

Resolutions Committee Report

2025-2026

Committee Charge:

The committee shall write and edit TSTA statements of principle for annual approval by the House of Delegates; and respond to any proposed changes for resolutions from the TSTA House of Delegates.

—*TSTA Bylaws, Article IX, Section 1.F.2*

I. COMMITTEE GOAL AREAS

GOAL AREA #1

Serve as State Voice for Education

GOAL AREA #2

Advance the Cause for Public Education as a United Profession

GOAL AREA #3

Promote Health and Welfare

GOAL AREA #4

Promote and Protect Human and Civil Rights

GOAL AREA #5

Secure and Promote Professional Excellence and Autonomy

GOAL AREA #6

Recognize the importance of the Educator in the Learning Process

GOAL AREA #7

Protect, strengthen, and expand the rights of Public School Employees

GOAL AREA #8

Unite Education Employees to demonstrate and promote Effective Citizenship

II. FULFILLMENT OF COMMITTEE CHARGES

CHARGE #1

Write and edit TSTA statements of principle for annual approval by the House of Delegates.

ACTION: The Resolutions Committee has drafted a TSTA Resolutions document for review by the Board of Directors, which will then go to the House of Delegates.

CHARGE #2

Respond to any proposed changes for Resolutions from the TSTA House of Delegates.

ACTION: The Resolutions Committee received no proposed changes for Resolutions.

Resolutions Committee

Victor Armenta Jr., Laredo United TSTA/NEA (Region 4)
Karen Barnes-Ullrich, TSTA-Retired (NEA ESP Resolutions)
Leticia Calderon, Donna TSTA/NEA (Region 6)
Norma De La Rosa, El Paso Teachers Association (Region 13)
Bobbie Duncan, TSTA-Retired (TSTA Resolutions)
Anthony Flores, Ysleta Teachers Association (Region 8)
Angela Garcia, Pasadena Educators Association (TSTA Resolutions)
David Garza, San Antonio Alliance (Region 5)
Heather Gatlin, Lubbock Educators Association (Region 12)
Roger Hall, Education Abilene (Region 9)
Mariana Hansen, Del Valle Education Association (Administrator)
Maria Hernandez, Ysleta Teachers Association (NEA ESP Resolutions)
Shannon Isaac, Longview Educators Association (Region 18)
Patricia Johnson, TSTA-Retired (TSTA-R)
Ronald Kotts, Alief-TSTA/NEA (Region 14)
Agustin Lored, Pasadena Educators Association (Region 15)
Jessica Marquez, Del Valle Education Association (Region 10)
Cristal Martinez, Harlandale Education Association (Region 2)
Reni Morriss, Hurst Eules Bedford Local Unit (Region 19)
Elizabeth Torres, Association of Brownsville Educators (Region 1)
Trasell Underwood, Education Austin (Region 11)
Sheila Walker, NEA-Dallas (NEA ESP Resolutions), Co-Chair
Angel Watkins, Judson Education Association (Region 3), Co-Chair
Tanzanyika Reeves, Cy Fair TSTA/NEA (Region 16)
Sebrina Winger, Beaumont Teachers Association (Region 17)
Cary Wintz, Texas Faculty Association (TFA)

2026 TSTA Resolutions

A. Serve as State Voice for Education

A-1 Statewide Voice

The Texas State Teachers Association serves as a statewide voice in support of public education and advocates for high-quality learning environments for all students and our members that serve them. TSTA believes strong public schools require stable and equitable funding that grows with the needs of Texas communities.

TSTA believes Texas should fully fund public education through a long-term, equitable finance system that provides substantial new revenue for schools.

TSTA will continue to be the leading voice demanding that public tax dollars remain in public schools, ensuring every student regardless of zip code has access to a fully funded, high-quality public education.

B. Advance the Cause for Public Education as a United Profession

B-1 Equitable School Finance System

The Texas State Teachers Association believes Texas public schools require a long-term and equitable school finance system that provides substantial new revenue, supports meaningful teacher pay raises, grows with student enrollment, and funds schools based on total enrollment rather than attendance.

B-2 Privatization

The Texas State Teachers Association believes Texas must protect taxpayer funds by opposing vouchers, education savings accounts, privatization schemes, and any takeover of neighborhood public schools by private, for-profit, or unelected entities, while ensuring that open-enrollment charter schools comply with the same regulations, transparency requirements, and accountability standards as public school districts.

B-3 Early Education and Support Services

The Texas State Teachers Association believes high-quality early education and strong student support services are essential for student success, requiring full-day kindergarten and pre-kindergarten, mandatory attendance for students age four and older, and full-time counselors, librarians, nurses, and school social workers on every campus, with counselor-to-student ratios not exceeding 1:250.

