

**HB**

**298**

<TARGET><BILL>HB 298</BILL><SUBJECT>HB  
298</SUBJECT><COMM>HEDC29</COMM></TARGET>

# Representative Cathy Tilton

*Alaska State Legislature – House District 12*



## MEMORANDUM

TO: Rep. Cathy Tilton  
FROM: Rep. Wes Keller, Chair  
House Education Committee  
ATTN: Janet Ogan, Committee Aide  
RE: Hearing Request – HB 298  
DATE: March 17, 2016

Chair Keller:

I am requesting an initial hearing before the House Education Committee for HB 298 - "An Act relating to school districts; and relating to layoff plans for tenured teachers."

Accompanying this request memo include the following:

- Sponsor Statement
- Most Recent Version of the bill
- Supporting documentation relating to district enrollment numbers provided by the Department of Education and Early Development

If you have questions regarding this hearing request, you can contact me directly or have your committee aide contact my staff, Heath Hilyard.

Thank you.

State Capitol Rm. 411  
907.465.2199  
Rep.Cathy.Tilton@akleg.gov

# Representative Cathy Tilton

*Alaska State Legislature – House District 12*



## SPONSOR STATEMENT

*HB 298 (29-LS1372\A) - "An Act relating to school districts; and relating to layoff plans for tenured teachers."*

HB 298 provides an optional tool for school districts to manage personnel costs through "Reductions In Force" (RIF).

Currently, AS 14.20.177 stipulates that in order for a district to be able to even consider a personnel reduction plan for tenured teachers, one of two triggers have to be met:

1. School attendance in the district has decreased; or
2. The basic need of the school district decreases by three percent or more from the previous year.

For a number of school districts, especially the more populous ones, this is simply a standard that cannot be met in order to even consider the option for personnel reductions.

HB 298 simply eliminates the student attendance or basic need as requirement in order to proceed with the consideration of a layoff plan.

While it is important to provide districts with greater flexibility to manage their finances in our new fiscal paradigm, it is also essential to provide robust protections for Alaska's teachers so that any RIF is not done arbitrarily or irresponsibly. AS14.20.177 (b)-(h) provides that protection through a very thorough process up to and including arbitration. HB 298 does nothing to remove or weaken that process.

HB 298 is an option that allows Alaska's school districts greater flexibility to manage expenses.

State Capitol Rm. 411  
907.465.2199  
Rep.Cathy.Tilton@akleg.gov

29-LS1372H  
Wayne/Glover  
3/31/16

**CS FOR HOUSE BILL NO. 298( )**

IN THE LEGISLATURE OF THE STATE OF ALASKA  
TWENTY-NINTH LEGISLATURE - SECOND SESSION

**BY**

**Offered:  
Referred:**

**Sponsor(s): REPRESENTATIVES TILTON, Gattis, Wilson, Keller**

**A BILL**

**FOR AN ACT ENTITLED**

1 **"An Act relating to layoff plans for tenured teachers."**

2 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

3 **\* Section 1.** AS 14.20.177(a) is amended to read:

4 (a) A school district may implement a layoff plan under this section if it is  
5 necessary for the district to reduce the number of tenured teachers because

6 (1) school attendance in the district has decreased; [OR]

7 (2) the basic need of the school district determined under  
8 AS 14.17.410(b)(1) decreases by three percent or more from the previous year; or

9 **(3) the school district employs**

10 **(A) more tenured teachers who are qualified and available**  
11 **to teach in a specific program or subject area than the district needs; and**

12 **(B) an insufficient number of certificated teachers qualified**  
13 **to teach in another program or subject area.**

14 **\* Sec. 2.** The uncodified law of the State of Alaska is amended by adding a new section to  
15 read:

1           APPLICABILITY. AS 14.20.177(a), as amended by sec. 1 of this Act, applies to a  
2 contract or collective bargaining agreement entered into on or after the effective date of this  
3 Act.

District Enrollment by Grade as of October 1, 2014  
FY 2015

District	PK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total KG-12	Total PK-12
Alaska Gateway Schools	5	39	43	31	33	31	26	32	36	36	37	20	20	15	399	404
Aleutian Region Schools	1	4	6	2	2	5	3	2	1	3	1	2	2	3	36	37
Aleutians East Borough Schools	29	20	12	19	19	17	12	21	18	15	19	20	10	15	217	246
Anchorage Schools	717	3,973	3,930	3,841	3,707	3,649	3,515	3,522	3,474	3,635	3,593	3,602	3,305	3,691	47,437	48,154
Annette Island Schools	22	32	30	34	27	31	28	23	36	32	29	16	23	18	359	381
Bering Strait Schools	184	169	146	146	142	147	137	122	125	138	107	87	103	95	1,664	1,848
Bristol Bay Borough Schools	11	10	4	6	10	10	11	9	4	12	16	16	7	8	123	134
Chatham Schools	4	16	18	13	16	13	14	12	11	11	13	5	13	13	168	172
Chugach Schools	28	22	30	21	21	14	22	18	22	27	21	28	21	15	282	310
Copper River Schools	1	39	34	36	28	38	28	33	41	36	37	39	22	30	441	442
Cordova City Schools	15	30	24	26	21	25	20	18	38	25	21	23	38	25	334	349
Craig City Schools	3	42	62	55	66	40	49	56	41	34	36	30	30	32	573	576
Delta-Greely Schools	14	64	71	62	52	63	70	61	67	68	66	59	57	41	801	815
Denali Borough Schools	6	62	84	80	73	68	72	82	63	78	58	46	58	58	882	888
Dillingham City Schools	6	39	44	32	28	35	32	41	19	44	29	41	31	48	463	469
Fairbanks North Star Borough Schools	173	1,140	1,221	1,162	1,079	1,057	1,060	1,082	1,000	986	1,045	992	1,079	815	13,718	13,891
Galena City Schools	197	335	359	325	354	334	313	307	302	292	305	301	331	329	4,187	4,384
Haines Borough Schools	4	17	23	24	19	22	17	20	27	20	24	17	24	22	276	280
Hoonah City Schools	3	12	6	10	5	15	6	8	9	6	14	8	7	8	114	117
Hydaburg City Schools	10	7	6	10	6	4	3	5	4	8	7	2	7	1	70	80
Iditarod Area Schools	1	33	30	34	27	24	20	23	23	31	25	27	13	22	332	333
Juneau Borough Schools	62	374	372	377	367	337	369	337	347	377	361	376	378	379	4,751	4,813
Kake City Schools	1	11	11	8	9	12	12	5	8	9	4	5	11	5	110	111
Kashunamiut Schools	3	35	25	28	27	33	24	21	26	20	18	25	17	23	322	325
Kenai Peninsula Borough Schools	210	703	697	686	663	640	683	695	662	689	650	706	704	762	8,940	9,150
Ketchikan Gateway Borough Schools	114	144	170	174	139	161	171	157	160	170	194	269	219	232	2,360	2,474
Klawock City Schools	2	12	9	9	11	5	9	8	17	5	8	11	4	13	121	123
Kodiak Island Borough Schools	31	205	198	201	184	185	151	162	186	184	189	203	187	211	2,446	2,477
Kuspuk Schools	42	40	39	34	20	24	26	19	28	23	23	21	22	26	345	387
Lake and Peninsula Borough Schools	19	25	27	24	29	27	27	22	23	15	25	12	29	32	317	336
Lower Kuskokwim Schools	181	362	317	326	369	310	348	328	323	324	406	264	224	203	4,104	4,285
Lower Yukon Schools	6	211	169	195	162	162	161	154	143	160	137	126	104	164	2,048	2,054
Mat-Su Borough Schools	371	1,351	1,383	1,417	1,457	1,410	1,409	1,266	1,336	1,319	1,387	1,308	1,272	1,351	17,666	18,037
Mount Edgecumbe	0	0	0	0	0	0	0	0	0	0	109	110	106	96	421	421
Nenana City Schools	30	53	48	49	53	34	46	49	47	37	65	73	260	196	1,010	1,040
Nome Public Schools	3	59	71	61	60	52	48	62	45	61	56	42	36	44	697	700
North Slope Borough Schools	270	164	162	147	149	156	139	128	142	116	140	96	98	110	1,747	2,017
Northwest Arctic Borough Schools	179	193	176	192	149	169	134	140	138	142	170	154	106	84	1,947	2,126
Pelican City Schools	0	0	0	2	1	0	1	1	0	3	0	2	2	1	13	13
Petersburg Borough Schools	4	34	28	43	29	26	28	33	40	29	43	39	30	34	436	440
Pribilof Schools	9	7	12	12	8	5	1	1	14	5	3	4	4	7	83	92
Saint Mary's Schools	14	17	15	20	14	18	19	15	14	11	24	8	9	15	199	213
Sitka Borough Schools	27	119	119	122	105	92	94	93	95	105	137	106	94	94	1,375	1,402

District Enrollment by Grade as of October 1, 2014  
FY 2015

District	PK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total KG-12	Total PK-12
Skagway Schools	14	10	13	9	9	9	3	4	3	6	6	8	3	3	86	100
Southeast Island Schools	14	7	20	9	11	16	15	11	18	11	18	15	20	16	187	201
Southwest Region Schools	12	54	53	55	47	56	38	40	47	44	53	40	24	39	590	602
Tanana Schools	0	3	2	3	2	2	4	2	2	1	5	6	1	6	39	39
Unalaska City Schools	7	34	30	30	31	31	25	22	35	37	21	29	31	36	392	399
Valdez City Schools	5	48	48	48	44	44	40	42	59	56	41	44	41	48	603	608
Wrangell City Schools	3	24	26	18	19	17	20	15	25	23	22	25	20	21	275	278
Yakutat City Schools	1	9	9	7	11	10	8	5	9	11	8	9	6	7	109	110
Yukon Flats Schools	7	12	29	23	17	17	16	23	21	18	19	12	17	16	240	247
Yukon-Koyukuk Schools	2	116	125	110	134	94	98	90	100	106	100	103	136	181	1,493	1,495
Yupit Schools	1	49	34	31	27	40	44	40	36	45	22	21	37	30	456	457
<b>Grand Total</b>	<b>3,078</b>	<b>10,590</b>	<b>10,620</b>	<b>10,439</b>	<b>10,092</b>	<b>9,836</b>	<b>9,669</b>	<b>9,487</b>	<b>9,510</b>	<b>9,699</b>	<b>9,967</b>	<b>9,653</b>	<b>9,453</b>	<b>9,789</b>	<b>128,804</b>	<b>131,882</b>

