

Dear School Board,

I appreciate all of your efforts to lead MDUSD through these difficult times.

I am very concerned about the proposed requirement that all members physically report in person to their site every morning and stay there until the end of site time on every workday. Although no students would be present, that many people using the same restrooms all day still presents too great of a risk that people will be exposed to the virus and may die.

I cannot implore you strongly enough to please eliminate this requirement from your plans.

While all other concerns pail in comparison to my concerns that members lives may be put in jeopardy, I understand the bargaining process must happen quickly. Therefore, I want to inform you of my other concerns.

Students in combination class are at risk of receiving less daily live interaction simply due to the time constraints that would be faced by the teachers. Teachers of combo classes last spring let us know that these classes were twice as much work and that the workload was unsustainable. While I understand that there could be additional costs depending on how the problem is solved, I ask that you commit to addressing this issue. There are several teaching positions scheduled for elimination on tonight's docket. I suggest that these positions be instead transferred to sites facing combo classes. I also believe that elimination of combo classes is an appropriate use of Learning Loss Funds. I also believe there are no-cost ways to solve this problem that the teams could explore.

I am also concerned at your proposal to begin the hybrid phase three days after permitted by state and county officials even if the bargaining teams have not reached agreement on working conditions and safety standards. It is responsibility of the Bargaining Team to negotiate safe working conditions. The Team hopes to begin negotiations regarding the Hybrid Phase immediately after agreement is reached on the Distance Learning Phase. My hope is that we will be ready with an agreement for Hybrid well before the phase needs to begin. I understand the need for urgency, but a request to give up our rights to bargain is inappropriate.

The district proposes requiring members to distribute computers, books, & supplies. Our hope is that teacher's time will be respected so that they can focus on planning and providing instruction.

The district proposes requiring members to answer all emails within 4 hours. I believe this is an unrealistic standard that I cannot meet even though I am not providing instruction. I can imagine a teacher ending a block of synchronous instruction and small

group work and then finding that they have two hours in which to return 100 emails. It is just not a reasonable request.

The district proposes requiring members to substitute for absent teachers. While I understand that the district has failed to recruit a sufficient number of qualified substitutes, I again ask that teacher's time be respected as they undertake the challenging work of providing high quality distance learning.

There are many other issues related to the Distance Learning Phase, but I realize that your time is limited, so I ask that you focus on resolving these issues at this point in time.

Regarding other items on the Board Docket:

- I am concerned about the elimination of Librarians. I understand the positions are vacant, but what is the plan for providing library services for students at schools that do have librarians?
- I am also concerned about the elimination of Vocal Music Instructors. While these positions are not identified as being at any one site, there is still a capacity issue. Are you sure that all students will receive these services with less staff? How will this be possible?

I know that I am not alone in these concerns. Many people would appreciate hearing the answers spoken out loud by Board Members during the meeting. Such comments would greatly improve communication between the Board and the public.

Thank you again for all you are doing in these challenging times!

Take care and stay safe,

Anita Johnson

President, MDEA