B-4 Class Size

The Texas State Teachers Association believes student learning is strengthened when class sizes are limited to a true 15:1 student–teacher ratio across all grade levels, with additional reductions in classrooms serving special education students.

B-5 Standardized Testing

The Texas State Teachers Association believes excessive high-stakes standardized testing narrows instruction, and student progress is better measured through multiple assessments, including portfolio assessments. TSTA believes that tests should be used to assist educators in determining student strengths and weaknesses to inform instruction. TSTA believes that high-stakes assessments should not be used as the primary measure in the state accountability system.

C. Promote Health and Welfare

C-1 Employee Health Insurance

The Texas State Teachers Association believes the following principles regarding health insurance for educational employees:

- a. All educational employees should have access to health insurance benefits that are equitable and comparable to those provided to state and higher education employees.
- b. State and district insurance plans must provide clear, comprehensive disclosures about: Covered benefits, Premiums and fees, Deductibles and out-of-pocket costs.
- c. Health insurance should be affordable for all educational employees. The Association is committed to advocating for measures that reduce the cost of TRS ActiveCare and TRS Retired Care.
- d. Access to quality health care is essential for the physical and mental well-being of educators, which directly impacts student success.
- e. The Association will work with the Teacher Retirement System and policymakers to ensure sustainable, cost-effective health insurance options for current and retired educational employees.
- f. The Association will continuously monitor and address rising health care costs to ensure benefits remain fair, comprehensive, and accessible.

C-2 Mental Health

The Texas State Teachers Association believes that mental health is essential to the success and well-being of students, faculty, and staff. Schools must have adequate personnel and resources to provide comprehensive mental health support.

The Association supports and advocates for:

- a. Increasing the number of school counselors, social workers, and licensed mental health practitioners to ensure adequate support for all campuses.
- b. Implementing evidence-based programs that address prevention, early intervention, and crisis response for students and staff.
- c. Providing ongoing training for educators and staff on recognizing mental health concerns, trauma-informed practices, and referral processes.
- d. Ensuring that counseling and mental health services are available during and beyond school hours, including virtual options for underserved areas.
- e. Establishing partnerships with local mental health agencies and organizations to expand access to specialized care and wraparound services.
- f. Securing dedicated funding streams to maintain and expand mental health support programs without reducing other essential educational services.

C-3 Quality Health Care for Children

The Texas State Teachers Association believes that access to quality health care is a fundamental right for all children. The quality of health care is directly related to the standard of living, and children from low socio-economic homes are less likely to have access to adequate and preventive health care.

TSTA supports and advocates for:

- a. Expansion of the Children's Health Insurance Program (CHIP) and Medicaid to ensure that all eligible children receive comprehensive health care services.
- b. Increased access to preventive health care services for children in low-income families to reduce long-term health disparities.
- c. Policies that eliminate barriers to health care for children from underserved communities.
- d. Working with state agencies, health care providers, and community organizations to strengthen outreach and enrollment in CHIP and Medicaid programs.
- e. Adequate funding to maintain and expand these programs without compromising quality or accessibility.

D. Promote and Protect Human and Civil Rights

D-1 Educational Equity

The Texas State Teachers Association recognizes that past educational practices—such as one-way busing of minority students, restrictions on languages other than English in schools, and inequitable resource allocation—have caused lasting harm to students and communities.

TSTA affirms its responsibility to address these impacts and commits to the following actions:

- a. Create and implement policies that promote equity and inclusion for all students, including multilingual learners and historically marginalized groups.
- b. Directing funding and resources toward programs that repair the impact of past discriminatory practices, including culturally responsive curriculum development, bilingual education, and community engagement initiatives.
- c. Providing ongoing training for educators and staff on equity, cultural competency, and restorative practices.
- d. Involving impacted communities in decision-making processes to ensure reparative measures reflect their needs and priorities.
- e. Monitoring and reporting progress annually to ensure measurable outcomes and public accountability.

This resolution reflects the TSTA's commitment to educational equity, diversity, and the success of every student.

D-2 Promotion of Contributions

The Texas State Teachers Association believes that the contributions of and excellence of Black, Indigenous, People of Color, women, and LGBTQ+ peoples, individually and within movements, including the role intersectionality plays in these movements should be promoted, protected, and included in comprehensive curriculum that reflects the entire diversity of Texas and the United States.