District Enrollment by Grade as of October 1, 2015

FY 2016

District	PK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total KG-12	Total PK-12
Alaska Gateway Schools	4	27	34	39	36	34	38	28	30	40	36	32	21	17	412	416
Aleutian Region Schools	0	4	3	6	3	1	4	2	2	0	3	2	2	3	35	35
Aleutians East Borough Schools	22	21	23	13	19	18	14	12	17	17	15	19	21	11	220	242
Anchorage Schools	749	3,893	3,911	3,892	3,799	3,695	3,632	3,547	3,522	3,457	3,642	3,550	3,470	3,611	47,621	48,370
Annette Island Schools	30	32	24	28	27	22	24	19	17	24	23	31	14	22	307	337
Bering Strait Schools	212	171	151	147	137	134	146	135	114	122	123	103	87	115	1,685	1,897
Bristol Bay Borough Schools	10	8	8	5	6	8	10	16	7	8	12	17	10	8	123	133
Chatham Schools	5	14	15	16	11	18	15	12	13	13	11	10	7	13	168	173
Chugach Schools	27	29	22	33	27	24	27	26	30	18	29	20	29	22	336	363
Copper River Schools	5	28	38	35	33	31	36	26	34	41	38	32	34	19	425	430
Cordova City Schools	14	23	33	26	28	22	27	23	23	37	28	23	26	37	356	370
Craig City Schools	2	37	37	57	45	63	43	45	48	39	25	29	31	26	525	527
Delta/Greely Schools	13	69	60	69	55	50	56	70	51	62	67	63	56	49	777	790
Denali Borough Schools	2	63	76	83	74	71	70	70	79	64	67	56	49	54	876	878
Dillingham City Schools	7	34	37	45	32	30	35	28	38	17	39	34	39	41	449	456
Fairbanks North Star Borough Schools	163	1,052	1,198	1,221	1,178	1,083	1,028	1,028	1,089	976	998	1,020	1,035	857	13,763	13,926
Galena City Schools	181	319	338	335	325	344	309	296	289	281	302	327	332	388	4,185	4,366
Haines Borough Schools	4	25	19	21	26	18	25	17	20	27	17	25	20	26	286	290
Hoonah City Schools	4	13	11	7	9	7	12	6	8	9	8	10	8	7	115	119
Hydaburg City Schools	7	5	5	10	12	8	3	3	6	6	7	6	3	7	81	88
Iditarod Area Schools	3	28	34	25	28	36	20	19	21	22	22	19	18	16	308	311
Juneau Borough Schools	197	333	380	372	369	359	331	356	341	349	375	346	361	392	4,664	4,861
Kake City Schools	0	6	9	11	7	9	8	11	6	7	8	9	6	11	108	108
Kashunamiut Schools	1	41	27	25	28	26	33	25	22	25	19	14	23	24	332	333
Kenai Peninsula Borough Schools	232	665	699	696	693	675	656	687	686	675	691	647	715	715	8,900	9,132
Ketchikan Gateway Borough Schools	126	165	155	177	184	145	160	176	167	163	177	187	216	167	2,239	2,365
Klawock City Schools	2	8	12	7	9	10	5	9	8	15	6	10	9	6	114	116
Kodiak Island Borough Schools	21	203	196	198	205	188	181	152	163	182	182	184	191	191	2,416	2,437
Kuspuk Schools	70	36	41	37	38	18	19	25	18	29	21	19	15	24	340	410
Lake and Peninsula Borough Schools	28	37	22	25	22	30	26	25	21	23	16	22	13	31	313	341
Lower Kuskokwim Schools	177	330	357	302	327	359	311	342	341	297	428	283	211	229	4,117	4,294
Lower Yukon Schools	16	181	195	169	178	166	162	152	151	130	138	123	115	156	2,016	2,032
Mat-Su Borough Schools	381	1,486	1,386	1,385	1,489	1,508	1,447	1,452	1,315	1,393	1,385	1,416	1,314	1,388	18,364	18,745
Mount Edgecumbe	0	0	0	0	0	0	0	0	0	0	105	121	113	87	426	426
Nenana City Schools	36	68	65	58	64	53	44	54	55	41	65	75	267	157	1,066	1,102
Nome Public Schools	2	66	54	67	59	63	57	49	63	54	63	42	37	40	714	716
North Slope Borough Schools	283	153	164	155	145	146	155	134	130	138	106	128	94	119	1,767	2,050
Northwest Arctic Borough Schools	161	185	200	175	192	151	168	140	140	136	149	152	132	93	2,013	2,174
Pelican City Schools	0	1	0	1	3	1	0	1	1	0	3	0	2	1	14	14
Petersburg Borough Schools	2	44	30	31	45	33	30	28	35	40	30	42	39	33	460	462
Pribilof Schools	10	5	7	11	9	7	5	1	3	12	4	1	4	3	72	82
Saint Mary's Schools	18	22	16	15	19	15	18	18	16	12	11	12	11	10	195	213
Sitka Borough Schools	23	102	108	110	123	108	92	91	107	93	118	125	97	91	1,365	1,388

District Enrollment by Grade as of October 1, 2015  
FY 2016

District	PK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total KG-12	Total PK-12
Skagway Schools	0	12	14	11	9	11	10	7	6	4	4	6	12	2	108	108
Southeast Island Schools	16	11	13	18	11	11	14	11	8	13	10	15	12	21	168	184
Southwest Region Schools	7	69	49	48	54	46	52	41	44	45	42	37	33	25	585	592
Tanana Schools	0	2	3	3	2	3	2	6	1	1	3	5	4	2	37	37
Unalaska City Schools	6	34	34	27	28	26	25	24	25	35	33	25	28	28	372	378
Valdez City Schools	17	54	53	53	50	47	47	38	48	56	54	38	50	43	631	648
Wrangell City Schools	4	24	21	27	16	18	17	23	16	24	20	23	25	20	274	278
Yakutat City Schools	0	6	7	7	7	8	10	8	4	8	9	6	7	4	91	91
Yukon Flats Schools	23	22	24	29	19	18	18	15	22	21	13	14	11	12	238	261
Yukon-Koyukuk Schools	54	117	134	142	118	130	96	95	89	97	89	121	114	214	1,556	1,610
Yupit Schools	1	45	49	28	32	27	39	45	37	36	37	23	26	36	460	461
<b>Grand Total</b>	<b>3,378</b>	<b>10,428</b>	<b>10,601</b>	<b>10,533</b>	<b>10,464</b>	<b>10,132</b>	<b>9,812</b>	<b>9,669</b>	<b>9,547</b>	<b>9,434</b>	<b>9,926</b>	<b>9,699</b>	<b>9,619</b>	<b>9,724</b>	<b>129,588</b>	<b>132,966</b>

## LEGAL SERVICES

DIVISION OF LEGAL AND RESEARCH SERVICES  
LEGISLATIVE AFFAIRS AGENCY  
STATE OF ALASKA

(907) 465-3867 or 465-2450  
FAX (907) 465-2029  
Mail Stop 3101


State Capitol  
Juneau, Alaska 99801-1182  
Deliveries to: 129 6th St., Rm. 329

### MEMORANDUM

March 23, 2016

**SUBJECT:** Impairment of contracts  
(HB 298; Work Order no. 29-LS1372\A.1)

**TO:** Representative Liz Vazquez  
Attn: Tom Studler

**FROM:** Kate S. Glover   
Legislative Counsel

Attached is the amendment you requested that removes the applicability section of HB 298. If enacted, HB 298 would change the reasons that a school district may layoff a tenured teacher. This could have an effect on the terms of contracts for tenured teachers. Therefore, please be advised that removing this section of the bill could result in an impairment of contracts, which is prohibited under art. 1, sec. 15 of the Constitution of the State of Alaska.

If I may be of further assistance, please advise.

KSG:dla  
16-333.dla

Attachment

AMENDMENT

OFFERED IN THE HOUSE  
TO: HB 298

BY REPRESENTATIVE VAZQUEZ

- 1 Page 1, lines 11 - 15:
- 2 Delete all material.

**AMENDMENT**

OFFERED IN THE HOUSE

TO: CSHB 298( ), Draft Version "W"

1 Page 1, lines 3 - 10:

2 Delete all material and insert:

3 **"\* Section 1.** AS 14.20.177(a) is amended to read:

4 (a) A school district may implement a layoff plan under this section if it is  
5 necessary for the district to reduce the number of tenured teachers because

6 (1) school attendance in the district has decreased; [OR]

7 (2) the basic need of the school district determined under  
8 AS 14.17.410(b)(1) decreases by three percent or more from the previous year; **or**

9 **(3) the school district employs**

10 **(A) more tenured teachers who are qualified and available**  
11 **to teach in a specific program or subject area than the district needs; and**

12 **(B) an insufficient number of certificated teachers qualified**  
13 **to teach in another program or subject area."**

**HOUSE BILL NO. 298**

IN THE LEGISLATURE OF THE STATE OF ALASKA  
TWENTY-NINTH LEGISLATURE - SECOND SESSION

BY REPRESENTATIVES TILTON, Gattis

Introduced: 2/5/16  
Referred: Education

**A BILL**

**FOR AN ACT ENTITLED**

1 **"An Act relating to school districts; and relating to layoff plans for tenured teachers."**

2 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

3 **\* Section 1.** AS 14.20.177(a) is amended to read:

4 (a) A school district may implement a layoff plan under this section if it is  
5 necessary for the district to reduce the number of tenured teachers [BECAUSE

6 (1) SCHOOL ATTENDANCE IN THE DISTRICT HAS  
7 DECREASED; OR

8 (2) THE BASIC NEED OF THE SCHOOL DISTRICT  
9 DETERMINED UNDER AS 14.17.410(b)(1) DECREASES BY THREE PERCENT  
10 OR MORE FROM THE PREVIOUS YEAR].

11 **\* Sec. 2.** The uncoded law of the State of Alaska is amended by adding a new section to  
12 read:

13 **APPLICABILITY.** AS 14.20.177(a), as amended by sec. 1 of this Act, applies to a  
14 contract or collective bargaining agreement entered into on or after the effective date of this  
15 Act.

**Sec. 14.20.150. Acquisition and reacquisition of tenure rights.**

(a) Except as provided in (c) or (d) of this section, a teacher acquires tenure rights in a district when the teacher

(1) possesses a valid teaching certificate that authorizes the teacher to be employed as a certificated teacher or as an administrator under regulations adopted by the department;

(2) has been employed as a teacher in the same district continuously for three full school years;

(3) receives, in the third year of any three-year period of continuous employment with the district, an evaluation under the district's evaluation system stating that the teacher's performance meets the district performance standards; and

(4) on or before October 15 of the school year,

(A) accepts a contract for employment as a teacher in the district for a fourth consecutive school year; and

(B) performs a day of teaching services in the district during that school year.

(b) In this section, a full school year of employment means employment that begins on or before the first student count day required by the department in a school year or October 15, whichever occurs first, and continues through the remainder of the school year.

(c) A superintendent may not acquire or maintain tenure in a district.

(d) A teacher who has acquired tenure in a school district in the state and who loses tenure in the district because of a break in service may reacquire tenure in that school district under this subsection if the break in service was not the result of a dismissal under AS 14.20.170 or nonretention under AS 14.20.175 and did not last longer than one year. A break in service that begins on or after the last day of a school district's instructional days for a school year but before the first instructional day of the next school year will be considered to have lasted no longer than one year if the teacher is employed on the first instructional day of the school year that begins more than 12 but not more than 16 months after the beginning of the break in service. A previously tenured teacher reacquires tenure in the school district under this subsection when the teacher

(1) possesses a valid teaching certificate that authorizes the teacher to be employed as a certificated teacher or as an administrator under regulations adopted by the department;

(2) has been employed as a teacher in the district continuously for one full school year after a break in service that does not exceed the time limits set out in this subsection;

(3) receives, under the district's evaluation system, an acceptable evaluation from the district; and

(4) on or before October 15 of the school year,

(A) accepts a contract for employment as a teacher in the district for a second consecutive school year; and

(B) performs a day of teaching services in the district during that school year.

(e) Notwithstanding (a) of this section, a teacher who has acquired tenure in a school district who moves to a new school district acquires tenure in the new school district on the first instructional day of the third year of employment in the new school district if

(1) the teacher otherwise meets the qualifications for tenure set out in (a) of this section; and

(2) the break in service meets the requirements of (d) of this section.

**Sec. 14.20.155. Effect of tenure rights.**

(a) Except as otherwise provided in this chapter, a teacher who has acquired tenure rights has the right to employment within the district during continuous service.

