

Representing over 20,000 educators, the Arizona Education Association (AEA) is the largest public sector union in Arizona. AEA is an affiliate of the National Education Association (NEA), the nation's largest union. Arizona educators are parents, caregivers, and vital parts of the working families in Arizona. AEA membership spans from aspiring educators to retirees, and includes both classified and certified public school employees.

## Retain and Attract Educators

- Minimum Salary:
  - Certified Staff: Demand a minimum salary of \$66,000 for all certified staff, include salary adjustments to address pay compression, and provide compensation incentives for rural area educators.
  - Education Support Professionals (classified staff): Demand compensation and benefits that reflect a minimum starting salary of \$18 per hour and include salary adjustments to address pay compression.
- Health Insurance: Secure affordable, quality healthcare coverage for all public school employees and families.
- Pension: Protect and sustain the ASRS defined benefit pension plan for public school employees.
- Mentoring: Establish a funding weight for school districts to implement a robust mentoring program that supports new educators in the first three years of the profession.
- Respect and trust educators as professionals:
  - To work collectively to determine curriculum that ensures accurate and honest education.
  - To ensure the safety of staff and students.

## Ensure School Funding Policies Are Equitable

- Restore Full-Day Kindergarten: Fully restore state funding for full-day kindergarten.
- Pre-K: Provide state funding to access matching federal dollars for preschool programs.
- Special Education (SPED) Funding: Increase funding for students who receive special education services.
- District Additional Assistance (DAA) Inflation: Increase DAA annually to keep up with inflation to ensure schools can afford textbooks, computers, and other classroom supplies. (\*Since the creation of the DAA formula it has never increased to account for inflation, and it would put it on an equal footing as Charter Additional Assistance which does increase annually for inflation.)
- Opportunity Weight: Increase the funding weight for schools that serve the most under-resourced students.
- Tribal Student Weight: Increase the funding weight for schools that serve indigenous students and students in tribal areas.
- Junior High School Weight: Establish a new funding weight for grades 6-8, recognizing those grades require additional resources and supplies to prepare students for high school.

## Resources for Students to be Future Ready

- Provide adequate funding for school counselors and social workers based on current research recommendations.
- Provide career and technical education (CTE) funding to assist students in preparing to enter the workforce by restoring 9th grade CTE program funding and implementing CTE program opportunities in 7th and 8th grade.
- Prevent the Arizona Legislature from diverting revenue away from public schools through private school vouchers and tax credits (i.e., empowerment scholarship accounts and student tuition organizations).
- Defend against legislation that eliminates bilingual education or culturally relevant programs.

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*The 2023 AEA Legislative and Policy Agenda is approved by the AEA Board of Directors.  
It is based on the public policy statements in the AE Legislative Platform adopted yearly at the statewide AEA Delegate Assembly.*