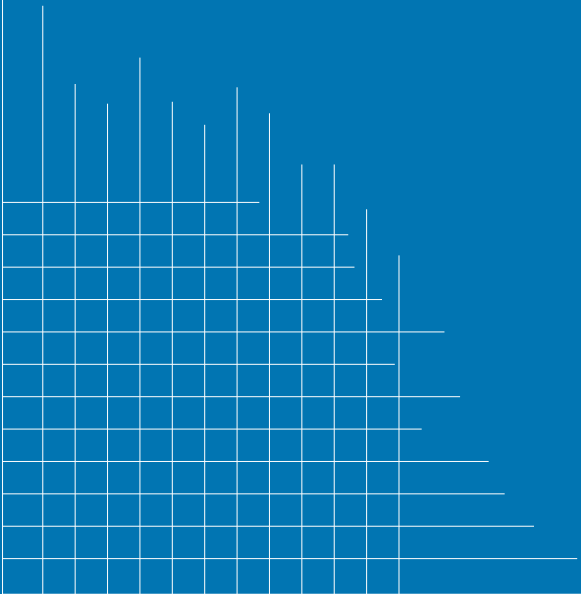
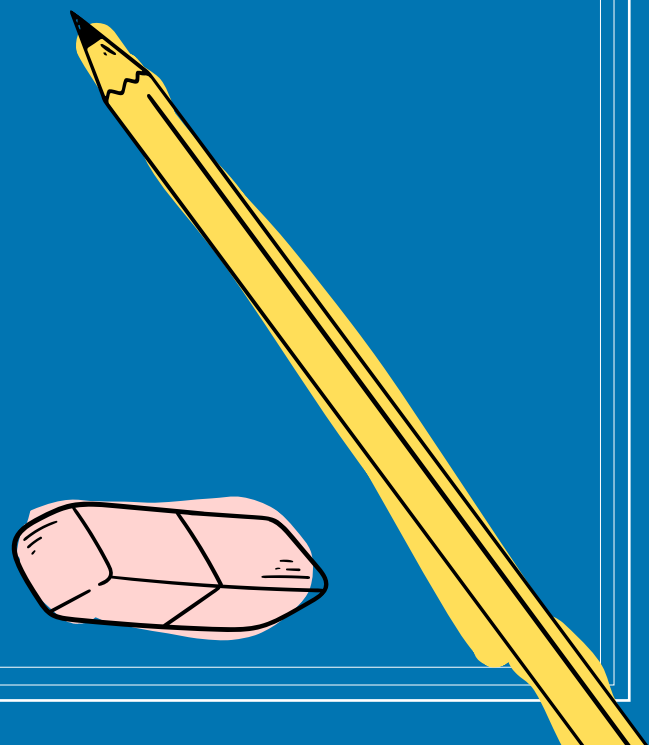




Texas AFT

2023-2025

# Biennial Report



# LEADERSHIP

**Zeph Capo**

President

**Wanda Longoria**

Secretary-Treasurer

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Jackie Anderson, *Houston Federation of Teachers*  
Shonda Below, *Northeast Houston AFT*  
John Burghduff, *AFT Lone Star College*  
Tammy Conrad, *Education Round Rock*  
Nikki Cowart, *Cy-Fair AFT*  
Tom Cummins, *Bexar County Federation of Teachers*  
Deric Dawson, *Fort Bend AFT*  
Melina Espiritu-Azocar, *Northside AFT*  
Brian Evans, *Texas Conference of the American Association of University Professors*  
Robert Garza, *Del Rio AFT*  
Marsha Gonzalez, *Edinburg AFT*  
Veronica Hernandez, *Socorro AFT*  
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Candis Houston, *Aldine AFT*

Alejandra Lopez, *San Antonio Alliance*  
Toni Malone, *Bastrop AFT*  
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Sylvia Tanguma, *McAllen AFT*  
Veronica Thibideaux, *Alief AFTSE*  
Wretha Thomas, *Houston Educational Support Personnel*  
Nancy Vera, *Corpus Christi AFT*  
Kristina Young, *PSJA AFT*  
Ken Zarifis, *Education Austin*



The Texas American Federation of Teachers represents 66,000 teachers, paraprofessionals, support personnel, and higher-education employees across the state.

Texas AFT is affiliated with the 1.8 million-member AFT and the AFL-CIO.







La Joya AFT members advocate for fully funded public schools and an Educator's Bill of Rights at the Capitol in March 2025.

## 2023-2025 Biennial Report

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# Message from the President

## Zeph Capo

The 2023-2025 biennium has taken us to the midpoint of our current strategic plan (2020-2030), and the complexity of our work has increased because of it. We have made tremendous strides as a state federation over the first five years of our strategic plan, even as we have been beset by unexpected challenges, from the COVID-19 pandemic to a second Trump Administration ([page 31](#)).

This biennial report serves as a halfway checkpoint on what we've accomplished, what is in progress, and what is still to be done to achieve our stated goals:

1. Pass policy that improves the lives of our members and communities
2. Position Texas AFT as the trusted voice for public education

### Resources

To make all other improvements possible, we have focused first on marshalling our resources and streamlining our funding and operations. I'm proud to report, with the help of Secretary-Treasurer Wanda Longoria ([page 6](#)) that we are in better fiscal health than we were previously. For the first time in 50 years, we have a board approved investment strategy, and we are beginning to put our resources to better use.

Looking ahead, we must grow our permanent revenues beyond just our dues incomes to diversify our revenue streams and hedge against harder times. We are working with our financial advisors to increase our stream of interest income revenue. We continue to seek outside grant funding to move our work forward and, in the upcoming year, will be even more focused on attracting support from others who believe in our mission.

For affiliates, we adopted a new rubric for organizing that incentivizes local union growth, and we have steadily increased our investment in that model. Ensuring that our campaign plans and organizing rubric are connected will provide locals with a solid foundation for growth should they choose to engage in our statewide campaigns.

### Communications

The Powers That Be in Texas have more money, more resources, and a bigger microphone than we could ever hope to wield. That's why we have prioritized significant improvements in our strategic communications, both with our members and with the public.

You can read about the improvements we've made with earned media coverage on [page 14](#), but they've been supplemented with our investment in paid media:

- Event sponsorships with The Texas Tribune have raised our profile statewide.
- Our contributions to the Public News Service fund more coverage of the issues that matter most to our members.
- Our in-house Meta ads program has generated 565 direct membership leads since 2023.

No longer separate and apart from organizing, our statewide communications structure now sits at the top of our organizing funnel, widening our reach and bringing more people into our movement.

### Union building

Everything we have done in the first five years and everything that is yet to come is in support of exactly one thing: **building our union and growing its power to effect change.**

We have made considerable investments in our state federation's infrastructure so we can better track member data, manage service requests, and get hot leads into the hands of organizers more quickly.

Those tools have supported our annual membership surveys, along with flash polls, e-actions, small focus groups, and our Fall 2023 Working Conditions Tracking Project ([page 15](#)). In the summer of 2024, 27 members, selected based on their past engagement and activism, took part in our six-week Thrive Fellowship program.

We have been able to engage broader groups of members in their union's work – and track that work, delivering activism lists and potential membership leads to our local unions.



In our Associate Membership Program, we have invested in new organizing approaches, embracing an online-to-offline organizing model in our at-large turf and experimenting with a more flexible chapter model in addition to our traditional organizing committees. The goal in all these changes is to center leadership development for members in areas without organizing staff, hence the creation last year of our "Back to School in a Box" training program through the Bridges Institute ([page 25](#)).

### Public trust

Our foundation for building public trust stems first from the dedication of our C3 organization to our beloved past president Linda Bridges. One of our first investments was the Bridges Fellowship that awards paid internships to talented and deserving students who hold an interest in serving the public good. We are beyond proud of the fellows who have contributed to our work and the support of public education.

We continue to grow our partnerships around solid research and have developed a reputation for doing our homework. Our scholarly papers ([page 19](#)) have added depth to our policy positions and have served as evidence in support of real solutions for public schools.

Meanwhile, we have developed research partnerships with organizations and prominent individuals in the policy arena to include: Every Texan, Battelle for Kids, Our Schools Our Democracy, the National Board for Professional Teaching Standards, Dr. Josh Cowen, Dr. David DeMatthews, Dr. Angela Valenzuela, and Dr. Audrey Beardsley.

## Strategic Campaigns

In this report two years ago, I talked to you about our Respect campaign, which marked a new chapter in the work of our union and how we center our members' voices in fighting forward on the issues that matter to them.

In the past two years, our Thrive campaign picked up where we left off. In 2023, Texas AFT advocated for a \$10,000 raise for teachers, along with meaningful raises for support staff and paras.

In 2025, after a long and bruising fight, we are leaving the 89th Legislature with up to \$8,000 raises for our teachers and a dedicated Support Staff Allotment to fund raises for other vital employees (page 32).

This legislative session was a nightmare in many ways, yet our work was impactful in winning what we did and holding off even more harm. We know it can take decades for bills to pass. Look no further than the Social Security Fairness Act (page 26).

But consider what we've done in just a few short years – and what we must build on for the next two years. Lawmakers filed 71 bills aligned with the Educator's Bill of Rights that our members drafted



(page 17). Several of those bills passed out of committee, and a few passed out of the House. Our work next session is to get them over the finish line.

In 2023, Texas AFT earned a reputation as the “most aggressive” group for public school employees in Texas.

In 2025, as I heard consternated lawmakers mention us by name as opponents of their harmful legislation, I knew we'd held on to that title.

Where do we go from here? One of the starkest lessons we learned during the Thrive campaign is that our state leaders

(and often, our district admins) lack respect for the crucial role of support staff in our public schools.

That is why we are proud to kick off our All In for Public Schools campaign (page 37) with a central focus on our support staff. Our FY 26 campaign work will center on elevating the crucial role of our support staff members in the education process and ensuring locally that the state funding we won is a floor for support – not a ceiling.

We have put up a hell of a fight in the past two years, and we will keep it up in the years to come.

**Zeph Capo** is the current president of the Texas American Federation of Teachers. Previously, he was the president of the Houston Federation of Teachers.

Capo believes that a quality public education and old-fashioned hard work are requirements for a robust economy, and public schools are the key to a robust civil society. Before becoming a union leader, Capo was a science teacher.

Capo is known for his honest and direct approach to solving issues and building lasting relationships in the communities he serves. In 2011, he spearheaded community meetings to develop a paradigm for how neighborhoods can effect change in a community. Capo believes in strengthening the school-to-work pipeline and dismantling the cradle-to-prison pipeline. To do so, he believes we must improve the learning conditions for our students, which also happen to be the working conditions of our members.

Capo has served on several community boards that have added perspective and developed cross-sector relationships that will benefit Texas AFT as we forge a new direction. Texas AFT must invest the time to listen to our leaders and members on the ground and be committed to building a shared vision for our future.





# Message from the Secretary-Treasurer

Wanda Longoria

The 2023-2025 biennium began as a time of transition for Texas AFT's financial department. When I was elected as secretary-treasurer in January 2024, it was my goal to assist our state federation in ensuring this transition was as successful as possible.

With the support of the Texas AFT Executive Council, we moved toward a more digitized and technologically sound file-keeping system in collaboration with BTQ/Consero Financial Management Group. This group has assisted us with a strategic process of planning and organizing Texas AFT's financial resources to better support our mission, ensure long-term sustainability, and maximize our state organization's impact.

