
From: Zane J Taylor
Sent: Wednesday, September 30, 2020 12:56 AM
To: Public Comments
Subject: [EXTERNAL] Board Policy Prohibiting Speech

Dear Washoe County School District Board of Trustees,

My name is Zane Taylor, and I am a graduate of the Robert McQueen High School's Class of 2019. Currently, while at the University of Nevada, Reno, I am a Senator for the College of Liberal Arts and the Chair for the Senate Standing Committee on Democratic Civic Engagement in the Associated Students of the University of Nevada. Our job on the committee is to correspond with local, state, and national forms of government on pressing issues.

Recently, after knowledge of trainings given to teachers barring support of Black Lives Matter went public, the Senate of the Associated Students unanimously passed Senate Resolution 88, A Resolution in Opposition to the Washoe County School District's Statement and Trainings on Black Lives Matter. Cited in the resolution are many reasons why Black Lives Matter and other civil rights movements are inherently apolitical and should be allowed to be supported in the classroom. Even more recently, a teacher from Cold Springs Middle School came forward and said she was barred from flying the pride flag in her classroom due to the "political nature" of the subject.

Through the unanimous passage of this resolution, the Associated Students of the University of Nevada ask you to reexamine through future Board of Trustees meetings, what is inherently political and what is not under Board Policy 1310. That resolution serves as a reminder that at least 18,000 of your community members do not believe that what you have done is right and that any language, symbols or any other representation of equality for minority groups are not political and are not exclusive to students of the majority. We firmly ask that you reconsider the issue and hope to see change in the school district that houses the students that will one day attend the University of Nevada, Reno.

Respectfully,

Zane J. Taylor

Senator for the College of Liberal Arts

Chair for the Committee on Democratic Civic Engagement

88th Session for the Associated Students of the University of Nevada
3rd Floor Joe Crowley Student Union | Mailstop 058
The University of Nevada, Reno
Reno, NV 89557

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From: Diane Marie Nicolet
Sent: Friday, October 9, 2020 3:02 PM
To: Public Comments
Subject: [EXTERNAL] USDA free meals extension

Hello - Diane Nicolet here.

With the recent announcement of the USDA extending Free Meals to the end of the 2020-2021 school year, I am wondering how that will **positively** impact the WCSD nutrition program?

Thank you

Diane Nicolet

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Diane Nicolet, Ph.D.

Educational Leadership

Coming Together is a beginning, staying together is progress, and working together is success.

-Henry Ford

From: tanya darnell
Sent: Saturday, October 10, 2020 1:21 PM
To: Public Comments
Subject: [EXTERNAL] Agnes Coleman Public Comment October 13

Dr. McNeill. President Raymond. Trustees.

As I reflect on the past 7 months-life. The history of public education in the United States-- I think about the very first time I ever spoke at a school board meeting on behalf of advocating for the exact same things we are hoping to achieve in NV.

I was a fourth grader. Mid seventies. Hawthorne Elementary, San Luis Obispo, California. I never spoke at a school board meeting after that until this summer—literally 40 years later. Even in the midst of a global pandemic the issues are exactly the same. Other than the killer virus part.

My point is this. Although I am not a martyr. I am an educator and there is a deeply personal reason for why I have never left education and why I keep fighting the internal and psychological fight to remain in a profession where we are the puppets to our elected masters— Not to mention sometimes our own building leadership (from Colorado to Nevada) treats us worse or creates toxic work cultures at school sites—yet many of us continue to fight the fight.

I have to ask you why do we have to consider striking and why all of the protests and demonstrations in order to replicate what we have been saying for 40 years as an establishment. Why is it that when nurses and educators are put in positions to advocate for our rights, and for what we all know students need in the classrooms, that the public perception is that WE are betraying our communities? I place this responsibility back on our elected leaders and Trustees. I know for a fact Dr. McNeill and Deb Beiersdorf, having been in the trenches themselves are already our advocates. Not to mention the time and effort Calen Evans and ENT have dedicated toward making our voices heard are inspiring, but I would ask that this Board also recognize and be prepared to support our profession from a political perspective.

Perhaps try to learn about the history of teaching, school culture, and leadership approaches at school sites—not with all of the fluff and sparkle—the real nature of what we do. Be our voice, as well as the voice of your constituents, but become forward thinkers about how we can all better understand that the holistic health and wellbeing of your charges is essential for achieving academic success. Do not be fearful of getting to know your teachers. Your staff. Our students and their families and fighting our fight with us. Use your time with us to affect the change we need to see. It should not take another 40 years.

