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From: Mark Jones & Juan Escobar, Teamsters Local No. 856, Representatives  
Received 04/13/2020 at 9:48AM

Hello Board Members,

Today, we're being faced with 20.3 FTE's being eliminated from the District's Custodial group. We understand the District is in a financial shortfall, and the reduction of staff is and has been imminent... BUT... to eliminate this many custodial positions could have serious impacts to the student body and community at large.

Please consider that today, more than ever, the standard of sanitation and cleanliness in our schools needs to be raised, not lowered! At the forefront and moving forward, there will be a high expectation from parents and the community towards the cleanliness of our schools.

Custodians will and do play an ESSENTIAL roll in the health and welfare of our children and staff. We need to ensure that we are adequately staffed with these important players.

Please, let's find ways to balance our budget, but let's not do it at the expense of these vital contributors.

Thank you for your consideration,

Mark Jones & Juan Escobar

Teamsters Local No. 856, Representatives

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From: Jane Kwiatkowski, Vice President, Local 1 CST  
Received 04/13/2020 at 9:50AM

Dear Board members,

As CST Local One 1st VP and CHS Registrar I am upset for every one of my members who are either losing their jobs or hours and I am appalled to think that the district admins that compiled this list actually think we will be able to do our jobs as well as we do them now.

I also find it unacceptable that these cuts were presented to us with NO monetary impact info and I feel that monetarily CST is taking the biggest hit of the three "classified" unions.

As CHS Registrar, all of us, along with the middle school and high school office managers are slated to be cut the MOST - a full month each! I personally worked my butt off to get the Registrars to 12 months as we could not accomplish our tasks when we were previously 11 months and left tons of work each and every year to be done when there was a free minute and usually by working ALL of the holiday periods.

The middle school and high school Office Managers and the Registrars work the month of July to close out the prior year and to prep to open the following year. Add to that the current shelter in place and the district is setting us up for disaster. Just last evening the news anchors were saying how exciting it would be to get back to business in June or July...really??? If this happens, and to get everyone healthy, it may, we will have NO time at all to close out this year if we are unemployed the month of July; on my desk that means transcripts will only be able to be sent electronically for our seniors going to colleges; no mail versions; more ed verification requests will continue to pile up on our fax machines; new students will not be fully enrolled and will not have the one on one we afford them in person; office managers will not be able to prep the new teachers' rooms, put together their welcome packets and so much more. Believe me, I work from home every day and go thru 50 to 100 emails a day, as do my counter parts, and will continue to do so, but with a full month cut, how on earth do you think all that work will get done in 8 lousy days before school opens on August 13th? Let alone get Walk Thru set up; the first work day in August is the 3rd.

I implore you to please NOT approve these cuts but delve into how this can be better done - ALL of them need to be addressed, but yes, I am focusing on the ones that I feel are going to hurt our students, their parents, our community - our CUSTOMERS, the most.

Thank you for your time,

Stay Healthy,

Jane Kwiatkowski

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From: Anita Johnson, President, MDEA

Received: 4/13/2020 at 11:04AM

I am Anita Johnson, President of the Mt. Diablo Education Association. I appreciate that you are reading my comments aloud as I cannot be there in person due to the Shelter in Place restrictions of the current pandemic.

Thank you for all of the urgency and hard work that you have put into preparing to ratify our contract. Some listeners may have a hard time believing that you have a sense of urgency as the ratification has been delayed five times and for three months. But I have seen your urgency. I have participated in the Special Board Meetings that you have scheduled in response to the concerns of the County Office of Education. I was there with you until 2:17 AM on March 9th.

So I have seen your sense of urgency and I thank you for that. I ask that you persevere through this uncertain time. I ask that you act today to schedule a Special Board meeting later this week to take the final step and ratify the Tentative Agreement.

Your continued leadership is especially needed in these difficult times. Many of your employees are struggling financially as a result of the pandemic. Ratification will mean significant relief.

The delay in ratification has cast a shadow of despair over your workers. We are facing difficult challenges with technology. We are learning new roles as many of us realize the only way to help our students is to consult with and train their parents. We are confronted by angry, frustrated parents reaching the edge of their coping ability. We are counselling and reassuring frightened children. When exhausted, it is natural to question if all of the effort is noticed or appreciated by anyone. "Not yet" is a profoundly disappointing answer.

I know the delay is not your fault. Until you finish meeting the requirements of the County Office of Education, the delay can be blamed on Lynn Mackey. But tomorrow...Tomorrow you will be free to act. To act decisively. Act quickly. Please.

Please schedule a special Board Meeting for later this week to ratify the contract.

Until the contract is ratified, we face the specter of having to return to the bargaining table, returning to mediation, increasing strife. I shudder to imagine what it would be like to try to begin the year in the fall without a settled contract. No one wants to put our students or families through that kind of stress and uncertainty. We need peace. Only you can give us the peace we need. Please schedule a special Board Meeting for later this week to ratify the contract.

