

Change the way we pay teachers:

To address the problems of recruiting and retaining an education workforce let's change the way we pay teachers. Currently, teachers are paid the same amount of money no matter how good they are at their job or how much in demand they are. During economic good times this leaves school administrators at a terrible disadvantage when trying to retain or recruit teachers in high demand areas like math, technology and science.

Under our current system the only solution to this problem is to raise all teachers salaries regardless of their value to the system.

Change the way we license teachers:

Most recently we have been hearing complaint of teacher shortages. To address this problem, and perhaps the problem of increased labor costs, why not change the way we license teachers?

Again, whenever I bring this up I am called uninformed, unrealistic and just plain naïve. Well, I don't think so. I know that being a teacher requires special training and expertise. But so what if that special training and expertise is developed during a previous career or in some cases is taught on the job?

Make teachers *essential* employees:

To address the problem of splitting communities during salary negotiations why don't we require that school districts and their employees agree to binding arbitration, rather than a strike, to solve a negotiation impasse?

What could be more fair and what could be in the better interest of the kids?

Take the handcuffs off school boards when negotiating contracts:

When school boards are negotiating contracts with teachers the state requires them to have completed a contract settlement by a certain date or the state will reduce their revenue every day until a contract settlement is reached. Is this crazy or what? As a result many districts will settle under pressure and agree to contracts for more money than they have in their budgets. This law must be changed.



Require school districts to have structurally balanced budgets:

School boards, teachers, administrators and lawmakers should work together to pass a bill that is currently moving through the legislature. This bill would prevent school districts from entering into contracts with district employees that would leave their budgets structurally unbalanced.

Allow five-year contracts:

Five-year contracts, instead of the current two-year contract, will help reduce the tension associated with contract bargaining.

Level the playing field when it comes to building schools:

Instead of elected officials picking winners and losers in terms of who receives funding, our proposal bases state aid on uniform formulas tied to the local property tax, so that taxpayers make comparable contributions based on what their community can afford, when they undertake school building projects.