for our Texas students.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), I urge you to amend SB9 so that NBCTs earn the highest designation under the Teacher Incentive Allotment. National Board Certification is the most prestigious level that teachers can achieve, and our TIA system needs to recognize and reward these teachers who go above and beyond to grow as an educator and achieve NBCT status.

Although you may be seeking to protect teachers' time by having districts just utilize standardized assessments they already administer (STAAR or MAP) for TIA designations, rather than recognizing NBCTs - and this may seem like an altruistic approach - it falls short in many, many ways.

First, it does not account for the fact that NB is a voluntary process and teachers can choose whether or not to pursue it. Second, it does not account for the large number of teachers who cannot access TIA funds through local designation. CTE, art, PE, and even core teachers who are not in areas or age groups designated by local plans. This marginalizes groups of teachers and blocks them from being able to increase their salaries in an equitable way to others.

Third, it does not account for the tremendously valuable professional learning that comes from undergoing the NB certification process. While it may require more time, the time is highly beneficial professional learning that is daily and job-embedded. The focus is about an individual teacher examining and improving his/her/their practices, which is ultimately beneficial for students (proven through research)

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Adrienne Towns  
Self, Facilitator of Educator Excellence  
Sugar Land, TX

All districts are not implementing the Local Optional Teacher Designation (LOTDS) system in a way that includes all educators. Those that are included do not have any additional learning, time effort, or other duties and responsibilities necessary to potentially earn a designation if they are within an eligible teaching category created by the district. However, teachers not included in the LOTDS or districts that have not established one are left with the arduous and multiple year period to obtain National Board Certification (NBC). At the end of this process these teachers have been required to spend additional money, time, and engage in professional learning and writing that is at a graduate level for the completion of three written components in addition to the component that is a content assessment which includes multiple-choice and constructed response questions. By lowering the designation to acknowledge and not moving these educators to master's will truly continue the teacher shortage that is occurring and cause the students that need the support the most to miss out due to teachers feeling undervalued and not being included in an equitable manner to earn a designation worthy of the time, effort, and extras needed to earn the NBC. In addition, to having to go through the initial process, these educators have to complete a Maintenance of Certification (MOC) every five years to continually demonstrate to the National Professional Teaching Standards (NBPTS) that they are still an accomplished teacher and go through another time intensive submitting of components, while their counterparts in an LOTDS do not have this level of stress, time commitment, nor level of professional learning. This is not fair to these educators and again this is not equitable. If an educator must go through this route due to a district not having an LOTDS, then the minimum designation that should be earned is Exemplary and should be Master considering all the additional requirements that these educators must satisfy. If you do not want the educator shortage to continue or become worse, I implore you to change the designation level for NBC to Master. To not do so would be a grave error and have a devastating impact on students that will not receive the instruction they are entitled to and desperately need. Do not be the stumbling block that continues to keep our state at the current level we are within education. It is time for better. Educators deserve it as do students.

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Julie Franke  
NBCT teacher  
Goliad, TX

As a National Board Certified teacher and as an educator for the last 14 years, it is appalling to know that our leaders want to lower the recognition for educators who have earned their NBCT certificate. National Board Certification is considered the “gold standard” for teaching. Research shows that these teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction. It is both rigorous and time consuming to accomplish National Board Certification.

Currently, National Board Certified teachers are ranked as a "recognized" designation. The SB9 bill proposing to lower this designation undermines the level of skills these teachers have proven to have. Their designation should be above "recognized" as they have earned and have gone above normal standards to increase student learning. The House Committee on Public Education's 2022 Interim Report did recommend that National Board certified teachers be designated as “exemplary.” This would be ideal to show the level of teaching that being Nationally Certified represents. Currently, there are only 1,203 NBCTs in Texas which means that not all teachers are of the same level of expertise and quality. Unfortunately, our state is ranked in 49th place with the number of National Board Certified Teachers. Creating a lower designation would not encourage other teachers to move forward with the National Board process; therefore, future growth of NBCTs in Texas would not happen.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” or higher designation under the Teacher Incentive Allotment.

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Hamid Zamora  
Hisd  
Houston, TX

This is not a pay raise. HB 1548 should be supported instead.

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Ronda Weatherford  
self - Director of Finance at Prairiland ISD and 27 years of PEIMS experience  
Mt Vernon, TX

"Teacher workloads are currently unsustainable and are a leading contributor for educators leaving the profession. Teachers should be focused on their main duty—educating children. S.B. 9 protects teacher time by providing supports that seek to limit how much time a teacher spends outside of their assigned work calendar." I cannot describe the confusion and shock that I feel when I read parts of SB 9. How do our legislative experts not know where the added workload is coming from? This isn't something the districts are adding on their teachers. This comes straight from you guys. Teachers do not get to educate because they have to learn how to handle an active shooter and how to deal with a multi-hazard emergency. They have an enormous amount of required training and professional development on human trafficking, blood born pathogens, bullying and harassment, mental health and substance abuse intervention, suicide prevention, dating violence and trauma control. Every time you pass a bill there is work added to the employees. I cannot tell you how much as been added to the PEIMS staff. Then you want staff members, including teachers, on committees for improvement plans, SHAK, District and Campus site based committees and HB 4545 tutorials. This is just a brief example. Staff members do have professional development days added in our calendars but that should really be used for educational purposes. They meet as teams and go over test scores and weaknesses and how to work with students on their needs. Your solution is to add more training for teachers on subjects they should learn at home and throw millions of dollars into TEA to administer a time study. I can give you that information in a few days for free. Thank you for listening to my little rant and I hope that you truly take the time to look at this in reality. There are better uses of the funding I am sure.

"To administer the Teacher Time Study, TEA assumes a cost of \$500,000 in fiscal year 2024 and \$50,000 annually in fiscal years 2025-28 would be required for the development and implementation of the study. The agency assumes that \$750,000 in fiscal year 2024 and \$1.5 million annually in fiscal years 2025-28 would be required for technical assistance to LEA. The agency assumes \$3.0 million annually in fiscal years 2025-28 would be required to provide grants to LEAs under this section. TEA assumes this section would be administered by a Director II, an Education Specialist V, and a Data Analyst IV."

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Jennifer Morrison, Dr.  
self  
Montgomery, TX

What I have been told is that legislators are concerned about the amount of time the NB process can take and that you are seeking to protect teachers' time by having districts just utilize standardized assessments they already administer such as STAAR or MAPS for TIA designations. While this may seem like an altruistic approach, it falls short in many, many ways.

- \* First, it does not account for the fact that NB is a voluntary process and teachers can choose whether or not to pursue it.
- \* Second, it does not account for the large number of teachers who cannot access TIA funds through local designation. This includes CTE, art, PE, and even core teachers who are not in areas or age groups designated by local plans. This marginalizes groups of teachers and blocks them from being able to increase their salaries in an equitable way to others.
- \* Third, it does not account for districts that choose to not undergo a TIA plan for various reasons. The only avenue their teachers then have to access TIA funding is through NB certification.
- \* Fourth, it does not account for the tremendously valuable professional learning that comes from undergoing the NB certification process. The time is an extension of what teachers already do, and it is highly beneficial professional learning that is daily and job-embedded. The focus is about an individual teacher examining and improving his/her/their practices, which is ultimately beneficial for students (and has been proven to be so in a wide swath of research).
- \* Fifth, it does not account for the fact that NB is a recognition of professionals who are at the top of their field and have the greatest impact on student learning. Would you send your child to a doctor or a dentist who wasn't Board certified? Board certification is the way professionals in their fields demonstrate expertise and excellence. Why would the legislature want to demotivate teachers to pursue this avenue?

When the Senate saw to move NBCTs to Mastery designation, they were acknowledging the important work we as teachers do and recognizing truly accomplished teaching. By downgrading the designation, for whatever reason being given, the opposite is true.

I implore you to reject the revision in SB9 and maintain National Board certified teachers at the Recognized designation.

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Nicole Gluzerman  
Self, speech language pathologist  
Fort Worth, TX

A one-time bonus for classroom teachers is not sufficient. Also, it would exclude many valuable and difficult to hire/retain special education staff, such as SLPs, psychologists, OT, PT, etc..... We need to secure adequate pay raises for all professional staff and preferably support staff as well.

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Sarah Napier, Ms.  
Self/Teacher  
Plano, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Jessica Bradshaw  
Self - Teacher  
Caldwell, TX

The steps necessary for a teacher to become Nationally Board Certified should be recognized under Teacher Incentive Allotment at a minimum designation of "recognized" if not higher. The creation of an even lower bracket for teachers that are volunteering to increase the knowledge and understanding of their craft is absurd. As teachers willingly use additional time of their own, outside of school, to further their ability to perform their duties should be rewarded instead of degraded. As schools are moving to "Districts of Innovation" in which a teaching certification is not required, why would we further the view that a teaching certificate to be unnecessary? National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. After seeing the effects of Covid on lost learning, wouldn't it beneficial to have more National Board Certified teachers to help close the gap in learning? SB9 should incentivize teachers to continue their professional development. However, creating a lower bracket shows teachers that the state does not value their time and dedication to the additional certification. I urge you to amend SB9 so that National Board Certified Teachers receive a minimum of the "recognized" status under TIA or promote the need for NBCT's by giving the designation of "exemplary". Thank you for your time.

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Phillip Micocci  
Self, Teacher  
Spring, TX

The \$2000 one-time bonus for teachers is woefully inadequate. Real income has fallen drastically over the last several years due to small or no increases in pay. The budget surplus is easily large enough to give teachers a \$10,000 raise (not a bonus) and a 15% increase for support staff. This would alleviate some of the effects of inflation and would help in the retention of teachers. I ask you to seriously consider the future of our state and how you can help it benefit.

Chris Brannan  
Wylie West Junior High  
Abilene, TX

This bill doesn't go far enough appropriately compensate teachers. It also expands a barely put together TIA without creating a better overall structure. We wouldn't need TIA if we were compensated fairly.

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Traci Vasquez  
RISD  
Dallas, TX

Our schools, our teachers, our educators deserve better pay! We leave our children in their hands for 6+ hours a day to teach our children. They are vital to our. Hipsters future yet paid like they are so insignificant.

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Michael Anaya  
self/School Counselor  
El Paso, TX

A one time \$2000 bonus is a slap in the face to ALL educators (teachers, counselors, librarians, etc). Knowing how the cost of living has increased to all time highs, to say that educators would not be eligible for any future pay raises after receiving the \$2000 bonus is complete lack of respect and understanding on your end. Would you be able to live on a one time \$2000 bonus, with no possibility of receiving a pay raise? Educate yourself on what is required to work in education and all the challenges that come with it before trying to determine what compensation is good enough for all educators. By not paying educators what we all truly deserve, you are robbing this country's youth of a quality education. You are also contributing to the alarming high numbers of once promising educators who are leaving the field, only to be replaced by sub-par unqualified people who have no business as an educator. Is this your primary goal? Your bill sure sounds like it is.

---

Monica Fuentes-Domínguez, Ms  
Self / Teacher  
Houston, TX

To the committee members and others that may read this comment.

I am a passionate high school ELA teacher in Houston. I love my students and I'm committed to giving them quality education that will support them as they achieve their academic goals and grow into well rounded citizens. I put in countless hours to make sure that my students receive from me quality lessons, but also feel emotionally supported, their parents have knowledge of their students progress, my administrators receive data that demonstrates growth, that through professional development I continue evolving in the profession and many other things that cannot be accomplished within the school day. Most weeks I work in the afternoons or I work in the weekends, not because I'm a poor steward of my time or lack appropriate time management skills, but because the profession has changed over time to demand more of teachers than what we can safely accomplish without putting our health at risk. Nevertheless, I unwaveringly persist, or at least that is what I used to do. Now, I question my professional choices and worry about what the future will hold for me. I look to other professional fields and I see people doubling and tripling my salary, sometimes with less education, experience, or duties and I wonder if I am making the right decision by staying in a profession that rather than offering the adequate financial compensation for my time, skills and experience demand more and more of me without taking my or my students' well being into consideration. I ask myself, why do I have to sacrifice myself so that my student can receive the quality education that the state should provide for ALL it's citizens? Why is the educational system not sustainable? Why is it being run like a business, with quotas, and unreasonable deadlines, with winners and losers? When I know that education should be a joyous, mutually beneficial enterprise! When I know that a student's educational journey is organic and may not match that of other students! When I know that my students are best served when I am well rested and happy! When I can be more attuned to my students needs if only I didn't feel like I was threading murky water every single day? Why is it that after years in the profession I still live paycheck to paycheck? Why is it that when rent princess go up I have to find an alternate source of income, which, inevitably demands time that I do not have? Why is that I can't dream of buying a house because saving for a down payment is further and further away since my salary does not realistically adjust to inflation? I do not posses generational wealth and every illness and car break down and theft and emergency has come out my pocket, and it continues to do so every single time something happens.

My story is not remarkable most teacher live this way. Teachers deserve to be payed fairly for the work that we do that is why SB9 needs to be changed to include a REALISTIC raise for educators.

Ms. F

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Rebekah Reed  
Self, Teacher in Bryan ISD  
Bryan, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a "recognized" designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the "gold standard" for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a "Recognized" designation under the Teacher Incentive Allotment.

Amy Baker  
self occupation: teacher  
Texarkana, TX

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Angela Calvin  
Self  
Mount Vernon, TX

This concerns National Board Certification. This is a certification that could possibly take up to 5 years to complete. It is not required by the state and it is completely voluntary. It makes a teacher look at every aspect of their teaching and the pedagogy. I have put more work into my National Board certification than I ever did with either of my masters. It is time consuming, impactful, and knowledgeable all at the same time. For these districts that do not have any other way to work towards being a master teacher (I am in one of those districts), this will allow them to stay in that district and be able to become a master teacher. Otherwise, I would have to move districts and possibly cities if I choose to seek being a master teacher. Once more, National Board certification is an on going commitment. You have to renew it every 5 years. You do not have to do anything additional to renew your teaching license, but in order to renew your National Board Certification, you have to complete a maintenance of certification. This is not something to take lightly. You have teachers who want to strive for the top, and this certification says that you are the best of the best. If you do not allow a National Board certified teacher to become a master teacher, then why would a teacher, who has no opportunity to ever become a master teacher, ever go through this process? This needs to be more than just a gold star. Your rural districts more than likely will never be able to produce a master teacher because those districts do not have the proper programs in place to help them achieve that. For those teachers that want to become a master teacher, they will have to move to a big city, leaving the rural school district without the knowledge and benefit of a master teacher.

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Arnetta Murray  
Representing myself  
Rosharon, TX

My only concern with this bill is that those Districts with more than 20,000 students get only 2K. That's not fair. This is your way at chopping down the educational giant of HISD or larger districts. Then the smaller districts get 6K. That's senseless. The larger district should get the most money. Why wouldn't you want to pay support staff? You didn't even include the support staff that's sad. This society and Legislature is delusional. When a Football Player can make 5million and a Teacher can barely make 50K that's sad. What's sad is you lawmakers should pay Teachers what they deserve. Their pay should start off with 100K. Treat Teachers and pay Teachers like you pay these athletes. Teachers are the fabric of Education. It's sad how Teacher and Support are paid and treated. Texas must do better.

