

LEGISLATIVE FINANCE - HOUSE / SENATE FINANCE COMM. FILES 8879

SB 15 cont. 580

191

APR 10 1989

4/4/89

Dennis J. Vettese, RPH  
Sitka School Board Member  
Commissioned Officer, USFHS  
815 Charles  
Sitka, Alaska 99835

Dear Senator Uehling,


I am a Sitka School Board member and I represent a constituency of 8000 people. I wanted to express my opposition to CSSB-15 and the concept of compulsory binding arbitration to settle contract disputes. One of my main concerns of this legislation is the potential financial implications that this legislation might have for my district. The over all track record of binding arbitration has been shown to be inflationary and the process itself is expensive. In these times of decreased state revenues the last thing our district needs is any legislation that has the potential to adversely effect our school budget.

If this legislation has to be considered as a bill, then I feel other education issues should be included with this bill. These issues are:

- 1) Non-retention of tenured teachers with declining revenues.
- 2) Increase of time for teacher tenure from 2 to 5 years.
- 3) Sunset clause for this bill.

Please consider the long term implications of this bill and its over all effects on local school districts. I hope that you would take an unbiased look this bill and think about what is best for the education of our children. Thank you.

Sincerely Yours,



Dennis J. Vettese

FEB 7 1989

2/5/89  
Dennis J. Vettese  
Sitka School Board Member  
815 Charles  
Sitka, Alaska 99835  
Phone: Work- 966-8347  
Home- 747-3201

Dear Senator Uehling,

I am a School Board Member and I reside in Sitka. There are several bills that are coming up in the Senate this session that could have severe repercussions to my School District and its financial well being. The passage of SB 15, which provides for binding arbitration for public school employees, would have disastrous financial consequences to our school district. I am also in favor of full and early funding for our school districts. Our ability to plan our educational programs is severely compromised if the school district does not know what its available financial resources will be early in the planning process. I would also like to urge your support of Governor Cowper's Endowment program. Thank you for your consideration on these important issues.

Sincerely Yours,



Dennis J. Vettese

CITY OF KLAWOCK

RESOLUTION IN OPPOSITION TO SB 15

Whereas, the existing negotiations law permits elected officials the final say in local control issues, and

Whereas, the proposed language in SB 15 would take away this local control and put the final decision in the hands of an arbitrator, and

Whereas, the person making the final decisions would not have to live with the outcome of the decision.

Therefore be it resolved, that the City of Klawock urges the legislature to focus on issues that would enhance public education in the State of Alaska rather than those that are being promoted by interest other than those of quality education, nd

Be it further resolved that the City of Klawock, in the interest of local control of public education, urges the defeat of SB 15.

Adopted this 21st day of March, 1989 by the Klawock City Council.

David Williams  
Mayor, City of Klawock

3-27-89  
Date:

APR 21 1989

# SKAGWAY CITY SCHOOL

P.O. Box 497 • Skagway, Alaska 99840 • (907) 983-2960

April 14, 1989

State Capitol Building  
Pouch V  
Juneau, Alaska 99811

Dear Senator Uehling:

Last year the Skagway Board of Education and the Skagway Teachers' Organization successfully negotiated a two year contract.

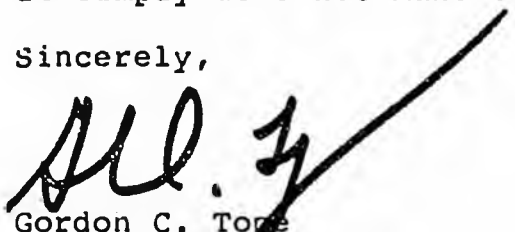
When the fiscal year ended on June 30, 1988, there was a fund balance. A slight increase over the projected enrollment also generated some additional revenue. Although the Board was under no obligation to negotiate this year, it offered a portion of the revenue generated from the two previously mentioned sources as a signing bonus in exchange for adding another year to the terms of the contract. Remember this occurred at a time when the Board was under no obligation to negotiate since a two year accord had been reached the previous year. This is one example of how the present process IS working.

At a time when Alaska teachers enjoy the highest salaries and most comprehensive benefits in the nation, it is ludicrous to consider inserting binding arbitration into the negotiating process. No other state provides for full retirement benefits including health coverage beginning when an individual completes twenty years of in-state service. The overwhelming majority of states begin their retirement at age sixty.

The Skagway Board of Education was able to extend to its outstanding staff a raise because of unanticipated revenue. If binding arbitration was in place, there would have been no incentive to offer this signing bonus. How can you possibly contemplate significant cuts in education funding and then, at the same time, mandate binding arbitration?

It simply does not make sense!

Sincerely,



Gordon C. Tong  
Superintendent

# ALEUTIANS EAST BOROUGH

## School District

P.O. Box 429  
Sand Point, Alaska 99661-0429

Phone: (907) 383-5222  
FAX: (907) 383-3496

April 20, 1989

Sen. Rick Uehling, Co-chair  
Senate Finance Committee  
Pouch V  
Juneau, AK 99811

RE: BINDING ARBITRATION: CS SB 15

Dear Senator Uehling,

As a school board member who is currently serving as the president of a newly created district, I know how important it is to have local control over the affairs of the school district.

We are working hard to involve all of our communities and its members in establishing a truly fine school district. This means being able to respond to the needs of our people which include the children we serve, parents, and staff members.

I am concerned that legislators are seriously considering legislation that will further erode our ability to effectively define how our children are educated. I am speaking to the current "Binding Arbitration Bill" in the Senate.

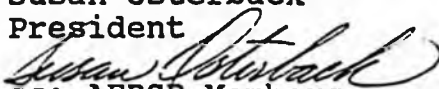
I am an elected official just as you are. I must serve the electorate as you must. Do not limit my authority and the authority of our Board by passing this Bill as it currently reads. The passage of binding arbitration will effectively reduce our ability to negotiate and place the final authority in the hands of a person who was not elected to do my job. If I do not perform well our people hold me responsible, not an appointed arbitrator.

Our teachers are important to us and the fulfillment of our educational goals, but to afford them additional control over the negotiating process at our local board's expense is not acceptable.

I would appreciate your help in this matter by not supporting the Binding Arbitration Bill as it is currently being submitted.

Sincerely,

Susan Osterback  
President

  
cc: AEBSB Members  
Carl Rose, AASB

SERVING

AKUTAN

COLD BAY

FALSE PASS

KING COVE

NELSON LAGOON

SAND POINT

Dave Wilder  
3323 Dry Creek  
Port Alsworth, Alaska 99653  
April 19, 1989

Sen. Rick Uehling, Co-chair  
P.O. Box 5  
Juneau, Alaska 99811

Dear Sen. Uehling,

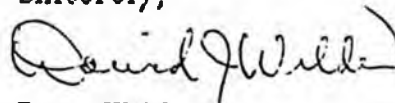
As an elected representative of the people of district 26, I would like to urge you to consider the issues involved in binding arbitration as it relates to our school districts ability to maintain local control and effectively control the finances that we are responsible for.

I understand that the bush caucus has made a stand opposing binding arbitration.

I fully believe the binding arbitration issue is an attempt by N.E.A. to gain more income and security for those they represent. In light of the legislatures current attempt at reducing spending and living within our means, it is reasonable to expect that binding arbitration would result in less money for education, reduced programs and reduced ability to travel and for coordination within our large district. We ask you to help preserve each school boards right to manage.

Thank you for your consideration.

Sincerely,



Dave Wilder

# SKAGWAY CITY SCHOOL

APR 25 1989

P.O. Box 497

• Skagway, Alaska 99840

• (907) 983-2960

April 21, 1989

Alaska State Capitol Building  
Pouch V  
Juneau, Alaska 99801

Dear Senator Uehling:

In 1977 I took my first superintendency in Skagway at a salary of \$28,000. In 1988-89 a starting teacher in Skagway earns approximately \$27,000. Personnel costs have doubled (including salary, health insurance and other benefits) in a short eleven year period.

The point is that present system works. The negotiating process has produced compromises and concessions by both sides. Skagway teachers have been treated fairly and enjoy competitive salaries and benefits when compared with their counterparts in Southeast Alaska while **LOCALLY ELECTED OFFICIALS HAVE RETAINED THE RIGHT TO MANAGE THE DISTRICT.**

**BINDING ARBITRATION IS A LOSER** in every respect! A vote in support of binding arbitration is a vote for higher salaries and benefits, higher educational costs, fewer course offerings, reduced programs and educational opportunities for children.

In sum, a vote for binding arbitration will hurt children.

Sincerely,



Gordon C. Tope  
Superintendent



1987 APR 18 1989

THE  
LAKE AND PENINSULA  
SCHOOL DISTRICT

P.O. Box 498  
King Salmon, Alaska 99613  
Phone (907) 246-4280



April 18, 1989

Senator Rick Uehling, Co-chair  
P.O. Box V  
Juneau, Ak. 99811

Dear Senator Uehling:

It is our understanding that CSSB15 may eventually come before the Senate Finance Committee during this legislative session.

CSSB15 (Binding Arbitration) is legislation that will seriously diminish local authority and control of schools by locally-elected School Boards.

During these times when local governments will be expected to take on more responsibility for funding required services, it does not make sense to hinder their authority to do so with legislation like CSSB15. The full effect of CSSB15 could require that local officials raise funds to meet the demands of an arbitrator who has no responsibility to the local voters.

The Lake and Peninsula School District School Board and Administration respectfully requests that you vote NO on CSSB15 if it comes before the Senate Finance Committee for consideration.

Sincerely,

A handwritten signature in cursive script that reads "Frank W. Hill".

Frank W. Hill  
Superintendent



Apr 25 1989

# RAILBELT SCHOOL DISTRICT

Drawer 280, Healy Alaska 99743 • (907) 683-2278

James W. Paul, Superintendent

The Honorable Rick Uehling  
Alaska State Senate  
P.O. Box V  
Juneau, AK 99811

April 21, 1989

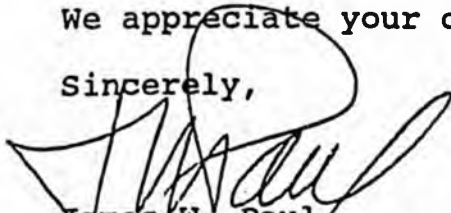
Dear Senator Uehling:

This letter is to reflect our serious opposition to the passage of HB 119, i.e. implementation of the findings of the McDowell Study on cost differentials for Alaska School Districts. The reasons are:

1. The primary fiscal data used for this study was budget data - not expenditure data.
2. The use of the earlier 1985 McDowell Study for cost of living is very questionable because:
  - a.) the data was not gathered on a school district basis and had to be "adjusted" accordingly
  - b.) it is doubtful that 1985 reaggregated cost of living data is a valid index for 1989 district personnel costs.
3. The questionnaire was worded such that there was inadequate comparability between districts. Specifically, different people interpreted the questions differently. In Fairbanks for example, rather than filling in the requested last actual purchase price for a specific item, they included what they thought was a typical purchase price.
4. When the personnel index was established using the inappropriate study mentioned in # 2 above, it was applied to some costs that are uniform across the state. An example would be if a district had a 1.5 personnel index - TRS, PERS, and benefit insurance costs were multiplied by the index - even though those costs do not change from district to district.
5. Last, actual cost calculations of non instructional expenditures per student tends to penalize currently efficient districts and give them a lower differential.

We appreciate your consideration on this matter.

Sincerely,

  
James W. Paul  
Superintendent

John A. Davis  
Superintendent

Sand Point City School District  
Box 269  
Sand Point, Alaska 99661

(907) 383-2395

★  
April 25, 1989

Dear Senator,

We are very concerned that the Legislature is moving quickly on the "binding arbitration" bill in the Senate. This bill is a special interest bill that will not improve education and will cost our state a considerable amount of money in higher salaries.

Our Board has worked hard to provide an excellent school program for our children and a fine working environment for our staff. We are responsible to our community for what we decide. If binding arbitration is passed as currently proposed we will lose that ability to have the final say over many significant decisions. The state statutes are now quite lengthy with regulations regarding teachers and their employment. Introducing an outside arbitrator removes us from the role we were elected for. We are the elected officials who were empowered to make the hard choices. When we do a poor job, we will be held accountable by our constituents.

Rural Alaska is just beginning to take full responsibility for developing educational organization to educate our children. We view binding arbitration as a mechanism that will reduce our ability to determine the future of our children's education. This is a relatively new opportunity for us; do not reduce that by supporting this legislation.

Do not support binding arbitration in its current form.

Sincerely,

*Janet Ludvick*

Janet Ludvick, President  
Sand Point City School Board

ASSOCIATION OF ALASKA SCHOOL BOARDS

316 W. 11th St. • Juneau, Alaska 99801-1510 • (907) 586-1083

APR 25 1989

TO: Members of the Alaska State Senate

FROM: Gerald Moberg, Past President, AASB  
President, Railbelt School District Board

RE: CSSB 15 - Subject of Binding Arbitration

DATE: April 25, 1989

The damage to the education of Alaska's youth that will be caused by CSSB 15 will be very serious and long term. This NEA (teachers' union) bill championed by Senator Duncan will take away the rights of local school boards to determine the future of their budgets. Instead, an outsider will have control over the 80 to 85% of the educational funding. The NEA obviously knows this will be to their advantage or they wouldn't be working so hard to pass it.

The result of CSSB 15's passing could mean trading programs for higher employees' salaries. The school budgets have already been severely cut and so a trade of music or art or drama or athletic or other programs for wages could be in the future. I don't think that is a fair trade.

The future of Alaska's young people shouldn't be a pawn in this game.