During our transition, we have been able to cross train within Texas AFT's financial team to ensure we have consistent avenues of continual work being handled by various staff members. This is crucial in ensuring that all funding avenues are closely monitored so that we can better provide quality programs and training, legislative actions, and member engagement.

## Financial Streamlining

On the financial side of the house, Texas AFT moved from Chase Bank to Frost Bank as our primary banking institution in charge of daily operations. We have continued to work with the Bank of Labor to invest our funds wisely to grow our Building and Solidarity funds and our overall financial well-being. By doing so, we can invest those monies in more efficient data systems and organizing tools that allow us to more effectively track member engagement, identify emerging leaders, and so much more.

In this way, our financial transitions and investments are allowing us to maximize the impact of our legislative programs and advocacy days, broaden our organizing reach with existing and potential members, and make the best use of our physical office space.

This summer we will end our current building lease and move into the AFL-CIO building downtown, leasing space from our union siblings. This will bring us much closer to the state Capitol while also offering further savings as we grow our building funds.

## Investing in Our Future

As an organization, we have used what we learned from the COVID-19 pandemic to strategically gain greater access to our members across the state. Traditional means of contacting members have been enhanced and built upon with digital tools and technology, broadening our reach with livestream events, biweekly statewide organizing calls, and lead-generating digital actions. These new methods and techniques have opened many doors for robust organizing opportunities, and they have required the acquisition of new digital tools and platforms, which we have prioritized investment in.

Last biennium, Texas AFT saw growth in E-Dues (ACH) payments, which has helped ensure those dues are securely deposited – a particular comfort should legislation move at the Capitol to remove payroll deduction as an option, a continued looming threat. While payroll deduction remains a legal and viable option, Texas AFT is better prepared than ever to execute electronic dues collection and mitigate any potential issues. We are proud to say that most of our local unions are moving in that ACH payment direction.

## Growing Our Union's Strength

This year, Texas AFT was honored to welcome two new local unions to our affiliate (page 22). Brownsville Educator Stand Together (BEST AFT) was chartered in May 2024, while Spring AFT was chartered in January 2025. Both local unions have quickly engaged in organizing activities, political activism, and leadership development opportunities.

Texas AFT now operates its Associate Membership Program, and we have spent considerable time restructuring AMP's banking, budgeting, and payroll operations. Our financial team has been able to collapse walls between AMP and the state federation, resulting in greater efficiency, fewer logistical challenges, and more effective resource allocation.

To ensure our budget is wholly well balanced, we review checks and payments for both AMP and Texas AFT on a weekly basis with BTQ/Consero Group.

## Looking to the Future

The state of Texas AFT's finances remain strong and solvent. Our state federation continues to operate a balanced budget each fiscal year. In a continuously hostile state environment and increasingly uncertain national climate, Texas AFT has managed to maintain and increase benefits for state and AMP staff and has remained focused on investments to programs that are making a real difference in our members' lives. Look no further than our advocacy and activism in support of the Social Security Fairness Act, repealing the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) that passed under the Biden Administration (page 26).

We enter a challenging future, but we remain unwavering in our goal of moving our members' priorities forward through local and state organizing. In doing so, we ensure that members invest in their communities and in their local unions' visions.

Thank you to the presidents, executive boards, activist leaders, and members who do the hard work every day of giving voice to our profession! YOU are the Union! I am honored and grateful to know that each of you are by my side, and I will continue to honor the trust you have placed in me with my work.



## Texas AFT Balance Sheet

Account	Balance
General Fund Account Revenues (including Certificates of Deposit)	\$305,229.01 \$68,530.55
Texas AFT Legal Defense	\$258,486.57
Texas AFT Legal Defense Reserve	\$302,510.00
Texas AFT Solidarity Fund	\$196,822.35
Solidarity Fund (Bank of Labor)	\$858.70
Texas AFT Bridges Institute	\$146,908.83
Texas AFT Disaster Relief Fund	\$29,588.04
Texas AFT COPE	\$274,344.51
Texas AFT Building Fund (Bank of Labor)	\$239,536.00
Payroll Transfer Account	\$555.77
Frost Bank Total Assets	\$2,196,759.49
Liabilities and Equity	\$239,709.69

As of April 30, 2025, for FY2024-2025 ending June 30, 2025

**Wanda Longoria** is the secretary-treasurer of the Texas American Federation of Teachers. Previously, she was president of Northside AFT.

A retired public school teacher who served students in both Oklahoma and Texas, Longoria has been an AFT member in every district she was employed. Throughout her 36 years of public school service, she worked to educate, organize, and mobilize her community to actions, empowering them to have voice in the decisions that affected them.

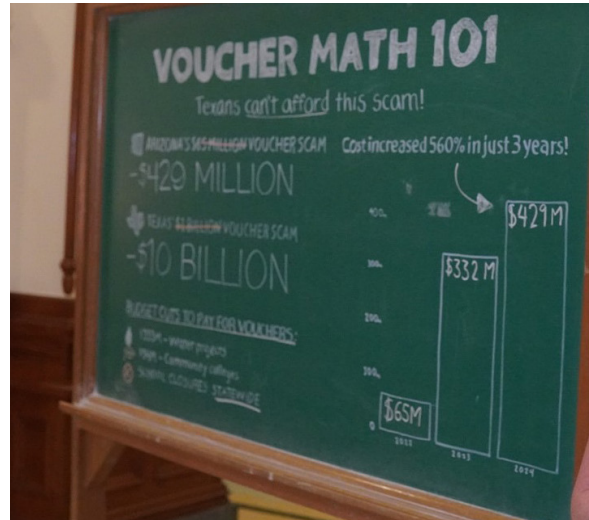
That commitment to service goes beyond her work on school campuses. While teaching in Oklahoma, Longoria volunteered for the State Legalization Impact Assistance Grants Program, which assisted immigrants in becoming naturalized citizens. With her father, a Baptist minister, she helped the local Hispanic community navigate this process. She taught weekly night classes to provide participants with the English and history knowledge they needed to meet their citizenship requirements.

Longoria went on to do similar work in the San Antonio community. One year after her election as the founding president of Northside AFT in 2018, she began to build a local network of volunteers, local pro bono immigration attorneys, university law students, and various nonprofits to work with the Texas AFL-CIO to conduct informational forums and citizenship clinics across the city.

Together, we are better. Longoria endeavors to lift others up whenever possible, whether that's through her leadership of the Alamo Reading Council's literacy outreach, her work as a trustee of the Bexar County Central Labor Council, or her role as the recording secretary for the Labor Council for Latin American Advancement, the national organization representing the interests of approximately 2 million Latino trade unionists throughout the United States and Puerto Rico.









# THE MANY CAN OVERCOME



# THE MONEY

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# Respect Public Schools. Reject School Vouchers.

## The 88<sup>th</sup> Legislature's Four Special Sessions

**“**You can drizzle the poison pill with honey, but it's still poison. No deal on taxpayer-funded vouchers, which have failed children in dozens of states before, is acceptable. No attempt to sweeten the pot will make the piece-by-piece destruction of public education palatable. There is no room for compromise on this issue.”

– President Zeph Capo on Oct. 31, 2023, responding to Gov. Greg Abbott's proclamation expanding the agenda for the 88th Legislature's third special session to include school funding



The 88<sup>th</sup> Legislature's regular session ended May 31, 2023, but the 88<sup>th</sup> Legislature did not end fully until Dec. 5, 2023, after four special sessions.

The reason: public school employees and parents fought every attempt, going so far as to sacrifice raises and funding to defeat his voucher.

from Republican state Rep. John Raney, stripping the voucher provision from House Bill 1. All 63 House Democrats present voted against vouchers. They were joined by 21 Republicans, who were then primaried by the governor and his billionaire donors in 2024.

When the dust settled, Gov. Greg Abbott did not get his private school voucher scam.

The final nail in the coffin for Abbott's voucher arrived when the House voted 84-63 to adopt an amendment

## By the Numbers: Texas AFT Mobilization

- **26,621** unique action-takers across all **31** state Senate districts and **101** of **150** state House districts
- **281,470** e-letters sent to legislators
- **30:1** ratio of pro-public education callers vs. voucher proponents, as reported by Capitol offices
- **211** tracked visits by our members to legislators' offices
- **340,085** peer-to-peer texts sent by Texas AFT members and activists
- **8,530,160** emails sent by Texas AFT to members and activists
- **19%** of our action takers came from our Associate Membership Program, solely through digital organizing tactics and without full-time staff on the ground.

**Following Your Lead:** In September 2023, Texas AFT released the results of a survey that left no doubt on where Texas public school employees stood. Eighty-nine percent of over 3,400 survey takers said they were concerned that implementing vouchers and expanding charter schools would hurt public schools.

Regardless of political party, Texas teachers and school staff agree that vouchers pose an existential threat to their schools and to their students.

Nearly  
**84%** of Republican educators  
**93%** of Democrat educators  
**89%** of Independent educators  
surveyed voiced concerns about vouchers.

**81%**

of K-12 employees said the Legislature did a terrible job, noting the lack of a basic allotment increase will be to their school district's detriment.



Education Austin members were among those who voiced near-unanimous opposition to House Bill 1, the House's attempt in the fourth special session to tie public school funding to private school vouchers.



President Zeph Capo visits Rep. Ken King's office in 2023 with Associate Membership Program members Andrea Bell (Wichita Falls ISD) and Konrad Wert (Boerne ISD), both special education teachers. Their goal was to restore the provision that requires districts to use basic allotment increases to fund raises for paraprofessionals and support staff.



**Solidarity in Action:** Thousands of educators, parents, and allies attended a Boot Vouchers rally at the Texas Capitol in October, including Alliance/AFT member Rosemary Curts (left). Curts was joined by Travis Cantwell, a plumber and HVAC technician who trained to become a substitute teacher so Curts could travel to testify against vouchers in Austin. Cantwell was one of a handful of plumbers and construction workers from the Texas State Building Trade who took part in a cross-union effort to make sure educators could make their voices heard in the third and fourth special sessions.



# Election 2023: GOTV for a COLA



In November 2023, more than 2 million Texans voted on 14 statewide propositions and in several local elections. More than 14% of registered voters in Texas cast a ballot, the highest percentage in an odd-year election since 2005.



Thanks to our members' efforts, we increased the statewide turnout rate by over 60% compared to 2021, the last constitutional amendment election. The reason: Proposition 9, which provided some retired educators with their first pension cost-of-living adjustment in nearly two decades.



Texans voted resoundingly to provide retired educators with a COLA to their monthly pension annuity. Proposition 9 passed by an 84% margin, receiving more votes in favor than any of the 13 other propositions on the ballot.

## Proposition 9: Key Details

Retired on/before Aug. 31, 2001	6% COLA
Retired between Aug. 31, 2001-Aug. 31, 2013	4% COLA
Retired between Aug. 31, 2013-Aug. 31, 2020	2% COLA



**Statewide GOTV:** Among their many efforts to turn out voters, Texas AFT Retiree Plus members acted as our ambassadors at the 2023 Texas Tribune Festival. Armed with clipboards and QR codes, retiree activists circulated throughout sessions and events, gathering supportive sign-ons and sharing election information. At the Texas AFT table, a few legislators, including Rep. Rafael Anchía (pictured), stopped by to show their support for Prop 9.

## School Boards

**Aldine AFT and Alief AFTSE** both saw huge wins for their endorsed candidates.

**Cy-Fair AFT** members protected a long-time ally of school staff on the board, though three other endorsed candidates came up short in close races flooded with money from extremist groups like Moms for Liberty.

