

Arizona students, parents, retirees, business owners, teachers, and many others have been battling for better education with little help from elected leaders. So, we fixed it ourselves.

Hundreds of thousands of you helped put Prop XXX, the Invest in Education Act, on the ballot. We know there are questions and misinformation out there, so we'd like to address them now.

1. If you and your spouse earn between \$1 and \$500,000 in combined personal income, how much more will you pay?

Answer : Zero. \$0.00. Nothing.

2. If you, as an individual, earn between \$1 and \$250,000 in personal income, how much more will you pay?

Answer: Zero. \$0.00. Nothing.

3. If your household makes \$501,000 in personal income, how much more will you pay?

Answer: \$35 per year. Yes. That's right. You'll pay a 3.5 percent surcharge only on the income above \$500,000. Taxes on the first half-million dollars of earnings do not change!

4. How much does this tax small businesses?

Answer: Zero. \$0.00. Nothing. This initiative ONLY applies to personal income, not business income. This is worth repeating: There are no business-tax increases. This surcharge only applies to personal income.

5. Why should Arizona voters support Prop. XXX?

Answer: Invest in Education restores the annual funding Arizona's students, teachers, and educators have been promised since 2008 – funding that was cut during the last recession.

Our schools need this stability now.

Our teachers need job security and a wage that allows them to focus on teaching, not worrying about their basics like groceries and rent. Our state needs an education system that will provide opportunity to every student. And our economy needs a strong public school system.

This is the right policy for Arizona at the right time for our state.

Join me in voting yes.

Andrea Nemecek, State Director, Invest in Education, Phoenix
Sponsored by AEA and Stand for Children

The Invest in Education Act is an initiative that will help our children and educators have the resources they need to succeed and is needed now more than ever.

We need to pass the Invest in Education Act to protect school funding because a decade of cuts to education funding have hit the hardest on our state's most vulnerable population- our children. Arizona spends \$800M less on education than it did a decade ago. With cuts to school funding, we've seen the worst teacher shortage in history, rising class sizes, and valuable school programs and services eliminated. This measure is right for the times- it both restores and past cuts and protects future funding.

Arizonans are in unprecedented times and now, voters have a chance to take action for students and teachers with the Invest in Education initiative, which adds dedicated resources for our public schools that politicians can't cut. These resources will help our schools hire more certified teachers, reduce class sizes and hire social workers and counselors to help keep our schools safe and our students learning. The funding will also allow us to purchase resources for social emotional learning, updated resources and materials, and more technology and resources for today's virtual learning environment.

Now it is time to take the responsibility for funding schools into our own hands because our children deserve better and this will ensure that our children's schools are adequately funded. Our communities and our students deserve great schools. These are the children of our future.

I urge you to vote YES on the Invest in Education Act.

Jodi Hekter, President FlorenceEA, Ashleigh Muhme, Vice President FlorenceEA, Heather Hellmich, Secretary FlorenceEA
Sponsored by Florence Education Association

Jodi Hekter, President, Florence Education Association, Mesa

What does it take to educate a student? People are the main component to provide a high, quality public education experience. Despite recent increases of funding, Arizona still spends \$800 M less on education than it did a decade ago leaving per pupil spending at 49th in the nation. This has left districts without enough resources to hire and retain all the employees needed to run a school: bus drivers, food service workers, custodians, counselors, office assistants, grounds keepers, classroom aids and of course, teachers. Each staff member is integral to the education community created at individual schools where students spend quality time learning, growing and becoming their best selves.

Voting yes on Prop XXX INVESTinED would restore our districts ability to hire and retain teachers and support staff with competitive wages and attract the best people for each job. Our district has struggled to hire and retain bus drivers. We have continuously unfilled job openings for classroom aids. With competitive salaries on offer, students will get access to computer coding, additional Advanced Placement classes, auto-diesel and elementary music. Because we recognize the diversity of our student population, the district's mission is to ensure that students complete their school experience ready for college and career and are prepared to contribute to

Arizona's 21st century economy.

Yes on INVESTinED means Yes for our students and Yes for their future.

Lisa Millerd Amphitheater Education Association President

Rebecca Green Amphitheater Education Association Vice-President, Certified

Lisa Millerd, President, Amphitheater Education Association, Tucson and Rebecca Green, Tucson

Sunnyside Education Association supports the Invest in Education Act which seeks to rectify the legislature's cuts over the last decade. The Sunnyside community has felt the direct impact of these cuts on our students. The legislature's refusal to fully restore public education funding has harmed our students and families through cuts to essential programs and services. The Invest in Education Act protects funding by asking those in Arizona with the highest 1% of personal incomes to pay a little more (3.5% on individual earnings over \$250,000 or joint earnings over \$500,000) to invest in our communities and the future of our state. We know our kids are worth it and ask the voters to approve this initiative.

Within our district, the Invest in Ed Act will help better fund art, music, and library programs in our elementary schools to give students a well-rounded education. Invest In Ed will guarantee funding for Career and Technical Education programs to equip students with the skills necessary for established and developing career fields. The act ensures the funding necessary to help decrease the teacher shortage and retain the high-quality education support professionals who are imperative to student success. Sunnyside Education Association strongly encourages all Arizonans to vote YES on the Invest In Ed Act.

Victoria Schroeder, President, Sunnyside Education Association, Tucson

On November 3, we have a once-in-a-generation chance to make a positive change for public education in Arizona. Voting YES on Proposition-XXX will invest almost \$1-billion into our classrooms across Arizona. Right here in Tucson Unified, Proposition-XXX will invest over \$17-million into teacher pay, almost \$9-million for support professionals and over \$3-million for teacher retention. Beyond the investment in pay, Proposition-XXX will increase funding for Career and Technical Education (CTE) programs, which ensure Arizona graduates are ready for the careers of tomorrow. Supporting Proposition-XXX is good for students, educators and our economy. As both a classroom teacher and a candidate for the TUSD Governing Board, I urge you to vote YES on Proposition-XXX.