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Francisco Gonzalez, Teacher  
Self/ school teacher  
Houston, TX

We need better pay to make ends meet! We need to be paid like all other professionals do. We do twice as much our job asks for, now we need to get paid for it. The State year ni year out asks us to do more with no raise.

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Laurie Magee  
Teacher in CSISD  
College Station, TX

Texas Public School teachers need a significant pay increase not just a \$2000 bonus!! Texas is losing many many excellent teachers due to lack of compensation. Teachers go to college for four years, end up with student loan debt, and cannot live on the ridiculous salaries being offered. Nor after 31 years of teaching, can most of us afford to retire on a TRS benefit that never gets a COLA. Wake up Texas congressmen and women!! You want excellence in education, BUT..... you don't want to compensate those you expect EXCELLENCE from. Many other states do a MUCH BETTER JOB at compensating their teachers. Texas is not a good state to be a teacher in at this time. TEXAS CAN AND SHOULD DO BETTER THAN THIS!!! I am a republican who will begin voting BLUE in this state if things don't change for our dedicated public school teachers and staff!!

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Susan Ballard  
self  
Marquez, TX

I am currently a Texas certified high school math teacher in my 5th year of teaching. I do NOT support automatically awarding an incentive allotment at the level of "recognized" simply by attaining the NBCT credential. TEA's current incentive program is adequate.

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Karina Washington, Teacher  
KIPP TEXAS / NATIONAL BOARD OF TEACHERS  
Helotes, TX

Hello,

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

I hope you can pass this bill to help teachers and education.  
Thank you!  
Karina Washington

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Susan Muzny  
retired teachers and AFT  
LIVINGSTON, TX

S  
Teacher need a guaranteed pay raise. It is good SB 9 has clearly defied duty calendar, free pre-K eligibility for children of teachers, employed retiree reimbursement fee, and certification exam fee waivers. Why choose teachers at certain schools to get one time bonuses and pay performance teachers incentives and leave out other other school employees. Teachers and all school personell deserve increases in pay for the sake of our children.

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Theresa Trevino, Instructional Specialist  
Spring Branch ISD  
Houston, TX

We NEED more than just a small bonus. We need a raise! The cost of living (groceries, rent, gas, water and electricity) is rising considerably! Pull out of the billions from the state and give it back to the people working so hard to educate our kids. If not, we will continue to lose teachers!!!!

---

Jenna Lair  
Self  
Kerrville, TX

I am a National Certified Teacher. I spent countless hours working towards this goal. This is not easily obtained. As a classroom teacher, we already spend an extreme amount of time outside of the classroom, just preparing for our students. This certification was above and beyond that. It is something that has to be maintained. Through the certification, I have to prove my knowledge and skills as an experienced professional teacher. I have to display master teaching skills, collect data on my students, and through extensive essays show that I am knowledgeable and capable. Most any teacher doing a good job can obtain a recognition status. A nationally certified teacher certification requires that your level of teaching be at a much higher standard. A national certification should at minimum be an master level rating. By saying it is less than recognized, does not even make it worth the money that was paid in to get the certification. There's a teacher shortage across the state, and the teachers that are working hard to better themselves for our students and our schools should be rewarded. You cannot obtain a national certification without being a high-quality teacher and proving that you are successful at your job. Encouraging teachers to seek out national certification will ensure high-quality educators are being retained in the Texas public school system. I urge you to take this matter with all serious. Quality classroom teachers are what our schools need. Compensating nationally certified teachers for hard work will encourage them to stay in the classroom.

---

Wendy Bledsoe  
Self- Special Education Teacher  
Venus, TX

Teachers NEED MORE than just a drop in the bucket, minimal \$2000 bonus to live on. It costs me at least \$80-\$100 in fuel a WEEK to get back/forth to work. Also, this one time bonus doesn't even allow for cost of living increases (which includes the rise in costs of teacher insurance).

Teachers must take on a second job to be able to afford basic living expenses due teacher pay being so low. Teachers once a month pay checks DO NOT last the entire month.

It is very disheartening to see how those pushing for minimal one time bonuses appear to have such lack of respect and concern for teachers.

We teachers are giving from our hearts to educate the future senators, legislators, doctors, lawyers, etc. Oftentimes, teachers spend more time with their students than the parents themselves.

But, again, we have those wanting to give teachers a basic, pennies to the dollar one time bonus.

It is mind-boggling !

Amazing teachers are leaving the teaching profession due to lack of financial stability, great strains upon their personal lives from pressures of being educators, and the tremendous disregard of those not caring enough to acknowledge what it entails to be on the education field.

In addition to a substantial raise in teachers salaries, Support staff members need pay increases also. Throughout my 30 years of teaching, I have worked alongside dedicated teacher assistants/ paraprofessionals who fulfill their duties, only to receive enough money to barely scrape by. Their duties frequently include responsibilities only a handful of people would have the tolerance to do.

Support staff need to shown the respect they deserve with pay increases.

Thank you for respectfully considering us and voting for SUBSTANTIAL, not minimal, teacher and support staff pay raises.

Wendy Bledsoe  
Devoted Life long Texas Educator

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Deborah Arney, English teacher

Self

McAllen, TX

This is a travesty. Teachers deserve a decent living wage. Those in power cannot continue to talk out of both sides of their mouth. You say educators are invaluable and we know they are necessary and yet, funds are available and teachers STILL cannot get a raise. A measly \$2000 a year averages out to about \$150 dollars a month. How can that be? Your actions don't support your lip service. What about all other school personnel? Educators only seem to be important when politicians "talk" about them. Put the money where your mouth is. Have your actions support your words. We deserve more and have most certainly earned it. If teachers are not adequately compensated, you will continue to see educators leaving in droves. And when that happens, our elected representatives will be so "perplexed and confused". What about our retirees who haven't had a COLA raise in too many years to count? Come on, Texas! For a state that takes so much pride in being "Texas", how can you stand by and do your teachers like this? Stand up and show not only Texas, but the United States, that you are truly LEADERS in education by prioritizing your teachers. You won't be disappointed.

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Kathleen Minshew

Self, educator

Waco, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a "recognized" designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the "gold standard" for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a "Recognized" designation under the Teacher Incentive Allotment.

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Sarah Kerr Chapa  
TEACHERS in Texas  
San Antonio, TX

Sir I implore you and your colleagues to give Texas teachers a liveable pay raise. As a 20 year veteran in my field, I assure you a significant raise of \$10,000 will attract excellent educators that would otherwise not be interested in teaching as the pay scale is not sustainable in the inflated economy we live and raise our families in. This is not and should not be a political debate. I am a conservative and believe in fiscal responsibility. I also know that we need to weed out bad teachers and attract those who are excellent in their fields. Teaching should be a competitive endeavor that attracts the best and brightest from all of the disciplines. The TIA Incentive plan isn't even active for many years in my district. That is not the alternative, but rather a way for some to be able to achieve an even better salary, but not for 4-5 more years. Please do not equate the TIA as a means to getting better pay. We have no choice in the progress or lack thereof by our ISDs.

In the meantime, we ALL need a significant raise. \$2000 is not going to put our inflation pain to rest. Our health care premiums and deductibles have increased every year, while watching retention bonuses and stipend dwindle or be eliminated. Respectively, the paycheck doesn't have any more buying power than it did 10 years ago. EVERYTHING is so much more expensive, including our property taxes. a \$2000 raise isn't even a wash...it's a deficit raise, that won't help any of us in education get ahead. Currently, after working a full time job as a biology teacher, I work Saturday school (5 hours on Saturdays), credit acceleration (at night, six hours a week) and visit homebound students (six hours a week) just to scrape by as I try to put my oldest through school at Texas A&M University. Even yet, with her scholarships and all of my extra jobs (I also work summer school), she is taking out student loans increasingly. I cannot save any money and have nothing left for my retirement other than my pension. I am watching so many teachers leave the industry. Good ones that private industry is happy to poach. PLEASE give Texas teachers a GREAT pay raise. You will all feel the positive repercussions and stimulus to our Texas economy if you do so. LET'S ATTRACT the BEST by paying teachers an excellent wage.

Thank you and God Bless Texas,

Sarah Kerr Chapa'  
Science High School Educator  
NEISD

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SUZANNE ATCHESON  
Self - Teacher, Lubbock-Cooper High School  
Lubbock, TX

While the many good points of this bill (SB 9) I will leave out of this discussion, the following are NOT POSITIVES in the eyes of most teachers like myself:

- A \$2,000 one-time bonus for classroom teachers in districts with more than 20,000 students

This is pennies over the course of a year and miles below what teachers deserve! This doesn't at all cover the rising cost of all goods and services these days.

- A \$6,000 one-time bonus for classroom teachers in districts with fewer than 20,000 students

This is getting closer to what all teachers deserve, but again, ALL teachers deserve more!!!

- Expands the pay-for-performance Teacher Incentive Allotment

The TIA is a cruel joke. Dedicated teachers care and do many of these things, but it is unfairly implemented and able to be achieved by those in certain courses, not to mention hugely taxing to new and busy parents or those that live far from their campus. Stop this program and give ALL teachers more money and support.

- No bonus or pay raise for any other school employees

Other employees keep the buildings functioning! All those in education deserve to be better compensated and supported.

Enough with the big talk and nonexistent raises. Teachers may not march on the capitol (because we are too busy wearing 1000 hats and giving our all in and out of the classrooms to support our kids (both natural born and school assigned), but teachers will continue to leave in droves if there are not sweeping changes in how we treated and compensated. Please fix these issues in SB 9 and look for ways to REALLY show teachers the support we deserve!!

Angela Brown, Mrs.  
Public Education  
Cedar Hill, TX

Public educators deserve a raise. They support those often left behind by others. The disrespect and abuse they deal with daily is more than most can accept or address. The disrespect must end. Increase the pay for those who are preparing our future leaders.

---

Daniela Willett  
Self Teacher  
Austin, TX

Dear Daniela,

Now is the time to use our collective voice!

#### UPDATE ON SB9

SB9 passed the Senate a few weeks ago and is now being considered by the House.

Tomorrow, May 9, 2023, the House Public Education Committee is holding a hearing on the bill.

Texas residents who wish to electronically submit comments related to agenda items on this notice without testifying in person can do so until the hearing is adjourned by visiting: <https://comments.house.texas.gov/home?c=c400>

#### SUGGESTED COMMENTS:

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” or EXEMPLARY designation under the Teacher Incentive Allotment.

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Sara Hansen  
N/A  
Humble, TX

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Robert Brescia, Dr  
Self  
Odessa, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation. That's entirely the wrong direction - it should be at the Master Teacher level. I've been teaching for 9 years now and I have been working incredibly hard for the past years on the NBCT certification. National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction. The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas. As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Master” designation under the Teacher Incentive Allotment. If Texas is serious about teacher retention, this is a no-brainer.

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Beth Berridge  
Lubbock ISD  
Lubbock, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” or higher designation under the Teacher Incentive Allotment.

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Amanda Dickenson, Ms  
Self-teacher  
La Feria, TX

Please please consider giving our teachers and paraprofessionals a raise. Spend one day in our shoes, one day with our responsibilities. :(

Are we not worth that much?

---

Elgin Gregg  
Self, teacher  
Lubbock, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Edwina Woods  
Self - Educator  
Desoto, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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David Atkins  
Self  
Odessa, TX

I am currently half way towards becoming a NBCT and even going through the process has made be a much more thoughtful, impactful, and reflective teacher. It’s a lot of work but I am looking to have a greater influence not just on my students’ education but on their lives. I believe the compensation particularly for areas like mine with a high risk of dropouts and economical disadvantaged have the greatest need for teachers who strive to make a difference and be a positive role model. I would think the state of Texas would put a greater value on teachers in our public school system who not only desire but are actively pursuing the means to build up the next generations of Texans.

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Elena Gil  
self  
EL PASO, TX

A \$2,000 one-time bonus for classroom teachers in districts is not a pay raise! We teachers need a substantial pay raise that goes accordingly with all the increases in general for living day by day! We teachers put in many many extra hours of work to be so under considered and be put down in our professions. We demand that we are taken seriously and that we are being heard! In a nutshell, even when we say we still love teaching— we are fed up with everything else! All teachers feel burdened by a constantly growing workload, especially now with more students having greater academic and social-emotional needs than ever before. We don’t feel like we’re paid appropriately for all the work we do. We truly don’t feel respected as professionals and this makes us truly think twice about staying in this field. It is sad, but all of us feel the same way! What is our state doing about it? Putting more work such as completing the Reading Academy for an amount that goes nowhere near in compensating for such an amount of time devoted to its completion! This is outrageous! I am not happy anymore. My colleagues are not happy either. Anyone I come across in other schools, outside our work, they all say the same thing: "We feel overworked and so underpaid! Please listen to us... Please do something meaningful and make an impact, because if teachers truly get tired, what will happen, honestly? Think about this... Set things right: give us a good raise and lower the amount of workload to keep us doing what we love doing: teaching!

Gina Hall-Green, School Counselor  
Self  
DeSoto, TX

Our job as educators is quite complex. A \$2,000 a year is an insult considering the love, guidance and education we impart in our scholars daily. They in turn love and appreciate us, the question becomes why doesn't our State Legislators care more about us? We are required to instill morals, etiquette and a quality education. Not many want to embark on this career and many are throwing in the towel, some with no future prospects. Just as you expect to be compensated for your hard work, we earn twice what we are paid, therefore we want the same consideration. Our families suffer from our low wages and in many instances we work part-time jobs to provide their basic needs. Do The Right Thing, pay us our worth!!

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Lisa Williams  
Birdville ISD  
Watauga, TX

I have worked in public schools for 24 years. I am tired. I am tired of working long hours and not receiving a salary to match the hours I work. I spent 20 years as a teacher and now work as an educational diagnostician. People in my position work hard for our students that have the most need; those requiring special education. Since I began this position, special education has exploded. We are required to do more and more each year not only to ensure our students have their needs met, but also to meet state compliance requirements within a limited timeline. This often requires us to work nights and weekends. Not only do we not have adequate funding to help reduce our caseloads, we are not receiving the compensation we deserve for working long hours. It is time to prioritize education in this state. People are leaving this field in droves. Additionally, those with specialized certifications such as educational diagnosticians, school psychologists, and speech language pathologists are becoming harder to find to fill the need. With the state's \$32.7 billion dollar surplus, all of district's certified employees and support staff deserve a significant raise. Two thousand dollars is not enough!

