

Good Evening Board Members, Dr. Clark, MDUSD community,

The CST unit continues to be disrespected and in a way discriminated against. Our negotiations have been going on for almost 2 years and still we have no contract. We have exhausted all possible means to negotiate with MDUSD to the point of now being in fact finding. We have a "Me Too" tentative agreement signed by the district team in August 2019 which the district refuses to honor now. Why? CSEA was given a 2% one time bonus for the 18-19 school year; therefore, CST should receive that as well. The district is now offering a "Me Too" clause for the 20-21 school year because they don't want to pay the CST member the 2% one-time bonus. Per Roy Combs, the district's spokesperson, the district is in such financial distress that they can afford to pay my unit the equivalent of 2% but last week this board approved under the recommendation from the superintendent and his executive team two new manager positions, salary increases for other management and today I notice there is another item on the agenda (18.1) another salary increase. All of these newly approved positions and salary increases are ongoing expenses. The CST 2% ONE TIME bonus is just that ONE TIME and it won't cost the district more than \$350,000.00 (ONE TIME).

The communication between the district and CST has not improved at all. Emails are not being responded in a timely manner; but my members are being written up by their supervisors if the emails are not responded within 24 hours. I sent an email to a district administrator on November 3rd, never got a response to my email.

My members are not being paid for working out of class without compensation due to an interpretation issue with my contract and HR. We met with another attorney and HR last week and we are still waiting for a response.

The district is paying for an outside attorney for negotiations (Roy Combs) and paying for another attorney, Josh ...) for the 5% out of class interpretation of my contract and we are getting nowhere.

It feels like the CST unit is being pushed back on anything we request. Is it because we went to fact finding? that would be retaliation!

I hope this board understands the CST position and provides direction to the district's negotiating team to honor our signed "Me Too" clause.

Thank you

Carmen Terrones-Torres  
CST Unit President

The CST unit has not been called to develop an MOU for the school reopening as of today.

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Good evening.

I am Anita Johnson, President of Mt. Diablo Education Association.

I am surprised to see that the Reopening Plan is the not on the agenda this evening.

At your last meeting, you, the School Board approved a plan for reopening, but what you approved was very unclear – did you approve the schedules that were presented in that slide show, or did you approve only the target date of January 11?

If you approved the schedules, why are they now being changed?

If you approved only the date, how strictly should this be interpreted? If the community health metrics continue to deteriorate, will this date be changed? Will changing the date require a Board vote? What parameters will be used to determine if the date needs to be adjusted?

And what about the other details that were presented as a part of the plan? Do you agree that these details can be changed without your approval?

This is why a clear, written agreement is so important. A written agreement allows everyone to know what safety precautions will be in place and the performance expectations in a new model of education.

I ask that you commit that OurMDEA members will not be required to report to sites in person until we have a finalized Memorandum of Understanding.

We are committed to safety. We believe that discussions about safety and consideration of employee's concerns will create a safer reopening plan.

Safety is our number one goal. A poorly implemented reopening could lead to the increased spread of COVID-19, especially in the Bay Point community.

All of you on the Board have commented on the high value that you place on safety and making sure that nothing the district does causes the death of a community member. We strongly agree with this and are insisting on safety protocols and reopening criteria that will keep everyone safe. Every child. Every school. Every Community.

All teachers deserve the right to choose whether to come back to school for hybrid or continue to teach distance. We understand there is a push to return however, just like our MDUSD families, we should have the right to choose for ourselves and our families.

We are committed to our students as a whole child. Their social emotional well being and health as well as their academic progress. To be able to best serve our students we will also need our own needs met. We need to be able to choose for ourselves what we feel comfortable with during this school year. We need to be able to make choices to

protect our loved ones. This includes reducing the possibility of contracting COVID-19. Giving teachers a choice will allow us to continue to be effective teachers.

Everyone has a unique circumstance. Some teachers have family members who are in high-risk situations. Requiring these people to report in person and thereby jeopardize the lives of their loved ones would be inhumane. I ask that you acknowledge this issue and direct management to work with us to develop a humane procedure.

Teachers deserve a settled MOU before being asked to make a choice between 100% distance teaching and hybrid model. We deserve the right to make informed decisions for ourselves and our family's future.

Currently, there are hundreds of questions that remain unanswered for everyone regarding the hybrid model. This is a major cause for concern. Starting the hybrid model cannot go through the process of, learn as we go, because lives are at stake. COVID-19 has taken so many lives in our country. Procedures and protocols need to be in place. Especially as COVID case numbers in children rise.

I ask that a secure plan is created for our community before we attempt to come back in hybrid. All our questions and concerns truly addressed. Take the time to engage our communities, parents, families, and all educators. Take the time to plan with teachers that will be in our classrooms. All our lives and futures depend on this. Going back in person in any capacity is different than distance learning. We cannot learn as we go when our health and the futures of our families are at stake.

Given that whatever plan was approved at the last meeting was vague to begin with and is already changing, I suggest that you agendaize the topic and approve a more detailed plan. Specifically, I ask that the plan include the requirements that a MOU for hybrid plan be finalized before families are asked to commit to returning.

This MOU should include the process for determining which staff members participate in the hybrid model and which continue with distance learning. I understand that this is an incredibly complicated process but I believe these decisions can be made humanely, fairly, and respectfully if people are willing to engage in detailed analysis and careful discussion.

This is all a very complicated process, but it possible to do this humanely. It will take time and patience.

I know that all of you on the Board are committed to the highest level of safety possible. Please act to safeguard our community by resisting pressure to reopen too soon. Make sure we have a solid plan in place first.

Thank you.

Anita Johnson, President of Mt. Diablo Education Association.