

**Wentzville Federation of School Related Employees Local 4894
2013 School Board Candidates Questionnaire**

Candidates, please type in your answers. When finished, please attach to an e-mail & return to Beth Finder, President of WFSRE Local 4894 – president_local4894@charter.net. Thank you for taking the time to complete this questionnaire.

Name: Pat Hacker

1. Do you support the results of negotiations becoming a binding agreement with the District?
Yes, for that year.
2. Would you support mediation or binding arbitration for the final stage of grievances and for bargaining impasses? Why or why not? *No, I believe the professionals representing the District and those representing Local 4894 do not need mediation or binding arbitration. Both negotiating parties are well-qualified to reach agreement without outside assistance.*
3. In addition to the principals, would you be willing to sit down and talk with support staff about issues that concern them? *No, because I feel that it would compromise a principal's leadership skills and be against the District's chain of command. Support staff should be able to sit down and talk to their building principals about issues that concern them. Principals have the necessary experience and education to deal with the wide variety of issues that face them daily. If a principal has an issue beyond their realm, they ask assistance from an assistant superintendent or the superintendent. Board members are not trained to act as counselors. Board members govern and enforce policy.*
4. Would you be willing to go to each building to speak to support staff as mentioned in the previous question. *If the principal and superintendent asked me to do so.*
5. Describe your philosophy on the role of the school board in the negotiation process, and do you feel that a board member should be present at negotiation meetings in an informational capacity? *The Board of Education takes an active governing role in the negotiation process. District professionals, experienced and educated in school district negotiations, keep the Board informed and updated, which allows the Board to fulfill their role as a governing body. It is my opinion that Board of Education should not be present at negotiation meetings.*
6. In matters regarding employee termination, do you feel that all parties involved should be heard by the board before making a final decision? *I do not feel that all parties should be heard by the Board of Education upon their termination. Terminations are made according to*

policy and law. In the event that a termination has occurred and the Board of Education decides that they would like more information before a final vote, the employee can present his/her situation.

7. Currently the District gives % raises. What are your feelings on this?
(Example: 8% of \$120,000 is much more than 8% of \$25,000.) *My feelings on a percentage raise is that it is fair and just. These are my feelings because I came from both a medical and business background, both of which gave me raises based on performance and a subjective supervisor's opinion.*
8. Do you feel that Wentzville support staff employees are deserving of pay and benefits comparable to the St. Charles and Greater St. Louis school districts? *Yes.*
9. In many of our support staff groups, there are times when it is very difficult to find coverage when someone is absent. What kind of ideas would you have to help with this problem besides asking current employees to work more and more overtime? *Have an employee pool consisting of perhaps retired or substitute staff. Make the pool intra-building or intra-district.*
10. If elected, what will be your top 3 objectives related to support staff. *1. Increase job satisfaction, 2. Increase pay/benefits, 3. Implement a viable alternative other than making support staff work excessive O.T. hours to cover an absent employee (as in question 9 above).*