



**RESPECT  
US EXPECT  
US**

Winning the respect public school employees and students deserve | [www.texasaft.org/respect](http://www.texasaft.org/respect)

---

# Do you want to win the respect that you deserve?

Our union, the Texas American Federation of Teachers (Texas AFT), builds power and uses it at the local, state, and national levels. No other organization does what we do to support and empower school employees in Texas.

**We're fighting for the respect you deserve: a real pay raise, affordable healthcare, reasonable workloads, and so much more. There is strength in numbers, and if we stand together, we can win real changes. Will you join our fight?**





## DEMANDS

#RESPECTUSEXPECTUS

[www.texasaft.org/respect](http://www.texasaft.org/respect)

## We Demand “R-E-S-P-E-C-T”!

Public school employees demand a salary that reflects the critical work we do in our communities, and a thriving wage for every staff member.

Public school employees change lives. We demand smaller class sizes that help our students learn, and a reasonable workload that gives us time with our own families.

Public school employees are professionals. We demand that leaders and politicians trust us as much as parents already do with teaching and supporting students.

Public school employees know our kids are more than their test scores. We demand an end to the over-reliance on high-stakes testing and the stress it puts on students and teachers.



# ACTIONS

#RESPECTUSEXPECTUS

[www.texasaft.org/respect](http://www.texasaft.org/respect)

## We Are Taking Action!

### To win the respect we deserve:

- We are organizing with our colleagues at the local, state, and national levels. We need your help.
- We are attending board meetings and demanding our elected school boards fairly compensate all teachers and staff.
- We are building a movement among 656,000 Texas public school employees to advocate for increased funding from the Texas Legislature.
- We are working together in our districts and at the Capitol because that's what it takes to make change. We don't need a task force. We need a movement. **Join us today.**



---

# TAKE THE PLEDGE

## Join Our Campaign to Win Respect

Texas ranks 45th in the country for per-student funding. It's no wonder our teachers are struggling with overwhelming workloads and low pay—fueling a teacher retention crisis—and that other school employees like paraprofessionals and cafeteria workers are making poverty wages.

This is a crisis, but it can be fixed. School employees, parents, and students are coming together across Texas to demand respect from our state's elected officials. Join now and pledge to take action with other school employees and families to improve our schools!



[www.texasaft.org/respect](http://www.texasaft.org/respect)



“The most aggressive of Texas' four teacher groups  
[Texas AFT] is pushing hard.”

— Spectrum News, June 8, 2022



**TEXAS AFT**  
**JOIN TODAY**

[www.texasaft.org/join](http://www.texasaft.org/join)

- Texas AFT represents all non-administrative certified and classified public school employees in traditional public schools and some charter schools.
- We represent the interests of teachers, counselors, librarians, diagnosticians, custodians, cafeteria workers, bus drivers, nurses, teaching assistants, and clerical employees.
- We also represent employees in universities, colleges, and community and junior colleges.



**TEXAS AFT**  
WHAT WE DO

- **Local Advocacy:** We support members building local power at the campus and district levels to win on issues including pay, benefits, and working conditions.
- **School Board Elections:** We support local candidates for school board and engage through political mobilization.
- **Legislative Advocacy:** We organize the largest statewide mobilization effort to engage public school employees to hold elected lawmakers accountable.



## TEXAS AFT

### OUR BENEFITS

- **Share My Lesson:** We provide a national database with over 420,000 free lesson plans and activities.
- **First Book:** Our partnership provides free books and classroom resources distributing over 1 million free books to Texas Title I schools.
- **Local Engagement:** We provide more local and regional offices and staff representatives than any other education organization.



**TEXAS AFT**  
**OUR BENEFITS**

- **\$8 Million Occupational Liability Insurance**—powerful coverage when you're at work
- **Legal Power**—work-related legal representation from top attorneys in the State of Texas
- **No Conflict of Interest**—Texas AFT does not accept administrators as members

---

# Save on Your Student Loans

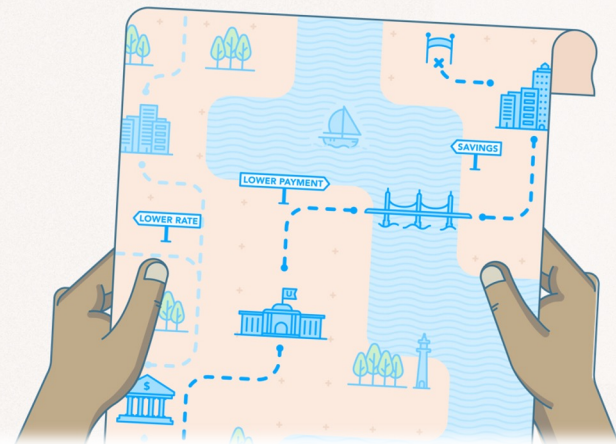
Texas AFT hosts student debt clinics throughout the year that help educators save thousands of dollars using federal programs.