## Local Pay Raises

**Education Round Rock, Fort Bend AFT, and Brownsville Educators Stand Together** all mobilized to support school employee pay raise propositions via voter-approval tax-rate elections.

Each of the VATREs that Texas AFT local unions endorsed provided educators with increased compensation, and each passed resoundingly.

## School Bonds

Seventy-five Texas school districts put bond measures on the ballot, totaling nearly \$18 billion. More than half of those proposals passed.

**Aldine AFT** endorsed three bonds totaling \$18 million. Each bond passed with at least 55% of the vote.



# Real Solutions for Kids & Communities

AFT's Powerful Partnerships Institute offers vital assistance to AFT affiliates, parent groups and community organizations engaged in grassroots work within local communities.

Over the past two years, Texas AFT and several of our local unions have used PPI grants to collaborate with parents and community partners in addressing the various needs of our children, from schoolwork and emotional support to career development and nutrition assistance.



McAllen AFT used its PPI grant to engage students, parents, and community organizations, identifying issues of common concern and working to address them. The local teamed up with La Unión del Pueblo Entero for a community-focused back-to-school fair in 2024. Together, they

handed out computers, iPads, food, and other prizes to kids and families from the community. At a Wear Orange Event with Mothers Against Gun Violence, McAllen AFT handed out free books to promote literacy, peace, and ending gun violence. During the holidays, every student at Fields Elementary in McAllen ISD received a special gift funded by PPI, with McAllen AFT stocking the school's in-house closet with clothing for students in need.



San Antonio Alliance's PPI grant has given the local union the resources to continue to build up its partner parent organization, Our Schools San Antonio, and its education justice coalition, The Schools Our Students Deserve Coalition. Over the past two years, the Alliance and its coalition partners have been successful in carving out a space to bargain for the common good through bi-monthly meetings with the San Antonio ISD superintendent. Together, they've organized and won on multiple issues including more democratic district decision-making, against school closures, and in favor of more affordable housing.

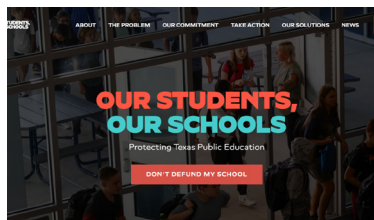


Aldine AFT used its PPI grant to work with partners in pushing for competitive wages to attract and retain employees. Together, they have also organized to address the gap in literacy skills of students in coordinated and creative ways.



Houston Educational Support Personnel (HESP) used its PPI grant for community outreach efforts with local partners. With events and programs focused on four nearby schools, paraprofessionals and support staff worked to improve the neighborhoods where employees and their families live and work, expanding access to healthy food and fostering connections with elected leaders.

HESP also traveled with students to participate in Team Harmony's We Have a Dream Action Institute at the site of the 1921 Tulsa Race Massacre. Through teamwork and support from Emerson College faculty, students developed action plans addressing issues of racial and social justice that they would implement at home.



Texas AFT's PPI grant supported the launch of Our Students, Our Schools (OSOS), a 501(c)4 nonprofit, in 2024. The goal for spinning up this allied organization is to unite educators, parents, and

community members to protect and strengthen Texas public education. At a time when corporate interests are pushing privatization and undermining our neighborhood schools, OSOS provides a platform to expose harmful agendas, defend public school funding, and amplify the voices of working families. Their work aligns with Texas AFT's mission to ensure every child has access to a high-quality, fully funded public education — delivered by respected, empowered educators.



Socorro AFT used its PPI grant to continue its work with parents, students, and member leaders to increase the availability of books through several Reading Opens the World events, along with healthy food and affordable and stable housing for public school families and staff.



Corpus Christi Federation of Teachers' PPI grant supported its work with local partners — like the Antonio E. Garcia Arts & Education Center, Texas Human Rights Campaign, the Coastal Bend Transgender Alliance, and the NAACP — to protect the teaching of honest history and availability of all books.

Together with the community, Corpus Christi AFT has worked to expand local programs available for migrant and bilingual students as well.



## Educators & Families United in Houston ISD

Community Voices for Public Education (CVPE) and the Houston Federation of Teachers (HFT) mobilized thousands of Houston parents, educators, and students to defend public education against the Texas Education Agency's 2023 hostile takeover of Houston ISD through a Powerful Partnerships Institute collaboration.

Together, they organized parent protests at 70 schools including a City Hall rally of 700 parents. In collaboration, they also built an art car for a community parade, mobilized thousands to testify at school board meetings, and supported student-led walkouts across the city. They also conducted and widely shared research revealing the takeover's harm to student learning.



Their joint “No Trust, No Bond” campaign galvanized a powerful citywide coalition that defeated the \$4.4 billion bond in November 2024. Voters rejected the bond because the state-appointed superintendent, Mike Miles, broke public trust, gutted essential student services, mismanaged funds, drove unprecedented teacher turnover, and targeted schools in the poorest neighborhoods for the harshest treatment.

### Key Takeover Moments

#### August 2023: HFT Sues Over Teacher Evaluation System

At the very start of TEA's reign in HISD, HFT filed suit against Miles and the appointed board of managers for unlawfully developing and implementing a new teacher evaluation system. The local union dropped the lawsuit in September 2023 when the board of managers voted to use the state's standard appraisal system instead.

#### May 2024: HFT “No Confidence” Resolution

98% of HFT members voted to ratify a resolution of no confidence in state-installed Miles, nearly one year from the start of TEA's takeover of the district.

Read the resolution:



#### November 2024: ‘No Trust, No Bond’ Election Win

After an extensive campaign from educators and parents, Houston voters overwhelmingly rejected the bond package that would have cost nearly \$9 billion over its lifetime, with many putting the blame squarely on Miles's failed leadership.



# Setting the Record Straight

For much of the past two years, Texas public school employees heard the leaders of this state make a lot of claims about our schools, our jobs, and our kids. The governor said he wasn't to blame for the failure to pass school funding in 2023 (page 10), and well, public schools were actually better funded than ever before under his watch. State representatives, meanwhile, claimed a private school voucher would help public schools, raising the bar for them, and would increase teachers' pay through competition.

Most of these claims are based on half-truths or misrepresentations, but they spread far and wide with the large platform our state leaders enjoy. Our work over the past two years has been to make the real experts on education – you – heard as loudly and clearly as possible.



Austin American-Statesman reporter Keri Heath interviews Texas AFT members at our second Public Education Advocacy Day on March 17, 2025.

**From July 2023  
to May 2025,  
Texas AFT ...**

Was  
featured in

1,048

online, print, radio, and broadcast news  
stories across Texas and the nation ...

An amount of visibility and coverage  
that would  
cost roughly

\$64.8

million in traditional advertising.

## Key Moments from Our Campaign

We work hard to put our members' stories front and center in news about Texas education all year round. But these were a few important moments in the past two years.

### July 2024: Kamala Harris at the AFT Convention

- 3.56 billion people reached
- 1,100+ news stories

Including this story from The Texas Tribune, which features the voices of Aldine AFT member Gena Coston and Cy-Fair AFT member Tiffany Spurlock:



### September 2024: Educator's Bill of Rights Rollout

- 274 million people reached
- 16 news stories

Including this CBS story that reached over 190 million people:



### November 2024: Houston ISD Bond Campaign

- 1.1 billion people reached
- 114 news stories

Including this story from the Houston Landing, which reached over 186 million people:



### November 2024: Fighting Back Against Bluebonnet Learning

- 438 million people reached
- 27 news stories

Including this national story from The Hill, which reached 231 million people:





## Our Campaign to Thrive

It isn't enough for Texas public schools to survive. Our students deserve schools that help them thrive.

The right to thrive — and the fight to thrive — were the primary focus of our union's work in the past two years. Our campaign and its demands were a direct response to the 2023 legislative session, by all accounts a "lost session" for public schools and public school employees.

We watched lawmakers squander a historic budget surplus and tie our schools' funding to the passage of private school vouchers. Meanwhile, we watched bill after bill with real solutions for working and learning conditions die on the vine in committee.

Through publishing reports (page 19) and bringing public attention to our members' voices, our union's Thrive campaign aimed to make one thing crystal clear: With the world's eighth-largest economy, Texas can afford thriving public schools that are fully funded, fully staffed, and fully safe. All this state lacks is the political will.



## Working Conditions Tracking Project

In the fall of 2023, over 600 pre-K-12 and higher education employees participated in a month-long project to track their working conditions. This marked the largest statewide effort to document the real issues in our schools. Every week from Sept. 15 to Oct. 15,

participants tracked certain key aspects of their workdays (and work evenings and work weekends) and submitted the data to Texas AFT. The data we collected in this project directly fueled both local campaigns and the creation of our Educator's Bill of Rights (page 17).

**50**  
hours

Average number of hours worked by public school employees at their primary job per week

**1 in 5**

Participants reported working a second job during the weeks they tracked

**51%**

Participants asked to perform duties outside of their designated roles in a tracked week, including bus duty/supervision (31%), lunch duty/supervision (30%), substitute teaching (26%), and cleaning/maintenance (13%)

**73%**

Participants reported they spent personal money on students, classroom supplies, or other work expenses in a tracked week, with an average weekly amount of \$68

**46%**

Participants reported their school experienced an air-conditioning or total power failure during at least one tracked week (in the hottest September every recorded in Texas)

**On average, each week of the project, participants reported staffing shortages of important student-support and student-safety positions:**

**45%**

without a psychologist or social worker

**21%**

without a librarian

**8%**

without a nurse

**6%**

without a counselor

# NOTHING ABOUT US



# WITHOUT US!

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# Developing an Educator's Bill of Rights



Every educator in Texas deserves the respect, resources, and representation that matches the critical role they play in shaping our communities. That's why, in 2024, Texas AFT launched a bold campaign to write our rights into law. Our Educator's Bill of Rights isn't just another list of demands. It's a shared vision — crafted by educators, for educators — that puts working conditions, compensation, and dignity front and center.

This effort started with a question: what do you need to stay in this profession? Moreover, what do you need to truly thrive? Thousands of Texas AFT members across pre-K-12 and higher education, from paraprofessionals to professors, came together in a series of virtual and in-person drafting workshops to answer it. The responses were honest, urgent, and held a clear vision.

These sessions, supplemented by results from our most extensive annual membership survey to date, helped us to identify 10 core rights that should be guaranteed to every educator in Texas.



These rights reflect what our members said they need most: time, pay, safety, support, and voice. And they're not just guiding principles — they're legislative goals. In the 89th Legislature, we supported 71 bills aligned with our Educator's Bill of Rights, including legislation to cap teacher work hours at 510 minutes per day and contain support staff workloads, require greater mental health supports on campus, close loopholes for uncertified teachers and ballooning class sizes, and stop political overreach in classrooms at our schools, colleges, and universities. (page 32)

*Cy-Fair AFT members (top) show why they support an Educator's Bill of Rights. Education Round Rock (bottom) host an in-person drafting workshop in 2024.*



**"Our schools are struggling, and Governor Abbott doesn't care. It's not sustainable for our leaders to starve our schools, demonize educators, and shortchange students."**

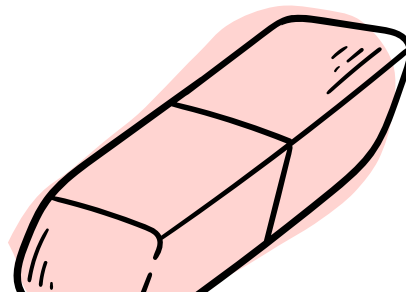
**- Adam Bull,  
Texas AFT United**

In contrast, the "Teacher's Bill of Rights" put forth by the Legislature in 2023 was more press release than policy. It expanded the education commissioner's powers without granting a single enforceable right to teachers. No protections for planning time. No guardrails for class sizes. No guarantees for pay raises. In some cases, it even opened the door to more surveillance and less autonomy for teachers.