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Jessica Wilson  
Self, Educational Diagnostician  
Sherman, TX

A \$2k raise is not what was promised by lawmakers and is not enough money to keep up with the cost of living across Texas. Districts aren't going to retain highly qualified teachers or staff if you don't pay us what we are worth. Don't promise us \$10k to get our votes, then cut 80% of that promise. You also need to pay support staff a livable wage. People in support staff positions are doing hard work and can get paid more working fast food. They are quitting in droves because of the abysmal pay and the non-commensurate work demands. Texas is flush with money. Pay us what we are worth. Otherwise it looks as if you are setting up public schools for failure. Certainly that's not the case, is it?

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Sharon Lovelady  
Self  
Sugar Land, TX

A one-time bonus is not a raise for teachers. A reasonable increase in overall salary is needed. I also feel paraprofessionals should be considered in pay raises not just a one-time bonus.

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Elizabeth Moll  
self / English Department Chair  
Round Rock, TX

Although SB 9 has some beneficial pieces, there are flaws that highly impact my support of this bill. Teacher Incentive Allotment is a fundamentally flawed band-aid to a much bigger problem. The route in which teachers must take in order to be paid what they already rightfully should is an inaccurate representation of teacher ability and success. It is also incredibly inequitable, leaving many well-deserving teachers ineligible. Please support bills that raise teacher base pay!

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Alayna Siemonsma, M.El. Ed., NBCT  
Self-Educator  
Conroe, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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HEIDI DIERS

Self, teacher, National Board candidate  
Richardson, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Shannon Reczek  
self/teacher  
Plano, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation. This would be a mistake. National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction. The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas. I urge you to amend SB9 so that NBCTs earn a “recognized” or "exemplary" designation under the Teacher Incentive Allotment.

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Regina Gulley  
self an educator  
Dallas, TX

The standard of education is steadily declining. The compensation of those who educate the future congressional members are an asset. The regard for pursuing additional certification and continuing to advance professionally should be rewarded and merited with honors. It is wise to encourage the societal norms to excel versus mediocrity. The country's education deficits have rapidly increased and we should look to reverse this trend. This is done by encouraging higher standards.

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Margaret Soderholtz  
Teacher  
McFaddin, TX

Hi, my name is Margaret Soderholtz. I am a teacher for Refugio ISD and Have a total of 17 years experience as an elementary teacher.

While our state government has a record-breaking budget that could be used to fully fund our schools AND pay our school employees what they're worth, I'm worried that the Legislature isn't going far enough.

As your constituent, I am asking you to support changes to the state budget that would:

Increase the basic allotment by more than just \$90 per student. Just to keep up with inflation, education experts agree that the increase should be more like \$1,000 per student.

Prioritize bigger raises for ALL school employees. A small increase to the basic allotment doesn't put enough money in the pockets of educators who spend hundreds of their own dollars to supply their classrooms every year.

Oppose all efforts to tie pay to performance. Whose performance is being measured? I can create and present great lessons but still not get good results on standardized testing. Students come to me without the foundation skills or family support they need to be successful. Excessive absences, learning disabilities, or emotional disabilities may prevent students from participating in all lessons. In most professions, performance is evaluated using multiple factors but teacher performance is primarily based on STAAR test results which account for only 60-360 minutes out of 75,600 minutes that make up the school year.

Make sure schools are funded by enrollment instead of attendance, across the board. Schools do everything possible to get students to come to school. I had a student miss 52 days of school during one school year. By the time we completed all the steps to take the parents to court, it was April. The local court didn't do anything that encouraged the parents to send their child to school. The same student was in my class again in the next school year (I was moved from 2nd to 3rd grade). The student missed over 20 days of school by Christmas break. The absences from the previous year didn't count, so we had to start all over.

Our state government has enough money to fully fund our schools and give all Texas school employees a much-needed raise. Our \$32.7 billion surplus alone is bigger than the entire budget of 24 states!

I'm not OK with a bill that picks winners and losers, especially when those losers are some of our lowest-paid school employees. School funding needs to be fixed and I'm counting on you to fight for those fixes.

---

Vincent Brouillard, Mr.  
Self  
Georgetown, TX

I am a native Texan with three college degrees and 28 years of teaching experience in public education. With a staggeringly large budget surplus accumulated on the backs of the working class public, combined with the abysmal ranking of our state in terms of \$ spent on education, it is unfathomable the pathetic one-time payment mentioned in this bill is being taken seriously. Please seriously consider reinvesting in public education at this time. Quit chipping away at the very hub of the system- our teachers. An educated populace is the very heart of a thriving community and state. Work to make Texas a desirable place to live and work by FULLY funding public education. Make teaching the enviable career it should be. Please propose a large increase in teacher pay across the board.

It's a very straightforward map to follow: make teaching desirable with great pay/benefits-> attract the best and brightest -> raise test scores.

Create a legacy that actually matters. Fully fund public education in Texas AND create the most desirable state to teach in!

Public education in Texas is still trying to make up for the damage done during the Perry administration. Be a hero and initiate the great rebuilding of public education in the great state of Texas.

Thank you.

John Schmerker  
Plano ISD  
Plano, TX

When it comes to state spending on education, Texas trails the national average by over \$4,000 per student, earning our state an F-rating and ranking 42nd in the nation in per-student spending. By all means, let's further de-incentivize teachers from entering the profession or seeking more education by offering them fewer benefits. When I first entered education in Plano in 1997 the starting salary was \$28,000 and a teacher with 25 years experience was slated to make \$56,000. Adjusted for inflation those values are \$56,000 and \$104,000 in today's dollars. In Plano next year a teacher with no experience will make ~\$58,000 and a teacher with 25 years experience will make close to \$70,000. This is one of the higher salaries in the state, which means a teacher with 25 years experience has seen their potential income, adjusted for inflation, seen them lose 30% of their potential income. It's a large reason why teachers leave the profession in large numbers, there is little economic benefit to being a teacher. Teachers in my area can barely afford to buy homes due to inflation. One of the ways we can supplement our income, getting National Board Certification, is at risk of being minimized with SB9. You declined to address the \$4,000 shortfall in per pupil spending when compared to the national average. You still take money from wealthier districts and give it to poorer districts. This means "rich" districts can't afford to pay teachers in their areas enough to actually live in the communities they teach. The trickle down affects the quality of teachers, teacher shortages, and teacher morale in general. We keep kicking the can down the road and we are satisfied with underfunded schools, understaffed schools and a profession that loses respect and morale everyday. I long for the day I tell people I'm in education and I don't get told "God bless you" or "Thank, God someone wants to do it." Are we ok with that?

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Wendy Singletary, Mrs.  
Self - National Board Certified Teacher  
Lorena, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a "recognized" designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the "gold standard" for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education's 2022 Interim Report recommended that National Board certified teachers be designated as "exemplary." While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a "Recognized" designation under the Teacher Incentive Allotment.

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Adam Rodriguez  
self Public school Teacher  
SAN ANTONIO, TX

Pay all public school teachers what they deserve. Teachers are having to work two jobs to keep up with the high inflation in America. We are worth it!

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Lindsey Stevens, Teacher  
Self, Midway ISD, National Board Teacher  
Woodway, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation. National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction. The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas. As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Melanie McBride  
self - High School English Teacher at Plano ISD  
The Colony, TX

I teach 197 students in 7 freshmen English classes per school day. I have 48 minutes of planning time three days per week and meetings on the other two days. I get 25 minutes for lunch with a 5 minute passing period - I guess that makes 30 minutes for lunch. I literally do not have time for a 2nd job due to grading and data collection during evenings and weekends. Inflation has affected my family's life. A \$2,000 bonus does not begin to address the 14% inflation since 2020. I will need to get a different job in order to support my family if my pay does not increase with inflation; it is not a raise, it is a cost of living adjustment. I am trained to respond to diabetic reactions, seizures, fentanyl overdoses, storms, school shootings, teen suicide, teen anxiety and depression, teen violence, dyslexia, autism, and numerous other possible daily occurrences during school. If you want to retain effective teachers, pay a fair wage!

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Sarah Gregory, Teacher / parent  
Pflugerville ISD  
Round Rock, TX

The \$2000 bonus for teachers proposed by SB9 is not a pay raise, nor does it get us near the per pupil funding established in 2019 that has been eroded by inflation. Also, SB9 neglects pay raises for our deserving paraprofessionals and support staff. The increase of funding for TIA is not a motivating or equitable system for teachers. Some of the provisions in sB9 are needed, such as easing the ability for school districts to hire retired teachers, which would help combat the teacher shortage. Also, free pre-K for teachers’ kids is a welcome benefit. Overall, SB9 does too little to fund our underfunded public school system and combat the teacher and staff shortage in public schools. Our students deserve well funded schools that are fully staffed by professionals who are fairly compensated for their work. Thank you.

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Tammy Johnston  
Midway ISD  
Valley Mills, TX

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

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Lucinda Zamora-Wiley, NBCT/ High School English Teacher  
Self—teacher  
Brownsville, TX

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Cortney Worden  
Self and NBC Educator  
Cooper, TX

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Joseph Kazmierczak  
La Joya Federation of Teachers - La Joya AFT  
Alton, TX

My name is Joe Kazmierczak and I've been working in the Texas public education system for 16 years. I left the business world to make a positive impact on our youth. I'm now thinking about going back to business because teacher salaries are a joke. The amount of work we are expected to do is not in line with the salaries. Teachers are expected to work the amount of hours doctors and lawyers work, yet our pay is ridiculously low.

While our state government has a record-breaking budget that could be used to fully fund our schools AND pay our school employees what they're worth, I'm worried that the Legislature isn't going far enough.

On Wednesday, you'll vote on House Bill 100, which doesn't do enough to address our school staffing crisis or build schools to help our kids thrive.

As your constituent, I am asking you to support amendments to this bill and changes to the state budget that would:

Increase the basic allotment by more than just \$90 per student. Just to keep up with inflation, education experts agree that increase should be more like \$1,000 per student.

Prioritize bigger raises for ALL school employees. A small increase to the basic allotment doesn't put enough money in the pockets of educators who spend hundreds of their own dollars to supply their classrooms every year. And HB 100 DOES NOT include raises for our lowest-paid support staff and paraprofessionals. That's unacceptable.

Oppose all efforts to tie pay to performance. I'm worried about the provision in HB 100 that could result in PAY CUTS based on subjective employee evaluations.

Make sure schools are funded by enrollment instead of attendance, across the board. HB 100 changes some of the funding mechanisms for our schools to enrollment-based funding, but not all. It needs to go farther.

I know our state government has enough money to fully fund our schools and give all Texas school employees a much-needed raise. Our \$32.7 billion surplus alone is bigger than the entire budget of 24 states!

I'm not OK with a bill that picks winners and losers, especially when those losers are some of our lowest-paid school employees. HB 100 needs to be fixed, and I'm counting on you to fight for those fixes.

Sincerely,

Joe Kazmierczak

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Andrea Berndt  
Self-educator  
Odessa, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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April Graham, Dr.  
Self - high school teacher  
Lubbock, TX

As a teacher who has come back to education after time in academia, I find that National Board Certification is an outstanding way to reward teachers dedicated to their profession. Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

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As a high school teacher and current National Board Certification candidate, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Amy Larsen  
Lone Star College  
Cypress, TX

I see pros and cons to SB 9. The negatives are that bonuses are not as helpful as raises and won't help attract and retain good teachers as well as a raise would, it expands the pay-for-performance Teacher Incentive Allotment, and there is no bonus or pay raise for any other school employees. The pros are The clearly defined duty calendar, Free Pre-K eligibility for children of teachers, Allows ‘contract abandonment’ under specific circumstances without sanction, Employed retiree reimbursement fee, which would help districts hire more retired educators, Certification exam fee waivers for special education and bilingual education candidates, and New-teacher mentoring program and a teacher residency program. Thank you.

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Antonio Cruz  
Head custodian  
Pharr, TX

Proposition SB9 is not enough to compensate us you should know that inflation is high and your proposal is ridiculously low and to top it excluding the support staff is not right the state of Texas has billions in surplus that could cover a good raise for both teachers and support staff and still have enough left over to help inflation invest in us would be the proper thing to do.

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Stephanie Thomas  
self, Teacher  
Slaton, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

National Board Certification is considered the “gold standard” for teaching. More than a decade of research shows that National Board Certified Teachers produce 1-2 months of additional learning for their students compared to their peers. In order to earn National Board Certification, teachers demonstrate their content knowledge through an assessment, submit samples of student work and videos of their teaching, and analyze their own instruction.

The House Committee on Public Education’s 2022 Interim Report recommended that National Board certified teachers be designated as “exemplary.” While this would be ideal, even awarding National Board Certified Teachers the "Recognized" designation, which is what they earn under current law, would strengthen SB9. Currently, there are only 1,203 NBCTs in Texas and unfortunately, our state is ranked in 49th place, therefore, we agree that this legislation will encourage the future growth of NBCTs in Texas.

As a member of the Texas National Board Coalition for Teaching a 501(c) (3), and the National Board for Professional Teaching Standards state network, I urge you to amend SB9 so that NBCTs earn a “Recognized” designation under the Teacher Incentive Allotment.

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Bryan Hackett  
Self-teacher  
Amarillo, TX

I am a teacher in Amarillo. For far too long, teachers have been underpaid and under appreciated. Without teachers, there are no lawyers, doctors, musicians, businessmen, and the list goes on. At a time when teacher retention is at an all time low, and while at the same time an all-time low number of students graduating and entering the field of teaching, bill SB 9 completely misses the mark. A one-time bonus of \$2000 does little to help with the growing cost of inflation and goes a long way toward telling teachers that our profession is still a very low priority to the Texas public.

We are the educators for the future. We are the voices speaking life into the young people of Texas. We are educating the future politicians, yet teachers are leaving by the droves and there is no one to take their place.

It is time, right now, today, to take steps toward reassuring teachers that our profession is worth supporting. Now is the time to commit new funds to teacher salaries. Now is the time to retain quality educators by showing us that we are appreciated through strong financial incentives. These incentives should not be based upon unattainable merit, but rather offered because teachers are professionals whose jobs are worth far more than what we are currently paid because we continue to educate our future generations despite our low pay. It is time for Texans to step up and take pride in one of our most vital resources. It is time for the educators of current Texas students and future Texas professionals to be adequately compensated.

SB 9 does not approach that mark.

---

Rachel Munnerlyn  
Self/ Teacher  
Hockley, TX

Teachers need a pay raise, a \$2000 bonus is not a raise. We supply our own classroom supplies and struggle to make ends meet while working many hours. We need a raise! Inflation is really hurting teachers

---

Janet Anaya  
self/EPISD high school librarian  
El Paso, TX

Good Evening. I would like to comment on your proposed one time bonus on Senate Bill 9. I understand that the bonus would only be for classroom teachers. I would like to remind you that all professionals on campus started off and are certified classroom teachers. We made the decision to further our education, get another certification and get other positions on campus. I think it would be an insult if no other employees are given a bonus. We are all on the front lines with our students. As a high school librarian, I do teach classes and work with students on an everyday basis. Many times students feel comfortable coming and asking me for help because I do not assign them grade like their teachers. I can give them one on one attention and help direct them to the correct office/person on campus to answer their questions. I teach them skills that will make them life long learners. For example, how to use TexQuest and the Gale databases, a resource you all fund. Furthermore, how would you deny our school counselors a pay increase? With so much attention on the mental health of our students, our counselors are essential and hear the outcries. Our own Governor Abbott has said that we need to focus on mental health. Our counselors are able to direct students and their families to the help they may need. You have heard the old saying, it takes a village to raise a child. Every person on a school campus has a role in our students' lives and success. Instead of looking at the population of a district, you should instead respect and give every educator an equal pay increase.

