

**National Federation of Democratic Women
Resolution Supporting Public School Teachers' Pay Increase**

WHEREAS, there is a national teacher wage gap with public school teachers averaging about 11% less in salary than their peers in similar professions. Teachers often must work second jobs in order to meet their economic needs; and

WHEREAS, many high-quality graduates do not even consider teaching as a viable profession, citing low teacher pay, poor working conditions, and limited career advancements as deterrents; and

WHEREAS, many states have a critical teacher shortage, especially in areas serving low-income students and/or students of color. Teachers of color make up less than 20% of the overall teacher pool, yet students of color make up more than 50% of public schools' population.

THEREFORE, BE IT RESOLVED that the National Federation of Democratic Women supports a universal pay raise in teacher salaries across the nation in order to increase the quality of teacher candidates, decrease attrition from teaching, and improve the overall status of the education profession.