MAY 2 1989

## Sand Point City School District

Box 269

Sand Point, Alaska 99661

John A. Davis  
Superintendent

(907) 383-2393

April 25, 1989

★

The Honorable Rick Uehling  
Alaska State Senate  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Uehling,

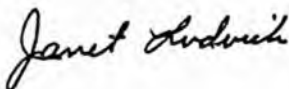
We are very concerned that the Legislature is moving quickly on the "binding arbitration" bill in the Senate. This bill is a special interest bill that will not improve education and will cost our state a considerable amount of money in higher salaries.

Our Board has worked hard to provide an excellent school program for our children and a fine working environment for our staff. We are responsible to our community for what we decide. If binding arbitration is passed as currently proposed we will lose that ability to have the final say over many significant decisions. The state statutes are now quite lengthy with regulations regarding teachers and their employment. Introducing an outside arbitrator removes us from the role we were elected for. We are the elected officials who were empowered to make the hard choices. When we do a poor job, we will be held accountable by our constituents.

Rural Alaska is just beginning to take full responsibility for developing educational organization to educate our children. We view binding arbitration as a mechanism that will reduce our ability to determine the future of our children's education. This is a relatively new opportunity for us; do not reduce that by supporting this legislation.

Do not support binding arbitration in its current form.

Sincerely,



Janet Ludvick, President  
Sand Point City School Board



MAY 1 1989

## RAILBELT SCHOOL DISTRICT

Drawer 280, Healy Alaska 99743 • (907) 683-2278  
James W. Paul, Superintendent

April 26, 1989

The Honorable Rick Uehling  
Alaska State Senate  
P.O. Box V  
Juneau, AK 99811

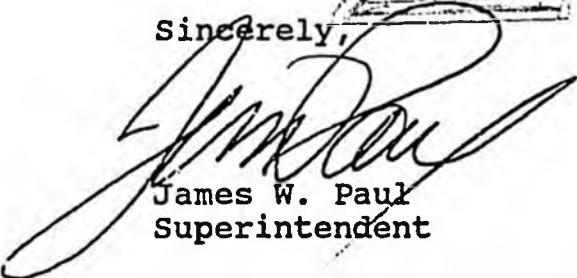
Dear Senator Uehling:

This is to express in the strongest possible terms our opposition to binding arbitration.

It is our belief that this would be fundamentally bad public policy - not only in the matter of predicted inflated costs both in terms of human and fiscal resources, but primarily in the loss of public control over education.

The current system is working!! The last strike was ten years ago. Our teachers in this state are paid well by any standard. Please think these points through carefully before changing our present system.

Sincerely,



James W. Paul  
Superintendent



# Lower Kuskokwim School District

JB 15

Board of Education  
P.O. Box 305 • Bethel, Alaska 99559  
907 543-4800 Ext. 812, 813

May 4, 1989

Senator Steve Frank  
Senate Finance  
Juneau, Alaska

Dear Senator Frank,

The Lower Kuskokwim School District Board of Education opposes binding arbitration in the negotiation process. I know that you are familiar with the arguments both in favor of and against binding arbitration but would like to address two points.

1) Last evening on national television U. S. Secretary of Education Cavazos spoke to the "national report card" on the nation's schools which was not complementary to the education received by our young people. One of the solutions that Dr. Cavazos suggested was more local control by local boards and parents of the education offered to our children. Certainly, binding arbitration in the negotiating process which places the decisions concerning salaries and conditions of employment in the hands of a "non local" third party, erodes that control.

2) The Lower Kuskokwim School District has the largest number of Alaska Native students who fall into Lau categories A and B in the State. Should an arbitrator award substantial salary increases to certificated staff, the majority of whom do not speak or understand the Yup'ik language, the ability of the school board to determine the number of Yup'ik speaking teacher aides and associate teachers required to provide a quality program to our Yup'ik speaking students would be seriously hampered. As we all are aware, a district's operating budget can only stretch so far.

Thank you for taking the time to read this letter and, on behalf of the LKSD Board, urge you to vote against binding arbitration.

Sincerely,

A handwritten signature in cursive script, appearing to read "Harold Sparck".

Harold Sparck, Secretary  
Lower Kuskokwim School District  
Board of Education

# KENAI PENINSULA BOROUGH SCHOOL DISTRICT

148 North Binkley Street • Soldotna, AK 99669 • Phone 907/262-5846

April 6, 1989

APR 10 1989

Senator Rick Uehling  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Uehling,

During our recent AASB Legislative fly-in, we had scheduled a luncheon speaker who did not show. You very graciously consented to respond to some rather tough questions and certainly earned the admiration of all of us. During the walk back to the hotel I was able to share a few thoughts with you briefly. Those moments were also appreciated.

Full funding for education is still our top priority. We are at the cap and unable to go back to the taxpayer for additional funds should we be cut on the state level. HB233 would provide a stop gap, however, we support this bill with strong reservations. In no way would raising the cap enable us to absorb a cut in foundation funding. If the foundation is cut 5%, for example, and HB233 passes, we would be forced to ask the taxpayer for an additional mill of taxes, but still have to cut staff and programs to absorb the loss in state revenue. Our budget is bare bones, with no room to maneuver, no new programs, no new equipment for the fourth year in a row. I urge your support for full education funding.

The issue of binding arbitration is also of critical concern to us. I am heartened to learn of the amendments to SB15 that address the companion issues of tenure, contract expiration and release of staff in declining revenues. I still question the argument of the need for finality in bargaining for our staff. Granted, our last negotiations lasted two years, but in all fairness you need to look at why. After-all, it takes two to play the game, and you are only hearing one side. At the time negotiations started, our taxpayers were faced with a crashing economy, lost jobs, lost income, reduced wages, etc. I am sure you must recall the outcry. At that same time our teachers presented a package that included a 12% wage increase - that on the heels of negotiated increases totaling over 50% in a five year period of time. The public and our Assembly did not mince their words, they demanded a 10% cut back. We did go to advisory arbitration, and yes, the arbitrator found in our favor, reducing wages 5%, and increasing them again over a two year period of time. To this day we have complaints from the public about that award, for not rolling back wages more. I know we were lucky with that award. I have absolutely no confidence it would so occur again. In my view, the current system works just fine. I also think the record within the state of Alaska is rather clear, I enclose a graph which demonstrates my point. On the backside is the breakdown of our budget and where it is spent. We do not have room for increased costs - if an award is given to the union, where do I go for funds?

CSHB21 and SB235 that will limit class size or allow class size and workload to be negotiable. I would remind you of the Alaska Supreme Court decision of 1977 in *Kenai Peninsula Borough School District v. Kenai Peninsula Education Association* that found class size is not negotiable. This is a management right and needs to remain so. At a time when we are being told by the Legislature and the public to spend

responsibly, this legislation does not make sense.

In closing I would like to restate my continued strong opposition to binding arbitration and limiting of class size and strong support of full educational funding and the early retirement incentive for certificated staff.

Thank you for listening, again! Thank you for caring for kids.

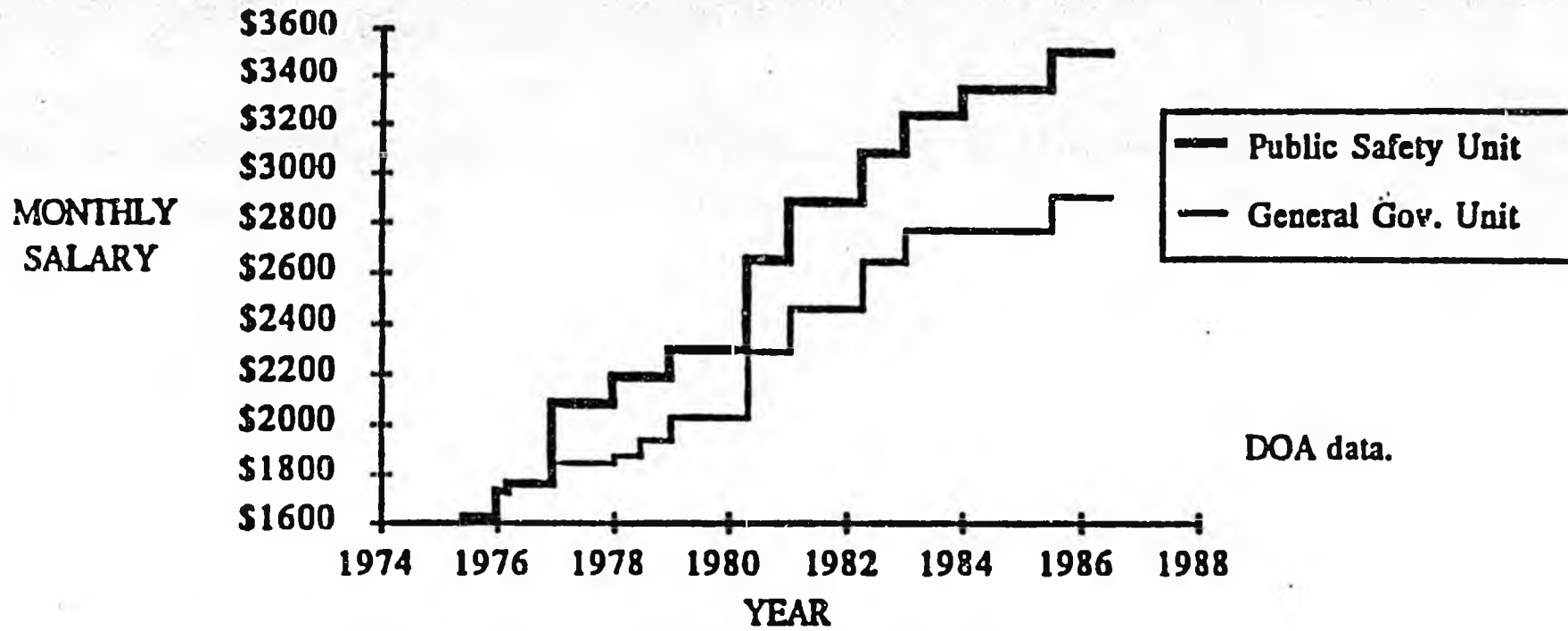
Very sincerely,

A handwritten signature in cursive script that reads "Mildred M. Martin". The signature is written in dark ink and is positioned above the typed name and address.

Mildred M. Martin, President  
Kenai Peninsula Borough School Board  
P.O. Box 2652  
Homer, Alaska 99603  
235-6652

Figure 9

### RANGE 16\* SALARY IN DIFFERENT BARGAINING UNITS



DOA data.

\*Public Safety salaries are range 76. When the units separated the new range 76 equated to range 16.

GMB 1-86

March 2, 1989

**Facts and impacts of the Educational Funding Issue.**

1. Funding for education is mandated in State Statute, under Title 14. Many areas of state funding is not so mandated.

2. The Kenai Peninsula Borough developed a "status quo" budget, only increases were those obligated by contract, such as salaries and health insurance costs, plus nominal staff increase required for the projected student increase.

3. Kenai Peninsula is at the funding cap. Very simply put, our local share already amounts to the 21 % allowed under state and Federal laws. Our local taxpayers cannot make up any shortfall from Juneau, but instead would realize a reduction in local share to maintain that 21% differential

**To demonstrate the impact:**

a 5% reduction of State revenue equates to a \$2,334,210 loss, plus, \$490,184 on the local level, in order to maintain the mandated 21% differential for a total loss of \$2,824,394, or an actual 6% reduction of our budget.

This would probably result in loss of staff, possible deletion of extra curricular and potential school closure, in order to accommodate such a loss of funds.

4. HB 233, that would raise the cap 2%, would enable us to tax the public 1 mill and generate about \$800,000. No way would this cover a cut in foundation funding. Not only would the taxpayer be paying more for education, but would receive less due to loss of staff and programs.

# SITKA SCHOOL DISTRICT

ACCREDITED BY THE NORTHWEST ASSOCIATION OF SECONDARY SCHOOLS & COLLEGES

FEB 20 1989



P. O. BOX 179 SITKA, ALASKA 99835

February 17, 1989

Dear Legislator:

Please take the time to look over the enclosed article that outlines the plight of the State regarding its union health insurance provisions.

As you contemplate the merits of binding arbitration and class size, please do not forget the comments of Governor Steve Cowper, House Speaker Sam Cotten, and Senate President Tim Kelly regarding the State's financial crisis.

As union memberships in the private sector shrink all across the Nation, why should the Legislature continue to grant the additional benefits to the National Education Association (NEA) that they did not get at the local school district's bargaining table? I seriously doubt that it's the Legislature's intent, in the words of Senator Kelly, to create an elite class of people.

Presently, it is legislative intent that school districts should not lay-off tenured teachers due to a lack of money (AS 14.20.175(b)). Please do not further tie the school districts' hands and throw back upon communities the additional burden of having to deal with the issues of binding arbitration and class size. These are, potentially, the two most expensive issues facing the Legislature and the citizens of Alaska this session. When studying these two areas, would you require a fiscal note as you would any bill having a direct financial impact upon the State?

Thank you for the opportunity to present this viewpoint.

Sincerely,

SITKA SCHOOL DISTRICT

Art Woodhouse  
Superintendent

Enclosures

# State health insurance: \$104 million

## Cowper seeks more money for state workers' coverage

By DAVID POSTMAN  
Daily News reporter

JUNEAU — State employees' top-of-the-line health insurance policy will cost \$104 million this year, \$20 million more than the state has budgeted to pay for it.

The plan costs the state an average of \$431 a month per employee, 520 percent more than it did a dozen years ago. It covers 90 percent of the costs of everything from plastic surgery to year-long stays in mental hospitals.

"We have the best plan. Everything is covered," said Chuck Taylor, deputy commissioner of the Department of Administration.