Focus on fostering a supportive caring culture, because now more than ever we all need to recognize and support students suffering trauma. If Onsite staff, faculty, and admin are beaten

down to the point of mental and physical exhaustion—which was already happening pre-pandemic—WCSD will implode on itself.

So why am I here and why do I stay. I am a service connected disabled military veteran and a 4 time cancer survivor. Hodgkins. Melanoma. Basal cell carcinoma. Endometrial. Each time I was diagnosed with cancer, starting at the age of 27, I thought I was going to die. Each time science saved me and my faith sustained me. Each time the doctors and their teams saved me...I made a promise to live my life with the Lord's purpose of serving Americas youth and their families.

Why teaching instead of law or psychology? When I was a kindergartener in Hayward, CA, I remember my teacher trying to physically restrain a strange woman from taking me out of her classroom—a school teacher tried to save me. That “strange” woman ended up being my biological Mother. 3 years later, my 3rd grade teacher, Mrs. Bissell from Santa Rosa Elementary in Atascadero, CA (A first year teacher by the way), must have known the trauma I was living, because she took me under her wing and provided warmth and love and a “safe place” for me in her classroom. When my little brother and I were starving and hungry—schools fed us. I teach, because teachers can be the sparkle in a child's life when everything else can be dark. I teach, because it is my life's purpose and without purpose the life I have been gifted-more than once- is wasted.

I wanted you to know why I teach, because I have had so many people—including my doctors tell me to leave the profession. It isn't that simple. Not from my perspective. As hard as I fight to remain, I also wanted to share with you why WCSD.

It's the people. People like some of you. Our current WCSD leadership gives me hope. The Loder community, admin, and colleagues are beyond some of the most amazing folks I have ever had the pleasure of working with.

Dr. McNeill will lead us down a very good path if the politicians don't interfere too much. Good choice by the Trustees in my opinion. Great educational leaders are authentic, genuine, reflective, accountable, empowering, and have integrity. She has these qualities—many Superintendents do not.

I chose WCSD over CCSD, although I'd be making 10k more annually in Vegas, because our district offered me 2 years extra on the salary scale for my military service-that spoke to me.

WCSD has offered numerous opportunities for professional growth, leadership development, and adequate compensation for continued education -compared to other districts.

The personnel WCSD has in its district level educator coaching department are extremely talented and easy to work with. True coaches.

When my doctors advised me to quit due to Covid and having to return to the classroom, WCSD, Amy Wright, Nicholl Johnson, the VA, and risk management worked so effectively to provide ADA protections for me, so I could return and teach grade 3 distance learning at Loder--Many workers do not have this option, but WCSD provided it for me.

Thankfully, due to Amy and Nicholl's leadership, my DL experience has not been as much of a nightmare as some of my colleagues across the district. Through all of the cancelled

classes due to smoke in the area, my class has been able to continue uninterrupted. Which is so very important for our school demographic.

Finally, although I believe all ZOOM school staff and educators should be given annual stipends and that our salary schedule needs an overhaul...I am in my 19th year of teaching and my salary is almost double compared to what it would have been if I stayed in Colorado.

So this concludes my novella. Think of it as a replacement to me physically being at a board meeting, since I do not plan on speaking again, although I have learned a lot from the last two times I spoke.

My plans are to focus 110% on our students at Loder, as well as my own physical and emotional health. There is so much I have to be grateful for—and during a time when many in our country are suffering WCSD has provided me and my class with some stability.

Thank you all very much for your time. Your commitment. And your service to public education. Please make it better.

God bless.

Tanya Agnes Coleman

Let the beauty of what you love be what you do -Rumi

From:
Sent: Monday, October 12, 2020 7:51 AM
To: Public Comments; McNeill, Kristen; BoardMembers
Subject: playgrounds

Hello,

Can I say something? I want to open all the playgrounds at school. The preschools get to play on their playground, but kindergarten, first grade, second grade all the way up to fifth grade don't get to. No children at the preschools have been getting sick. Their playgrounds have been open this whole time. The city parks are open now and I think that all playgrounds at school should be open too. All kids should be able to go on every playground.

