



TSTA OPPOSES HB 11 BY DUTTON

(We were neutral with testimony but oppose as reported out of committee)

- 1. HB 11 repeals Sec. 21.042, Education Code, which allows the elected SBOE to veto SBEC rules.**
 - a. Would give ultimate rulemaking on many issues critical to the entire spectrum of education to an appointed body.
 - b. There has been no precedent of abuse of power and appears instead to be punishment for the unanimous veto of the SBEC's rule that would have required teacher candidates to pass the edTPA exam before becoming certified. Education stakeholders along the spectrum were opposed to this rule.
 - c. The Texas Sunset Advisory Committee noted in its review of SBEC that "[the board] does not have a consistent practice of including the input of educators in the development of rules."

- 2. HB 11 expands the Teacher Incentive Allotment, which is a pay-for-performance program that TSTA opposes.**
 - a. The proposed budget only anticipates 4% of teachers will receive a designation (up from 1.2), meaning 96% will not see a pay increase.
 - b. Currently just 179 districts receive TIA funds, and many teachers even in those districts are not working in positions eligible for TIA.
 - c. New TEA rules could make it even more difficult for districts to renew their designation plans.

- 3. HB 11 mentor allotment changes do not do enough, and teachers may not see the money.**
 - a. HB 11 entitles districts to mentor allotment funds if they participate in a mentoring program but given current rules this changes little. The problem is that TEA has made it too burdensome to be approved for mentor allotment funds.
 - b. HB 11 caps it at 40 first or second-year teachers per district, which is actually 15 less than current rule, and already few districts see a benefit to applying for funding given how difficult it is to be approved (in current cycle 81 applied, just 30 were approved).
 - c. HB 11 does not direct districts to use the mentor allotment to compensate teachers.

- 4. HB 11 creates a system that would differentiate teacher pay based on certification pathway.**
 - a. Every teacher earning a standard certificate — regardless of preparation pathway — should be required to take the same certification exams and should be paid according to the same minimum salary schedule.
 - b. TSTA supports incentivizing teacher residencies, but most educators cannot afford this route but should not be penalized for pursuing a traditional or alternative route as long as they receive a standard certificate.