



April 5, 2018

Dear Governor Ducey,

On behalf of the thousands of educators across the state of Arizona who have expressed their concerns with the current state of our public education system, we are writing to request that you convene a meeting with you and the Majority and Minority leadership to begin a negotiations process to resolve the #RedForEd demands outlined below.

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 a result, educators and the community are uniting to demand change through the #RedforEd movement. We are calling 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.

In Solidarity,

A handwritten signature in black ink, appearing to read 'Joe Thomas'.

Joe Thomas
President, Arizona Education Association

A handwritten signature in black ink, appearing to read 'Noah Karvelis'.

Noah Karvelis
Teacher, Arizona Educators United