

## **Teacher Salary Equity Resolution**

### **DRAFT – For Discussion**

#### **Resolution**

CASB urges the immediate adoption of a time-limited, state-administered grant program to mitigate teacher salary inequity in school districts with average teacher salaries in the bottom 10% of the state until the inequity is fairly addressed in new school funding legislation.

#### **Rationale**

Federal and state education policies almost universally assert the right of all students to have equal opportunity to a quality education, including equitable access to quality teachers, regardless of where they live. Any serious discussion of equity in education has to include this issue. Currently, more than 80,000 students are educated in 110 districts (or nearly 62% of Colorado districts) where the average teacher salary is \$39,000 due to funding constraints within our current system. The pay these teachers receive is 21% below their local cost of living, according to Colorado Legislative Council. These districts experience 22% annual teacher turnover. It could take a number of years for the state to have enough additional funding to address the lack of adequacy and equity in the system through a new school finance act. Urgent action is required to provide equity of opportunity, and the state can take a significant step forward now. A state grant program could provide an additional teacher salary payment directly to teachers working in qualifying districts at an overall cost of less than \$20 million.