

Sacramento City Unified School District
Board of Education Meeting
September 21, 2023 Written Public
Comments

Name:	Monica Harvey
School:	N/A
Agenda Item #	7.0
Comment:	<p>Dear SCUSD School Board,</p> <p>Thank you for approving the SCTA wage increase for the 22-23 school year. This is a very positive step.</p> <p>Thank you also for approving the hiring of 1 new Language, Speech, and Hearing Specialist (aka Speech-Language Pathologist) (aka LSHS or SLP). At the same time, the district has now employed 43.6 contractor -LSHS-NPAs (nonpublic agency).</p> <p>Many of us district LSHS are starting the year off over our caseload cap of 55. We have caseloads of 67, 73, 87, 100 students, etc. While LSHS-NPA are helping, they are a revolving door, can leave at anytime during the year, and do not have the investment or oversight of this district. Virtual therapists are being offered, but this is very problematic (e.g. Who gets the student, sits the student down; logs them into a zoom session; monitors the student?).</p> <p>This is a problem.</p> <p>Our job description is 47 years old. While that might not seem like a big deal to you, any new hire is going to look at the job description and say "What???" and move on to the next district.</p> <p>This district also unilaterally eliminated the Head LSHS position. Without this SCTA position, we have not been getting the support we need from SCUSD SPED department.</p> <p>No student in this district should be receiving speech and language therapy from a LSHS with a caseload over 55. It is not equitable. It is not good practice. It is driving us to leave this field as soon as we are of retirement age or sooner. There are not enough NPA folks to cover the need. Many schools are being covered by speech-language pathology assistants with supervision once a week.</p> <p>Would you want your child to be in a classroom taught by a certificated teacher responsible for 40-60 students or taught only by a classroom aide, and while your friend's child is taught by a certificated classroom teacher responsible for only 24 students?</p>

I saw the certificated vacancy dashboard last night. What is this district doing to attract and retain LSHS? This should be the number one priority at the bargaining table.

Sincerely,
Monica Harvey
SCUSD Language, Speech and Hearing Specialist

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Name:	Richard Estes
School:	McClatchy High School
Agenda Item #	7.0
Comment:	<p>I am a parent with a son at McClatchy High School. I am disheartened by the decision of the Rocklin School board to direct staff to out transgender people to their parents, and the decision has implications for the interaction of SCUSD with Rocklin.</p> <p>Rocklin, as you know, has adopted a policy requiring district teachers and staff to inform parents if their child is:</p> <ul style="list-style-type: none">To be identified as a gender other than the child’s biological sex or genderTo use a name that differs from their legal name (other than a commonly recognized nickname)To use pronouns that do not align with the child’s biological sex or genderAccess to sex-segregated school programs and activities, or bathrooms or changing facilities that do not align with the child’s biological sex or gender <p>As a consequence, I do not believe that SCUSD can continue to engage in business as usual with Rocklin for several reasons.</p> <p>First, the Board allowed the most offensive hate speech directed towards LGBTQ people during the meeting, with the Board President admonishing the audience, overwhelming against the policy, from reacting negatively to them. If this speech had been directed towards African Americans, Jews, people of color and the undocumented, it would be considered unacceptable, and there is no way that SCUSD could associate with them. So, in this instance, we have a majority of the Rocklin school board providing an open forum for hate speech against LGBT people. We can only assume that this will continue in a variety of settings.</p> <p>Second, if an SCUSD staff member engaged in such speech, the district would discipline them. The Rocklin Board refuses to provide a safe space for LGBTQ people, and it has implicitly sanctioned such conduct against LGBTQ students in its schools. I am concerned about the safety of LGBTQ students within SCUSD when they are involved in activities</p>

associated with Rocklin.

Lastly, the policy, adopted by the Board, is likely to have terrible consequences for LGBTQ people in the Rocklin Unified School District. I'm sure that you are aware of them, so I won't provide too much elaboration, except to say that it puts these people at risk of violence, some of it parental, suicide, emotional trauma and homelessness.

