

****DUPLICATES AND “DO-OVERS” REMOVED OR MERGED****

[Non-Agenda Items](#) (3) | [Regular Session](#) (3) | [Closed Session](#) (43)

Closed Session Agenda Items:

1

2A Closed Session Labor Negotiations Support Issue

8/11/2020 13:26:44

Lori Saulten

As I spend many unpaid hours preparing for distance learning for the upcoming school year, I find myself self very frustrated that contract negotiations, compensation to be exact, for the 2019–2020 school year have not yet been settled. OUSD teachers have integrity, dedication, and perseverance. We deserve to be compensated appropriately.

2

2A Closed Session Labor Negotiations

8/11/2020 13:28:54

Nicole Elliott

I have been in OUSD for 13 years as a science teacher. This past spring I worked extra hours to make sure my students needs were met during distance learning. Without any guidance from the DO, I have trained myself this past summer to prepare for the fall distance learning. I am saddened and appalled by the fact that you have not settled our contract from last year. We are all working extra hours unpaid to serve our community of students and deserve to be compensated accordingly; at the very least settle on an agreement from last year.

3

2A Closed Session Labor Negotiations

8/11/2020 13:46:10

Kristen Perez

I have been a licensed Speech Language Pathologist for over 24 years and began serving the special education population of OUSD in 1999. I mainly serve the moderate to severe population in our district. It's unsettling the contract for 2019-2020 has yet to be settled. Not only have I been a detailed, dedicated employee, I put in many hours to support my students and their families. Upon school closures due to COVID-19, I put in many extra hours to create materials to support the families of my mod-severe preschoolers. Not only did many receive personalized materials to improve their functional communication, parents received a monthly newsletter with a language theme and focus, they received weekly parent coaching along with their child's services and had an online program to access daily practice activities. I also personally purchased a subscription to this program so parents could continue to access these activities throughout the summer. I worked longer hours in order to help my families that desperately needed this support. I have continued to work to prepare for the needs of my students for the upcoming school year. It's upsetting to hear the perception that employees did not work in the Spring. I am an individual of character and integrity. I need to feel valued and respected by my employer. Whether I am at home or on a work site, I give 110%. It's important to be recognized for the hard work and to be offered a reasonable contract for our salary.

4

2A Closed Session Labor Negotiations

8/11/2020 13:48:44

Rachael Rivas

I have been a district employee for over 20 years and am now a parent to two OUSD students. I am frustrated and appalled at the districts inability to come to an agreement with teachers in the area of compensation for the 2019/2020 school year. Since starting in the district I have observed a consistent willfullness to not pay teacher's their fair worth. Teachers consistently have to fight to . This past spring was the most challenging and difficult year of my career, I worked harder than I ever have (and I've worked pretty darn hard). I spent 10-12 hours some days, creating leasons, grading, and reaching out to my missing students, all while also working with my two elementary school aged students. I have worked, without pay, this summer to try and create lessons, without knowing exactly how we going to return in the fall. All of this was done with the expectation that I would be treated as a valued professional. Instead, I have been made to feel like I am being punished for decisions beyond my control and the actions of others. I have been made to feel that I have to put more value on the children of others, than my own. I do not feel valued in Orange Unified and I do not feel appreciated. How can we possibly create the EDGE you so proudly tout, if we do not feel that we are being treated as professionals? that we are valued? or that our hard work is appreciated?

5

2A Closed Session Labor Negotiations

8/11/2020 14:03:50

LeAnne Evans

Not only do I have children that are a part of OUSD but I am also a teacher, for many years, in OUSD. I am extremely saddened, disheartened, and frustrated that OUSD continually reveals the disrespect and unworthiness they hold towards their teachers and staff. The school board's unwillingness to finalize a fair contract exposes their disregard for their teachers and staff. I would hope the board would want the best for the students. How can this happen when your best teachers are treated as if they did not matter??

6

2A Closed Session Labor Negotiations

8/11/2020 14:17:29

Michelle Kauten

Dear Board Members,

My name is Michelle Kauten and I've been teaching at La Veta Elementary for 26 years, but my experience with Orange Unified goes way beyond just my career. I attended OUSD schools from second grade through high school. I've been with this district through good times and bad. I've never been this frustrated with a job I love as I am at this time.

From March to June of last year I worked so hard to teach my sixth graders. I was up at 8:00 in the morning answering emails, posting on Google Classroom, grading assignments, sitting in on IEPs, creating curriculum, making phone calls, collaborating via phone with colleagues, and trying to teach via Google Meets. I was online till 4:00 in the evening, but even then I would respond to parent questions at 6:00, 7:00, or later at night. Why? Because I knew parents needed my help.

For the School Board to not negotiate appropriately during this time is truly insulting. The teachers of this district accepted furlough days to save jobs, and due to that pay cut I had to sell my condominium. Now you ask teachers to work harder than ever to get a new school year up and running during an unprecedented time. If you truly appreciate teachers negotiate a fair and equitable contract. More and more teachers will be retiring this year

and next, and if Orange Unified wants to have the EDGE to bring teachers to this district you need to have salaries that are comparable with near by districts.

Show the teachers that Orange Unified appreciates the hard work and dedication made by teachers by negotiating a fair contract that compensates educators appropriately.

Thank you for your time.
Michelle Kauten

7

2A Closed Session Labor Negotiations

8/11/2020 14:18:36

Katie Karich

The district needs to settle on a contract with the teachers. How are we suppose to support our students if the district is nickle and diming us about a contract? Give the teachers (including myself) the raises that they deserve so they can continue to dedicate themselves to our students. I want my two daughters, who attend OUSD schools, to have teachers that are fairly paid. Teachers already are having to deal with a lot because of the pandemic. Don't make them have to worry about a contract that should have been signed months ago.

8

2A Closed Session Labor Negotiations

8/11/2020 14:20:27

Tim Jarvi

I've used my Columbia English degree to teach ELA at Richland to some of the students most in need for 5 years. The unsettled 19-20 contract makes me feel that I am not valued or respected and that makes me angry. I need my employer to enact agreed upon changes to working conditions and wisely use some of the \$46 million in reserves to bring my pay up to or beyond the median pay for comparable districts, most of which got a raise for 19-20. Teacher negative emotions around this unsettled contract during this time of increased stress, including financial stress, drains teachers of energy and positivity that could otherwise be put into their teaching. This is negatively affecting students, no matter how hard teachers try to continue to persevere.

9

2A Closed Session Labor Negotiations

8/11/2020 14:25:31

Lea Campbell

Dear Members of the Board,

Tomorrow marks the start of my 24th year of teaching in the Orange Unified School District. I've stuck with the district through good times and bad and I have to say that echoes of the bad times grow louder each day.

In the spring, I had my online platform and assignments for my 5th and 6th grade GATE students ready to go on Monday, March 16. I spent hours and hours online planning, prepping, and teaching. I was teaching while my sons' district, NMUSD, took two weeks plus Spring Break to get started. I worked longer and harder in the spring than I did in the classroom and I didn't think that was even possible. I've spent considerable time this summer getting ready, including building a Google Site for parent communication.

The teachers of OUSD lived up to the E (Excellence) and D (Dedication) in EDGE and now it's time for the district to live up to the G and the final E and settle our contract for last year. They should listen to the science and be patient about returning in-person and not put health and lives on the line in a rush to get back. They should show that they value us by compensating us fairly and providing a good working environment. Remember, a teacher's work environment is a student's learning environment.