Because the policy costs more money than the state has appropriated for it, Gov. Steve Cowper is asking for a special appropriation of about \$20 million to pay for this year's increases. But Cowper, Taylor and legislative leaders say the health coverage may be too expensive for these days of limited money.

The state is locked into the plan through contracts with its labor unions. Those contracts call for the state to provide the same level of coverage even if the costs go up or there is less money to pay for the policy.

"There's not any consideration for what happens in a down economy," Cowper said at last week's budget summit with legislative leaders. "I think it's fair to say that this is just a situation nobody ever anticipated. If everything had kept going up it would have worked just fine."

But as costs skyrocketed, state income dropped and the state is now stuck with a boom-time health plan.

All full-time employees, including legislators, are

Please see Back Page, **INSURANCE**

## Too many demands on schools? Just say you-know-what

TEEN PREGNANCY, alcohol and drug abuse, child assault, suicide, AIDS, world market competitiveness: The list of problems the community expects schools to solve seems endless. They're worthy causes, yes. But each one in itself is daunting, to say the least, and no outside expert has stepped forward with answers to any of them. Yet, every lawmaker looks to the schools to solve the latest social ill. And every special interest group thinks its concern should be your schools' top priority.

I'm sick and tired of it all. It's high time school executives borrowed a phrase from former first lady Nancy Reagan: "Just Say No."

It seems to me that many of these lobbyists and mandators, as I sometimes call them, do a fine job of talking out of both sides of their mouths. Take state legislatures. They're quick to defend their meager financing of public education. They point to the stacks of dollars they put into public schools and ask why standardized test scores aren't higher. And now that they've gotten wind of the school reform movement, state legislatures are hopping aboard a fast-rolling bandwagon of public criticism of your schools. While lamenting falling test scores, lawmakers pass legis-



Richard J. Caster is assistant superintendent, Newark (Ohio) City Schools.

lation requiring schools to teach about AIDS or some other social problem. Why? I wonder. They don't seem to have any faith in the schools' ability to teach mathematics, English, social studies, science, or reading. Yet they believe we can turn the tide of AIDS, the worst health crisis to hit the world in modern times.

Members of the public fall into the same trap. They demand that your schools provide winning basketball and football teams, outstanding marching bands and debating teams. They expect you to deliver all of this, of course, at minimal cost to the taxpayer—and while you're at it, to charge rock-bottom prices for tickets to these events. When you go to the voters for financial help, the cry goes up that boards overpay administrators, teachers work only nine months a year, and schools waste money.

Yet, the same folks who demand that you live within your means are the first to march straight to a board member to lobby for new programs. Do they consider the cost? Do they consider that other precious commodity, classroom instruction time? Hardly.

When will legislatures (and "parents against paddling" and every other special interest group) figure out that the more time your teachers spend discussing teen pregnancy or adolescent suicide or some other important concern, the less time they have to teach math or science? When will community groups (and band parents and cheerleader parents and football parents and everyone else) understand that even with unlimited dollars, you can't buy more classroom time?

Here's when: They'll understand when you and your board unite against these lobbying efforts. They'll figure it out when you and your board Just Say No to programs your schools cannot provide.

That's right. If you can tell kids to say No to the peer pressure that might lead them astray, you can tell yourself and

your board to say No to the political pressures of individuals and groups. It's not that the causes aren't worthy or the requests aren't honest and sincere. They are. But the real truth is, you can't honor them all.

It would be wonderful if your schools could address every problem affecting families in this complex, problem-filled world. But schools are not able, and never will be able, to take the place of the family. My advice: Just Say No.

It would be nice if your schools could shoulder the burden of every well-meaning group that is attempting to solve a real problem. The truth is, your schools might or might not be able to help. You and your board need to look hard and long at how any new program would affect current programs. Would it dilute what you already are doing? Would it steal undue time from the academic program? My advice: Just Say No.

It might even be nice if people could count on a thorough investigation when they lodge a complaint or make a request. But you can't afford to conduct investigations every time you get a call—not if you want to spend much time teaching kids, that is. My advice? You guessed it: Just Say No.

I hardly need to tell you that you and your school board carry the responsibility of leading your school system. That means implementing policies and programs that benefit the greatest number of children. It means having the fortitude to fulfill the mission of your schools. It means charting the direction of the school system, even if your chart takes you through some rough political waters.

Not everyone will agree with the direction you take. But if you and your board say No to programs and ideas that take you off course or prolong the journey, then your schools have a far greater chance of reaching your destination. Your schools' objective is to launch well-educated students into the world. And when you do that, you can say with pride, "Mission accomplished." ■

## Future of Labor Unions in Public Sector Includes More Growth and Competition

by Peter Spinelli, Esq.

This article is based upon Mr. Spinelli's speech presented at the ANCA Conference in Orlando, Florida. Mr. Spinelli is a labor lawyer in the law firm of Morris, Beach, Wilson, and Lerner, P.A., in New York City.

The statistics clearly demonstrate that the future for labor unions in the public sector is extremely bright. The "good news" resulting from this is that those of us who are employed in the public employment labor relations field should enjoy some substantial measure of job security in both the short and long term.

In fact, due to the decline of unions in the private sector, many industrial relations experts are seeking employment in the public sector. Unfortunately, many of them are finding difficulty matching their private sector salaries and understanding of the many critical differences between public and private employment.

We have already seen many traditionally private sector unions seek out public sector employees. The Communication Workers of America (CWA) now represents over 42,000 employees, with six large units in New Jersey and one in California. The Teamsters represent over 9,000 public workers in 11 bargaining units. The Service Employees International Union (SEIU) now represents 14,000 public sector employees.

With few exceptions, these private sector unions are not equipped to deal with the significant differences between the public and private sector labor scene, including (1) the impact of legislation affecting public employees; (2) the effect of politics; (3) the impact of no-strike legislation; and (4) the increasing demand made by public employees for "service" from a labor organization.

The "bad news" resulting from this increase in public sector union activity is that the job of

the personnel director in public employment will become a lot more difficult for a number of reasons - some traditional, some new.

First, every public employee who is in a union really has two labor agreements: one negotiated for him by his union, and a second passed in the form of legislation by the State. Second, with more organizing activity in the public sector, there will be more bargaining units. There tends to be more factionalization of units in the public sector than in the private. Third, an increase in the number of organized employees will result in more powerful unions and in more competition between unions. Fourth, we have all seen an increase in the intervention of politics into the collective bargaining arena, and this complicates matters tremendously.

### Regular Increases

With the exception of 1981 and 1982, the number of government workers has increased every year since World War II. Fifty-two percent of these government employees work in education. Along with the rise in the number of employees comes a rise in wages. For the period from 1984 to 1985, where the number of employees rose to 16.4 million in the public sector (an increase of 2.5%), pay roll costs for governments increased by 9.7% - showing a real gain for public sector workers.

We all know that unions are losing ground

(continued on page 4)

(continued from page 3)

in the private sector, but the actual numbers are staggering. In 1946, 35% of the private sector work force was organized. This number was cut almost in half, to 18% by 1985 and is even lower today. By way of contrast, whereas in 1960 one of 20 union members was a public employee, today one of every three union members is a public employee.

### Salary Differences

A New York Times article of March 7, 1987 recorded the salary differences for 1986 between public and private sectors. Increases in the private sector averaged 3.2%, while they averaged 5.7% in the public sector. This is due to a number of factors. Only 15 states will have no collective bargaining laws for their public employees.

Also, the demand for concession bargaining that is now facing private sector took its toll on the public sector ten years ago. Further, there is a certain amount of "political leverage" extant in the public sector since the public services cannot be shut down or eliminated. Finally, public sector unions can "look at the books" because of freedom of information laws, thus resulting in much more intense - and often more expensive - bargaining.

From 1970 to 1986, the number of private sector unionized employees dropped from 16.5 million to 12 million, while in the public sector the number rose from 4 million to 5.75 million. Out of this number, 2.3 million were employed in bargaining units of more than 1,000 employees.

On September 22, 1986, Business Week magazine noted a marked difference in the increases given in the public and private sectors between the years 1982 and 1986. During that time frame,

increases in the private sector went down from 7.1% (1982) to 3.5% (1986). In the public sector, the increases went down from 8.75% to 5.75%, although teachers fared better with increases going from 9.1% to 6.75%. All in all, while wages declined during the four-year period, public employees, and particularly teachers, remained better off. Another comparison shows that for the three-year period between 1983 and 1986, teachers averaged 21% in increases, while private sector employees averaged only 13%.

One reason for this increase in wages in the public sector, in addition to unionization, is that public sector employees are still playing some "catch-up" with respect to their wage and salary levels. Public employees average under \$9 per hour, which is one-third less than their private sector counterparts. Also, only 2% of labor agreements in the public sector have automatic cost of living adjustment clauses, while private sector union contracts have these clauses in 46% of the agreements.

### Percent of Total Members

In 1976, 2 million government workers accounted for 15% of the AFL-CIO membership. Ten years later, 3.5 million government workers accounted for over 26% of AFL-CIO members. In 1985, the American Federation of State, County and Municipal Employees (AFSCME) spent \$6,000,000 to organize 37,000 state workers in Ohio. This resulted in a three-year labor agreement with more than 19% in wage increases.

AFSCME has also gotten involved in politics, supporting Republican Tom Kean for governor in New Jersey. Their successful support of his election bid resulted in a new contract for state health workers providing for 16% over three

(continued on page 5)

# Pelican School District

P.O. Box 603 • Pelican, Alaska 99832  
Phone (907) 735-4411

MAY 1 1989

25 April 89

TO: Legislators for State of Alaska

FROM: Steve Gage, *S* President, Board of Education  
Ken Siderius, *KS* Superintendent of Schools

SUBJECT: Public School Funding

From FY86 through FY89, Pelican City Schools have experienced a reduction of 15.23% per ADM unit in school funding.

This reduction has eroded the programs and services provided for our students. In some areas we are just able to provide the basic education requirements.

Our district requests your support of House Bill 185. This support would allow us to start upgrading our programs to previous levels.

Thank you.



STATE OF ALASKA  
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

5/5/89  
POUCH Y STATE CAPITOL  
JUNEAU, ALASKA 99811  
907 465 3800

MEMORANDUM

April 28, 1989

SUBJECT: Binding arbitration for teachers  
(CSSB 15(HESS))

TO: Senator Paul Fischer  
Chairman  
Senate HESS Committee

FROM: John B. Gaguine  
Legislative Counsel

*JBG ky  
TB Coole*

You have asked about the constitutionality of a proposal contained in the draft of CSSB 15(HESS) that would require school districts and REAAs to submit to compulsory binding interest arbitration if the district or REAA and its teachers are not able to reach a collective bargaining agreement through negotiations. Although several states have held similar provisions unconstitutional, the majority of state courts to consider challenges to such arbitrations laws have upheld them. It is my opinion that the Alaska courts would follow the majority rule, and would uphold the proposed provision if it were enacted and were challenged.

Dave Moses of your office mentioned five states that have voided such statutes: South Dakota, Colorado, Utah, Ohio and California. The state supreme courts of South Dakota, Colorado and Utah issued their decisions in the mid-1970s, and as far as I can tell those decisions have not been overruled. City of Sioux Falls v. Sioux Falls Firefighters, Local 814, 234 N.W.2d 35 (S.D. 1975); Greeley Police Union v. City Council of Greeley, 553 P.2d 790 (Colo. 1976); Salt Lake City v. International Ass'n. of Firefighters, Local 1645 et. al., 563 P.2d 786 (Utah 1977). The Ohio Supreme Court issued such a decision last November; however, three of the seven justices dissented vigorously, one justice in the majority expressed misgivings about the decision. City of Rocky River v. State Employment Relations Bd., 530 N.E.2d 1 (Ohio 1988), reh'ng. granted, \_\_\_ N.E.2d \_\_\_ (1989). In February of this year the court voted to rehear the case. The continuing validity of the decision is therefore in doubt.

Senator Paul Fischer  
Page 2  
April 28, 1989

California, to the best of my knowledge, is not among this group. A 1974 California Supreme Court decision expressly upheld a statute requiring binding arbitration between a municipality and its firefighters. Among the other state supreme courts that have upheld compulsory binding arbitration statutes are those of New York, Massachusetts, Wyoming, Rhode Island, Michigan, Washington (overruling an earlier decision to the contrary), Wisconsin, Maine, New Jersey, and Oregon. See Annot. 68 A.L.R.3d 885.

Challenges to compulsory binding arbitration statutes generally rely on a theory of unconstitutional delegation of power. It is argued that the setting of terms and conditions of employment (sometimes including wages, and sometimes not) is a legislative function of the local governing body (usually), and that that body cannot be required to cede the function to an arbitrator. The supreme courts of South Dakota, Colorado, Utah and Ohio agreed with this argument. (In the case of South Dakota and Colorado, however, the court cited specific anti-delegation constitutional provisions that have no equivalent in the Alaska Constitution.) Most of the courts that have considered the argument, however, have not agreed; see states cited above. Since the Alaska Supreme Court has not adopted a restrictive view of delegation of power, see, e.g., Walker v. Alaska State Mortgage Association, 416 P.2d 245 (Alaska 1966), I would expect it to disagree with this argument, too.