Let's be clear: Arizona ranks dead last for pay and per-pupil spending. We have over 2,000 classrooms without a certified teacher. Every year across the state, my colleagues are making the decision to leave the profession. Businesses are choosing not to locate in Arizona because our education system is collapsing. We must make this investment in our kids. The funds brought into TUSD will ensure we can retain top educators for our kids and that our CTE programs are

funded. Support professionals are some of the most underpaid folks in education yet they are vitally necessary to making the classroom a learning environment. Proposition-XXX will invest millions into our schools, and local economies, without raising taxes on 99% of Arizonans. When educators have more money to spend locally, local businesses benefit. By ensuring we have highly-qualified teachers in our classrooms, we know our kids learn more. Proposition-XXX is our chance to do something big for every kid in Arizona. We can't wait any longer for this investment. Please vote YES on Proposition-XXX. Adam Ragan, teacher and candidate for Tucson Unified School District Governing Board.

Adam Ragan, Candidate, Tucson Unified School District Governing Board, Tucson

All Arizona children are entitled to a quality public education. Over a decade of funding cuts to public education have hurt our most vital resource: Arizona's children. These cuts have led to large class sizes, teacher and support staff shortages, and reductions in educator salaries. Now, as a community, we are faced with a new crisis, COVID19, which is causing our economy to slow down and will likely lead to even greater reduction in education funding. Passing the Invest in Education Act will restore past cuts and protect future funding, ensuring that all Arizona children have access to the quality public education they deserve. Invest in Education will put an estimated 940 million voter protected dollars into Arizona's public schools, preventing the legislature from diverting the funds to causes other than what voters intended when approved. It contains strong accountability measures to ensure that funding is directed toward its intended purposes. These funds will be used for teacher mentoring programs, paying support staff a livable wage, and attracting and retaining high-quality teachers for Arizona's children.

As Arizona emerges from this crisis, what has been true for Arizona students will remain true: every single student deserves a qualified, certified teacher, every campus should be safe, and career readiness and vocational training are essential. When Invest in Education is approved by voters, the status of public education in Arizona will be one step closer to being what our children deserve.

Vote Yes on Prop XXX.

Becky Williams, President, Scottsdale Education Association, Scottsdale

Support Arizona's future – a well-educated populace – by voting for the citizens' initiative Invest in Education. As retired educators, we have seen our children, grandchildren, and professional colleagues struggling to succeed with the nation's poorest funding, the worst teacher shortage in history, rising class sizes, and having valuable school programs and services eliminated.

The COVID19 pandemic has created unique, unprecedented demands for teachers, their curriculum and delivery, health and safety, students, and families. Yet school staff and facilities had already been critically underfunded for decades before the pandemic. Some technology that could have mitigated the effects of quarantines for many students and their families has been rendered impossible by decades of underfunding.

When many of our retired members were active educators, reasonable funding for public schools meant that quality education was the presumed expectation. The pandemic has not eliminated that expectation. Rather, it is decades of underfunding in Arizona that has made that expectation more and more of a struggle each year. The pandemic simply added many more layers of hurdles to an already Herculean task for schools, students, and families.

The Invest in Education Act will protect education funding, giving all students the opportunity to succeed in schools that continue their struggle against the severe cuts of the past and that struggle now to overcome unique, unprecedented hurdles such as COVID19.

Dr. Janie Hydrick, President
Arizona Education Association -Retired

Janie Hydrick, President, Arizona Education Association-Retired, Chandler

The citizens of Arizona have the ability to help right the wrongs of previous cuts to education funding. Prop XXX, also known as Invest in Ed, will provide voter-protected education funding that includes tough accountability requirements to ensure the funds are used as intended. Arizona spends close to \$1 billion less on education than it did a decade ago. Teachers and education professionals have endured cuts, furloughs and larger class sizes. This measure will help reduce the teacher shortage and reduce class sizes that Arizona's students have suffer through for year. Invest in Ed will protect education funding for years to come and will prevent further cuts to education due to the economic impact of COVID-19. Only Arizonans making more than \$250k will see a tax increase in the form of an income tax surcharge.

Arizona's students and teachers are worth every penny that Invest in Ed will secure for education funding. The possibilities and successes our students will have with proper education funding and resources are limitless!

Vote YES on voter-protected, permanent education funding. Vote YES on Invest in Ed.

June Blaine, President, Higley Education Association, Queen Creek

Like so many of you, I was inspired and filled with hope when thousands of teachers and public-school supporters in the Red for Ed movement stood up and said "enough!" As the parent of a teacher, and as a lawmaker pushing for change, I've seen the chronic defunding of education, the crowded classrooms and the disrespect of our educators up close. The politicians in the majority have prioritized tax cuts over kids for too long. They have failed to fix our teacher-shortage crisis and have not fully restored the billions cut from education after the Great Recession.

As voters, you can change that. You can direct the investment to our schools that our kids need to succeed in a competitive 21st century economy, pay our educators what they deserve, and pull Arizona out of the national basement in per-pupil funding. And, most importantly, your yes vote on Invest in Ed means this money is protected and can't be taken away.

The educators who marched on the Capitol never gave up. Now we have a once-in-a-life time

chance to invest in Arizona, attract jobs, and even the playing field for all kids. Vote yes on Invest in Ed.

Charlene Fernandez, Democratic Leader, Arizona House of Representatives, Yuma

Arizona's top business leaders have consistently said that the keys to improving Arizona's business climate and economy are increased funding for Arizona's K-12 public education system and developing a more skilled workforce. It is not surprising that they view those two issues as the greatest needs considering Arizona's public schools are 48th in the nation in per pupil funding. More than a decade of underfunding the institutions that are responsible for educating our future workforce have resulted in one of the worst teacher-shortage crises in the nation, overcrowded classrooms and students learning from insufficient and outdated learning materials and supplies.

The Invest in Education Act will raise millions of new dollars in annual, sustainable funding that will go directly to schools. This new funding for public schools will be especially important as Arizona grapples with significant budget shortfalls caused by the COVID economic crisis. During the Great Recession, no state cut more from public education than Arizona, but the new revenue from the Invest in Education Act cannot be touched by the legislature and will be protected from cuts.