While difficult, I believe that the district needs to take a stand against it. Accordingly, I suggest that SCUSD review all scheduled interactions with Rocklin Unified, administrative, athletic, musical and others, with the intention of immediately canceling them. I understand the argument against it, that most of the parents and public there are against the policy, but unless we take this stand, we will be seen as accepting the policy, the hate speech promoted by the district and the tolerance of an environment that may put our own students at risk.

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Name:	Fay Gibbs
School:	Matsuyama
Agenda Item #	7.0
Comment:	Inequitable concap process and its emotional, psychological & academic impacts on the students & family. The process disregards the child's needs. We need to enforce Children before poor administrative planning and budgeting.

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Name:	Rachel Green
School:	AM Winn
Agenda Item #	7.0
Comment:	<p>I am currently an attendance clerk at AM Winn and was previously an attendance clerk at Tahoe Elementary for 9 years. I have never shared my voice at a district meeting before, but I do so now. My position is considered an entry level position, but it certainly is not. It is so offensive that a teenager working at McDonalds or scooping ice cream at Baskin Robbins supposedly earns a better income than I do. I am primarily responsible for the funding that our school receives from ADA and yet I make \$17. 80 per hour and I am maxed out of the clerical salary schedule. Minimum wage in California is \$15.50. I have worked hard to increase our ADA by the efforts I have made through building relationships with students and families, incentive programs, and attendance improvement contracts . I track and encourage attendance, run attendance reports, and make contacts with families. I have a strong understanding of the systems and processes we use. I help with attendance meetings, and prepare for audits. Our tracking and reporting system is very detailed and the things we are asked to do are not entry level tasks.</p> <p>However, this is not the only responsibility I have! I work with processing the volunteers, making sure they have completed the process to be cleared, which involves sending documents to risk management for driver clearance, following up with HR about fingerprints and tracking everything in Infinite campus. I also process enrollment packets. And since we do not have a vice principal at our school the office staff is often tasked with managing student behavior and enforcing time outs, counseling with students about their behavior etc.</p> <p>We also do not have an onsite nurse so we are also tasked with basic first aid, giving medicine to students who take medicine at school, and providing care and support for students who are sick. All of this does not include the basic clerical functions like sending emails, answering phone calls, general customer service at the counter to families and the general public, supporting teachers, ordering and receiving supplies, filing, preparing fliers, processing mail etc. Oh and did I mention that I am a 6 hour clerk? All of this is done daily and with such little compensation I feel underappreciated and devalued by my employer, even though I do a lot for our school site and our district.</p> <p>I think we just want what is fair and to be fairly compensated for our work. We were really happy to hear that there would be a classification survey report completed by the district, but were disappointed that the person leading this has resigned. Why aren't we using an outside agency on this instead of relying on one person from the district or having a team of people. It is frustrating and upsetting to say the least.</p> <p>I hope SCUSD will make the contracting with classified staff a higher priority because</p>

much of the functioning of the school site rests on our shoulders.

Regards,

Rachel Green

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Name:	Rucha Powers
School:	AM Winn TK-8 Public Waldorf
Agenda Item #	7.0
Comment:	<p>Hello,</p> <p>I am not able to attend the meeting tonight due to be at my own children’s back to school night, but I wanted to add my comment regarding the contract negotiations for SEIU. I am an SEIU member who works as an office manager in a K-8 school in this district. I am lucky to work with two other excellent SEIU members in our front office and I am writing on our all behalf to say that these critical positions are seriously underpaid and undervalued, and it is time the backbone workers of our school district were fairly compensated.</p> <p>Our attendance clerk, whose job it is to monitor and support students to attend school, resulting in critical ADA for our site/district, makes less per hour than my son in high school who serves ice cream! Yet she is expected to conduct home visits, partner with the school social worker and develop relationships to support families at school, in addition to the daily work of tracking attendance – these are not entry -level tasks or directives. To be successful, she needs to use a sophisticated set of skills and we rely on her knowledge and analysis to guide many student interventions. She should be paid as the professional that she is!</p> <p>I am four years into my position as office manager after starting as a clerk and yard duty with the district. I am on my fourth (of a total of five) salary step. I currently make less per hour than my college age son who works part-time at Trader Joes. Next year at my top step, which is the maximum I can make in this district, I will still be earning less than the Sacramento area average for this kind of position. In fact, a quick Google search shows me that a window cleaner, retail office manager, or non-profit receptionist in Sacramento would start today at a higher rate than my top step as a school office manager. The SEIU salary steps are outdated and do not reflect the actuality of my job and many others.</p> <p>At a school like ours where there is no vice principal, I am often the person who ends up handling discipline issues and supervising students out of instruction. Without a regular school nurse or health aides, student injuries and health issues take up a significant amount of time in the day. There is no additional compensation to reflect any of these kinds of additional duties. I have to do my required tasks in the midst of all the other happenings of the school day and I would say that 90% what I do falls under “other duties as assigned”, which means I often stay late or come in early just to do the basic tasks of my job description.</p>