Thank you for your time and consideration,

Lea Campbell

10

2A Closed Session Labor Negotiations

8/11/2020 14:56:55

Heather Chapman

Dear OUSD Trustees, Cabinet members, and community, my name is Heather Chapman and I am disappointed that OUSD has not made a competitive compensation offer to the Orange Unified Education Association after 16 bargaining sessions. I am an OUSD graduate, employee, and homeowner. I have a Ph.D. in the area in which I teach and have stayed in the district since 1998 because I believe in strong public schools and the potential of our OUSD youth. Since March 13th, I have worked harder than ever before to deliver rigorous

content and skills while following district directives to extend grace and “no-harm” to students. All summer, I have attended unpaid trainings, watched a million YouTube how-to videos, and attempted to anticipate the million possible ways Fall could take shape. I know I am not alone in my determination to meet the challenges of remote instruction AND my exhaustion. It was demoralizing to hear that the District initially intended for all of us to teach from empty classrooms during remote learning, because you do not trust us to do a good job. Then, hearing about the last bargaining session was disheartening. You don’t trust us AND you don’t value us? Is that the message? Salary proposals that allow us to fall further below the county median and drawn out negotiations are not going to give us the EDGE. They will push teachers over the edge. Let us focus on the students and the unprecedented circumstance we all face.

The teachers, counselors, nurses, psychologists, mental health counselors, and speech and language specialists of OUEA are part of the team that gives OUSD the EDGE...and we deserve better. Thank you.

11

2A Closed Session Labor Negotiations

8/11/2020 15:04:31

Barbara Wright

I am an elementary school teacher in OUSD. I have been a teacher for over 10 years with this district and my daughter was a student in OUSD K-12. I work with many skilled, dedicated teachers in this district who go above and beyond to provide rigorous, challenging, developmentally appropriate education for the wide variety of students in our schools, as well as extracurricular enrichment opportunities. We have all met and exceeded expectations for teaching; working longer than our stated hours to provide the high quality education that OUSD expects. I am very disheartened to hear that fair compensation for 2019-2020 has not been offered. My colleagues and I have worked hard to provide quality education in extraordinary times with little direction or support. We used our current skills, added new skills on our own time, and worked as teams to reinvent classroom learning even as we provided emotional support for our students as well as our own families. The district needs to thank us with more than just words. We need compensation for the work we do, and a contract so that we can also address working conditions that will allow us to remain safe while doing our jobs. We did not sign up to be frontline essential workers, but we realize how essential education is to our students, as well as the social/emotional learning that goes along with creating a classroom community, in person or virtually. Teachers are the key component to EDGE. Treat us as the valuable assets we are. Respect our dedication to our students, our skills, and our quick response to

all that OUSD asks of us. We ask that you show your thanks in a tangible way that will show your support of all that we do. Offer us an equitable contract for the 2019-2020 school year so that we can focus on the challenging year ahead of us.

12

2A Closed Session Labor Negotiations

8/11/2020 15:24:26

Greg Mitchell

Greetings OUSD Board of Trustees. My name is Greg Mitchell. I have been teaching science at Villa Park High School for over 20 years. Currently, I teach college prep biology and environmental science, both AP and non-AP. In the past, I have taught health, algebra, life science, geography, and prior to having children of my own, I coached multiple sports including football and basketball for both the ladies and men's programs. My wife and I have two boys in OUSD schools. We have a sophomore at VPHS and a 5th grader at Nohl Canyon. We have been more than pleased with the education our children have and continue to receive even through distance learning. The hard work and commitment of OUSD educators is humbling. Personally, I can attest to how hard teachers work on behalf of their students and communities. My wife is also a teacher. She teaches 3rd grade in Anaheim Elementary School District. For 20 years we have supported one another in our professions dividing our personal responsibilities so we could also spend a good amount of time outside our work day to plan lessons, contact students or parents, grade papers, etc. During distance learning this was even more difficult. Not only were we both entering a new reality professionally, we were teaching students remotely and, like many parents in our communities, supporting our own two boys at home through their distance learning. We have spent countless hours learning new tools and platforms and planning for the known unknowns- Remote learning, blended learning, hybrids, etc. We are professionals with consequential responsibilities. We not only teach our students, but are concerned about their social emotional needs as well as their academic needs. It is disconcerting that not only will OUSD teachers return to work in a totally unprecedented way, teaching and learning simultaneously as if we are all 1st year or even pre service teachers, but we will be returning without a current contract. We haven't even resolved negotiations for the year that we actually already worked. This is insulting. We need to settle 2019-2020 now and immediately move to negotiating 2020-21. Show the teachers and community members of OUSD how valued teachers are. We never ask for more than is reasonable, we do however need some respect. As a side note, I will say here for the record, that my wife, whom I mentioned earlier, works in a neighboring district and every year works with a current contract and every year earns a higher annual base salary than I do AND our family uses

her benefits package because it is a better deal for us financially. I include that for some perspective.

13

2A Closed Session Labor Negotiations

8/11/2020 15:34:45

Susan DeSio

I am a teacher at Villa Park High School and have taught there over 20 years. Last spring was rough for everyone. This summer has been less than restful with few concrete answers about anything pertaining to this coming school year and being assigned to grade levels I have not taught in over 15 years plus the new materials to read so I am prepared for my students. Also, there has been a lot of unpaid personal time (for all teachers) for bettering our on-line delivery of materials to students we have never met before. Throughout all of this time, the district has not made much of an effort to finalize our contract for LAST YEAR. Here we go with another year and we still don't have a contract, let alone one for this year. Your expectations for the teachers are high and not well-supported. We weren't asked for our input in most of the decisions we have been asked to implement and the high schools have been overwhelmingly unsupported since very few people at the district level have any experience teaching high school. I would like Orange Unified to support their teachers and make meaningful negotiation with OUEA immediately. There is no reason this has been deemed irrelevant for so long. Morale is low enough. You are not helping.

14

2A Closed Session Labor Negotiations

8/11/2020 15:39:09

shaun karpow

I'm an educator of ten years, going into my eighth at El Modena High within OUSD. I am very concerned that the contract negotiations have not been completed in a timely manner. We deserve fair compensation that is reflective of our dedication towards our students. Since we have been placed on distance learning many of us have gone above and beyond what is written into our contracts to meet the challenge of educating during these difficult times. I personally have attended many extra online trainings offered during my summer vacation, dedicated large amounts of time researching ways to improve my skills to remotely teach, and I've purchased and reviewed study aids to help prepare for the coming year. Nobody asked me to do those things. I simply want to do better for my students, I want to always

improve, and I hold myself to a high standard. How are we expected to continue to believe in our system when our basic needs are not being addressed? We need fair and competitive compensation. We need our contract negotiations to be dealt with and settled without excuses or delays. Moral is at an all time low, students, administrators, and educators are feeling a tremendous burden to overcome the complex challenges ahead. How can we as educators feel good going into this school year when our needs are not being met? The emotions that we feel are going to be felt by our students. If we feel a situation is hopeless, intuitive students will pick up on this. You've asked a lot of us this last school year such as be flexible, try to remain positive, do your best to complete the task at hand and we've answered those requests to the best of our abilities. The way you treat us will have an impact on how we treat our students because we're human. Moral flows depending on working conditions, reasonable compensation, and having our basic needs met during this time of uncertainty. Complete the negotiations and compensate us appropriately.

15

2A Closed Session Labor Negotiations

8/11/2020 15:44:57

Greg Goodlander

Good Evening President Ortega, members of the Board, Dr. Hansen, Cabinet, and any community members watching this virtually.

As the President of OUEA, I must encourage you in closed session to have a robust conversation with regards to bargaining our contract.