JG:lmb  
L7/079

APR 17 1989



# Matanuska-Susitna Borough

P.O. BOX 1608, PALMER, ALASKA 99645-1608 • PHONE 745-9682

BOROUGH MAYOR

April 14, 1989

The Honorable Paul Fischer  
Alaska State Senate  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Fischer:

For your information and review, enclosed are copies of resolutions recently passed by the four boroughs of Anchorage, Fairbanks, Kenai and Matanuska-Susitna at their joint meeting of April 8, 1989. The resolutions are:

A RESOLUTION BY THE RAILBELT COALITION REQUESTING THE STATE OF ALASKA TO REQUIRE AT LEAST A FOUR MILL TAX LEVY IN THE UNORGANIZED BOROUGH TO AID EDUCATION FUNDING.

A JOINT RESOLUTION OF THE FOUR BOROUGHS OF THE RAILBELT AREA RELATING TO THE ALASKA RAILROAD CORPORATION.

A JOINT RESOLUTION OF THE FOUR BOROUGHS OF THE RAILBELT AREA RELATING TO BINDING ARBITRATION.

Each of these issues is important and essential to the residents of the four boroughs and we urge and encourage your careful review and consideration of each of them. Thank you for your efforts on our behalf.

Sincerely,

A handwritten signature in cursive script that reads "Dorothy A. Jones".

Dorothy A. Jones  
Mayor, Matanuska-Susitna Borough  
Chairman, Railbelt Coalition

th  
Enclosures

By: The Railbelt Coalition  
Introduced: April 8, 1989  
Approved: April 8, 1989

A JOINT RESOLUTION OF THE FOUR BOROUGHS OF THE RAILBELT AREA  
RELATING TO BINDING ARBITRATION

WHEREAS, "Negotiations By Public School Employees" (Binding Arbitration) has been introduced in the Alaska State Legislature; and

WHEREAS, by mandating binding arbitration, the Alaska State Legislature is taking local control of education out of the hands of local officials and local voters and into the hands of an outside entity; and

WHEREAS, in any case of binding arbitration, the arbitrator will usually rule in favor of the workers since his or her job is to resolve wage disputes; and

WHEREAS, in most cases, where binding arbitration exists for public workers, including teachers, the result has been the expenditure of more funds for salaries; and

WHEREAS, the people of the State of Alaska contribute millions of dollars in taxes toward education; and

WHEREAS, there is great concern that the Alaska State Legislature will reduce education funds, revenue sharing and municipal assistance; and

WHEREAS, binding arbitration absolves a local governing body from responsibility to fund and administer a negotiated contract.

NOW, THEREFORE, BE IT RESOLVED that the Railbelt coalition strongly opposes compulsory binding arbitration as a final step in collective bargaining in general.

BE IT FURTHER RESOLVED that copies of this resolution shall be sent to Steve Cowper, Governor, State of Alaska, David G. Hoffman, Commissioner of the Department of Community and Regional Affairs and all legislators representing the Railbelt Coalition.

PASSED AND APPROVED THIS 8TH DAY OF APRIL, 1989

MUNICIPALITY OF ANCHORAGE

By *Harold Agner*

KENAI PENINSULA BOROUGH

By *Tom U. Skjott*

FAIRBANKS NORTH STAR BOROUGH

By *Juanita Lewis*

MATANUSKA-SUSITNA BOROUGH

By *Barbara A. Jones*

By: The Railbelt  
Coalition  
Introduced: April 8, 1989  
Approved: April 8, 1989

A RESOLUTION BY THE RAILBELT COALITION REQUESTING THE STATE OF ALASKA  
TO REQUIRE AT LEAST A FOUR MILL TAX LEVY IN THE UNORGANIZED BOROUGH TO  
AID EDUCATIONAL FUNDING

WHEREAS, the Legislature is demanding that municipalities pay  
their own way; and

WHEREAS, revenue sharing, municipal assistance, and  
educational funding have taken and are taking massive cuts; and

WHEREAS, Rural Education Attendance Areas contain 12% of the  
state's students but consume 25% of the state education budget; and

WHEREAS, the state statutes (14.17.025) require a local  
contribution to a city or borough school district of at least the  
lesser of:

- (1) "the equivalent of a four mill tax levy on the full and  
true value of the taxable real and personal property in  
the district as of January 1 of the second preceding  
fiscal year..." or
- (2) "thirty-five percent of the district's basic need for  
preceding fiscal year..."

NOW, THEREFORE, BE IT RESOLVED that in order for all areas of  
Alaska to pay their fair share of educational costs, the Railbelt  
Coalition recommends the Alaska State Legislature enact at least a 4  
mill property tax equivalent in the unorganized borough.

BE IT FURTHER RESOLVED that copies of this resolution shall  
be sent to Steve Cowper, Governor, State of Alaska, David G. Hoffman,  
Commissioner of the Department of Community and Regional Affairs and all  
legislators representing the Railbelt Coalition.

PASSED AND APPROVED THIS 8TH DAY OF APRIL, 1989

MUNICIPALITY OF ANCHORAGE

By *Hetherington*

FAIRBANKS NORTH STAR BOROUGH

By *Juanita Glenn*

KENAI PENINSULA BOROUGH

By *Sam U. Skjott*

MATANUSKA-SUSITNA BOROUGH

By *Kareddy A. Jones*

By: The Railbelt  
Coalition  
Introduced: April 9, 1989

A JOINT RESOLUTION OF THE FOUR BOROUGHES OF THE RAILBELT AREA  
RELATING TO THE ALASKA RAILROAD CORPORATION

WHEREAS, AS 42.40.910 provides that the Alaska Railroad Corporation "exists for the benefit of the people of the state, for their well-being and prosperity, and for the improvement of their social and economic conditions."; and

WHEREAS, according to AS 42.40.010, the Alaska Railroad Corporation has a legal existence independent and separate from the state; and

WHEREAS, the Alaska Railroad Corporation has complete and absolute control over its property; and

WHEREAS, while the Alaska Railroad would not hesitate to request funds from the State, if needed, but does not deposit any of its profits into the General Fund; and

WHEREAS, the State Legislature is considering reducing funds for municipal assistance, revenue sharing and education; and

WHEREAS, the Alaska Railroad Corporation has previously maintained its crossings and is now taking an antagonistic attitude with municipalities and property owners along its route in relation to railroad crossings and adjacent property; and

WHEREAS, the Alaska Railroad Corporation provides subsidies to certain shippers and not others and competes unfairly with private transportation modes because it does not have to pay taxes; and

WHEREAS, the Alaska Railroad corporation has increased easement and permit costs, maintenance costs, in some cases, blocked railroad crossings in communities, threatened to close roads unless crossing maintenance fees are paid, and generally is assessing unfair charges to communities and local citizens.

NOW, THEREFORE, BE IT RESOLVED that if the legislature does not wish to allow municipalities to tax the Alaska Railroad Corporation, the Governor or the Alaska Railroad Corporation Board of Directors are requested to:

- (1) reduce or eliminate the costs of maintaining railroad crossing to municipalities and private land owners;
- (2) use Alaska Railroad Corporation profits to maintain railroad crossings.

BE IT FURTHER RESOLVED that copies of this resolution shall be sent to Steve Cowper, Governor, State of Alaska, David G. Hoffman, Commission of the Department of Community and Regional Affairs and all legislators representing the Railbelt Coalition.

PASSED AND APPROVED THIS 8TH DAY OF APRIL, 1989

MUNICIPALITY OF ANCHORAGE

By *Heather Ryan*

FAIRBANKS NORTH STAR BOROUGH

By *Juanita Shears*

KENAI PENINSULA BOROUGH

By *John V. Skogstad*

MATANUSKA-SUSITNA BOROUGH

By *Dorothy A. Jones*

# *Kake City School District*

P.O. BOX 450  
KAKE, ALASKA 99830  
(907) 785-3741

APR 20 1989

## KAKE CITY SCHOOL DISTRICT BOARD OF EDUCATION

Resolution 89-2  
Local Control

WHEREAS, the Alaska Legislature has delegated primary responsibility for providing public education to local School Boards and has acknowledged that Alaska School Districts shall be operated under the management and control of local School Boards and,

WHEREAS, it is the mission of all school boards to provide the best quality public education; and,

WHEREAS, the Kake City School District Board of Education believes that Alaska's system of local School Board governance is one of the purest examples of democracy in action today; and,

WHEREAS, School Boards are held accountable for public education by the public they serve;

NOW, THEREFORE BE IT RESOLVED, that the Kake City School District Board of Education encourages the Legislature of the State of Alaska to refrain from passing legislation that will diminish the powers allocated to local boards.

This resolution adopted the Regular School Board Meeting held on March 14, 1989.

# *Kake City School District*

P.O. BOX 450  
KAKE, ALASKA 99830  
(907) 785-3741

## KAKE CITY SCHOOL DISTRICT BOARD OF EDUCATION

### Resolution 89-3 Teacher Tenure

WHEREAS, the quality of teaching is important in the development of strong educational programs in the State; and,

WHEREAS, Two years is often not long enough to adequately evaluate the capability of a teacher prior to granting tenure;

NOW, THEREFORE BE IT RESOLVED, that the Kake City School District Board of Education recommends to the Legislature that AS 14.20.150 (a) and (b) be amended by substituting five years for two years as the requirement for obtaining tenure in the school systems of the State of Alaska.

# *Kake City School District*

P.O. BOX 450  
KAKE, ALASKA 99830  
(907) 785-3741

## KAKE CITY SCHOOL DISTRICT BOARD OF EDUCATION

### Resolution 89-4 Tenured Staff Reduction When Revenues Decline

**WHEREAS**, School Districts are faced with budget reductions; and

**WHEREAS**, certificated staff may be non-retained due to declining enrollments, but not due to declining revenues; and,

**WHEREAS**, this often places teachers in grade levels or subjects areas for which they have insufficient preparation; and,

**WHEREAS**, districts, in order to deal with declining revenues, need the authority to reduce staff due to a lack of funds;

**NOW THEREFORE BE IT RESOLVED**, that the Kake City School District Board of Education promotes necessary legislation allowing districts to reduce certificated personnel due to reductions in funding.

This Resolution was adopted at regular school board meeting 3/14/89

# *Kake City School District*

P.O. BOX 450  
KAKE, ALASKA 99830  
(907) 785-3741

## KAKE CITY SCHOOL DISTRICT BOARD OF EDUCATION

### Resolution 89-5 Binding Arbitration

**WHEREAS**, binding arbitration removes decision making from the locally elected school boards and puts it in the hands of an outside entity; and,

**WHEREAS**, binding arbitration allows a third party to determine the salaries of school district employees who bargain collectively and benefits and conditions of employment; and,

**WHEREAS**, the impact of binding arbitration would reduce the quality of education; and,

**WHEREAS**, the impact of an arbitration's decision could reduce the quality of education; and,

**WHEREAS**, it is the elected school board's responsibility to determine the expenditure of public funds;

**NOW, THEREFORE BE IT RESOLVED**, that the Kake City School District Board of Education opposes any legislative remedy which includes binding arbitration as a final step in collective bargaining.

This Resolution was adopted at the Regular School Board meeting on 3/14/89.

# KLAWOCK CITY SCHOOL DISTRICT

MORRIS D. VERVERS  
Superintendent

P. O. Box 9  
Klawock, Alaska 99925  
APR 17 1989

April 11, 1989

Mr. Paul Fischer  
HOUSE FINANCE COMMITTEE  
Alaska State Legislature  
P. O. Box V  
Juneau, Alaska 99811

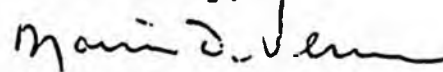
Dear Mr. Fischer,

Enclosed are two resolutions adopted by the Klawock City Council. These resolutions were adopted at a City Council Meeting on March 27, 1989.

Similar resolutions have been passed by the Klawock City School District Board of Education. Of all of these issues faced by the legislature we feel that these have the most dramatic impact on quality education in our community.

We urge your support of SB 179 and HB 185 which changes the funding formula for dual and single site districts. We also urge the defeat of SB 15, the passage of which would only intensify the financial difficulties being experienced by our district.

Yours Truly,

  
Morris D. Ververs,  
SUPERINTENDENT

MDV:pms  
enclosures - 2

CITY OF KLAWOCK

RESOLUTION SUPPORTING STATE FUNDING FORMULA  
CHANGES FOR SINGLE AND DUAL SITE SCHOOL DISTRICTS

AS SPECIFIED IN SB 179 AND HB 185

Whereas, a new funding formula for Alaska Public Schools was enacted in 1987, and

Whereas, it has been recognized since passage in 1987 that inequities may exist and be corrected after implementation, and

Whereas, an analysis of audited financial data and of school-district programs shows inequities in funding and in student programs for single and dual site school districts under 3,000 students.

Therefore Be It Resolved that the City of Klawock strongly supports immediate changes in the foundation formula for Alaska Public Schools to reduce inequities in funding to single and dual site school districts, and

Be it further resolved that the City of Klawock strongly supports SB 179 and HB 185 as a means to correct the existing inequities.

Adopted this 21st day of March, 1989 by the Klawock City Council.

*Paul Williams*  
Mayor, City of Klawock

3-27-89  
Date

CITY OF KLAWOCK

RESOLUTION IN OPPOSITION TO SB 15

Whereas, the existing negotiations law permits elected officials the final say in local control issues, and

Whereas, the proposed language in SB 15 would take away this local control and put the final decision in the hands of an arbitrator, and

Whereas, the person making the final decisions would not have to live with the outcome of the decision.

Therefore be it resolved, that the City of Klawock urges the legislature to focus on issues that would enhance public education in the State of Alaska rather than those that are being promoted by interest other than those of quality education, nd

Be it further resolved that the City of Klawock, in the interest of local control of public education, urges the defeat of SB 15.

Adopted this 21st day of March, 1989 by the Klawock City Council.

