

☛ 97hr\_SC-Ed\_sb0318\_pt04



(FORM UPDATED: 08/11/2010)

# WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

## 1997-98

(session year)

## Senate

(Assembly, Senate or Joint)

## Committee on Education...

### COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

### INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)  
(**ab** = Assembly Bill)                      (**ar** = Assembly Resolution)                      (**ajr** = Assembly Joint Resolution)  
(**sb** = Senate Bill)                              (**sr** = Senate Resolution)                              (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

\* Contents organized for archiving by: Stefanie Rose (LRB) (December 2012)

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Linda C. Brown

(NAME)

213 N. 3rd St.

(Street Address or Route Number)

Madison WI 53704

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
Room 109-LL One East Main  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Cheryl Helber

(NAME)

3rd Fairfield Ave

(Street Address or Route Number)

EVANSVILLE

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

REGINA BLAKELEY

(NAME)

533 North St

(Street Address or Route Number)

MADISON WI 53704

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEEO

(NAME) Thomas Zittel

2050 Glacier Circle

(Street Address or Route Number)

Cross Plains, WI 53528

(City and Zip Code)

Myself and MTI

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEEO

(NAME) Heather R. Pearson

432 W. Wilson St. #3

(Street Address or Route Number)

Madison 53703

(City and Zip Code)

Teachers

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEEO

(NAME) Benjamin S. Brown

213 N. Third St.

(Street Address or Route Number)

Madison WI 53704

(City and Zip Code)

teachers, self

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318  
OR

SUBJECT Repeal of the

QE0

Charles Hilston  
(NAME)

533 Shelby Road West  
(Street Address or Route Number)

Madison 53714  
(City and Zip Code)

Education / taxpayer  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318  
OR

SUBJECT Repeal of the

QE0

Luella Hilston  
(NAME)

533 Shelby Road West  
(Street Address or Route Number)

Madison 53714  
(City and Zip Code)

taxpayers  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318  
OR

SUBJECT Repeal of the

QE0

Heather Zintel  
(NAME)

2050 Gayer Cir  
(Street Address or Route Number)

Cross Plains, WI 53528  
(City and Zip Code)

Madison teachers (MTI)  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR  
SUBJECT Repeal of the

QEO

(NAME) STEVE HURST

(Street Address or Route Number) 3284 Hwy. BB #4

(City and Zip Code) MADISON, WI 53718

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:  
but not speaking:

Registering Against:  
but not speaking:

Speaking for information  
only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR  
SUBJECT Repeal of the

QEO

(NAME) Hermine Lee

(Street Address or Route Number) 813 Woodlawn Dr.

(City and Zip Code) Sun Prairie, WI, 53590

(Representing) UTL Teachers.

Speaking in Favor:

Speaking Against:

Registering in Favor:  
but not speaking:

Registering Against:  
but not speaking:

Speaking for information  
only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR  
SUBJECT Repeal of the

QEO

(NAME) S. Wangeren

(Street Address or Route Number) 601B Dell Dr.

(City and Zip Code) Madison, WI 53704

(Representing) teachers

Speaking in Favor:

Speaking Against:

Registering in Favor:  
but not speaking:

Registering Against:  
but not speaking:

Speaking for information  
only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Della A Gordon  
(NAME)

3201 Gerald St.

(Street Address or Route Number)

Madison, WI  
(City and Zip Code)

MTI Teachers  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

SHARON WARRKE  
(NAME)

7 GALE CT

(Street Address or Route Number)

Madison WI 53704-2001  
(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Denelope Meier  
(NAME)

327 Bonnie Rd.

(Street Address or Route Number)

Cottage Grove  
(City and Zip Code) 53527

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1999

BILL NO. SB 318

OR

SUBJECT Repeal of th

QEO

Connie Greene  
(NAME)

157 Belmont Rd  
(Street Address or Route Number)

Madison 53714  
(City and Zip Code)

teachers  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

P.L.Y. Please return this slip to a messenger PROMPTLY

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P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Luella Hirston  
(NAME)

533 Shady Wood Way  
(Street Address or Route Number)

Madison 53714  
(City and Zip Code)

Teachers / education  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

P.L.Y. Please return this slip to a messenger PROMPTLY

Senate Sergeant-At-Arms  
Room 109-LL One East Main  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1999

BILL NO. SB 318

OR

SUBJECT Repeal of th

QEO

Judy Deem  
(NAME)

4912 Winnesday  
(Street Address or Route Number)

Monona 53716  
(City and Zip Code)