Our Educator's Bill of Rights is different because it was built by educators — and it addresses what they told us they need to stay in this profession and thrive.

We're proud of what we've built together. But this is just the beginning. Through the back-to-school season and into the 2026 elections, Texas AFT members will be organizing around these rights.

**These rights are bold. They are urgent. And they are ours.**





# An Educator's Bill of Rights

1. Reasonable working conditions and class sizes
2. Fair pay for every school employee
3. Secure retirement with inflation protection
4. Affordable childcare
5. Safe and healthy schools
6. Academic freedom and against political censorship
7. Meaningful professional development
8. Organize without retaliation
9. Democratic school governance and local control
10. Religious freedom and constitutional protections

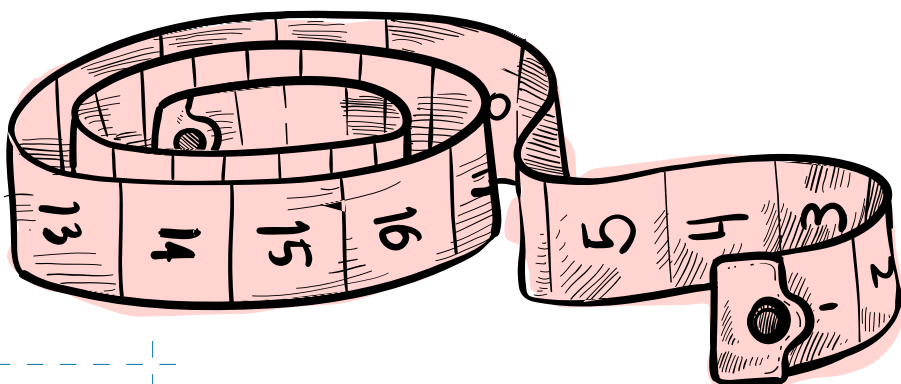
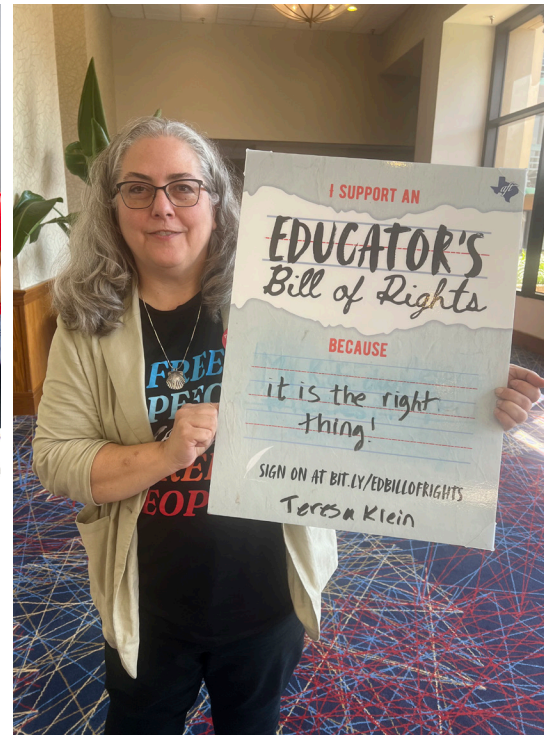
**We took the Educator's Bill of Rights to our colleagues, our communities, & our lawmakers.**



**Northside AFT members presenting the Educator's Bill of Rights to Rep. Ray Lopez, one of the earliest engagements with legislators on our campaign but certainly not the last.**

**Teresa Klein, first vice president of Texas AAUP-AFT, shares the reason she signed on to the Educator's Bill of Rights at the Texas Higher Education Summit in Beaumont in August 2024.**

**One family attending the Texas Tribune Festival in downtown Austin stopped to show their support of our Educator's Bill of Rights, shortly after we rolled out the full list of rights in September 2024.**





# Bringing the Receipts

We are a union of educators.  
We do our homework.

An exceptional amount of money has been spent by state officials and their billionaire donors to obscure how disastrous their policies have been for our public schools. As part of our Thrive campaign, we aimed to counter misleading messages with the facts and a real vision for a better future.



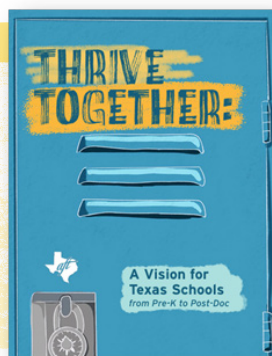
## May 2024 *The Lost Decade (and a Half)*

In April 2022, Texas AFT and Every Texan released *The Lost Decade*, which demonstrated how far Texas teacher and support staff salaries had fallen from 2010 to 2020. At that time, our research showed that, when adjusted for inflation, salaries for Texas public school teachers had fallen by an average of 4% since the 2009-2010 school year. Salaries for public school support staff, meanwhile, remained close to poverty-level wages.

Two years after the release of the report, an updated analysis with the latest salary data showed the situation had only worsened.



[Read the report](#)



## May 2024 *Thrive Together: A Vision for Texas Schools, from Pre-K to Post-Doc*

Most of us assume that public schools in the state with the world's eighth-largest economy could guarantee enough bus drivers to safely welcome kids to school in the morning, or supportive, certified teachers to devote their full focus and expertise to children's needs.

But in Texas, that reality is becoming more difficult to sustain by the day.

In this report, we outlined a different public education system — one that is funded to meet students' needs, from pre-K all the way to post-doc. This is not a pipe dream. It is the reality we could have if Texas' elected leaders prioritized it.



[Read the report](#)

## 2023-2024 *Unmasking Vouchers Series*

Texas is awash in dark money, representing political and business agendas, working to undermine our public schools, degrade the quality of public education in Texas, and advance privatization and vouchers. In a series of articles in our Hotline newsletter, we dug deeper into public campaign finance data to reveal who is pushing the privatization fight in our state and the connections between Texas politicians, national donors, and extreme political organizations.



[Read the stories](#)



# Progress is possible, not guaranteed

*Houston played host to the 2024 AFT Convention*

In July 2024, Texas AFT welcomed the 88th biennial national AFT Convention to Houston. The five-day event is the highest authority of our union, and it was an honor to host 3,500 of our fellow educators, elected leaders, and public school allies from across the country.

This convention and its many activities were a fitting celebration for a Lone Star State milestone: the 50th anniversary of the formation of Texas AFT. The celebrations, however, did arrive on the heels of disaster: Just weeks before the convention, Hurricane Beryl ravaged the Houston area and our members (page 24).



*AFT President Randi Weingarten celebrated Texas AFT's 50th anniversary with a gift of custom Lone Star State boots. Photo credit: Mariana Krueger, CCR Studios*



## AFT Becomes First Union to Endorse Kamala Harris for President

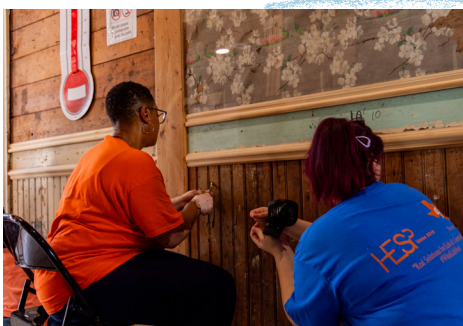


On Sunday, July 20 – the day before the official start of the convention at which he had planned to speak – President Joe Biden announced he would not continue with his re-election campaign, instead endorsing Vice President Kamala Harris as the Democratic Party nominee for president.

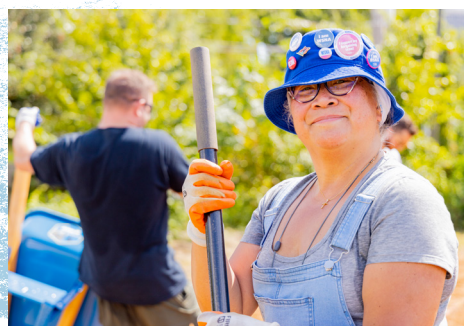
That same day, AFT's 47-member executive council passed a resolution unanimously endorsing Harris. On Monday, that resolution was ratified by convention delegates, making AFT the first union to endorse the vice president.

*But the endorsement news was not the only surprise in store. On Thursday, Harris herself joined the AFT convention for a closing speech to delegates.*

## 'Together We Rise': Supporting the Houston Community



*Photo credit: Mariana Krueger, CCR Studios*



**Preserving Our History:** On Sunday, a group of AFT members descended on Houston's historic Fourth Ward Freedmen's Town, a once-thriving community founded by formerly enslaved families, to preserve its important and challenging history.

**Fulfilling the Promise:** Simultaneously, AFT, Texas AFT, and our Houston area local unions partnered with the Texas AFL-CIO and community organizations to host a free citizenship clinic for permanent residents seeking to apply for U.S. citizenship.

Like the thousands of others who have gone through similar labor-sponsored Texas clinics, participants walked out with an application ready to put in the mail.



*Photo credit: Mariana Krueger, CCR Studios*





No other state flipping their power structure would have more of an impact on this country.

Texas is the eighth-largest economy in the world. Last year, our state budget surplus was \$32.7 billion, an amount larger than the entire budgets of 24 other states. Over 30 million people call Texas home, and nearly 5 million of them are right here in Harris County.

If it were its own state, Harris County would be the 25th most populous one in the nation. And it would be a diverse one. Nearly half of our households speak a language other than English at home. Immigrants comprise a larger share of the Houston population than of the nation overall.

Locally, Houston consistently elects pro-public education and pro-democracy officials.

That is exactly why our state government is on a special mission to suppress the Harris County vote. Every method our communities come up with to make voting simpler or more accessible is met with immediate legal challenges and new legislation to disenfranchise us instead. That's why they are so hot to take over our schools.

If we can get Harris County to the polls at levels like other states, everything changes. As goes Harris County, so goes Texas. And as goes Texas, so goes the nation."

*- Texas AFT President Zeph Capo, from his opening remarks at the convention*

Photo credit: Mariana Krueger, CCR Studios



## Thriving Public Schools for a Thriving Democracy

The theme of the 2024 convention was "Real Solutions for a Better Life." In panel after panel, AFT convened experts on our public schools to offer those real solutions.



From left to right: Sonal Shah, moderator; Texas AFT President Zeph Capo; Houston ISD parent and Community Voices for Public Education advocate Jessica Campos; and Dr. Josh Cowen, Michigan State University professor and education policy expert.

**Asking the Real Experts:** Before the convention started, Texas AFT hosted a panel moderated by Sonal Shah, CEO of The Texas Tribune, which focused on the threats to public schools and the solutions desperately needed by educators, parents, and students.



Photo credit: Mariana Krueger, CCR Studios

**Every Vote Matters:** Texas AFT partnered with Jolt Initiative and the Harris County elections department to host a nonpartisan Volunteer Deputy Voter Registrar training on site at the convention. Every member who attended the training left with the information necessary to register voters in their communities.

## 'No More Harm': Rallying for Houston ISD



You can't talk about real solutions for public schools in Houston without acknowledging the other great harm done to that community: the state takeover of Houston ISD by the Texas Education Agency.