*David Williams*  
Mayor, City of Klawock

3-27-89  
Date:

# KENAI PENINSULA BOROUGH SCHOOL DISTRICT

148 North Binkley Street • Soldotna, AK 99669 • Phone 907/262-5846



April 18, 1989

APR 21 1989

Senator Paul Fischer  
Alaska State Senate  
P.O. Box V  
Juneau, AK 99811-3100

Dear Senator Fischer:

The Kenai Peninsula Borough School District Board of Education would like to thank you for the excellent manner in which you have dealt with SB 15, one of the more controversial issues before this session of the Alaska Legislature.

Your efforts at having opposing parties to meet to discuss the merits of this issue is certainly commendable. In addition, your request that these substantive issues of HB 198, HB 199, and HB 200 be handled during the process of discussion on SB 15 is certainly noteworthy.

The Board of Education wants you to know that it feels you have taken the right approach in dealing with these issues. Thank you for your efforts.

Sincerely,

Fred Pomeroy  
Superintendent

bj

cc: Representative Sam Cotton  
Senator Tim Kelly  
Senator Jim Duncan  
Senator Albert Adams  
Senator Lloyd Jones  
Senator John Binkley  
Senator Rick Uehling  
Representative Lyman Hoffman  
Representative Ron Larson

APR 17 1989



# PUBLIC SERVICE RESEARCH COUNCIL

SUITE 600 • 8330 OLD COURTHOUSE ROAD • VIENNA, VIRGINIA 22180 • (703) 790-0700

## OFFICERS

MRS. CAROL APPLIGATE  
Chairman of the Board

DAVID Y. DENHOLM  
President

REVEREND FREDERICK FOWLER, III  
Secretary-Treasurer

April 14, 1989

The Honorable Paul Fischer  
Alaska State Senate  
State Capitol  
Juneau, Alaska 99811

Dear Senator Fischer:

As a member of the Alaska Senate, you may soon be considering Senate Bill No. 15, the controversial proposal which would impose a system of compulsory binding arbitration in the case of negotiation impasses affecting public education employees.

On behalf of our Alaska membership, I strongly urge you to oppose Senate Bill 15.

Compulsory binding arbitration completely destroys the concept of citizen control over the delivery of vital public services by turning over all decision-making power to a third party who is totally unaccountable to the citizenry involved.

I am enclosing supportive material, including an Issue Analysis prepared by the Research Department of the Public Service Research Council. This study points out many of the disadvantages and illogic of public sector binding arbitration legislation.

Thank you for your consideration of the enclosed. I would very much appreciate hearing from you in regard to your own feelings about the extension of binding arbitration in the public sector in general and concerning SB 15 in particular.

Sincerely,

Roman K. Rice  
Director of Legislative Affairs

RKR:cg

Enclosures

Issue Analysis  
Newspaper articles

# KENAI PENINSULA BOROUGH SCHOOL DISTRICT

148 North Binkley Street • Soldotna, AK 99669 • Phone 907/262-5846



APR 10 1989

April 6, 1989

Senator Paul Fischer  
P.O. Box V  
Juneau, Alaska 99811

Dear Paul:

First, I would like to thank you for expeditiously moving the "School Calendar" bill through the Senate. I appreciate your efforts.

Secondly, I appreciate the way you have approached Senate Bill 15. I believe your notion of putting SB 198, 199, and 200 into a subcommittee is right on target. It is my opinion that these issues are certainly appropriate for discussion within the total context of labor relations and binding arbitration in particular.

As you are well aware, the Board of Education and the administrative staff continue to have your concerns with the binding arbitration concept. Obviously, we would hope that SB15 would not emerge from the Senate HESS committee.

We were certainly disappointed to see that HB 21, which relates with class size and teacher workload, passed the House. Again, I have grave concerns with this bill. First, this type of legislation flies in the face of "local control" of schools. Secondly, the potential financial impact on a school district operation could be significant for the six districts that are facing the "cap." The situation is further compounded if forced to negotiate class size and ultimately be bound by very specific guidelines in this area.

Again, I would solicit your support in defeating this piece of legislation. I fail to see how passage of this bill would be in the best interest of this school district and its students.

Thank you for your assistance. I hope the balance of the session goes well for you.

Sincerely,

Dr. Fred Pomeroy  
Superintendent

By: Joe Ryan  
Chris Birch  
Introduced: 04/13/89  
Adopted: 04/13/89

**RESOLUTION NO. 89-039**

**A RESOLUTION OPPOSING SB 15 RELATING TO BINDING  
ARBITRATION FOR PUBLIC SCHOOL EMPLOYEES**

WHEREAS, SB 15 relating to negotiations by public school employees (binding arbitration) has been introduced in the Alaska State Legislature; and

WHEREAS, by mandating binding arbitration, the Alaska State Legislature is taking local control of education out of the hands of local officials and the people of the Fairbanks North Star Borough and putting it in the hands of an outside entity; and

WHEREAS, in an case of binding arbitration the arbitrator will rule in favor of the workers since his or her job is to resolve wage disputes; and

WHEREAS, in most cases, where binding arbitration exists for public workers, including teachers, the result has been the expenditure of more funds for salaries; and

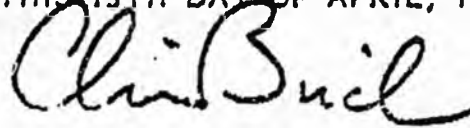
WHEREAS, the people of the Fairbanks North Star Borough already contribute 22.8 million dollars toward education; and

WHEREAS, there is great concern that the Alaska State Legislature will reduce education funds, revenue sharing and municipal assistance.

NOW, THEREFORE, BE IT RESOLVED that the Fairbanks North Star Borough Assembly strongly opposes compulsory binding arbitration as a final step in collective bargaining in general and specifically opposes SB 15.

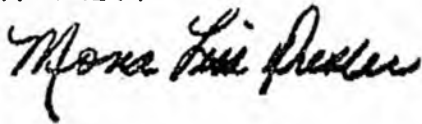
BE IT FURTHER RESOLVED that copies of this resolution shall be sent to the Honorable Steve Cowper, Governor of the State of Alaska and all members of the Interior Delegation.

PASSED AND APPROVED THIS 13TH DAY OF APRIL, 1989.



Presiding Officer

ATTEST:



Clerk of the Assembly

April 10, 1989

APR 11 1989

Shirley A. McCoy, Vice Pres. Sitka School Board  
1938 Dodge Circle Drive  
Sitka, Alaska 99835

Representative Ben Grussendorf

Reference: Binding Arbitration, SB 15

Dear Ben

I am just completing my sixth year on the Sitka School Board. For the past four years I have served as vice president. This is the last year on my second term.

Both campaigns for my seat on the board were highly competitive. In both elections I won with a fairly large margin of votes.

Both times NEA Sitka encouraged and supported candidates to run apposed me due to my outspoken stand against issues such as binding arbitration. I learned of this from their own members.

I feel I was voted in office and retained my seat because I'm for the people. NEA is first a union looking out for its own.

The voters want elected officials that have the strenght and courage to make decisions for their community, not an outsider (arbitrator) that will come in, tell them what to do, leave while we stand around wondering how it can be accomplished.

I know your background as a teacher and that your wife, Karen, is still in teaching. I would ask you to be sure your stand in this matter is one Alaskans can live with not what NEA wants.

Please listen to the testimony of the people who have been there. Vote for all the people you represent.

Sincerely



Shirley A. McCoy, Vice Pres.

CC: Sen. Paul Fischer  
Sen. Jim Duncan  
Sen. Dick Elison

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Heath, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIK MISSION

COUNCIL

DIOMEDE

ELIM

GAMBELL

GOLOVIN

KOYUK

SAINT MICHAEL

SAVOONGA

SHAKTOOLIK

SHISHMAREF

STEBBINS

TELLER

UNALAKLEET

WALES

WHITE MOUNTAIN

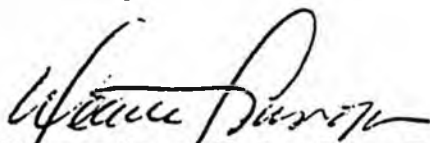
Dear Senator Fischer:

I am a member of the school board of the Bering Strait School District. I strongly oppose changing the current laws regarding teacher negotiations. The main change that is being proposed is found in Committee Substitute for Senate Bill 15 which provides for binding arbitration.

It is my responsibility as an elected school board member to ensure that a quality educational program is provided to the students of our district. The allocation of funds is the most important decision to be made in meeting this responsibility. Binding arbitration places that decision power in a disinterested third party who is not accountable to the electorate.

I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Weaver Ivanoff, 1st Vice-President  
Bering Strait School Board  
P.O. Box 113  
Unalakleet, Alaska 99684

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624 3611

March 27, 1989

APR 04 1989

Senator Paul A. Fischer  
Chairman of Health, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIK MISSION

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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Clifford Weylouanna, President  
Bering Strait School Board  
P.O. Box 74  
Shishmaref, Alaska 99772

March 27, 1989

APR 03 1989

Senator Paul A. Fischer  
Chairman of Heath, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

MISSION

Dear Senator Fischer:

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F MICHAEL

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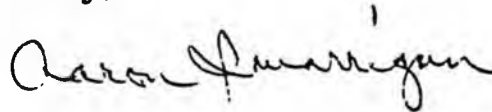
VALAKLEET

IALES

WHITE MOUNTAIN

I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Aaron Iworrigan, 2nd Vice-President  
Bering Strait School Board  
P.O. Box 51  
Gambell, Alaska 99742

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Health, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIG MISSION

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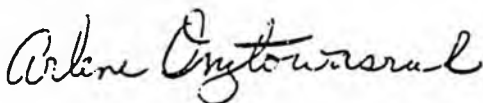
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Arlene Ongtowsruk, Member  
Bering Strait School Board  
P.O. Box 1  
Unalakleet, Alaska 99684

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Health, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

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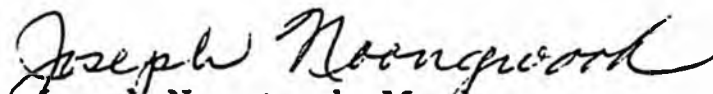
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Joseph Noongwook, Member  
Bering Strait School Board  
P.O. Box 28  
Savoonga, Alaska 99769

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Health, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIG MISSION

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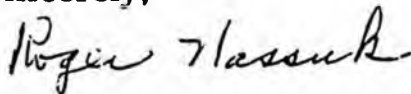
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Roger Nassuk, Member  
Bering Strait School Board  
P.O. Box 36  
Koyuk, Alaska 99735

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3811

March 27, 1989

Senator Paul A. Fischer  
Chairman of Health, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIG MISSION

COUNCIL

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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Francis Soxie Sr., Treasurer  
Bering Strait School Board  
P.O. Box 1  
Unalakleet, Alaska 99684

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Heath, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIK MISSION

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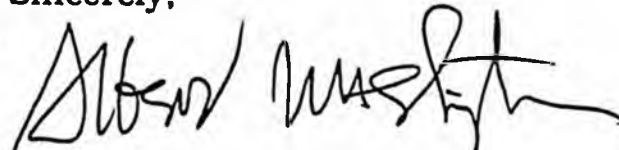
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Albert Washington, Secretary  
Bering Strait School Board  
P.O. Box 21  
St. Michael, Alaska 99769

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Heath, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIG MISSION

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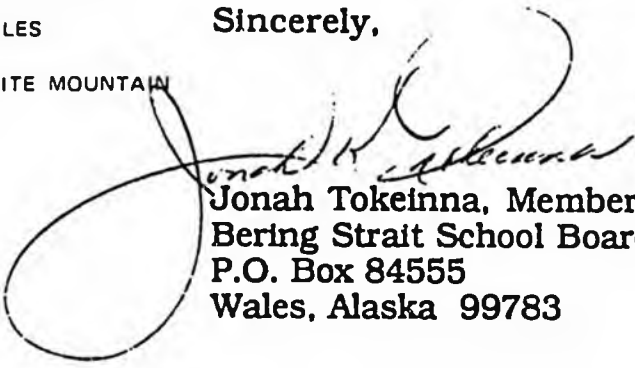
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Jonah Tokenna, Member  
Bering Strait School Board  
P.O. Box 84555  
Wales, Alaska 99783

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Heath, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIG MISSION

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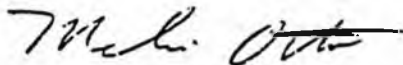
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Melvin Otton, Member  
Bering Strait School Board  
P.O. Box 43  
Koyuk, Alaska 99735

DISTRICT OFFICE

# BERING STRAIT SCHOOL DISTRICT

P.O. BOX 225

UNALAKLEET, ALASKA 99684

(907) 624-3611

March 27, 1989

Senator Paul A. Fischer  
Chairman of Health, Education & Social Services  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

BREVIG MISSION

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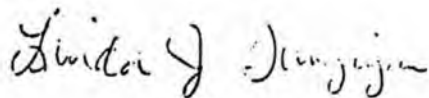
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I urge you to do all you can to prevent the passage of Committee Substitute for SB 15.

Sincerely,



Linda Tunglyan, Member  
Bering Strait School Board  
P.O. Box 57  
Gambell, Alaska 99742



**Greater Ketchikan Chamber of Commerce**  
P.O. Box 5957, Ketchikan, Alaska 99901  
(907) 225-3184

March 29, 1989

Senator Paul Fischer, Chairman  
Health, Education & Social Services Committee  
State of Alaska  
P.O. Box V  
Juneau, AK 99811

Dear Chairman Fischer and Committee Members:

The Greater Ketchikan Chamber of Commerce has examined the provisions in CS for Senate Bill #15 regarding binding arbitration and concurs with the Ketchikan Gateway Borough School Board in opposition to this bill.

