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## IMPROVE SALARIES SIGNIFICANTLY

- Establish beginning salary of \$45,000
- Apply any salary increases to the full salary schedule
- Secure an 8 percent raise for all Education Support Professionals
- Implement a multi-year plan to improve educators' salaries



## ENHANCE EDUCATION PROGRAMS

- Fully fund public schools
- Ensure a minimum of 180 days of instruction while maintaining the state-mandated academic contract
- Fully staff schools to provide for vital programs, e.g., drop-out prevention, art, music, P.E., mentoring, counseling services, and others
- Restore classes to class-size formula
- Ensure public school and bus transportation safety by providing preventative programs and more authority to educators services by ensuring that all education funding is restricted to public school programs and services
- Prevent all voucher initiatives and privatization of public school
- Fully fund Pre-K
- Restore full funding to HOPE Scholarship
- Protect quality programming for secondary education through priority of curricular standards



## SUPPORT EDUCATORS

- Provide Education Support Professionals a state salary schedule and improve benefits including a living wage for all public school employees
- Provide recognition of Education Support Professionals by creating a state-wide "Award of Excellence"
- Provide a fully certified educator for every teaching position
- Protect the current state salary schedule, which includes increases for educational attainment and/or experience, and include certified, public school Pre-K personnel on state salary schedule
- Provide quality, affordable, comprehensive healthcare benefits and services to active and retired public school employees
- Improve retirement benefits for all public school employees and maintain the defined benefit plan
- Secure collective bargaining rights for all public school employees
- Ensure manageable and safe load sizes on school bus transportation
- Secure safe public schools by opposing any legislation allowing school personnel, other than trained resource officers, to be armed



## PROTECT EDUCATORS

- Enact and enforce fair evaluation systems including the right to appeal to a mutually agreed upon, neutral third party
- Secure an effective and enforceable grievance procedure for all public school employees
- Secure fair dismissal procedures for all public school employees
- Secure employment contracts for Education Support Professionals
- Eliminate Strategic Waivers School Systems usage of waivers for class size, fair dismissal, state salary schedule, and certification (except on a case by-case basis to attract applicants for CTAE-like positions)
- Hold local boards of education accountable for all local waivers
- Prohibit pay-for-performance plans that have not been collaboratively developed by the full school's faculty



## STRENGTHEN EDUCATORS

- Provide public school employees a greater voice in decision-making to improve public education
- Improve working conditions for public school employees
- Ensure that nationally certified professionals are compensated at the level commensurate with their certification
- Provide comprehensive induction/mentoring for all beginning public school employees and provide additional pay for their respective mentors