

PAID FOR BY MELALEUCA

The Community Page

OCTOBER 7, 2012

Idaho School Boards Association Endorses Proposition 1

Proposition 1

- Places our children's education in the hands of local school boards rather than in the hands of the unions.
- Requires parental input to be part of a teacher's and principal's job evaluation. (If proposition 1 does not pass, parents will not be allowed to play a role in teacher evaluations.)
- Requires all labor negotiations to be in open meetings rather than behind closed doors as they were in the past.
- Requires a portion of a teacher's job evaluation to be based on student achievement.
- Limits all collective bargaining agreements (with unions) to 1 year.
- Eliminates \$4 million per year in early retirement bonuses and redistributes those funds to areas more beneficial to the students. (Teachers were the only government employees who were paid a bonus of \$18,000 for simply retiring early.)
- Phases out "tenure." Tenure inhibits the school boards' ability to take corrective action on poorly performing teachers.

Phasing out "Tenure."

Idaho is blessed with great teachers! Most teachers are absolutely fabulous! They choose their profession because they care about kids and they want to make a difference for their students' future. But as in all professions, there are some who are ineffective in their jobs. In these rare cases, a teacher sometimes just loses interest in children or in teaching. In those cases it would probably be better for both the teacher and the children for the teacher to choose a different profession. But when the rules are that a teacher can coast without any serious consequences and is granted a job for life, regardless of the teacher's inadequacies, it is a path for disaster—especially for the kids.

For decades, states and school boards have recognized "tenure" after just 3 years of teaching. "Tenure" makes it almost impossible to remove a bad teacher. Teachers with "tenure" are essentially granted a job for life regardless of their effectiveness or behavior. Technically, an extremely poor teacher with tenure can still be terminated; however, because unions use "tenure" as a defense against termination, regardless of a teacher's poor performance, the legal costs and documentation of terminating a teacher with tenure can often exceed \$200,000. It is simply much easier and far less expensive to allow a poor teacher to stay in the system. It is only the luck of the draw as to which children get those teachers from year to year. Education experts tell us that the concept of "tenure" is the biggest reason for the deterioration of the American school system. Proposition 1 phases out the concept of "tenure" and allows administrators to take corrective action with non-performing or poor-performing teachers.

Important: Tenure does not immediately go away. No current teachers who have tenure will lose tenure. All teachers will keep the tenure that they now have. But the concept of tenure will be phased out over time for new teachers, allowing school boards to reward better teachers and to ask more from teachers who are below standard.

Idaho School Boards Association Endorsement

"Idaho school boards are better because of these education reform laws, and we can't imagine going backwards. Help us do our job effectively. We encourage Idahoans to vote for local governance and vote YES on Proposition 1. Your school boards need your yes vote on November 6."

—Idaho School Boards Association

(ISBA represents all school boards in the state of Idaho)

Proposition 2:

- Introduces pay for performance to reward effective teachers.
- Teachers will continue to be paid their salaries based on the number of years they have taught and their level of education. (Nothing changes with their current salaries or how they are calculated.) But in addition to their current pay, teachers will be eligible to earn an additional bonus of up to \$8,000 per year depending on their schools' performance each year.
- Provides three ways to earn additional bonuses: 1) teach in a school that shows student academic growth; 2) teach in a hard-to-fill position; or 3) take on a leadership role. Teachers can earn one, two or all three bonuses.
- Actual bonus qualifications are determined by each local school board.
- These pay-for-performance bonuses are already fully funded with \$38 million for teachers without increasing any taxes.

Important:

1. 85% of all Idaho teachers qualified for bonuses this past school year. The average is approximately \$2,000 per teacher. Many teachers will receive an \$8,000 bonus. Over \$38 million is in the bank ready to be paid out. But the union has tried to block payment of these and future bonuses. Because the union has placed Proposition 2 on the ballot, future bonuses cannot legally be paid unless voters pass Proposition 2.

2. Prior to Idaho's implementation of this pay-for-performance plan, all teachers were paid the same. For example: If I am the best teacher in my school district and I have taught 8 years and have a master's degree, I make the same amount as the most ineffective teacher in my district who has taught 8 years and has a master's degree. These rules prevent school districts from rewarding and retaining their most effective teachers, causing school districts to lose many of their best teachers each year.

3. The unions object to Proposition 2 because it significantly increases teacher pay without union control. For decades, unions have convinced teachers that they would never receive a raise without union involvement. Union bosses fear that when teachers learn that states are willing to pay teachers more without union pressure, the union will become obsolete.

Proposition 3:

- Brings all classrooms in Idaho into the 21st century by providing teachers and students with the latest technology in every classroom.
- Every student in grades 9 to 12 will be provided a laptop in class. Security regarding laptops and other technology in the classroom will be determined by local school districts under the guidance of local school boards.
- All students can earn up to 36 college credits (equivalent to one year of college) before graduating from high school, all paid for by the state, saving parents and families thousands of dollars in college expenses.
- In addition, beginning in the year 2016, before a student will be able to graduate, he or she will be required to take at least two credits of distance (online) or blended learning sometime in their high school careers. These two courses will be taken at school, during the school day, in a classroom with a teacher.

Important:

1. This technology will provide an equal opportunity for all children, regardless of their families' financial status, to become proficient in the latest technology, allowing them to be competitive in college and in the workplace. Prior to this legislation, where children lived in Idaho determined the quality of the education they received, because of insufficient funding in some school districts.
2. Laptops are not replacing teachers, but they are replacing textbooks, calculators, word processors, and computer labs. This saves millions of dollars per year. This proposition makes every classroom in every Idaho school a world-class learning environment. No longer will students have to wait their turn for the computer lab. Now all teachers will have the necessary tools to learn and teach in a 21st century environment.
3. Union bosses are inaccurately suggesting that this is an unfunded mandate and that teachers will someday be replaced by computers. Neither is true. This legislation is fully funded by the savings the computers produce each year and by other efficiencies. No teachers are being replaced.



This ad was paid for by Melaleuca. A logical question would be why Melaleuca (or any other company) would be interested in education reform. The answer is simple. Melaleuca hires over 500 new Idaho employees every year. At any one time Melaleuca has dozens of unfilled, high-paying positions because there are not enough qualified people to fill them. Better education would make a world of difference to Melaleuca and to the young people we hire.