AFT delegates rallied in support of the Houston Federation of Teachers and of several parents and students who spoke out against the "reforms" instituted by state-installed Superintendent Mike Miles.





# Growing Our Power with Two New Local Unions

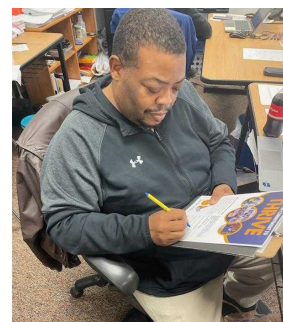
On May 17, 2024, capping nearly a decade's worth of organizing work, a supermajority of BEST AFT members voted to ratify their new union constitution and to affiliate with AFT.

As an Organizing Committee, **Brownsville Educators Stand Together** consistently punched above its weight, electing allied candidates to the school board and working with those new trustees to approve pay raises and better working and learning conditions.



## BEST AFT Organizing Wins

- 2016:** return of a step to the BISD pay scale, resulting in a \$727 pay raise for certified employees
- 2019:** increase to special education diagnostician stipends
- 2020:** \$2,000 raise for certified employees
- 2020:** reduced special education student-to-teacher ratios
- 2022:** \$4,000 raise for certified employees and a minimum wage of \$15 an hour for classified employees
- 2023:** guaranteed 15-minute recess each day for elementary students



With 100% approval, Spring AFT members voted “yes” to joining AFT as a new chartered local. Members also voted 94% in favor of the new constitution. In the years since its formation as an Organizing Committee, Spring AFT has worked tirelessly to support Spring ISD employees, as well as their students.

Spring AFT has hosted multiple Reading Opens the World book giveaways and advocated for pay raises and improvements to working conditions at the school board.

## Spring AFT Organizing Wins

- 2022:** 5.3-5.7% raises for all teachers based on experience, 3% raise for support staff, and 2% raise for all other district employees
- 2022:** \$100 million added to 2022 bond for new laptops and charging stations, safety upgrades, and more
- 2023:** Two wellness days and \$500 retention stipend for all employees
- 2023:** \$250,000 for teachers wrongfully left out of a district testing stipend





# AFT & AAUP Make It Official

*Texas becomes first state to merge affiliations after national announcement*



Texas AAUP-AFT leaders at their 2025 Spring Conference.

On March 30, 2024, members of the Texas Conference of the American Association of University Professors (AAUP) cast a historic vote to affiliate formally with Texas AFT. With an overwhelming vote — 45 yes, 0 no, and 2 abstentions — the affiliation was approved, and Texas AAUP-AFT was born.

This vote made Texas AAUP the first-ever AAUP advocacy chapter to affiliate with an AFT state federation. It has been a game-changing move that is already building our collective power on campus, in the Legislature, and in our communities.

Since the affiliation of our unions, Texas AAUP-AFT membership has more than doubled. As of this writing, more than 1,400 higher education members have joined Texas AAUP-AFT across 75 campuses statewide, and our coordinated work is only just beginning.



Delegates to the biennial meeting of the American Association of University Professors voted in 2022 to affiliate with AFT, joining forces to build a more powerful and inclusive academic labor movement that will be better able to take on the challenges facing higher education as well as the threats to our democracy.

With the affiliation, Texas AAUP-AFT members gained access to the many benefits of Texas AFT membership, with support from two new full-time organizers and the rest of the well-versed state federation staff. By sharing our resources and bridging the gap

between pre-K-12 and higher education, Texas AAUP-AFT is more equipped than ever to fight against the onslaught of attacks against education. And it couldn't come at a more important moment (page 33).

## Texas AAUP-AFT Campus Chapters

Alamo Colleges  
Baylor University  
Dallas College  
Del Mar College  
East Texas A&M University  
Hardin-Simmons University  
Lamar University  
Prairie View A&M University  
Rio Grande College/Sul Ross State University  
Sam Houston State University

Southern Methodist University  
Southwestern University  
Tarleton State University  
Texas A&M University – College Station  
Texas A&M University – Corpus Christi  
Texas A&M University – San Antonio  
Texas Christian University  
Texas Southern University  
Texas State University  
Texas Tech University  
Texas Women's University  
Trinity University  
University of Dallas  
University of Houston

University of Houston – Clear Lake  
University of Houston – Downtown  
University of North Texas  
The University of Texas at Arlington  
The University of Texas at Austin  
The University of Texas at Dallas  
The University of Texas at El Paso  
The University of Texas MD Anderson Cancer Center  
The University of Texas Permian Basin  
The University of Texas Rio Grande Valley  
The University of Texas at San Antonio  
West Texas A&M University



# We Take Care of Us

## Supporting Houston Members After Hurricane Beryl

On July 8, 2024, Hurricane Beryl made landfall in Texas as a Category 1 hurricane. The storm brought sustained winds of 80 mph, heavy rainfall of 10-15 inches in some areas, and widespread flooding and power outages across Southeast Texas. As Beryl moved inland, it maintained hurricane strength until reaching the Houston area, causing extensive damage before weakening to a tropical storm as it continued northeast through East Texas.

Harris County and the greater Houston area bore the brunt of Beryl's winds and rain, with widespread flooding, downed trees and power lines, and infrastructure damage. At the height of our summer heat, the storm caused 2.7 million power outages, surpassing the record set by Hurricane Ike in 2008.



**Helping Hands:** Houston Federation of Teachers members handed out groceries in coordination with the Houston Food Bank in the days following Hurricane Beryl. HFT, Cy-Fair AFT, and Aldine AFT all opened their doors or hosted events for their neighbors in need.

## Texas AFT's Disaster Response

In the initial aftermath, Texas AFT worked with our local unions to distribute care packages to members without food, open available offices as cooling and charging centers, and connect members with emergency resources.

To deal with larger and longer-term recovery, Texas AFT activated our union's Disaster Relief Fund to assist affected members whose home, car, or property experienced significant damage.



**\$15,455**  
Awarded from the  
Texas AFT Disaster  
Relief Fund

**160**  
Members Across  
the Houston Area

**Solidarity After the Storm:** The AFT national convention took place in Houston just over a week after Hurricane Beryl tore through the community (page 20). At Texas AFT's 50th anniversary celebration during the convention, United Federation of Teachers President Michael Mulgrew presented Texas AFT President Zeph Capo with a \$10,000 donation to replenish our Disaster Relief Fund. *Photo credit: Mariana Krueger, CCR Studios.*

## Preparing for the Next Storm

Our Disaster Relief Fund isn't just used for hurricane recovery. That money has been used to support members get back on their feet across Texas after tornadoes, tropical storms, wildfires, and other catastrophic events.

Given the worsening impact of global climate change, we expect to face these disasters more frequently in

the future with less time to replenish our Disaster Relief Fund between uses. For that reason, consistent support is vital.

Please consider making a small donation today. Your donation is tax-deductible, and all proceeds go to your fellow educators (teachers, support staff, paras, faculty, or otherwise) in need.



[bit.ly/TexasAFTDisasterRelief](https://bit.ly/TexasAFTDisasterRelief)



# Our Union of Professionals

*Building Leadership, Power,  
& Purpose Across Texas*

In every corner of the state, Texas AFT members have shown that professional development isn't a perk – it's power. Through the Bridges Institute for Professional Development, our union has invested in the growth of campus leaders, part-time organizers, and retiree organizers, expanding both our reach and our readiness to protect our members.

Since our last convention, the Bridges Institute has led dozens of in-depth trainings, mentorship programs, and leadership initiatives designed to meet the needs of today's educators. From organizing basics to advanced strategy, this work has centered on one goal: equipping members with the tools and confidence to lead.



## Regional Leadership Conferences

That mission came to life at our 2023–2024 Regional Leadership Conferences in Dallas, Houston, and McAllen. These gatherings were designed to strengthen worksite leadership and build local capacity. Whether through sessions for new building reps or training for

executive board members, participants walked away with practical skills in mapping, one-on-one organizing, and strategic planning. A session led by Dr. Claudia Morales even brought mindfulness to the table, reminding educators that caring for themselves is part of the work.



## Quality Essential Skills for Organizing

Our organizer development efforts also expanded through the launch and rapid growth of our QuESO program: Quality Essential Skills for Organizing. Over four weeklong training sessions, more than 70 part-time and full-time organizers from local unions and the Associate Membership Program have come together to sharpen their skills in issue-based organizing, recruitment, campaign building, and time management. These trainings were more than checklists. They were spaces where organizers bonded, practiced, debriefed, and left reenergized to build union power back home.



Retirees have played a central role in this growth. Thanks to support from the Bridges Institute, veteran members like Eileen Nehiley (**Cy-Fair AFT**) and Alison Chapin (**Spring Branch AFT**) have stepped into part-time organizing roles, bringing decades of experience into the fight for strong schools and stronger contracts. Their work is a powerful reminder that organizing is a lifelong calling, and that mentorship across generations makes our union stronger.

Through all of this, the Bridges Institute has remained responsive to the needs of its members. From our Back to School in a Box series, designed to empower AMP members in districts without on-the-ground organizers, to one-on-one mentoring for local leaders, Bridges has prioritized flexibility, access, and strategy.

Educators Thriving, a collaboration with **San Antonio Alliance** and **SAISD** (page 34), offered a new model of support focused on staff well-being. And our ongoing virtual professional development series has opened timely, relevant training sessions to members across the state led by educators, for educators.

Alison Chapin, left, and Eileen Nehiley, right, with Sen. Sarah Eckhardt at the 2023 Texas Tribune Festival

**As a union of professionals, we know that investing in people is the only way to grow. Through Bridges, we're doing just that.**



# At Last: Social Security Fairness.

On Sunday, Jan. 5, 2025, surrounded by lawmakers on both sides of the aisle and representatives from national unions (including AFT), President Joe Biden signed the Social Security Fairness Act into law.

This landmark legislation repealed the Windfall Elimination Provision and the Government Pension Offset, two pieces of federal law that have robbed millions of public servants of Social Security benefits they earned for over 40 years.

“The bill I’m signing today is about a simple proposition. Americans who have worked hard all their life to earn an honest living should be able to retire with economic security and dignity,” Biden said during the signing ceremony at the White House.



## Windfall Elimination Provision (WEP)

First passed in 1983, WEP was intended to eliminate the so-called “windfall” for Americans who work in jobs that do not pay into Social Security and have a public pension.

What the WEP did not take into account is just how many people come to important public service jobs as a second (or third or fourth) career. AFT estimates that nearly half of our members arrive in our public schools after working elsewhere, likely where they paid into Social Security.

## Government Pension Offset (GPO)

The GPO, passed in 1977, reduced spousal and survivor Social Security benefits for beneficiaries who were government employees – including public school teachers and staff members.

By dint of choosing to dedicate their lives to the public good, many of our children’s teachers, our community’s firefighters, and our country’s essential workers were stripped of vital support their spouses earned too.

## The Road to Repeal

AFT members in Texas and nationwide were instrumental in the decades-long fight to repeal these federal provisions. Texas AFT Retiree Plus members, especially, have been laser-focused on this issue for years.

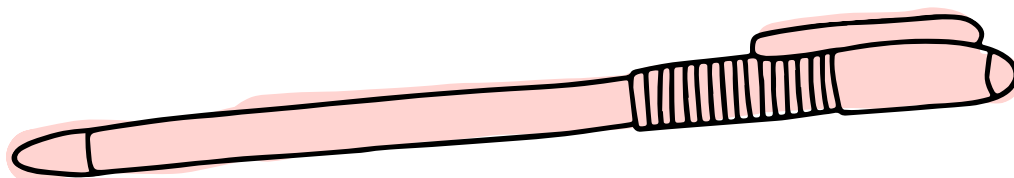
Since the passage of both provisions, public employees and their unions have advocated repeal. It took until 2001 for Congress to get on board, and another two decades for passage.