---

Robert Cardenas  
Self  
Plano, TX

I am outraged and truly disappointed at your lack of respect for what teachers are having to deal with on a daily basis. Many teachers spend more than \$2000 of their own money in support of their students during each school year. Many teachers continue to leave the teaching profession due to poor pay, additional duties and long hours. By your poor decision not to raise teacher salaries, speaking for myself and many of my friends and neighbors (we all value education and used to vote Republican), we will now vote for the Democratic ticket from now on. So sad, you have all abandoned our future generations. Shame on all of you !!!

---

Tammy Conrad  
Self  
Round Rock, TX

The idea of giving a bonus in different amounts based on how big your school district is makes no sense at all. If the bonus is meant to retain and recruit teachers, it won't work. Since all staff support children, then all staff need incentives.

---



Deanna Perkins  
Self  
Cedar Park, TX

We need you to recognize teachers, respect teachers, pay teachers. We also need you to remember all of our instructional assistants and support staff and pay them what they deserve.

Currently, Texas is \$7,500 below the national average for teacher salaries. Currently, SB 9 gives classroom teachers (and not support staff) a one-time \$2,000 retention payment for all districts over 20,000 students and \$6,000 for smaller districts.

My district (Leander ISD) would qualify me for the \$2,000 retention pay. That is \$166/month. That is not enough to keep up with the cost of living and inflation. At this time, I am an 18th year educator and am not yet making \$60,000.

We need you all to listen to your constituents and to the teachers. We do so much for our students for so little, but we are tired. We are tired of being taken advantage of. We are tired of not being respected. And we are tired of having to fight tooth and nail for pay that equals the work we do. We deserve more than a one-time measly chunk of change.

You need us. Without teachers, could you have gotten to be where you are now? We need a raise. We need our pay to reflect our work. We deserve at least to be average with a \$7500 raise, but we live in Texas. Aren't we supposed to be THE BEST? Do we not want to treat our teachers THE BEST? Let's do better and treat our teachers and support staff with respect.

---

Dhanashri Kondra, Ms  
Self  
Austin, TX

Yes, SB 9 is needed but it's just not enough.

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Rebecca Clarke  
Self - teacher  
bullard, TX

A \$2,000 one time bonus is NOT a livable wage for educators! Educators, as well as public schools, are sorely UNDERFUNDED, OVERWORKED, and NEED MORE. This is a gross mistreatment of educators and education. Teachers deserve BETTER working conditions, LIVEABLE PAY, and NO pay-for-performance Teacher Incentive Allotment - which is a SORRY excuse to pay teachers LESS. MOST of the problems in our country CAN be fixed by building up the educational system - NOT tearing it down and forcing teachers into poverty!

---

Lori Turner  
Self  
Georgetown, TX

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---

Francisco Gonzalez  
NBCT  
Odessa, TX

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---

Wendy Kirkpatrick  
ATF  
Spring, TX

Teachers are professionals and need to be treated that way, including in pay. A \$2000 one time bonus is only \$30 a pay period. This doesn't help especially with the raise in cost of everything. Teachers and educational staff need a true raise of \$10000 and 15% for non teachers.

---

Kari Maurer  
Texas National Board Coalition for Teaching  
Pflugerville, TX

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Fernanda Pierre  
self-Teacher  
Houston, TX

Over half of the National Board Candidates I coached this academic year dropped out for consideration mid-year due to the rigor and time commitment of National Board certification. We should be strengthening incentives that build accomplished teaching, not weakening them.

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation.

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Karen Prewitt, NBCT Mathematics AYA

Self

Mission, TX

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Sara Cooper

Self

Houston, TX

This bill includes lots of good things, but a one time bonus is not an acceptable substitute to raises for teachers. We also need to include paraprofessionals in any compensation, as they are vital to our special education programs.

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Damaris Gutierrez  
Texas National Board Coalition for Teaching  
San Antonio, TX

My name is Damaris Gutierrez and I am a National Board Certified teacher. I earned my board certification in December of 2017 and I maintained my certification in December 2021. I am 1 of 4 teachers in my school district with this certification and I work for the 4th largest district in our state. I am writing to you to about the proposed changes to the TIA designation.

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Thank you for your time!

---

Julie Ledford  
HNA  
Fort Worth, TX

Veteran Teachers receive the same salary as new teachers. We need cost of living raises to compete with the rising price of life. Teachers with 20+ years experience can barely afford bills.

It's time to honor the teachers who support our future community leaders and value education. Be proactive instead of retroactive. Prevent crime, solve problems, & invest in our children.

Teachers need pay that allows them to live comfortably without being martyrs for their jobs. It is unreasonable to expect altruistic behavior. We have our own families. Change is necessary.

---

Cindy Babcock  
Self  
Athens, TX

A \$2000, or in some cases a \$6000 raise is not enough. Texas teacher salaries have been underfunded for years. Now is the time to honor and support Texas teachers who literally are willing to put their lives on the line daily for their students . It is also past time to give a meaningful COLA to retired teachers and to fully pay insurance premiums for active and retired educators.

Thank you,  
Cindy Babcock

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Tonya Bennett  
Teachers of LeanderISD  
Leander, TX

I am a 27 year veteran educator who is watching a crisis in my beloved profession. Teachers are leaving our profession at an alarming rate including my own children who are both leaving the profession after 3 years because of your proposed pay raise. They wanted to stay but can not make it on their current salary in today's world. \$2000 after texas and divided into 12 payments is not even enough to cover the gas it cost to drive to school everyday! It is an insult to our profession. Why don't you put us on the true state pay, insurance, and pension plan that every other state employee is privileged to receive. This bill is an embarrassment and slap in the face to teachers in the state of Texas and shows us that once again we really do not matter to the men and women who govern our state!

---

Shere Kossie-Driver  
Self / Teacher  
Shepherd, TX

I am a 30 year educator and I have never felt that I have been adequately compensated for my service as a Texas teacher. Give Texas educators the pay raise that we have earned through our dedication and service. It is long over due. "The laborer is worthy of his /her hire." I Timothy 5:18

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Chris Gregory  
Self  
Round Rock, TX

While this bill contains some positive aspects, the following aspects should be reevaluated: • A \$2,000 one-time bonus for classroom teachers in districts with more than 20,000 students

- A \$6,000 one-time bonus for classroom teachers in districts with fewer than 20,000 students
- Expands the pay-for-performance Teacher Incentive Allotment
- No bonus or pay raise for any other school employees

Thank you!

---

Angela Johnston  
Self  
Cedar Park, TX

As a teacher I am disappointed to see the lack of funding going to schools. You have high standards and expectations as you should. This should match in pay. Offering a one time 2k payment amounts to less than \$200 a month. Do you honestly think this is going to do anything to combat the teachers who are leaving in droves for professions that pay more with less stress? You have a real crisis on your hands here. This isn't going to help. Teachers with experience will leave as soon as they are eligible to retire and younger teachers are choosing other careers. I know because I am watching it happen. What then becomes of our education system when all the good teachers are gone?

---

CRYSTAL BARELA  
Teachers  
Houston, TX

Teachers and support staff deserve a more substantial raise.

---

Kelly Sanford  
Self/Teacher  
Georgetown, TX

We need Texas to recognize teachers, respect teachers and pay teachers a reasonable wage. We also need you to remember all of our instructional assistants and support staff and pay them what they deserve.

We need you to listen to your constituents and to the teachers who do so much for our students for so little. We are tired of being taken advantage of. We are tired of not being respected. And we are tired of having to fight tooth and nail for pay that equals the work we do. It's shocking how many teachers have to hold a second job (or live with roommates/parents) in order to make ends meet. Our state should be ashamed.

Currently, Texas is \$7,500 below the national average for teacher salaries. As such, SB 9 proposes to give classroom teachers (and not support staff) a one-time \$2,000 retention payment for all districts over 20,000 students and \$6,000 for smaller districts.

Teaching in Leander ISD would qualify me for the \$2,000 retention pay. That is \$166/month, which is not enough to keep up with the cost of living and inflation.

We need a raise. We need our pay to reflect our work. Isn't Texas supposed to be THE BEST? Let's do better and treat our teachers and support staff with respect.

---

Vanessa Brower  
Ector County ISD, LBJ Elementa  
Odessa, TX

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Samady Garza  
self  
Austin, TX

While I appreciate many parts of this bill I am concerned about the \$2000 one-time stipend to teachers in non-rural schools. It is not a pay raise and it does not honor the hard work and consistent sacrifices made by teachers. The increase should be \$10,000 and should be a raise not a one-time stipend. Please honor our teachers who time and time again show up and serve our students and yet often live check to check to just scrape by. We talk about retaining teachers but are not taking the right steps to show up for our teachers.

---

Casey McCreary, Associate Executive Director, Ed Policy  
Texas Association of School Administrators  
Austin, TX

5/9/23

The Texas Association of School Administrators (TASA) and Texas Association of Community Schools (TACS) appreciate the opportunity to provide input on SB 9 as engrossed.

#### 1-time Funding Increase vs. Pay Raise for Teachers

The bill:

- Provides only a one time pay increase for classroom teachers instead of the needed permanent pay raise.
- Leaves districts to maintain the increase w/out a funding source moving forward.
- Will require districts to cut teacher pay or eliminate staff after the biennium.
- Calls for the need for a meaningful increase in the Basic Allotment, especially after ESSER funding has been expended, to prevent ISDs with less than 20K teachers from having to cut teacher pay.
- Does not provide for salary increases to other critical staff including nurses, counselors, librarians, support staff, & bus drivers.
- Does not improve the teacher and bus driver shortages that were exacerbated by the pandemic.

#### Limits to a Teacher's Contract Duties Prohibit Unity and Collaborative Efforts Needed at Every Campus

An "all hands-on deck approach" is needed on every campus as districts provide high-quality instruction and services for students. The provisions that limit the duty calendar for all full-time teachers, counselors, & librarians will have an adverse effect for students at campuses that have vacancies due to the teacher shortage & that need the help of all available staff to ensure student needs are met.

#### Requirement that Decisions that Cover an Entire School Year be Made 15 Days Prior to Instruction

It is not feasible to predict how a school year will play out 15 days prior to the beginning of instruction, nor to adjust a teacher's contract accordingly.

- Campuses & districts must be able to pivot instruction & services they provide due to unforeseen circumstances such as hurricanes, winter storms, a global pandemic, a lockdown, or flu outbreaks.
- When these events occur, districts will not be able to fully operate if teachers are unable to provide additional assistance.
- It is not possible to predict which days a teacher may be out due to illness, and substitute shortages could cause colleagues to step up to ensure student learning and needs are prioritized.

#### The Importance of Teacher Contracts

School leadership must balance the needs of teachers, auxiliary staff, parents, community members, and the state. Teacher contracts serve to:

- Protect teachers and provide assurance that classrooms are adequately staffed.
- Accommodate teachers and prioritize student needs in final determinations.

#### Retiree Teacher Reimbursement Grant

- We appreciate the provision in the bill that provides for the retiree teacher reimbursement grant and request that adequate funding is appropriated to ensure school districts are reimbursed for these costs.
- Adding retirees to our teacher pool will help districts manage the teacher shortage by providing highly qualified staff.

Amy Beneski & Crystal White

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Laura Vestal  
self and Texas teachers  
Bryan, TX

Please protect our Texas students by not discouraging Texas teachers from becoming National Board certified. The benefits to our students are significant, and teachers who achieve National Board certification should be rewarded.



Laurea Myers  
SELF  
Frisco, TX

PLEASE SUPPORT TEXAS TEACHERS BY GIVING THEM A SIGNIFICANT PAY RAISE RATHER THAN A ONE TIME BONUS. A \$2000 BONUS IS NOT ENOUGH BASED ON THE JOB DEMANDS OF TODAY'S EDUCATORS. TEACHERS DESERVE A 10% PAY INCREASE ACROSS THE STATE OF TEXAS. TEACHERS ARE PROFESSIONALS AND DESERVE A RESPECTFUL PAY INCREASE. WE MUST HONOR AND RETAIN OUR TEACHERS AND LET THEM KNOW THEY ARE HIGHLY VALUED AND HELD IN HIGH REGARD. TEACHERS ARE MORE THAN GLORIFIED BABYSITTERS. WE PREPARE ALL CITIZEN FOR FUTURE CAREERS. WE ARE THE FOUNDATION FOR A LITERATE AND THRIVING SOCIETY.

---

Beverly PirkI, District Reading Interventionist  
Self/Dyslexia Teacher in Conroe ISD  
Spring, TX

The discrepancy between small and large districts for the one time bonus is ridiculous. Plus, the fact that other educators in the classroom like paras don't receive anything isn't fair. While we appreciate the gesture, it needs to be more equitable.

---

Theresa Williams, Superintendent  
Plano ISD  
Plano, TX

Chairman Brad Buckley  
House Public Education Committee  
Texas State Capitol  
Ext. E2.124  
1100 Congress Avenue  
Austin, TX 78701

Dear Chairman Buckley:

Plano ISD is testifying on SB 9 today in hopes of improving some provisions of the bill. Our key points of information for your consideration are:

1. SB 9 provides a one-time salary increase for classroom teachers in 2023-24 only. School districts want to provide our teachers with increased pay, but we hope that the legislature will fund the ongoing cost of maintaining those raises;
2. It makes changes to our existing contract language with teachers, creating confusion and situations ripe for conflict by allowing penalty-free resignations in certain scenarios; and
3. It takes away local control by mandating duty calendars prior to the start of the school year.

We are supportive of several items in the bill including the following:

1. Studying the use of teacher time; we would look forward to the data that study would unveil;
2. Efforts to increase and improve our teacher pipeline, especially grow-your-own programs, like a teacher residency partnership program;
3. Creating a grant program to assist with TRS costs connected to hiring retirees; and
4. Expanding Pre-K eligibility to classroom teachers' children.

Sincerely,

Dr. Theresa Williams  
Plano ISD Superintendent

---

Tina Battle Gobert, School Nurse  
Texas American Federation of Teachers  
Houston, TX

We need a pay increase because a bonus is one time only pay which we need consistency . A Bonus is not a pay raise.The cost of living has gone up 2.3 % this year and Inflation is 4.98%.

---

Cherlonda Derrick  
self  
Houston, TX

Please support certified employees and support staff by providing a much needed and beneficial raise, at least \$6000. The \$2000 bonus is a one time allotment that is only temporal and not a sufficient amount and doesn't assist the support staff.