Our educators have been working all summer to prepare for this extremely challenging school year. The countless webinars, conferences, and personal purchases teachers have made to best serve their students over the summer is inspiring, and frustrating. OUEA has met consistently with the District to come to an agreement, for last year's contract. We all start work tomorrow. Counselors, speech pathologists, school psychologists and several others began work days ago. Settle last year's contract negotiations so we can all focus on this coming school year, not a labor dispute.

Personally, I want to focus OUEA's energy, resources, and time to supporting educators providing great instruction during a pandemic. I really do not want to be put in the position to create labor action, drawing unwanted attention to OUSD, and needing to deal with the next steps of action to get a reasonable agreement. I don't want to go to an impasse, and I don't want to go to the next steps if we can't come to an agreement. Let's get this done, so we can all focus on professional development, fostering stronger relationships

and connections, and providing the best public education for our students and our community.

Dr. Hansen and others in OUSD Leadership can attest to my personal willingness to collaborate and mutually support each other, even if it doesn't always make me popular with some of the teachers. I want this to continue. Not having an agreement for last year fogs conversations and dialogue across our district. I hope we can avoid that. It won't take much to make this happen, it is within your power. Please, let's finish this. Thank you for your attention and time.

16

2A Closed Session Labor Negotiations

8/11/2020 18:07:50

Stacey Strong Ortega

Dear OUSD Board of Education,

My name is Stacey Strong Ortega and I have been a first grade teacher at Nohl Canyon Elementary School for 20 years.

My very first year as an OUSD teacher, my fellow educators and I went on strike to fight for fair treatment and competitive wages. It was through that experience that I learned OUSD did not respect its teachers. Many friends have asked why don't I leave and find a better paying job elsewhere. In fact, a few of my former colleagues have moved on to find work in other fields where they are shown respect that is not just evident in their salaries, but in how they are communicated with in general.

I have stayed because I love what I do. I have stayed because of the staff and community that makes up Nohl Canyon. Within the walls of my classroom, I am able to create a world of wonder. I create a community of learners who strive to be the best their sweet 6 year old selves can be. I seek to show my students that they can do amazing things by working hard and overcoming obstacles.

When COVID came to our shores, I was ready. For 2 weeks before we closed down, I started planning how I would deliver instruction to my students should I need to. I was READY for this challenge, having spent every night after my own 3 kids went to bed working on moving my curriculum over to the Seesaw platform, figuring out how to assign texts and tests via the ELA and Math online apps, and preparing my students' families for the transition. I showed my students that WE can do amazing things by working hard and

overcoming obstacles. For the entirety of our spring trimester, I worked 14+ hour days. I juggled teaching, planning, researching, parenting, and surviving to the best of my abilities. Did I receive any guidance or help from OUSD? No. Was I burnt out, YES! Did I keep meeting with my students over the summer to check in with them on Seesaw and make sure they had plenty of activities they could participate in to keep their learning going? OF COURSE.

You know all those memes about 2020 just getting worse and worse? Children and families being separated from each other at the border, impeachment and party-line acquittal of the President, COVID and its horrible mishandling, protestors being abused at BLM demonstrations, the list goes on. It has to get better, right?

In order to feel less like a bystander to mayhem and empower myself, I chose to spend the summer learning as much as I could to make this fall's distance learning experience the best it could be for my future students. I spent over 100 hours reading, researching, and revising my plans for next week. Many of my Nohl Canyon colleagues met on Google Meets to talk about how we would proceed in person or online multiple times. Many more hours were spent texting, emailing, and sharing Google Slides that we had made. Not a day passed this summer that I wasn't a part of a text string with my teammates to share something we had discovered. Not a day went by that we weren't working ON OUR OWN DIME, ON OUR OWN TIME. We did this because we are professionals. We continue to do this because we want the best for our school and community.

Back to the memes, though. Just when I thought things were starting to look up, I began getting information about the OUEA/OUSD bargaining sessions. How they were failing. How they were still bargaining for LAST YEAR! LAST YEAR's contract should have been completed before LAST YEAR, but hey, I get it. Crazy stuff went down and we needed more time to get things done. You would think, though, that after ALL THE AMAZING WORK OUSD TEACHERS put in for the last 3 months of school, they would be recognized as professionals and treated as such in negotiations. Nope. OUSD has entered the 2020 meme compilation with more disappointment, more sadness, more pain, more disrespect, and more failure. How 2020 of the District's bargaining team! Will I see my career book-ended with strikes?

How can OUSD claim to have an EDGE when every one of its teachers is on the EDGE OF INSANITY dealing with this disrespect?

Board Members, it's up to you to intervene and demand that OUSD provide an up-to-date, competitive compensation package to its teachers. It's up to you to show us hard-working

educators that we can COME OFF THE EDGE and continue our CUTTING EDGE, high-quality teaching practices.

Sincerely,
Stacey Strong Ortega
First Grade Teacher
Nohl Canyon Elementary School

17

2A Closed Session Labor Negotiations

Support Issue

8/11/2020 18:17:53

Brian Harrington

Good afternoon. It's encouraging to see the teachers union and board have arrived at an agreement. That said, several items remain unclear.

1. Quality control - although everyone did their best mid-March through June, the results were not satisfactory. Even in the last weeks of the school year teachers were still struggling with the technology, schedules were still highly flexible, and parents were just expected to make up the difference. We've got a clear schedule - a fine improvement, but, other than that, what's going to be different on August 19? Are teachers now masters of MS Teams, or Google Hangout, or whichever app is selected? Have teacher's plans been adjusted to embrace the very different animal that is distance learning?

2. Asynchronous learning - almost all kids will be home. Parents who are working from home will also have things to do during the mornings. Sometimes it just won't be possible to accommodate the preset schedule. Smaller kids may sit still for an hour behind a screen showing a cartoon, but are we really expecting a 7-year-old, who's parent is likely to be in the next room, to sit attentively for 3 one-hour blocks and a 50 minutes block every day? How does the MOU address the very real need for Asynchronous lessons?

3. Teaching from the classroom - this was discussed in the last board meeting but does not appear to be part of the MOU. (Very possible I missed it as many points were made using jargon that may be very familiar to staff or board members.) Let's be frank, whether a teacher is streaming from home or from the classroom, the key is that the teacher is motivated and prepared. If he or she can make a connection with students and instill a lifelong love of learning, I'm in. But what's the plan?"

18

2A Closed Session Labor Negotiations

8/11/2020 20:18:43

Rochelle Russell

I have been working as a speech and language pathologist for the district for the past 13 years. During this time I have for the most part felt supported and respected by the school district. This past year has brought way more job related challenges and hurdles to overcome with the introduction of virtual education. Despite this uncharted territory I did my best to continue to provide high quality services to my students. I also watched my colleagues do the same. Additionally, since my son attends the elementary school I work at, I was able to watch the entire 2nd grade team work tirelessly to continue to provide him a high quality education. As a parent, I can say I was very impressed to see the teachers learn a new way of teaching to help my son continue to learn and grow, even from a distance. With all of the hard work and dedication myself and my colleagues have put in this year, I am extremely disappointed to hear that the school board is unwilling to come to an agreement with the union's bargaining team in regards to the 2019-2020 contract. We are about to begin another very challenging school year and the best way to know we are supported by the district, in order to serve our students in the best way possible, is for the school board to come to an agreement with the union in regards to last year's contract. Thank you for taking the time to read my input.

19

2A Closed Session Labor Negotiations

8/11/2020 20:21:46

Suzette Miller

This is my 20th year teaching in OUSD. I can not believe that we are about to start a new school year when our 2019/20 negotiations are not yet met. We worked above and beyond in the spring to assist our students with online learning and spent our summer worrying and preparing for the unknown. There is not another industry that would continue to work with compensation matters unknown and not settled. We always look out at what's best for students needs, but it is time to look out what's best for teachers! This matter needs to be a priority. Thank you for your attention to this urgent matter.