The first iterations of the Social Security Fairness Act were introduced in the U.S. Senate in 2001 by Sen. Dianne Feinstein and in the U.S. House in 2002 by Rep. Todd Russell. Both versions died in committee, but they represented the first bipartisan work to address this injustice.



Throughout the years, our members worked here in Texas and in Washington, D.C., to move the legislation forward.

They found their final champions – Rep. Garret Graves and Sen. Sherrod Brown – and victory with the 118th Congress.





In the final push for the bill, **Texas AFT Retiree Plus Chair Rita Runnels** joined fellow AFT retirees (including Roger Boudreau, AFT Rhode Island Retirees) at an April 2024 hearing of the House Ways and Means Subcommittee on Social Security. Runnels' WEP/GPO journey started in 2019, after the death of her husband. When she inquired about his Social Security benefits, she was told that because she received a TRS pension, she could not receive his benefits.



“None of us entered our careers as teachers, paraprofessionals, or support staff members thinking they would make us wealthy. We taught and tended to the next generations because we loved our important work. But we expected to get the benefits we earned. I'm grateful Congress and President Biden have finally delivered on that promise.”

**- Rita Runnels,  
chair of Texas AFT Retiree Plus**

“It's a significant amount of money. It was several thousand dollars in back pay in addition to what [my wife] is now going to be getting. Moving forward, it will be a couple of thousand dollars more every month that we didn't have before to pay our bills.”

**- Dwight Harris,  
former president of Victoria AFT & Texas AFT lobbyist**



## The Impact for Our Members

In total, roughly 2.8 million Americans who work as teachers, school staff members, firefighters, police officers, and in other public-sector jobs, now will receive the full amount of their earned Social Security benefits in retirement.

- Retirees affected by WEP will see their Social Security benefits increase by an average of \$360 per month.
- Spouses affected by GPO will receive an average monthly increase between \$700-1,190.

According to the Teacher Retirement System of Texas, 96% of its members do not pay into Social Security. So, until the passage of the SSFA, 96% of TRS retirees had up to 60% of their Social Security benefits cut simply because they worked in Texas public schools.

## Remembering Those We've Lost Along the Way

Given the length of the fight for the Social Security Fairness Act, we have lost many of our retiree activists along the way. Though they may not have been at the finish line, we remember their contributions that led directly to this victory. The most recent loss was Elaine Jones in April 2024.

Jones' teaching career began in 1963, and she taught everything from English and journalism to business technology and computer science. After retiring in 1998, she continued to educate as an adjunct professor at Del Mar College until 2016. She was active in the **Corpus Christi Federation of Teachers** and the **Coastal Bend Central Labor Council**. She was also a charter member of the **Texas Alliance for Retired Americans** and a

founder member of **Texas AFT Retiree Plus**.

Jones served on the **Texas AFL-CIO Scholarship Committee** for many years, and following her death, a scholarship was named in her honor. You can make a contribution in her name to the scholarship fund & make a difference in the lives of Texas students here:



[actionnetwork.org/fundraising/texas-afl-cio-scholarship-fund](https://actionnetwork.org/fundraising/texas-afl-cio-scholarship-fund)





# Election 2024

*Amid Concerning National Politics, Texas AFT Members Deliver Local Victories at the Ballot Box*

When educators organize, educators can win.

That was the lesson of the 2024 election cycle, even with results in the national and state races that ran counter to our endorsements and have since further imperiled public education.

Over 7 million registered voters in Texas sat out the November 2024 general election. Their absence was noted and exploited by the billionaire class that has poured resources into buying seats in the Texas Legislature and pushing privatization at the federal level.

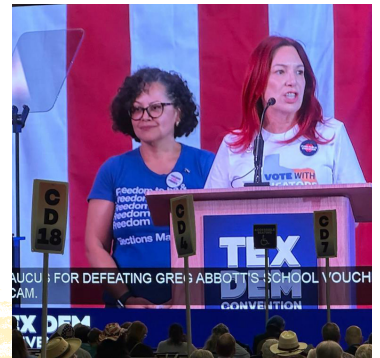
Texas AFT was disappointed, but our members were not deterred. Even in such a difficult election, our organizing efforts yielded victories: reshaping school boards, defending public education champions in the Legislature, and building power for the fights ahead.

**A clean sweep in Austin ISD:** The biggest headline? Thanks to coordinated organizing by Education Austin and Texas AFT, pro-public education candidates won every contested school board seat, flipping the Austin ISD board to one that will prioritize student needs and educator voices. It was a landslide — proof that when educators mobilize, the public listens.



Statewide, our union was just as impactful. In key legislative races, Texas AFT helped elect and re-elect champions of the Educator's Bill of Rights.

**Sen. Molly Cook (SD 15) and Rep. Mihaela Plesa (HD 70)** stood with educators in the face of voucher threats and underfunding, and educators stood with them at the polls. Meanwhile, we propelled new public school champions to the Legislature in **Rep. Aicha Davis (HD 109)**, **Rep. Cassandra Hernandez (HD 115)**, **Rep. Charlene Ward Johnson (HD 139)**, and former HFT organizer **Rep. Lauren Simmons (HD 146)**.



**Sen. Molly Cook** went on to file three bills in support of our Educator's Bill of Rights in 2025. The bills related to making custodian workloads manageable, requiring nurses on our K-12 campuses, and restoring control of Houston ISD to voters. Pictured here with **Cy-Fair AFT President Nikki Cowart**, **Spring AFT President Yolanda Merritt**, and **Texas AFT President Zeph Capo** at our 2024 legislative kickoff event.



**Rep. Lauren Simmons (left)** filed HB 1077 in support of our Educator's Bill of Rights, which would have granted collective bargaining rights to public school employees. **Rep. Charlene Ward Johnson (right)**, meanwhile, acted as a voice of reason on the House Higher Education Committee and met regularly with our members. Pictured here at Texas AFT's 50th anniversary celebration in July 2024. Photo by Mariana Krueger, CCR Studios.





**Rep. Cassandra Hernandez (left)** was an early signer of our Educator's Bill of Rights. In her role on the Appropriations Committee, she was the author or joint author on several bills that would have increased funding to our public schools or improved the school finance system. Pictured here with Alliance/AFT President Rena Honea and a copy of the Educator's Bill of Rights.



**Rep. Aicha Davis (third from right)** was an invaluable presence on the State Board of Education, but we were glad to welcome her to the Texas Legislature. Sitting on the House Higher Education Committee, she was a tremendous ally for our faculty members as they faced an onslaught of legislative attacks. Pictured here with members of our Southwest Dallas AFT chapter.



**Rep. Mihaela Plesa (left)** authored HB 1596 to provide TRS retirees with automatic cost-of-living adjustments tied to inflation. Though House leadership did not move that bill, she proved a fierce and friendly presence for educators on the Pensions, Investments, & Finance Committee. Pictured here with Texas AFT Retiree Plus member Pamela Davis-Duck at a PIFS Committee hearing.

These victories were powered by thousands of Texas AFT members and supporters volunteering their time, knocking doors, making calls, and turning out the vote.

Texas AFT's election program reached more than **300,000** school employees, with peer-to-peer outreach, targeted mailers, and one-on-one conversations. Turnout among union members outpaced statewide averages, with Retiree Plus members playing a critical role in hot races across the state.

“

What [Gov. Greg] Abbott and his rich donors, who have bought our democracy, want is for us to give up, to grow so weary with the state of things that we retreat altogether.

Our union will not do that. Our members will not do that. Because our communities cannot afford that.”

**- Zeph Capo & Wanda Longoria, in a post-election message to members**

We also held the line against anti-public education extremists bankrolled by billionaires. In races targeted by pro-voucher PACs, union members showed up with truth and tenacity. We talked to our co-workers. We turned out our neighbors. And in several races from the school board to the state House, we won.

### By the Numbers

**74%** Voter turnout among Texas AFT members

**61%** Voter turnout among all Texas voters

These victories weren't just political. They were personal. They were about the future of our schools and our profession. And they reminded us that educators are a force to be reckoned with — not just in the classroom, but in our democracy.

As we head into the next legislative session, we do so with more allies, more momentum, and more resolve. Texas AFT will keep organizing and keep mobilizing to turn out those 7 million non-voters to the ballot box.

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# Protecting Our Kids

Organizing in a Second Trump Administration

In November 2024, the voters spoke, even as 7 million registered voters in Texas stayed at home on Election Day. President Donald Trump was elected to a second term, and the federal government quickly began to look more like Texas' state government over the past several years.

It made sense, as the same billionaires who bankrolled Gov. Abbott's privatization quest then poured their resources this year into electing those who would implement Project 2025.

And they did so at a blistering pace. Within the first 100 days of the Trump Administration, protections were rolled back for both immigrant and LGBTQ+ students in our schools, the Department of Education was plunged into chaos, and vital federal funding cuts began moving through Congress.

Our union mobilized just as quickly, with AFT filing a battery of lawsuits and notching some important legal wins and delays over actions in the Department of Education.

"We are disappointed by much of what happened in this election, but we're not deterred. A more hopeful future is possible; we see it every day in our students - in their curiosity, their resilience, and their empathy. We're prepared to defend our classrooms from underfunding, privatization, or the craven politicization of our schools."

- Zeph Capo & Wanda Longoria, in a post-election message to members

## Supporting Immigrant Students



As AFT and Texas AFT produced materials about the rights of students and educators, as well as resources for immigrant families, the **San Antonio Alliance** hosted a Know Your Rights session workshop for both Alliance and **Northside AFT** members on Jan. 28. They were joined by the Texas AFL-CIO's Fabiola Barreto and members left with a packet of materials to protect them and their students.

## Supporting LGBTQ+ Students



**Northside AFT**, meanwhile, filled its union hall on Jan. 25, with educators who came together to learn how educators can better support our LGBTQ+ students and understand the rights of both educators and students in these challenging times. The ACLU of Texas was on hand to support.

## March 4, 2025: Day of Action

With a potential executive order looming to start dismantling the Department of Education, and as unelected billionaire Elon Musk and his DOGE squad ransacked our private data, AFT held a Day of Action to bring our communities together in protest.

Texas AFT hosted a livestream town hall with two panels of experts, breaking down the department's work and discussing potential ramifications on Texas schools, colleges, and universities.

Watch the town hall here:



## Our Panels of Experts

Montserrat Garibay, former Assistant Deputy Secretary and Director, Office of English Language Acquisition, U.S. Department of Education

Shital Shah, former Senior Advisor to the Secretary of Education

Sheria Smith, AFGE Local 252 president

John Burghduff, AFT-Lone Star College president

Marty Cirkiel, attorney, licensed Master of Social Work

Dr. Julian Vasquez Heilig, professor of Educational Leadership, Research, & Technology at Western Michigan University

# Fighting for the Right to Thrive

Public Education in  
the 89<sup>th</sup> Legislature



In the time between the 88th and 89th Legislatures, Gov. Greg Abbott stayed busy, pouring millions of dollars into unseating members of his own party who opposed his private voucher scam. Backed by Texas and out-of-state billionaires, he bought himself the Legislature he needed to force through the deeply unpopular threat to our public schools.