I love my job, I love supporting students, families and teachers, but it feels discouraging and frankly degrading to do this amount of work for less than even the regional average hourly wage. This position does not have a built in career path and the salary steps are not significant enough to encourage longevity. What is the incentive for the talented women and men who serve in this position to stay with Sac City? Why are the front office staff, often referred to as some of the most important people for the day to day functioning at any school site, so underpaid and undervalued by SCUSD? Please consider the reality of our situation in your negotiations with SEIU.

Sincerely,
Rucha Powers

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Name:	Monica Tarbuskovich
School:	AM Winn Public Waldorf K-8
Agenda Item #	7.0
Comment:	<p>To SCUSD school board representatives,</p> <p>I am a caregiver with a daughter at AM Winn K-8. I am writing on behalf of the classified staff who support our teachers and most importantly, our kids.</p> <p>These people are our nutritional staff, who feed our children. They are our yard duties, the ones who build relationships and support our kids through the most important years of their lives when we can't be there. Our bus drivers, the only reason some of our kids can even get to school, our instructional aides who give our kids the necessary support they need, and so many more staff members who make our school whole.</p> <p>These irreplaceable members of school are the lowest paid and that is completely unacceptable. They deserve livable wages. They deserve healthcare. We have classified folks working on campus and beyond whose hours are kept just below the threshold to qualify for benefits. This is shameful.</p> <p>I am writing to ask you to give our classified staff the increase in pay they are asking for. Do NOT negotiate to the minimum accepted and for once do the right thing now. Provide them with the hours we know they are needed for, instead of forcing them to work overtime, allowing you to avoid paying benefits OR hiring the additional staff that's needed.</p> <p>AM Winn is more than a school. We are a community. Our community members stand up for each other when we're needed. We fully support our classified staff and encourage you to negotiate in good faith. Give them what they are asking for.</p>

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Name:	Bethany Cox
School:	A.M. Winn
Agenda Item #	7.0
Comment:	<p>I am a Special Education teacher in an SDC classroom. It is very important for our aides to be present for the whole day. It is incredible disruptive to our rhythm and community for our support to leave before the students. There is currently no built in time to reflect and discuss the day with my assistant, and no time to catch her up on students and school information, which she needs to do her job well. At this point, we take unpaid time to do these things, and that is just not right. If it is part of the job, they should be paid to do it. These classified positions are the glue that keeps our little school universes running. These are essential to our students and communities mental health. Yard duties, food service workers, office personnel, custodial staff, our schools wouldn't function without them, and they deserve to be compensated duly. They deserve a fair wage, livable hours, and they deserve health benefits. Please make a wise and just decision to create jobs that sorry people so that our communities in turn are supported. When the tide comes in, all the boats rise. Be the tide.</p>

