



April 17, 2018

Dear Governor Ducey,

We represent tens of thousands of Arizona public school educators and we requested a meeting with you and legislative leadership on April 5, 2018. We are again requesting an opportunity to begin a negotiations process to address our state's education funding crisis.

Arizona schools are over \$1 billion below 2008 funding levels. Teachers' salaries are last in the nation, resulting in a massive teacher shortage crisis like we have never seen before. Our classrooms go without updated textbooks, basic supplies, and technology. We have among the highest class sizes and school counselor-to-student ratios in the nation making it difficult to meet the individual needs of our students. Though they are vital to student achievement and student success, many Education Support Professionals are underpaid and often left out of the pay increase conversation as they were in the plan you presented last week.

In addition, your plan did not address per-student funding or a permanent revenue for our schools. We are concerned about reports today that the funding for your plan would cut services to the students we serve in low-income families. We cannot support a plan that would harm our students or colleagues. As a result, educators and the community are uniting behind the #RedforEd demands and renewing our call on you and the Arizona Legislature to meet the following demands:

1. 20% salary increase for Arizona teachers in order to create competitive pay with neighboring states.
2. Competitive pay for all Education Support Professionals.
3. Permanent certified salary structure which includes annual raises.
4. Restore education funding to 2008 levels.
5. No new tax cuts until per-pupil funding reaches the national average.

Arizona's leaders and elected representatives have an opportunity to make a real difference in our children's lives and our state's future. Our commitment to our students requires serious discussion around real, sustainable solutions for public education funding.

In Solidarity,

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Joe Thomas
President, Arizona Education Association

A handwritten signature in black ink, appearing to read 'Noah Karvelis', with a long, sweeping underline.

Noah Karvelis
Organizer, Arizona Educators United