



# TOGETHER WE THRIVE

**HOUSTON FEDERATION OF TEACHERS**

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**BENEFITS & RESOURCES  
TO HELP YOU THRIVE IN  
YOUR PROFESSION**

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**[WWW.HFT2415.ORG](http://WWW.HFT2415.ORG)**



# THRIVE WITH YOUR UNION

The Houston Federation of Teachers is the **largest teachers' union in the Houston Independent School District** and in Texas. Our union provides its members the highest-quality representation and is the elected voice of teachers, paraprofessionals, and support staff in HISD. HFT leaders and members work every day to make the HFT the strongest and best union in Texas. Our members **THRIVE!**



## EMPLOYEE VOICE

- We are the elected voice of HISD teachers, paraprofessionals, and support staff. HFT meets with the HISD superintendent monthly to advocate for pay raises, better benefits, and respect at work.
- HFT members organize across all 270+ campuses for working conditions that help you and your students thrive, not just survive.
- **Strength in numbers:** We are the largest employee union in HISD and affiliated with the 1.7 million-member American Federation of Teachers (AFT).
- **Affiliated with the AFL-CIO:** 90,000 members in Harris County, 500,000 statewide, and 3.5 million in the USA.



## INSURANCE COVERAGE

- \$8 million professional liability insurance per member/per incident
- \$35,000 reimbursement for job-related criminal charges
- \$20,000 accidental death benefit
- \$250 for theft or school assault
- \$1,000 bonding fee for job-related charges



## LEGAL PROTECTION

- We provide representation for grievances and work-related matters
- Representation **BY ATTORNEY** for terminations, Texas Education Agency (TEA) complaints, and violations of the Code of Ethics (SBEC) - **OUR UNION COVERS THE COSTS**
- 30-minute free legal consultation on private/personal matters, including a 25% discount on legal fees
- Reduced fees for legal matters outside of work



## STAFF SUPPORT

- Multiple representatives are available to assist and advise members.
- All staff are based in Houston and visit worksites daily for in-person support.
- Local office is open all year for member support.

# JOIN HFT AND BUILD POWER WITH YOUR CO-WORKERS



JOIN HFT TODAY!

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## UNION BENEFITS

- **Access to Summer:** Our union's free program for student debt management, income-driven repayment, and help with student loan forgiveness
- **AFT-sponsored Trauma Counseling:** no cost to members for covered incidents
- Union Plus Scholarship program
- Union Plus vision, dental, prescription, and hearing discounts
- Member savings on hotels, car rentals, Southwest Airlines, and thousands of other consumer resources



## POLITICAL POWER

- Lobbyists in Austin and Washington D.C.
- Representation at the State Board of Education and other government agencies.
- Political clout at the local, state, and national levels.
- Strong media representation.
- Political program driven to elect pro-public school candidates.



## THE BEST PROFESSIONAL DEVELOPMENT

- **FREE** professional development workshops for credit each month, including access to AFT's **Share My Lesson**
- Guidance to apply for National Board Certification and additional certifications
- 1-1 coaching from HFT's professional development director on classroom management and **AFT's Strategies for Student Success**





SCAN TO JOIN TODAY



713-623-8891



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## HOUSTON FEDERATION OF TEACHERS

LOCAL 2415 | TEXAS AFT | AFT | AFL-CIO

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HOUSTON, TX 77023-5309

**JACKIE ANDERSON**

PRESIDENT

**ANDY DEWEY**

SECRETARY-TREASURER

Houston Federation of Teachers represents employees in Houston ISD and Spring Branch ISD. Our union represents all non-administrative public school employees. As such, our union's priorities reflect the interests of teachers, counselors, librarians, support professionals, and the people who make our public schools work.