Myself  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

P.L.Y. Please return this slip to a messenger PROMPTLY

Senate Sergeant-At-Arms  
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Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the  
QEO

Jean Berg  
(NAME)

4817 Oak Lane  
(Street Address or Route Number)

Madison 53714  
(City and Zip Code)

Madison Taxpayers  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY

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SENATE HEARING SLIP

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the  
QEO

Mary Zien  
(NAME)

2544 Evans  
(Street Address or Route Number)

McFarland WI 53579  
(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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SENATE HEARING SLIP

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DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the  
QEO

Rosemary Ecker  
(NAME)

4813 Flint Ln.  
(Street Address or Route Number)

Madison 53714  
(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the

QEEO

Julie Fitzpatrick

(NAME)

5013 Pebblebrook E

(Street Address or Route Number)

Madison, WI 537

myself

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMI

Senate Sergeant-At-Arms  
Room 109-LL One East Main  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the

QEEO

Vivian Sim's

(NAME)

1609 N. Thompson Dr.

(Street Address or Route Number)

Madison, WI 53704

MTI Teachers

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
Room 109-LL One East Main  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the

QEEO

Mary Margaret

(NAME)

1818 Jenifer

(Street Address or Route Number)

Madison, WI 53704

Myself + Taxpayers

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QE0

Karla Cullen

(NAME)

500 Angel Crest Way

(Street Address or Route Number)

Madison 53716

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QE0

Mary M. Handwerker

(NAME)

5 Sandalwood Cir

(Street Address or Route Number)

Madison WI 53716

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QE0

Pat Wood

(NAME)

3016 Dawsona Way

(Street Address or Route Number)

Madison WI 53713

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the

QE0

(NAME) Kieth Talkmen

(Street Address or Route Number) 177 Browne St

(City and Zip Code) Sun Prairie WI 53596

(Representing) MTI

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the

QE0

(NAME) Patricia Chester

(Street Address or Route Number) 115 Amanda Ct.

(City and Zip Code) Oregon WI

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

SUBJECT Repeal of the

QE0

(NAME) Gary Mary

(Street Address or Route Number) 327 Bonnie Rd.

(City and Zip Code) Ottose Grove WI 53527

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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SENATE HEARING SLIP

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT: Repeal of the

QEO

Jenny Willcock  
(NAME)

4810 Lumber Rd #3  
(Street Address or Route Number)

Madison WI  
(City and Zip Code) 53711

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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P.O. Box 7882  
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT: Repeal of the

QEO

Saundra Brown  
(NAME)

4937 Goldfinch Dr  
(Street Address or Route Number)

Madison WI  
(City and Zip Code) 53714

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT: Repeal of the

QEO

Charles Hilston  
(NAME)

533 Shady Wood Way  
(Street Address or Route Number)

Madison WI  
(City and Zip Code) 53714

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Karen Herron

(NAME)

2995 Velkommen Way

(Street Address or Route Number)

Stoughton WI 53589

Myself  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Jeanette Gilbertson

(NAME)

6010 Lynbrook Ln.

(Street Address or Route Number)

Madison, WI 53719

Jeanette Gilbertson  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

J. Wyngaard-Innes

(NAME)

30 N. 7th St.

(Street Address or Route Number)

MADISON, WI 53704

myself  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Joan Carlson

(NAME)

2905 Wimbledon Way

(Street Address or Route Number)

Madison, WI 53713

(City and Zip Code)

myself

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information  
only; Neither for nor against:

Y.

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**SENATE HEARING SLIP**

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Henri A. Manning  
(NAME)

15 Edward Ave.  
(Street Address or Route Number)

Edgerton WI 53534  
(City and Zip Code)

Self  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

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Room 109-LL One East Main  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

JANE GANSHERT  
(NAME)

702 PELHAM RD  
(Street Address or Route Number)

MADISON, WI 53716  
(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Richard Steward

(NAME)

5129 Flambeau Rd

(Street Address or Route Number)

Madison, WI 53705

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

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(NAME)

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Jacqueline L. Gordon

(NAME)

1108 St James Ct

(Street Address or Route Number)

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

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(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

(NAME) Kathryn Moor

313 Fallow Dr

(Street Address or Route Number)

Madison, WI 53705

(City and Zip Code)

(Representing) Self

Speaking in Favor:

Speaking Against:

Registering in Favor:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

(NAME) West Richards-Garmon, OTR

5906 Forge Dr

(Street Address or Route Number)

Madison, WI 53716

(City and Zip Code)

(Representing) Self

Speaking in Favor:

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**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

(NAME) TED BREER

4526 Surrey

(Street Address or Route Number)

Madison, Wis.