In challenging economic times, a tax on the wealthiest Arizonans makes the most sense because it will NOT raise taxes on people struggling to put food on the table or struggling small business owners. This measure will only tax those who are earning more than \$500,000 (married filers) or \$250,000 (single filers), and even with this additional surcharge, these wealthy Arizona taxpayers will still pay a lower effective tax rate than in the majority of other states. More importantly, it will give our public schools the resources they will need to give every child the education they deserve, it will strengthen our workforce, lead to more jobs, and will enable Arizona to emerge from this economic crisis stronger than before.

David Lujan, Director, Arizona Center for Economic Progress, Phoenix

Children's Action Alliance supports the Invest in Education Act because it will produce millions of new, sustainable dollars annually for public schools so that every Arizona child will have the opportunity to receive the quality education they deserve. Arizona has one of the worst teacher shortages and some of the largest class sizes in the nation. This measure will enable us to provide meaningful pay raises for teachers, classroom aides, and other student support staff. This will also enable schools to hire more counselors, school nurses, and other staff who keep students healthy and safe. Investing in public education now is especially important so school staff and administrators can help students recover the learning losses caused by the COVID-19 crisis.

A quality public school in every neighborhood is one of the most effective ways to create more jobs and economic growth. Proposition ___ is a reasonable solution to produce the revenue our public schools need because working- and middle-class families and small business owners will

not see any increase to their taxes. The wealthiest Arizonans, who continue to do well even during this crisis, will be asked to pay a little more so that every child can have the opportunity to learn and succeed. Business leaders support strong schools because they know that our future workforce must be prepared to meet the demands of the future economy.

A “yes” vote for Proposition __ is a vote to put thousands of Arizona children living in poverty on the path toward opportunity and prosperity. A “yes” vote for Proposition __ is a vote to give every Arizona student the opportunity to learn from a qualified, certified teacher in the classroom that is not overcrowded. A “yes” vote for Proposition ___ is a vote for a brighter future for all Arizona children.

Siman Qaasim, President and CEO, Children's Action Alliance, Phoenix

As Arizona realizes all the effects of the Covid-19 crisis, one thing is very clear: We will rebuild stronger if we find the courage to increase school funding.

When students are successful, the economy is boosted. Career readiness and vocational education are essential. Businesses want to operate (and relocate!) to areas with good schools, graduating qualified students, and skilled workers.

Before the coronavirus, Arizona suffered from a debilitating teacher shortage and class sizes pushing 40 students per classroom. The Invest in Education measure (Proposition X) was the right solution then. And now, it’s even more imperative.

It’s imperative that we keep current teachers and recruit more to ensure that every child has a qualified teacher – whether in a classroom, or in front of a computer.

It’s imperative that schools have the technology they need to ensure that every child receives a meaningful education that leads to future success.

It’s imperative that we protect education from any economic downturn caused by the virus.

Prop X is the right solution at the right time - it restores past cuts, protects against future cuts, helps recruit new teachers and pay current teachers what they deserve. It gives students and their teachers the tools they need to be successful.

It's time to Invest in Education. Please vote Yes on Prop X.

Rebecca Gau
Stand for Children AZ Executive Director

Rebecca Gau, Executive Director, Stand for Children Arizona, Mesa

The Invest in Education Act is essential now more than ever. This Act helps to restore funding that has been cut over the last 10 years. It is an even distribution of the funds, so it is not based on your zip code area. The funds are not taken from the most vulnerable, but from the wealthiest, ensuring they pay their fair share.

In these times, due to COVID-19, so many of us are struggling. Cuts to education make it impossible for schools to run the programs that are needed for our students. We need Invest in Ed to provide support for our students now and in the future.

Education is a lifeline for most. It provides stability, food, friends, and an all-important education so that students have future opportunities to attend college or decide on a career. We need to fund education through #InvestInEd because our beautiful state has failed in doing that.

Vote Yes on Invest in Ed!

Christina Bergeron, Teacher, Surprise

A strong education is important to the families in our rural communities. I am both a parent and a Career and Technical Education teacher in rural Douglas. We need to protect school funding so that all children in my community can receive a quality education.

This measure is especially crucial for the working-class families in my community. We know that strong schools create better opportunities for students to go to college or trade schools so they may gain meaningful employment. This, in turn, creates a quality, well-trained workforce for our communities and country.

My CTE curriculum changed drastically when several years ago, the legislature cut funding to CTE and were no longer going to fund freshmen. This meant that the quality of Career and Technical Education for freshmen took a nose-dive. It is next to impossible to provide high quality, hands-on training to freshmen with zero funding. Prop XXX will help ensure that educators have the resources they need to prepare students to be career ready at all grade levels.

I urge you to vote YES on Prop XXX the Invest in Education Act.

Brita Kimble, Parent, CTE Teacher, Douglas

This November we have an opportunity to support Arizona's children by voting YES on the Invest in Education Act. This permanent and protected funding stream will help ensure that we are able to attract and retain the best and brightest teachers for our students. Arizona will be able to reduce our very large class sizes, and provide the resources, such as counselors, that our students need. With the recent economic downturn we are experiencing, it's imperative we protect education funding now, and in the future. We can do that through the Invest in Education Act, which affects only those individuals making over \$250,000, or \$500,000 married a year. Better educational opportunities will create more job opportunities in the future, strengthening our economy for years to come. Business want to go where they have a school system that will graduate skilled workers and a YES vote will help Arizona move in that direction.

We encourage you to help restore and protect education funding this November and vote YES on the Invest in Education Act.

Trina Berg
President, Peoria Education Association

Trina Berg, President, Peoria Education Association, Phoenix

Invest in education, of course we should. That's what Proposition XXX will allow us to do. The time is now because here in Arizona we have slashed teacher pay, allowed classroom sizes to grow to record levels and not provided our schools the technology to function in this environment. Arizona continues to be at the bottom for school funding and teachers continue to leave Arizona in record numbers.

