

# Is EmpowerED good for PSJA ISD?

There are things like pay raises, more resources, and increased autonomy for teachers that have been presented by Dr. King and the media. What does the law state? **Lets take a look...**

## **Dr. King's Charter Proposal says:**

**Increased autonomy for teachers and campuses**—Dr. King's plan claims to empower teachers and professionals by giving them more say over the way a school is run.

**Pay Raises & Increased Resources**—Dr. King claims that the additional state funding for partnering with charter operators will mean more money for pay raises, and more resources for teachers and students.

**Employee Contracts**—Dr. King says that nothing will change with employee contracts and that all Chapter 21 contracts will remain in effect. All PSJA ISD employees will continue to be PSJA ISD employees.

**It's not a charter school**— Dr. King's proposal says that the authority will still reside with the PSJA ISD school board and the operating partners will not behave like a charter school.

## **What the law says:**

**IMOs MUST have initial and final non-delegable authority to:**

- Hire, supervise, manage,
- Assign or re-assign,
- Evaluate, Develop,
- Compensate
- Approve ALL curriculum, instructional materials, and lesson plans.

**Money is NOT guaranteed**—Additional per-pupil funding may be available, however the IMO MUST have final authority to adopt and implement a campus budget and to compensate employees, leaving the district with no authority to promise raises.

**It won't matter if all are still PSJA ISD employees because IMOs MUST have initial and final staffing authority:**

- Over assignment of all district employees to the campus, and
- To supervise, manage, and rescind the assignment of all district employee from the campus.

**It's basically a charter**—SB 1882 intentionally creates an incentive for school districts to hand over their authority to unaccountable charter schools. Campuses must be "exempt from laws and rules to the fullest extent allowed" for charter schools, exempting:

- State certification requirements for teachers and other educators.
- 22 to 1 Elementary Class-size caps, length of school day, due process and minimal procedures in place for contract non-renewals.

Source: TX Education Code §11.174 and TAC Ch. 97 Subchapter EE, §97.1075.

## **YOU DECIDE...**

There are still many unanswered questions regarding this proposal, is this something PSJA ISD is ready to do?



PSJA American Federation of Teachers



## COMMUNITY ADVISORY

**FOR IMMEDIATE RELEASE**  
**Friday, May 18, 2018**

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### **Local Union Holds Community Forum to Address Concerns with Proposed Charter Initiative in PSJA ISD**

**PHARR, TEXAS** – PSJA AFT, the local chapter of the American Federation of Teachers in the PSJA Independent School District, will be hosting a community forum at their union hall located at 517 E. Nolana, Pharr, Texas 78577. Teachers and community stakeholders are invited to come learn more about an initiative being proposed by Superintendent Daniel King which would turn over school district operations to open-enrollment charter schools or private entities that can be granted charter status by the state of Texas – known as Innovative Management Operators (IMOs) under SB1882. The community forum will take place on Tuesday, May 22, 2018 at 5:30pm.

**What:** PSJA AFT Community Forum on SB1882-Charter School Initiative in PSJA ISD

**Where:** PSJA AFT/Texas AFT Union Hall  
517 E. Nolana Loop Ste. 6  
Pharr, Texas 78577

**When:** Tuesday, May 22, 2018 at 5:30pm

**Who:** Union Members, School Employees, Community Groups, Parents and Media Outlets

**Why:** PSJA Superintendent, Daniel King has introduced a charter school partnership in PSJA ISD which could have significant impacts for employees, students and parents

*Texas American Federation of Teachers represents more than 65,000 teachers, paraprofessionals, support personnel, and higher-education employees across the state. Texas AFT is affiliated with the 1.6-million-member American Federation of Teachers.*

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