Thank you. From,

Morgan Moseley
First grader at Double Diamond Elementary school
6 years old

Good morning,

My question is, with the Nationwide Waiver extending through June 30, 2021, and the increase in meal participation, how do you plan to accommodate the increase with little to no staff on-site at central kitchen as well as individual school sites? What is the time frame for rehiring our employees that you're choosing to let go of? Are the management companies' positions in consideration as well? Their salaries are paid through the same funding is it not?

What numbers are you pulling from? Before the waiver or current? If it's before the waiver than your numbers are inaccurate and need to be re-evaluated.

What school staff do you expect to serve prepacked meals to the children if there is 0 Nutrition Services staff on-site? As a parent, this concerns me, do you expect my child's teacher to teach as well as be pulled from teaching duties to prep and serve meals? Whether prepackaged or not, it is still a process. One of which they do not have time for. The teaching staff is already overloaded; my child's education is already suffering because of the board's poor decision-making, do you plan to make it worse?

As you sit in your board meeting on Tuesday, I hope you look at the current numbers as they continue to rise, the long-term effect of not having Nutrition Services staff on site, and the backlash you will receive from the school staff and parents. And most importantly each of the dedicated employees and their livelihoods that you will be affecting, remember who was considered essential throughout the entire process, still came in to make sure our district's children were fed.

Thank you.

From: Akasha Asencio laulualo
Sent: Monday, October 12, 2020 9:39 PM
To: Public Comments
Subject: [EXTERNAL] Hybrid Model

Dear Washoe County School District Board of Trustee Member,

I am a teacher at Cold Springs Middle School. I am very concerned about the hybrid model we have in place.

While the hybrid model was created to have less bodies and less exposure in the classroom, it is not working for many reasons. I have been teaching for 16 years and have never felt “May” exhausted in October. The amount of work we have on our plates is insane!

I’m expected to take attendance and post assignments on Teams daily, for those students who are virtual for the day. Many students are choosing to not do the work online or they don’t have the appropriate device to accomplish this work. A cell phone is not a suitable device to obtain and participate in learning. This is inequitable. If students ask me a question on Teams, I can’t always get back to them in a timely manner because I am teaching students in person. Many of my students have parents who are working and unable to help their child during the school day. This is frustrating for everyone involved.

Another issue is allowing full distance students to enter hybrid mode at any time. This is unfair for students because what they were learning on Edgenuity and what is being taught in class does not necessarily correlate. You now have a student who is very behind. I’ve had students come to hybrid as late as the week before fall break. It would be nice if that move can be made at quarter for secondary students.

I feel the BoT should have listened to the health department and started school digitally. It’s very stressful for hybrid teachers to be doing both models. Here are other issues- we are having many hybrid teachers teach a period of Edgenuity for either full distance students or students in person because their teacher is a full distance teacher. I know many teachers who wanted to be a distance teacher and weren’t given the option because nothing was “wrong” with them enough to warrant being a distance teacher. Why does there seem to be such a shortage of distance teachers when I personally know at least 8 at my site who wanted that option? Instead, many of us are wearing the hat of hybrid (both in person and digitally) and distance (teaching Edgenuity). How is this equitable for teachers?

This is a messy situation that needs to be rectified. Hybrid teachers should only have to be responsible for students in person. Having us pulled in too many directions means we cannot fully give any situation our full attention. We were not given a choice, which is disheartening.

I am a product of Washoe County School District. I fully understand a pandemic was uncharted territory for everyone but we had plenty of time to prepare for full distance and to make it equitable. Instead, teachers are expected to pick up the pieces and make everything better. This is not acceptable!

Sincerely,
Akasha laulualo

From: Mia Albright
Sent: Tuesday, October 13, 2020 3:30 PM
To: Public Comments
Subject: [EXTERNAL] Board Policy on Black Lives Matter and LGBTQ issues

Hello,

The district's refusal to reverse the ban on teacher support and conversation of Black Lives Matter and LGBTQ identity is actively harming students right now. As a school district with a rich and diverse student body consisting of more than sixty thousand unique students, why is it that teachers cannot say that over fifteen hundred of those student lives matter? And that's not including the three thousand plus biracial students in WCSD. Furthermore, teachers cannot create a safe space for their LGBT students with this stance. Students have been made to feel alienated within their school, a place intended to function as a welcoming area to learn and grow. The District has stated it prohibits bullying, cyber-bullying, harassment, sexual harassment, discrimination and/or retaliation in any of its educational programs/activities, employment, and employment opportunities. But this policy is, at its core, discriminatory. It shows a complete lack of understanding of what the Black Lives Matter movement is about. All lives do matter. The movement's mission was born out of the need to highlight systemic inequity Black people experience. It's not meant to exclude anyone; instead, it aims to see people treated equally.