Invest In Ed will restore, increase and protect school funding so that every child has the opportunity to learn, in a safe environment and pursue better opportunities. We can do this if everyone is willing to pay their fair share, no one person making less than \$250,000 per year will see a tax increase, and only if you are a couple making more than \$500,000 per year would you pay an additional \$35 per year!

This is not a partisan issue, it's common sense economics. An investment in our students, teachers and our educational system is an investment in our future!
Vote YES on Prop XXX, for better schools and a better Arizona!

Fred Yamashita
Executive Director
AZ AFL-CIO

Fred Yamashita, Executive Director, Arizona AFL-CIO, Phoenix

Arizona's per-pupil funding is one of the lowest in the nation and remains lower than it was before the Great Recession.

Our counselor-to-student ratio is the worst in the country.

Average class sizes in our state are at record high levels.

There were more than 1,800 unfilled teaching positions at the start of the 2019-2020 school year, and many remained vacant throughout that time.

Arizona spends \$800M less on education than it did a decade ago.

These facts are unacceptable, and they must change.

Please join the Alhambra School District Education Association (ADEA) in fully supporting the

Invest in Education Act. This initiative will create a permanent and sustainable revenue stream for our schools, and help our children and educators have the resources they need to succeed.

It's time for the voters to do what our legislators would not: Fully Fund Our Public Schools. The children of Arizona deserve no less.

Sunny Martin, PAC Chair, Alhambra School District Education Association, Scottsdale
and Lisa Elliot, President, Alhambra School District Education Association, Surprise
Sponsored by Alhambra School District Education Association

Quality education is important to the families in our communities. We want a quality education for our children because we know they are the future of our community.

This measure supports children by providing a stable funding source for our public schools. Our state legislature has made over a generation of cuts to school funding, as we have seen the worst teacher shortage in history, rising class sizes, and valuable school programs and services eliminated. The Invest in Education Act will help to restore education funding and protect education funding for the future and give all students the opportunity to succeed in school. Specifically, this will help Flowing Wells attract new teachers and retain successful teachers, provide more technology and counseling resources, and address the needs of our Special Education student population.

This measure will bring in millions of valuable dollars to local school districts and ensure that our children's schools are adequately funded. With this measure, we can give our local school districts the resources to succeed and we can provide a quality public education to our children.

I urge you to vote YES on the Invest in Education Act.

Mario Ruiz, President, Flowing Wells Education Association, Tucson

I'm well over retirement age and I have never yet seen money voted for education go to the teachers.

They way the bill was drafted there is no accountability on how the money will be spent by each district and no guarantee that any teacher or peripheral staff will ever see any of this money in a paycheck.

Ask yourself, "How many times have I voted for an education bill?" Then why are our teachers so poorly paid?

Pat Lister, Mesa
Sponsored by Arizona Free Enterprise Club

The students of Arizona deserve the best education possible. You can support those students and the future of Arizona by supporting the Invest in Education Act. A decade of cuts to education

funding have hit hardest on our state's most vulnerable population – our children.

Students succeed when class sizes are lower, when they have one-on-one support from a dedicated certified educator in the classroom, and when they have dedicated support staff in their schools. With cuts to school funding, we've seen the worst teacher shortage in history, rising class sizes, and valuable school programs and services eliminated. The Invest in Education Act will protect education funding giving all students the opportunity to succeed in school.

This initiative will help our children and educators have the resources they need to succeed.

We urge you to vote YES on the Invest in Education Act.

The Mesa Education Association

Joshua Buckley, President, Mesa Education Association, Gilbert

Support our students in Arizona by supporting the Invest in Education Act. For years Arizona has continued to cut funding for our schools. Educators, and education advocates, have been on the front lines fighting for our students. It's time Arizona invests in our kids. We need to make sure that there is protected money, so our kids can thrive during their educational journey.

Arizona has experienced a negative impact on our education system. We are experiencing teacher shortages, cuts in the arts programs, less support help like nurses, counselors, and paraprofessionals, all things which hurt our children. We have run down buildings, outdated textbooks, and technology.

This initiative will greatly help our students. I urge you to vote Yes on the Invest in Education Act

Heather Ayres, President of the Isaac District Education Association, Isaac District Education Association, Phoenix

The Invest in Education Act will restore critical funding for education so that our children can be provided with the quality education they need and deserve.

With cuts to school funding, class sizes have increased and valuable school programs and services have been eliminated. Over 1,000 classrooms do not have a qualified certified teacher.

The Invest in Education Act will help our children have the resources they need to succeed. There will be money to lower class sizes and have certified teachers in all our classrooms. There will be money to hire school nurses, counselors, and other specialists to address students' particular needs.

An investment in education is an investment in the future. Quality education is critical to

producing a skilled workforce. Moreover, increased educational attainment will permit students to move up the economic ladder, resulting in increased spending and economic growth.

We must invest in our children now for a strong, vibrant Arizona.

Show our students that we value them by protecting the funding needed for the quality education they deserve.

We urge you to vote YES on the Invest in Education Act.

Patrick H Castro, President, Roosevelt Education Association, Chandler

Sponsored by Roosevelt Education Association

The Arizona Interfaith Network (AIN) urges your support for Proposition XXX: The Invest in Education Act. It provides an enduring investment in Arizona's students, our most valuable asset.

Now more than ever, our public schools, a cornerstone for our communities, need our support. Our Arizona students, parents, and teachers have become all too familiar with overcrowded classrooms, decrepit buildings, outdated textbooks, lack of classroom materials, and the loss of art, music and other enrichment programs. Especially alarming are the numbers of teachers moving to other states or leaving teaching altogether because they could not support themselves and their own families. Metrics from a myriad of sources confirm Arizona's low standing in educational investment.

Proposition XXX changes the trajectory after years of frustratingly incremental measures that have failed to adequately repair the damage done to Arizona's schools over decades. Arizona did not restore education spending during the economic recovery, directing spending toward unproven and inequitable ventures and leaving both critical supplies and the support staff that teachers need unfunded.