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

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DATE: November 12, 1997

BILL NO. SB 318

OR  
SUBJECT Repeal of the

QEEO

Tamra Hawary

(NAME)

502 Evergreen

(Street Address or Route Number)

Madison, WI 53704

Self

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

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(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

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(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR  
SUBJECT Repeal of the

QEEO

Mr. Spariak

(NAME)

682 W. Maryland Ave

Madison, WI 53562

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

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(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Rt Schwan-Zeier

(NAME)

4804 Mather Ave.

(Street Address or Route Number)

Madison WI 53716

(City and Zip Code)

Self

(Representing)

Speaking in Favor:

Speaking Against:

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(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Jean Wiggins

(NAME)

1937 Dolores Dr

(Street Address or Route Number)

Madison Wis 53716

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEEO

(NAME) Thomas Ostrander

(Street Address or Route Number) 1108 Lehigh St

(City and Zip Code) Marshall 53559

(Representing) Self

Speaking in Favor:

Speaking Against:

Registering in Favor:

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but not speaking:

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OR

SUBJECT Repeal of the

QEEO

(NAME) \_\_\_\_\_

(Street Address or Route Number) \_\_\_\_\_

(City and Zip Code) \_\_\_\_\_

(Representing) \_\_\_\_\_

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(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEEO

(NAME) Lisa Friend-Kalupa

(Street Address or Route Number) 5927 Schroeder Rd

(City and Zip Code) Madison, WI 53711

(Representing) Self

Speaking in Favor:

Speaking Against:

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Registering Against:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QE0

LEDDER O. RIBBAREN

(NAME)

3418 STEVENS ST.

(Street Address or Route Number)

MADISON, WI 53705

(City and Zip Code)

MMSD MIT

(Representing)

Speaking in Favor:

Speaking Against:

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Registering Against:

but not speaking:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QE0

Bertha Baker

(NAME)

1106 Blaine St.

(Street Address or Route Number)

Edgerton, WI

(City and Zip Code)

MMSD MTI

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

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Registering Against:

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QE0

Thy R Erdman

(NAME)

5502 Sedge meadow Rd

(Street Address or Route Number)

Middleton WI 53562

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

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Madison, WI 53707-7882

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Richard H Chamberlin

(NAME)

5310 Holly Ln

(Street Address or Route Number)

Monona 53716

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

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P.O. Box 7882  
Madison, WI 53707-7882

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(Please Print Plainly)

DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

[Signature]

(NAME)

2017 Jennifer St

(Street Address or Route Number)

Madison WI

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

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Madison, WI 53707-7882

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DATE: November 12, 1997

BILL NO. SB 318

OR

SUBJECT Repeal of the

QEO

Loekede's Bonet

(NAME)

6625 Chestnut Cr.

(Street Address or Route Number)

Windsor - WI 535

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

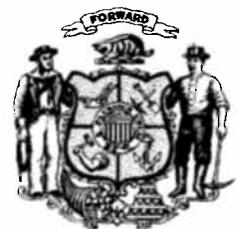
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# WISCONSIN STATE LEGISLATURE



To: Members of the Senate and  
Members of the Assembly  
From: Mary Bebie, a teacher in River Falls  
Date: November 10, 1997

**The Qualified Economic Offer law limiting teachers salaries must be repealed. Please support SB318.**

### **THE QEO IS UNFAIR.**

The Qualified Economic Offer is unfair because it singles out and penalizes one group of public employees - teachers. This law penalizes teachers who have worked, on the average of 17 years, in the classroom to help student achieve, and receive high scores on tests. Teachers, 70 percent who are women, are singled out and receive limited salary increases for nurturing, loving and caring about children.

The QEO is unfair because teacher salary increases are below the cost of living increase. For the hard work teachers do each day with children, they must also sacrifice and change their lifestyle. There is never any extra money. The cost of living eats all of that up quite quickly. There is no chance to invest for future needs- for retirement or for their children's education. Teachers' purchasing power is lowered. Business in Wisconsin loses.

What does a second year teacher, making about \$26,000 a year do when his wife gives birth to their 4th child? Sacrifices will certainly be made by them. How will this family ever get ahead? Surely, this family will qualify for Free and Reduced Lunch. This teacher works on a farm when there is time in order to supplement his income. His wife works at Menards in the evenings while he stays with the children. His proposed increase this year will allow him a \$2.00 a day school lunch.