---

Joey Hickman  
Conroe  
Conroe, TX

With a historic 33 billion dollar surplus, our teachers deserve more than crumbs for a raise. We work hard and deserve the respect and appreciate for our work.

---

Shelley Wagner  
self Teacher  
Odessa, TX

As a National Board candidate for certification, I have been working toward my goal of National Board Certification for 3 years. Since the Fall of 2019 I have spent more than 400 personal hours off the clock and have spent 10 of my personal days totaling 80 hours to work on writing, study, and performing the requirements of the certification process. If you translate that into a hourly rate of compensation for a beginning 1st year teacher, that is over \$15,000 of my time spent on becoming certified. Our district pays for the components which totals around \$2000 for each teacher who attempts to be certified. Teachers spend effort and time trying to become better teachers for our students. We deserve to be compensated appropriately for these efforts. The current amount of \$3000 is not appropriate. Please raise the amount to \$9000. As a professional, this is appropriate. My students have benefitted immensely from my training, and the rest of the nation and research will agree that the training I have received through National Board is the best training a teacher can receive. Compenstae us appropriately to guarantee more teachers will attempt this process and more students will benefit.

---

Benjamin Townes  
Self/ Special Education Teacher  
El Paso, TX

One time bonuses does not even parallel to the level of dedication, work and sacrifice we put into this profession and our students. A \$10,000 would give everyone a close to \$1,000 per month since pay is based on 10 months not 12. And I don't understand the logic behind lesser students getting more money? Ridiculous proposal! You want equity then give us all the \$10,000 raises we deserve!!! You all give yourselves raises to keep pace with the economy so why not give us that same respect and dignity!!! Thank you for considering our thoughts and I hope you all will do the right thing.

---

David Cupp, Mr.  
Teacher  
Midland, TX

I am asking for you not to lower the designation for individuals that are certified as a National Board Certified Teacher. The current laws designates us as “recognized.” This process requires candidates to take an assessment demonstrating their content knowledge of their certification area, submit student samples, and reflect on our own practice on student knowledge, best teaching practices, and reflect on our assessment, professional & student needs. Students that are taught and served by national board teachers show more growth in a year than non-certified teachers. I employ you to not pass this legislation and show that the hard work that teachers are doing to improve their craft matters and has value for the students of Texas. Thank you.

---

Hal Jennings  
self  
Austin, TX

Under the Teacher Incentive Allotment, National Board Certified Teachers currently earn a “recognized” designation. SB9 proposes moving National Board Certified Teachers down to a new, lower level of designation. Please remove this degradation from the bill.

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Coretta Mallet-Fontenot  
Self Teacher  
Houston, TX

Teachers work extremely hard with every student that enters our classroom. We deserve and have earned a raise; not a one-time bonus, of a minimum of \$10,000, but I think \$6,000 is also acceptable. My colleagues and I show up and deliver great instruction to students in our classrooms. Our pay has not kept pace with the cost of living. Many of my colleagues are frustrated and contemplating leaving the profession due to the low pay. Please consider a raise, especially since large property-rich districts, like mine have contributed to the overage that the state has in its budget.

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Ana Reyes-Garcia  
Teachers  
Brownsville, TX

Please help us get a pay raise for certified and classified school employees. A one time bonus is not enough to help us with our payments that are constantly adjusting due to inflation.

---

Micah Mashburn, PE/Coach  
Self  
Lavon, TX

You have the funds to pay teachers what they are really worth.....DO IT!!! A one time bonus is not enough relief from the rising costs in the economy. If you gave me a \$5,000 raise it would not cover the cost of my increases in car insurance, dr office visits, home hazard insurance, property taxes, or my water rate increase. My wife and I are both teachers and we can't even afford a third car payment for our son, the 3 of us share 2 vehicles because of the insane prices. We can't afford repairs on older vehicles, we can't afford home repairs/maintenance on a 5 year old home. A yearly raise of at least \$8,000 would allow teachers some breathing room.  
This is your chance to show us how much you truly value us as teachers and pay us our worth.

---

Priscilla Lamb  
446027  
Round Rock, TX

We need to properly pay teachers and properly fund districts... a one time bonus does nothing for teachers struggling year to year.

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Stephanie ODell  
McKinney ISD School Board  
McKinney, TX

There is more money in the budget for our teachers. Show our 5 million students that you support them by supporting our teachers and staff with more than a \$2000 raise. Support public education for ALL.

---

Alejandro Racelis  
Odessa High School  
Odessa, TX

Please!

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Laurie Duke  
self/parent/organizer  
FORT WORTH, TX

In SB 9's current version it takes some steps that as a former educator and special education teacher I am appreciative of such as; certification exam waivers, new teacher mentoring program, and duty schedule.

My concern is SB 9 is not going far enough. While a certification waiver is helpful getting an educator to be certified in special education, it will not be enough to retain them. Without improving pay significantly and far beyond a \$2,000 or \$6,000 bonus teachers and districts will still be lacking in manpower. This is especially true in high need schools.

Seven years ago as a special education teacher in an Arlington ISD Title 1 campus we were struggling with manpower. We were short-staffed then. Since Covid, families their children and public school employees now face even larger hurdles. Last year, at my husbands school 3 teachers walked out middle of the day. They were done. My husband could get a job at BNSF with zero experience, work 4 10 hour days and make \$90,000. After 20 years, with a degree in education he is nowhere near that pay and his days are often far beyond 10 hours + weekends. Across the board \$10,000 raise for certified staff.

SB 9 does not include any form of pay raise for any other public school employee. Teachers are not the only ones going above and beyond the call of duty nor are they the only shortage in public education. We are short on bus drivers, paraprofessionals, custodial, nutrition, & clerks. It is not just rural areas. It is everywhere. Each of those positions have stringent rules and regulations that must be followed. They are held accountable to not only their campus/district, but to state and federal. They all have interaction with students that require professionalism. They all play a role in our school safety plans for students and often take on roles beyond the one hired for. SB 9 needs to include them with respect in their pay. 25% would help attract and retain the most qualified/skilled employees.

Kids from all backgrounds are in crisis. We must have all hands on deck now more than ever. Class size, counselor ratios, workload reduction, family engagement liasions have to be improved and invested in. Stressed out, overworked, poorly paid, low on manpower, verbally disrespected, public school employees are the ones my children are entrusted to every single day of the school year for 7 hours a day. My kids and 5 million plus other kids. In our absence every employee is a guardian of those children and the bills need to reflect the worth, value, importance and professionalism of them all. Thank you for your time.

---

Patrick Hammes  
None  
Brownsville, TX

Good day, my name is Patrick Hammes, a retired educator in Brownsville. I am writing on SB 9. There is a lot to like about SB 9 including Clearly defined duty calendar

Free Pre-K eligibility for children of teachers

Allows 'contract abandonment' under specific circumstances without sanction.

Employed retiree reimbursement fee, which would help districts hire more retired educators.

Certification exam fee waivers for special education and bilingual education candidates

New-teacher mentoring program, but the lack of a meaningful salary increases for current educational employees and a COLA that does not rise to the standard of cost-of-living increases for the 19 years is shameful. I am asking you to amend this bill to increase from a \$2k stipend to a \$5000 raise and to double the increase of the COLA to retired teachers. We never expected to get rich as we dedicated our lives and careers to the children of Texas, but we didn't take a vow of poverty either. To be successful in the future you need to recruit and retain educators. Your recommended COLA increase allows retired educators to buy a better brand of cat food to live off of instead of helping to pay for groceries and medical costs. Please amend this bill.

---

Delaina Bishop  
Self/ Parent of young school age children in public schools  
Austin, TX

I am ON this bill. SB 9 is needed but it is just not enough. \$2,000 is not helping our educators get up to earning a livable wage, and this bill does not include support staff who are just as important in a successful functioning school. Please add the support staff, raise the stipend amount, and fund our students allotment through enrollment not attendance.

---

Charlene Shafer  
Self, retired teacher  
Cypress, TX

Public school teachers deserve a real raise not a one time bonus. With the multibillion dollar surplus, it is imperative that teachers be adequately compensated in our state! Do the right thing! This bill is an insult.

---

Fabian Garza  
Self  
Edinburg, TX

As this bill has some good improvements on teachers pay and working conditions, I believe this bill still falls short to the effect that each representative is looking for. I believe a raise to all teachers, not a one time bonus, is seriously needed. A bonus will be in effect on the year that is given but not in future years which the Texas legislature will then need to come back (in future legislation sessions) and look into why teachers are quitting in masses. In addition, by giving two different values of bonuses it will show to many teachers that the legislature is favoring certain types of school districts (the more rural districts). Thank you for bringing this bill to the table but there are still needs of improvement. Giving raises, a cost-of-living adjustment, including teachers in a better health insurance plan (like the state insurance plan) are just a few things that could be looked at. Let's stop making bandaid fixes and make surgical fixes to this problem that has plagued this state for quite too long.

---

Charles Alexander  
Self  
San Antonio, TX

This bill has many problems. The biggest one is that it is inequitable, and doesn't go far enough. All Teachers should get the same bonus regardless of how big their district is. Plus, because this is only a one time bonus, and the legislature only meets once every two years, it will only be come problematic next year as wages will then have the "appearance" of going down

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Faviola Rawls  
TXNBCT  
San Antonio, TX

I am public educator that works with bilingual children. I worked very hard to become a national board certified teacher. This certification has helped me become a better teacher for my students, especially in this post covid era where our students need us to understand where they are academically and help them with any academic gaps that exist.

---

Linda Chambers, Attendance Clerk  
Alief ISD/Self  
Houston, TX

As a Paraprofessional who has worked in education for 18 years, I am appalled that this bill would ignore non teachers when considering raises. Paraprofessionals are a significant support for and to every person employed in the education field. This bill merely classifies Paraprofessionals as non- essentials. The following employees are considered as Paraprofessionals: Bus drivers, Crossing Guards, Cafeteria Staff, Custodians, Hall Monitors, Secretaries, Receptionist, Registrars, Attendance Clerks, Classroom Instructional Aides, SAC Monitors, Clinic Aides, and many more. Are we really non- essential employees to the educational system?

---

Bryan Bancroft  
self, educator  
Meadows Place, TX

Teacher exam fees should not be waived as a matter of state law-- it should be a district decision whether or not to absorb the cost of those exams in order to attract/retain teachers in those hard-to-staff areas. I also have concerns about the number of times the state would pay for these exams. Separately, I take issue with leaving out other school staff in bonus this bill proposes. And the amount of the one-time bonus for is not nearly enough to make a difference in most peoples' lives considering the rate of inflation, the performance of the stock market, and the anemic real estate market. People in this industry need a substantial across-the-board raise.

---

Linda Castillo  
Self  
Spring, TX

Teachers need annual pay raises, along with annual bonuses. Pay should not be based solely on student growth.

---

Amy Angel  
self - teacher  
Plano, TX

One-time bonuses do absolutely nothing to narrow the salary gap for Texas teachers compared to other professions. Teachers stay because we love the kids, but fewer and fewer are entering the profession. The budget surplus should be directed in a more meaningful way to permanently close the pay gap. Our students deserve the best, and, unfortunately, to get the best sometimes you have to pay more!

---

Dongsheng Zhang  
Dallas ISD  
Dallas, TX

It is critical to passing it to retain good teachers.

---

Ernest Barlow  
Self  
Arlington, TX

SB 9 needs to include higher raises than the paltry amount currently agreed upon. Teachers are the backbone of the education system and nation at large. Without an attractive pay structure the teacher shortage is going to continue to grow.

---

Gary Crouse, Mr.  
GarlandISD  
Sachse, TX

Please take care of teachers, \$2000 bonus is an insult, I don't see you giving yourself that kinda of money or raises so why would you think it is ok to do to us. We need to support our teachers or the education system is going to fall apart, we need to get back to basics and be able to retain experienced teacher and giving them that kind so \$\$ says the legislators don't give a damn!!

---

Maria Ara  
self  
Brownsville, TX

All educators (teachers and administrators) should be treated and recognized as professionals thus a higher increase in pay should be provided.

---

Mathew Bartley  
self - teacher  
LEANDER, TX

I'm baffled why small districts would get a much bigger one time bonus when those districts are generally in areas with lower costs of living. Plus, this isn't a raise. A one-time bonus might placate folks for a year, but what about year two? We need a long-term funding increase for salaries to be competitive with other states, not a one-time, unfair bandaid.

---

ERNESTO LOPEZ, Retired  
AFT/BEST  
BROWNSVILLE, TX

Totally unacceptable in the salaries proposals. NO CRUMBS

---

Jayne Germany, Instructional Tech Specialist  
Lewisville ISD  
Flower Mound, TX

Teachers don't need a one-time bonus--they need actual pay raises. We need the student allotment raised to \$10,000 to keep up with cost of educating all students. Stop talking about pay attached to performance of students; every teacher faces challenges in every classroom today. Teachers are also tired of non-funded mandates. Do what you need to do to FIX education in Texas>

---

Kelsey Davila, Teacher  
HISD  
Houston, TX

The \$2,000 "raise" is ridiculous. That does not balance out inflation and should be at least \$3,500. Republicans are saying that teachers will benefit from the property tax breaks which is laughable. Most teachers do not own property and I can assure you that the landlords are not going to be sharing the savings that they get through those tax breaks. I have never seen rent go down in price in all the years I paid it, whether I moved or not it always went up. We are averaging more than one mass shooting a day. Our job is increasingly high risk, yet the compensation is mediocre at best. There's a shortage because the salary isn't enough to pay the student loans and the cost of living and people don't want to go to work every day not knowing if they are safe.

---



Charles Cortez  
Self  
Abernathy, TX

Teacher pay has been an issue since I have been a teacher. 1999 was the last time that teachers received a raise provided by the state. Talk since COVID-19 break was that teachers do more than what is thought and they are grossly underpaid. Currently were on average \$8,000 below the average. Average means exactly that average. If you want to call me average, come and observe what I do on a daily basis for all my students. I easily work a 10-12 hour day from the first day of my contract until the last day of my contract. This is not including weekends while school is going. I have done a certain number of workshops and continuing education workshops that I do not get paid for. I would hope to be acknowledged with some kind of compensation since we are trying to make our future better by educating the youth of tomorrow. TIA is awesome but not all districts participate and not every teacher will qualify for a variety of reasons. Which means a living wage is hard to come by unless you are an administrator or head football coach.

I have a child in college, which I am trying to get through undergrad without any loans. I am broke at the end of each month and that is because I saved for college. Putting my children through undergrad is a dream of mine. Most people can't do it but I am doing without so that I can try to achieve this. Again a meaningful pay raise would help because a one time bonus is only one time. Bonuses also do count toward my TRS retirement. I am near the end of my career and I work in a rural district. Funds to fund all programs and pay raises are nonexistent. We are always asked for a wish list on things we need for the classroom, they get us as much as possible but never know for certain if we will get it.

---

David England  
Self / DISD  
Dallas, TX

A raise for everyone in public education. There's 32 billion in surplus. Please release some money to help us and the kiddos.