With "Invest in Education," voters can establish a sustainable stream of funds, from an income tax surcharge, helping to bring balance to the patchwork of taxes that fund education. The money raised would be used only for teacher salaries, salaries for the personnel who support students and teachers, teacher mentoring and retention programs, career and technical education and Arizona Teachers Academy scholarships.

Arizonans understand the importance of well-funded public education, and they know the value of investing in the state's future. This initiative allows voters to act on those convictions.

AIN encourages a YES vote on the Invest in Education Act.

Monica Dorsey, President, Arizona Interfaith Network, El Mirage; The Rev. Martha Seaman, Boardmember, Arizona Interfaith Network, Scottsdale; and The Rev. Leah Sandwell-Weiss, Boardmember, Arizona Interfaith Network, Scottsdale

Sponsored by Smart and Safe Arizona

As a kindergarten teacher heading into her 23rd year in an Arizona classroom, I understand without question the importance of Invest in Education. Due to continued cuts to education over

the past 12 years, Arizona has one of the highest class size averages in the nation. In fact, in my kindergarten classroom, I can have up to 29 students before I receive any assistance. When faced with large class sizes like mine, it is difficult to provide individualized instruction and build relationships with students, which is unacceptable.

Not only can Invest in Education give school districts like mine an opportunity to lower class sizes so all students have individual needs met, it will provide the opportunity to have a certified teacher in every classroom. Arizona currently has over 1,800 classrooms without a certified teacher, our students deserve better than a revolving door of substitutes; they deserve a quality education. We have been facing a teacher shortage for the past several years due to abysmal pay for years; Invest in Education will provide the funding to pay educators the salary they deserve and fill those empty classrooms for our students so they all have the opportunity to learn and succeed.

My students have incurred cut after cut to their classrooms for decades. My students, and every student in this state, deserves better. Students not only deserve a certified teacher in every classroom, they deserve access to counselors, social workers, specialists of every type, nurses, bus drivers, librarians, a maintenance staff on every campus so students can learn in a clean and safe environment. My students, and every student across Arizona DESERVES BETTER. Arizona students and schools deserve a YES vote on Invest in Education.

Kelley Fisher, Kindergarten Teacher, Deer Valley Unified School District

Kelley Fisher, Kindergarten Teacher Deer Valley Unified School, Sun City

I urge you to vote YES on Proposition XXX - the Invest in Education Act.

Arizona is facing unprecedented times. We have watched as our way of life has fluctuated to meet the new needs of our changing economy and societal values. The recent events that began as a crisis are now becoming an opportunity to rebuild our society, including our public education system.

The Stay Healthy, Return Smarter, Return Stronger message from our Governor applies to our public schools. This recent Arizona crisis comes at a time when public schools have already been in financial crisis since 2008; recent events are making the funding crisis even more devastating. The legislature, while making some adjustments to public school funding, has been unable to meet the needs of Arizona's children and future workforce.

In most business sectors, the adaptation to new business models have received government funding and assistance, while public schools have not. They remain underfunded and struggling to find ways to financially adapt to meet public education's previous needs, and now must look at how to fund new needs addressing safety and learning. Proposition XXX will help meet those needs of Arizona's children by creating protected, dedicated funding for public schools. The projected \$690M that will go into public education funding certified, paraprofessional and teacher mentoring will allow us, the professional educators of Arizona, to do the work of providing every child with the education they need and deserve.

Amber Franco, President, Gilbert Education Association, Mesa

The Invest in Education citizen's initiative will make sure everyone pays their fair share so that Arizona students have the schools they deserve. This initiative will voter protect \$940 million new dollars for public education funding. This permanent and sustainable revenue will be used for teacher salary increases, reducing class size, and making sure students have access to nurses, counselors, and other support staff who are critical to student success.

Since 1892, Arizona Education Association has been the voice and advocate for public school students, staff, and teachers throughout the state.

As educators, Arizona's students are at the center of everything we do. As trained professionals, we always do what is best for our students and schools. We know that our students need one-on-one attention, up-to-date textbooks, and well-maintained buildings with working air conditioning.

We know that to succeed, students need to have the schools they deserve.

A look inside Arizona's schools reveals legislative neglect years in the making—outdated textbooks held together by rubber bands, rodent-infested classrooms, broken down technology, and more. Class sizes are increasing, classrooms are stocked with obsolete resources, and school conditions have deteriorated.

The COVID-19 crisis has devastated Arizona's working families and widened the inequities. Now, more than ever, we must protect school funding so that every child has the opportunity to learn in a safe and healthy school.

The path forward is to take matters into our own hands. That's why hundreds of educators hit the streets during the hot summer months to collect enough signatures to get the Invest in Education initiative on the ballot.

The AEA requests that you stand with our students and educators and vote yes on the Invest in Education Initiative.

Joe Thomas, President, Arizona Education Association, Gilbert; Marisol Garcia, Vice President, Arizona Education Association, Phoenix; and Angela Philpot, Treasurer, Arizona Education Association, Mesa

Sponsored by Arizona Education Association

I strongly support the Invest in Education Act. By improving the quality, accessibility and diversity of education for our students, we empower their lives and create positive outcomes for our entire community.

As a public school employee for more than 30 years and leader of the Mesa Education Support

Professionals Association, I've witnessed how the lack of school funding adversely impacts learning. Today, Arizona's per-pupil funding remains the lowest in the nation, and state class sizes are at record levels. The Invest in Education Act bridges the gap created when the legislature made permanent cuts during a temporary recession. The most effective way to reduce poverty and crime while improving prosperity for our economy and workforce is through robust public education.

Please vote yes on the Invest in Education Act. Give our students and the professionals who support them the funding needed to accomplish our mission and serve our students.

Frank Hunter, President, Mesa Education Support Professional Association, Tempe

As a teacher in the great state of Arizona, I strongly urge you to support the Invest in Education Act.

