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IMPROVE SALARIES SIGNIFICANTLY

- Establish minimum beginning teacher salary of \$45,000
- Ensure that salary increases (including step increases) extend to 30 years of service
- Apply any salary increases to the state salary schedule
- Secure an 8 percent raise for all Education Support Professionals
- Secure a state pay scale for education support personnel that includes steps for years of service.
- Implement a multi-year plan to improve educators' salaries



ENHANCE EDUCATION PROGRAMS

- Provide necessary and equitable funding to ensure quality education for all students in the state of Georgia
- 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 and prohibit use of class-size waivers
- Ensure public school facility and bus transportation safety by providing preventative programs and more authority to educators
- Ensure that all education funding is restricted to public school programs and services
- Prevent all voucher initiatives and privatization of public schools
- Fund Pre-K education at the same level as K-12
- Restore full funding to HOPE Scholarship
- Establish a needs-based HOPE Scholarship



SUPPORT EDUCATORS

- Provide Education Support Professionals a state salary schedule and improved 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 increases for educational attainment and/or experience
- 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



STRENGTHEN EDUCATORS

- Provide public school employees a greater voice in decision-making to improve public education
- Improve working conditions for public school employees, including, but not limited to, the elimination of waivers
- 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
- Ensure instructional decisions about curriculum are made by certified education professionals in order to facilitate an honest and empathetic education for all students K-12