Binding arbitration is not an acceptable concept in our representative form of government. The State Legislature, through titles 14 and 29, has determined that the local school board is an autonomous organization, locally elected and self-determining, subject to federal and state statutes and regulations. Binding arbitration would dilute that local control.

According to CS for Senate Bill #15, an arbitrator is empowered to set terms of a contract and is in effect, demanding that taxes be set without representation.

Binding arbitration is incompatible with our democratic system and is an unconstitutional delegation of school boards authority to a third party who is not responsible or accountable to the public.

Thank you.

Respectfully,

Ms. L. J. Bartholomew  
President  
Greater Ketchikan Chamber of Commerce

cc: Senator Lloyd Jones  
Representative Robin Taylor  
Representative Cheri Davis

MAR 29 1989

March 15, 1989

Senator Paul Fischer  
P. O. Box V  
Juneau, AK 99811

Dear Senator Fischer:

As a five year veteran of school boarding in the Copper River School District and being experienced with current teachers' contract negotiations in Alaska, I am writing to express my objections to SB 15. Including teachers in Public Employment Relations Act (PERA) and granting them the right to binding arbitration and/or strike are issues which this bill presents as teacher contract issues without acknowledging the detrimental impact these processes would have on public education in Alaska. Furthermore, I believe the inclusion of teachers in the PERA would violate Alaska State Law and the Alaska State Constitution.

Binding arbitration is neither a necessary nor money saving process. Alaska's teachers currently receive the highest average salary in the country. States in which binding arbitration is legal for teachers report an increase in contract costs. This additional anticipated financial burden is alarming in light of the shrinking educational dollar in Alaska. Any additional costs incurred by this process would ultimately be paid by the students in my school district in the form of decreased programs available and the lay-off of non-tenured teachers.

The control of education in Alaska is at stake in negotiating with the teachers' unions, including NEA/Alaska. They reportedly have included managerial items in negotiations which would erode the management authority of the locally elected boards and the school administrators. The idea that an arbitrator could come in and accept a package of negotiation proposals presented by a special interest group, a teachers' union, is morally reprehensible and I believe, prohibited by the Alaska State Law Sec. 14.20.610, which insures the legal responsibilities and authority of locally elected boards. Furthermore, the Alaska

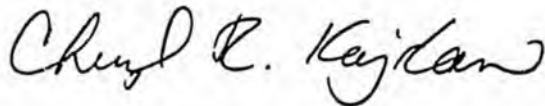
State Constitution, Article VII Section I states, concerning public education, "... schools and institutions so established shall be free from sectarian control ..."

NEA/Alaska constitutes a sect, which is, according to Webster's Dictionary, "any group of people having a common leadership, set of opinions, philosophical doctrine, political principals, etc., specifically a faction of a larger group."

Senator Jack Coghill, one of the signers of the Alaska State Constitution, concurred with my understanding of the constitution. He stated that it was the intent of the Alaska State Constitution that public education be free from the control of special interest groups and subject to the authority of locally elected officials. SB 15 would violate this constitutional intent.

Please take into consideration the items of this letter. My primary duty as a school board member is to protect and provide for the education of those who cannot do it for themselves, the students of the Copper River Basin. It is in the interest of their education, as well as that of all of Alaska's children, that I ask you to reject SB 15.

Serving Alaska's children,



Cheryl R. Kajdan  
Vice-Chair  
Copper River School District



## Matanuska-Susitna Borough School District

125 WEST EVERGREEN — P.O. BOX 1688 — PALMER, ALASKA 99645-1688 — (907) 745-4822

Bruce P. DeMond, Superintendent

MAR 31 1989

March 28, 1989

Senator Paul Fischer  
SENATE  
P.O. Box 17  
Juneau, AK. 99811

Dear Senator Fischer:

Re: Senate Bill 15

It is my understanding that Senate Bill 15 has been past out of the Community and Regional Affairs Committee and is now in your committee. As President of the Matanuska-Susitna School Board, I must tell you that I am very much concerned about this bill.

I fear that passage of this bill will not only result in the loss of our present ability to resolve our negotiation with employees of our school districts locally but will ultimately result in loss of programs needed by our children. It seems like a great paradox to me that the legislature would consider passing such a bill at a time when we are looking at deficits and losses of revenue.

This bill will cost the state money. It is a fundamental constitutional obligation of the state to provide for education of all its children and there is no way that ultimately a bill that provides for binding arbitration will not cost the state money and needed programs for our children at the local level.

I am also concerned that passing such a bill will make school boards impotent in their dealings with employees. If employees are assured of binding arbitration as a way of resolving their labor disputes that incentive is there for them to enter into good faith bargaining with their school board.



## Matanuska-Susitna Borough School District

125 WEST EVERGREEN — P.O. BOX 1688 — PALMER, ALASKA 99645-1688 — (907) 745-4822

Bruce P. DeMond, Superintendent

I believe we have within our present policies, opportunities to resolve at the local level our negotiations to the satisfaction of all parties. What we do in our negotiations reflect not only our understanding of the contributions our employees make and fair compensation for their work but also reflects the communities in which we live. The state should not involve itself in these prerogatives. In short, at the very least Senate Bill 15 is not legislation that this state needs, particularly at this time, given our deficit situation. Even more troublesome is the intrusion SB15 makes upon our sovereignty and our local right to govern.

Thank you for your consideration of my comments.

Kenneth P. Fallon, Jr., President  
Matanuska-Susitna School Board

of



# RAILBELT SCHOOL DISTRICT

Drawer 280, Healy Alaska 99743 • (907) 683-2278

James W. Paul, Superintendent

March 23, 1989

The Honorable Paul Fischer  
Alaska State Senate  
P.O. Box V  
Juneau, AK 99811

Dear Senator Fischer:

Thanks very much for your time when we met on March 21 and at our Association of Alaska School Boards reception.

Your strategy for handling of SB 15 sounds solid and we will give you all the support we can for the concept. Your long term support for the education of Alaska's young people is greatly appreciated by our Association, our school district and the parents of the state. Please don't hesitate to call on the Association of Alaska School Boards if we can provide you with help. I'm sure Carl Rose and the staff will respond promptly.

I look forward to meeting with you again sometime in April.

Sincerely,

Gerald R. Moberg  
School Board Chairman

P.O. Box 583  
Dillingham, Alaska 99576

APR 14 1989

April 10, 1989

The Honorable Fred Zharoff  
Alaska State Legislature  
Pouch V  
Juneau, Alaska 99811

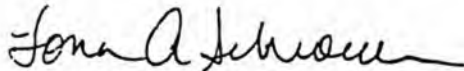
Sir:

I would like to express my concern about Binding Arbitration, CS SB 15 (C&RA).

As you can see I live in Dillingham and right now our School Board is going through some rough waters. That is okay though because at least our people in Dillingham can disagree with the School Board. If Binding Arbitration is passed it would remove public control of education, it is expensive, it would be time consuming, and is it right that an arbitrator delegate policy making? It is my feeling that if this bill passes, what do we need an elected school board in place - why do we even have elections???

I am asking that you consider this bill very seriously and vote nay for passage.

Sincerely,



Lona A. Schroeder  
Parent  
Constituent

/las

cc: Senator Paul Fischer, Senate 'ESS Chairman  
Senator Jim Duncan, Sponsor of SB 15, Binding Arbitration

SITKA SCHOOL DISTRICT

ACCREDITED BY THE NORTHWEST ASSOCIATION OF SECONDARY SCHOOLS & COLLEGES

APR 10 1989



P. O. BOX 179 SITKA, ALASKA 99835

April 7, 1989

Senator Paul Fischer  
Alaska State Legislature  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Fischer:

Enclosed is a Resolution that the Sitka School Board passed at its meeting on April 4, 1989. A copy of this Resolution has been sent to the Kenai School Board to let them know how much we appreciate your efforts to provide some equity in the question of binding arbitration.

Please continue to do all that you can because binding arbitration and class size are the two most expensive items facing the Legislature this session.

Also enclosed is a copy of a Resolution Opposing Binding Arbitration which was also passed at the April 4, 1989 Sitka School Board meeting and which is being sent to Senator Dick Eliason, Representative Ben Grussendorf, and the Association Of Alaska School Boards.

You have our appreciation and support.

Sincerely,

SITKA SCHOOL DISTRICT

Art Woodhouse  
Superintendent

Enclosures

# SITKA SCHOOL DISTRICT

ACCREDITED BY THE NORTHWEST ASSOCIATION OF SECONDARY SCHOOLS & COLLEGES



P. O. BOX 179 SITKA, ALASKA 99835

## RESOLUTION SUPPORTING AND CONGRATULATING SENATOR PAUL FISCHER

WHEREAS, a Bill has been introduced in the Alaska Legislature proposing Binding Arbitration for resolving impasse in school district negotiations; and

WHEREAS, Binding Arbitration would strip a locally elected school board of its right and responsibility to establish educational costs and place this right in the hands of an outside arbitrator; and

WHEREAS, Binding Arbitration is counter to the principles of a representative democracy to maintain the common interest and good; and,

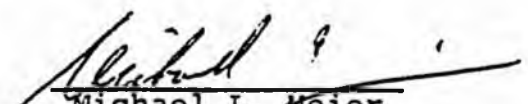
WHEREAS, the fair and impartial treatment of the Binding Arbitration Bill is in jeopardy due to political pressures brought to bear by NEA-Alaska and its affiliates; and

WHEREAS, Senator Paul Fischer, counter to what is politically expedient and resulting in great political duress, has taken a position in support of a fair, equal discussion and consideration of this Binding Arbitration Bill.

THEREFORE, BE IT RESOLVED that the Sitka School Board supports Senator Fischer for his courage and sense of fairness on this issue and thanks the Senator for his stance in opposition to both binding arbitration and those who would compromise the common good for the sake of this special interest legislation.

DATED this fourth day of April, 1989.

SITKA SCHOOL BOARD

  
Michael L. Meier  
President

# SITKA SCHOOL DISTRICT

ACCREDITED BY THE NORTHWEST ASSOCIATION OF SECONDARY SCHOOLS & COLLEGES



P. O. BOX 179 SITKA, ALASKA 99835

## RESOLUTION OPPOSING BINDING ARBITRATION

WHEREAS, State Of Alaska statute has provided for locally elected school boards as the authorities for providing public oversight of public school district operations; and

WHEREAS, these local school boards, through the process of free and open elections, represent the attitudes; will; and expectations of the communities which they serve; and

WHEREAS, the additional requirement is placed upon communities designated as cities and boroughs to provide for local support of education; and,

WHEREAS, the State has not provided for fiscally independent school districts, thereby requiring that school districts be reliant upon other agencies to determine their allowable levels of funding and expenditures; and

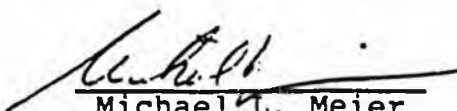
WHEREAS, the State has not established a prevailing interest in the area of binding arbitration as a need which should be applied to school districts; and,

WHEREAS, the State Legislature has failed to meet its financial responsibility to fully fund established educational needs.

THEREFORE, BE IT RESOLVED that the Sitka School Board hereby opposes binding arbitration as an affront to principles which support a community's right to control educational costs; an unethical infringement upon and illegal delegation of local authority; and inappropriate to Alaska's system of school finance.

DATED this fourth day of April, 1989.

SITKA SCHOOL BOARD

  
Michael L. Meier  
President

APR 11 1989



# Pribilof School District

District Office Building  
St. George School • St. Paul School  
St. Paul, Alaska 99660 • Telephone (907) 546-2221

Denver G. Bowen, Superintendent  
G. Bargl Brown, Principal

Board of Education  
John B. Mercuriale, President  
Alexis Prokopiou, Vice President  
Carol A. Melouidou, Secretary/Treasurer  
Andronik Kashevarof, Jr., Member  
Juliana B. Shane, Member

April 10, 1989

Senator Fred Zharoff  
P. O. Box V  
Juneau, Alaska 99811

Dear Senator Zharoff:

Please allow me the opportunity to express my position on several bills that are to be addressed during this Sixteenth Alaska State Legislative Session.

The communities of both St. George and St. Paul are opposed to any "Mandatory Borough Bill", House Bill #1. The main reasons are that local control of the educational programs for students would be lost and it would be expensive to set up new boroughs.

The Pribilof School District Board of Education does not support the binding arbitration bill, Senate Bill #15. I feel that binding arbitration removes the public control of education, is expensive, is time consuming and will discourage the good-faith bargaining which has occurred for years between the Pribilof Board of Education and our teachers.

The Board of Education is the board of directors and I am the Chief Executive Officer for our public radio station, KUHB-FM, which serves all the Pribilof Islands area. I do not receive a salary for my work with the station. We have a budget of sixty thousand dollars (\$60,000) which is the minimum we need to operate the station. Two local people are employed to operate the station. I hope you will support public radio and TV.

We hope that you can support House Bill #185 which has been introduced to address the inequities in the present foundation funding formula for single and dual site school districts.

I personally hope that you will support the Retirement Incentative bill for both TRS and PERS.

If you have questions about our position on these and other school related bills, please do not hesitate to contact or have one of your staff contact me.

Sincerely yours,

Denver G. Bowen  
Superintendent

dgb

cc. Senator Fischer

April 11, 1989

APR 15 1989

Senator Paul Fisher  
SENATE HESS CHAIRMAN  
HEALTH, EDUCATION & SOCIAL SERVICES  
Room 205, Capital  
Juneau, AK 99811

Please vote NO on CS SB 15 (C&RA), BINDING ARBITRATION.

