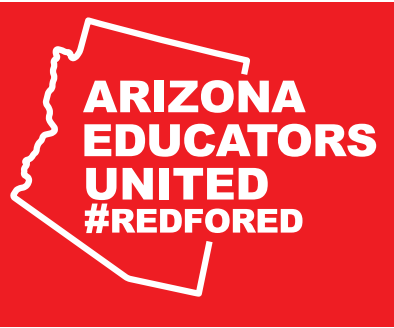
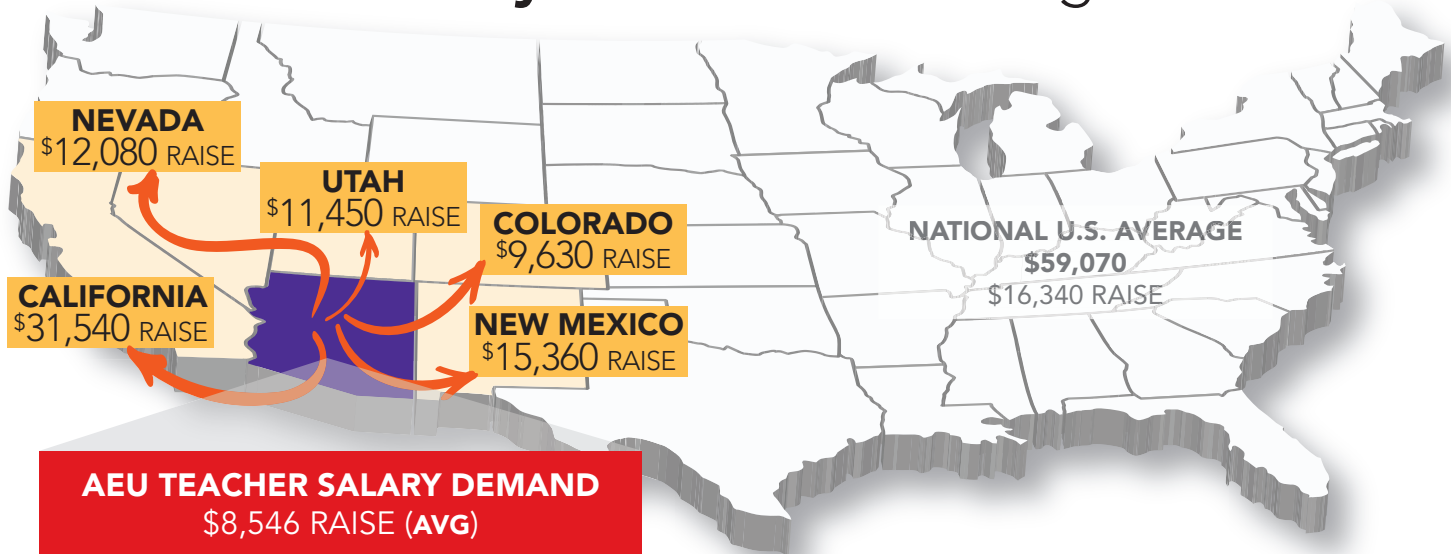


