As educators we believe it is critical that this work be done with the professionals who work most closely with our students every school day. This means:

- Real, meaningful collaboration with educators on all education-related legislation
- Reducing the impact of corporate special interest groups
- Regular and ongoing engagement with educators from the capitol to the classroom
- Educator and student voices leading policy change
- Educators and students as true stakeholders

CEA is the largest union of educators in the state with more than 38,000 K-12 teachers, higher ed faculty, and education support professionals, as well as students preparing to become teachers, and retired educators.

After working in the profession for a decade with a master’s I just broke the $50k mark.

Laura Light-Kovais, Loveland

2020 PRIORITIES

1. TOP PRIORITY: IMPROVE EDUCATOR COMPENSATION ACROSS THE STATE

- Improve mental health supports for students and educators
- Improve educator workloads
- Prioritize classrooms over corporations
- Update the educator evaluations and the accountability systems
- Prioritize all working families and union values

2. WORKING TOGETHER

- Improve mental health supports for students and educators
- Improve educator workloads
- Prioritize classrooms over corporations
- Update the educator evaluations and the accountability systems
- Prioritize all working families and union values

3. LEGISLATIVE PRIORITIES

- The final countdown January 2020
- Top priority: Improve educator compensation across the state

4. DO YOU THINK THE PAY FOR PUBLIC SCHOOL TEACHERS IS EXCESSIVE, AT ABOUT THE RIGHT LEVEL, OR FALLS SHORT OF WHAT IT OUGHT TO BE?

   - Pay falls short: 57%
   - Pay is about right or excessive: 43%

   - November 2008: 60%
   - November 2019: 76%

   Data from Statewide Phone Survey of 602 Likely November 2020 Colorado Voters Statewide; November 3-6, 2019

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The more than 38,000 educators of the Colorado Education Association have identified our top priority for the 2020 Colorado legislative session: Improve educator compensation across the state.

We expect the legislature to create a pathway for districts to immediately and meaningfully improve educator compensation in order to recruit and retain quality educators across the state.

To do this, we call on the state legislature to create a dedicated fund for the explicit purpose of increasing educator pay and salaries across Colorado. The legislature needs to demonstrate its commitment to public education by directing meaningful resources to our schools and educators who help students thrive. Educators across Colorado deserve a livable wage so that they can afford to work and live in the communities they serve.

In addition to improving educator compensation, the legislature should finally commit to a plan to eliminate the budget stabilization factor – the decade-long funding cuts to our schools and students. Educators demand the BS factor is reduced to ZERO over the next three years.

To ensure the BS factor is reduced to zero by 2022, we call on the legislature to:
- Truly prioritize public K-12 education funding by steadily increasing the share of the state budget directed to public education
- Put an end to unfunded (or underfunded) mandates
- End new grant or pilot programs
- Prioritize new revenue for public education

In addition to our top priority of increasing educator compensation, CEA will be evaluating progress on these five other critical priorities:

**Improve Mental Health Supports for Students and Educators**

Meaningful support for mental health requires fully funded resources not grants, gifts or donations. We need staff in every school who focus solely on providing mental health supports not just training for frontline educators. This includes:
- Reasonable and manageable ratios for counselors, social workers and school psychologists
- Solutions that include interventions and supports beyond the classroom, such as professionals who are trained and have appropriate qualifications to provide the services that students need so they can learn and thrive
- Reduction in high-stakes testing and resources dedicated to and redirected toward mental health supports

**Improve Educator Workloads**

- Real, sustainable class size relief
- Reduction in paperwork and red tape
- Ending “teach to the test” mandates at state and local levels
- Professional development designed, directed and implemented by educators, NOT outside special interest groups
- Allowing educators to focus on student learning and support

**Improve Educator Evaluations and the Accountability Systems**

- Improve the current system to more accurately reflect educator performance and experience
- Evaluations should be used to help educators succeed, not hinder them. Educators need differentiated professional development and resources to support students
- Educators need more autonomy and authority in directing their time to the most crucial aspects of their work, such as direct instruction, planning and student support
- Evaluations should not be punitive
- Reduce the percentage of test scores used in educator evaluation

**Prioritize All Working Families and Union Values**

- Protect PERA and other retirement plans
- Create opportunities for real living wages and good benefits for all employees – such as comprehensive paid family and medical leave for all
- Enhance and support the right of both private and public workers to collectively bargain

**Prioritize Classrooms Over Corporations**

- Public schools need to be public – end the mechanisms for corporations to profit off of our students
- Divest from corporate tax breaks and standardized testing and invest in our classrooms and students

**Update the Educator Evaluations and the Accountability Systems**

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