

WILL UNIONS SUCCEED IN TAKING CONTROL OF IDAHO SCHOOLS?

Almost two years ago, the Idaho Legislature and Governor Butch Otter passed education reform that removed control of Idaho schools from the **Union** and gave that control to **parents** and **local school boards**. The new laws allow school boards to take corrective action on underperforming teachers and provide bonuses to our most effective teachers. School boards across Idaho have endorsed these new laws.

But whenever a state introduces education reform that measures teachers' performance, the national teachers union in Washington, D.C. tries to block it. They spent millions in Wisconsin trying to overturn Wisconsin's new education reform laws. The Union failed in Wisconsin. Now, that same Union is trying to overturn the reforms put in place by Idaho's elected representatives. The national union has already spent over \$1 million in Idaho on misleading ads. They plan to spend millions more. You can recognize these ads because the Union is the only organization telling people to vote "no".



Don't let the Unions take control of Idaho schools! Tell them our kids are not for sale!

Please vote "YES" on the Propositions.

Proposition 1:

- ✓ Gives school boards the ability to negotiate on current issues instead of being boxed in by contracts decided decades earlier.
- ✓ Allows parents to have input on teacher and principal job performance evaluations as determined by the local school districts.
- ✓ Ensures student achievement is reflected in a portion of teacher and principal evaluations.
- ✓ Phases out tenure, or lifetime contracts, for teachers. Tenure makes it almost impossible to take appropriate corrective action on poorly performing teachers.
- ✓ Guarantees transparency as negotiations must now be done in open meetings rather than behind closed doors.
- ✓ Opens communication with all teachers, not just those appointed to be involved in negotiations.

Proposition 2:

- ✓ Implements a statewide pay-for-performance plan for teachers, through which teachers can earn bonuses in addition to their base salaries.
- ✓ Prior to this law, teachers were paid on a formula based only on years of experience and the amount of education earned.
- ✓ Teachers are rewarded as a school for collaborating to increase the progress students show in academic achievement.
- ✓ Individually, teachers are also rewarded for taking on leadership roles and teaching in hard-to-fill positions.
- ✓ 80 percent of all teachers will receive a bonus. The average bonus will be more than \$2,000. This amounts to more than a 5 percent increase in total compensation.
- ✓ The Legislature fully funded pay-for-performance with \$38 million in new funding. This means the funds are already provided and there will be no increase in taxes.

Proposition 3:

- ✓ Gives students a jump-start on college and careers. High school students can earn up to 36 dual college or professional-technical credits a year at no cost to students or their families. This means students can earn a year of college credits—all paid for by the state—while in high school.
- ✓ Creates equal access for all students. Every public high school will be equipped with wireless Internet.
- ✓ Provides tools and training for Idaho's teachers. Idaho has invested \$4 million a year in professional development for teachers along with investments in instructional technology at all grade levels, not just high school.
- ✓ Creates a 21st century learning environment for every child. The state-provided laptop or electronic tablet becomes the student's textbook, word processor and calculator.
- ✓ Our schools are demanding access to this technology.
- ✓ **PROPOSITION 3 IS COMPLETELY FUNDED. NO PROPERTY TAX OR ANY OTHER TAX WILL BE INCREASED!**



Note: Melaleuca is a strong advocate for better schools because Melaleuca hires hundreds of Idaho college graduates every year. The education of our employees is essential as we compete globally. We feel it is imperative that our schools are controlled by parents and local school boards and not by the Unions.

For more information, visit yes4idaho.com.