I understand this upcoming political season has proven to be particularly polarizing and controversial, and the district wishes to avoid criticism and lawsuits. **However, this election season in no way affects the validity of LGBTQ+ identities or Black Lives.** Please, remedy this damaging policy and prove that Washoe County School District is committed to inclusivity. Thank you for your time and consideration.

Sincerely,

Mia Albright

Washoe County Students For Change

From: Jackie Wilson
Sent: Tuesday, October 13, 2020 3:44 PM
To: Public Comments
Subject: [EXTERNAL] Nutrition Services

Hello Everyone,

My first question would be about the schools serving 60 students or less. When was this number determined before or after free lunches were offered because our numbers continue to go up daily.

Regarding the meals left in the coolers. I realize we have several breakfast options but cold food options the students are left with only a few sandwiches, yogurt snackables and pizza snackables if these items are even offered. The kids are going to get tired of this menu very fast and our numbers will drop even more.

I have heard mentioned that employee hours will be set to meal ratios per site. What is the formula used?

If the health department requires a person on site with a ServSafe Certificate (yes we are asked who has it during inspections) how does that factor in with schools serving meals out of a cooler? Would that even be allowed?

What school staff will be incharge of handing out meals? I personally see and know the teachers are extremely tasked teaching in person and distant learning as well as some have 2 classes they are responsible for. Asking teachers should not even be an option.

As numbers increase daily when do you see having to call back staff to rehire? What if this same staff have found other positions not within the school district and you are left hanging or you put more work onto your already tasked staff? As far as managers etc. Their positions are not as easily filled because it takes time to train someone to manage a kitchen.

Doe's the Principal who is part of the hiring process have any say in who may be bumped in or out of their school kitchen.

I also would like to add that HR brought up trying to move Kitchen Staff into other positions throughout the school district for instance driving a bus, custodian and teacher aids. So looking into some of these options I'm not sure how you can place someone who works in a kitchen driving a bus that requires a CDL license or a custodian who works late into the night or an aid which requires 44 college credits or they have to pass the praxis with a score of 460. I believe if Kitchen staff had a degree under their belt they wouldn't be working for \$11 an hour. So this leaves furloughs and you have stated with option 3 our insurance would run out on December 31, 2020.

Alot of the Kitchen Staff were considered essential and worked hard while school was out and while back in session. To have their job on the line is not fair to these workers. It's also not fair to the schools and staff that are doing really well to have their job taken away do to seniority.

Thank you for your time.

From: Rayelle Porter
Sent: Tuesday, October 13, 2020 3:47 PM
To: Public Comments
Subject: [EXTERNAL] Please understand

I have dedicated the last 6 1/2 years of my life to Washoe County school District nutrition services. I really felt that this was my last job. I am dealing with breast cancer, deaths in the family, many other things. How is it that I am to navigate this new situation at 59 years old? We worked so hard today and were not able to accomplish everything. How is it that cutting staff by 44% and only giving people 25 hours per week to do their job? How do you think we are going to accomplish everything we need to do?

Does anyone really care?

Hungry kids make poor students. Nevada does not rate super high on the education level nationally.

Sent from my iPhone

From: Isla Morrison
Sent: Tuesday, October 13, 2020 4:04 PM
To: Public Comments
Subject: [EXTERNAL] Students For Change

My name is Isla Morrison. I am currently a 6th grade student at Tahoe Expedition Academy. I have been learning about BLM/LGBT+ rights since I was in 4th grade. Back in 4th grade we learned about marginalized groups and communities. Then in 5th grade we learned about the United Nations Declaration of Human Rights. Right now I am learning about colonization and the effects of colonization today. This has impacted me because before 4th grade I didn't know anything about this topic. But learning about this changed my life for the better. Now I can teach people how to stand up for human rights and history about LGBT+ and BLM.