Despite loud, sustained opposition at every step of the process from educators and parents, Abbott won his universal voucher program in April 2025, once again effectively halting progress on all other bills until he got it.

This Legislature picked winners and losers, and more often than not, our public schools were the losers. But our persistence did pay off in important ways.

## Educator Wins

### • Pre-K-12 Teacher & Staff Pay Raises:

With negotiations lasting almost until the end of the session, the House and Senate agreed on a pay raise package with dedicated teacher pay raises (up to \$8,000) and a new Support Staff Allotment for raises for other vital employees.

### • Public School Funding: Instead

of a basic allotment increase, House Bill 2 includes \$1.3 billion to offset insurance, utilities, TRS contributions, and other fixed costs for districts. It's still not enough, but it's the first real funding increase since 2019.

### • Forward Progress for Working

**Conditions Bills:** Two years ago, none of the bills to improve your working conditions we fought for even got a committee hearing. This year, a handful of our bills passed the House, including bills to rein in custodian workloads & notify parents about staffing crises in school nurse, counseling, and librarian roles.



“

You know, lawmakers in this building like to complain about ‘the teachers’ union’ doing this or ‘the teachers’ union’ doing that. But the message I want to make clear to the people under that dome is this: you are your union. Your voice is our voice. Your priorities are our priorities. I hope y’all see that in the agenda we’ve shared with lawmakers today: our Educator’s Bill of Rights. Everything you’ve talked about in your local unions and on your campuses and with your colleagues is what built this agenda. And it’s worth fighting for, even when the odds are stacked against us.”

- President Zeph Capo

## Public Education Advocacy Days

This session, Texas AFT hosted two major advocacy days in March to accommodate differing Spring Break schedules for our pre-K-12 and higher education members. On back-to-back Mondays, we hosted nearly 700 members for a day of legislative panels, office visits, and solidarity rallies.

We thank those who joined us and made both days so memorable and powerful: Sen. Roland Gutierrez, Rep. James Talarico, Rep. Donna Howard, Rep. Venton Jones, Rep. John Bryant, Rep. Gene Wu, Dr. Josh Cowen, Dr. David DeMatthews, Texas AFL-CIO President Rick Levy, and the Rev. Megan Peglar.



Houston Educational Support Personnel members at the morning briefing on March 10.



Brownsville Educators Stand Together members at the March 17 rally.

## By the Numbers

19,579 Texans mobilized by Texas AFT

606 testifiers trained by Texas AFT and Texas AAUP-AFT

5,364 letters sent to lawmakers about school funding House Bill 2

71 Bills filed in support of our Educator’s Bill of Rights

1,849 tracked calls to lawmakers on pre-K-12 bills

1,073 attendees for Organizing Texas sessions, Texas AFT’s monthly organizing calls



# 'Hands Off!' Our Colleges & Universities

Higher Education in the 89<sup>th</sup> Legislature

This legislative session, the first since Texas AAUP affiliated with Texas AFT (page 23), was a showcase for the power of solidarity. Our higher education and pre-K-12 members stood side by side for our Educator's Bill of Rights, even as they fought back against relentless attacks on the right to teach and learn in our colleges and universities.

Among an incredible array of bad bills for higher education, the worst of the worst was Senate Bill 37, which amounts to a state takeover of public higher education institutions. The bill takes

control over curriculum and hiring out of the hands of faculty, instead creating a new "Curriculum Advisory Committee" overseen by the Texas Higher Education Coordinating Board.

Many of our higher education members were at the Capitol every week, meeting with lawmakers and opposing SB 37 at every step of the process. Though the bill, a priority for Lt. Gov. Dan Patrick, ultimately passed, their resistance, alongside their students, meant the bill was in negotiations until the final weekend of the session.



Texas AAUP-AFT and Austin Community College AFT members join Texas Students for DEI, Students Engaged in Advancing Texas, Black & Brown Dialogues on Policy, and the Texas Legislative Education Equity Coalition for a press conference.

## Educator Wins

- **Loan forgiveness for adjuncts advances:** As part of our Educator's Bill of Rights, Rep. Alma Allen filed House Bill 3326, which would have ensured adjunct faculty qualified for the Public Service Loan Forgiveness program. The bill passed the House before stalling in the Senate. This was the farthest this bill has advanced in the legislative process in the past four sessions, and we think we can get it over the finish line next session!
- **Defeated legislative repeal of Texas DREAM Act:** Two separate bills circulated this session to restrict Dreamers' ability to qualify for in-state tuition. Through sustained advocacy and testimony in opposition to HB 232 and SB 1798, both bills died; unfortunately, just days after the session ended, Attorney General Ken Paxton gladly settled a lawsuit from the Trump Administration, revoking in-state tuition for these students, directly thwarting the will of the people and their Legislature.
- **Harm reduction in SB 37:** In the waning hours of the session, Texas AAUP-AFT secured bipartisan support for several SB 37 amendments, including the removal of language banning certain course content related to beliefs about race, sex, and ethnicity, as well as political, social, or religious beliefs. Even though the bill itself remains incredibly problematic, this change allows students and instructors to freely discuss controversial issues on all sides of the political spectrum.



Faculty, students, and community advocates flood the House Higher Education Committee hearing room to oppose Senate Bill 37. Many of them waited 18 hours to testify.



“As faculty members, we achieve the highest level of distinction in our respective fields. We are experts in what we teach, and we should be trusted to handle decisions in curriculum and how our programs function. I know neuroanatomy and neurophysiology far better than Gov. Abbott or anyone who works in this building or, frankly, any university administrator.”

**Dr. DiAnna Hynds, biology professor and president of the Texas AAUP-AFT chapter at Texas Woman's University, at our March 10 Public Education Advocacy Day**



## By the Numbers

**456** attendees for Texas AAUP-AFT monthly legislative trainings

**302** tracked calls to lawmakers opposing SB 37

**3,021** letters sent to lawmakers opposing Senate Bill 37

**147** pages of public comments submitted through the Texas House portal on SB 37

# Leading the Way to Thriving Schools

## Supporting Professional Excellence and Well-Being

Over the past two years, Texas AFT's Bridges Institute has deepened its commitment to both professional growth and personal sustainability for educators. Through new programs that support teacher excellence and pilot initiatives focused on educator wellness, we're not just responding to challenges in public education – we're shaping a vision for what thriving schools can and should look like.

### National Board Certification Cohort

One clear example is our support for members pursuing National Board Certification, the highest professional credential in teaching. Recognizing the rigor and value of this process, the Bridges Institute launched statewide pre-candidacy courses to help aspiring National Board Certified Teachers (NBCTs) understand what the journey

entails. These courses, offered at no cost, provide union-led guidance and firsthand exposure to the certification process.

In Spring 2025, five members from locals statewide completed the eight-session pre-candidacy course and credited it with helping them make informed decisions about next steps.

Texas AFT also removes financial barriers by reimbursing the \$75 National Board registration fee for any member who enrolls, which is part of our broader commitment to elevating the profession. Congratulations to the dedicated teachers for pursuing their National Board Certification:



**Elizabeth Mendez**  
Northside AFT  
Certification Area: Math



**Karen Wood**  
Alliance/AFT  
Certification Area:  
English Language Arts



**Wendy Markert**  
Texas AFT AMP  
(Pasadena ISD)  
Certification Area: Math



**Claudia Valle**  
Texas AFT AMP  
(Lockhart ISD)  
Certification Area: TBD



**Vickie Cooper**  
Aldine AFT  
Certification Area: TBD

### Educators Thriving Partnership in San Antonio ISD

At the same time, our work in San Antonio has modeled a new way forward in the fight against educator burnout. Through a partnership with the San Antonio Alliance, San Antonio ISD, and Educators Thriving, the Bridges Institute helped launch a school-based wellness initiative now active on five district campuses. At each site, leaders conducted fall well-being surveys to assess staff needs and used the findings to shape real-time responses.

Each month, leaders from the pilot sites come together to build personal resilience, share strategies, and support one another. Alongside leadership development, school staff also participate in professional development focused on applying well-being strategies in both their classrooms and personal lives.

James Harrell, SAISD's chief human capital officer, described the initiative as "a powerful alliance between Texas AFT, the San Antonio Alliance, and our Human Capital Management team to place educator well-being at the heart of student success. [It's] more than a program; it's a model for how districts and unions can lead together."

While the full impact of the initiative is still being evaluated, early feedback from participants has been overwhelmingly positive.

Together, these two programs reflect a clear belief: that the schools our students



San Antonio Alliance members at Texas AFT's Public Education Advocacy Day on March 10, 2025

deserve are built by educators who are respected, supported, and thriving. Through the Bridges Institute, Texas AFT is helping make that vision real.



# We Fight, We Win

Organizing locally  
to build power



## Educator's Bill of Rights in Your Districts

While Texas AFT took our Educator's Bill of Rights (page 17) to the Legislature, many of our local unions began pushing for their districts to adopt a resolution in support of the educator-driven agenda.

**Socorro AFT** was the first to notch a win in November 2024, when they presented the resolution to the board along with over 1,300 petition signatures in support of it. The board voted unanimously to approve it.

One month later, **Edinburg AFT** President Marsha Gonzalez laid out the same resolution to the Edinburg CISD board. It passed unanimously, and board members expressed interest in working with the local to move these legislative priorities forward.

In February 2025, **Brownsville Educators Stand Together** members successfully lobbied their Board of Trustees to pass a similar resolution by a vote of 4-3.

This spring, amid district budget discussions, **San Antonio Alliance** members delivered over 1,500 signatures in support of the Educator's Bill of Rights. In the end, the board approved the largest of its proposed compensation packages with 3% raises for teachers and professional staff and 4% raises for hourly employees. Additionally, our members won two additional teacher planning days for next school year, along with Peace Rooms to support student mental health.



This is why we are organizing around the Educator Bill of Rights, not as a slogan, but as a vision for the schools our students deserve. Every educator who signs on is saying, 'We want to stay in this profession. We want to serve our students. But we need your partnership, your leadership, and your actions to do that.'

Zuriel Morales, San Antonio Alliance member

## A School Board Upset

In May 2025, **Northside AFT** accomplished a new milestone in building power for public school employees in the district: a union-backed trustee majority. Four of the seven trustees on the Northside ISD board now are union-endorsed, and all three of the board officer positions are allied with our members in the district.

The win came after months of intense organizing and GOTV work, despite

well-moneyed opposition from pro-charter school PACs bankrolled by billionaires like Reed Hastings, co-founder of Netflix.

After the new board was sworn in, the local celebrated with a powerful statement: "For the first time, we have a school board made up of working people who understand the needs of our diverse and beautiful student and family community."



## The Right to a Safe Working Environment

In the same way Texas AFT has used our annual membership survey to drive our legislative agenda, the **Bastrop Federation of Teachers** used the results from a survey on student behavior to drive change locally.

In the survey, 81% of respondents said student behavior is impeding classroom instruction, and 12% said they had been injured this year by a student.

President Toni Malone and executive board member Jaime Williams took those results into a meeting with district administrators and came away with support for returning behavioral intervention specialists to campuses, expanding DAEP campuses, and implementing a policy to require district-level admins to sub at least one day per semester.

### Classroom violence went up in Texas after the pandemic. Is more discipline the answer?

Texas lawmakers are poised to make it easier to suspend disruptive students. But some teachers and school psychologists say discipline alone won't meet the mental health needs at the root of their behavior.