(b) A teacher who has acquired tenure rights may agree to a new contract at any time. However, if the teacher fails to agree to a new contract, the provisions of the previous contract are continued subject to AS 14.20.158.

# Fiscal Note

State of Alaska  
2016 Legislative Session

Bill Version: HB 298  
Fiscal Note Number: \_\_\_\_\_  
( ) Publish Date: \_\_\_\_\_

Identifier: HB298-DOA-CAS-03-21-16  
Title: LAYOFF OF TENURED TEACHERS  
Sponsor: TILTON  
Requester: House Education

Department: Department of Administration  
Appropriation: Centralized Administrative Services  
Allocation: Labor Relations  
OMB Component Number: 58

**Expenditures/Revenues**

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2017 Appropriation Requested	Included in Governor's FY2017 Request	Out-Year Cost Estimates					
			FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
<b>OPERATING EXPENDITURES</b>								
Personal Services								
Travel								
Services								
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous								
<b>Total Operating</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Fund Source (Operating Only)**

None								
<b>Total</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

**Positions**

Full-time								
Part-time								
Temporary								

<b>Change in Revenues</b>								
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**Estimated SUPPLEMENTAL (FY2016) cost:** 0.0 (separate supplemental appropriation required)  
*(discuss reasons and fund source(s) in analysis section)*

**Estimated CAPITAL (FY2017) cost:** 0.0 (separate capital appropriation required)  
*(discuss reasons and fund source(s) in analysis section)*

**ASSOCIATED REGULATIONS**

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No  
If yes, by what date are the regulations to be adopted, amended or repealed?

**Why this fiscal note differs from previous version:**

Not applicable, initial version.
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Prepared By: <u>Emily Wright</u>	Phone: <u>(907)465-4429</u>
Division: <u>Division of Personnel and Labor Relations</u>	Date: <u>03/21/2016 02:00 PM</u>
Approved By: <u>Sheldon Fisher, Commissioner</u>	Date: <u>03/22/16</u>
Agency: <u>Department of Administration</u>	

FISCAL NOTE ANALYSIS

STATE OF ALASKA  
2016 LEGISLATIVE SESSION

BILL NO. HB 298

**Analysis**

Under the Public Employee Relations Act (PERA), AS 23.40.070, public employers must negotiate with employees “on matters of wages, hours, and other terms and conditions of employment.”

This bill may impact the Mt. Edgecumbe teachers (TEAME), with whom the Division of Labor Relations negotiates. These teachers are currently working under a 2015-2017 Collective Bargaining Agreement (CBA), which outlines specific criteria under which a teacher may be laid off.

The language in HB 298 removes the criteria of decreased school attendance and decreased basic need and leaves the decision to reduce tenured teachers to the school districts. While no change would take place in regards to Mt. Edgecumbe teachers' current CBA, should HB 298 pass, the Division of Labor Relations will have to address the new language during bargaining. Bargaining with TEAME will commence in the fall of 2016.

There are no identified fiscal costs to the Department of Administration, Division of Personnel and Labor Relations.

## LEGAL SERVICES

DIVISION OF LEGAL AND RESEARCH SERVICES  
LEGISLATIVE AFFAIRS AGENCY  
STATE OF ALASKA

(907) 465-3867 or 465-2450  
FAX (907) 465-2029  
Mail Stop 3101

State Capitol  
Juneau, Alaska 99801-1182  
Deliveries to 129 6th St., Rm. 329

### MEMORANDUM

March 23, 2016

**SUBJECT:** Impairment of contracts  
(HB 298, Work Order no. 29-LS1372\A.1)

**TO:** Representative Liz Vazquez  
Attn: Tom Studler

**FROM:** Kate S. Glover *KSG*  
Legislative Counsel

Attached is the amendment you requested that removes the applicability section of HB 298. If enacted, HB 298 would change the reasons that a school district may layoff a tenured teacher. This could have an effect on the terms of contracts for tenured teachers. Therefore, please be advised that removing this section of the bill could result in an impairment of contracts, which is prohibited under art. 1, sec. 15 of the Constitution of the State of Alaska.

If I may be of further assistance, please advise.

KSG:dla  
16-333.dla

Attachment



234 Gold Street · Juneau, AK 99801  
Phone: (907) 586-9702 · Fax: (907) 586-5879  
Website: [www.alaskaacsa.org](http://www.alaskaacsa.org)

## Alaska Council of School Administrators

To: House Education Committee Members

From: Dr. Lisa Skiles Parady, Executive Director  
Alaska Council of School Administrators

Regarding: During the House Education Committee legislative hearing on March 28, 2016 regarding HB 298 - a reduction in force (RIF) bill, Representative Spohnholz asked if I knew of any other states nationally that had expanded the criteria for RIF's in their statutes. My answer was that I was unaware of any other state with similar narrow criteria.

I did a follow up request for assistance to my colleagues from across the country and following are responses I have received to date:

### Washington

Hi Lisa,

I've attached our law governing Reduction in Force, which is part of the section related to non-renewal of contracts. As you can see in the highlighted section, the law is very broad and permissive. Local bargaining agreements are where the RIF restrictions can be found, and they vary a lot from district to district. I hope that's helpful.

*Bill*

Dr. Bill Keim  
Executive Director | WASA | 825 Fifth Avenue SE, Olympia 98501  
*tel* 360.489.3651 | *fax* 360.352.2043 | [bkeim@wasa-oly.org](mailto:bkeim@wasa-oly.org) | [wasa-oly.org](http://wasa-oly.org)

*wasa*



## Idaho

Hi Lisa,

Here is Idaho's Reduction in Force statute:

33-522A. REDUCTION IN FORCE DEFINED. (1) A reduction in force may occur when there are:

- (a) Curriculum or program changes;
- (b) Negative changes in the financial conditions of the school district;
- (c) Decreases in student enrollment, including overall, by program, by grade or by school; or
- (d) Staffing or highly qualified teacher limitations of the district.

(2) For purposes of title 33[, Idaho Code], "reduction in force" means the elimination of a certificated staff position or positions or a portion or percentage of a position or positions, when there is one (1) or more of the following:

- (a) The elimination of an entire program or portions of a program;
- (b) The elimination of positions in certain grade levels only;
- (c) The elimination of a position by category; or
- (d) The elimination of a position in an overall review of the district.

(3) (a) The decision to institute a reduction in force and the selection of an employee or employees subject to such reduction shall be at the sole discretion of the board of trustees, except for the following limitation: The decision as to which employee or employees shall be subject to such reduction shall not be made solely on consideration of employee seniority or contract status.

(b) Each school district may adopt a policy establishing an equitable method of recalling individuals subject to a reduction in force if positions become available subsequent to the reduction in force.

Hang in there!

Rob

Rob Winslow, Ed.D.

Executive Director

Idaho Association of School Administrators

777 S. Latah St.

Boise, ID 83705

Ph. 208-345-1171

## **Iowa**

Hi Lisa!

In reviewing Iowa Code I don't see any restrictions for RIF procedures. As best as I can tell, this is left up to local boards in Iowa, and, going a step further, I found that many boards have broad, far-reaching policies that basically allow them to RIF as needed as long as procedures outlined in local contracts (such as seniority) are followed.

Hope that helps in some way!

Roark

## **Maine**

Good Afternoon Ms. Parady,

I have been asked to let you know that Maine has not expanded the criteria for RIF and it is not anticipated.

Thank you.

Debra Swift

Maine School Management Association

49 Community Drive

Augusta, ME 04330

Phone 207-622-3473

Fax 207-626-2968

[www.msmaweb.com](http://www.msmaweb.com)

## **Tennessee**

Tennessee doesn't have anything like this in code. Reduction in force is at the discretion of the locals.

Regards,

**Wayne Miller**

Executive Director

Tennessee Organization of School Superintendents

501 Union Street Suite 300

Nashville, TN 37219

615-254-1955

## **Pennsylvania**

Hello Lisa – Pennsylvania has fairly strict restrictions on furloughing “professional” educators. Like Alaska, Pennsylvania school districts are NOT permitted to furlough teachers or other certificated staff for budgetary reasons. The statutory provision is provided below for your reference. You may want to check with the Education Commission of the States ([www.ecs.org](http://www.ecs.org)) who tracks issues like this to see what information they might be able to share.

PASA has supported expanding the reasons districts may furlough staff to include the fact that the district budget cannot meet its obligations.

Feel free to call should you have questions.

Jim

Jim Buckheit  
Executive Director  
PA Association of School Administrators  
2608 Market Place  
Harrisburg, PA 17111  
Office: (717) 540-4448  
Cell: (717) 805-8213  
[Jbuckheit@pasa-net.org](mailto:Jbuckheit@pasa-net.org)  
[www.pasa-net.org](http://www.pasa-net.org)  
Twitter: @PASASupts

CERTIFICATION OF ENROLLMENT

**HOUSE BILL 2023**

64th Legislature  
2016 Regular Session

Passed by the House February 17, 2016  
Yeas 98 Nays 0

\_\_\_\_\_  
Speaker of the House of Representatives

Passed by the Senate March 1, 2016  
Yeas 46 Nays 0

\_\_\_\_\_  
President of the Senate

Approved

\_\_\_\_\_  
Governor of the State of Washington

CERTIFICATE

I, Barbara Baker, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **HOUSE BILL 2023** as passed by House of Representatives and the Senate on the dates hereon set forth.

\_\_\_\_\_  
Chief Clerk

FILED

Secretary of State  
State of Washington

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HOUSE BILL 2023

---

Passed Legislature - 2016 Regular Session

State of Washington                      64th Legislature                      2015 Regular Session

By Representatives Parker, Lytton, Magendanz, Riccelli, Ormsby,  
Fagan, and Santos

Read first time 02/06/15. Referred to Committee on Education.

1            AN ACT Relating to changing the deadline for notices of  
2 nonrenewal of contracts for certificated school employees; amending  
3 RCW 28A.405.210, 28A.405.220, 28A.405.230, 28A.405.245, and  
4 28A.310.250; and declaring an emergency.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6            **Sec. 1.** RCW 28A.405.210 and 2010 c 235 s 303 are each amended to  
7 read as follows:

8            No teacher, principal, supervisor, superintendent, or other  
9 certificated employee, holding a position as such with a school  
10 district, hereinafter referred to as "employee", shall be employed  
11 except by written order of a majority of the directors of the  
12 district at a regular or special meeting thereof, nor unless he or  
13 she is the holder of an effective teacher's certificate or other  
14 certificate required by law or the Washington professional educator  
15 standards board for the position for which the employee is employed.

16            The board shall make with each employee employed by it a written  
17 contract, which shall be in conformity with the laws of this state,  
18 and except as otherwise provided by law, limited to a term of not  
19 more than one year. Every such contract shall be made in duplicate,  
20 one copy to be retained by the school district superintendent or  
21 secretary and one copy to be delivered to the employee. No contract

1 shall be offered by any board for the employment of any employee who  
2 has previously signed an employment contract for that same term in  
3 another school district of the state of Washington unless such  
4 employee shall have been released from his or her obligations under  
5 such previous contract by the board of directors of the school  
6 district to which he or she was obligated. Any contract signed in  
7 violation of this provision shall be void.