Education is important to the families in our communities. We want a strong, quality education for our children because we know they are the future of our community.

This measure supports working class families by providing a stable funding source for our public schools. We know that a quality education means a better chance for our children to go to college and thrive in a fruitful workforce.

Our state legislature has been cutting funds to public education year after year and it has to stop now. This measure is a way for the people to take responsibility for funding schools into our own hands and ensuring that our children's schools are adequately funded.

I'm tired of my students receiving the short end of the stick. I'm tired of seeing my colleagues leaving the profession. I'm tired of education not being properly funded in our state.

It's time to change the narrative. It's time to support Arizona's future.

It's time to Invest in Education.

Vote YES for the Invest in Education Act.

Jay Barbuto, Teacher and Co-President, Phoenix Elementary Classroom Teachers Association (PECTA), Tempe

While we cannot guarantee what the future will hold, we can stabilize public education funding for the children of Arizona by restoring past cuts and protecting future funding. It is imperative that we restore public education funding. Our students cannot wait.

In Chandler, Proposition XXX (the Invest in Education Act) will allow for the hiring of more specialized educators to provide necessary interventions at an early age. These early

interventions will promote greater academic success and save thousands of dollars over the course of a student's career.

The time is right for just such a measure. School closures and the shift to distance learning during the COVID-19 outbreak laid bare the inadequacies and inequities of our current public education funding system. We have the opportunity to rebuild a stronger Arizona if we have the courage to make this small, fair change and protect school funding. In the process, we will secure future jobs by preparing our students for the workforce. We will create opportunities in career and technical education, a field that has long been underfunded and undervalued. During these difficult times, we have seen the need for the restoration of these programs.

We urge you to vote YES on Prop XXX to protect our current students and generations of Arizona students to come.

Chandler Education Association Executive Board

Katie Nash, President, Chandler Education Association, San Tan Valley

The Invest in Education Act is just that... an investment in education funding. Students in Arizona's schools today, across all grade levels, have never experienced a fully funded classroom.

The success of the Invest in Education Act will be a game changer for our students because it will ensure that we can retain qualified educators. Data supports that the most effective tool in the classroom is not technology, materials, or programs, it is our educators. These professionals working with our students every day need to stay in our schools in our diverse Marana community.

Teacher retention in Arizona ranks among some of the lowest in the country. They are leaving the profession daily due to inadequate pay and lack of resources, including competitive salary for education support professionals. In addition, class sizes in Arizona are the largest in the nation. This leaves many teachers with class sizes in the thirties and higher.

This act will address these needs and more. The Invest in Education Act is an investment in our students, our teachers, and the future of Arizona.

We urge you to vote YES on the Invest in Education Act!!

Sandra Faulk
President - Marana Education Association

Sandra Faulk, President, Marana Education Association, Tucson

The Arizona Interfaith Network (AIN) urges your support for Proposition XXX: The Invest in Education Act. It provides an enduring investment in Arizona's students, our most valuable asset.

Now more than ever, our public schools, a cornerstone for our communities, need our support. Our Arizona students, parents, and teachers have become all too familiar with overcrowded classrooms, decrepit buildings, outdated textbooks, lack of classroom materials, and the loss of art, music and other enrichment programs. Especially alarming are the numbers of teachers moving to other states or leaving teaching altogether because they could not support themselves and their own families. Metrics from a myriad of sources confirm Arizona's low standing in educational investment.

Proposition XXX changes the trajectory after years of frustratingly incremental measures that have failed to adequately repair the damage done to Arizona's schools over decades. Arizona did not restore education spending during the economic recovery, directing spending toward unproven and inequitable ventures and leaving both critical supplies and the support staff that teachers need unfunded.

With "Invest in Education," voters can establish a sustainable stream of funds, from an income tax surcharge, helping to bring balance to the patchwork of taxes that fund education. The money raised would be used only for teacher salaries, salaries for the personnel who support students and teachers, teacher mentoring and retention programs, career and technical education and Arizona Teachers Academy scholarships.

Arizonans understand the importance of well-funded public education, and they know the value of investing in the state's future. This initiative allows voters to act on those convictions.

AIN encourages a YES vote on the Invest in Education Act.

The Rev. Martha Seaman
The Rev. Leah Sandwell-Weiss
Monica Dorcey, President

Monica Dorcey, President, Arizona Interfaith Network, El Mirage; The Rev. Martha Seaman, Director, Arizona Interfaith Network, Scottsdale; and The Rev. Leah Sandwell-Weiss, Member, Arizona Interfaith Network, Tucson
Sponsored by Arizona Interfaith Network

Everybody benefits from an educated society. That is why it is so important that we make an early investment in our future by funding education for our children through the Invest in Education Act.

For more than a decade, Arizona has seen drastic cuts to K-12 education funding. It is time we restore that funding so that all children can succeed in the classroom. Additional funding would allow for smaller class sizes and increased teacher retention. It would also allow for dedicated school nurses, counselors, and support staff at each school so that every child can access the services they need.

As a community, we have the chance to provide this education for our students now. It is time to restore funding to our classrooms.

A vote for the Invest in Education Act is a vote for a better Arizona.

Lisa Love, Vice President, Washington District Education Association, Phoenix

In the twelve years since the great recession of 2008, Educators in Arizona have been working with our state lawmakers and the governor's office to bring back the funding that was cut. It took a teacher walk out after waiting for a decade to push this issue to the forefront and make some progress in 2018. However, we have not restored all funding to at least 2008 levels. Arizona's CURRENT students are FUNDED LESS THAN the students of 12 YEARS AGO.

Tempe Union needs a dedicated source of funding that is immune to tinkering by the state legislature. The Invest in Education Act, Prop XXX is that funding source. It will provide Tempe Union High Schools with much needed revenue to reduce class sizes, restore resources that provide social-emotional support for our students, and bring back vital support positions that have disappeared over the last decade.