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Name:	Katie Smith
School:	N/A
Agenda Item #	7.0
Comment:	<p>I am a parent of three scholars in the district. I am writing on behalf of the classified staff who support our teachers and most importantly, our kids.</p> <p>They are our nutritional staff, who feed our children. They are our yard duties, the ones who build relationships and support our kids. Our bus drivers, the reason some of our kids can even get to school, our instructional aides who give our kids the necessary support they need, and so many more staff members who make our school whole.</p> <p>These irreplaceable members of school are the lowest paid and that is completely unacceptable. They deserve livable wages. They deserve healthcare. There are classified folks working on campus and beyond whose hours are kept just below the threshold to qualify for benefits. This is shameful. All instructional aids should be paid and present during all hours that children are in school. They should be included in staff meetings and respected for the integral role they play in our children's education. Some of these staff members are our children's safe places at school. They can provide a refuge from bullying, a nurturing presence in the office and so much more.</p> <p>I am writing to ask you to give our classified staff the increase in pay they are asking for. Do NOT negotiate to the minimum accepted. Provide them with the hours we know they are needed for, instead of forcing them to work overtime, allowing you to avoid paying benefits OR hiring the additional staff that's needed. Do right by our classified staff. They deserve that respect. The positive impact of this will be felt by our children and the school communities that the staff support.</p>

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Name:	Margee Burch
School:	AM Winn
Agenda Item #	7.0
Comment:	<p>To Whom It May Concern:</p> <p>I am a parent with a child at AM Winn, writing on behalf of the classified staff.</p> <p>Classified staff literally make our communities run. If we didn't have janitors, our schools would smell of rotten garbage. If we didn't have yard duties, our children would be hurt on the playground with no one to turn to. If we didn't have bus drivers, families would have no ways of getting their children to school. This is just a small cross section of the required work that our classified staff do on a daily basis to make sure our school runs.</p> <p>These irreplaceable members of school are the lowest paid and that is completely unacceptable. They deserve livable wages. They deserve healthcare. We have classified folks working on campus and beyond whose hours are kept just below the threshold to qualify for benefits. This is shameful.</p> <p>I am writing to ask you to give our classified staff the increase in pay they are asking for. Do NOT negotiate to the minimum accepted and for once do the right thing now. Provide them with the hours we know they are needed for, instead of forcing them to work overtime, allowing you to avoid paying benefits OR hiring the additional staff that's needed.</p> <p>AM Winn is more than a school. We are a community. Our community members stand up for each other when we're needed. We fully support our classified staff and encourage you to negotiate in good faith. Give them what they are asking for.</p> <p>Thank you, Margee</p>

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Name:	Timothy Hebert
School:	N/A
Agenda Item #	7.0
Comment:	<p>Dear Board members,</p> <p>I write to support our hard-working classified employees and to state that while obviously they DESERVE a wage increase, it's probably also true due to recent inflation that they NEED a wage increase, and what's more WE need to pay classified workers more. For evidence of that, come to my school and see the un-vacuumed carpets -- we can't attract a custodian at these rates. Or go down the hall in the Serna Center and check on the progress of payments owed to teachers from extra work performed in 2021-2022 -- there aren't enough people working there to make these payments happen on time, so interest owed to these teachers is accruing. Or ask parents whose kids are in Special Education and are being taken to school by private car instead of by a bus driver. These shortfalls are a symptom of the fact that we are not paying market rate for labor. And in all three cases, kids are given less than what they should get, or it's costing the district more than it should, or both. Can we please get a good offer in front of the people whose work is indispensable to making our schools the best they can be? We should do it for the kids, for the employees, and for our organization.</p> <p>Sincerely,</p> <p>Tim</p>

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Name:	Shamica Hutt
School:	N/A
Agenda Item #	7.0
Comment:	<p>We need our children safe at school, the district removed the SRO from the schools now our students are not safe while at school. The district knows they are short staffed, which means students aren't safe. If the district it short staffed that means less staff in case of an emergency or delayed response time. The SRO bring a presence of safety and structure. Although, it won't stop everything, it will defer a lot of drama. Even if they can't be there all day, right now, atleast 2 officers at each school after school and during lunch. Our tax dollars have provided the last superintendent to make more than the United States president, yet the district is failing and extremely unsafe. If students don't feel safe, its hard to focus on learning, and it is their right to learn in a safe environment, which is not being provided, since the SRO have been removed. Most of the board members don't have children in the district they are elected over, and the ones that do go to the best. All our children should be treated as elected officials children, and have access to a safe learning environment. There is so much wasteful spending, and not enough being done to ensure the student a chance at a great future. Let's get the SRO back.</p>

