

**From:** Tisha Pankop [mailto:tpankop@gmail.com]  
**Sent:** Tuesday, June 16, 2015 9:55 AM  
**To:** Leta Howard  
**Subject:** SB 280

I am writing to make a significant claim against the proposed SB 280. I work as a Union Employer Relations Director for Kalamazoo Public Schools and find that my union work helps my school district run more smoothly and supports the education of the students we serve. If there is no release time for the president and bargaining must occur in after school hours, this will harm our school district significantly. How can the teachers involved in the union do a stellar job in the classroom if their after school hours are filled with bargaining and resolving issues and grievances?

This means less time grading papers, contacting families and planning lessons that we volunteer to do in our after school hours currently. We currently have a full-time release president who meets with our administrators during the school day on a daily basis. If she were not available during the day, that means that our administrators would also have to extend their days into the late evening hours for this work. On many days we already work until 7 pm when we meet after school.

**\*Union release time provides time for planning, collaboration and problem solving.**

It allows time for collaboration between union and administration to solve problems before they become a grievance, or crisis. This kind of proactive problem solving saves time and money. Union release time is not just for grievances. Union and administration also collaborate on education related issues such as professional development.

**\*Local Control.**

SB 280 is an assault on local control. Local school districts, especially larger ones, see the need for release time presidents and association days and bargain that into the collective bargaining agreement with their teachers. With hundreds of staff members, school boards have bargained these provisions because they understand (better than Lansing/state government) how these locally bargained arrangements help their district run more efficiently. For those who support local control, they should oppose legislative mandates that prohibit release time.

Please support public education by making sure this bill does not pass.

Tisha Pankop