8 In the event it is determined that there is probable cause or  
9 causes that the employment contract of an employee should not be  
10 renewed by the district for the next ensuing term such employee shall  
11 be notified in writing on or before May 15th preceding the  
12 commencement of such term of that determination, or if the omnibus  
13 appropriations act has not passed the legislature by ~~((May 15th))~~the  
14 end of the regular legislative session for that year, then  
15 notification shall be no later than June 15th, which notification  
16 shall specify the cause or causes for nonrenewal of contract. Such  
17 determination of probable cause for certificated employees, other  
18 than the superintendent, shall be made by the superintendent. Such  
19 notice shall be served upon the employee personally, or by certified  
20 or registered mail, or by leaving a copy of the notice at the house  
21 of his or her usual abode with some person of suitable age and  
22 discretion then resident therein. Every such employee so notified, at  
23 his or her request made in writing and filed with the president,  
24 chair or secretary of the board of directors of the district within  
25 ten days after receiving such notice, shall be granted opportunity  
26 for hearing pursuant to RCW 28A.405.310 to determine whether there is  
27 sufficient cause or causes for nonrenewal of contract: PROVIDED, That  
28 any employee receiving notice of nonrenewal of contract due to an  
29 enrollment decline or loss of revenue may, in his or her request for  
30 a hearing, stipulate that initiation of the arrangements for a  
31 hearing officer as provided for by RCW 28A.405.310(4) shall occur  
32 within ten days following July 15 rather than the day that the  
33 employee submits the request for a hearing. If any such notification  
34 or opportunity for hearing is not timely given, the employee entitled  
35 thereto shall be conclusively presumed to have been reemployed by the  
36 district for the next ensuing term upon contractual terms identical  
37 with those which would have prevailed if his or her employment had  
38 actually been renewed by the board of directors for such ensuing  
39 term.

1 This section shall not be applicable to "provisional employees"  
2 as so designated in RCW 28A.405.220; transfer to a subordinate  
3 certificated position as that procedure is set forth in RCW  
4 28A.405.230 or 28A.405.245 shall not be construed as a nonrenewal of  
5 contract for the purposes of this section.

6 **Sec. 2.** RCW 28A.405.220 and 2012 c 35 s 7 are each amended to  
7 read as follows:

8 (1) Notwithstanding the provisions of RCW 28A.405.210, every  
9 person employed by a school district in a teaching or other  
10 nonsupervisory certificated position shall be subject to nonrenewal  
11 of employment contract as provided in this section during the first  
12 three years of employment by such district, unless: (a) The employee  
13 has previously completed at least two years of certificated  
14 employment in another school district in the state of Washington, in  
15 which case the employee shall be subject to nonrenewal of employment  
16 contract pursuant to this section during the first year of employment  
17 with the new district; or (b) the employee has received an evaluation  
18 rating below level 2 on the four-level rating system established  
19 under RCW 28A.405.100 during the third year of employment, in which  
20 case the employee shall remain subject to the nonrenewal of the  
21 employment contract until the employee receives a level 2 rating; or  
22 (c) the school district superintendent may make a determination to  
23 remove an employee from provisional status if the employee has  
24 received one of the top two evaluation ratings during the second year  
25 of employment by the district. Employees as defined in this section  
26 shall hereinafter be referred to as "provisional employees."

27 (2) In the event the superintendent of the school district  
28 determines that the employment contract of any provisional employee  
29 should not be renewed by the district for the next ensuing term such  
30 provisional employee shall be notified thereof in writing on or  
31 before May 15th preceding the commencement of such school term, or if  
32 the omnibus appropriations act has not passed the legislature by  
33 ~~((May 15th))~~ the end of the regular legislative session for that year,  
34 then notification shall be no later than June 15th, which  
35 notification shall state the reason or reasons for such  
36 determination. Such notice shall be served upon the provisional  
37 employee personally, or by certified or registered mail, or by  
38 leaving a copy of the notice at the place of his or her usual abode  
39 with some person of suitable age and discretion then resident

1 therein. The determination of the superintendent shall be subject to  
2 the evaluation requirements of RCW 28A.405.100.

3 (3) Every such provisional employee so notified, at his or her  
4 request made in writing and filed with the superintendent of the  
5 district within ten days after receiving such notice, shall be given  
6 the opportunity to meet informally with the superintendent for the  
7 purpose of requesting the superintendent to reconsider his or her  
8 decision. Such meeting shall be held no later than ten days following  
9 the receipt of such request, and the provisional employee shall be  
10 given written notice of the date, time and place of meeting at least  
11 three days prior thereto. At such meeting the provisional employee  
12 shall be given the opportunity to refute any facts upon which the  
13 superintendent's determination was based and to make any argument in  
14 support of his or her request for reconsideration.

15 (4) Within ten days following the meeting with the provisional  
16 employee, the superintendent shall either reinstate the provisional  
17 employee or shall submit to the school district board of directors  
18 for consideration at its next regular meeting a written report  
19 recommending that the employment contract of the provisional employee  
20 be nonrenewed and stating the reason or reasons therefor. A copy of  
21 such report shall be delivered to the provisional employee at least  
22 three days prior to the scheduled meeting of the board of directors.  
23 In taking action upon the recommendation of the superintendent, the  
24 board of directors shall consider any written communication which the  
25 provisional employee may file with the secretary of the board at any  
26 time prior to that meeting.

27 (5) The board of directors shall notify the provisional employee  
28 in writing of its final decision within ten days following the  
29 meeting at which the superintendent's recommendation was considered.  
30 The decision of the board of directors to nonrenew the contract of a  
31 provisional employee shall be final and not subject to appeal.

32 (6) This section applies to any person employed by a school  
33 district in a teaching or other nonsupervisory certificated position  
34 after June 25, 1976. This section provides the exclusive means for  
35 nonrenewing the employment contract of a provisional employee and no  
36 other provision of law shall be applicable thereto, including,  
37 without limitation, RCW 28A.405.210 and chapter 28A.645 RCW.

38 **Sec. 3.** RCW 28A.405.230 and 2010 c 235 s 304 are each amended to  
39 read as follows:

1 Any certificated employee of a school district employed as an  
2 assistant superintendent, director, principal, assistant principal,  
3 coordinator, or in any other supervisory or administrative position,  
4 hereinafter in this section referred to as "administrator", shall be  
5 subject to transfer, at the expiration of the term of his or her  
6 employment contract, to any subordinate certificated position within  
7 the school district. "Subordinate certificated position" as used in  
8 this section, shall mean any administrative or nonadministrative  
9 certificated position for which the annual compensation is less than  
10 the position currently held by the administrator.

11 Every superintendent determining that the best interests of the  
12 school district would be served by transferring any administrator to  
13 a subordinate certificated position shall notify that administrator  
14 in writing on or before May 15th preceding the commencement of such  
15 school term of that determination, or if the omnibus appropriations  
16 act has not passed the legislature by (~~May 15th~~)the end of the  
17 regular legislative session for that year, then notification shall be  
18 no later than June 15th, which notification shall state the reason or  
19 reasons for the transfer, and shall identify the subordinate  
20 certificated position to which the administrator will be transferred.  
21 Such notice shall be served upon the administrator personally, or by  
22 certified or registered mail, or by leaving a copy of the notice at  
23 the place of his or her usual abode with some person of suitable age  
24 and discretion then resident therein.

25 Every such administrator so notified, at his or her request made  
26 in writing and filed with the president or chair, or secretary of the  
27 board of directors of the district within ten days after receiving  
28 such notice, shall be given the opportunity to meet informally with  
29 the board of directors in an executive session thereof for the  
30 purpose of requesting the board to reconsider the decision of the  
31 superintendent. Such board, upon receipt of such request, shall  
32 schedule the meeting for no later than the next regularly scheduled  
33 meeting of the board, and shall notify the administrator in writing  
34 of the date, time and place of the meeting at least three days prior  
35 thereto. At such meeting the administrator shall be given the  
36 opportunity to refute any facts upon which the determination was  
37 based and to make any argument in support of his or her request for  
38 reconsideration. The administrator and the board may invite their  
39 respective legal counsel to be present and to participate at the  
40 meeting. The board shall notify the administrator in writing of its

1 final decision within ten days following its meeting with the  
2 administrator. No appeal to the courts shall lie from the final  
3 decision of the board of directors to transfer an administrator to a  
4 subordinate certificated position: PROVIDED, That in the case of  
5 principals such transfer shall be made at the expiration of the  
6 contract year and only during the first three consecutive school  
7 years of employment as a principal by a school district; except that  
8 if any such principal has been previously employed as a principal by  
9 another school district in the state of Washington for three or more  
10 consecutive school years the provisions of this section shall apply  
11 only to the first full school year of such employment.

12 This section applies to any person employed as an administrator  
13 by a school district on June 25, 1976, and to all persons so employed  
14 at any time thereafter, except that RCW 28A.405.245 applies to  
15 persons first employed after June 10, 2010, as a principal by a  
16 school district meeting the criteria of RCW 28A.405.245. This section  
17 provides the exclusive means for transferring an administrator  
18 subject to this section to a subordinate certificated position at the  
19 expiration of the term of his or her employment contract.

20 **Sec. 4.** RCW 28A.405.245 and 2010 c 235 s 302 are each amended to  
21 read as follows:

22 (1) Any certificated employee of a school district under this  
23 section who is first employed as a principal after June 10, 2010,  
24 shall be subject to transfer as provided under this section, at the  
25 expiration of the term of his or her employment contract, to any  
26 subordinate certificated position within the school district.  
27 "Subordinate certificated position" as used in this section means any  
28 administrative or nonadministrative certificated position for which  
29 the annual compensation is less than the position currently held by  
30 the administrator. This section applies only to school districts with  
31 an annual average student enrollment of more than thirty-five  
32 thousand full-time equivalent students.

33 (2) During the first three consecutive school years of employment  
34 as a principal by the school district, or during the first full  
35 school year of such employment in the case of a principal who has  
36 been previously employed as a principal by another school district in  
37 the state for three or more consecutive school years, the transfer of  
38 the principal to a subordinate certificated position may be made by a

1 determination of the superintendent that the best interests of the  
2 school district would be served by the transfer.

3 (3) Commencing with the fourth consecutive school year of  
4 employment as a principal, or the second consecutive school year of  
5 such employment in the case of a principal who has been previously  
6 employed as a principal by another school district in the state for  
7 three or more consecutive school years, the transfer of the principal  
8 to a subordinate certificated position shall be based on the  
9 superintendent's determination that the results of the evaluation of  
10 the principal's performance using the evaluative criteria and rating  
11 system established under RCW 28A.405.100 provide a valid reason for  
12 the transfer without regard to whether there is probable cause for  
13 the transfer. If a valid reason is shown, it shall be deemed that the  
14 transfer is reasonably related to the principal's performance. No  
15 probationary period is required. However, provision of support and an  
16 attempt at remediation of the performance of the principal, as  
17 defined by the superintendent, are required for a determination by  
18 the superintendent under this subsection that the principal should be  
19 transferred to a subordinate certificated position.

20 (4) Any superintendent transferring a principal under this  
21 section to a subordinate certificated position shall notify that  
22 principal in writing on or before May 15th before the beginning of  
23 the school year of that determination, or if the omnibus  
24 appropriations act has not passed the legislature by ~~((May 15th))~~the  
25 end of the regular legislative session for that year, then  
26 notification shall be no later than June 15th. The notification shall  
27 state the reason or reasons for the transfer and shall identify the  
28 subordinate certificated position to which the principal will be  
29 transferred. The notification shall be served upon the principal  
30 personally, or by certified or registered mail, or by leaving a copy  
31 of the notice at the place of his or her usual abode with some person  
32 of suitable age and discretion then resident therein.