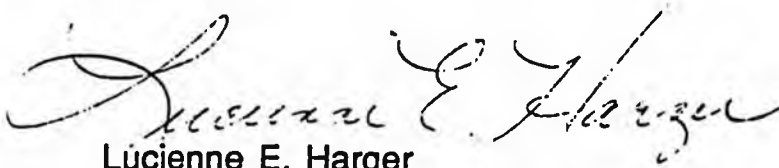
Binding arbitration not only removes any community input on the education our children receive, it also discourages good-faith bargaining, thereby being costly to the school district (and other groups it represents).

A prime example would be a school district. Binding arbitration would cause the reduction in funds spent on each student and be turned over to the teachers. The district in which I live is a fair idea of what would happen. The union would have their eyes shut to the needs of the student, but open to their own personal pocketbooks. This may be a broad assumption on my part, but it is shared by others in this community.

The unions already possess the power necessary to obtain increases in salaries, fringe benefits, etc., therefore do not require additional power.

Again, I ask DO NOT recommend approval of this bill to the committee-at-large.

Sincerely,



Lucienne E. Harger  
Concerned Parent

APR 20 1989

Robert C. Hunter, Jr., M.D.  
101 Jamestown Drive  
Sitka, Alaska 99835

April 17, 1989

The Honorable Paul Fischer  
Alaska State Legislature  
P. O. Box V (MS 3100)  
Juneau, AK 99811

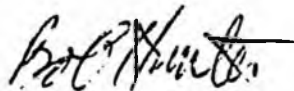
RE: Senate Bill #15, The Binding Arbitration Bill.

Dear Senator Fischer:

I am very concerned about the outcome of Senate Bill #15 which is now in the HESS Committee. I am strongly and firmly opposed to binding arbitration, and I feel that this bill would create a significant and serious deleterious effect on our local school system. I am particularly concerned as my wife and I have three young children just entering the school system. I am a private practice physician and my wife is a registered nurse at Sitka Community Hospital.

Thank you for your continuing work on our behalf. I appreciate your attention to my concerns.

Sincerely,



Robert C. Hunter, Jr., M.D.

APR 17 1989

1332 Matterhorn Way  
Anchorage, Alaska 99508  
April 13, 1989

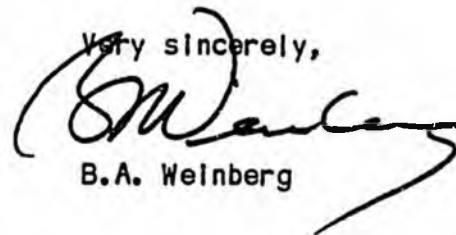
Honorable Paul Fischer, Chairman  
Senate Health, Education, and  
Social Services Committee  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Fischer:

As a citizen and parent and as a public education professional for twenty-seven years, I should like to thank you for your efforts to prevent the erosion of public control of public education that would occur if compulsory binding interest arbitration were to become law. The delegation of legislative powers to third parties not accountable to the public would be a travesty, especially considering the importance of public education to our society.

I recognize that there is a lot of pressure behind this special interest legislation; therefore, your courage in opposing it is all the more appreciated. If there is any way I can assist you in this matter, please feel free to contact me.

Very sincerely,



B.A. Weinberg

BAW/gt

1332 Matterhorn Way  
Anchorage, Alaska 99508  
April 13, 1989  
APR 17 1989

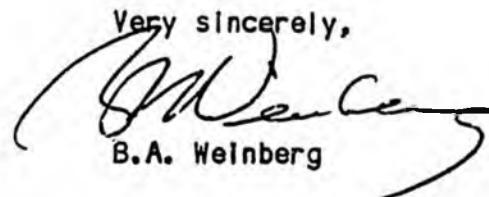
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Senate Health, Education, and  
Social Services Committee  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Fischer:

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I recognize that there is a lot of pressure behind this special interest legislation; therefore, your courage in opposing it is all the more appreciated. If there is any way I can assist you in this matter, please feel free to contact me.

Very sincerely,



B.A. Weinberg

BAW/gt

APR 17 1989

BRISTOL BAY BOROUGH SCHOOL DISTRICT

P. O. BOX 169  
NAKNEK, ALASKA 99633

PHONE 246-4225 OR 4265  
HIGH SCHOOL

RICHARD W LEATH  
SUPERINTENDENT

★

April 13, 1989

Senator Paul Fischer  
Alaska State Legislature  
P. O. Box V (MS 3100)  
Juneau, Alaska 99811

Dear Senator Fischer:

I want to express my appreciation to you for taking time out of your busy schedule to address important educational issues this past Tuesday, April 11, with a large number of school district superintendents. Your candor in discussing some major issues was refreshing.

As a local school district superintendent and as a member of the Alaska Association of School Administrators' Board of Directors I certainly appreciate your insistence in allowing SB 15 to have a fair and impartial hearing in your Senate HESS Committee. I realize that tremendous pressure has been brought to bear on you by State Teacher Unions to move this bill and your courage in allowing a full hearing is commendable. Please be assured that your stand on this issue has the support of school administration and school board members throughout our state.

Your continued support for education of our state's youth is appreciated.

Sincerely,



Richard W. Leath  
Superintendent of Schools

RWL:crm



APR 24 1989

**KETCHIKAN GATEWAY BOROUGH  
SCHOOL DISTRICT**

April 19, 1989

**TO:** Senator Paul Fischer ✓  
Lloyd Jones  
Al Adams  
Tim Kelley  
Jim Duncan

**FROM:** Richard Clevenger, Superintendent  
Ketchikan Gateway Borough School District

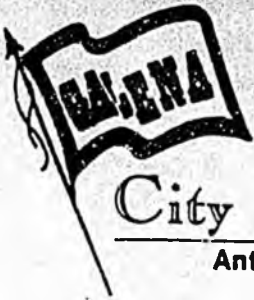
**RE:** Senate Bill 15

Please take one more look at what NEA is promoting with Binding Arbitration (S.B. 15) and what it means to your school district. Binding arbitration along with current laws dealing with tenure, non-retention and contract expiration turns the management of your district over to an arbitrator with a process driven by the union!

No matter how it is presented, it is simply fronting for union boiler plate objectives. When the union talks about tenure, escrow accounts, financial exigency, program needs and school board policy they make it sound so simple and innocent - tear away the union rhetoric and it boils down to one simple theme - take away local management rights, make them negotiable and let an outside arbitrator make local decisions. This union goal has been around for years.

I sat in your Senate HESS committee room and heard Manners say - "We propose negotiating school board policy as such deals with program needs and how lay-offs should take place", **THINK ABOUT THAT** - program needs deal with school district budgets and educational programs for kids- In this process where has anything ever been mentioned about your kids? You elect local people to run your school district - don't turn it over to an Arbitrator and a Union!!

APR 21 1989



## City of Galena

Antoski Hall • P.O. Box 149 • Galena, Alaska 99741 • Telephone (907) 656-1301

April 17, 1989

Senator Paul Fischer  
P.O. Box V  
Juneau, Alaska 99811

Dear Senator Fischer:

Please find enclosed City of Galena Resolution 89-11, Opposing Binding Arbitration (Senate Bill 15). This resolution was passed unanimously at the special meeting of the City Council on April 15, 1989.

The thoughts in this resolution are their efforts to address the issue. We hope you will give them consideration during the present legislative session.

Sincerely,

Nancy Gross,  
City Manger

NG/rla

cc: Governor Cowper  
Each Member of the Alaska House of Representatives  
Each Member of the Alaska State Senate  
Files

nl4/18



City of Galena

Antoski Hall • P.O. Box 149 • Galena, Alaska 99741 • Telephone (907) 656-1301

RESOLUTION 89-11

OPPOSING BINDING ARBITRATION  
(SENATE BILL 15)

WHEREAS, the City Council of the City of Galena is the duly authorized governing body of the City of Galena; and

WHEREAS, the City Council is liable for the Galena City School District budget expenditures in the final analysis; and

WHEREAS, the City Council is concerned about funding for the school District and other City funds; and

WHEREAS, the City Council is concerned about the erosion of school Board powers which in turn erodes the powers of the City Council; and

WHEREAS, the council is aware that Senate Bill 15 is under consideration by the legislature and that this bill would impose binding arbitration on to boards, thus taking power away from the local school Boards and thus eroding the City's funds either directly or indirectly.

NOW, THEREFORE BE IT RESOLVED that the Galena City Council is completely opposed to binding arbitration and education employees being included under PERA; and

AND BE IT FURTHER RESOLVED that the City Council encourages you to vote against any legislation which includes binding arbitration or the further erosion of school Board powers which are not in the best interest of our students.

PASSED AND APPROVED this 15<sup>th</sup> day of April, 1989.

Vernon A. White,  
Mayor

ATTEST:

Nancy Gross,  
City Manager



THE  
LAKE AND PENINSULA  
SCHOOL DISTRICT

P.O. Box 498  
King Salmon, Alaska 99613  
Phone (907) 246-4280



April 18, 1989

Senator Paul Fisher, Chairman  
P.O. Box V  
Juneau, Ak 99811

APR 24 1989

Dear Senator Fisher:

I am writing to request your support for local control of education by locally-elected school boards.

I am Superintendent of an REAA whose population is greater than 90% Alaska Native. The issue of local control is vitally important to the continued growth of responsibility for local school governance by Alaska Natives in rural Alaska.

The recent downturn in State finances has required greater local effort in terms of financing of vital and required services. With this increasing effort comes greater responsibility for managing budgets and personnel.

If the Legislature approves Committee Substitute for Senate Bill 15, (Binding Arbitration) it will have the effect of removing control of policy and financial responsibility for schools by locally-elected officials.

The process of open negotiations for employment contracts with teachers has been working in our area. The recently approved contract for 89-90 required only one meeting between parties. The previous year's agreement required over a year of time and more than a dozen meetings, with mediation and advisory arbitration. This process also resulted in an agreement. CSSB15 is not necessary to improve contract deliberations in our area.

For the reasons above, The Lake and Peninsula School Board and Administration requests that you vote NO on CSSB15.

Sincerely,

A handwritten signature in cursive script that reads "Frank W. Hill".

Frank W. Hill  
Superintendent

APR 24 1969

BRISTOL BAY BOROUGH SCHOOL DISTRICT

P O BOX 169  
NAKNEK, ALASKA 99633

PHONE 246-4225 OR 4265

RICHARD W LEATH  
SUPERINTENDENT

★

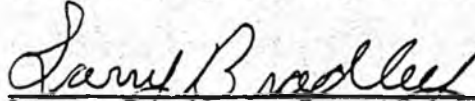
RESOLUTION NO. 47

Supporting and Congratulating Senator Paul Fischer

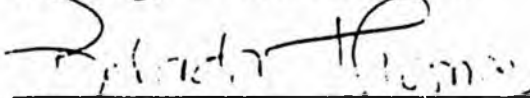
- Whereas, a Bill has been introduced in the Alaska Legislature proposing Binding Arbitration for resolving impasse in school district negotiations; and
- Whereas, Binding Arbitration would remove from a locally elected school board its responsibility and right to establish educational costs and place this right in the hands of an outside arbitrator; and
- Whereas, Binding Arbitration is counter to the principles of a representative form of government to maintain the common interest and good; and
- Whereas, the fair and impartial treatment of the Binding Arbitration Bill is in jeopardy due to political pressures brought to bear by the Teacher Unions of the State; and
- Whereas, Senator Paul Fisher, contrary to what is politically expedient and resulting in great political duress, has taken a position in support of a fair and equal discussion and consideration of this Binding Arbitration Bill.
- Therefore, Be It Resolved, That the Bristol Bay Borough School Board supports Senator Fischer for his courage and sense of fairness on this issue and also thanks the Senator for his stance in opposition to both Binding Arbitration and those who would compromise the common good for the sake of this special interest legislation.

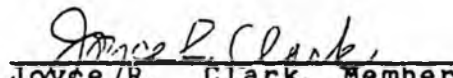
Dated this 13th day of April, 1989.

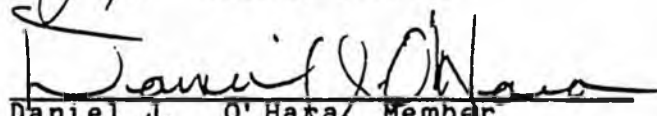
Bristol Bay Borough School Board

  
Larry Bradley, President

  
George M. Riddle, Clerk

  
Roberta Thomas, Member

  
Joyce R. Clark, Member

  
Daniel J. O'Hara, Member

# ALEUTIANS EAST BOROUGH

## School District

P.O. Box 429  
Sand Point, Alaska 99661-0429

Phone: (907) 383-5222  
FAX: (907) 383-3496

April 19, 1989

APR 21 1989

Senator Paul Fischer, Chairman  
Senate HESS Committee  
Box V  
Juneau, AK 99811

RE: BINDING ARBITRATION: CS SB 15

Dear Senator Fisher,

I wish to state my opposition to the "Binding Arbitration Bill" currently before the Senate. My objections are not based on party lines, old ideas, or unwillingness to play on a level field. I firmly believe the Bill as currently drafted is not in the best interest of our students or school district, and that means all of us including teachers.

### Local Control

This is severely limited once you mandate a final step in negotiations in terms of an arbitrator. I feel that Boards should remain the final authority as they are financially responsible to the local communities they serve.

### Salaries

At a time when we are being asked to hold the line, the current proposed legislature would work against achieving that end. Binding Arbitration will mean higher salaries.

### Management

The ability to manage any organization is and will remain critical to our ability to achieve our goals. The current philosophy of NEA is that schools should be managed by teachers. Sounds great but in reality it is not workable. Do not support further erosion of the Boards ability to define the direction of the organization.

