

**Testimony before the Executive and Legislative Nominations
Committee**

Testimony of Lore Lettick

March 22, 2016

Good morning Senator Duff, Representative Janowski, Senator Kane, Representative Buck-Taylor and members of the Executive and Legislative Nominations Committee. My name is Loren Lettick. I am honored and privileged to appear before this Committee and to have been nominated by Governor Dannel P. Malloy for reappointment to the State Department of Education Arbitration Panel representing the interests of local and regional boards of education. I am sincerely grateful to this Committee for the opportunity to appear before you to express the reasons for my desire to be reappointed to the Education Arbitration Panel.

I have lived in Connecticut all my life and I am proud to be a product of the public school system in this state. I reside in a home that my wife and I have owned for nearly 39 years, in Wallingford, where I am the Chairman of the Town Personnel and Pension Appeals Board. I hold a Bachelor's degree (B.S.) in accounting from Temple University, a Law degree (J.D.) from the University of Connecticut School of Law, and a Master of Laws degree (LL.M.) in taxation from Boston University Law School. I have been a member of the Connecticut

bar since 1971 and, until my retirement from the full time practice of law, I was an associate member of the Connecticut Association of Boards of Education, the Connecticut School Attorneys Council and the National School Boards Association.

Thirteen years ago I retired from full time practice after nearly thirty years of representing local and regional boards of education throughout the state. During that time I was actively involved in teacher contract negotiations, mediation and arbitration, predating the current binding arbitration law, when *advisory* arbitration and unlawful teacher work stoppages were commonplace. I have a thorough working knowledge of the issues that repeatedly arise in teacher contract negotiations, as well as a familiarity with many of the negotiators, mediators and arbitrators who are involved in this process. Although my participation in teacher negotiations was limited to representing school boards, I enjoy a friendly relationship with the state's major teacher union. I was invited annually by the Connecticut Education Association for more than a decade to speak and coach at their Summer Leadership Conferences.

I have witnessed a maturing of the teacher arbitration process over the past four decades and I am proud and honored to have participated in this very important function both as an advocate and as an arbitrator. Although I am now retired I look forward to a continuing role in balancing the needs and rights

of public school teachers with the economic realities and managerial authority that are essential to the proper operation of our public schools.

Thank you for your time and attention. I will be glad to answer any questions you may have for me.