33 (5) Any principal so notified may request to the president or  
34 chair of the board of directors of the district, in writing and  
35 within ten days after receiving notice, an opportunity to meet  
36 informally with the board of directors in an executive session for  
37 the purpose of requesting the board to reconsider the decision of the  
38 superintendent, and shall be given such opportunity. The board, upon  
39 receipt of such request, shall schedule the meeting for no later than  
40 the next regularly scheduled meeting of the board, and shall give the

1 principal written notice at least three days before the meeting of  
2 the date, time, and place of the meeting. At the meeting the  
3 principal shall be given the opportunity to refute any evidence upon  
4 which the determination was based and to make any argument in support  
5 of his or her request for reconsideration. The principal and the  
6 board may invite their respective legal counsel to be present and to  
7 participate at the meeting. The board shall notify the principal in  
8 writing of its final decision within ten days following its meeting  
9 with the principal. No appeal to the courts shall lie from the final  
10 decision of the board of directors to transfer a principal to a  
11 subordinate certificated position.

12 (6) This section provides the exclusive means for transferring a  
13 certificated employee first employed by a school district under this  
14 section as a principal after June 10, 2010, to a subordinate  
15 certificated position at the expiration of the term of his or her  
16 employment contract.

17 **Sec. 5.** RCW 28A.310.250 and 2009 c 57 s 4 are each amended to  
18 read as follows:

19 No certificated employee of an educational service district shall  
20 be employed as such except by written contract, which shall be in  
21 conformity with the laws of this state. Every such contract shall be  
22 made in duplicate, one copy of which shall be retained by the  
23 educational service district superintendent and the other shall be  
24 delivered to the employee.

25 Every educational service district superintendent or board  
26 determining that there is probable cause or causes that the  
27 employment contract of a certificated employee thereof is not to be  
28 renewed for the next ensuing term shall be notified in writing on or  
29 before May 15th preceding the commencement of such term of that  
30 determination or if the omnibus appropriations act has not passed the  
31 legislature by (~~May 15th~~)the end of the regular legislative session  
32 for that year, then notification shall be no later than June 15th,  
33 which notification shall specify the cause or causes for nonrenewal  
34 of contract. Such notice shall be served upon that employee  
35 personally, or by certified or registered mail, or by leaving a copy  
36 of the notice at the house of his or her usual abode with some person  
37 of suitable age and discretion then resident therein. The procedure  
38 and standards for the review of the decision of the hearing officer,  
39 superintendent or board and appeal therefrom shall be as prescribed

1 for nonrenewal cases of teachers in RCW 28A.405.210, 28A.405.300  
2 through 28A.405.380, and 28A.645.010. Appeals may be filed in the  
3 superior court of any county in the educational service district.

4 NEW SECTION. **Sec. 6.** This act is necessary for the immediate  
5 preservation of the public peace, health, or safety, or support of  
6 the state government and its existing public institutions, and takes  
7 effect immediately.

--- END ---

**Janet Ogan**

---

**From:** Young, Barb [AK] <Barb.Young@neaalaska.org> on behalf of Fuhrer, Ron [AK] <Ron.Fuhrer@neaalaska.org>  
**Sent:** Thursday, March 24, 2016 11:25 AM  
**To:** Rep. Wes Keller  
**Subject:** HB 298



March 24, 2016

To Whom It May Concern:

Alaska is facing a \$4.1 billion budget deficit and a teacher shortage. On behalf of NEA-Alaska's 13,000 public education professionals, I am writing in opposition to House Bill 298 and asking for the attacks on Alaska's teachers – tenured and non-tenured alike – to end.

Districtwide layoff plans involve tough decisions under the best circumstances – no one likes to cut classroom positions and negatively impact student learning. Current law sets simple rules for when districtwide layoff plans can be implemented: either student counts or district funding must drop. No one is arguing against layoffs when budgetary constraints make them necessary. Alaska's layoff statutes have been in place for decades, through good budget years and bad. What is different now that makes a statute change necessary?

HB 298 would allow districts to make up their own rules, and implement arbitrary, largescale layoffs to non-tenured and tenured classroom positions even if student attendance counts were growing. What district with more students needs fewer teachers? Where would the extra money go if not into the classroom?

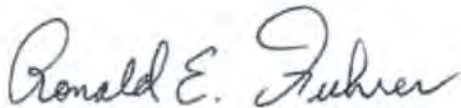
Passage of this legislation would inject uncertainty and unpredictability into an already stressful budgeting process for teachers, administrators, parents, and students. Ultimately, if no one knows who will be teaching in a school from one year to the next, it is the students who are negatively impacted the most. A recent study from

the ISER Center for Alaska Education Policy Research found that eliminating tenure laws would be the equivalent of a \$16,000 salary cut in terms of recruiting new teachers.

Many school districts began the school year with vacant positions. Stripping away protections in current law will make it difficult for Alaska to attract and retain the highest quality educators. If HB 298 passes, fewer and fewer teachers will want to work in Alaska, and student learning outcomes will suffer.

Thank you for reviewing my concerns. Please oppose House Bill 298.

Sincerely,



Ron Fuhrer

President



Ron Fuhrer

4100 Spenard Road

Anchorage, AK 99517

[www.neaalaska.org](http://www.neaalaska.org)

907-274-0536

NEA-Alaska exists to be an advocate for an excellent public education for each child in Alaska and to advance the interests of public school employees.

**Janet Ogan**

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**From:** Tom Klaameyer <klaameyer@gmail.com>  
**Sent:** Friday, March 25, 2016 8:01 AM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Please oppose HB298. Along with all Alaskans, educators are feeling the pain of low oil prices. We have yet to fully realize all of those consequences, yet some are already using the fiscal crisis for political gain. HB298 does nothing to balance the budget, as teachers can already be laid off due to budget cuts. What it does do, is undermine our due process.

Instead of trying to balance the budget on the backs of teachers, we should be restructuring the use of permanent fund earnings, implement sensible budget cuts, and entertain the idea of a state income tax.

Respectfully,  
Tom Klaameyer  
Eagle River

## Janet Ogan

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**From:** Lila Lee Little <lilaleelittle@gmail.com>  
**Sent:** Thursday, March 24, 2016 11:35 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

I oppose House Bill 298!!

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Lila Lee Little

## Janet Ogan

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**From:** susanhubbard <shubbardslq@gmail.com>  
**Sent:** Thursday, March 24, 2016 11:29 PM  
**To:** barb angaiak  
**Cc:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz; Rep. Bob Herron; Sam Angaiak; Janice Littlebear  
**Subject:** Re: Opposed to Harming Students!

Thanks, Barb for your email.

I too support not passing HB 298. As a former principal I know it *is* possible to removed tenured teachers from the classroom because I've done it. Yes, It takes work and diligence on the principals and school districts part, but that's how it should be. It is not impossible. On the other hand I fully value & respect the vast majority of my tenured teachers and by not passing this bill you will protect them from unnecessary worry and stress which will make our school and communities stronger.

Thank you for your time on this matter.

Susan Hubbard  
Kuspuk School District principal, retired  
Sleetmute, AK

On Mar 24, 2016, at 2:16 PM, barb angaiak <[barbangaiak@hotmail.com](mailto:barbangaiak@hotmail.com)> wrote:

Dear Representatives:

Please do not pass HB 298. This bill is not needed and Alaska's students benefit from tenured teachers in our classrooms. It is clear some legislators haven't heard, or are not paying attention to the current teacher shortage. Some community members believe it is impossible to get rid of a poorly performing tenured teacher. This is simply not true. All teachers can be fired if a district believes they are not making progress and carrying out what is expected of them. Please do not allow this divisive bill to pass.

Respectfully,

Barb Angaiak, Education Specialist  
Lower Kuskokwim School District

## Janet Ogan

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**From:** Anna H <ahercha@yahoo.com>  
**Sent:** Thursday, March 24, 2016 11:21 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298

Stop this bill! It is ridiculous. Without the limited employment protection that tenure ensures (teachers who are tenured can still be fired, the supporting reasons leading to that firing just have to be documented) our state will be just a revolving door of unexperienced, culturally insensitive new teachers from the lower 48 who have no idea on how to understand Alaska's unique educational needs.

Good luck attracting and keeping quality teachers in the state should this bill passes.

Anna

## Janet Ogan

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**From:** deboraf907@aol.com  
**Sent:** Thursday, March 24, 2016 10:33 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Harriet Drummond  
**Subject:** Stop HB 298

This is not a good bill and you need to become familiar with what "tenure" means. Tenured Alaskan teachers should not be targeted as a solution to the budget problem. This is another attack on contracted union employees who have faithfully served Alaskan students and their parents for years.

Tenure helps protect teachers from arbitrary or politically driven decisions (like your HB), that paints all teachers with the same brush. One need only to look back in time to see why tenure was initially developed. Teachers were systematically targeted if they sought union membership, didn't purchase enough Liberty Bonds to support a war, practiced a pacifist belief system (Quakers), supported desegregation, or broached politically touchy topics.

Teachers today have a tough job. They teach children who arrive in the classroom without the ability to speak English, children with abusive parents, homeless children who change schools every few months, children with serious mental health issues that impact the entire classroom, children with learning disabilities in record high numbers.

This HB will not help the students of Alaska. It will actually harm them as the profession will not attract high quality teachers with experience. It will put one of the hardest jobs on the backs of young teachers with newly earned certificates. As mentioned before, targeting teacher tenure is a very unacceptable way to balance the budget.

The vast majority of teachers are hard working professionals and earn every single penny they make. Many spend a lot of this hard earned money on supplies, books and other items to ensure their classroom is both welcoming and engaging. They spend their own money to ensure every child can attend a educational field trip. Your HB reminds me of an old military adage my father used to quote:

We have done so much for so long with so little, that we are now prepared to do everything with nothing.

Please look closely at the reasoning behind this HB and stop its progress if balancing the budget woes is a factor.

**Janet Ogan**

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**From:** Dianne Graham <aahija1044@gmail.com>  
**Sent:** Thursday, March 24, 2016 9:33 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Please oppose HB 298. It will only hurt the students of Alaska.

## Janet Ogan

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**From:** ciara lopez <akbeachcomber@yahoo.com>  
**Sent:** Thursday, March 24, 2016 9:08 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Please oppose HB 298. As a voter I am against this initiative.

## Janet Ogan

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**From:** Kelly Dau <dau@mtaonline.net>  
**Sent:** Thursday, March 24, 2016 8:59 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Please vote against HB 298. I am a tenured teacher in the MSBSD. Since being hired 16 years ago, I have continued my education. I obtained a Master's Degree in Education, K8 Mathematics and I became certificated in teaching English as a Second Language (to better serve our ELL and diverse/low language population in a Title I middle school). I am always seeking ways to improve my practice to better serve our children (during my personal time and at my personal expense). I understood that the Danielson model of teacher evaluation was put in place to help monitor and improve the craft of teaching; we do not also need the fear of reduction in force during tight financial times. Experienced teachers teach students best; encourage us...don't discourage us. Please vote against HB 298!

Kelly Dau, Educator

Sent from my iPad

**Janet Ogan**

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**From:** George Skraba Reising <gbsreising@gmail.com>  
**Sent:** Thursday, March 24, 2016 8:54 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298

Dear Representatives,

Please stop HB 298 and any other significant cutting measure until revenue sources are addressed. Continued cutting will only worsen our current-recession ([see Budget Cuts vs. Tax Increases at the State Level: Orszag & Stiglitz](#)), and continued cutting into education only makes things worse for our children. We used to be a state that attracted quality teachers and HB 298 is another way to eliminate some of the good and experienced teachers that we have. We have cut enough - especially from education.

We lack revenue. A state income or sales tax is a sustainable way to support a government that does what's best for its citizens.

