

2026 HoD NBI's

NBI #2 - TSTA shall ensure that legislative advocacy training includes practical, skill-based preparation for member engagement with elected officials and legislative processes. At minimum, these trainings must include:

Local

- Guided practice or role-play of legislator meetings, including making a clear “ask”
- Training on developing and delivering a concise personal story connected to public education issues
- Information on participants’ specific legislators, including roles, committees, and district context
- Instruction on follow-up actions, including written communication and ongoing relationship-building
- Ready-to-use materials, such as talking points and legislator contact information
- Identification of clear next steps for participants to complete following the training

Rationale: Effective advocacy requires thorough trainings. When our educators engage with their representatives, they need to be equipped with the necessary tools and practice to best serve our students in these spaces. Representatives need to hear the educators voice and stories from the classroom. As the voice of our students, members need to feel empowered, educated, prepared, and ready to lobby.

Franchesca Mejia, Hutto Educators Association

Self

Brett Covington

COST: No Cost

NBI #3 - I move that TSTA include the following in its’ comprehensive statewide plan to engage members in the 2026 midterm elections in order to focus on advancing public education priorities.

This plan shall be completed and presented in person at the Local Organizing Institute in June and shared with the full membership. The plan must include, at minimum:

- A timeline of coordinated member engagement actions leading up to the election
- Specific strategies to mobilize and activate TSTA’s full membership across regions
- Identification of priority areas where member engagement efforts are most needed, including specific points of contact and guidance for how members can plug into local organizing efforts
- Training and support for members to participate in electoral organizing, including voter contact and community outreach

- Clear, accessible guidance for members to engage with community partners and coalitions, including specific contacts and direction on how to initiate and sustain involvement
- Clear goals and metrics for member participation and engagement
- Ongoing communication and progress updates to members

Rationale: *The 2026 midterm elections will directly impact the future of public education in Texas. TSTA must act with urgency to implement a clear, coordinated statewide plan that mobilizes members, focuses efforts where they are most needed, and ensures educators are organized, supported, and actively influencing outcomes at a critical moment.*

Franchesca Mejia, Hutto Educators Association

Self

Carla Perez

Cost: No Cost

NBI #4 - Social media posts distributed by TSTA shall include an action item that spreads the impact of the message to others.

Rationale: *Let's use social media to get everyone involved, not just to share information. By including a clear action item in every TSTA post, we can make sure members are always encouraged to do something important, like reaching out to decision-makers, joining campaigns, going to events, or supporting advocacy. This way, we move from just watching to actively participating, which helps members feel more connected to the work and turns awareness into real results that help TSTA achieve its goals.*

Ryan Mitchell, Pasadena Educators Association

Local

Brett Covington

Cost: No Cost

NBI #5 - A digital version of The Advocate will be available on the TSTA website, with a link sent via email to members who have opted in to receive TSTA communications. The email will include an easy option to opt out of receiving the printed version. Members who choose to opt out of the digital edition will still receive a ballot to vote, in accordance with TSTA bylaws.

Rationale: *Not everyone wants a printed copy of The Advocate. Offering a digital version shows we value everyone's communication style. By letting members choose not to get the printed version, we cut down on paper and mailing expenses, which helps us use our resources better. Plus, we still make sure members can get the ballots they need by mail, so they can still vote*

according to TSTA bylaws. This way, we're making sure everyone can get the info they need, help the environment, and save money, all while giving members more control over how they get their information.

Ryan Mitchell, Pasadena Educators Association

Local

Ron Kotts

COST: From \$200.00 up to \$55,000.00 depending on utilization for ballot generation and postage

NBI #6 - TSTA will produce short, captioned, plain-language summaries of proposed and enacted education legislation so educators clearly understand what is changing, who is impacted, and how to respond. These updates will also highlight TSTA's visible advocacy actions at the Capitol throughout the legislative session. Content may be accessible and available in both English and Spanish to ensure broad reach and understanding among Texas educators. TSTA may use discretion on which content is translated to Spanish and which content is translated by vendor or translation app.

Rationale: "Texas educators are increasingly impacted by rapid legislative changes that affect classroom practice, working conditions, evaluation, certification, and student services. However, bills and policy summaries are often written in legal or technical language that is difficult to interpret quickly during the school year. Many educators report feeling overwhelmed, under-informed, or unsure how to respond when legislation moves through the Texas Legislature. Creating short, captioned, plain-language summaries of upcoming education legislation ensures that teachers can clearly understand:

What is changing

Who is affected

What actions educators can take

Presenting this information in brief, accessible formats respects educators' limited time and increases the likelihood that they will stay informed and engaged.

Angela Garcia, Pasadena Educators Association

Self

Aierelle Bundrant

COST: No Cost to \$10K

NBI #7 - TSTA shall continue and strengthen its efforts by curating NEA and other existing resources and providing guidance and professional learning to support ethical, accessible, and effective instructional use of artificial intelligence and emerging technologies, ensuring ongoing review through appropriate standing committees and updates to the House of Delegates.

Rationale: Artificial intelligence and emerging technologies are increasingly shaping classroom instruction, assessment, and student access to learning. While TSTA has begun addressing this topic through existing communications, educators need sustained, curated, and practical support to navigate these tools ethically, accessibly, and effectively. This item builds on current efforts by formalizing a process for curating trusted resources—such as those from NEA—providing ongoing professional learning, and ensuring regular review through existing governance structures. Establishing continued oversight and updates ensures this work remains responsive to educator needs, evolving technologies, and issues of equity, accessibility, and student data privacy.