---

Jennifer Segovia, High School Teacher  
Self  
El Paso, TX

A one time payment of \$2k is not a raise. Pretend this is yourself you're paying and act accordingly. Teachers deserve better and most importantly, pay that matches our education and work load.

---

Gayle DeWolfe  
Self  
San Antonio, TX

A one time bonus isn't going to help teachers. I am looking for a house I can afford, and everything in my price range either has bars on the windows, or I have to decide between having A/C in San Antonio with 100° summer days or having walls in the house.

I always have a second job, and now have 2 kids in college. I am trying to be a part of the solution for a better world, but I can survive without a real raise, that isn't a one time deal!

---

Stephanie "Spoony" Witherspoon  
Teacher  
Houston, TX

The cost of living is skyrocketing, and I do not believe that a onetime \$2000 bonus, which is \$77 every two weeks prior to taxes, is the answer that will keep teachers in the classroom. We need a significant pay increase that is yearly and that will also apply towards the Texas Teacher Retirement System. I personally am at the point where I could retire in two years, I would like to stay and work a few more years. I love my job; I may have to make the very hard choice to retire and then go and accept one of the many job offers I have that pay far more than what I am currently making. It is sad that the profession I love, does not pay enough to compete with other jobs. Many parts of SB 9 are wonderful including a Clearly defined duty calendar, Free Pre-K eligibility for children of teachers, allows 'contract abandonment' under specific circumstances without sanction, employed retiree reimbursement fee, which would help districts hire more retired educators, Certification exam fee waivers for special education and bilingual education candidates, New teacher mentoring program and a teacher residency program. Please consider a real and substantial pay increase for Texas teachers.

---

Sharon Nichols  
Self,retired school paraprofessional  
Baytown, TX

Teachers need more than a one time \$2000 and all other school support employees need a decent raise!

---

Angela Groves  
Self/Educator  
Fort Worth, TX

A one-time bonus is NOT a raise. Stop the crap with jargon such as "we appreciate teachers" when in fact time and time again you vote to leave us in poverty. Most of us spend \$2000.00 plus in our classrooms annually because YOU REFUSE to fund us!... Teachers are funding public education in Texas...what a shame!

A \$5000.00 raise is expected!!! Support those of us...ALL of US that are in the school classrooms daily, doing what you cannot. Our State Representatives are the reason Teachers are leaving the profession! DO BETTER!

---

Patricia Doyle, Dr.  
Self- Physical Therapist Special Education  
Dallas, TX

I am writing concerning SB9. As an employee of Dallas ISD, I am asking for a salary increase for ALL personnel and not a one time bonus. At a time when the district is losing good teachers, and when therapists, such as myself, are in high demand in the private sector, it is essential that a salary increase to meet the cost of living and rate of inflation be given to all working in public schools to retain teachers and staff at public schools now. As a taxpayer, I can tell you that due to the State's poor financial support of public education, almost half of my property taxes go to my local school district. This is unsustainable and, frankly, immoral, for the state to ignore its responsibility to the people of Texas. Public Education is a CIVIL RIGHT. By not supporting school personnel and students, the state of Texas is violating the civil rights of its people. In the end, it's a tragedy for the people of Texas. Show some respect and pay us what we are worth. Allow children access to good, FUNDED, public education.

---

Glenis Armstrong  
Allen ISD  
Coppell, TX

For toooooo long teachers in Texas have been undervalued and UNDERPAID! Health insurance is too high, no social security, and TRS retirement is a joke. Pay us what we are worth!

---

Dean Doba, Mr.  
Self Teacher  
Spring, TX

The \$2000 dollar one time bonus is not adequate to maintain quality teachers in Texas. The legislature must find a way to give teachers a substantial raise. Teachers are leaving the profession and a substantial raise would help keep them in our schools. Thank you for your consideration.

---

Fredy Guerrero Barrero  
Self  
Houston, TX

Thanks for think in the students and teachers, but is important you have in mind: The teachers in US are disappearing because our salary is enough in comparison with others. Jobs, we need more bonus and consideration because our work is not inside of classroom, it is all the time, inclusive at home preparing classes and grading.

Now the district bring some foreign teachers, but they are not enough to cover all classes, US needs to think in a way for give residence to these teachers if they are good in the schools.

Please, think in the life cost, it is increasing month by month, the gas, bills and rent increased too much.

---

erik sanchez  
self - public school teacher  
San Antonio, TX

Teachers need raises equivalent to the cost of living increase each year. Retention bonuses should be \$10,000 because teachers are leaving for jobs that often pay \$10k more.

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Trejo Jesse, Mr.  
Self and McAllen ISD  
McAllen, TX

It is a shame how educators are being treated. A \$2000 one time bonus is a slap in the face to all the hard working educators. How can we keep up with inflation? McAllen ISD is underpaid as it is. I feel something more fair needs to be done. Why do educators need a 2nd job to make ends meet?

---

Julie Flanagan  
Self  
Bastrop, TX

A \$2,000 one-time bonus for classroom teachers in districts with more than 20,000 students and  
A \$6,000 one-time bonus for classroom teachers in districts with fewer than 20,000 students is not enough based on inflation.  
Sincerely,  
Julie Flanagan

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Kristen Weaver  
self- SPED Teacher  
Denton, TX

A \$2000 one time stipend does NOT make sense with the 33 billion dollar surplus. It really does lend credence to the supposition that the state is trying to privatize public school education. It seemed like a conspiracy theory at first, but every decision that has been made in Austin over the last 2 weeks, seems as if this is your goal. The future and prosperity of Texas will continue with a strong, well-educated population. When we educate our population properly, we are consciously making the decision to have a strong Texas, a prosperous Texas, and a successful Texas. However, the key to all of this is having strong, dependable , and well taken care of educators. In order for this to happen, we MUST increase salaries ! Our current salaries are not even keeping up with inflation. It's quite disheartening to know that college was a waste of time and resources. Fast food workers and grocery clerks make the same as educators, yet they did not have to have to put in the time, energy, and money that we have had to do for those careers. Who will The State marginalize next? Clergy ? Disabled?

Be moral. Be ethical. Do the right thing. Not in the future, but NOW ! The legislators have the opportunity to be the hero of a desperate situation. You could step in and SAVE education. **TREAT YOUR TEACHERS WITH THE RESPECT THEY NEED !** We are in financial dire straits. This isn't ' wouldn't it be nice IF...' It is not a luxury, but a very necessary and needed change . Will we see our legislators supporting public education, or being the thing that makes it all crumble ? Please, please, please think of us during this legislative session. We are real people, with real needs, who are seeking assistance from our law makers that represent us.

Be the light ! Be our Savior ! We are begging. Be on the right side of history. Be the one who makes a real difference !

---

Shannon Smith, Teacher  
Dallasisd  
Garland, TX

Greeting,  
I am a high school teacher in the Dallasisd and we would not be able to make it without the help we receive from our other school employees. I don't understand how it could be a problem to give employees what they work for and deserve. With all of the safety issues we have going on and the other educational issues, teachers and other employees are being overworked and underpaid. It is sad how our government is making a mockery out of the profession that helped all of them get where they are to decide that we can't have a livable wage. That is heartbreaking. It is no wonder why the major of Education in college is going down. Our future is seeing how much you think of us. Voucher or no voucher, if you can't survive in the profession no one is going to what to do it. Do what you know is right and how you would want your family member to be treated. You all say how you would look out for the people in your state if you were elected. Is this what you mean?

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Rachelle Edwards  
Self/parent of school children  
Lucas, TX

I have concerns about the bill only providing a one-time bonus for teachers as opposed to a proper, in-going pay raise. We absolutely must compensate our teachers appropriately, every year, for the hard work they do. Additionally, I am very disappointed that other school employees aren't being given any kind of pay raise either. The people on our campuses providing all manner of support to our students and their teachers are invaluable. We need to pay them like the essential workers that they are.

---

Stacey Buczkowski, Special Education Teacher  
Self - special education teacher in Rockwall ISD  
Rockwall, TX

As a public school teacher for 10 years, I have watched my income stay relatively the same despite cost of living and inflation rising significantly. I no longer can afford my house payment, insurance, groceries, and gas and to raise my children because my income is nowhere near enough to provide for my family's basic needs. And I work too many hours as a teacher (including working summer school!) to be able to work a second job or be able to care for my family. A \$2,000 one time bonus for teachers is NOT ENOUGH. Teacher income needs to be raised to meet inflation and cost of living, and other full time staff need their income raised to provide a livable wage as well. I give every day to care for children with special needs, who are aggressive and violent and who require special training to teach, and I don't even make enough income to pay my basic bills. And as a special education teacher, I am not eligible for the Teacher Incentive Allotment because my students don't take the standardized testing required for TIA candidates in my district. Teacher pay needs to be increased for ALL teachers, base pay, across the board, and a one time \$2,000 incentive won't even pay my mortgage for a month. It's a joke. I am a born and raised Texan, and I have always loved it here, but I am absolutely ashamed to see how Texas treats our public school teachers. I have always been conservative politically, and it astonishes me that conservative Republicans devalue education and devalue public school teachers. The best way to solve the problems in public schools today is to pay teachers enough so they can pay their bills, not worry about feeding their children, and they can put forth 100% in the classroom. There are teacher shortages across the state. Instead of trying to be creative about how to increase teacher retention, just pay teachers a living wage! Teacher shortages will disappear, education and teachers will be valued more in society which will increase parent and student respect towards education. The blatant apathy and aggression that is so widespread among students will decrease because there will be enough staff to handle all the needs, there will be more caring, competent, and trained teachers to handle situations, and the general public will respect educators because their jobs will be seen as essential. Stop treating teachers like trash, and pay us what we are worth! This \$2,000 one time bonus is useless and will not help anyone. As a lifetime Republican voter, I am no longer able to vote Republican because of how conservatives treat public school teachers. Senator Brandon Creighton, I grew up in The Woodlands and attended Conroe ISD for my entire public school education. I lived in Conroe for 5 years before moving up to DFW for college. My family still lives there and I visit several times a year. I am FLOORED that you would author such a pittance of a bill and think that you are serving educators with this. Conroe ISD educators don't want this.

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Peyton Warren  
Self- Teacher  
Dallas, TX

I am commenting in regards to the SB 9. It is important that ALL Teachers and support staff are getting raises. In the area of teaching an only being in teaching for 3 years, but having been in other professions teaching is underpaid for the amount of time you spend. There are 10 hours a day usually spent at school in a day on a normal scheduled day. This does not include before school or after school meetings that are ran longer that contract hours. This is also a school day that is spent teaching kids. This does not including the other duties that are given to us as teachers. Including lesson plans that take about 3 hours a lesson. This has to be done outside out class. As well as grading that needs to be done. There also needs to be parents called. It does not help that we have planning time during the day that is taken up by duty and other meetings. This then takes the time we have to "plan". Thus the work that we are to get done has to happen outside of the classroom. The stress of the classroom at this time alone should induce added pay to teachers. Everyday we are fearful for our lives. This SHOULD not be the way the of the classroom. We are building the face of the world for the future. The future doctors, lawyers, and etc. are in our classes we are building their future by supporting them and teaching them the things that they foundationally need to be a human being. This day in age we are teaching students discipline, ways to live in the world, and how to cope with stresses of the world. We are more than teachers. WE ARE are human and a face to help students. We are more than a teacher. We are a caring face, we are a smiling face, we are more.. Those of us that are able to push through the hard and be here are getting paid nothing. The level of pay in comparison to the other jobs out there are making our field sparce of people that are able to actually teach and have a desire to teach. This then makes districts having to have just warm bodies in the classroom. This is NOT how it should be. A person that is wanting to teach getting replaced with a warm body in a room to "babysit" kids. I am not a baby sitter. I am a world changer by building the future of these students. This being said the level of pay that teachers make should be better. It should be more than being able to work as a bartender or fast food worker. We are doing much more than that. If you compare to how much we get paid to the hours we work in a day/week./year. I have divided my pay into the amount of hours I work my job in a week and in a month for how much I get paid and I get paid on average \$4.3 an hour. This a HORRIBLE! \$2,000 dollars is not going to do anything for me. If I add \$200 to my paycheck which is what would be \$2000/12. (even though we as teachers don't work during the summer officially. we still do, working on lessons, being in our classrooms). Even those teachers that don't they will probably be putting in 12hour days or more to work in their classroom

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Grabelita Olivares  
Texas AFT  
Austin, TX

SB 9 has been touted as the Teachers' Bill of Rights. I've been watching this in the news media. When it first started, it sounded great ... \$10,000 - \$12,000 pay raise, and now it's down to a measly ONE TIME \$2,000 raise for Austin ISD (since it has more than 20,000 students) ... and ONLY for teachers!!! YOU are NOT thinking! Teachers are the only dealing w/ the students at my school! What about the counselors, librarians, curriculum coaches, custodians, cooks, bus drivers, etc. At my school, teachers are NOT the only ones who count!!! We depend on EVERY WORKING ADULT that deals w/ students!!! That AMOUNT doesn't even take into consideration inflation and cost of living!!! I know teachers who are working part time jobs at HEB and bartending! Some of them are doing that even though they are tutoring after school and working Saturday school. Are you for real? I know another teacher who is single, no kids, has been teaching w/ Austin ISD for 18 years, and she just bought a house in Elgin. She says she needs about an extra \$800 / month to make ends meet! Yes, \$800. Often, she eats only ONE - two full meals and snacks in between. Her first full meal is the breakfast they serve at school. When was the last time you ate an elementary school breakfast? I guarantee it's NOT a full IHOP breakfast meal!!! SB 9 MUST be increased and that increase MUST include EVERY ADULT working w/ students in the ENTIRE school district!

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Dayla Hearon, Mrs  
Self  
Corpus Christi, TX

A one time \$2000 raise in NOT A RAISE! Teachers deserve to be paid more!

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Allison Schwarz, Miss  
Self- Brailist  
Frisco, TX

To whom it may concern, I would like to first start by saying that I am the ONLY person within my district that does what I do. My district serves over 100 visually impaired or blind students. What I do on the daily allows for these kids to have the same education as everyone else. I do 12 months of work for numerous kids all within a 10 month period, all while supporting 5 TVIs and 2 O&Ms. Would you like to know what the odd thing is? Even though my position is extremely specialized, I am paid and treated as a paraprofessional. Even though I am on a professional 10 month schedule. This year alone I have done well over 950 assignments this does not include text books, last minute rush jobs. I am telling you this because my paycheck does not reflect the amount of work that is done. I am single, living in a small apartment, with the bare basic needs. Rent, insurance, car payment, gas to get to work, electric, cell phone, minimal spend on food, my medical alert service dog, his food, and medical copays. I haven't bought new shoes or new clothes in 2.5 years, so it's not like I am trying to live beyond my means. Now I am living paycheck to paycheck with no savings, no means of an emergency funds, nothing. Now I ask you, Do you think it is acceptable for someone who works 40hrs a week for school district to barely have the ability to get groceries most months? You want your teachers and staff to come to work and do our best to provide every student with what they need? How are we supposed to do that when we aren't even getting what we need??? I did the math anyone making under 35,000 a year need a minimum 25% pay raise to even come close to the cost of living. The average cost of living for a single person in TX needs to make \$60k a year to live comfortably (aka being able to pay bills). No one who is working for a state entity full time should have to choose between food on their tables or missing a bill and risking their electric being shut off. Do you think that is acceptable? I highly urge you to know its not just me, there are hundreds of thousands of other staff out there who are barely making ends meet on the daily. And for those who are disabled we don't have the luxury to just go get a second job to make up for the rest and work 80 hours a week. So I believe you need to take this and go back and seriously consider the damage that will be done if staff don't get their needs met. It is sadly not even a want, it is a life necessity. If not, you are going to end up with mass exodus of teachers more so than what is already happening. Along with the support staff, no teachers, no staff, no public education.