An entire generation of Arizona students suffered through funding cuts and we just can't afford to wait any longer. NOW is the time for smaller class sizes. NOW is the time to pay certified teachers a professional salary. NOW is the time for all Arizona students to have access to a qualified school nurse, counselor, librarian, and support staff who keep them safe and healthy. NOW is the time to fully restore education funding. NOW is the time for INVESTinEd.

The Tempe Secondary Education Association urges you to vote YES for the Invest in Education Act.

Steve Adams, TSEA co-president, Tempe Secondary Education Association, Phoenix and Kim McElwain, TSEA co-president, Tempe Secondary Education Association, Chandler

Now more than ever, Arizona students need our help to restore and protect education funding. Invest in Education is a solution that will provide permanent funding for K-12 public education. It will expand programs for high school students looking to pursue career and technical education avenues, bring more highly qualified teachers to Arizona classrooms and help keep them there, and canNOT be subjected to supplanting or reduction by the Arizona Legislature.

In early March, 1,800 yard signs decorated the lawn outside the Capitol to represent the 1,800 classrooms in Arizona that are without highly qualified teachers. Our students deserve better!

Moreover, schools cannot safely function without nurses, counselors, bus drivers, instructional aids, and nutritional service workers. It is not too much to ask that we offer our professional wages for them, so they can afford to feed their families while they take care of ours.

Arizona needs to be economically competitive, and this means ensuring that our students - our future workforce - are highly educated. Invest in our students' future and vote YES on Invest in Education!

Carrie Wolf, President, Tempe Elementary Education Association, Tempe

Sponsored by Tempe Elementary Education Association

Deer Valley Education Association supports a YES vote on Invest in Education. We believe that every student must have the opportunity to learn from a certified educator. There were 1,845 unfilled teaching positions at the start of this year across Arizona. Arizona students are walking into classrooms with substitute after substitute, which means a lack of quality education, sometimes for an entire school year. This is unacceptable for our students.

We also firmly believe that students must have access to counselors, social workers, nurses, support staff, vocational education, special education programs and other critical services for our students. The counselor-to-student ratio in Arizona is the highest in the nation and many schools are without counselors at all, especially at the elementary level. Class sizes are at record levels, with averages that are some of the highest in the nation. In Deer Valley, for example, classes from 3rd grade through high school typically have more than 30 students, and frequently, no room to seat them all. Invest in Education would allow districts like Deer Valley to lower class size, which in turn allows educators to more adeptly meet the individual needs of every student in the classroom; it would allow for schools to expand their counselor and other support systems as well, and provide students with every outlet for success. We know the public schools within Deer Valley, and across the state, are the cornerstones of our communities. The members of those communities want strong schools that provide quality education, meet the needs of every student, and prepare them for the future. Invest in Education will do that for our communities. The Deer Valley Education Association urges everyone to support Arizona students by voting YES on Invest in Education.

Kelley Fisher, Vice President, Deer Valley Education Association, Sun City; Harley Killman, President, Deer Valley Education Association, Peoria; Cheryl Heath, Treasurer, Deer Valley Education Association, Peoria; and Hannah Ball, Secretary, Deer Valley Education Association, Peoria

Support Arizona's children and educators, support the Invest in Education Act. After withstanding a decade of deep education cuts, Kyrene's children and educators are left holding the burden of underfunded schools alongside children and educators across the state.

We have seen teacher shortages and some of the largest class sizes in the last 10 years. We are losing our newest teachers faster than we can recruit and retain new teachers. When funding to education was cut, Kyrene had to cut back on the amount of time our students received for PE, Art, Music, and Library each week. In the last decade, we have lost valuable resources that our children need to achieve academic and social/emotional success. The Invest in Education Act will protect education funding giving Kyrene students the opportunity to succeed in school.

Currently, Kyrene is taking part in equity work for all educators in the district. The funding obtained from the Invest in Education Act would allow Kyrene to continue this important work without the hindrance of inadequate funding. This permanent funding would also positively impact our students with special needs by increasing funding directly related to our instructional assistants allowing for increased staffing.

This initiative will help Kyrene's children and educators get what they need to succeed in Arizona's schools. By voting YES, you are strengthening our schools and communities.

Kyrene Education Association urges you to vote YES for our children and educators, vote YES for Arizona, vote YES on the Invest in Education Act.

Kinora Hernandez, President, Kyrene Education Association, Chandler

We all know by now that strong public schools are the backbone of our communities. The COVID pandemic has taught us all a valuable lesson. Times have certainly changed but public school funding has not. During this historic period, we all discovered the depth of the inequities among our districts, sites, and student populations. District responses to try to open access to all students at all levels was exceptional, considering they were working with 4th quarter funding alone. Educators have worked hard to feed and protect our students, recognize and address their trauma from the perils of the ordinary world and now, "during these unprecedented times" we have struggled to keep up with those demands and are forging new paths to deliver education to students with little or no access to technology, switching up lessons to fit the various platforms and still show calm and collected even when we are scared for our own families and colleagues. Through it all we are asked to "make do" with less and less and of course, being the profession we are, we have summoned up our creativity and courage and done just that. However, everything has a limit and this pandemic has demonstrated to everyone that the continued stretching of public education funding has reached its limit. Our politicians still haven't restored more than \$800 million in cuts from the last ten years, and thousands of skilled educators can't afford to stay in the classroom because of low salaries. Through the Invest in ED ONLY the wealthiest making more than \$250k and households making \$501,000, who are still doing well during this crisis, will see a tax increase, and can afford an additional \$35 per year. Our children deserve better and this ballot measure assures their future

Margaret Chaney, President, Tucson Education Association, Tucson

Sierra Vista's children deserve more! Please support Arizona's rural children by supporting #InvestinEd, the Invest in Education Act. A decade of cuts to education funding have hit hardest on our state's most vulnerable population – our children.

Sierra Vista has seen the worst teacher shortage in history, our students have suffered without having qualified teachers in all grade levels. Furthermore, classroom sizes have increased, allowing many of our most vulnerable students to fall through the cracks. Also troubling is the lack of funding for our second language learners which impacts all students. The Invest in Education Act will protect education funding, giving all students the opportunity to succeed in school.