I want to make sure you understand how the ratification delay is impacting retirements. Many individuals who are considering retirement are waiting with their final decision until you ratify the contract. Is a logical course of action. Retirement decisions are based partly on the expected value of the monthly pension payments. These pensions are directly impacted by salaries, which are directly impacted by the ratification of the contract. Risk averse people are waiting for ratification before finalizing their decision. While we all regret the loss of experience and wisdom that retirements brings, we do know that retirements save the District money.

Now with the possibility of a retirement incentive, the problem is thrown into sharp relief. Are you offering people 70% of one year of their current salary or the salary promised in the Tentative Agreement? I hope you can understand how lack of clarity of such an important point is making people's stress levels skyrocket. Please clear up the confusion. Please schedule a special Board Meeting for later this week to ratify the contract.

Because the retirement incentive plan impacts wages and retirement, both of which are mandatory subjects of bargaining, the plan is a required subject of bargaining. I am bewildered that the Superintendent has moved forward with this program without scheduling bargaining session with the MDEA Bargaining Team. Please encourage him to do so at the earliest opportunity.

Many, many people are going to have questions about the retirement incentive program. All we can tell them at this point is that we have filed a Cease and Desist order because the District has not yet agreed to negotiated with us regarding the critical decisions in such a monumental program.

I encourage you to ensure that every member who has submitted paperwork to retire will be included in the incentive plan. No one should be penalized for making the decision early. If you confirm their inclusion early in the process, it will receive much uncertainty and speed the negotiation process.

I hope you can understand how further delays in ratification will stymie the effectiveness of a retirement incentive program. Risk averse members will not make such a life-altering decision until the contract is ratified. Please schedule a special Board Meeting for later this week to ratify the contract.

There are many other items on this agenda by which I am bewildered.

I am thankful that management found a way to reduce the number of classified layoffs from the original proposal of 60 to the actual list of 47.9. I am concerned about the reduction in workdays for critical clerical positions. I do not believe that their important work can be accomplished in fewer days. Deadlines will be missed resulting in more fines from the state and disruptions to student learning. I hope that once the contract is ratified, increased retirements will result in sufficient savings to bring back these hours and to bring back more positions. Please schedule a special Board Meeting for later this week to ratify the contract.

I absolutely do not understand how 20 custodial positions can be eliminated in the middle of the Pandemic. Please confirm that you have heard our concerns about the state of cleanliness and sanitization at our schools, especially Mt. Diablo High School.

I commend the proposal in the docket regarding grades and the importance making sure that no student is penalized due to the pandemic. Teachers are doing extra work to make sure that students still feel motivated to the work. More importantly, they are trying every strategy they know to reach and connect with students and engaged them in learning. Many teachers continued to offer instruction during Spring Break because they had finally successfully engaged the students and did not want to risk losing engagement with a week off. These teachers do not expect extra pay for all of this extra work, but it would be more than appropriate to show appreciation by ratifying the contract by the end of this week.

Please do not penalize employees with continued stress and uncertainty. Please schedule a special Board Meeting for later this week to ratify the contract.

The plethora of new job descriptions seems to imply that a reorganization is being planned. But I do not see any overall explanation of the reorganization. A proposed organizational chart would help.

The actions on the agenda seem to imply that the plan is to have more bosses and fewer workers. I know three management positions were eliminated in the layoffs, but it appears they are being replaced even before they are gone. What is the net change in management positions and layers of management? Again, published organization charts would be very helpful. A side by side comparison of an existing and proposed organization chart would allow employees to see if there has really been a reduction in the number of managers.

I am glad that you are providing oversight to our District in this difficult time. I know you will make all of these decision with due care and consideration. I appreciate the time that you are taking to understand all of the details. I respectfully request that you schedule a special Board Meeting for later this week to ratify the contract.

I want to let everyone know that the Academy Awards ceremony will be held virtually. Nominees will be notified tomorrow and finalists will be announced next week. Winners will be announced during the virtual program. This ceremony of appreciation is very important, but I am very hesitant to volunteer any of my time working on it as I feel I need to spend every possible minute encouraging you to ratify the contract - a much more tangible show of appreciation. It is just one more example of the many important things that are on hold pending ratification. Please schedule a special Board Meeting for later this week to ratify the contract.

I conclude by again appreciating the urgency you demonstrated in preparing to ratifying the contract – your promises when the TA was signed and all of the work you did to meet the County of Office of Education hurdles. I urge you to maintain your sense of urgency and schedule a special Board Meeting for later this week to ratify the contract.

Thank you.

Anita Johnson, President, MDEA

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From: Kris Martin Meyer, Diablo Managers Association

Received 4/13/2020 at 3:51 PM

#### 9.1 DMA statement regarding upcoming proposed classified cuts

Diablo Managers Association is extremely concerned about how these proposed cuts to classified staff positions directly affect our students and families. Principals and district leadership previously spoke to the board about the devastating impact on students and families of the proposed certificated cuts (counselors, support teachers, specialized programs, increases in class size, cuts to administrators, etc.) that occurred in March. Now, the proposed classified cuts pose similar detrimental impacts on direct services to students and their families and school operations. While the following list is certainly not exhaustive, we present some specific examples of the impacts on our school communities represented by these proposed reductions:

- Reduction/elimination of positions of community school coordinators, parent liaisons and early childhood educators decreases outreach, education, and other direct services to students and their families. It especially affects schools' ability to serve bilingual students on campus and limits outreach and connection to community resources for our most vulnerable students .
- Reduction of the work calendar of all school classified staff limits access to the services needed by students and their families. It also affects school operations if staff are not available to provide the vital work .
- Reduction of 20 custodial positions decreases the ability to upkeep aging school campuses and to keep on-going sanitation efforts post-social distancing directives. It calls into question the health and safety of our students and staff when we lose custodians who are doing daily cleaning of classrooms and school campuses.