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Name:	Tammy Smith
School:	AM Winn and Albert Einstein
Agenda Item #	7.0
Comment:	<p>I am writing in support of Classified Staff as they renegotiate their contract. I strongly urge you, at the bare minimum, to grant them the 6% increase in pay that they are asking for.</p> <p>These staff are vital to our schools. They are the lowest paid and are often given too few hours earn the money they need to survive, qualify for the benefits that they deserve (and that would make their wages go much further), or do their jobs in ways that meet the needs of the students they serve. These staff members often work several jobs to meet the needs of their families AND work outside of their contracts at the schools they serve in order to meet the needs of their students.</p> <p>Parents and students want and deserve to have our schools staffed with people who are treated with respect and are provided with the resources they deserve. Please also consider giving existing staff more hours so that they they can earn enough money to focus on their jobs at SCUSD instead of also having to take on additional jobs; so that they can qualify for benefits that support their families and give them a reason to stay with the district instead of looking for another job that will better meet their financial needs; so that they can do their jobs appropriately (ex. Instructional Aides should be contracted for the full amount of hours that students are in class plus an extra hour to help with transitions before and after school)</p> <p>Our family was really encouraged to see that the SCUSD was able to come to an agreement with Certificated Staff that honored everybody's needs. We hope very much to see the same thing happen for our Classified Staff.</p> <p>Thank you.</p>

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Name:	Melanie Bean
School:	N/A
Agenda Item #	7.0
Comment:	<p>"Your silence will not protect you" is a quote by the late Black, Queer poet Audre Lorde, and your silence, SCUSD board, is not protecting our students and families.</p> <p>In the past month, Dry Creek, Rocklin, and Buckeye Union school districts have all adopted the Chino Valley School District's parental rights policy that endangers our LGBTQ+ youth and families.</p> <p>And you have been silent.</p> <p>Our families are scared at the blatant disregard of state law and education code that is supposed to protect our children. In 2015 and again in 2018, the SCUSD school board protected our district with policy declaring it a "Safe Haven." Specifically,</p> <p>"District and its partners remain unequivocally committed to offering increased Safe Haven protections that ensure all students, families, and staff members—irrespective of their immigration status, ethnicity, race, religion, sexual orientation, ability, sex and gender identity and preference, socio-economic status or beliefs—an educational environment free from fear." SCUSD Resolution 2980 Expanding Safe Haven Efforts.</p> <p>You have the policy. Please reaffirm your commitment to our families - out loud and unapologetic. Your silence is speaking volumes.</p>

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Name:	Katrena Blackshire Lee
School:	N/A
Agenda Item #	7.0
Comment:	The school lunches are not being properly prepared. I would like more fulling breakfast options at school sites.

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Name:	Suzanna George
School:	Theodore Judah Elementary ASES program
Agenda Item #	7.0
Comment:	<p>Dear Board Members & Superintendent,</p> <p>With the expansion of the TK program this year in SCUSD, TK families were also offered the opportunity thru the District's Youth Development Support Services Dept to enroll their student/s in 'TK Expanded Learning' through the ASES afterschool program. (Please see the below link.)</p> <p>Unfortunately, while families enrolled as early as last spring, there has been utter chaos surrounding the program and actually being able to physically have their student enrolled & attending the program. There is a complete lack of communication to parents from both the YDSS department and the ASES program staff. Parents have been given conflicting information and no information specific to TK. Packets we received last week from ASES only contained program schedule information for 1-6th grade. When we ask questions, we are met with silence. Our youngest students are vulnerable and the Board needs to be aware and insure that this does not continue. Where is the accountability? We will be expecting answers. Thank you for your time.</p> <p>https://www.youthdevelopmentscusd.org/2023-24-tk</p>