



TSTA OPPOSES HOUSE BILL 1

The Message Remains: No Deal

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The education community has been clear, and the message remains: No Deal. No amount today is worth the lasting devastation a taxpayer-funded voucher would bring to Texas public schools. There are critical investments that must be made, but we will not accept any bargain that passes that investment on to unaccountable, private entities.

And as it turns out, the deal on the table isn't worth considering for teachers even without a voucher. If HB 1 were stripped of the Education Savings Account, TSTA would still oppose this legislation because it has many provisions that are bad for schools, bad for teachers, and bad for Texas students. Most notably, teachers don't approve of the mechanisms used to raise teacher pay.

The Teacher Pay Raise Falls Short

- **Longevity in the profession is disincentivized**
Guaranteed salary increases are not annual and are capped at just 10 years.
- **Educators are deprofessionalized**
Non-teachers, with no commitment to pursuing certification, are rewarded with pay increases.
- **Non-traditional teacher candidates are penalized**
Educators who cannot afford a year-long residency program would automatically earn less throughout their career. This would disproportionately impact educators of color and many grow-your-own candidates.
- **The minimum salary schedule is not guaranteed for all teachers**
Educators who earn an unsatisfactory evaluation are not guaranteed a minimum salary, which creates a perverse incentive to push out rather than develop educators.
- **Expanding the Teacher Incentive Allotment is not a teacher pay raise**
Just 1.5% of districts receive TIA funds, and only 1.2% of teachers are designated. Giving money to the Texas Education Agency to offer technical support for districts is a waste of money that should go to teachers.
- **True teacher quality is not rewarded**
The House Public Education interim report recommended that National Board certified teachers be automatically designated as exemplary, but this legislation demotes them to a new, lowest tier.