



## SIGNIFICANTLY IMPROVE SALARIES

- Minimum beginning salary of \$40,000
- An 8% raise for all Education Support Professionals
- Increases applied to the full salary schedule
- Implementation of 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
- Prevent all voucher initiatives and privatization of public school services by ensuring that all education funding is restricted to public school programs and services
- Fully fund Pre-K
- Restore full funding to HOPE Scholarship
- Ensure the best use of our state's financial resources by streamlining state education agencies that duplicate services through the Georgia Department of Education in order for more funds to reach our schools.



## SUPPORT EDUCATORS

- Provide Education Support Professionals a state salary schedule and improve benefits including a living wage for all public school employees
- Provide a fully certified educator for every teaching position
- Protect the current state salary schedule including educational attainment and experience (include certified, public school Pre-K personnel on state salary schedule)
- Provide quality, affordable, comprehensive health care benefits and services to active & 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 procedures
- 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
- Prohibit performance pay 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
- Provide comprehensive induction/mentoring for all beginning public school employees and provide additional pay for their respective mentors
- Ensure that nationally certified professionals are compensated at the level commensurate with their certification