Respectfully,

George Reising  
Seward, AK

**Janet Ogan**

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**From:** Brooke White <whibrooke@gmail.com>  
**Sent:** Thursday, March 24, 2016 8:54 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Please oppose House Bill 298!

Current law allows for a stable learning environment even in tight financial times, keeping experienced teachers in the classroom working with students.

HB 298 is an attack on teachers and on students.

Sent from my iPhone

## Janet Ogan

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**From:** R. A. Foster <kachemakra@gmail.com>  
**Sent:** Thursday, March 24, 2016 8:48 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Honorable Representatives. I am a tenured teacher that holds a PhD in a Science Related Field, While a past full-time employee of the University of Alaska, and currently an Affiliate Professor of Resource Ecology and Management, I chose to teach high school and middle school for the Kenai Peninsula Borough School District.

I work with a team of professionals that give far too much of their valuable time without pay. While I support a steeper requirement to gain tenure (I am witnessing far too many elementary teachers without adequate math and even language arts skills) I support protection of tenure.

Fix your Bill. What you are asking for in HB298 is ridiculous. If you can get my Representative, Paul Seaton to agree, I will discuss further. If not, please do not support.

Rick Foster, PhD  
Homer, AK 99603

## Janet Ogan

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**From:** Brandon Grover <bsgrover@yahoo.com>  
**Sent:** Thursday, March 24, 2016 8:38 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!!

Hi. I am writing because I am opposed to HB 298. I am a parent. I want my children's teachers to have experience, and for those who aren't, I want them surrounded by experienced mentors. Experienced teachers add value to any school.

Sure, tenured teachers cost more. They are worth it. They bring more tools to the trade. They are better equipped to help any student. Alaska's students are diverse. They need and deserve experienced teachers. Alaska needs well-educated students to become well-educated adults who can help get and keep our state strong for generations to come.

Inexperienced and new teachers need mentors. They need help. Without experienced, tenured teachers, schools will suffer. Students will suffer.

Please research what experienced teachers do for other less experienced educators and students. Paying an experienced and effective teacher is worthwhile.

Furthermore, statistics show that teachers work far more hours in 10 months than many others do in 12 months. Then they pay for more education--beyond the 4 or 5 year degree they already have--in their time off in order to improve themselves but also get a raise. HB 298 is a slap in the face to hard working and learning teachers everywhere.

I don't know what any of you know about teaching, but it is not an easy career. It comes with more hours and responsibilities than many other jobs. (By the way, two of those multiple responsibilities are my own two children.) Teachers deserve to work toward good pay through hard work and education without fear of losing their job because after 20 years in the profession, they earn "too much."

Schools are already having a hard time finding qualified and excellent teachers because fewer and fewer people are choosing teaching as a profession. The long hours, insane responsibilities and accountabilities are part of that--in addition to low pay to start out and having to pay out of pocket for raises (getting postgraduate credits). HB 298 would add to the reasons to not become an educator, which is already at an all time low.

Sincerely,

Brandon Grover, constituent

Sent from my iPhone

## Janet Ogan

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**From:** ktdaniels@juno.com  
**Sent:** Thursday, March 24, 2016 8:14 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Dear Legislators,

I oppose House Bill 298 and ask that you vote against it. We need to keep Alaska's teachers in the classroom and attract new teacher for available positions. These kinds of actions will not attract or retain good teachers in our schools.

Sincerely,

Janice Daniels  
North Pole, Alaska

## Janet Ogan

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**From:** Laurie Hebert <laurie.hebert@mac.com>  
**Sent:** Thursday, March 24, 2016 8:09 PM  
**Subject:** House Bill 298

Dear House Education Committee,

In the interest of preserving our schools as best we can you need to oppose the House Bill 298 as it is not in the best interest of our children nor for our state. The current law on tenure should stand as it allows for a stable learning environment even when the finances get tight. As it is simply stated: "if school districts lose students or funding, they can lay off teachers." Please don't dismantle this law allowing for school districts to make their own rules about firing teachers. When firing becomes an arbitrary thing, we as a state will make our shrinking pool of applicants even smaller. Our state has a hard time retaining teachers and getting teachers to come here as it is without a secure retirement plan. Please don't add another negative to teaching in Alaska.

Sincerely,  
Laurie Hebert

## Janet Ogan

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**From:** Jill Jordan <tjjordan95@yahoo.com>  
**Sent:** Thursday, March 24, 2016 7:43 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Ladies and Gentlemen,

If we do not invest in education, we do not invest in the future of our state. Continue to gut education and treat educators like mindless drones and more teachers will leave and few will come. Without an educated workforce, there will be no industry, no industry no tax base to pay your salary or anyone else's. Please do not vote for HB 298.

Jill Jordan

## Janet Ogan

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**From:** Brittany <brittany.sofia@gmail.com>  
**Sent:** Thursday, March 24, 2016 7:20 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Dear Representative,

Please oppose HB 298. This is another step towards further restricting unions, teachers, and making it harder to recruit teachers.

Thank you for your time,

Brittany Bauman

Sent from my iPhone

## Janet Ogan

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**From:** Hope Aldrighette <hopealdrighette@gmail.com>  
**Sent:** Thursday, March 24, 2016 7:15 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond  
**Subject:** Stop HB 298!

Hello,

HB 298 is really alarming. Job security for good teachers is something that will attract quality educators to Alaska. An education-unfriendly state is bad for children and Alaskans in general. As a constituent, I would back any representative who spoke against this bill.

Thanks,

Hope Aldrighette

## Janet Ogan

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**From:** INT TEST <kyster@mtaonline.net>  
**Sent:** Thursday, March 24, 2016 7:00 PM  
**To:** Rep. Wes Keller  
**Subject:** oppose House Bill 298

Please vote against House Bill 298. Firing tenured teachers would not be beneficial to the future Alaskans who will be leaders of our state because of their expertise.

## Janet Ogan

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**From:** Ron Kotay <rkotay@gmail.com>  
**Sent:** Thursday, March 24, 2016 5:54 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov;  
+Representative.Ivy.Spohnholz@akleg.gov  
**Subject:** Stop HB 298!

Dear Representatives,

Please stop HB 298. Tenure is important to protect teachers from poor administrators and to provide continuity for the students. In bush Alaska, tenure provides students with a stable learning environment.

The James C. Isabell School in Teller, Alaska, is a four star school. The school's success is attributable to teacher longevity. Next year will mark the seventh consecutive year with the same teachers and principal; thank tenure.

To abate any fiction regarding tenure, tenure does not guarantee any teacher a life-long position. Tenure does not protect bad teachers. Nobody wants a bad teacher in their school, not the students, not the teachers, not the administrators, not the union--nobody. If there is a teacher that is a truly a "bad" teacher, he/she will be removed. All tenure provides for teachers is a guarantee to due process. Tenure protects teachers from being fired on an administrator's whim. More common than you may realize; in fact, it's very common.

It takes years to become that great teacher everyone talks about and wants. Remove tenure, and eliminate one of the benefits that helps to insure a pipeline for experienced (the most expensive), creative ("trouble makers") teachers.

This is the reality for Alaska's teachers: a not-so-good retirement/pension plan; ok pay for the environment (we can make more elsewhere.); right to work; loss of social security; increased mandates, control, and testing; and curriculum and policies that haven't been vetted by teachers and have not been proven to work or show benefit to our children. Remove tenure, and you remove one of the benefits that helps Alaska keep its teachers.

Regarding educational rank, you may also note that states that do not have tenure are the lowest scoring states in the country.

Remove tenure, and watch one of your four-star schools free fall into a one or two-star school.

Sincerely,

Ron Kotay  
James C. Isabell School  
English Teacher, grades 6-12  
907-642-3041  
[rkotay@tla.bssd.org](mailto:rkotay@tla.bssd.org)  
[rkotay@gmail.com](mailto:rkotay@gmail.com)

## Janet Ogan

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**From:** Valorie Ringle <ringlev@gmail.com>  
**Sent:** Thursday, March 24, 2016 5:39 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Please oppose HB 298 as it proceeds through the legislative process. As a long term teacher in Juneau, approaching retirement, I find it unsettling and discouraging to see how our once mighty school systems have fallen. Once teachers fought to work in our state, and those who had the fortitude to continue beyond a few years were rewarded by tenure, ensuring that enthusiastic, yet inexperienced teachers were mentored and supported by older, more stable ones. This is no longer true in many places in Alaska, and this bill further threatens the balance between new and old. How many new teachers do you think will want to start and continue their careers in Alaska without the encouragement of stability?

Sincerely,

Valorie Ringle  
Sent from my iPhone

## Janet Ogan

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**From:** LARRY CARMEN <LARRY.CARMEN@MATSUK12.US>  
**Sent:** Thursday, March 24, 2016 5:47 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

I oppose House Bill 298

Sent from my iPhone

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If you believe you have received this information in error, please notify the sender immediately by reply email and immediately delete this message from your system.

## Janet Ogan

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**From:** Carlene <carlene\_hockema@yahoo.com>  
**Sent:** Thursday, March 24, 2016 5:43 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298

Please STOP HB 298

Teachers work hard for tenure and to maintain their certifications through continued education and training. Our students deserve to have experienced teachers in every classroom. School districts already have contract language in place to evaluate teachers and grant tenure and to assist any tenured teacher to work on any area deemed needing improvement.

Please do not make it more difficult to attract and retain quality teachers to Anchorage and Alaska.

Thank you,

Carlene Hockema  
Certificated Teacher and Counselor

## Janet Ogan

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**From:** Carrie Day <akdays@gmail.com>  
**Sent:** Thursday, March 24, 2016 5:38 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

Alaska is facing a teacher shortage and passing HB 298 will only exacerbate the problem. Please consider this carefully!

I have taught in this state twelve years and am seriously considering leaving because of the politicizing of education. Education is not a pawn piece to be pushed around based on the changing financial situation or a legislator's political bent.

The children of this state deserve stability in their schools. Taking tenure away does not ensure this stability. This bill gives too much power to a few individuals, who can lay off teachers based on personal preference that may not be in the best interest of students.

I respectfully ask you to not pass this bill which is not in the best interest of Alaska's students.

Carrie Day  
Palmer, Alaska

## Janet Ogan

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**From:** Sara <theericksons56@gmail.com>  
**Sent:** Thursday, March 24, 2016 5:16 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Ivy Spohnholz; Rep. Harriet Drummond  
**Subject:** Stop+HB+298!

This law has much more to do with ideology, playing politics, and a dislike of teachers and public schools than it has to do with a real problem that Alaska is facing. Fix the actual problems in Alaska. Don't create new ones for no reason.

Thank you,  
Sara Erickson

## Janet Ogan

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**From:** ELLEN KENNA <etkenna60@gmail.com>  
**Sent:** Thursday, March 24, 2016 5:07 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

I'm about to be tenured. I like the potential for job security that will be forthcoming. I have proven to my district that I am a hard working, committed professional. Tenure is one of the ways I deserve to be supported for the diligence I have shown so far. Please ask yourselves how this would affect you if your position was being threatened because of budget shortfalls. Your salary and positions are never impacted by our budgets. We need to invest in alternate income streams in this state.

Stop HB 298



Ellen Kenna  
Speech-Language Pathologist  
Kenai, AK  
518-884-9936  
etkenna60@gmail.com

**Janet Ogan**

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**From:** Cindy Ryan <cindy4peace@gmail.com>  
**Sent:** Thursday, March 24, 2016 5:03 PM  
**To:** Rep. Wes Keller  
**Subject:** HB 298

Dear Mr. Keller,

I am writing to inform you that as a educator of 24 years that I strongly oppose House Bill 298. There are already procedures in place to address tenure and lay offs. Please stop wasting precious time and work on finding solutions to our looming budget crisis!