20

2A Closed Session Labor Negotiations

8/11/2020 22:27:10

Jaime Muniz

Highly renowned districts are made possible by highly renowned educators. Compensate us a highly renowned salary too. Teaching salaries should allow educators to live within the boundaries of our own district and currently those two don't agree. The beginning of 19-20 school year for the Adapted PE department commenced with a black mold issue that has yet to be resolved. Unfortunately, we have been misplaced without an adequate space for the APE department. Though we have yet to surpass the endeavor our teaching quality has yet to be compromised due to the quick adaptation for overcoming such immense issues and commitment to fulfill the renowned status for our district. The current compensation for educators in OUSD does not reflect the "work value" we provide and for this reason I call for a equal pay for the work value we provide! The stats speak for themselves and OUSD does not belong in the bottom of the totem pole for compensation.

21

2A Closed Session Labor Negotiations

8/12/2020 0:40:08

Jackie Francoeur

Members of the Board and OUSD Administration,

My name is Jackie Francoeur. 31 years ago this month, I was hired as a teacher at Cerro Villa. Over the years, I have taught at all 4 high schools in the district. I love this school district. I have stayed in OUSD because it is the BEST in Orange County. I love the people I have worked with, especially those from my last 10 years at Orange High. And, I love my students more than anyone except my own children!

Orange USD students deserve the best we can possibly give them, which is the highest quality education. In order to give them this, we need to give our teachers the respect they deserve for their hard work and dedication. Last week, I participated in the Orenda Training. Our trainers we so impressed with the cohesiveness of our group of 27 secondary teachers, even though we were from many different sites, grade levels and subject areas. I mentioned that this is how we roll in Orange Unified. After working together for 10 hours over 5 days, I signed off the training with ""love you guys"" and I meant it. I have been working with many of these teachers for years, and I know how hard they work and how dedicated they are to providing the best instruction to their students. They are the reason I work in OUSD.

This summer, I spent much of my time studying for the Biology exam so I can teach AP Environmental Science this year. This week, I am spending my "free time" working on building my Google Classroom sites, complete with dynamic bitmoji interactive classrooms. I am hoping that the headstart I have right now will prevent the extreme stress I felt in the Spring when we went virtual. Although I have taught online classes before, I have never worked as hard as I did last quarter. I was literally working every waking moment trying to track down my students, create quality instructional materials and grade over 200+ students' assignments.

Recently, I became aware that we still have not finalized a contract for LAST school year. I know this has been standard operating procedure in the past. However, this year, we are being asked to prepare for teaching in a completely different way. Many of my colleagues and I are extremely anxious about this new instructional format. We want to make the most of the 240 synchronous minutes we will spend with our students, so we are frantically building our online courses, learning new technology solutions and transitioning our teaching to a completely different pedagogy.

I am sharing my story to let you know that OUSD teachers DESERVE your respect, which you will show by coming to an agreement with the OUEA bargaining team for our 2019-20 contact. We DESERVE a fair and equitable contract for LAST year before we start the NEW school year. Please show us that you support us, believe in us and trust that we are doing the best we can do for our students. We are all in this together, so please show that you support us. OUSD is the best district in Orange County and our teachers deserve to be compensated fairly. Thank you very much for your support and consideration in this matter."

22

2A Closed Session Labor Negotiations

8/12/2020 8:33:46

Debra Slater

I have been teaching in Orange Unified for over 23 years. I have always gone above and beyond to do what is best for my students. On March 13, 2020, I experienced something I never imagined. Preparing to teach virtually took hours, above and beyond! I worked every weekend, appx. 10 hours every day, and every day during Spring Break, making sure my students had the curriculum they needed to prepare them for the next year.

Now the new school year is beginning. Again, I am preparing to teach in a manner I have never done before. Again, I am working above and beyond, putting in numerous days and

hours of my own time to make sure my students get the curriculum they need to prepare them for the next year. On top of that, the district adds AVID, IB, and ORENDA. We as teachers step up and tackle this daunting assignment.

All we ask from you is to settle our contract for LAST YEAR!!!! It would be nice to feel respected and valued from the entire board, not just a few of the board members. Please, come to an agreement. Show us as teachers that you truly appreciate all of the hard work we do for our students in Orange Unified.

23

2A Closed Session Labor Negotiations

8/12/2020 10:10:33

Cassandra Bandong

I have been teaching in this district for 23 years and every year the discussion items regarding salary, class size, and benefits are always pushed out all the way to the end of the year. We, as teachers, this year are supposed to give 100% in the virtual classroom, learn new platforms, go to trainings during our summer break, adopt new programs (AVID), and somehow find the time (on our time) to grade papers, create online assignments, and communicate with parents and students daily. All the while, feeling that the board doesn't seem to support or value us as educators. Many of us worked all summer long to prepare for the new and challenging school year while an agreement couldn't be reached. Honestly, I was told NOT to come work for OUSD 23 years ago and to leave as soon as I got some experience behind me, but I love my students, my staff, and my community. They are the ones who make me feel valued.

24

2A Closed Session Labor Negotiations

8/12/2020 10:04:24

Adrienne Frost

Hello. I am a speech language pathologist for OUSD. I am currently at McPherson Magnet School and have worked for the district for five years. Compensation is a huge issue right now, especially as all of us teachers and support personnel are working harder than we ever expected. We are constantly being asked to be flexible and accommodating during these unprecedented times, to give all that we have to our students while also somehow keeping our own mental health in check. Appropriate compensation would go a long way towards making all of our hard work feel more recognized. At the end of the day, that's

what compensation is: a way to show appreciation and recognition for the work of the employees. I would love to feel truly valued by OUSD, especially after we all pivoted so seamlessly in the Spring to continue to provide valuable educational services to all of our students. To me, proper compensation is the key to providing the best learning outcomes for the students.

25

2A Closed Session Labor Negotiations

8/12/2020 15:15:36

Kristin Lamphier

Dear OUSD School Board and Administrators:

My name is Kristin Lamphier and this will be my 27th year of service, 20 of them with Orange Unified, at El Modena High School.

I am a firm believer in the concept that actions speak louder than words. It's the follow-through that is important, not just platitudes. As a teaching body, time and again, our deeds have spoken loud and clear. We do what we are asked and more, with our student's best interests as the goal.

March 13 we collected materials and our laptops from school with very little notice, and hit the ground running as best we could on March 16. Many surrounding districts took an additional few weeks spring vacation to gather themselves for remote learning. Not us - we were earnest in our efforts and we worked 10-12 hour days, not only on the academics but helping the whole student.

Now is the time for Orange Unified to put their words of praise into action and settle the overdue contract from 2019-2020 and give us a raise. I would think OUSD would be proud to have a highly paid teaching staff, not one whose pay ranks lower than most in the county.

After 20 years in the district, I've never been able to figure out why we have so much money in the coffers and spend so little of it on teacher salaries and facilities? Aren't you embarrassed? Or would you rather be proud to broadcast to our stakeholders how well-compensated the teaching staff is, and what fine facilities we can offer to the students?