Angela Garcia, Pasadena Educators Association

Self

Keke Powell

Cost: No Cost

NBI #8 - TSTA shall develop a standardized, primarily digital resource—such as a dedicated space on the webpage that explains the fundamentals of Texas school finance. This resource will be designed to educate members, parents, and the public on how Texas schools are funded, focusing on the Foundation School Program and the role of local property taxes vs state revenue. Implementation will focus on existing material rather than the creation of costly new materials.

Rationale: Texas school finance is notoriously complex, with funding derived from a mix of local property taxes and state sources. Many educators, parents, and taxpayers do not understand how school funding operates, particularly the role of recapture. To advocate effectively for increased education funding, TSTA members need accurate, simple, and digital tools to break down these complexities.

Ronald Kotts, Alief TSTA/NEA

Local

Rhonda Whiting

COST: No Cost

NBI #9 - TSTA shall develop a standardized, primarily digital “Welcome to the Association” resource that locals may use to orient new members to the roles of the Local Association, Region, TSTA, and NEA. This resource should curate and organize existing TSTA, NEA, and public information to explain the functions of school boards, the legislature, SBEC, SBOE, the education commissioner, and the Texas Education Agency, including the distinction between

education laws and TEA rules. Implementation will focus on flexibility for local customization and shared use of existing materials rather than the development of costly new resources.

Rationale: New members often join TSTA with limited understanding of how the Association is structured or how education governance functions in Texas. A standardized, digital “Welcome to the Association” resource will ensure consistent, accurate orientation while reducing the burden on local leaders to recreate materials. By curating existing TSTA, NEA, and public resources, the Association can improve member knowledge of advocacy structures, decision-making bodies, and the distinction between statute and rule without incurring significant new costs. Emphasizing adaptability allows locals to tailor the resource to their context while promoting shared understanding, stronger member engagement, and increased participation at the local, regional, and state levels.

Ronald Kotts, Alief TSTA/NEA

Local

Angela Garcia

COST: No Additional Cost

NBI #10 - TSTA will support a healthy internal organizational culture by providing all members access to already existing conflict resolution and communication training upon request for conflicts arising within the association at the local, regional, state.

Rationale: We spend a great deal of our time, energy, and money to ORGANIZE for POWER. Internal conflict drains that power. It is natural and normal for human beings in any group to experience conflicts; indeed, I was taught as part of military leadership training that conflict is the 3rd stage in the development of strong, cohesive teams. (Forming. Norming. Storming and Performing) However, when that conflict stage goes on without members developing the skills and relationships to work it out, in other words the team gets stuck in that stage, they never move on to truly performing well. In such cases, it is in the interest of the union as a whole to aid in getting that team UNSTUCK. Because access to such measures has heretofore been by invitation of Chapter Presidents to TSTA and only sporadically and unevenly available at that, the emphasis here is the phrase "all members" whether an officer in a local chapter, or not. We need every chapter, every region and TSTA to be PERFORMING as a strong, cohesive team for our members, Texas students, and our public schools.

Brett Covington, Del Valle

Self

Shiree Dennis

COST: No Cost

NBI #11 - TSTA will support and organize a “Civication” during legislative session years, consisting of weekly lobby days at the Texas Capitol in Austin every Tuesday in March. This

initiative centers educators voluntarily using their spring break to engage in advocacy and direct action. TSTA will coordinate and support participation by bringing members to Austin and providing training and advocacy resources for the lobby day.

Rationale: Educators want to engage in advocacy but often lack the structure and support to do so. Following the lead of other National Education Association affiliates, a March “Civication” leverages spring break for voluntary weekly lobby days. By providing coordination, training, and resources, TSTA removes barriers, builds consistent presence at the Capitol, and strengthens member voice and impact.

Michelle Cardenas, Del Valle

Self

Keke Powell

COST: Up to 154K for travel costs for twenty members for all five Tuesdays depending on Spring Break schedule and district location.

NBI #12 - The TSTA Board of Directors review the local and region associations formal accountability system to ensure local and region associations and their elected leadership comply with organizational bylaws and governance standards.

This system should make sure to include:

- A clear process for reporting bylaw violations at the local level
- Timely investigation procedures with defined timelines
- Transparent communication of findings and specific corrective actions taken
- Support and intervention plans for locals not in compliance
- Annual reporting to Board of Directors on accountability actions and outcomes
- Potential consequences for non-compliance that would result in a loss of HOD delegation votes and/or chartering credentials

Rationale: TSTA’s strength depends on faithfully representing its members through adherence to bylaws and democratic governance. When violations go unaddressed, member voices are compromised and trust is eroded. Without clear accountability, we cannot ensure members are represented with fidelity. Establishing a formal system ensures transparency, protects member rights, and upholds consistent, effective representation across all affiliates.

Laura Cullen, Milam County Educators Association

Self

Shiree Dennis

COST: No Cost

NBI #15 - TSTA will encourage school districts to provide an official statement regarding student safety and school compliance with following federal laws, including but not limited to immigration status.

Rationale: Schools are meant to be safe and secure environments for students to learn. With continuous immigration raids on the rise, this has caused fear among students and families that affect their emotional well-being and their ability to learn. There is uncertainty regarding deportation and separation from family members, removing that sense of security. By supporting this motion, we can ensure that districts provide a clear statement that communicates the priority of ensuring the safety of our students, regardless of immigration status. In addition, this would provide guidance for educators to follow legal protocols before a forced removal of any child within a school environment.

Carol Hernandez, Pasadena Educators Association

Local

Agustin Loredó

COST: NO Cost