Sincerely,  
Cynthia Ryan  
M.S. Ed.

## Janet Ogan

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**From:** William Scott <wmScott415@yahoo.com>  
**Sent:** Thursday, March 24, 2016 5:02 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298

If you keep working at taking away teachers' tenure. I will vote against you and contribute my money to whomever runs against you.

If you can read this e-mail, thank a teacher.

William Scott

## Janet Ogan

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**From:** Joellen Fowler <JFowler@KPBSD.k12.ak.us>  
**Sent:** Thursday, March 24, 2016 4:56 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov;  
+Representative.Ivy.Spohnholz@akleg.gov+  
**Subject:** Stop+HB+298!

Dear Representatives,

I want to let you know that I oppose House bill 298. I think that there are already ways for districts to lay off teachers if their numbers go down or if the funding is reduced. Teaching is already a difficult profession and if our state does away with the security of tenure we will not be able to attract or retain quality teachers.

Please vote against House Bill 298.

Sincerely,

JoEllen Fowler

Tustumena Elementary

907-260-1365

**Janet Ogan**

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**From:** rossgregak . <ross.gregak@gmail.com>  
**Sent:** Thursday, March 24, 2016 4:55 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

As a tenured teacher of 18 years, I oppose HB 298. Do the right thing and vote it down.

Sincerely,

Gregory A. Ross

## Janet Ogan

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**From:** Curtis Watkins <cwatkins58@yahoo.com>  
**Sent:** Thursday, March 24, 2016 4:45 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Good afternoon

I see this as an attack on public education, the great equalizer. Tenured teachers have the experience and knowledge to make a difference in the lives of our students, Alaska's future. We work many hours after our "normal school day" developing experiences that make lessons more understandable, meaningful and interesting for our students. I would like to see a more relevant curriculum that would meet the needs of our many students who will not be going to college but then that is a different issue that you have no control over.

Thank you for your time.

Curtis Watkins  
915 Skyline Drive  
Fairbanks, Ak 99712

**Janet Ogan**

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**From:** Matthew Stark <mattdstark@gmail.com>  
**Sent:** Thursday, March 24, 2016 4:32 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond  
**Subject:** Stop HB 298!

Oppose House Bill 298 to all of your ability.

I work and live in rural Alaska, no roads to my villages. Our district likes to keep a hold of all of our experienced teachers. Rural Alaska has very high turn over rates and it affects student achievement. Districts might see that tenured teachers cost them more so they will lay them off. I can see districts laying off experienced teachers just to save money with no reason at all or for personal non job related reasons. Teachers need some security to work in our rural areas, teachers that stay become invested in the community, learn the culture, know the families, and know ways to reach the students. This is just another attack on teachers, and one that does not take into account the job teachers are actually doing. This Bill would not leave us with better or worse teachers, just cheaper ones. This bill does not take into account the actually effectiveness of our teachers. Lets work together to make our schools better and this bill will not do this.

--

Matthew Stark  
Lake and Peninsula Education Association President

## Janet Ogan

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**From:** Will Files <will@wfiles.us>  
**Sent:** Thursday, March 24, 2016 4:26 PM  
**To:** Rep. Wes Keller  
**Subject:** Stop HB 298!

Hello legislators,

The State of Alaska has the responsibility of providing an education to all of the young people in our communities. House Bill 298 is BAD legislation. Before you start increasing class sizes and decreasing staff, please consider additional revenue sources - specifically an Income Tax, and other actions such as decreasing the amount paid through oil tax credits.

Thank you for your consideration.

Will Files  
59835 Tern Ct  
Homer, AK 99603  
907-299-2990

## Janet Ogan

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**From:** Katie Blossom <KBlossom@kpbsd.k12.ak.us>  
**Sent:** Thursday, March 24, 2016 4:17 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov;  
+Representative.Ivy.Spohnholz@akleg.gov+  
**Subject:** Stop+HB+298!

Oppose HB 298

## Janet Ogan

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**From:** Brandon & Lynn Grover <balgrover@gci.net>  
**Sent:** Thursday, March 24, 2016 4:07 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Cc:** balgrover  
**Subject:** Stop HB 298!

Hello. I am writing because I strongly oppose HB 298. As a community member, I want to see seasoned, experienced teachers in my children's classrooms. Through my experiences, more experienced teachers, those with tenure, are extremely effective and well versed at helping the myriad of students who enter a school.

Why allow school districts to arbitrarily layoff tenured teachers simply because they are more expensive? They are more expensive because they pay for classes themselves to become better at their craft. They are more expensive because they are more effective in the end. Having excellent, experienced teachers leads to having better students and students who are better equipped for our world. They are better equipped to be Alaska's future. The economic future of Alaska lies in these students who first must have great teachers.

Passing HB 298 leaves districts with too many inexperienced teachers and not enough mentors within each school. Doing this turns out schools into daycares not schools. Non-tenured teachers who choose to stay with the profession beyond 5 years typically turn into excellent teachers who give more than they are paid.

I strongly encourage you to research the value of tenured teachers. There are plenty of scholarly articles that speak to their value to students and younger teachers.

Districts struggle with finding teachers because the pay does not compensate for the hours and life take-over of teaching. The passage of HB 298 would discourage even more people from choosing teaching as a profession. Without a deep pool of applicants, how can we have quality educators? People choosing to be teachers is at an all time low. This bill helps that number go even lower.

Sincerely,

Lynn Gillitzer-Grover, a voting member of my community

Sent from my iPhone

Sent from my iPhone

## Janet Ogan

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**From:** Lynda Bekoalok <auntynda@hotmail.com>  
**Sent:** Thursday, March 24, 2016 4:06 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB298!

I am asking you to oppose HB 298. As a tenured teacher of over 30 years I have seen many changes in education, some good, some not so good, and some just down right horrible. I have also seen great administrators and horrible administrators. I can totally see if this bill passes, administrators playing favorites and laying off quality tenured teachers and keeping younger less experienced inadequate teachers. The problem isn't that they are young, but who would you rather have teach your children? That's like choosing a surgeon, I want one with experience, not a new one to the field.

I have also seen administrators play favorites with teachers who are Native Alaskan over teachers who are not Native, but better quality teachers. I agree we need to get more Native Alaskans trained and educated as teachers. I have advocated for that for years, being married to an Inupiaq and being immersed in the Inupiaq culture for over 14 years now. However, I have also seen many Native educators coming out of state programs that are online programs for their undergraduate degree that do not have the training or education as those Native educators that came from traditional programs that take place in person, in a college classroom rather than online. It is cheating our children out of their education. But because the educators are Native, as one administrator told me, they won't do anything about their inadequacies in teaching simply because the teacher is Native and they don't want to make the village mad. I am not saying all native teachers are poor quality. I have many friends and even family members that are native and are excellent teachers. However, for every one that I know that is excellent - there are two that are inadequate. If this bill passes it gives school administration a license to play favorites to please the local people, thus jeopardizing our children's education. As parents, which would you rather have - a teacher who is a quality, qualified, teacher no matter what their ethnicity, or an inadequate teacher who has their job simply because they made it through a lower quality educational program and are native? We need to step up the teacher education program in Alaska and produce quality Native teachers. This bill again, gives school districts the right to pick and choose using poor qualifications as to who keeps their job and who doesn't. Of course it is my hope that administrators will always choose what is best and right for our children in Alaska, but unfortunately we know that is not always the case.

Please stop HB 298!

Thank you for your time and listening ear. I pray you do what is right for our children in the state of Alaska.

--

Lynda Bekoalok  
Elementary/Middle School Teacher  
Paul F. Asicksik Sr. School  
PO Box 40  
Shaktoolik, AK 99771

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## Janet Ogan

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**From:** Renee Helie <momhelie@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:55 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov;  
+Representative.Ivy.Spohnholz@akleg.gov  
**Subject:** Stop HB 298!

I oppose HB 298 and ask that you support educators and keep student's needs in mind and oppose HB 298 as well.

Renee Helie

## Janet Ogan

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**From:** Matthew Faris <mattjfaris@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:50 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

Are you serious? Since when is seniority not taken into account in business? I do not support HB 298. If you want to set up a system of evaluating teacher performance, I'm all for it.

## Janet Ogan

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**From:** Pamela OBrien <mobkr502@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:47 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

Oppose HB 298. Teachers should be laid off if there is a reduction in students or funding, but not just to reduce the number of tenured teachers. Experienced teachers are necessary to provide quality education to students and mentoring for new teachers.

Pamela L OBrien

**Janet Ogan**

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**From:** Jennifer Eubank <jeubank99615@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:32 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond  
**Subject:** Stop HB 298!

Hello,

I am writing to urge your opposition of HB 298. This bill would undermine education in Alaska. Current law allows for a stable learning environment even in tight financial times, keeping experienced teachers in the classroom working with students. This is essential for teachers and students. Please see HB 298 as what it is: an attack on teachers and on students.

Thank you,  
Jennifer Eubank

## Janet Ogan

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**From:** Matthew Davis <mdavisak@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:32 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Ivy Spohnholz; Rep. Harriet Drummond  
**Subject:** Please oppose House Bill 298

Please oppose House Bill 298

Current law allows for a stable learning environment even in tight financial times and helps keeps experienced teachers in the classrooms working in their communities, coaching teams, organizing community events, volunteering in various organizations like Fire Departments, and being active members of their communities.

This is an attack on students and communities as well as teachers and school districts and would allow for nearly arbitrary firing of teachers.

Thanks--

Matt Davis  
PO Box 451  
Haines, Alaska 99827  
(907) 766-3756

## Janet Ogan

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**From:** Ray Archuleta <rayarchuleta1@hotmail.com>  
**Sent:** Thursday, March 24, 2016 3:28 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Representatives,

As a parent of two teenagers in the public school setting and an educator of more than 10 years, I have to say I am completely disgusted with the mere thought of House Bill 298!! My children need and deserve experienced teachers in the classroom. And as a quality teacher, I need a sense of job security, which this bill would not permit! Still further, not a single one of you would be in the positions you are today without quality educators! Advocates of this bill will most certainly lose my respect and vote!!! How could anyone possibly think this bill has any favorable/positive place in this day and age? I am so frustrated with the fact that anyone could even create such an ignorant bill!

Frustratingly,

-r

## Janet Ogan

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**From:** Richelle Lay <layrichelle@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:21 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond  
**Subject:** Stop HB 298

Honorable Representatives of the Education Committee,

I am writing in favor of stopping HB 298. I have two children in the public school systems here in Alaska with excellent teachers who have taught for decades. If the school district where I live loses funding or if student population declines, the district already has procedures for reducing the number of teachers in a fair way. I do not support a bill that could take these excellent and experienced teachers away from my children just because a new bill says that if districts need to reduce the number of tenured teachers, they can. If student numbers have not declined and school funding has not declined, why on earth would I want someone who is an expert in their field leaving the classroom? We already have a teacher retention problem in our state and I can see how this bill would just make that retention problem worse. If I were a new teacher, what incentives does the state have that would encourage me to stay in the state or stay with the profession? The only thing I can see from this bill is a way for districts to easily hire new, inexperienced teachers and fire ones who are experienced, forgoing the procedures that are already in place in districts. This may save districts a few dollars, but what will make new teachers want to stick around when this type of system is at work in our state? This is not what I want for my children. Tenure doesn't stop districts from firing teachers due to evaluations that aren't up to par or due to declining funding or students population and those are the only reasons that the state should consider in getting rid of experienced teachers.