26

2A Closed Session Labor Negotiations

8/12/2020 17:10:32

Jennifer Mai

My name is Jennifer Mai and I teach at Nohl Canyon Elementary. I have taught in the Orange Unified School District for 20 years. Not only am I a teacher in the district, my children also attend Nohl Canyon Elementary. Even though I live in Irvine, and my husband is also a teacher in Irvine, I still choose to have my own children attend Nohl Canyon. This is not out of convenience for me, because my kids could easily attend my husband's school in Irvine and be close to home, but because I believe that Nohl Canyon and its staff are the best around. In fact, I have taught at three schools in the district and I have only encountered very dedicated and extremely hard working professionals at all three sites. We all work hard to make each student in our classrooms feel valued and important. There have been many times in OUSD that I have not felt valued as a professional by my district. It is insulting to me that a settlement cannot be reached regarding the 19-20 contract. When COVID forced us all out of our classrooms, it was the teachers who were spending countless hours making it work. I spent 10-14 hour days making the magic happen for my students, sacrificing my own time and relationships with my own children. When my own children needed me in a time of crisis, I was not always there for them because I had 100 other students who also needed me. As we start the new school year, I still feel under appreciated and ill prepared. As parents are promised that there has been rigorous teacher training all summer long, I know different. I know that I (and all my colleagues) will be working more long hours to create a classroom environment for students that support their learning and well being. It will be the hard work on the backs of myself and my colleagues that will make this district look good. We all do this because we are passionate about our purpose. It is important to me that I feel my district recognizes my hard work and sacrifice as a front line worker in this time of crisis. We are owed recognition, and a step in the right direction would be to settle our contract (from last year) and give us the respect that we deserve. OUSD can't have the EDGE when workers are ON THE EDGE!

27

2A Closed Session Labor Negotiations

8/12/2020 17:44:02

Pam Velez

Good evening, President Ortega, board members, Superintendent Hansen, and staff.

My name is Pam Velez, and tomorrow is my official first day of my 25th year of teaching for Orange Unified.

I am very disappointed that OUSD has not settled our contract regarding compensation for the 2019-2020 school year. I find your inability to bring a respectable offer to the bargaining table extremely disappointing and disrespectful.

On March 13th, with just a couple hours of warning, Orange Unified teachers sprang into action to set up virtual learning. We worked countless hours and took money out of our own bank accounts to purchase equipment, supplies, and subscriptions to platforms to deliver a quality education. I am so proud of my students and colleagues for what we accomplished with very little guidance or support. We weathered a storm together.

The year ended in June rather unceremoniously; it was marked by one last Google Meet. I tried my best to pack away my at-home classroom that was set up in my dining room to give myself a much needed break. After two weeks, my mind would not stop spinning knowing we would most likely be starting our new school year remotely. The reality of modifying every lesson to a digital format is daunting. I have worked nearly every day during my summer vacation inventing new ways to teach lessons, learning how to incorporate new technology into my curriculum, attending unpaid conferences and trainings, and trying to keep up with the never ending rules that keep changing. I am not alone. Every teacher I know has given their time this summer so that things work this fall. You need to know, recognize, and acknowledge how much work we have put in.

You have been telling our parents that OUSD has been working all summer to ensure that a quality education will be provided for all students this fall. You have been working, but so have the teachers, even though it is our vacation. Please remember that we are people too. Eventually people get tired of being disrespected. Eventually people start questioning why they are giving their all, sacrificing their valuable time with their families, spending money from their personal bank accounts when they are not valued. Couple the above with the recent public commentary disparaging our profession, and you have many teachers wondering what else we can give. What will it take for you to realize that if you value students, you should value teachers? If you value students' learning, you should value the very people who spend their days making that learning valuable. Imagine how sharp OUSD's EDGE would be with teachers feeling so valued and respected that they bring their sharpest skills and tools each and every day.

Thank you

28

2A Closed Session Labor Negotiations

8/12/2020 19:28:55

Ami Morris

I have been teaching in Orange Unified for 20 years. The 2019-2020 school year was by far the most challenging in my career. We had no time to prepare lessons for virtual learning, but instead were asked to prepare 2 weeks of online lessons with little direction or training. It was a sink or swim situation. I know that for myself and my colleagues, we spent hours educating ourselves about this new technology and way of teaching. We were on the clock every day from dusk til dawn. We were always available to answer parent questions and guide students through this new world. Making it to the finishing line was extremely stressful and challenging. Though I felt appreciation from the parents in my class, and my administrator, I am disheartened to hear that our contract hasn't been settled for a year that is now completed. The countless hours planning, training, and collaborating outside of our contracted hours was simply more than we should be asked to do. Yet, we do it for our students. It would be nice to feel appreciated for our tireless efforts. And now, as I prepare myself to teach a virtual combo class, again I am working several hours a day to prepare and plan for my students. Please know how passionate and dedicated your teachers are and consider that our salary is falling behind that of neighboring districts that have already settled. This simply isn't fair and we deserve better.

29

2A Closed Session Labor Negotiations Support Issue

8/12/2020 20:00:14

JuanPablo Larios

The reason for my interest in today's meeting is that I wanted to show my support for my fellow teachers. I know negotiations for the 2019-2020 contract are on hold and the new school year is about to start. I am a CTE teacher at Villa Park High School, so I understand how they feel about not being properly paid. As a CTE teacher we aren't fully seen as equals. We do not get paid during school breaks and have no guarantee of a job the next school year. I know my colleagues work hard and worked even harder during the covid shutdown, and throughout the summer as I have. It's been a constant effort to pivot according to the new guidelines set before us. Therefore I believe we deserve to negotiate our 2019-2020 contract. That we all deserve the pay and the support of our school district.

30

2A Closed Session Labor Negotiations

8/12/2020 21:34:02

Donna Moore

My name is Donna Moore. I am a special education teacher, now in my 6th year at Villa Park High School. I have never felt it necessary to voice my concerns before, but I feel my work as a dedicated teacher is not being valued. Even before Covid-19, as a special educator, I spent countless hours outside of the regular workday preparing for IEP meetings and planning curriculum, because the one prep period that I've been given does not give me the time needed to prepare for the 4 different classes I teach, testing students for triennial IEPs, attending IEP meetings, consulting with teachers regarding students on my caseload, meeting with students for transition planning, not to mention the normal grading of papers and returning emails and phone calls from parents. Distance Learning has only compounded the problem. The state has added more and more requirements for which we have to document. Beginning in the spring, I was often on the computer working on school material, IEPs, or documentation until midnight or later. The fact that we have a contract for 2019-20 that still has not been settled makes me so under-valued that I almost cannot put it into words. Teachers like myself deserve better. We need to have a contract settled so that we know you value us. We need last year's contract settled and we need to start on this year's contract and not drag it out. Thank you.

31

2A Closed Session Labor Negotiations

8/12/2020 22:08:22

Lisa Papin

Dear OUSD School Board and Administrators:

My name is Lisa Papin and I have been teaching for 25 years, 15 of them with Orange Unified, at El Modena High School.

I am beyond disappointed that this Board continues to disrespect the time, dedication, focus, and sacrifice teachers make every single day in order to educate students under these exceptionally challenging circumstances. Friday, March 13th began the most difficult and stressful professional situation most teachers have faced, and yet we teachers immediately stepped up. We tirelessly called parents and students, emailed families, used the Remind app to contact students, drove to students' homes to offer support, all with the intent to provide information and calm during a frantic time. We stepped up to attend numerous tutorials, learning new technologies on the fly. We stepped up to engage students in quality distance learning when we had not had opportunities to perfect our newly learned technology skills. We stepped up to aid and support fellow staff in managing online classrooms. We stepped up to virtually tutor students after hours, dedicating many

hours beyond the contracted school day. Many other districts nationwide shut down for weeks or months to allow teachers time to prepare for the unprecedented task of all online education, but not the professional educators in Orange Unified. We stepped up, faced the challenge head-on, and engaged our students through remote learning on Monday, March 16th.

These Herculean efforts have continued throughout the summer. Most teachers have voluntarily attended multiple webinars, donating dozens of hours, in order to prepare for the unbelievably difficult responsibility of educating students online for the 2020-21 school year.