**Member Benefit:** AFT has partnered with Summer, an online resource that harnesses the expertise of public policy experts to optimize borrower options and uses technology to make the process easy and secure. Summer helps our members navigate the student loan repayment landscape.

[www.texasaft.org/studentdebt](http://www.texasaft.org/studentdebt)

Summer

Student loans are a maze. We're partnering to guide the way.



---

# You're Not “A Loan”

Here's what you need to know about Public Service Loan Forgiveness — and how our union helps you get the relief you deserve.

In 2021, following the settlement of a lawsuit brought by American Federation of Teachers (AFT) members, the U.S. Department of Education announced major changes to the Public Service Loan Forgiveness (PSLF) program.

Because AFT members took action to fight against a system riddled with unfair practices and broken promises, hundreds of thousands of educators, healthcare professionals, and public employees can now discharge their student debt sooner.

## Qualifying for Loan Forgiveness

- If you've worked in public service for 10 years or more and made 10 years of payments on your student loans, you're likely eligible to have your debt discharged under PSLF.
- Even if you were denied PSLF in the past or your loan service said you didn't qualify, your application will be reconsidered after this AFT lawsuit settlement.
- Now, the Department of Education will count your past payments retroactively toward the PSLF 120-payment requirement — even if they were made on the “wrong” loan type or “wrong” payment plan.
- You must take advantage of these changes by Oct. 31, 2022, to have your past payments counted.

## Help for Texas AFT Members

- Join our union. All AFT members have free access to Summer, an online resource that helps you navigate student loan debt and relief options. Visit [www.texasaft.org/join](http://www.texasaft.org/join) to join today.
- Check your PSLF eligibility with Summer. With your free Summer account, you can check your PSLF qualifications, enroll in a repayment plan or certify for PSLF, and get support from real humans along the way. Visit [www.texasaft.org/studentdebt](http://www.texasaft.org/studentdebt) for more details.
- Sign up for a free student debt clinic. Our union provides free clinics for members with information on two federal debt relief programs: (1) income-driven repayment plans and (2) Public Service Loan Forgiveness.





# Texas AFT Student Debt Clinics

All clinics are 90 minutes and will take place online via Zoom. Zoom instructions will be provided in your registration's confirmation email. For questions, you may call us at 1-800-222-3827.

**July 27** | 6:00 - 8:00 p.m.

**August 10** | 6:00 - 8:00 p.m.

**August 31** | 6:00 - 8:00 p.m.

**September 14** | 6:00 - 8:00 p.m.

**Register Today**

[www.texasaft.org/studentdebt](http://www.texasaft.org/studentdebt)

---

**JOIN OUR FIGHT.**  
**HELP US WIN THE RESPECT**  
**YOU & YOUR STUDENTS DESERVE.**

**#RespectUsExpectUs** | [www.texasaft.org/join](http://www.texasaft.org/join)

# Join Texas AFT!

Sign up online at  
**[www.texasaft.org/join](http://www.texasaft.org/join)**

If you prefer, you can complete a paper form and/or pay by check for the entire year's dues payment.



**#RespectUsExpectUs** | **[www.texasaft.org/join](http://www.texasaft.org/join)**





**“I don’t have to worry about speaking out. Being a union member gives me power—not fear—to make real changes.”**  
Luke Amphlett, San Antonio ISD (San Antonio Alliance)



**/TexasAFT**



**@TexasAFT**



**@TexasAFT**

**TEXAS AFT**  
**912 SOUTH HIGHWAY 183, SUITE 100-A**  
**AUSTIN, TX 78741**

**1-800-222-3827**

**[www.texasaft.org](http://www.texasaft.org)**



## About Our Union

Texas AFT is a statewide union with 66,000 members, including educators, school employees, and retirees. We believe that education is the path to a just and democratic society and that the only way to give students a quality education is through the dedicated work of empowered public educators. Our union represents all non-administrative public school employees, as well as faculty and staff in higher education.

Join us today at [\*\*www.texasaft.org/join\*\*](http://www.texasaft.org/join).