

WE DESERVE A RAISE

How to Organize for a Raise

FACT

Districts that have **10% or more of its total budget in Fund 1 reserves**, have the **capacity to raise pay**. Raises don't happen automatically. They happen when educators organize.

5 ESSENTIAL STEPS

1 Confirm the Money

- Review your **adopted district budget**
 - Identify Fund 1 reserves
- KEA Standard: $\geq 10\%$ or more in Fund 1 reserves = room for raises**

2 Build Collective Power

- Organize a representative committee
 - Hold one-on-one conversations with fellow educators
 - Build support among educators and district staff
- Goal: 60-70% staff commitment before going public**

3 Make a Clear Demand

A winning demand is:

- **Specific** (% , steps, or hourly increase). Know what you want
- **Affordable** (funded by excess contingency)
- **Immediate** (this fiscal year)

4 Act Together

- Coordinated color/shirt days
 - Group petitions or photos
 - Pack the board meeting
 - Planned speakers + visuals
- Collective action protects individuals.**

5 Win & Lock It In

- Verify pay schedules
- Thank supporters publicly
- Push for limits on excessive budget contingency for the future

Be a KEA Member



Join Here

CREATE A MESSAGE THAT WINS

EXAMPLE: “When millions sit in the bank while educator pay falls behind, we lose good teachers. That is a bad choice, and it can be changed.”

PROTECT YOURSELF

- Act as a group
- Follow district policy
- Document communications
- Use KEA and Local Association representatives as spokespeople
- KEA provides legal guidance, budget analysis, and media support

THE BOTTOM LINE

Remember raises are won when educators organize and act together.

Are the Employees in your School District Ready for A Raise?

Provide the information you can below and contact your KEA Representative to organize for a raise.

(COMPLETE TO ORGANIZE)

School District: _____

Total District Fund 1 Balance: \$_____

Fund 1 Reserves: \$_____

Fund 1 Percentage: _____ %

Our Collective Demand: _____

Target Board Meeting / Decision Date: _____

Find and Contact
Your Area KEA
Representative
Here.



How To Organize For A Raise!