We heard a lot of gratitude and praise for our work, but we have not settled our 2019-20 contract because the Board continues to insult us with little to no increased compensation. It is time for the Board to put its money where its mouth is. We are asking for a fair increase in compensation for a job well done. Let us see your integrity, OUSD! Show us teachers your appreciation and respect for our grit and perseverance by making a fair and respectable offer to increase compensation.

Thank you.

32

2A Closed Session Labor Negotiations

8/13/2020 7:08:21

Jayme Ghoulam

Good evening,

My name is Jayme Ghoulam, and I have taught mod/severe special education in OUSD for 11 years. I would like to share with the board my grave concerns regarding the fact that bargaining for our 2019-2020 contract has still not been completed, with particular attention given to the area of increased compensation. When we flipped to distance learning in the Spring, I did not falter in my duties. I didn't miss a beat. I worked from 6 or 7am until 8, 9, 10pm every single day. I created an online platform for my students and their families, working diligently with parent schedules, and developed robust lessons to address student goals and general education concepts. I spent an absurd amount of money- literally, several hundred dollars- locating online materials because there is no district provided access to online curriculum that is appropriate for my students' needs. I had to create this from scratch, 100% on my own time and with my own money. I have never worked harder or been under more stress or lost more sleep worrying about my students

and their families than I did in the Spring, and now, throughout the Summer. So here we are, preparing for the Fall, still negotiating a contract for a school year that has come and gone. I still do not have online access to district provided curriculum that is appropriate for my students' needs. I have spent hundreds of dollars more to prepare for distance learning this Fall. I have spent my Summer "break" training myself, because despite the district's assurance to families that the teachers have all been well trained and are prepared for robust distance teaching in the Fall, there was no communication from or training provided by the district whatsoever. If I am spending my own time training myself, my own time and money developing curriculum, my own time creating my online distance learning program- I expect, and demand, the district to offer more than the words "we appreciate you." Words are nothing without action. Words are not acceptable compensation or recognition for the time, money, stress, dedication, and commitment to our students and distance learning development. I am an incredibly hard worker. I am a team player. I am a leader in my field, knowledgeable, dedicated, and committed. Every single thing I do in my job is done with the consideration of how this will benefit my students, how I can support their families, how I can lift my students up and help them find success in life. And I am doing so for a district that does not seem to care to acknowledge my worth or seem to have any desire to keep me on as a highly qualified professional. If I decided today, not to spend another dime, not to spend another minute outside of my contracted work hours, what do you think would happen to my students? What do you think I would use to teach them? How do you think I would develop an online learning platform for them to access? How do you think these kids would have a fighting chance for success? I am frustrated, I am angry, and I am deeply concerned regarding the district's unwillingness to provide their teachers with a salary that reflects the time, work, and energy they put into their students and job duties. Or even a contract with a salary that is comparable and competitive with the districts we compare ourselves against. Teachers stay when they are respected, valued, and supported. I am calling on OUSD to finally prove to their teachers that they are, in fact, respected, valued, and supported. I thank you for your time.

33

2A Closed Session Labor Negotiations

8/13/2020 8:01:43

Mary McCullough

Good evening, President Ortega, board members, Superintendent Hansen, and staff.

My name is Mary McCullough and tomorrow I will begin my 22nd year of teaching for the Orange Unified School District. In this time, I have been privileged to work with incredible students, families, and colleagues.

I am writing to express my disappointment that OUSD has not settled the certificated contract for 2019-2020. As an OUEA rep (20 years) I know how hard the OUEA bargaining team works to bargain on behalf of the certificated staff. I wonder, however, if the district bargaining team has the same regard for certificated staff. In one recent bargaining release the district team was quoted as saying they didn't know "if the timing was right" to compensate certificated staff. To me this conveys an attitude of disregard. Is it possible the district is so disconnected that it doesn't truly understand the dedication and worth of its certificated employees?

When the quarantine began on Friday, March 13th, teachers at my site had 90 minutes notice. We got our students packed up and our parents informed within that short block of time. By Monday, we had Google Classrooms, Seesaw classes, and PowerSchool Learning up and running for all our students.

From March 13th to June 11th, I worked 10-14 hour Mondays through Fridays. I worked weekends. I communicated with parents and students weekly, daily, and sometimes late into the night. I learned to use a considerable amount of new technology in a very short amount of time. In order to teach from home, I spent my own money on supplies, technology, subscriptions, and equipment.

I am not the exception. Every teacher I've talked to did more than was required during the third trimester quarantine. Why did teachers push themselves so hard? We wanted this strange and unsettling experience to be as positive and comfortable for our students and their families as possible.

The district should be enormously proud of the way its teachers tackled crisis teaching or distance learning. To see the district bargaining team has made what look like minimal efforts to meet the needs of its certificated staff in terms of contract negotiations, is heartbreaking and defeating. We do not bring the minimum amounts of enthusiasm and skills to our classrooms and students. We need our district to recognize that and to show it at the bargaining table.

34

2A Closed Session Labor Negotiations

Support Issue

8/13/2020 8:52:03

Lea Birdsong

Good evening, my name is Lea Birdsong, and I am an Instructional Assistant in special education, therefore considered to be classified staff. I am in support of the negotiations made between OUEA and OUSD, specifically 1.A.c. ""During Phase 1, unit members will be afforded the flexibility to request a temporary remote work assignment by submitting a Request for Temporary Remote Work Assignment form"". However, I am troubled by the expectations Orange Unified has of their classified staff. With less than a week's notice of the new school year, classified employees were notified that they are not being given a choice and are required to return to their school sites. Are we not significant enough to have the same option as our teacher counterparts? I take this matter personally because I feel as if we are unappreciated for the instruction we provide. Taking the risk of exposure to this world epidemic is just as real for us as it is for our teachers, and by not being given a choice on risking our health seems unfair and unjust. Even though I am fully capable of working remotely, I had to request the FFCRA leave because, like many classified staff, I have a child in which there is no childcare available due to COVID 19 related reasons. However, I still feel it is unfair that I must make this choice because Orange Unified requires me to expose myself to a deadly virus that can affect my child and me. Nor will they allow me to perform my job from home.

With that being said, could you please provide some insight as to why Classified Employees are not viewed to be significant enough to be given a choice like the teachers? I have been in this school district for over twenty-two years. I know speaking up about my concerns will put a target on my back. However, the choice is being taken away from me; therefore, it is worth the risk considering it involves my family's health. I do hope that you can view this from our point of view. It feels as if we are exposable, untrusted to do our jobs and not treated as equals in this school district.

