

*Socorro Independent School District  
Board of Trustees*

*K-12 Educator Bill Of Rights School Board Resolution*

*WHEREAS, educators are the backbone of our public education system, and their working conditions directly impact the learning conditions of our students; 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, 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, educators are often required to complete redundant or unnecessary trainings 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:*

*BE IT FURTHER RESOLVED that the Socorro 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 20<sup>th</sup> day of November 2024, by the Socorro ISD Board of Trustees.*

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Michael A. Najera, President  
Board of Trustees

Attest:

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Paul Guerra, Secretary  
Board of Trustees