

**BILL BRADBURY**  
SECRETARY OF STATE



ELECTIONS DIVISION  
**JOHN LINDBACK**  
DIRECTOR  
141 STATE CAPITOL  
SALEM, OREGON 97310-0722  
ELECTIONS—(503) 986-1518

April 19, 2006

To All Interested Parties:

Secretary of State Bill Bradbury is responsible for the pre-election review of proposed initiative petitions for compliance with the procedural constitutional requirements established in the Oregon Constitution for initiative petitions. This review will be completed before approving the form of the cover and signature sheets for the purpose of circulating the proposed initiative petition to gather signatures.

The Secretary of State is seeking public input on whether proposed initiative petition (#20), satisfies the procedural constitutional requirements for circulation as a proposed initiative petition. Petition #20 was filed in our office on April 18, 2006, by Bill Sizemore, for the General Election of November 4, 2008.

Enclosed is a copy of the text of this proposed initiative petition. If you are interested in providing comments on whether the proposed initiative petition meets the procedural constitutional requirements, please write to the secretary at the Elections Division in the State Capitol. Your comments, if any, must be received by the Elections Division no later than May 10, 2006, in order for them to be considered in the review.

**BILL BRADBURY**  
Secretary of State

BY:

Carla Corbin  
Compliance Specialist

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OREGON;

A news section shall be added to and made part of the Oregon Revised Statutes, which section shall read:

**Section 1. Teacher pay raises and job security shall be based on job performance.**

(a) After the effective date of this 2008 Act, pay raises for public school teachers shall be based upon each teacher's classroom performance and not related or connected to his or her seniority. If a school district reduces its teaching staff, the district shall retain the teachers who are most qualified to teach the specific subjects, which they will be assigned to teach. A determination as to which teacher is most qualified shall be based upon each teacher's past classroom experience successfully teaching the specific subject(s) or class, as well his or her academic training in the relevant subject matter.

(b) This 2008 Act shall be called the "Kids First Act" and shall supersede any previously existing law, rule, or policy with which it conflicts. This Act shall not be implemented in a manner so as to violate or impair the obligation of any contract in existence as of the effective date of this Act, but shall govern later extensions to those contracts and new contracts entered into after the effective date of this Act.

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