35

2A Closed Session Labor Negotiations

8/13/2020 9:08:00

Kristine Bates

I am a teacher and parent for OUSD as well as a resident of the city of Orange. I have served OUSD as a teacher at Portola MS for 17 years. My son has been a student in OUSD and is currently attending CV. I have the unique perspective of how the role of a teacher impacts both a classroom as a whole and the individual child. That impact is carried from the classroom directly into the home of each family and has a lifelong impact on each of our students. We strive for the EDGE, and all that term stands for, for all OUSD students and teachers alike. The local real estate market includes school ratings which directly impact the values of the homes within the boundaries of OUSD. While there are so many valuable

roles in the essential workings of a school district, it's the teacher that has the biggest impact on the student. It is the teacher that can have a classroom of excellence and dedication, that is genuine and efficient. It is also the teacher that can put kids on the edge and essentially throw them off that edge. The buck stops with the teachers. For us to have been working this past year, through a pandemic, with no contact is unacceptable. How can you expect teachers to be The valuable assets to the district if they don't feel valued. How can we attract teachers with EDGE, if the pay scale is out dated? How can we produce scholars with a competitive EDGE if the teach's pay does not? The current economic situation can not be a factor in these negotiations, as we are negotiating LAST year's contract. The way to produce competitive top notch scholars is to give the teachers the competitive top notch pay they deserve. This sends the message that OUSD values the education received by its community. This will in turn motivate families to move to our neighborhoods giving OUSD the reputation is deserves in OC. Please give the teachers the pay that matches the EDGE, most especially as we carry our students through the rest of this pandemic. The investment will pay off for the district and it's impact will be felt as each student goes home to their families bringing the scholarly competitive EDGE with them. Thank you

36

2A Closed Session Labor Negotiations

8/13/2020 9:31:07

Brenda Scott

For over 20 years, I have worked as an aide, and a teacher for OUSD. I keep hearing the word "unprecedented" to describe what schools are going through, yet I feel we teachers are not fully appreciated for all we have to accomplish during "these" times. Putting in the extra hours for online trainings, and creating new curriculae for online teaching, along with the duties of running a household while working from home (including daycare for two small children), should be taken into account by the school board. Considering these many hardships for teachers, staff, and students, validation should come in the form of resuming negotiations to finalize last year's contract. Thank you for listening.

37

2A Closed Session Labor Negotiations

Support Issue

8/13/2020 9:48:49

Lauren Ficaro

Having taught since 1975 and 20 years at OUSD I am concerned that the district, even in the middle of the pandemic, cannot take salary negotiation seriously. This should have been settled last year and has been put off unreasonably

Respect requires negotiation

Lauren Ficaro

38

2A Closed Session Labor Negotiations

8/13/2020 9:49:37

Victoria Zucker

Good evening, my name is Victoria Zucker and I've been teaching second grade at Crescent Elementary for over twenty years. While teaching is my greatest passion in life, it is also a job, and being fairly compensated is paramount to feeling like I am being treated with respect as a professional and valued employee.

It is common knowledge that teachers work significantly more hours than they get paid, but without cohesive planning and meaningful support, the responsibility to make sure students are equipped to adequately learn from home becomes our own.

Turning a primary school classroom into a virtual one is a tremendous undertaking. Young children who are still learning how to read and write require special technology to bridge the gap between what would normally need to be taught in person (i.e. letter formation, sight word recognition, sentence building) and what can be taught digitally.

Unfortunately, these resources such as a supplemental reading program to accommodate all levels and software that allows for document camera viewing at home have taken a back seat to the continuous review of methods and pedagogy. The onus has been placed on teachers to research and purchase these resources for ourselves in order to continue to do a thorough and rigorous job. The decision making for what teachers need should involve... teachers; teachers who are currently in the classroom.

Teachers work hard and contribute more than we should have to financially because we truly enjoy what we do, but that enjoyment depends on having fair compensation and a settled contract with clear and agreeable conditions. We should be able to do our jobs effectively without feeling like the dedication to our students is being taken advantage of. If

teachers worked only with what they were provided with by the district, the caliber of education would surely suffer. Please, be reasonable and compensate teachers fairly for the excellent job we already do.

39

2A Closed Session Labor Negotiations

8/13/2020 9:55:25

Lauren Paz Soldan

I am a teacher at ELMO. I worked 24/7 during 4th quarter to make sure my kids had meaningful, interactive, and engaging lessons to keep learning despite going virtual - I did this while taking care of a toddler and an ill partner with no help. This summer, I have sought professional help for the anxiety and depression I am feeling about my working conditions. I do not feel respected right now as a teacher in our society, and the very people who should be helping me, my district admin, are not doing so by rejecting a contract that values me and my work. I feel under-appreciated and ignored. I ask for compensation equal to my value, or at the very least that starts to partially pay me back for all of the materials I buy out of my own pocket or the hours I put in outside of school time, which I'm sure will be plenty this upcoming semester. And I and all of my colleagues will do this because we love our kids and want all of them to succeed. We are teachers, the foundation of OUSD's work: do you value us? Prove it.

40

2A Closed Session Labor Negotiations

8/13/2020 10:56:35

Caryn Mitchell

I think that instructional assistants should be able to choose whether or not to work from just like the teachers are given a choice.

I am concerned with classified employees not given the same choice as certificated

41

2A Closed Session Labor Negotiations

Support Issue

8/13/2020 11:00:19

Denise Callagy

I am comfortable either working on campus or at home. I support the agenda issue 1Ac but are concerned with classified not being given the same flexibility or choice .

42

2A Closed Session Labor Negotiations

8/13/2020 11:02:05

Linda L Horist

Good evening President Ortega, Board, Superintendent Hansen and staff:

Hello again. Not much has changed since I shared my feelings regarding stalled salary negotiations at the July 23 meeting. My name is still Linda Horist, and I have still been an OUSD Teacher for 21 years. My 3 children are still graduates of OUSD schools, and I am still the teacher that represented this district at the county and state levels as Teacher of the Year, then fulfilled follow up obligations for these roles for 5 years after my selection.

It makes sense that these things haven't changed in 3 weeks. I mean why would they? They are facts of my personal resume of which I am very proud.

But what ALSO hasn't changed? And what does NOT make sense? And what certainly does NOT make me proud? The fact that NOTHING has changed in regards to your stance on negotiations for fair teachers' compensation, compensation for a year that has already ended.

This board has prided itself on fiscal responsibility for decades, and rightly so. You have done an admirable job building our reserves "for a rainy day". Well, respected members of the board, that rainy day is here. We are in the midst of a downpour and the deluge of flooding and hours of work your teachers are doing is about ready to sweep many of us out and away. We are feeling disregarded and unsupported, and having to fend for ourselves.

I have spent hours over the summer completing courses at a Summer Learning Academy with ISTE, The International Society for Technology in Education. I attended 10 hours of webinars for Whole Brain Teaching, which focuses on character education and social emotional support via a very dynamic classroom management system. All unpaid.

And yes, I did take advantage of the Orenda training offered and paid for by the district, but to be honest, their TLC model is pretty much the model that the staff at my site pulled together in a weekend's time last March and implemented all spring trimester. The only

difference is that the Orenda model includes a classroom coach, which is impossible during distance learning, and even when we get to Phase 2, we've already been told there aren't enough qualified classroom coaches for our site, so everyone won't get them. So again, more work for us as teachers.

Teachers at our site have been having regular planning and prep sessions for the past 2 weeks creating and sharing lessons, teaching each other how to use Screencastify, Seesaw, Nearpod, and more. And our first paid day as you well know.....isn't until tomorrow.

The point is.....we are doing what you are asking, and MORE....yet we are not being considered worthy of compensation that is reflective of our efforts because you have stated "it is not the time". You have a district full of hard working teachers listening in tonight, hoping and praying that this board finally finds us worthy. Now IS the time. You have a district full of parents listening in tonight who do support our efforts as teachers, knowing how hard we work and all that we do for the kids. Now IS the time.

The reserves that you have set aside? Now IS the time. We are in a global pandemic. Nothing is normal. There is no real end in sight. Now IS the time. Teachers will continue to be asked to be the essential workers, figuring out the best way to reach and teach our students. And we will. Because that is what we do. Ladies and gentlemen of the OUSD School Board. Now IS the time.

43

2A Closed Session Labor Negotiations

8/13/2020 11:29:57

Lisa Fershin

With teachers being able to work from home, IA's and BSA's should be given the same opportunity... what is the status on this, please???