### Children

How will this benefit children and their education? More time and money will be spent on negotiations and staff compensation, less on programs for our communities' children. Even if the state could continue to raise the level of support for education there is a point where it does not make reasonable sense to do so.

SERVING

AKUTAN

COLD BAY

FALSE PASS


KING COVE

NELSON LAGOON

SAND POINT

I would appreciate your help on this matter and not allow the legislation in its current form to be passed.

Sincerely,



John A. Davis  
Superintendent

JAD/dw

cc: AEBSB Members  
Carl Rose, AASB

# ALEUTIANS EAST BOROUGH

## School District

P.O. Box 429  
Sand Point, Alaska 99601-0429

Phone: (907) 383-5222  
FAX: (907) 383-3496

April 20, 1989

APR 21 1989

Sen. Paul Fisher, Chairman  
Senate HESS Committee  
Pouch V  
Juneau, AK 99811

RE: BINDING ARBITRATION: CS SB 15

Dear Senator Fisher,

As a school board member who is currently serving as the president of a newly created district, I know how important it is to have local control over the affairs of the school district.

We are working hard to involve all of our communities and its members in establishing a truly fine school district. This means being able to respond to the needs of our people which include the children we serve, parents, and staff members.

I am concerned that legislators are seriously considering legislation that will further erode our ability to effectively define how our children are educated. I am speaking to the current "Binding Arbitration Bill" in the Senate.

I am an elected official just as you are. I must serve the electorate as you must. Do not limit my authority and the authority of our Board by passing this Bill as it currently reads. The passage of binding arbitration will effectively reduce our ability to negotiate and place the final authority in the hands of a person who was not elected to do my job. If I do not perform well our people hold me responsible, not an appointed arbitrator.

Our teachers are important to us and the fulfillment of our educational goals, but to afford them additional control over the negotiating process at our local board's expense is not acceptable.

I would appreciate your help in this matter by not supporting the Binding Arbitration Bill as it is currently being submitted.

Sincerely,

Susan Osterback  
President



cc: AEBSB Members  
Carl Rose, AASB

SERVING

AKUTAN

COLD BAY

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NELSON LAGOON

SAND POINT

REFILE ANC AHG

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EXECUTIVE JNU

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TOD APR 24 89

APR 24 1989

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EXECUTIVE JNU

REFILE ANC AHG

RE TO TX 45303"

07012 NL TDR HOONAH AK 50 04-24 930A ADT

PMS SEN PAUL FISCHER

JUNEAU AK

SB15 IS A TERRIBLE BILL. PLEASE LEAVE TEACHER CONTRACT  
NEGOTIATIONS TO DULY ELECTED SCHOOL BOARDS. I WAS UNDER THE  
IMPRESSION THIS IS WHY I HELPED VOTE THEM INTO OFFICE. THE  
PRESENT SYSTEM HAS BEEN WORKING WELL. LEAVE IT ALONE.

TERRENCE BARRY

PO BOX 464

HOONAH AK 99829

REFILE ANC AHG

†

EXECUTIVE JNU

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TOD APR 24 89

APR 24 1989

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EXECUTIVE JNU

REFILE ANC AHG

RE TO TX 45303"

04002 POM TDA HOONAH ALASKA 15 04-24 1010 ADT

SENATOR PAUL FISCHER

PO BOX 4

JUNEAU AK 99811

SB115 IS BAD FOR KIDS. TELL DUNCAN NO.

THOMAS BROWN

PO BOX 388

HOONAH AK 99829

APR 24 1989

Dave Wilder  
3323 Dry Creek  
Fort Alsworth, Alaska 99653  
April 19, 1989

Sen. Paul Fisher, chairman  
P.O. Box 5  
Juneau, Alaska 99811

Dear Sen. Fisher,

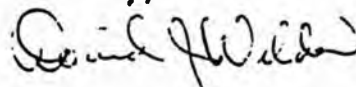
As an elected representative of the people of district 26, I would like to urge you to consider the issues involved in binding arbitration as it relates to our school districts ability to maintain local control and effectively control the finances that we are responsible for.

I understand that the bush caucus has made a stand opposing binding arbitration.

I fully believe the binding arbitration issue is an attempt by N.E.A. to gain more income and security for those they represent. In light of the legislatures current attempt at reducing spending and living within our means, it is reasonable to expect that binding arbitration would result in less money for education, reduced programs and reduced ability to travel and for coordination within our large district. We ask you to help preserve each school boards right to manage.

Thank you for your consideration.

Sincerely,



Dave Wilder

RE TO TX 45303"

04006 NL TDA HOONAH ALASKA 50 04-24 1035 ADT

SENATOR PAUL FISCHER

PO BOX U

JUNEAU AK 99811

APR 24 1989

RE: SB15

1. TOO EXPENSIVE
2. DISCOURGES GOOD FAITH COLLECTIVE BARGAINING
3. ARBITRATORS ARE NOT ELECTED OFFICIALS AND THEREFORE NOT ACCOUNTABLE TO LOCAL PEOPLE WHO ELECTED SCHOOLBOARD MEMBERS.

MARILYN WILLIAMS

REFILE ANC AHG

†

EXECUTIVE JNU

))))

TOD APR 24 89

Senator Fischer,  
For your information  
M. J. S.

APR 25 1989

3628 Alaska Avenue  
Ketchikan, Alaska 99901  
April 22, 1989

Dear Senator Jones,

After working in the Ketchikan District for over 15 years, I can easily say, I enjoy working with the students and other teachers in S.E. Alaska. The teachers are innovative, hard working, well prepared for their teaching assignments and real partners in the profession. The kids are spontaneous and wonderful but over the years it has become increasingly difficult to educate youngsters filled with T.V., Nintendo, and less and less parental interaction and home support.

We need, more than ever, smaller classes which means better funding. H.B. 15 and H.B. 177 would help with the funding picture. I would like to help get those pieces of legislation passed. We have 29 students in first and third grade students in our language arts program. We have 29 students are special education students and our district is getting one special ed teacher and all our regular ones for the 3 year. For my math program, I have 29 students and help from a helper most of the weeks for two days a week. My teaching partner has the other 28 including the special ed students, all who need a better ratio of teacher to child to develop math concepts. That's pretty skimpy coverage for young children. Remember, most families have both parents working or only one parent so help does not come through volunteers.

Also, I did extensive reading on Binding Arbitration several years ago and found that through a series of quickie court decisions in Kenai and Anchorage, as responses to immediate situations, bargaining laws as presently written single out teacher collective bargaining unfairly. If you read ALL the decisions leading to the rewriting of the teacher collective bargaining parameters, you will note several judges did NOT intend for their decisions to make law. But, they did! Binding Arbitration could certainly eliminate the unfair collective bargaining positions for teachers and still protect the power of the School Boards. When I spoke with legislators in the past, several responded that yes the bargaining position for teachers does need to be changed but a strike clause seemed to be the preferable route. As a teacher, I think a strike clause may help the teachers but it certainly plays havoc with the education of students and families and student well being is important to all of us. Just compare the collective bargaining statutes of all other professions covered by collective bargaining in the state, to the statutes pertaining to a teacher, and you will be astounded by what you need. Someone did a pretty good job of mixing horses and carts when you compare the time line of the court decisions and the rewriting of the collective bargaining practices for teachers.

The last bill I'm writing about in this letter is S.B. 73 concerning early retirement incentive. Many teachers in our district are approaching retirement status. With the passage of H.B. 15 and H.B. 177, the dollars for education could be even more potent with the top of the salary scale teachers enticed to retire.

I hope I have presented points you will consider in your deliberations.

about the above mentioned bills. I believe I have some good points and wanted to share them with you. I will be sending copies of this letter to other legislators on specific committees for their consideration.

Thank you for your time. I know it has been a hectic schedule with the Tongass hearings, the budget, the fishery concerns, etc.

Sincerely,

Mary Gale Schulz



APR 28

## City of Galena

Antoski Hall • P.O. Box 149 • Galena, Alaska 99741 • Telephone (907) 656-1301

April 25, 1989

Senator Paul Fischer, Chair  
Health and Social Services Committee  
Alaska State Senate  
P.O. Box V  
Juneau, Ak 99811

Dear Senator Fischer:

It has come to my attention that there is binding arbitration legislation now before your committee. This legislation is of concern to the City of Galena because of the potential for significant increases in cost to the taxpayers of providing for education which would likely result from passage of this legislation.

This legislation is particularly critical at this time when state support for education is drying up and local governments are more hard pressed to provide needed funds. We felt that it was important to let you know of our concern regarding this legislation.

Sincerely,

Nancy Gross,  
City Manager

NG/rla

cc: files

2n14/25

APR 27 1989

# Copper River School District



Superintendent's Office  
Box 108  
Glennallen, Alaska 99588  
(907) 822-3234

April 20, 1989

Senator Paul Fischer  
P. O. Box V  
Juneau, AK 99811

Greetings:

As the sun rapidly sets on the Sixteenth Alaska State Legislature, and a vote on Senate Bill 15 grows near, please ask yourself this question, "Will binding arbitration help the children of the State of Alaska?" The answer is, of course, no! Then why waste time considering such a bill to appease a self-interest, political action group. Folks, political contributions are one thing, but to yield to the demands of the contributors appears to border on the edge of impropriety.

There are two definite camps regarding binding arbitration. In camp number one (1), you find the school children, the school administrators (who were mostly teachers before becoming administrators), the school boards, the parents, and the general public. These people stand to gain nothing from binding arbitration; however, they stand to lose a great deal ... including a portion of their constitutional rights. In camp number two (2), one finds the NEA and those who feed on their spoils. The membership of this national power hungry union stands to lose nothing by participating in binding arbitration. However, they could possibly gain control of our entire educational system through this process.

Should one wonder why this potential union tool is named binding **INTEREST** arbitration? Whose interest? It is certainly not in the interest of education.

Perhaps I should attempt to list and identify all the reasons I oppose binding arbitration. However, you as legislators, all know these reasons quite well. In addition to being unconstitutional, it removes the power of local elected officials, who, better than anyone in Juneau, Massachusetts, Washington, Colorado, or even Georgia, know the capabilities of Alaska communities to meet the demands of NEA.

I think this quote from an avid Anchorage AEA/NEA member in his letter to the AEA president states my reasons for opposing binding arbitration far better than any words I could write:

I sincerely hope you were not "taken in" by the editorial in the Daily News. If you too think we (AEA) are a public service organization devoted to serving the citizens and children of this community, under the full glare of public scrutiny, then things have gone even further than I fear. NEA-AK hires people to be union employees, I hope, not examples to be held up to the public. Such "examples" are mostly hired over at the Anchorage Christian School, I think.

Please don't let your eyes be blinded by NEA's pressure on this issue. Binding interest arbitration is clearly designed to serve self-interest groups, not the people.

Professionally yours,

A handwritten signature in cursive script, appearing to read "Leland L. Dishman", followed by a horizontal line.

Leland L. Dishman  
Superintendent



APR 27 1989

Mentasta  
Tetlin  
Tok

Northway  
Dot Lake  
Eagle  
Tanacross

Senator Paul Fisher, Chairman  
Senate HESS Committee  
P. O. Box V Juneau, Alaska 99811  
P.O. Box 226, Tok, Alaska 99780  
907 - 883-5151

### SCHOOL DISTRICT REAA 16

April 24, 1989

Dear Senator Fisher,

This letter is to thank you for not moving the Binding Arbitration Bill and its associated bills out of your committee. You have certainly heard all of the arguments against binding arbitration and it is hoped that you will continue to hold it.

There is a much better way to improve education in the State of Alaska. Several groups, nationally and a few of us in the state, have been attempting to draft some language which would establish education as a client (student) centered profession. In theory it is very practical, but the wording is difficult when it comes to describing responsibility issues which can be implemented through legislation.

You probably know that there has been a great effort nationally to empower teachers. Teacher empowerment is a desirable concept, but the responsibility for ensuring educational outcomes has to go along with the power. As we complete drafts, we will forward copies to you and hopefully provide you with a much more constructive way of dealing with teacher empowerment and educational service.

Sincerely,

Spike Jorgensen  
Superintendent of Schools

- cc: Senator Jack Coghill
- Senator Al Adams
- Senator Jim Duncan
- Senator Lloyd Jones
- Senator Tim Kelly
- Representative Dick Shultz
- Regional Board of Education
- John Sackett
- Howard Tricky

“Where Teachers Are The Gateway To Learning”

Dot Lake  
907 - 882-2663

Eagle  
907 - 547-2210

Mentasta  
907 - 291-2317

Northway  
907 - 778-6301

Tok  
907 - 883-5161

Tetlin

APR 27 1989

Elrita J. Magoffin  
Box 80322  
Fairbanks, Alaska 99708

April 25, 1989

Senator Paul Fischer  
Chairman Health, Education and Social Services  
P.O. Box V  
Juneau, Alaska 99811

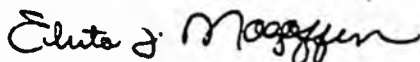
Dear Senator Fischer:

I am contacting you with my concerns regarding SB 15. An Act Relating to Public School Employees Collective Bargaining Agreement. As a parent of two children in the school system and as an advocate for K-12 education in Alaska, I believe that I must speak out against this bill.

By passing this bill the Legislature would remove from local control what little power school boards have left to control the most significant costs in education which are the wage and benefit portion. Legislation for binding arbitration by its very nature would dramatically increase the cost of education.

Teachers in Alaska have been given fair treatment and the present system more than adequately cares for their financial needs. Please don't force our local communities to accept decisions made by an outside arbitrator by passing this bill.

Sincerely,



Elrita J. Magoffin