BY SNEHA DEY MAY 22, 2025 5 AM CENTRAL

SHARE

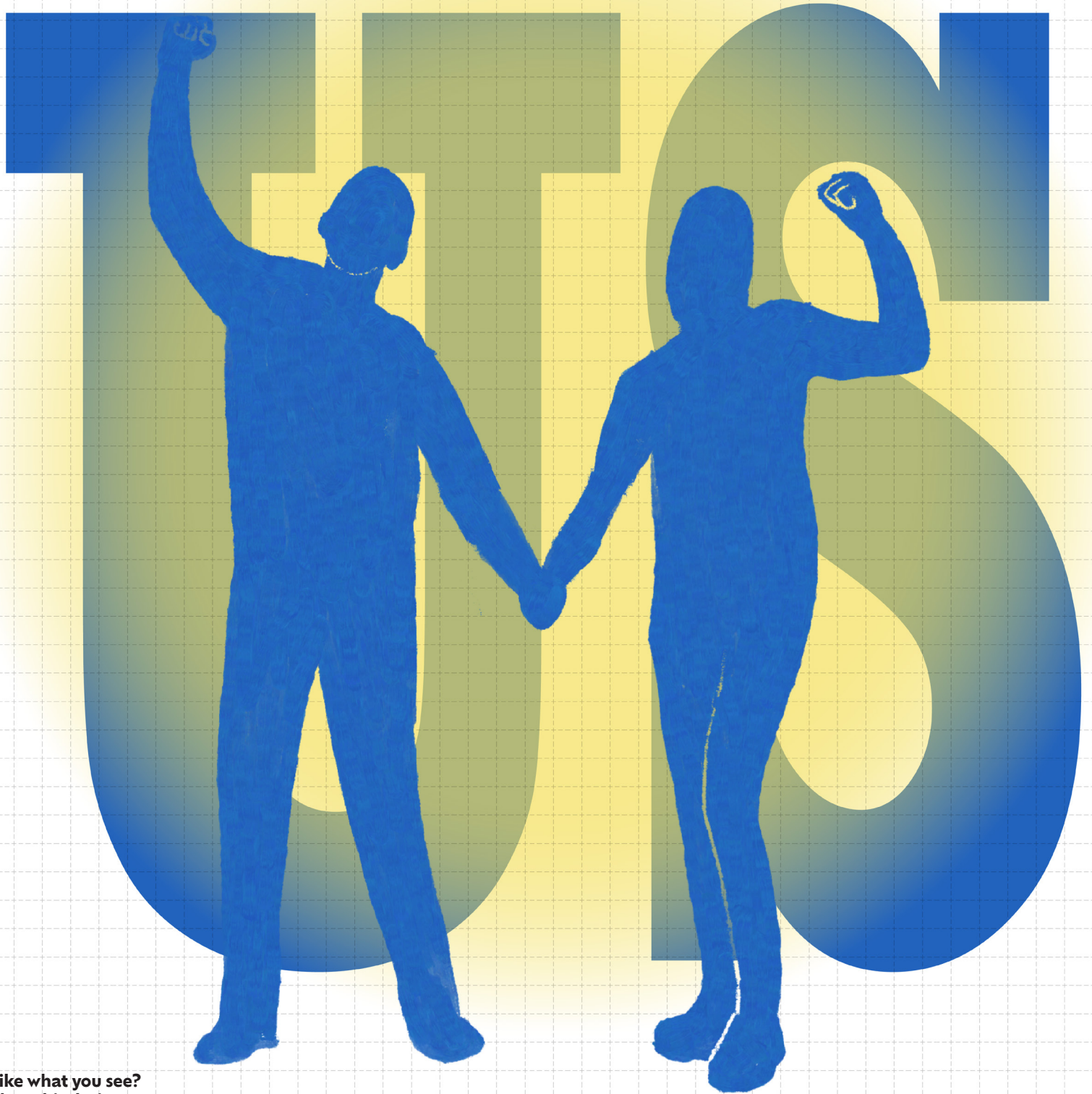
Read the story



**Leading with Our Members' Voices:** When The Texas Tribune called, looking for teachers with thoughts on student behavior, we answered. In this look at HB 6, **Fort Bend AFT** member Nadene Casteel, **Houston Federation of Teachers** member Coretta Mallet-Fontenot, **Cy-Fair AFT** member Jeremy Eugene, and Texas AFT President Zeph Capo all weigh in.



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# What Comes Next for Texas AFT

*A look at our next two years*



*Rosemary Palomino, paraprofessional and Cy-Fair AFT executive board member, speaks at our Public Education Advocacy Day in March 2025 (page 32).*

Over the past two years, our union has presented a proactive vision for public education to the leaders of our state.

By and large, they have rejected that vision, instead choosing to undermine our public schools, colleges, and universities at every opportunity. They have shown us who they are: some extremists, some grifters, all privatizers.

Likewise, we have watched many who proclaimed to stand with us prematurely give up the fight for what our schools need or sing for scraps instead of supper.

We have seen it. We will remember it. And because of it, we double down on our commitment to our schools, our students, and our profession.

**For the next phase of our fight, Texas AFT is All in for Public Schools.**

## All in for All Teachers, Faculty, & Staff

While far from what we needed to make our schools whole, the school funding package passed by the 89th Legislature (page 32) included direct raises for teachers and a new allotment designed to provide raises for our support staff.

Our union was a major reason behind that funding for support staff, paraprofessionals, and all the folks who make our schools run. But our work has only begun to support them, as well as the faculty and staff in our colleges and universities who have been the subject of ceaseless attacks by this Legislature.

- **Local organizing for equitable raises:** School districts will receive state funding for raises, but it will be our responsibility to ensure it is allotted fairly to the staff who need it. Texas AFT will prioritize supporting local budget campaigns to ensure all our members get what they are owed.
- **Emphasis on higher ed recruitment:** By any measure, Texas colleges and universities have weathered the most severe storm in this legislative session (page 33). With legislation going into effect extending government overreach into university operations, Texas AFT must stand ready to support faculty and staff in a hostile environment while also bringing their colleagues into our movement.



*Our panel of experts on real solutions for public education from the 2024 AFT Convention in Houston (page 20).*

## All in for Real Solutions for Our Profession

No one in this state – or even nationally, now – is coming to save us. Once again, common-sense legislation to improve working conditions for existing staff and make the work more enticing for new employees went unheard and unpassed in this legislative session. It is up to our union to look out for our members and their profession until we can elect more responsive leaders who are committed to public education.



*Socorro AFT member Yvonne Salazar speaking at a Texas AFL-CIO town hall in El Paso earlier this year.*

- **Raising the profile of the Bridges Institute:** This past year, our nonprofit Bridges Institute for Professional Development hosted a series of popular trainings and workshops (page 34). Attendance and participation grew substantially over previous years, thanks to a relaunched monthly newsletter and event listings on the Mobilize platform. Still, in our 2024-2025 membership survey, 65% of respondents said they were “very unfamiliar” with what the Bridges Institute does. We need to redouble our efforts to invest in our PD offerings as a means of retaining educators.
- **Development of alternative certification pathway:** The Bridges Institute and Cy-Fair AFT have partnered with iTeach to launch an ACP designed to support members with bachelor’s degrees but who lack teaching certification. The goal is to support 10 candidates in a pilot program in earning their full certification, addressing both workforce needs and professional development gaps in the education sector. As this program progresses, we’ll be watching its impact closely, with the hope of expanding support to additional candidates in future cohorts.

## All in for Growing Public School Power in Our Communities & at the Ballot Box

With current state leadership, we will never win the resources, support, and respect our schools and students – from pre-K to post-doc – need to thrive.

Our members vote at higher levels than other Texas voters, and they prioritize public education at the ballot box. But there aren’t enough of them. Our mission for the next two years is to recruit new members and build a larger voting bloc, consistently and “aggressively.”



- **Community- and coalition-building:** To supplement the educator vote, we have already begun work to engage the broader community of stakeholders. In 2024, Texas AFT supported the launch of Our Students, Our Schools (OSOS) because it unites educators, parents, and community allies to protect and strengthen public education in Texas. At a time when corporate interests are pushing privatization, OSOS provides a platform to expose harmful agendas, defend public school funding, and amplify the voices of working families.
- **Digital organizing in at-large membership areas:** In a difficult environment with high turnover, we have seen the greatest success in at-large recruitment when we embrace an online-to-offline organizing model. In Katy ISD, a large and historically conservative district, our membership has nearly doubled from October 2024 to present with one full-time and one part-time organizer. Over the next two years, we want to expand this model to drive recruitment elsewhere.



# Local Unions & Chapters

- AFT Lone Star College
- Aldine AFT
- Alief AFTSE
- Alliance/AFT
- Amarillo AFT
- Austin Community College AFT
- Bastrop Federation of Teachers
- Bexar County Federation of Teachers
- Brazosport Federation of Teachers
- Brownsville Educators Stand Together
- Corpus Christi Federation of Teachers
- Cy-Fair AFT
- Del Rio AFT
- Edinburg AFT
- Education Austin
- Education Round Rock
- El Paso Federation of Teachers
- Fort Bend AFT
- Goose Creek AFT
- Greater Waco AFT organizing committee
- Houston Educational Support Personnel
- Houston Federation of Teachers
- Killeen Federation of Teachers
- La Joya AFT
- McAllen AFT
- Northeast Houston AFT
- Northside AFT
- PSJA AFT
- San Antonio Alliance
- Socorro AFT
- Southwest Dallas AFT chapter
- Spring AFT
- Spring Branch AFT
- Texas AAUP-AFT
- Texas AFT Associate Membership Program

## Texas AFT Leadership & Staff

### Leadership

- Zeph Capo, president
- Wanda Longoria, secretary-treasurer
- Office of the President
- Molly Tovar, president's assistant
- Susan Polouski, special assistant to the president
- Cameron Greer, community engagement coordinator

### Finance

- Ofelia Rodriguez, finance manager
- Sarah Hall, HR generalist
- Claudia Flores, membership service specialist
- Trishan Turner, membership service specialist
- Daniel Dean, data manager
- Jami Vines, data specialist

### Public Affairs

- Patty Quinzi, director of public affairs & legislative counsel
- Kelsey Kling, government relations specialist & policy analyst
- Dwight Harris, lobbyist

### Strategic Campaigns

- Nicole Hill, communications director
- Anthony Elmo, political director
- Katherine Daniel, lead digital organizer
- Alvaro Chavez, lead organizer for higher education
- Amanda Garcia, higher education organizer
- Marco Guajardo, digital organizer
- Sierra Wiggers, digital organizer & graphic designer
- Sarah Rivlin, digital organizer

### Leadership Development

- Derrick Donnell, director of leadership development
- Jamie Womack-Williams, director of state education issues and the Bridges Institute for Professional Development
- Diana Falcon, lead organizer
- Greg Rodriguez, lead organizer
- Mike Young, lead organizer
- Andrea' Benton, lead organizer
- Vilma Morera, lead organizer
- Emily Million, organizer
- Thomas Jones, organizer
- Nathan Bullock, organizer
- Cynthia Flores, organizer
- Ignacio Almaguer, organizer
- Ruth Marquez-Perez, organizer
- Imani Harris, organizer
- Shelley Potter, consultant
- Claudia Morales, consultant

### Operations

- Tanner Williams, director of operations
- Dianne Gutierrez, associate director
- Kat Kupelian, senior organizer
- Luis Tovar, lead membership service specialist
- Jennifer Ruiz, membership service specialist



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POWER TO  
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