[Non-Agenda Items](#) | [Regular Session](#) | [Closed Session](#)

Regular Session Agenda Items:

1

7B - MOU between OUSD & OUEA Support Issue

8/13/2020 4:20:17

Ashley Paz (pronunciation: Ashley Pause)

I am writing to express concerns I have regarding returning to the classroom while Orange Unified School District is still in phase 1. I am an instructional assistant in the Special Education department and have been for almost 8 years. My husband has also worked for Orange Unified in differing capacities for nearly 20 years. Like all school staff I am missing my students and look forward to the day we can return to in person learning. However, until that day is here I wish to be as safe as possible for myself and my own 3 school aged children. We take all necessary precautions to prevent as much exposure as possible for our household as my 5 year old and myself have easily compromised respiratory systems. I myself also have other health concerns that put me at a higher risk of complications due to COVID-19.

When I heard that OUSD had reached an agreement for teachers providing them the option to continue teaching phase 1 from remote teaching capacities I was proud of our district. Proud that administration understands that teachers deserved the choice that best fit their situations. However, when I read the announcement from CSEA about OUSD not wanting to provide that same courtesy to the classified staff my school pride took a hit. Classified staff that is able to continue to do their duties remotely from home should be afforded the same choice. As an Instructional Assistant I have been providing support for my teacher and students remotely from home since March, including during ESY. Reading that classified staff are having to fight to be given the same decency teachers have been given is sad. Are we less than deserving of making our own choice to remain safe and healthy for our families? Is our health and safety less important making our lives expendable? Regardless of my own health conditions, we should be provided the choice to return to campus or assist in virtual classrooms from home just as our teacher counterparts are being given. Having that choice taken away from us and being mandated to report on campus makes me, for the first time in 8 years, not proud to be a part of Orange Unified School District.

2

7B - MOU between OUSD & OUEA Support Issue
8/13/2020 10:56:30

Tracey Curtis

Good evening,

I am Tracey Curtis, a Behavior Support Assistant and Registered Behavior Technician; as such, I am considered a Classified employee in OUSD for the last ten years.

I support the MOU between OUEA & OUSD, specifically 1.A.c. ("During Phase 1, unit members will be afforded the flexibility to request a temporary remote work assignment by submitting a Request for Temporary Remote Work Assignment form").

However, I am disappointed that OUSD cannot come to a similar agreement for their Classified employees. I would expect the district value their Classified employees with the same consideration and respect given to the Certificated staff. I was hopeful of the negotiations meeting on August 12.

At the time of this submission, there is no MOU for the Classified staff to be afforded the same flexibility in requesting a temporary remote work assignment.

Without the same flexibility, I am now scrambling to find someone to be with my two immuno-compromised children while I must physically report to work and stress about bringing something home to them. To be relatable, I hope that some of you are personally dealing with this same stress and uncertainty. Not only am I looking for someone to be a "sitter", I now have to depend on someone who is not familiar with either child to assist in their education/distance learning in OUSD and will now have an added expense in our lives.

Do you realize how difficult this will be to find someone to care for AND educate a seven-year-old child with special needs and an 11-year-old in a dual immersion program with such short notice?

As of this moment, I have yet to be contacted by my department with an "assignment" or word of my "new" supervisor. I realize that speaking up for myself and my brothers and sisters in CSEA will put me (once again) on the unspoken "blacklist" in this district, but it is time we are heard by all and are given the same respect as our colleagues.

I would be happy to discuss further with any of the Board Members willing to reach out. Be well.

3

7B - MOU between OUSD & OUEA Support Issue

8/13/2020 11:56:10

Jaime Paz, Jr.

I have served the Orange unified school district for nearly 20 years of my life, and 11 of those wonderful years have been spent making children with special needs aged 3-22 years to be successful in their own right. Now, for the first time I feel that OUSD does not have my well being in mind. To NOT be given a choice like the teachers and stay home, to keep safe from the virus, is to deny all of my sacrifice for this school district, and throw it out, as if I am expendable.

[Non-Agenda Items](#) | [Regular Session](#) | [Closed Session](#)

Non-Agenda Items:

1 Safety

8/12/2020 14:43:24

(NAME NOT PROVIDED)

I felt extremely unsafe earlier this week when turning in paperwork at my children's elementary school. It seems that the staff, especially the principal, has forgotten mask and social distancing protocols. At the same time, some teachers seemed to have brought their small, un-masked children to work and allowed them to run around the office where I was waiting. I took photos if you need proof. Could this please be addressed, and could you please inform your uniformed employees that "gators" may look cool, but they are not equal to a true face mask. Until this is fixed, I can not trust that OUSD will ensure the safety of my children. Thank you.

2 N/A - Distance Learning High School Model of Implementation Oppose Issue

8/13/2020 11:18:22

Julie Roney

Good evening President Ortega, Members of the Board, Dr. Hansen, members and guests,

I am reaching out one more time to voice my concerns as a parent in OUSD one more time proactively before the new school year begins. First, I would like to state that I have seen and I understand the current plan for High School Distance Learning. I have heard and read multiple times what the District is selling. However, what is being advertised is VERY different than what my daughter and I (and families like ourselves) are being told to purchase. I also understand that there isn't going to be a perfect solution or model that works for every child; however, I have REAL concerns with the current selection and want

it on record that at no time was I as a parent, community member, and stakeholder ever asked about this model for high school prior to this being presented to the OUSD Board Members at the July meeting. I did complete the survey that was sent out but this model was not on it.

There are fourteen other districts in Orange County with high schools in them. Of these districts, I found four with traditional schedules for online instruction which I would support. I would also like to say that I am not opposed to a block schedule. I found six of the OC districts using block schedules that I would support.

I know what the Governor has said about daily live instruction. I follow the information being given by the California Department of Education, the Orange County Department of Education, California Department of Public Health and more.

My daughter happens to be one of many students in Orange Unified School District who does not fit easily into ONE SILO: AP student, athlete, musician, theater student, Leadership, special needs... I believe the current plan looks nice on paper and will work for a select few students who fit into one silo. The students who are well-rounded and who do many things will have a very heavy load placed on them with this model.

In closing, I want to reiterate that I want what is best for my daughter, for students, and for teachers. I do not believe the current model is the best model for all of the reasons I stated above. I understand and am fluent in "Edu-speak." I do not believe that this model will allow for my daughter to get the Tier 1,2, or 3 supports she will need to be successful. I believe this model is a "One Size Fits Some" approach to educating students in this time of Distance Learning.

3 Chemicals

8/13/2020 11:59:45

Raquel Archung

Thank you Board Members for what you do for our community. I strongly support our students going back to school. I was one of parents who checked off in the survey that the cleanliness of our schools was important. However, I regret doing this because I have major concerns now with the rigorous cleaning that was stated at the last board meeting that will take place to lessen the chances of our children getting Covid. Can Scott Harvey provide a list of the cleaning products and chemicals that will be used in the classroom? My concern is the district will say all the cleaning products are EPA approved. However, did

you know there are over 80,000 chemicals on the market in the US, and the Environmental Protection Agency has only banned 9?

I agree our schools need to be clean, but I can already see what will happen...our children will be cleaning their classrooms every day with these toxic chemicals as it's impossible for a teacher to do it by themselves. I am especially concerned about our middle and high school students as I can foresee students after every class period using these toxic chemicals to clean their desk/table area before moving to the next period. They will come in contact with these chemicals at least six times a day. I've seen students before help their teachers clean the classroom by using a spray bottle which then is in the air and then in turn is being breathed into their lungs or the chemicals are coming in through their skin while wiping the desks.

Will we in turn be shielding our children from the Covid virus that 70-80% of the population will get by creating a toxic environment that could cause cancer and chronic diseases in the future? I do support having clean classrooms but I don't think it should be our children who are still growing and who do not know how to use these chemicals properly.

[Non-Agenda Items](#) | [Regular Session](#) | [Closed Session](#)