There will be no extra after that. The QEO is this teachers reward for working in an Emotional Disturbed classroom with some of Public Education's most challenging students.

The Governor has chosen to single out teachers to receive salary increases below the cost of living while he chooses to increase his by 13.9 percent. On the last negotiated agreements teachers received an average salary increase of only 1.5 percent. Many teachers received no increase at all.

The small increase of 1.5 percent on the average not only harms the teachers now but will penalize all teachers that decide to retire. Retirement pay is based on the average salary of the last 3 years of employment. Average salaries for retiring teachers will be less because of the QEO. They will carry this cruel cross with them for all their years. They are all sentenced to a life of reduced pension.

### **THE QEO DESTROYS COLLECTIVE BARGAINING**

Tension is increased between teachers and management because the QEO destroys collective bargaining. How can contracts improve? With the QEO, how can working conditions be improved? With new standards and demands being placed on teachers, more preparation time is needed to improve instruction. This can't be bargained with QEO. Smaller class sizes are needed. There is no money for new staff. Additional staff would bring down each teachers increase in salary each year thereafter. Teacher are caught! Tension mounts.

Teacher are in a "take-it or leave-it" situation during collective bargaining. School boards unilaterally impose the QEO on teachers. Teachers have no recourse. Job action is the only thing left for them. No more voluntary committee work will be

done. No more taking home work. No more early or late hours at school. Work to rule. Who suffers? The children ! What happens to the quality of education?

## **THE QEO HARMS THE QUALITY OF PUBLIC EDUCATION**

What will the quality of the teachers be if the QEO continues? Fewer and fewer of the best and brightest teachers will come to Wisconsin schools. When other states like Minnesota are offering their teachers a 5 to 9 percent increase in salary it will not be many years before there will be a great shortage of teachers. Already Wisconsin has a shortage of substitute teachers. When there is a shortage of good teachers and student assessment scores have dropped, will the QEO be repealed?

The morale of the teachers is low and continues to drop. Teachers are hit on 2 sides . They have had their salaries capped and their classroom budgets have been reduced. How can teachers continue to be top educators when their resources that are needed daily, and their own salaries are limited? More and more is asked of teachers. Committees, test, new standards, new licensure and all for limited resources and wages. Do teachers deserve this for the work they do with our most valuable resource-CHILDREN?

**Please repeal the QEO.**

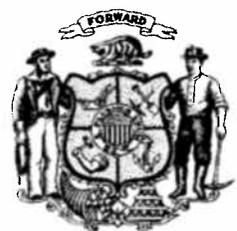
**Save our great dedicated teachers.**

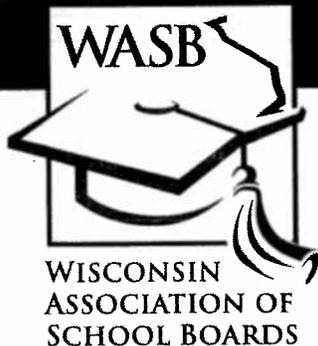
**Improve the quality of Public Education .**

**Do it for the children - our most valuable resource.**



# WISCONSIN STATE LEGISLATURE





122 W. WASHINGTON AVENUE, MADISON, WI 53703  
PHONE: 608-257-2622 • FAX: 608-257-8386

KEN COLE, EXECUTIVE DIRECTOR

**DATE:** November 11, 1997

**TO:** All State Legislators

**FROM:** Senn Brown, Director of Legislative Services  
Mary Sowinski, Legislative Services Coordinator  
Bill Cosh, Legislative Services Coordinator

**RE:** Senate Bill 318 & Latest Salary Data

The WASB is strongly opposed to Senate Bill 318, a proposal to repeal the Qualified Economic Offer.

The QEO repeal bill, SB 318, makes various changes to school district bargaining rules, including:

- \* Repealing the QEO, which generally allows school districts to avoid arbitration by offering teachers an inflationary increase in salary and fringe benefits. The QEO was established to help school districts control their budgets under the revenue limits.
- \* Eliminating the requirement that arbitrators give greatest weight to local economic conditions and state imposed limits like the revenue limits. Current law requires arbitrators to give greater weight to economic conditions and greatest weight to revenue limits.
- \* Removing the current requirement that all negotiated agreements with teachers unions cover a term of two years and end on June 30 of odd-numbered years.
- \* Ending the current requirement that teachers be placed in separate bargaining units from other school district employees.