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Rebecca Freeman  
self  
Celina, TX

SB 9is beyond ridiculous. I have been a teacher for 24 years and a 2000 raise when my escrow was short more than that due to insurance hikes is a slap in the face!! Pay teachers what they are worth and you will have better more dedicated teachers.. SAY NO TO SB 9!!! HELP YOUR TEACHERS!!!

---

Keith Potvin  
Self, Analyst  
BROOKSHIRE, TX

In my humble opinion, I believe that Texas teachers are long overdue for a pay raise as despite being in 3rd place by tax revenue (\$61 billion), Texas ranks 26th place in teacher salary! (even as far as paying teachers \$7.5k under the national average!) (1) (2)

Texas should be leading the fight for better pay for its teachers as I believe that better compensation will inevitably attract more talented teachers to the field. (also encourage current teachers to stay in their job and/or profession) This is especially important as there is a teacher shortage in Texas at the moment caused by a myriad of problems like underfunding, lack of support, poor working conditions, etc... (3)

This will likely in turn increase the quality of education for children in Texas and I believe a better quality of education for Texans is a net positive! (Texas ranks 37th place in education K-12) (4)

Even now more than ever, teachers are in a desperate need of a pay raise to better match the rising cost of living in Texas due to this past year's inflation! (5% inflation is nuts!!) (5)

In short I don't think this bill goes far enough but it is definitely a start!

Sources:

- (1) <https://www.statista.com/statistics/248932/us-state-government-tax-revenue-by-state/>
  - (2) <https://worldpopulationreview.com/state-rankings/teacher-pay-by-state>
  - (3) <https://www.texastribune.org/2023/02/24/texas-teacher-shortage-task-force/>
  - (4) <https://www.usnews.com/news/best-states/rankings/education>
  - (5) <https://comptroller.texas.gov/economy/key-indicators/>
- 

salvador hernandez  
Self High School Teacher  
Edinburg, TX

Good afternoon,

As an educator I feel an expediency in making sure that this bill is discussed with the following in mind. I am fortunate to live in a district that gives us a yearly raise, usually about the amount you are proposing as a one-time bonus through SB9, but with the good comes the bad. Normal inflation and cost of living increases have chewed away every year at our gains.

We have always felt that in our wallets, and with that came discussion among my colleagues. I have only been a teacher for five years, but I have seen countless teachers quit teaching for more fulfilling careers, or burning out because the work of the job for the compensation was inadequate. The psychological effect of this is the biggest drain on educators all over the nation. Just this year I know of three teachers within my hallway who are looking at jobs that pay more for way less work and we have had three vacancies in our department just because people where not applying. What was once a position that I was fighting dozens of applicants for turned into one that could not get a single candidate in the door for an interview.

This one-time bonus is not even a band-aid on the issue of teacher compensation. It is merely spitting at the wound and hoping for the best--and even that metaphor is a generous one. Educators need more respect and that means compensating us correctly or you will see a further deterioration in our education system. 6,000 dollars as a salary increase is a good start and would be a better way of addressing complaints that we educators have. It is time that you realize the demands of the job and the truths of capitalism. The salary is not attracting candidates anymore. It's high time that you pay them what they are worth.

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Elizabeth Lopez, English Teacher  
Pebble Hills HS  
El Paso, TX

I have been an educator for 20 years. It is imperative that educators obtain a raise. We often purchase supplies in order to supplement our students in order to ensure a well-rounded curriculum. Thus, the cost of living, property taxes in El Paso are immensely high. Most educators resort to obtaining a second job in order to take care of our families. This is discerning and this is why the turn around rate for teaching occurs. As educators, we wear many hats so to speak. We are teachers, mentors, counselors, nurses, and at times a second parent for these children. We are the foundation for our school system. However, unfortunately money is spent on redundant trainings in which districts spend thousands of dollars hiring guest speakers from distant locations. Therefore, funding must be allocated towards ensuring teachers are making a decent wage in our beloved country. It's time that educators become a priority. We are also on the front lines in protecting our kids from a potential threat. We deserve to be treated accordingly. NO TEACHERS LEFT BEHIND!!

---

Georgia Polley  
self  
Houston, TX

This bill is purports to provide a salary increase for classroom teachers, however, it is only funded for one year. Additionally, it adds 50 FTE to the TEA...50! Now is not the time to make the TEA larger. If you want to pass a salary increase, fund it. This bill is not it.

---

Susan Burek  
SELF: I am a parent and a volunteer advocate for people with disabilities  
Austin, TX

I AM OPPOSED TO SB 9, regarding the rights, certification, and compensation of public school educators and assistance provided to public schools by TEA related to public school educators and to certain allotments under the Foundation School Program.

Please vote AGAINST SB 9.

Thank you very much.

---

ELIZABETH Steele  
Self  
Houston, TX

Hello,  
The work of teachers need to be compensated regularly. We need to reward with regular compensation raises, to keep a strong team of teachers with great expectations to serve. Thank you.

---

Kathy Bolla  
Self  
Richardson, TX

Would you think this amount of money for a loved one would be appropriate? Why is so little OK? People that have dedicated their lives to education deserve to be able to live with dignity in the senior years. Please, help the teachers and retirees.

---

Theresa S Neman, Mrs.  
Self/educator  
Spring, TX

You actually have a \$33 billion dollar surplus. Give Texas teachers a real raise, funded for the future, rather than a one time bonus. All school employees deserve more than the governor and legislature have offered. After all the insulting, diminishing language thrown at educators, show them that all of you are actually human.

---

Matthew Fitzhenry, Mr.  
HFT/Self Teacher  
League City, TX

A one time bonus is not a pay raise, and given our ever increasing workloads, which this bill also does not address, it feels as if I am simply not valued here. I am normally a reliable republican voter, but republican messaging on education where teachers don't matter and we should accept crumbs isn't any better than democrats who insist we teach CRT nonsense while claiming that's not what they want. Neither party appears to be truly representing us

---

JOSEPH Marquis Jr  
AFT/Spring ISD  
Spring, TX

Expand the pay-for-performance Teacher Incentive Allotment  
Give a bonus or pay raise for all school employees  
A \$4,000 one-time bonus for all classroom teachers in districts with more/less than 20,000 students

---

Staci Whittenton  
Georgetown ISD  
Walburg, TX

Are you kidding me Texas? Do you want to hang on to good teachers or have a shortage? With the surplus that we have in this state - you can afford to give teachers more than \$2000

---

Kathy Ramirez  
Self  
Fort Worth, TX

Teachers deserve salaries that meet with inflation. 2000 is nothing... Everything has gone up and teachers work very long days. Please compensate teachers for what they are worth. You saw during Covid what teachers mean for the community .Ty

---

Charlie Bryan, Teacher/Coach  
Spring ISD  
Conroe, TX

\$2000 is not a raise. Our pay needs to catch up with inflation. Too many vacancies. Give teachers a reason to stay.

---

Martha Mann  
self - Elementary Special Education Teacher  
Mesquite, TX

To Whom it May Concern,

I have been a Special Education teacher for 23 years. We have had small raises to a few years no raises. I fall into the category of receiving the \$2,000 bonus which I find insulting. Over the last 12 months, the CPI-U advance 5.8 percent. The index for all items not counting food and energy rose 7.4 percent and food prices increase 8.7 percent over the year. Have you seen the price for a dozen eggs, a gallon of milk?

I'm sure that you know that since the Pandemic, the U.S. has continued to experience ridiculous supply chain problems. As I understand this is driving up the cost of production and reducing the supply of goods, also pushing up prices.

With there being a \$33 Billion budget surplus, the Legislature can do better than the \$2,000 or \$6,000 (depending on the size of the district) one time bonus. Not to mention no bonus or pay raise for the rest of the employees. Wow absolutely no respect for any public educator or staff that allow the public schools to run.

What are you waiting for? Step up and do what is right.

Thank you for your time.

Martha Mann  
Special Education Teacher  
Garland ISD  
mmann@garlandisd.net

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Karla Diaz  
self  
El Paso, TX

This bill is not addressing all employees. Teachers are not the only ones who are over worked. The hourly staff is the front line at ANY school or district office, but yet the last to get any pay incensement or benefits.

---

Elizabeth Skerpan-Wheeler, Dr.  
self  
Austin, TX

This bill makes an admirable effort to improve working conditions for Texas teachers. I wish I could support it wholeheartedly, but it fails to address the most pressing problem of the many facing classroom teachers: their salaries. A bonus is good. I've appreciated the ones I've received and I am grateful for them, but by their very nature they are temporary. A raise is much better. Low pay drives many teachers out of the profession. They are among the lowest paid college graduates in the country. As a society, we demand much of them. We want them to educate our children in the most effective and up-to-date ways. We want them to care for each child individually and accommodate each child's needs. We want them to keep children safe. And yet we seem to be unwilling to compensate them in a meaningful way. Texas can go a long way toward attracting qualified young people into the profession and retaining them to provide their schools with continuity and experience. As the daughter of a public school teacher, I know that dedication and experience do not pay the bills. For that, a teacher needs money. A significant, across the board raise for school personnel is the best way to show that Texas cares about children, education, and educators.

---

Sheila Taylor  
Self/Teacher  
Houston, TX

Teachers need real pay raises!

---

Kathleen Moreman  
Self  
Houston, TX

If you want to hire and retain quality teachers, you must treat them as professionals. A one time bonus is not a raise. Other employees entrusted to take care of our students should earn a fair wage as well.

---

N Lewis  
Self  
Houston, TX

There is so much government in our lives; look at how many things you are voting on. Maybe some are needed and others are proposed by elected officials trying to justify their job. It's interesting how many elected officials vote on a manner based on their personal experiences rather than that of the constituents. Teachers need an actual pay raise. Teachers are instilling education, values, and ethics in much of the student population. It is often said that we spend on what we value. If you value your future, then spend on our children, who are led by teachers for twelve years of their lives, spend on the teachers who help educate our children, our future leaders.

---

Rudiche Welchptak  
Self  
New Braunfels, TX

I believe teachers should be getting a raise, not a one time bonus. How is a one time bonus going to help attract people to this dying profession. Teachers are overworked, disrespected by students and our government, and told to take crumbs with a huge surplus. This is shameful. We are professionals and should be treated as such. I am a veteran teacher of 15 years and I see the burn out first hand. There are very few teachers at my school with over 5 years experience. Many 1st and 2nd year teachers are leaving the profession this year. This means class sizes will get bigger and many students will learn from non-certified subs for the whole year, as we saw this year. Make these "bonuses" the raises that teachers need.

---

Julieta R. Miranda  
Teachers  
Eagle Pass, TX

Please reconsider a salary increase.

---

Molly Parrish  
CCISD  
Seabrook, TX

Teacher pay is a real issue that needs to be addressed. Most of the teachers I know are actively looking for other employment due to an unmanageable workload and low pay. I myself am forced to work a second job to keep up with our tumbling economy and the fear of another year with no raise is looming on the horizon. Teachers also put in many many many more hours than their contract time and it is all 100% unpaid. It's time to change the low pay and workload in order to retain veteran teacher and recruit new ones.

---

Elizabeth Dzvonick  
self  
Celina, TX

Teachers are leaving this profession, there is decline in the numbers of new teachers, they are underpaid and undervalued; a \$2,000 bonus IS NOT a pay raise. If there will be an increment of \$2000 (which is really low anyways) should NOT be a bonus.

---

Sheila Haralson  
Self, retired Educator  
Kilgore, TX

SB9 does not go nearly far enough to give raises, not bonuses to teachers and support staff. We have a larger budget surplus than we will likely ever have again. You have a moral duty to improve teacher pay and make it competitive with other states.

---

Lisa Sousa, Dr.  
self  
McKinney, TX

Retention efforts for teachers cannot be made with a \$2000 raise. Additionally your bill does not cover paraeducators. Teachers and talent are leaving in droves. Between school safety and inappropriate law maker overreach you will never attract talented people.

---

Shanice Evans  
Self  
MISSOURI CITY, TX

As an educator, I am appalled that you believe a one-time payment of 2,000 would be suffice for teachers. Once taxes are assessed, that would reduce that amount to about 1600-1700. The per paycheck increase would equal 76.92. This communicates that you do not value Texas educators. Texas ranks 30th of all states in the US in education and this measly increase demonstrates that this state does not value education.

---

Jerry Chappelle  
self  
Granbury, TX

Please vote yes for teacher raises. They deserve much more than you are proposing. There is too much chaos in the classroom due to unruly children and children who should be in institutions.

---

Alex Denham  
Self teacher in FWISD  
Fort Worth, TX

A 2000 one time bonus is not a pay raise and is just throwing crumbs at the hardworking people who are working around the clock to provide educations for your children. Being a teacher is one of the hardest jobs imaginable and the cost of living is increasing to a point where a teachers pay barely affords housing and basic living costs. I can barely afford my rent, bills, and my car payment with what I am paid. I work far beyond my contract hours every day because the amount that is expected of us is so much more than what I can do while watching students who have become more and more unruly since Covid happened. This needs to be compensated with a LIVABLE pay raise not a one time bonus that barely would pay for one months rent on the average house. You will be losing so many good teachers due to too much work and barely any pay. Please address this as the teachers who are shaping the lives of your children deserve it

---

Susan Hefner  
Rains High School (Retired)  
Como, TX

If you REALLY value the 32 years that I served the children of this state as a teacher, then you will GUARANTEE us a COLA. It's ridiculous that we can't count on one that is even half of what Social Security is offering.

Please help us.

---

Michelle Kane  
Self, teacher  
Cedar Park, TX

Teachers should be respected. Teachers should be recognized for the work we do. Teachers should be compensated well. For far too long teachers have taken on more and more and made things work, yet have not received adequate compensation for all we do. And let's not forget instructional assistants and support staff. If Texas exceptionalism rings true, then why aren't we EXCEPTIONAL at compensating our teachers and support staff? Currently, Texas is \$7,500 below the national average for teacher salaries. This is abysmal.