I stand in solidarity with Washoe County Students for Change/Diversify Our Narrative as they request:

- a. The reversal of WCSD policies that consider Black Lives Matter and LGBT+ expression to be political
- b. The inclusion of antiracist texts in all subjects and classrooms, a list of which WCSD Students for Change provided in their July 21st letter and also their petition
- c. The inclusion of topics pertinent to LGBT+ and BIPOC history such as the Stonewall Riots and the Tulsa Massacre in curriculum (these, too, are outlined in both sources mentioned)
- d. The reevaluation of WCSD hiring practices to value diversity

Your students' lives should not be viewed differently in an election season. Please consider the immediate implementation of these actions.

Thank you for your time.

Isla Morrison

From: Jenene Slatt
Sent: Tuesday, October 13, 2020 4:38 PM
To: Public Comments
Subject: [EXTERNAL] Support for Washoe County School District Students for Change

To The Washoe County School Board Members and Community,

Hello, my name is Jenene Slatt. Since I am unable to attend tonight's meeting, I am writing in support of Washoe County School Districts Students for Change's request to the Board to develop anti-racist, inclusive narratives and initiatives. My life and career experience has highlighted this importance and I, myself, am committed to providing this type of programming and education to youth nationwide. I am a mother of 2, Marriage and Family therapist, curriculum builder, parent educator and teacher. As a school-based mental health counselor, I have offered individualized psychotherapy to students and their families, as well as clinical consultation for school faculty for over 15 years. I have also held the position of a Board member to an independent school in the Bay Area. My passion and commitment for the health and wellness of students and their families has led me to my most recent venture of co-founding the non profit, Well Beyond Academics (WBA). WBA strives to combat stress, mental illness, risky behaviors plaguing today's youth while supporting their growth into healthy, resilient adults. Inclusive curriculum is at the core of what we do.

Schools have a moral obligation to support ALL students and families in their district. This is not a political issue. The absence of curriculum that includes the experiences, realities, and perspectives of other than white straight people creates space for misinformation, stereotypes and negative thoughts to grow unchallenged. Knowingly rejecting the development and implementation of inclusive curriculum not only creates the space but effectively encourages these stereotypes and negative beliefs which can lead to bullying and further marginalization of these groups of students and their families. Your job is not to protect the political sensitivities of the community. Your responsibility and obligation is to the students. Working with thousands of students during my career, I have heard over and over how a school system and climate has the power to harm a child or to provide a supportive, safe, inclusive environment where they can belong and thrive. I hope that Washoe County School Board truly listens to the voices and pleas of its youth.

My beliefs are not formed only through experience in working with thousands of students. It is also supported by nationwide research. The CDC 2019 Youth Risk Behavior Survey found that 18.8% of students seriously considered committing suicide. The greatest percentage of those who have seriously considered suicide and those who attempted suicide identified as LGBT+. In 2017, The National Institute of Mental Health stated that 13.3% of students ages 12-17 have been diagnosed with major depression while prevalence is highest among those who report identifying as two or more races. This number is growing. When anyone is marginalized whether it is because of identity, color of their skin or orientation there are serious mental health ramifications. When a child does not see themselves in the curriculum provided they are not only not engaged in the material because it excludes their experience and/or history, it can also lead to feelings of shame and isolation. Shame and isolation greatly increase risk for depression, anxiety and suicidality. In fact, every student suffers when they are not informed about the dynamic human experience. American SPCC states that 70.6% of youth have witnessed bullying. 30% of youth admit to bullying others. Those who are perceived as different from their peers are most likely to be bullied. By rejecting the Washoe County School Districts Students for Change request you are enabling bullying. By developing and implementing inclusive curriculum you would be promoting acceptance by teaching and normalizing differences.

Schools should be safe havens for all students no matter their beliefs, color, or identity. It should be a safe space where they can learn about all perspectives and experiences, engage in informed and healthy discourse, and grow into diverse individuals. Well Beyond Academic's inclusive programming has had great success and positive feedback from all types of families, regardless of political beliefs, religious affiliations, ethnicity, sexuality etc. because it values and promotes the wellbeing and safety of all students. In the end, no

one can argue with that bottom line. I hope that Washoe County School Districts Students for Change find success and that you help them to achieve their goals.

Thank you for your time.

Jenene

From: Adrian Lowry
Sent: Tuesday, October 13, 2020 5:17 PM
To: Public Comments
Subject: [EXTERNAL] WCSD Board of Trustees Meeting Oct. 13 General Comment

I'm very concerned that teachers are being told they cannot show support for their minority students by displaying BLM or pride flags. It is not political to show support for diversity and I believe it is much more political to tell teachers to enforce the racial, gender, sexual, and cultural norms of our country.