# AEU Demands: Competitive Salaries with Surrounding States for AZ Teachers



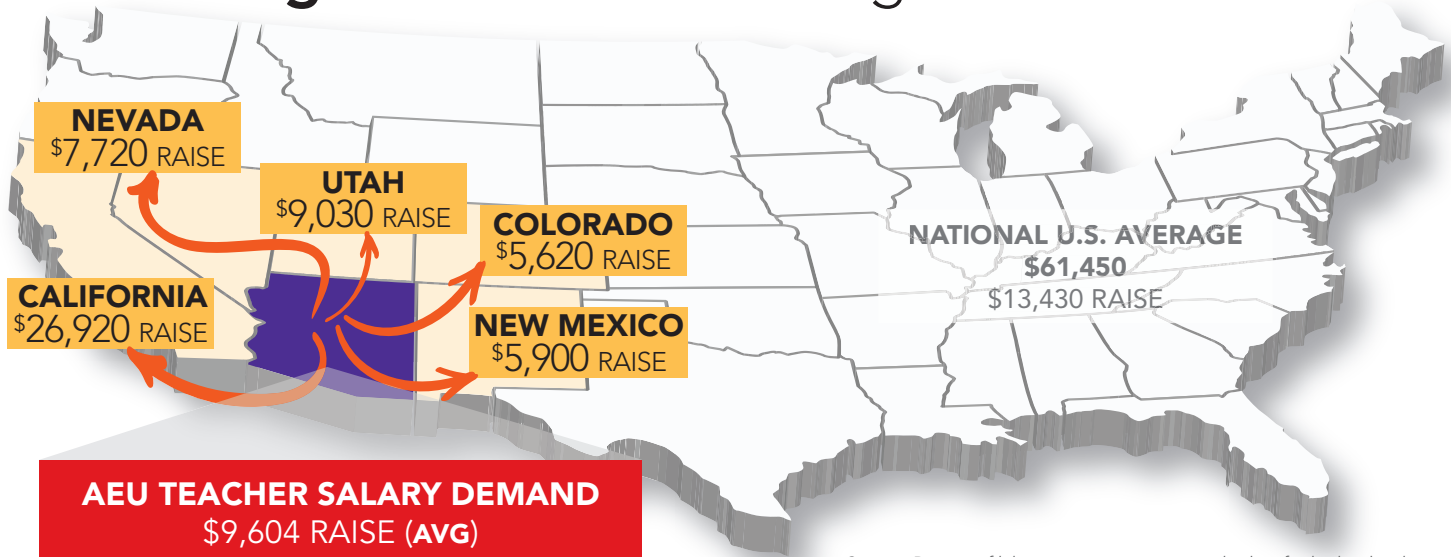
Arizona has a teacher shortage crisis. There is broad community support for competitive salaries and the AEU demands an increase of 20% to address this crisis. A 20% increase will create competitive high school teacher salaries with surrounding states except California, although it still falls well short of the national average. Elementary school teacher salaries will approach a competitive level with surrounding states and also fall well short of the national average. Hundreds of businesses, community organizations, and education groups support the Expect More Arizona Progress Meter that sets a goal of reaching the national average within five years. Unlike other proposals, the AEU 20% demand moves the needle on the Progress Meter.

## Arizona Elementary School Teacher Flight



Source: Bureau of labor statistics mean annual salary for kindergarten and elementary school teachers, excluding special education.  
<https://www.bls.gov/oes/current/oes252021.htm#st>

## Arizona High School Teacher Flight



Source: Bureau of labor statistics mean annual salary for high school teachers, excluding special and career/technical education.  
<https://www.bls.gov/oes/current/oes252031.htm#st>

# Expect More Arizona Teacher Pay Goal

Arizona’s median elementary school teacher pay ranks 50th in the nation, while median pay for secondary school teachers ranks 49th. If we expect student achievement to improve and our communities to thrive, Arizona’s teacher salaries must be competitive with other states. Our goal – reach the national median for elementary teacher pay in five years.