With SB9 as it is currently, you aim to give classroom teachers (and not support staff) a ONE-TIME \$2,000 retention payment for all districts over 20,000 students and \$6,000 for smaller districts. How did you come to this "magic" number? It doesn't even keep up with the cost of living and inflation, especially for those of us in bigger districts-- that \$2000 when split into 12 equal payments doesn't even cover the cost of a car payment, a grocery bill, a cell phone bill, or a mortgage payment. Where would you, would any of us be without teachers and support staff? How can you think this pittance will come across as well-intentioned? Listen to your constituents. Listen to teachers. We do so much, day in and day out, for our students.

We are tired. Tired of being taken advantage of, of not being respected, of having to fight for pay that equals the work we do. We deserve more than a one-time "retention bonus"-- how many teachers are you trying to retain? We need a raise. Our pay should reflect our work. AT MINIMUM, we deserve a \$7500 raise to level the playing field.

---

Daniel Smith  
Self  
Waxahachie, TX

I've been teaching in Texas for 19 years. We need a raise. I am actually making less than I was 2 years ago due to the high cost of our insurance. We need a substantial raise not small crumbs. Teachers are leaving in droves and will continue to do so, if you can make more money at bucees

---

Doris Prince  
VFT  
Victoria, TX

Please consider better raises for teachers. We give one hundred percent in the classroom, therefore please consider better raises for teachers. Thank You

---

Jennifer Marquardt  
self - Teacher  
georgetown, TX

We need you to recognize teachers, respect teachers, pay teachers. We also need you to remember all of our instructional assistants and support staff and pay them what they deserve. Currently, Texas is \$7,500 below the national average for teacher salaries. Currently, SB 9 gives classroom teachers (and not support staff) a one-time \$2,000 retention payment for all districts over 20,000 students and \$6,000 for smaller districts. My district (Leander ISD) would qualify me for the \$2,000 retention pay. That is \$166/month That is not enough to keep up with the cost of living and inflation. We need you all to listen to your constituents and to the teachers. We do so much for our students for so little, but we are tired. We are tired of being taken advantage of. We are tired of not being respected. And we are tired of having to fight tooth and nail for pay that equals the work we do. We deserve more than a one-time measly chunk of change. You need us. Without teachers, could you have gotten to be where you are now? We need a raise. We need our pay to reflect our work. We deserve at least to be average with a \$7500 raise, but we live in Texas. Aren't we supposed to be THE BEST? Do we not want to treat our teachers THE BEST? Let's do better and treat our teachers and support staff with respect.

---

Glory Taboh, Mrs.  
Alief ISD  
Houston, TX

Rights, certification, compensation of public school educators and assistance provided to public schools by Texas Education Agency and to certain allotments under the Foundation School Program.

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Kosh Sherman, Non CDL BUS DRIVER  
Self bus driver  
Katy, TX

As a Non-CDL BUS DRIVER ,

I'm disheartened that our livelihood isn't taken into consideration, it is sad that in order to survive we have to take a part time job. If we make 12,000 a year and rent is 15,600 a year...we already in a deficit and to make up the lack we have to work a part time job. We love the children as challenging as it is, but the pay isn't enough.

We can't survive on this money with no raise as well as bonuses to boost the moral of the transportation department. Before the kids get to the classroom we have contact with them first, at the end of the day we see them before their parents.

Don't we deserve to be rewarded and compensated for the job we do. As well going above and beyond for our students? Fairness all around is all we are asking for.

I love my job it feels great when our students reward us with a breakthrough that we have been working on all year with the campuses to achieve...we need your help to make sure the quality of care and love we give isn't thrown away. Special need student are the best but we need your help to continue to be our best!

---

Shawn Troxell, Ms.  
Retired Teacher  
New Braunfels, TX

Teachers deserve far more than a \$2000 drop in the bucket. We aren't in it to get rich; we are in it because we love teaching. Everyone who works in our schools, from bus drivers to maintenance to Nurses and (real, not "chaplain ") counselors deserves a raise, with COLA .  
It's not right in any way that many of us held more than one job just to pay bills and afford birthday and Christmas gifts. Texas is somewhere solidly in the middle, not near the top, in spending among states.  
I say NO to SB 9, and so does my family, my friends, my colleagues, and my former students.

---

Jena McGuire  
Self- teacher  
Pflugerville, TX

I've been a teacher for 26 years. I'm so close to retiring so I refuse to quit but I'm going to have to get a second job to make ends meet. Inflation is insane and likely going higher. It's honestly a slap in the face with what little the legislature has done to support teachers. There is absolutely no incentive to stay. I don't want to hear anything about TIA because I'm not even eligible. I'm a science teacher. My district only has TIA tied to ELA and math. It also doesn't do anything for the EA's and other support staff who help make our jobs easier. Everyone says "but it's a noble profession "- that doesn't help me pay my bills. I don't know how some of y'all legislators sleep at night- you wouldn't even be where you're at without the help of teachers. We desperately need and deserve a raise. We need our public schools adequately funded. Raise the basic allotment so my district will even be able to give us a raise. Do better Texas legislators.

---

Destini Oliver  
Aft- Teacher  
Rosharon, TX

Hello we need more than a 2k bonus!!! Teachers need RAISES! The cost of living is soooo high! Especially if we have families! Teachers many times spend their own money to pay for school supplies and decor. It's alot and I hope that the state would consider giving us more money!

---

Ricky Riddle  
Myself  
Fort Worth, TX

It's is insulting to offer Teachers 2000 bonus when they deserve a real pay raise of \$20000 per year especially when they have to put up with maga heads

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Refugia Rodriguez, Mrs.  
Self school counselor  
Leander, TX

We need you to recognize teachers, respect teachers, pay teachers. We also need you to remember all of our instructional assistants and support staff and pay them what they deserve.

Currently, Texas is \$7,500 below the national average for teacher salaries. Currently, SB 9 gives classroom teachers (and not support staff) a one-time \$2,000 retention payment for all districts over 20,000 students and \$6,000 for smaller districts.

My district (Leander ISD) would qualify me for the \$2,000 retention pay. That is \$166/month That is not enough to keep up with the cost of living and inflation.

We need you all to listen to your constituents and to the teachers. We do so much for our students for so little, but we are tired. We are tired of being taken advantage of. We are tired of not being respected. And we are tired of having to fight tooth and nail for pay that equals the work we do. We deserve more than a one-time measly chunk of change.

You need us. Without teachers, could you have gotten to be where you are now? We need a raise. We need our pay to reflect our work. We deserve at least to be average with a \$7500 raise, but we live in Texas. Aren't we supposed to be THE BEST? Do we not want to treat our teachers THE BEST? Let's do better and treat our teachers and support staff with respect.

---

Allison Birney  
Clear Creek ISD  
League City, TX

Please restructure SB 9 to provide for more than just a \$2000 bonus for classroom teachers. All school district employees (teaching, paraprofessional, maintenance, custodial, everyone) need a minimum 10% raise.

---

Mary Scherzer

Self

Tomball, TX

SB 9 does provide for some great things like covering certification exam fees for Special Education and bilingual teachers, it still doesn't meet everything educators need. The one time bonuses of \$2,000 and \$6,000 are not enough. My husband and I are both educators who are raising three children. This is not enough to keep up with inflation. It would not be enough to attract new teacher, and would further exacerbate the teacher shortage. Additionally, an expansion in the pay-for-performance Teacher Incentive Allotment is completely inappropriate considering the teacher shortage and the economic conditions. In my experience, you could be the best teacher in the world, but if your students are testing on a bad day, they are tired, they are sick, or they missed breakfast, etc. it will be the teacher who is penalized for something that is entirely out of their control. Finally, SB9 does not provide any kind of pay increase for public school support staff. Good support staff is crucial to a well functioning school. Without the people to drive our kids, get them fed, and fix and clean our buildings, learning cannot happen. School support staff deserve a pay raise just as much as the teachers do.

On a personal note, while I love teaching, it kills me to know what my family is missing out on. We took our children out of swimming lessons this year. We couldn't afford our youngest daughter's pre-school tuition and the fees for swimming. My family of 5 has never taken a vacation on our own because we have never been able to afford it. Between Covid, and surgeries and paying down debt, there's nothing left over to give to my children. My husband and I work too hard to only be able to afford clearance aisle birthday and Christmas gifts.

I am a licensed attorney here in Texas. I chose not to practice so I could have more time with my kids, but every day I think of what I could be earning if I switched back. It hurts. Everyday, I question myself if I'm doing the right thing. Most days I'm happy with what I do because I feel like I can breathe in education, when I never felt like I could in the legal field. I feel like education was always where I was meant to be, but I also feel like I'm being punished because I'm "just a teacher". I feel like my work isn't valued because educators constantly have to fight for resources for themselves and their students. And with all that in mind, I feel like an idiot because my kids are missing out too.

What kind of future do you want for this state? An investment in your teachers and school support staff, without stipulations, is a big investment in the children of Texas. If we do not invest in our schools and teachers now, the state will pay for it later. The state will be sure to experience an economic decline, and a larger draw on state resources.

---

Tracey Sorrell, Mrs.

Self

Helotes, TX

Teachers deserve a true raise. They need help with class size. They should not be punished for breaking a contract to leave a bad situation or take a better paying job. Please actually support teachers. They are leaving the profession in droves. Who will teach the children???? Please give them the right to do their jobs and get a real paycheck.

---

Hector Flores, Mr

Self

McAllen, TX

SB9 is a joke against teachers. The TIA needs to be abandoned, not given more. All teachers need a raise, not a bonus.

---

Sims Bonnie

Self SR Director Pharmaceutical Research

Spring, TX

Make a meaningful raise to teacher salaries not a drop in the bucket. They are on the front lines of our future.

---

Stacie Dixon  
Self  
Waskom, TX

Speaking as a current teacher, we need this bill to pass. Teachers have always been under paid for the amount of work we do. Texas is far behind the minimum salary for teachers compared to other states. And our education system is showing that. Qualified teachers are leaving in droves, mostly due to the fact we are having to work multiple jobs in order to survive. Please help us out.

---

Maureen Doebbler  
Self  
Adkins, TX

While SB 9 has some very good provisions, a clearly defined duty calendar, free Pre-K eligibility for children of teachers, allows for 'contract abandonment' under specific circumstances without sanction, employed retiree reimbursement fee, which would help districts hire more retired educators, certification exam fee waivers for special education and bilingual education candidates, a new-teacher mentoring program and a teacher residency program. It has a lot of bad; bonus for classroom teachers based on district student size, expands the Teacher Incentive Allotment and does not include a bonus or pay raise for any other school employees. That's bad!

SB 9 continues to disrespect educators across the state of Texas. Teachers are not asking to be rich but to be able to survive, provide for their families and live in their own homes. As a Texas teacher for 27 years and single; my teaching salary (with a Master's degree) has made it impossible for me to purchase my own home. I work 50-60 plus every week, preparing for my students and classes; I don't have time to work a second job nor should I have too. A \$2,000 bonus is a slap in the face and disrespects me and my colleagues, just because of the district we serve! Please... support teachers, show teachers their jobs are important and they are respected in Texas by providing a substantial raise to educators not a bonus with stipulations.

Do what is right! Do what is fair! When you support Texas Teachers, you support public education in Texas.

Thank you and God Bless!

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Zenobia C. Joseph, Educational Consultant  
Self - A+ WRITERS Consulting  
Austin, TX

**\$32B Budget Surplus: Pay Texas Certified Substitute Teachers \$25/hour Living Wage;  
Stop the Black Male School-to-Prison Pipeline: Require Culturally-Relevant Pedagogy!**

1. Lines 15-22: Sec. 21.467. Teacher Time Study directs Texas Education Agency to study “how the district’s or school’s staff and student schedules, required noninstructional duties for classroom teachers[.]”

a. Amendment: Also, study substitute teachers’ invaluable role. Due to COVID-19, “Pflugerville ISD administrators move[d] to classrooms amid substitute teacher shortage” (KVUE, 2021).

b. Research: America faces a substitute teacher shortage—and disadvantaged schools are hit hardest (Liu, 2020).

(1) Adverse Implications: “A teacher’s non-covered absences can affect their colleagues and students across the school, not just those in the absent teacher’s classroom.”

(2) Learning Loss: “[S]tudents spend, on average, approximately two-thirds of a school year with substitute teachers during the entirety of their K-12 schooling—not a trivial amount of time.”

(3) Quality Educators: “Higher-quality substitute teachers may be able to mitigate some of the negative impacts of teacher absences.” Also, “certified substitute teachers are more effective than their uncertified peers” (Clotfelter, Ladd, & Vigdor, 2009).

d. Disparate Impact. Lines 18-26 (p. 24): Reimbursing special education and bilingual certification codifies discrimination. Rather than disproportionately favoring Hispanic and white teachers, reimburse shortage-area certifications (e.g., STEM fields).

e. Retention Pay Disparity. Lines 7-12 (p. 25): SB 9 increases teacher pay; incentivizes new teachers and mentors; and adds Teacher Retention Allotment (\$2K/teacher “if the district has 20,000 or more students” in 2022-2023 school year; \$6K for districts with 20K students or less).

f. Surplus Solution: COVID-19 raised certified substitute teacher pay to about \$120/day (\$15/hr) vs. City of Austin living wage: \$20/hr; Capital Metro bus drivers with no degree: \$22/hr.

g. Amend Teacher Retention: Rather than tripling retention to \$6K, double the amount. Use \$2K reduction to set \$25/hr or living wage for certified substitute teachers whichever is greater locally. Require a living wage for degreed substitutes, too.

2. Prison Problem: SB 9 gives teachers more discretion to remove students from class.

a. Research: Apprenticeship of Observation (Lortie, 1975) posits that teachers often teach the way they were taught. “For Black boys born in 2001 ..., the Sentencing Project estimates that one in every three will end up incarcerated,” Congressman Bobby Scott noted in 2012. SB 9 fails to consider instructional problems exacerbating discipline.

b. Amendment: Black “students are often located in schools with less qualified teachers, . . . lower salaries and novice teachers” (UNCF, 2023). Require mentors and mentees to attend culturally-relevant pedagogy training. ~Thanks!

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Rebekah Reed  
Self - HS Teacher  
Bryan, TX

I am a High School English teacher and current candidate for National Board Certification. During the process of certification this year, I have been challenged to reflect on my teaching practice more than during my certification courses at University of TX at Austin in the prestigious UTeach-Liberal Arts teacher program. National Board has asked for clear, consistent, and convincing evidence of my effectiveness, thoughtfulness, and capabilities at a deeper level than my district evaluations-- which is currently used to qualify for the Teacher Incentive Allotment. I have grown in my profession more than I have in the past four years of weekly professional development seminars and trainings.

Though many teachers in Texas have not sought out NBC before because there was little monetary reward, this strenuous process has immense, direct impact on teachers ability to grow students more than anything else. Those teachers who have passed the high scrutiny and standards of the National Board have proven themselves highly skilled, equitable to Masters level designation under TIA. Please motivate teachers to become more effective and driven in the classroom by passing this bill to raise the designation of NBC teachers to the highest level. Thank you.

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