SB 318 does not provide any changes in school district revenue caps. Changing the QEO without changing the revenue caps would have a huge impact on programs that directly benefit students.

Attached is the latest salary settlement data. If you would like the average salary information for the school districts within your Assembly or Senate District please contact Bill Cosh at 257-2622.

## OFFICES

MADISON  
122 W. Washington Avenue  
Madison, WI 53703  
Phone: 608-257-2622  
Fax: 608-257-8386

WINNECONNE  
132 W. Main Street  
P.O. Box 160  
Winneconne, WI 54986  
Phone: 414-582-4443  
Fax: 414-582-9951

EAU CLAIRE  
2005 Highland Avenue  
Eau Claire, WI 54701  
Phone: 715-839-4781  
Fax: 715-834-4338

TOMAHAWK  
328 N. Fourth Street  
Box 449  
Tomahawk, WI 54487  
Phone: 715-453-5770  
Fax: 715-453-7519

## BOARD OF DIRECTORS

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*President*  
Region 6  
Black River Falls School Board  
N6588 Riverview Drive  
Black River Falls, WI 54615

NANCY DONOVAN '98  
*1st Vice President*  
Region 4  
Hudson School Board  
1703 Chestnut Drive  
Hudson, WI 54016

JOHN HAWLEY '00  
*2nd Vice President*  
Region 8  
Random Lake School Board  
119 Lake Drive  
Random Lake, WI 53075

NANCY L. THOMPSON '00  
*Immediate Past President*  
Region 12  
Waterloo School Board  
N120 Hickory Lane  
Waterloo, WI 53594

LOUIS THOMPSON '98  
Region 1  
Superior School Board  
707 East 3rd Street  
Superior, WI 54880

ROGER L. WEBER '99  
Region 2  
Northland Pines School Board  
2616 Highway 155  
Sayner, WI 54560

PAT BELONGIA '00  
Region 3  
Howard-Suamico School Board  
4348 Sandy Lane  
Suamico, WI 54173

WALTER WETZEL '99  
Region 5  
Neillsville School Board  
W5147 Granton Road  
Neillsville, WI 54456

DOROTHY TEWS '99  
Region 7  
Neenah School Board  
985 Babcock Street, #7  
Neenah, WI 54956

JAMES KOHLENBERG '98  
Region 9  
Iowa-Grant School Board  
410 West Florence  
Livingston, WI 53554

MARY ANNE STIEBER '98  
Region 10  
Baraboo School Board  
803 Fifth Street  
Baraboo, WI 53913

ADELE HORBINSKI '99  
Region 11  
Greenfield School Board  
5264 Somerset Lane South  
Greenfield, WI 53221

PATRICK SHERMAN '98  
Region 13  
Genoa City J2 School Board  
P.O. Box 724  
Genoa City, WI 53128

SANDRA SMALL '00  
Region 14  
Milwaukee School Board  
3414 North 99th Street  
Milwaukee, WI 53222

MARLENE HOFFMANN '99  
Region 15  
Germantown School Board  
2726 Maple Road  
Jackson, WI 53037

## WISCONSIN SCHOOL DISTRICT TEACHER SETTLEMENT TRENDS

November 10, 1997

### CURRENT YEAR – 1997-98

Average total package increase per teacher - \$1,947 (3.7%) (66 districts)  
 Average salary increase per teacher - \$1,444 (3.9%)

### NEXT YEAR – 1998-99

Average total package increase per teacher - \$1,967 (3.6%) (42 districts)  
 Average salary increase per teacher - \$1,387 (3.6%)

WASB believes that 144 districts are settled for 1997-99. We have requested settlement reports from all districts.

### PRIOR YEAR PER TEACHER SETTLEMENT AVERAGES

	<u>1984-85</u>	<u>1985-86</u>	<u>1986-87</u>	<u>1987-88</u>	<u>1988-89</u>
Package	2,117 (8.0%)	2,392 (8.4%)	2,355 (7.7%)	2,426 (7.4%)	2,484 (7.1%)
Salary	1,595 (7.9%)	1,784 (8.3%)	1,789 (7.7%)	1,712 (6.9%)	1,721 (6.5%)
	<u>1989-90</u>	<u>1990-91</u>	<u>1991-92</u>	<u>1992-93</u>	<u>1993-94</u>
Package	2,701 (7.3%)	2,910 (7.4%)	2,869 (6.9%)	3,036 (6.9%)	2,330 (4.9%)
Salary	1,770 (6.4%)	1,880 (6.5%)	1,975 (6.5%)	2,032 (6.3%)	1,212 (3.4%)
	<u>1994-95</u>	<u>1995-96</u>	<u>1996-97</u>		
Package	1,848 (3.7%)	1,897 (3.8%)	1,895 (3.7%)		
Salary	1,217 (3.4%)	1,225 (3.4%)	1,329 (3.6%)		