D-3 Accurate History of Racism and Oppression

The Texas State Teachers Association believes that Texas should implement a statewide curriculum that ensures that the history of racism and the oppression of marginalized populations is taught truthfully to all students.

D-4 Reproductive Freedom

The Texas State Teachers Association believes in protecting the individual's right to reproductive freedom and body autonomy. TSTA also believes that any restriction to reproductive freedom is a form of sex discrimination

D-5 Immigration

TSTA supports efforts to improve the immigration process, including the provision of due process, equal protection, and access to status without regard to ethnicity, religion, or national origin. TSTA also supports policies that protect the integrity of the family unit and deplores the hardships and trauma imposed on families when family members, especially spouses and partners, parents, guardians, or caretakers, are detained and/or deported for immigration status offenses and thereby separated from their children, many of whom are U.S. citizens. TSTA supports equal access to educational opportunities for immigrants. TSTA believes that English, adult education, GED, and citizenship classes should be available in sufficient numbers to ensure that immigrants can comply with all federal mandates for permanent residence and/or citizenship. TSTA also believes that the federal government is responsible for the enforcement of immigration policy.

The Texas State Teachers Association recognizes that historically there have been many economic and/or political circumstances that have compelled people to come to the U.S. TSTA opposes any immigration policy that denies human and/or civil rights or educational opportunities to immigrants and their children, hinders workers' abilities to organize, imposes excessive fees and fines on those seeking legalization, or criminalizes individuals or groups who support or assist them. The Texas State Teachers Association also opposes any policy that makes legalization or naturalization dependent upon military service and/or service in a combat zone. The Texas State Teachers Association condemns such policies as inhumane and discriminatory.

The Texas State Teachers Association further believes that federal decisions regarding the status of accompanied and unaccompanied immigrant children must always be made in the best interests of the child. Children who qualify for international protection must have their educational needs met while being given the time and resources, including court-appointed counsel, to have their cases fairly heard. The Texas State Teachers Association believes that children should not be separated from their parents/guardians. Therefore, the best placement for these children is in a family setting and not in detention facilities.

D-6 Education of Refugee and Undocumented Children and Children of Undocumented Immigrants

The Texas State Teachers Association believes that, regardless of the immigration status of students or their parents, every student has the right to a free public education, including

multilingual services and primary language instruction, in an environment free from harassment. TSTA also believes that all parents should have equal access to all services provided by the school system regardless of their immigration status. TSTA opposes Immigration and Customs Enforcement (ICE) operations on school property. The Association supports access to higher education for undocumented students and access to financial aid and in-state tuition to state colleges and universities in the states where they reside. TSTA further believes that neither educational systems nor their employees are responsible for the determination and enforcement of legal residency status.

The Texas State Teachers Association believes that students who have resided in the United States for at least five years at the time of high school graduation should not be held responsible for decisions they were not legally able to make but rather should be granted legal residency status, and allowed to apply for U.S. citizenship, and that legalization not be used as an incentive for or be dependent on military service.

E. Secure and Promote Professional Excellence and Autonomy

E-1 Teacher Certification

The Texas State Teachers Association believes in high standards for teacher certification and supports teacher preparation programs that balance content knowledge and pedagogy. TSTA believes that preparation programs should give teachers an understanding of how to teach and require practical experience before entering the classroom. TSTA also believes that teacher preparation programs must involve all stakeholders in the design, implementation, and improvement of preparation programs. Stakeholders should include licensed teacher educators.

F. Recognize the Importance of the Educator in the Learning Process

F-1 Fair Compensation

The Texas State Teachers Association (TSTA) believes that fair and competitive compensation is essential to attract and retain high-quality educators and education support professionals (ESPs). Adequate pay reflects the value of their work and ensures financial stability for those who serve our students.

TSTA supports and advocates for:

- a. Legislation that provides substantial salary increases for teachers and ESPs statewide.

- b. Ensuring that all funds allocated for pay raises are passed directly to teachers and ESPs without diversion to other expenses.
- c. Establishing pay scales that are competitive with other professions requiring similar education and expertise.
- d. Fair pay structures that address disparities among districts and roles, ensuring ESPs receive livable wages.
- e. Securing dedicated and recurring funding sources to maintain salary increases without reducing other essential educational services.

F-2 Living Wage

The Texas State Teachers Association (TSTA) believes that every public-school employee deserves a living wage that reflects the dignity and value of their work. Fair compensation is essential to attract and retain quality educators and staff, and to ensure financial stability for those who serve our students.

