

Good afternoon Senator Duff, Representative Janowski, Senator Kane, Representative Buck-Taylor and members of the Executive and Legislative Nominations Committee. My name is Gail McKinley-Anderson and it is an honor and privilege to be appointed to the Education Arbitration Board as a representative of the interests of exclusive representatives of certified employees. Thank you for the opportunity to appear before this committee and speak to my desire and goal to serve as an advocate on the Education Arbitration Panel representing the interests of certified employees.

This appointment is the culmination and a reward for the goals in my professional career. I was raised in the Boston area and realized early on that teaching and public education was my passion. After completing my undergraduate work at Westfield State University, I began my teaching career in Suffield, Connecticut. I subsequently completed a Master's degree in Education with a concentration on reading/language arts.

In 1976, I was a proud recipient of a United States Fulbright Fellowship, affording me the opportunity to participate in their teacher exchange program. I taught in Scotland for a year.

Upon my return, I realized my desire to seek a leadership position in public education. I became actively involved with my local teacher association, including the role as President while I pursued a Sixth Year degree at the University of Connecticut in Education Administration. This culminated with my final thesis on " Public School Employment Law".

In 1989, I was employed by the Connecticut Education Association as a Field Representative. In that capacity, I have advocated for teachers in reference to contract disputes, employment hearings, personnel matters and all other employment related matters.

My particular area of expertise and experience is in contract negotiation; specifically interest arbitration as defined in C.G.S. 10-153a-g. I have prepared, presented, and briefed approximately thirty (30) interest arbitration cases as the primary advocate and assisted, advised, and mentored colleagues in

approximately twenty-five (25) additional cases. I represent the CEA in all matters at the State Department of Education-Legal Affairs regarding C.G.S. 10-153a-g. I have represented CEA at legislative hearings as an expert witness on the statute, and have served as the CEA liaison to the Legislative Program Review and Investigation committee on matters specific to the Teacher Negotiation Act.

I have worked with local leadership and management representatives to ensure all aspects of the statute are applied correctly. In addition, I serve as the trainer for newly hired CEA Representatives, providing them with the guidance and skills necessary for success at the bargaining table. I have recently published the Second Edition to "A Practical Guide to Interest Arbitration".

It has been a long term goal of mine to become a member of this panel. I believe it is important to have panel members who have firsthand experience in the public school environment; someone who can identify and understand the salary levels, benefits, and working conditions that exist. The TNA statute was first enacted in 1979. Over the thirty-five (35) year duration, with one or two exceptions, panel members, regardless of party affiliation or neutrality, have been attorneys practicing labor/employment law. In fact, on either party side, I am the first female appointee and, by the way, an education practitioner versus an attorney.

Thank you for this opportunity to meet and speak with you. Again, I am so excited and appreciative of this appointment. I am confident that my work ethic and experience will allow me to succeed in this important appointment.