### AVERAGE SALARY SCHEDULE BENCHMARKS

	BA Base	BA Lane Max.	MA Base	MA Lane Max.	Schedule Maximum
1998-99	25,622	36,905	29,109	44,426	47,976
1997-98	25,117	36,413	28,479	44,073	47,724
1996-97	24,521	35,406	27,513	42,275	45,415
1995-96	24,028	34,711	26,973	41,393	44,476
1994-95	23,651	34,187	26,573	40,731	43,767
1993-94	23,204	33,526	26,052	39,976	42,952
1992-93	22,556	32,556	25,309	38,788	41,690
1991-92	21,543	31,170	24,180	37,049	39,780
1990-91	20,518	29,731	22,967	35,186	37,607
1989-90	19,541	28,395	21,839	33,509	35,692
1988-89	18,640	27,079	20,810	31,948	33,972
1987-88	17,711	25,796	19,733	30,358	32,233
1986-87	16,715	24,430	18,572	28,687	30,415
1985-86	15,705	22,995	17,404	26,953	28,517
1984-85	14,630	21,548	16,171	25,210	26,590
1983-84	13,720	20,261	15,108	23,616	24,826
1982-83	12,960	19,159	14,231	22,252	23,313
1981-82	12,149	17,976	13,313	20,814	21,824
1980-81	11,165	16,401	12,230	19,013	21,086

Notes:

- (1) Total package includes all salaries and fringe benefits costs. Percentage increase based on prior year average total cost.
- (2) Average salary includes only schedule salary and longevity pay. Percentage increase based on prior year average salary.
- (3) Total Number of Districts - 426

Prepared by Barry Forbes, Wisconsin Association of School Boards.

## AVERAGE SALARY PER TEACHER

### STATE WIDE NUMBERS UNWEIGHTED AVERAGE

<u>Year</u>	<u>Salary Only</u>	<u>Total Package</u>	<u>Districts</u>
8485	\$21,848	28,634	371
8586	23,523	30,944	379
8687	25,156	33,097	373
8788	26,717	35,374	377
8889	28,258	37,606	377
8990	29,649	39,896	359
9091	31,259	42,558	363
9192	32,742	44,787	369
9293	34,507	47,428	369
9394	35,679	49,535	337
9495	36,695	51,135	309
9596	37,109	51,792	333
9697	38,469	53,724	294
9798	38,587	54,115	66
9899	40,204	55,984	42

### SETTLEMENT DISTRIBUTION

	1996-97		1997-98		1998-99	
	Salary	Total Cost	Salary	Total Cost	Salary	Total Cost
Under 4%	234	282	33	56	32	35
4 to 5%	53	8	27	9	8	7
5 to 6%	2	3	2	1	1	0
6 to 7%	3	1	2	0	0	0
7 to 8%	0	0	1	0	0	0
8 to 9%	0	0	0	0	0	0
9 to 10%	0	0	0	0	0	0
10 to 11%	0	0	0	0	0	0
Over 11%	0	0	0	0	0	0

Prepared: November 10, 1997,  
Barry Forbes, Staff Counsel  
Wisconsin Association of School Boards

## WISCONSIN SCHOOL DISTRICT TEACHER SETTLEMENT TRENDS NOTES

1. School districts and teacher unions currently bargain on a two year contract basis. All such contracts start on July 1 of odd numbered years and end on June 30 of odd numbered years. Cost increases are calculated based on comparison of the current year cost (current year is the year in which the pay increase being measured is given) with base year costs (the year prior to the current year). Example: In the current round of bargaining, contracts will have a term of July 1, 1997 to June 30, 1999. The base year for determining costs is 1996-97. Cost increases in 1997-98 are determined by comparison of 1997-98 costs to 1996-97 costs. Cost increases in 1998-99 are determined by comparison of 1998-99 costs to 1997-98 costs.
2. School boards and teacher unions have traditionally used cast forward costing methods to determine teacher compensation and fringe benefit increases. Cast forward costing assumes the base year staff returns in the next year with no change – no one retires, no new employees are hired. Arbitrators in interest arbitrations between teacher unions and school boards have generally accepted the cast forward costing method. The Wisconsin legislature directed that school boards use cast forward costing in calculation of teacher pay increases under the QEO law.
3. The average total package cost increase per teacher is determined by taking the difference between the total package cost in the first year of a contract and the base year and dividing that difference between the number of full time equivalent (FTE) teachers. The percentage total package cost increase is determined by dividing the difference between the base year and first year total package cost by the base year total package cost. The first year of the contract is the base year for purposes of calculating the cost increase in the second year of the contract.
4. The average salary increase is determined by taking the difference between the total salary in the first year of the contract and the base year and dividing that amount by the FTE. The cost teacher pay increases inherent in step movement (built in experience pay increases) and lane movement (built in pay increases for additional education) are included. On the Wisconsin Employment Relations Commission Form B, the salary subtotal line, which includes step and lane movement costs, is used for total salary in the WASB teacher settlement data base.