## Expect More Arizona Partners (Partial List)

### BUSINESS

Akwai  
 Arizona Bankers Association  
 Arizona Bilingual  
 Arizona Hispanic Chamber of Commerce  
 Arizona Parenting Magazine  
 Arizona Public Service (APS)  
 Blue Cross Blue Shield of Arizona  
 Career Success Schools  
 Chasse Building Team  
 Children’s Museum of Phoenix  
 Coolidge Chamber of Commerce  
 CopperPoint Mutual Insurance Company  
 Connected Computer and Repair  
 Desert Botanical Garden  
 Fisher Chevrolet GMC Buick  
 Freeport McMoRan, Copper & Gold, Inc.  
 Guaranty Solutions  
 Golden Vertex  
 Hensley Beverage Company  
 Intel  
 JP Morgan Chase  
 KAMMA - Kingman and Mohave Manufacturing Association  
 Kinney Construction Services  
 KPMG  
 Laron  
 Manantial FM Douglas  
 Mellon Farms  
 Museum of Northern Arizona  
 Nestle Purina Petcare  
 Randy Murray Productions  
 Raytheon  
 RL Jones Insurance & MVD Services, Inc.  
 Ryan Companies  
 Salt River Project (SRP)  
 SmithGroupJJR  
 Sunbelt Holdings  
 Sundt Construction, Inc.  
 True Metal Solutions  
 The Clubhouse Therapy Center  
 Univision  
 Wells Fargo

### COMMUNITY/MUNICIPALITY

Achieve Pinal  
 Act One  
 A for Arizona  
  
 Ahwatukee Foothills Chamber of Commerce  
 Alliance of Arizona Nonprofits  
 American Association of University Women - West Valley Branch  
 Anti-Defamation League  
 Arizona Association for Economic Development  
 Arizona Business and Education Coalition  
 Arizona Chamber of Commerce and Industry  
 Arizona Community Foundation  
 Arizona Council on Economic Education  
 Arizona Early Childhood Alliance  
 Arizona Educational Foundation  
 Arizona PBS  
 Arizona Private School Association  
 Arizona PTA  
 Arizona School Counselors Association, Inc.  
 Aspire Arizona Foundation  
 The Bob and Renee Parsons Foundation  
 Buckeye Valley Chamber of Commerce  
 Center for the Future of Arizona  
 Chandler Chamber of Commerce  
 Chicanos Por La Causa  
 Children’s Action Alliance  
 Cochise County School Superintendent  
 Coconino Coalition for Children & Youth  
 Coconino County  
 Cottonwood Chamber of Commerce  
 Cottonwood Economic Development Council  
 East Valley Partnership  
 First Things First  
 Partnership Council  
 Friendly House  
 Gilbert Chamber of Commerce  
 Glendale Chamber of Commerce  
 Governor’s Office of Education  
 Innovation/AZ Ready  
 Greater Casa Grande Chamber of Commerce  
 Greater Flagstaff Chamber of Commerce

Greater Oro Valley Chamber of Commerce  
 Greater Douglas Chamber of Commerce  
 Greater Phoenix Chamber of Commerce  
 Greater Phoenix Economic Council  
 Greater Phoenix Chamber of Commerce  
 Greater Phoenix Economic Council  
 Greater Phoenix Educational Management Council (GPEMC)  
 Greater Phoenix Leadership  
 Greater Phoenix Urban League  
 Greater Yuma Economic Development Corporation  
 Helios Education Foundation  
 Indigo Cultural Center  
 Isac Amaya Foundation  
 Lake Havasu Area Chamber of Commerce  
 Lake Havasu Chamber Foundation for Education and Leadership  
 Lake Havasu City  
 Havasu Business and Teachers Alliance  
 LAUNCH Flagstaff  
 Literacy Connects  
 Northern Arizona Leadership Alliance  
 Parent Support Network  
 Partnership for Economic Development  
 Peoria Chamber of Commerce  
 Phoenix Center for the Arts  
 Phoenix Zoo  
 Prescott Chamber of Commerce  
 Prescott Valley Chamber of Commerce  
 Quartzsite Area Chamber of Commerce & Tourism  
 Rodel Foundation of Arizona  
 SARRC  
 Scottsdale Moms Blog  
 Southern Arizona Leadership Council  
 Southwest Valley Chamber of Commerce  
 Stand for Children - Arizona  
 Teacher Retention Project  
 Tucson Hispanic Chamber  
 Tucson Metro Chamber  
 Tucson Values Teachers  
 United Way  
 Virginia G. Piper Charitable Trust  
 Wickenburg Chamber of Commerce  
 Yale Club of Phoenix