



Brownsville Independent School District

Agenda Category: Board Member Request Board of Education Meeting: 02/04/2025

Item Title: Resolution Support of the Texas AFT Educators' X Action
Bill of Rights Information
(Board Member Request – Daniella Lopez Valdez) Discussion

BACKGROUND:

Discussion and consideration and possible action on adopting a resolution in support of the Texas AFT Educators' Bill of Rights.

Board Member Request: Daniella Lopez Valdez

Board Support: Erasmo Castro

Approved for Submission to Board of Education:

Dr. Jesus H. Chavez

Prepared by: Superintendent

Recommended by: Superintendent

Board Member Request

Dr. Jesus H. Chavez
Superintendent

Approved by: Superintendent

When Necessary, Additional Background May Follow This.

Patricia Perez

From: Patricia Perez
Sent: Tuesday, January 28, 2025 9:00 AM
To: Patricia Perez
Subject: FW: Board Agenda Request - DLV
Attachments: Coach Hoover.pdf; BEST Draft EBOR Resolution.docx

FYI: Board of Trustees
Superintendent

Board Agenda Request – Daniella Lopez Valdez

From: Daniella Lopez-Valdez
Sent: Tuesday, January 28, 2025 8:14 AM
To: Patricia Perez <pperez@bisd.us>
Subject: Board Agenda Request - DLV

Hi Pat,

Could you please add the following agenda items for our next meeting?

1. Discussion, consideration and possible action on naming the Hanna Early College High School Tennis Courts after Coach Terry Hoover (see attached).
2. Discussion, consideration, and possible action on adopting a resolution in support of the Texas AFT Educators' Bill of Rights (see attached).

Thank you,

Daniella Lopez Valdez
BISD Board Trustee
Dlopez-valdez@bisd.us

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Patricia Perez

From: Patricia Perez
Sent: Tuesday, January 28, 2025 9:10 AM
To: Patricia Perez
Subject: FW: Board Agenda Request - DLV
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Erasmus Castro called 01/28/2025 at 9:00 a.m. in support of agenda items.

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Thank you,

Daniella Lopez Valdez
BISD Board Trustee
Dlopez-valdez@bisd.us

BEST AFT Proposed Resolution in Support of the Texas AFT Educator's Bill of Rights

WHEREAS, educators are the backbone of our public education system, and their working conditions directly impact the learning conditions of our students; and

WHEREAS, Texas public schools continue to face a worsening recruitment and retention crisis, as manifested in a record high teacher turnover rate and number of uncertified new teacher hires in the 2023-2024 school year; and

WHEREAS, the Texas American Federation of Teachers (Texas AFT) has developed an Educator's Bill of Rights outlining 10 crucial areas that need to be addressed to recruit and retain quality educators in our public schools; and

WHEREAS, Texas AFT's *Texas Needs Teachers* report found that working conditions were almost twice as important as compensation in retaining educators, yet many educators face challenging work environments, undefined work hours, insufficient time for instruction, safety concerns, and unreasonable class sizes; and

WHEREAS, Texas teachers earn over \$9,000 less than the national average, with inflation-adjusted salaries 6% lower than they were in 2015, contributing to a statewide educator shortage; and

WHEREAS, schools receive approximately \$5,000 less in per-student funding and the basic allotment has not been increased since 2019 despite 23% inflation, contributing to a statewide budget deficit crisis; and

WHEREAS, despite a modest and long overdue cost-of-living adjustment approved by voters in November 2023, retired educators' pensions have not kept pace with inflation and the average retired educator receives only \$2,199 per month from the Teacher Retirement System of Texas (TRS), which is insufficient for a dignified and secure retirement; and

WHEREAS, 45% of educators who need regular childcare have trouble accessing or affording it, and more than half of Texas counties are considered childcare deserts; and

WHEREAS, gun violence prevention was ranked as the top priority out of 11 community and social justice issues in Texas AFT's 2024 Member Survey, underscoring the urgent need for enhanced safety measures in schools; and

WHEREAS, recent policies have led to classroom censorship, book bans, and limitations on instructional materials, undermining educators' ability to teach effectively and compromising the quality of education; and

WHEREAS, educators are often required to complete redundant or unnecessary training that do not contribute meaningfully to their professional growth or ability to serve students; and

WHEREAS, Texas educators are prohibited under state law from engaging in collective bargaining, limiting their voice in improving their working conditions and students' learning conditions; and

WHEREAS, the Teacher Retirement System board seats are appointed by the governor rather than elected by TRS retirees, limiting educators' input on decisions affecting their retirement; and

WHEREAS, there are growing concerns about the use of public education funds for private religious education under proposed voucher programs, compromising the principle of separation of church and state; and

WHEREAS, addressing these issues is crucial for the recruitment and retention of quality educators, and ultimately, for the success of our students and the strength of our public education system:

THEREFORE, BE IT RESOLVED that the Brownsville ISD Board of Trustees recognizes the following rights as outlined in the Texas AFT Educator's Bill of Rights:

1. The right to reasonable working conditions, including a defined workday, adequate time to teach, safe schools, and reasonable class sizes.
2. The right to fair wages that reflect the worth of educators' work.
3. The right to a secure retirement.
4. The right to access affordable, quality childcare.
5. The right to a healthy, safe, and secure working environment.
6. The right to academic freedom.
7. The right to meaningful training and professional development.
8. The right to organize and engage in collective bargaining.
9. The right to democratic representation in matters affecting their profession and retirement.
10. The right to teach in public schools free from religious indoctrination.

BE IT FURTHER RESOLVED that the Brownsville ISD Board of Trustees commits to advocating for and implementing policies that support these rights, including but not limited to: increased state funding, defined workdays, improved school and classroom safety, robust recruitment and retention efforts, pension improvements, expanded childcare options for employees, environmental standards for schools, academic freedom, flexibility in and funding for professional development, collective bargaining rights, democratic representation on the TRS 12

board of trustees, and the separation of church and state in our schools.

BE IT FURTHER RESOLVED that the Brownsville ISD Board of Trustees will send copies of this resolution to the Governor of Texas, the Lieutenant Governor, the Speaker of the Texas House of Representatives, and all members of the Texas Legislature representing the district.

Adopted this XX day of XX 2024, by the Brownsville ISD Board of Trustees.