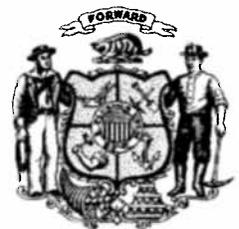
Note that prior to the QEO law, WASB did not include the cost of educational lane advancement on the salary schedule. School boards, teacher unions and arbitrators in interest arbitrations did not include educational lane advancement costs in cast forward costings prior to the QEO law.

5. Note that not all Wisconsin school districts report settlement data to the WASB. While we try to get all schools to report teacher settlements to us, reporting is voluntary and the reports are difficult to complete. We discard any report we know to be inaccurate. The WASB has on file settlement reports for 70 to 90% of the schools in Wisconsin in any year included in the WASB School District Teacher Settlement Trends report (except for the current year, as is indicated on the report).
6. The second page of the report shows average teacher salary and total package cost data for all years reported. The figures for 1997-98 and 1998-99 are based on the 1996-97 staff cast forward one year and two years. The figures for 1995-96 and 1996-97 are based on the 1994-95 staff cast forward one year and two years. The figures for 1994-95 and earlier do not have a common base year. 1994-95 could have been the first, second or third year of a contract. The requirement that teachers have two year contracts that start and end in odd numbered years was first in effect in August of 1993 and did not apply to existing contracts.

The difference between the average salary or average total package cost in any two years will not match the average salary or total package cost increases on the prior page of the report. This is due to changes in the teaching staff in from year to year. In any year 2000 to 3000 of the approximately 80,000 teachers in the state retire or leave teaching. Those teachers are receiving the highest salaries on the salary schedule. The teachers replacing the retirees start at much lower salaries.



# WISCONSIN STATE LEGISLATURE



## Testifying is Easy/ *testifying/rlw*

Tuesday, November 11, 1997

The Association for Equity in funding is appealing to Wisconsin's highest court over the state's school aid formula, which it claims is giving too much to " wealthy " districts such as Phelps, Northland Pines, and Three Lakes.

It is our hope that the Equity in funding will fall flat on its face for the mistruth it is spreading, the worst of which is that property-poor school districts don't have the same access to financial resources as property-rich districts.

Look at the facts. The poorest districts get the most money from the state, some as much as 80% of their total expenditures. And many, such as Rhinelander, Antigo and Merrill, have lower tax rate but far more course offering than schools such as Three Lakes or Phelps and Northland Pines.

A Fair Aid Coalition Study showed last year that the 34 so-called wealthy districts, based on property value, had a higher average school tax rate than the rest of the so-called poor districts, and based on income levels, there is nothing wealthy about districts in Vilas and Oneida counties, which have some of the lowest per capita income levels in the state.

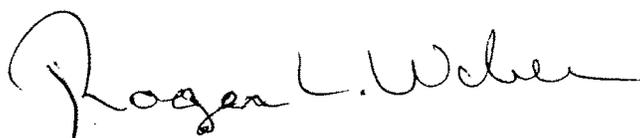
The sad part is that the DPI ( Department of Public Instruction ) has furthered the mistruths by aligning itself with Equity in Funding's efforts. The department you would expect to know the truth and rely on the facts, has refused to consider what the new three-tier aid formula did to equalize school tax rates statewide.

But we agree with Equity in Funding on one point: There has to be more ways to determine the quality of education than looking at per pupil expenditures or tax rates. It is high time the DPI also assesses districts based on course offering and facilities, which we believe would level the playing field in favor of schools like Three Lakes and Phelps and Northland Pines.

We are confident that when the state looks at all the factors which impact the school aid formula, including income levels and educational standards, they will find the present three-tier formula is more than fair to the so-called poor districts.