Sierra Vista's children deserve instruction from a caring and certified teacher in the classroom. They deserve a school nurse, counselor, librarian, and educational school support staff to keep

them safe and healthy.

This initiative will help Sierra Vista's children and educators to have the resources they need to be successful and competitive nationwide.

I urge you to vote YES on the Invest in Education Act.

Brenda Kilmurray, President, Sierra Vista Unified School District, Sierra Vista
Sponsored by Sierra Vista Unified Education Association

I support Invest in Ed because having strong neighborhood public schools is key to building stronger communities and an economy that works for all Arizonans. A strong public education system empowers more Arizonans with the skills they need to move up the economic ladder. No state in the country cut more from public education between 2008 and 2014 than Arizona -- and our schools are feeling the impact through teacher shortages, overcrowded classrooms, outdated classroom resources, and unsafe school buildings.

Invest in Ed will put \$940 million in new funding into Arizona classrooms each year – and it's funding the legislature can't touch! The revenue will be raised by increasing the state income taxes on the wealthiest 4 percent in Arizona. It is a solution that makes sense, especially when you consider that the wealthiest 1 percent received 27% of all of the Trump federal tax cuts (an average of \$47,940). If we pass Invest in Ed, Arizona students will get the resources they need to succeed in the classroom and we'll have paid for it in a fair way. Join me in voting YES on Prop XXX!

Ruben Gallego, Congressman, Gallego for Arizona, Phoenix

If Arizona hopes to compete in the regional and national marketplace of the future, a dramatic investment in our public education system is long overdue. Strong public schools are the centerpiece of safe and desirable neighborhoods, the foundation of local entrepreneurship, small business and corporate growth. No fewer than 95% of Arizona students attend public schools and yet as of 2020, our state is in the bottom five nationally for teacher pay and per-pupil investment with the nation's second-largest class sizes. These are all issues that make Arizona students and communities less competitive compared to our regional neighbors. In a state that has spent nearly \$200 million to date subsidizing private schools, it is long past time for us to invest in the public schools producing the vast majority of our future nurses, mechanics, artists, business owners, engineers and more. Arizona needs a significant investment in our public schools and the Invest in Education act is the first impactful step towards making that investment - for our schools, our communities, our economy and our state.

Beth Lewis, Cofounder and director, Save Our Schools Arizona, Chandler and Dawn Penich-Thacker, Cofounder and spokesperson, Save Our Schools Arizona, Tempe

The Osborn Education Association (OEA) is asking you to vote YES on proposition XXX Invest in Education! OEA aims to improve learning and working conditions in our local public schools. Arizona ranks amongst the worst for overcrowded classrooms, is last in counselor to teacher ratio, and ended the school year with over 1,800 teacher positions unfilled. The coronavirus pandemic only exacerbates the urgent need to solve the teacher retention crisis, lower class sizes, and offer the social emotional support our children need.

We are urging you to vote YES on Invest in Education because it will restore the funding our students and educators have missed out on for over 10 years. Educators, parents and students have written, called and met with lawmakers to share our stories: classrooms lacking basic supplies, schools without nurses and teachers who feel they have no choice but to walk away from a profession they love. Since there has not been enough political will to restore funds to our public schools, educators have worked tirelessly the past two years to get Invest in Education on the ballot. Educators have spent evenings, weekends and summers knocking on doors, collecting signatures and hearing from you: parents, voters and community members. Education is your priority, too!

Help us Invest in Education by voting YES on Proposition XXX, so we can provide the quality education every Arizona child deserves, but don't stop there! Continue to be an advocate for our public schools by attending your local school board meetings and commenting on education bills proposed at the legislature. Together, we can create a public education system worthy of our students and educators.

Alexis Aguirre, OEA Political Chair, Osborn Education Association, Phoenix

Arizona spends \$800M less on education than it did a decade ago. As a result, our schools are experiencing teacher shortages, historically high class sizes, the worst counselor to student ratio in the country and lack of access to infrastructure and one to one technology. All of these issues adversely affect our rural schools more severely because of the inequitable funding formula for Arizona schools.

Every child in Arizona deserves a certified, highly qualified teacher and fairly compensated paraprofessionals. Invest In Ed creates new, voter-protected funds that can only be spent on education and can't be touched by politicians. This measure will improve schools by investing in teachers, support staff, vocational education and job training.

We must do all that we can to create schools that our kids deserve. We urge a YES vote for Invest In Ed.

Amy Bowser, Teacher and President, Humboldt Education Association, Prescott Valley; Katie Taylor, Teacher and Vice President, Humboldt Education Association, Prescott Valley; Marissa Busk, Teacher and Secretary, Humboldt Education Association, Prescott Valley; and Lisa Groves, Teacher and Treasurer, Humboldt Education Association, Dewey

I'm graduating high school in 2021 and I have spent my entire life in one of the worst funded educational systems in the country. Here's what that means:

In elementary school, we would have one teacher start the school year and another teacher would finish it. Sometimes it got to the point of having three teachers in the same year. We had going away parties often.

In middle school, we would only be able to use a certain amount of tissues or pieces of paper from the teacher. And when I got to high school, it got a lot worse.

It is not normal that bringing in supplies for teachers will get us 100 extra credit points.

It is not normal that when our teacher runs out of dry erase markers, we have to stop class and ask the teacher next door to spare one.

It is not normal to have teachers tell us that they spend countless hours and pennies buying supplies themselves, so they don't run out. This is not normal.

The money that our teachers are spending to keep supplies in their classrooms, is coming from the money they work for. They aren't getting repaid for it. And teachers aren't being paid enough to begin with. Nobody I know is going to college to be a teacher. Everyone is aware how little they get paid.

The work teachers are doing is some of the most important work in the world. Teachers create adults and we are failing to pay them for the hours of effort they are putting in to create the best, most well-rounded, and smartest adults they can. Voters have to fix this. Please vote yes on Invest In Education.

Jocelynn Pearson, Student, Arcadia High School, Phoenix