TSTA supports and advocates for:

- a. Legislation that guarantees all public-school employees earn a living wage sufficient to meet basic needs and maintain a reasonable standard of living.
- b. Implementing automatic annual cost-of-living adjustments to protect employees from inflation and maintain purchasing power.
- c. Ensuring that wage policies apply to all public-school employees, including education support professionals (ESPs), without disparities.
- d. Dedicated funding streams to maintain living wages and COLA adjustments without reducing other essential educational services.

G. Protect, Strengthen, and Expand the Rights of Public School Educators

G-1 Secure Retirement

The Texas State Teachers Association (TSTA) believes that all educational employees should be able to plan for retirement with confidence, without fear of legislative changes that reduce or eliminate benefits. Retired educational employees deserve a secure system that provides affordable health insurance and annual cost-of-living adjustments (COLA).

TSTA supports and advocates for:

- a. Protecting and enhancing the Teacher Retirement System's (TRS) defined benefit program to ensure stability and predictability for retirees.

- b. Implementing regular COLA increases for retired educational employees to maintain purchasing power and financial security.
- c. Guaranteed access to health insurance plans that retired school employees can afford without sacrificing quality of care.
- d. Ensuring that retired school employees' health insurance and benefits are comparable to or better than those provided to retired state and higher education employees.
- e. Laws that prevent reductions in retirement benefits and protect the integrity of TRS for current and future retirees.

G-2 Workplace Input

The Texas State Teachers Association (TSTA) believes that educational employees must have a meaningful voice in decisions that affect the learning environment and their working conditions. Empowering educators in decision-making leads to better outcomes for students and schools.

TSTA supports and advocates for:

- a. Expanding and reinforcing site-based decision-making processes at both campus and district levels to ensure educator input is valued and implemented.
- b. Requiring school districts to consult with educational employees on policies and practices that impact classrooms and working conditions.
- c. Permitting collective bargaining in individual school districts following a local option vote, giving educators a formal mechanism to negotiate working conditions.
- d. The repeal of laws prohibiting collective bargaining for educational employees, restoring their right to negotiate for fair and equitable conditions.
- e. Ensuring educators have a necessary and influential role in shaping policies that affect teaching, learning, and school climate.

G-3 Safe Learning Environment

The Texas State Teachers Association (TSTA) believes that every student and educational employee deserves a safe and orderly learning environment. Schools must have clear policies and resources to maintain discipline and protect staff and students from violence and harassment.

TSTA supports and advocates for:

- a. Educational employees having the authority to remove disruptive students from the classroom and maintain discipline effectively.

- b. Addressing discipline in a consistent and fair manner across all campuses and districts.
- c. Swift Action on Violence. Student violence directed at staff or other students must be dealt with immediately, and those students should be removed to an appropriate alternative learning environment.
- d. Requiring districts to establish clear policies and include in the Student Code of Conduct rules prohibiting harassment of educators, personnel, and students.
- e. Policies that explicitly prohibit harassment through social media platforms and other digital means.
- f. Resources and training to prevent violence and harassment, ensuring schools remain safe for teaching and learning.

G-4 Fair Contracts

The Texas State Teachers Association believes that every educational employee should be provided with a written employment contract that defines their rights, responsibilities, and terms of employment. These contracts must include provisions that uphold due process and protect contractual, statutory, and constitutional rights.

TSTA believes in the following principles:

- a. Employment decisions must be based on objective criteria and applied consistently.
- b. Employees should have access to clear information about contract terms, evaluation procedures, and disciplinary processes.
- c. Employees must receive timely notice of any employment action, the right to representation, and an impartial review process.
- d. All employment practices should comply with state and federal laws governing employee rights.

School districts should issue written contracts to all employees annually or upon hiring and contracts should explicitly include: job description and responsibilities, compensation and benefits, terms of employment and renewal procedures, and due process protections for disciplinary actions and termination. Districts must also clearly outline and make accessible procedures for grievances and appeals. Districts shall also provide training to administrators and Human Resources personnel to ensure compliance with due process standards.

H. Unite Education Employees to Demonstrate and Promote Effective Citizenship

H-1 Voting Rights

The Texas State Teachers Association believes that protecting voting rights is critical for the establishment of strong public schools as education policy decisions are made by elected leaders at the local, state, and federal level. TSTA believes in implementing automatic voter registration that increases voter participation and creates civically engaged communities. TSTA believes in the advancement of accessible polling places to meet the needs of all registered voters.

H-2 Freedom of Speech

The Texas State Teachers Association believes that freedom of speech is an essential right and shall not be infringed upon. TSTA believes that freedom of speech extends to constitutionally protected free press, freedom of association, freedom of religion, freedom to protest, and freedom to petition the government.