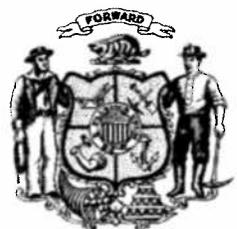
Something to add to the tax payers list of school facts is the fact that BOTH the Equity in Funding and the Fair Aid Coalition alignments are using precious dollars from our taxpayer to fund the battles over distribution of state funds. And furthermore the Equity group is using tax money to fund the law suit and now the appeal. Wake up Wisconsin. Organizations with better resources than I can furnish the amounts each school district has contributed of taxpayer money to sue another school district. You will be alarmed, as I am.

Respectively submitted, Roger L. Weber, 2616 Hwy 155, Sayner Wi., 54560  
715-542-3367fax 542-2633





# WISCONSIN STATE LEGISLATURE



November 12, 1997

Good Afternoon,

My name is Kathleen Adee. Thank you for listening to my comments today. I have been a certified Wisconsin teacher in a four year old kindergarten in Washburn since 1994. I am here today to inform you as to how the Qualified Economic Offer (QEO) has impacted quality education in my district.

We have received a total of 3.58% salary increase over the past three years. That averages out to 1.19% salary increase each year. The QEO law says that the total economic package, salary and other economic benefits, can not exceed 3.8% a year. For the years 1994-1997 the QEO has not come close to that 3.8%: 1994-95 total economic increase 3.5%, 1995-96 total economic increase 3.45%, 1996-97 total economic increase 2.85%. The offered total economic increase for 1997-98 is 3.2% and the 1998-99 total economic increase is 3.6%. Why is this? I ask you what other, if any, group of public employees responsible for the future of our communities and its citizens are treated with such disrespect? I know of no other profession that has been decreed unworthy of fair compensation or the ability to negotiate for fair compensation. Many of our finest educators find other employment after only a few years in the teaching

profession. Why? I believe it is because they see no opportunity for professional development or a professional level of compensation. They move on not because they want to, they move on because they have to! I can not help but wonder if this, the QEO, would have been signed into law if 70% of the teaching population in Wisconsin, which is female, were male.

The gap in compensation is growing between education and other fields. In 1995, education graduates averaged \$19,450 nationwide their first year teaching, about \$12,000 less than computer majors. With discrepancies like this, how much longer do we expect that we can hire and retain quality educators?

I live in a small town on Lake Superior. Our school district is the communities major employer. How many more years will it be before our teachers' children qualify for free and/or reduced lunches? This is a real concern in our lives.

Many of the teachers in Washburn spend incredible amounts of time preparing, implementing, and evaluating innovative instruction. Not an evening or weekend goes by where you won't find cars in the parking lot and lights on in the classroom. We are doing this for the children and our community not for 1.19% a year.

Because of the QEO we can not and do not have meaningful negotiations in our district. Due to the lack of real and sometimes spirited give and take in negotiations, we are forced to take what is offered. This type of exchange is never one that promotes a willing cooperative spirit. The animosity that is felt can be cut with a knife. District morale, the spirit of cooperation and communication and trust are at an all time low. How can this be good for our children, families, the community, and future? It isn't. One can sense the frustration and mistrust in many arenas within the school and community at large.

How does all of this effect collective bargaining? School boards can simply impose the QEO at a minimum of 3.2% up to a maximum of 3.8%. This imposing, better yet, forcing of the QEO does not lend itself to real bargaining. If a district imposes the QEO, then all other items needing to be negotiated are dropped because all language items are considered to be economic issues-whether an issue is to negotiate the impact of a longer work day or the impact of a larger teaching load. For example, Washburn Middle/High School went from a seven period day to an eight period day. The teachers are not able to negotiate this as an economic issue. The elementary school teachers are now on playground duty three times a week. This is an economic issue that can no longer be negotiated.

Important language additions and/or deletions are not meaningfully discussed once the district proposes a QEO offer. In our district we would like to see some language changes as would the board. If they impose the QEO none of the language issues are meaningfully discussed at negotiations. The district informs us they do not have to negotiate the unions language items because the district has provided a QEO offer. The union tells the district that they do not have to compromise on the districts language items because of the QEO offer. Bargaining as defined by the Oxford American Dictionary is: an agreement made with obligations on both or all sides; to discuss the terms of an agreement. When two parties come together to bargain an agreement, it does not benefit either side if one party comes to the table with an imposed limitation.

Again, I would like to thank you for listening to my comments today.