Thank you for your service for the people of our state.

Sincerely,

Richelle Lay  
Eagle River, AK

## Janet Ogan

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**From:** Sarah Bandfield <sbandfield@gmail.com>  
**Sent:** Thursday, March 24, 2016 3:16 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

I'm writing in opposition to HB 298. Tenure does not protect "bad" teachers: it gives stability to "good" teachers. As an educator, I know the budget is tight and that we will be tightening our belts. However, 298 would allow districts to get rid of teachers who have dedicated years to the school district since they are more costly than new teachers. This hurts our students more than anything.

Teacher morale is already low in the state. This will be seen as a slap in the face to the educators who are already going above and beyond the call to meet the needs of our students.

Please reconsider your support for this ridiculous idea.

Sincerely,  
Sarah Bandfield

## Janet Ogan

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**From:** akladye <akladye@yahoo.com>  
**Sent:** Thursday, March 24, 2016 3:11 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Please do not give districts the ability to lay off tenured teachers. So many tenured teachers have become a part of the community, have grown to know the students and their needs and requirements. This could be used to get rid of the teachers who have been there the longest for brand new teachers who lack experience. This would hurt the student's ability to learn. Please do not do it.

## Janet Ogan

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**From:** Dawn Anderson <da99516@gmail.com>  
**Sent:** Thursday, March 24, 2016 2:58 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov; Rep. Ivy Spohnholz  
**Subject:** HB 298 - Seriously?

Alaska is already facing a teacher shortage. Getting rid of the protections of tenure will only make this worse. I'm an Anchorage parent with four children in the Anchorage School District. I worry horribly about their future. Please do not make it even harder for teachers to stay in our district. With the horrible retirement system, I'm not sure why people are still heading to Anchorage to teach. Please don't make it worse by supporting HB 298.

Dawn Davis  
Anchorage Mother of four . . .

## Janet Ogan

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**From:** Mike Hanchett <m2hanchett@gmail.com>  
**Sent:** Thursday, March 24, 2016 2:56 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov  
**Subject:** Stop HB 298!

Why don't you people stop this HB 298 nonsense and do your jobs on the budget! Follow Governor Walker's lead on the budget! Do something useful.

## Janet Ogan

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**From:** Veronica Winkelman <veronica\_winkelman@lksd.org>  
**Sent:** Thursday, March 24, 2016 2:55 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

Good afternoon Representatives:

Please do not pass House Bill 298.

Good tenured teachers have earned their place in our already short-staffed schools here in the Lower Kuskokwim School District. Having a bill like this hanging over the heads of our teachers is wrong and unfair. It is very difficult to keep teachers in rural Alaska as it is. Please do not add to their already complicated lives.

We want to keep the good teachers we already have. Our children deserve them.

Quyana,  
Atan Winkelman

--  
Atan' Veronica Winkelman  
Yugtun Education Specialist  
[veronica\\_winkelman@lksd.org](mailto:veronica_winkelman@lksd.org)  
Phone: 543-4851  
FAX: 543-4924

## Janet Ogan

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**From:** LINDA REGER <Linda.Reger@matsuk12.us>  
**Sent:** Thursday, March 24, 2016 2:54 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298

Hello,

I oppose house bill 298 because tenured teachers are an asset to their school districts. As in all jobs, it takes experience to improve your skills. With high stakes testing and ever increasing expectations for higher levels of student achievement, we need all the experienced teachers staying in the profession.

Respectfully,

Linda Reger

3<sup>rd</sup> Grade

Meadow Lakes Elementary

Wasilla, Ak

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## Janet Ogan

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**From:** Mark Vachavake <mvachavake@eli.bssd.org>  
**Sent:** Thursday, March 24, 2016 2:46 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov;  
+Representative.Ivy.Spohnholz@akleg.gov  
**Subject:** Stop HB 298!

Please help stop HB 298! Most of the time, the tenured teachers are the ones with the most knowledge both academically and about the community and students. Losing these teachers is very detrimental to the learning and teaching of kids.

Thanks you,

Mark Vachavake  
Elim, AK

## Janet Ogan

---

**From:** Studio Goodrich <kngoodrich@studiogoodrich.com>  
**Sent:** Thursday, March 24, 2016 2:44 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Keep tenure for teachers in place!

Representatives--

With changes in pensions, stagnant wages and the difficulty inherent in living in Alaska, changing tenure rules to allow districts to lay-off tenured teachers even when funding and students counts are stable would be another nail in the coffin of our public education system – one of the country’s best when I attended school here (graduating in 1976). Quality teachers will be less likely to choose to work in Alaska, especially in rural Alaska, if the politicians continue to erode what security there is in this already underpaid job. Please oppose HB 298.

--K N Goodrich, supervoter.

## Janet Ogan

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**From:** akthomas <akthomas@gmail.com>  
**Sent:** Thursday, March 24, 2016 2:40 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

I whole heartedly oppose this bill! Please stop this! Elizabeth Thomas

## Janet Ogan

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**From:** Bonnie Harris <harrisb@hoonahschools.org>  
**Sent:** Thursday, March 24, 2016 2:39 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov;  
+Representative.Ivy.Spohnholz@akleg.gov  
**Subject:** Stop HB 298!

HB 298 is a bad idea. School districts around the state are already destabilized by the changes made to hiring and layoff practices for non-tenured teachers in the last few years, and by severe budget cuts. Allowing zero job stability for all teachers makes it unlikely anyone will want to teach here, especially well-qualified Alaskans. Please don't pass this bill! The present situation for students in our schools is bad enough; you should be working to improve it, not make it worse.

Bonnie Harris  
Language Arts Teacher  
Hoonah City Schools

**Janet Ogan**

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**From:** Jennifer Thompson <jenjuneauak@gmail.com>  
**Sent:** Thursday, March 24, 2016 2:30 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!

Dear Representatives of the House Education Committee,

Thank you for taking the time to listen and give thought to my opposition of House Bill 298. As a teacher with 18 years of experience in Alaska, I understand the challenges and frustration of working within a tight budget and limited resources. I also understand that excellent teachers make a huge difference in the lives of students. Allowing a school district to implement a layoff plan to reduce the number of tenured teachers is very poor practice and goes against all research about establishing healthy learning communities. Experienced teachers are needed at this critical time and our tenured system enables them to focus attention on student learning. Students deserve stable, healthy learning environments. Please oppose House Bill 298 to advocate for the success of all students!

With appreciation,  
Jennifer Thompson, NBCT

--  
*Jennifer Thompson*  
*6719 Marguerite St.*  
*Juneau, AK 99801*

*cell 907-957-2456*  
*email [jenjuneauak@gmail.com](mailto:jenjuneauak@gmail.com)*

**Janet Ogan**

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**From:** KALEA MYERS <kalea@mtaonline.net>  
**Sent:** Thursday, March 24, 2016 2:20 PM  
**To:** Rep. Wes Keller  
**Subject:** House Bill 298

Hello Representative Keller,

I am a teacher and a Republican. House Bill 298 is offensive. Current law allows for a stable learning environment even in tight financial times, keeping experienced teachers in the classroom working with students.

This is an attack on teachers and on students. School districts shouldn't be laying off teachers if student counts are growing or staying the same, as they are in Mat-Su. Gov. Walker and Lieutenant Gov. Mallott believe education is important for Alaskas future. Getting and retaining quality educators is increasingly difficult. I worked hard as a first year teacher, a third year teacher, and today.

Sincerely,

Kalea Myers

## Janet Ogan

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**From:** Cody Herrick <codyherrick20@gmail.com>  
**Sent:** Thursday, March 24, 2016 2:18 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

Representatives,

I am an Anchorage, AK resident. I strongly oppose this bill (HB 298). I am very concerned with the direction our leaders are attempting to take our education system. If any of you had spent time inside a classroom volunteering, you would understand how dangerous and disgraceful your ideas are. Especially in our Title 1 classrooms. I highly encourage you to come to my community (or any other for that matter), and spend time in a classroom. You would have a better understanding of what you think you know. Please call if you are interested in informing yourselves.

Sincerely,  
Cody Herrick  
(907) 575-6776  
2081 Tudor Hills Dr.  
Anc, AK 99507

## Janet Ogan

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**From:** barb angaiak <barbangaiak@hotmail.com>  
**Sent:** Thursday, March 24, 2016 2:17 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Cc:** Rep. Bob Herron; Sam Angaiak; Jlittlebearster; susan hubbard  
**Subject:** Opposed to Harming Students!

Dear Representatives:

Please do not pass HB 298. This bill is not needed and Alaska's students benefit from tenured teachers in our classrooms. It is clear some legislators haven't heard, or are not paying attention to the current teacher shortage. Some community members believe it is impossible to get rid of a poorly performing tenured teacher. This is simply not true. All teachers can be fired if a district believes they are not making progress and carrying out what is expected of them. Please do not allow this divisive bill to pass.

Respectfully,

Barb Angaiak, Education Specialist

Lower Kuskokwim School District

## Janet Ogan

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**From:** Mike Danz <akdanz@gmail.com>  
**Sent:** Thursday, March 24, 2016 2:14 PM  
**To:** Rep. Wes Keller; +Representative.Liz.Vasquez@akleg.gov;  
+Representative.Jim.Colver@akleg.gov; +Representative.Paul.Seaton@akleg.gov;  
+Representative.David.Talerico@akleg.gov;  
+Representative.Harriet.Drummond@akleg.gov  
**Subject:** Stop HB 298!

Please don't let this pass, cutting teachers isn't the answer.

Kindly,

Mike Danz  
Palmer, AK

## Janet Ogan

---

**From:** Jarussi\_Panna <Jarussi\_Panna@asdk12.org>  
**Sent:** Thursday, March 24, 2016 2:04 PM  
**To:** Rep. Wes Keller; Rep. Liz Vazquez; Rep. Jim Colver; Rep. Paul Seaton; Rep. David Talerico; Rep. Harriet Drummond; Rep. Ivy Spohnholz  
**Subject:** Stop HB 298!  
**Importance:** High

I reduction in force of teachers is NOT what Alaskan children need. Thank you.

Panna Lynch-Jarussi RNC, NCSN, LNC

Nurse Educator, Nursing Leadership Committee, Secondary Ed.

Robert Service High

5577-Abbott Road

Anchorage, Alaska 99507

742-8101, confidential line

742-8175

Fax 742-6599

## Janet Ogan

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**From:** David Brighton <mr.brighton@gmail.com>  
**Sent:** Thursday, March 24, 2016 10:28 AM  
**Subject:** Fwd: HB298

Good Morning,

After a careful review of the  
HB298

I must say this is a bad bill and I encourage you not to support it. I believe the goal of this bill is to weaken the benefit of teacher tenure. There is a question of whether or not it actually accomplishes that goal, but more importantly tenure is a valuable benefit to teachers. Weakening tenure will make it harder to attract the best teachers to come to Alaska and stay here. This is already a problem for us.

With no defined benefit many teachers are leaving already. The "Salary and Benefits Schedule and Teacher Tenure Study" that was commissioned and published just last year points out that lessening the value of tenure would require an increase in salaries to maintain the same value of a contract. And this is not a year to discuss increasing budgets! Please vote against this bill as it will harm the teaching profession.

Sincerely,  
Dave



David Brighton  
KPEA President  
PO Box 2234  
Soldotna, AK 99669  
(907) 690-5732  
<http://kpea-kpesa.org/>