I'm also very concerned about in-school teaching. Statistics are showing that the children dying from COVID are mostly Black or Latino. I think this is also the risk in our county. We need to protect all of our children, not just the white children, and it is shameful that our district is putting minority children at heightened risk of death or serious harm.

Thanks,
Adrian Lowry

From: Julie Hitchcock
Sent: Tuesday, October 13, 2020 6:45 PM
To: Public Comments
Subject: [EXTERNAL] Agenda Item 4.01- Nutrition Services

Importance: High

With the importance of the meals through Nutrition Services- could the school district create a mandatory school food only for the children? Meaning no outside food can come to school? All allergies and special requests would be considered into the three options available for the children. Just an idea!

Thank you,

Julie

I agree to wait on making the decision.

If you take 60 lunches to the school and only 50 come. And the next day you take 50 and 40 come and so one... you are going to set up to not be successful due to not having enough food be available to the students. I think you should keep nutrition services the way it is until the end of the year due to the promise of free meals available to the students and look at making the decision in January 2021 when the students come back from winter break.

Thank you,

Julie

From: Sindar-House, Joyce
Sent: Tuesday, October 13, 2020 8:02 PM
To: Public Comments
Subject: Meals

Please consider adding for locations for meal pick up. Many students at SSHS (where I've worked for 5 years) have long commutes and cannot make it in to the new sites to get meals.

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From: Selena La Rue
Sent: Tuesday, October 13, 2020 8:35 PM
To: Public Comments
Subject: [EXTERNAL] 5.02

My name is Selena La Rue Hatch and I am a teacher and member of WEA. I am writing because our teachers are drowning and their cries for help are being ignored by this board and this administration. Instead of stopping to reevaluate new information, our "leadership" is plowing forward with their reckless, dangerous, and unsustainable models while relying on teacher "creativity" (aka hundreds of hours of unpaid labor) to make them work.

This board claims to care about data, at least when it's convenient, so let's look at the data:

Only ¼ of staff believes the district is following appropriate safety guidelines Why is it that our leadership seems to think we're handling COVID so well, while the staff clearly knows we're not? Maybe that's because we can see with our own eyes what is happening in schools. Teachers and staff have brought their concerns to you for months in public testimony and personal emails. And yet, our legitimate safety concerns have been systematically called into question and rejected by Dr. McNeill and this board for the last 9 weeks. Clearly, our schools aren't safe and your staff is telling you so.

How about some more data: 84% of teachers say they are burned out, and 90% say they do not have time to complete the tasks that are asked of them! To put this in perspective, when this district suffered a morale crisis under the previous superintendent, 50% of teachers said they felt burnt out. Not only has this administration continued the toxic policies of Traci Davis, they've expanded them! You can see the desperation and anger of your staff every board meeting! This board and this administration pays lip service to improving morale, but this data makes crystal clear you couldn't care less about the burdens shouldered by your staff. If you did, you would have listened to us from the start. You wouldn't have made teachers double and even triple their workload with zero additional time or resources. You wouldn't have thrown your staff back into an increasingly dangerous workplace with safety precautions which are only achievable on paper. You wouldn't have called our legitimate concerns "inappropriate and unfortunate."

As a teacher on the ground I must tell you this situation is untenable. You have taken some of the most caring, dedicated, passionate, and yes, creative people in this community and you have broken them. You have told them their lives mean nothing and removed all joy from their work. This cannot last and the reckoning from these actions will be immense. I beg you, change course. Listen to your teachers. Stop the madness that is hybrid teaching and make the choice to go full digital. Protect your staff, support your staff, listen to your staff.

From: Jenny Snaza
Sent: Tuesday, October 13, 2020 10:04 PM
To: Public Comments
Subject: [EXTERNAL] Teacher Wellness

Dear WCSD Board of Trustees,

Thank you for reviewing the important data regarding teacher and employee wellness. Listening to the presentation, it is evident that little or no support is being provided to teachers on a meaningful scale. We can all say "we're doing our best" but the reality is that this is not a plan. It is a path that will continue to lead to great educators leaving the profession.

The district only works if your teachers are healthy - mentally and physically. Our students need high quality teachers who have enough energy to devote to individualized education.

Thank you for listening to teachers. Now it is time to make a plan.

Best,

Jenny Snaza

WCSD Parent