

Shelley Addis, Teacher testimony
U. S. D. 260 Derby
House Standing Committee on Education
February 11, 2013
House Bill 2221

Madam Chair, Committee members:

My name is Shelley Addis and I am a 1st Grade teacher at Tanglewood Elementary in the Derby school district. I am fortunate to work in a district where the relationship between the school board, administration and the bargaining unit is valued and a common goal for quality public education exists. Derby NEA, the recognized representative of professional educators in our district, has been instrumental in strengthening that relationship. I am a career member of DNEA. I serve on its Executive Board, as past President, and am negotiations chair on the Interest Based Bargaining team.

My school district has been successfully involved in the IBB process for almost ten years. As a result of this collaborative process, we have compacted our salary schedule to increase career earnings. In this environment, problems have been quickly identified and resolved, thus maintaining grievances at a low level and experiencing no bargaining impasse in many years. This same level of cooperation extended to the community when efforts were productively joined to pass a recent bond issue.

Our success is based on open and ongoing communication with team members from the Board of Education, administration and teachers, along with the district, at large. This communication includes the electronic surveying of all bargaining unit members to determine their interests for negotiations. It requires access to our professional educators through face-to-face contact and the ability to deliver important information effectively. Regularly scheduled meet and confers with administrators and a place on the agenda of each Board meeting strengthen connections and include the community.

Beyond the local level, I am the President of Kansas NEA's South Central UniServ. I have witnessed similar successes throughout local districts in our region. New teacher events are hosted by the professional organization with school board members and administrators in attendance to welcome recruits. Teacher benefit events include local businesses and community groups alongside district and professional organization members. Community outreach extends to joint charity efforts and disaster cleanup, support of community foundations and service projects. Scholarships for students going into education are sponsored, in an effort to strengthen and promote the profession. At the same time and equally as important, many opportunities through our organization are available for professional learning to provide support to educators and their school districts as they constantly seek to improve the quality of education.

These successes clearly demonstrate that the Professional Negotiations Act is working well and that the bargaining process has had positive results across school districts and their communities. **House Bill 2221** places them in jeopardy. I ask you to consider the critical ramifications of this bill and vote in opposition.