Mt. Diablo Administrators have always been committed to providing excellent service and support to our students and families. In light of the ongoing COVID-19 pandemic, we can anticipate that when our students return to school, they will need more support in academics and more school-linked services, including mental health support in processing this trauma. The already-approved cuts and these proposed reductions will guarantee that we will greet them and their families with fewer staff in all positions to serve their increased needs.

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From: Carmen Terrones-Torres, President, CST

Received 04/13/2020 at 3:44PM

Good evening board members,

My name is Carmen Terrones, Local 1 CST unit president. I'm writing to you tonight concerned after analyzing the cuts to my unit and reorganization (not stated) by the superintendent but obvious with the creation of new management positions and "revising" current management job descriptions.

I've been complaining about the lack of transparency with the new administration but it seems it getting to deaf ears. The superintendent and his executive cabinet provided the list of work year reduction and some positions being cut. I want to know what this equals to. How much money is the district saving with the cuts to CST?

Why did the superintendent agreed to the MDEA TA knowing it would cost the district 15 millions to give a pitiful 5% over three year across the board? So the cuts in classified is just to reorganized his executive cabinet?

Some of the new positions I saw in this agenda are:

assistant Director, Special Ed

district safety coordinator

Director of Technological & Innovation - What happened to our current TIS Director position?

Director of Partnership & MTSS - is this replacing the Exec. director of Grants & Special projects?

Revised job description of Student Services now reports to executive director, pupil services, is this a new position? Or a promotion for someone?

assistant superintendent, HR -

Revised Job description for Director of Fiscal Services- Rose Ramos brought the revised job description for information on September 2019. I asked the superintendent if the revised job description was approved and he said "yes". This job description is not what Rose recommend.

I'm asking to have a cost analysis on this reorganization and to carefully consider the cuts/work year reduction to my Local 1-CST unit. Classified has always paid the price for a top heavy administration.

Thank you

Carmen

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From: Lisa Davis, Business Agent for Local One  
Received 04/13/2020 at 4:10PM

Subject: Letter from Public Employees Union, Local One

Good evening Board members.

I thank you for taking the time to listen to the comments this evening and understand that there will be devastating impacts if the Board approve of such layoffs as presented by this Administration.

Moving forth with layoffs during these troubling times will add injury to insult. Public Employees Union Local One / AFSCME ask that you remove this item from this evening's agenda and not move forth with such layoffs as presented.

These reductions and layoffs will indeed cause a huge financial hardship for the employees of our CST unit if approved. Respect our members as they are here to appropriately serve the students of this community. Our members are the back bone of this District. It is not appropriate, nor fair that these million dollars worth of cuts are a part of this evening's discussion. These proposed layoffs and reductions will have a direct devastating impact on each one of our members, their families, as well as the students. Our members accepted

positions with Mt. Diablo to help this District operate and to serve the students of this community. If the Board approve of such layoffs this evening many of our workers will have to find other ways to provide for their families to fulfill their personal obligation.

WE are in the midst of a pandemic and this is not the time to move forth with these layoffs. With this plan you are certainly looking to impact the lowest paid employees who work hard for this District.

The layoffs and reductions affecting our unit are key positions that will affect key programs and services that the Mt. Diablo District need to provide to this community. In fact , we are quite perplexed why this Administration is looking to layoff key essential positions which brings in dollars. Laying off key positions such as Fiscal Analyst, accountant, as well as attendance related positions is the wrong layoff choice. These are needed positions which helps this District to survive. Reductions to positions at the elementary, middle, high school, alternate education levels along with treasurer positions doesn't make sense. These positions are absolutely imperative. Administration has also targeted other key positions for reductions such as Office managers at the sites, absolutely imperative positions. They are also targeting positions within the print shop, along with other clerical support at every site affecting each student of this District. You need these positions as they directly help this District operate each and every day. It does not make sense to lay these positions off. Should you approve of these layoffs, it would be devastating to our members who rely on their paychecks to pay their monthly obligations.

Board members, as it's terribly disappointing, it is also frustrating that this Administration is not managing the budget correctly. Moving forth with a request for you to approve of such layoffs will blatantly show no respect for the Mt. Diablo School District. Should the Board agree to approve of these layoffs as presented, it would be particularly disastrous for our members, the students, the parents, and this community.

We ask that you not allow this Administration to balance their budget on the backs of our workers during these troubling times. It's wrong! You are hurting the students, the hard working, and the dedicated employees who keep this district afloat. Our members are the essential workers who are here to serve this Community of it's students and it's families.

Lisa A. Davis, Business Agent for Local One

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