

Potential PKS Cuts

Dear Board Members,

I write yet again, expressing my deep concern that the district wants to cut their Registrars and Office Managers by a full month, all the other CST members by a week or two and 20 custodians completely!!!

WHY are you going to penalize the Registrars and Office Managers???? Quite frankly we along with some staff at DENT, worked FAR MORE than anyone else during the entire SIP!!!

So to thank us, you will make our job intolerable???? Take away the time we have to get this year closed out? Take away the time we need to get next year up and running? Or wait, the agenda reads effective August 30th, so start school, virtual or otherwise and then send us home for a month???? that is what it looks like when you read the agenda....Ridiculous, unfair, unjust and so far as the custodians go, just plain stupid!!! COVID 19 cases are on the rise; reopening is going to spread it - if anything, we need our custodians to actually clean the heck out of all the offices all over, not have to double up and just sweep!!!

I have started to lose count of how many times i have said this, but i implore you, do NOT cut CST - the worker bees - stop adding admins and keep those of us that actually WORK working!!!

Thank you,

Jane Kwiatkowski

CST Local One 1st VP

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Good evening Board members.

I do ask that you truly understand that there will be devastating impacts if the Board approves of such layoffs as presented by this existing Administration. As echoed before, moving forth with layoffs and reductions to the work year during these troubling times will clearly add further damage. Public Employees Union Local One / AFSCME ask that you remove this evening's agenda item number 18.2 regarding eliminations and work year reductions and **not** move forth with such actions as presented on the Board agenda. Understand the new schools protocols completely before eliminating positions which help the District to comply with new essential schools operations.

These reductions and layoffs will indeed cause a major hardship for the employees, the students and the District if approved. Key CST positions if eliminated will have a devastating impact further affecting how the District will serve the students and parents of this community amid Covid 19. CST members are the backbone of this District. It is not appropriate to move forth with eliminations at this time when this District will have to change the way schools will be run going forth. It's clear that you need these key positions to enforce social distancing as required. Removal of such essential positions at this time will have a furthered devastating impact on each one of our members, their families, the students, and every school site. If agreed to - You are now creating a lack of services, not applying such required social distancing, and setting up the Mt. Diablo schools for furthered impacts at each site.

The Key positions on the CST PKS listing are positions which truly keep this District operating and to serve the students of this community. If the Board approves of such layoffs this evening many of our workers will have to find other ways to provide for their families to fulfill their personal obligations. We are still in the midst of a pandemic and this is **not** the time to move forth with these layoffs. Changes recommended by the CDC will look at Districts to provide improved staffing at the schools - not less. Schedules for a school day will now quite likely need for you to

relook at workday staggering as well a new need for additional qualified backup personnel. Now is not the time to reduce personnel. The Districts need to comply with newly needed mandates and protocols as a result of COVID - 19 to run school services to adjust to the new normal at the sites. Removing such listed positions further jeopardizes key essential services for continued school operations to comply with a new way of doing business.

The layoffs and reductions affecting our CST unit are key positions that will affect key programs and services that the Mt. Diablo District needs to provide to this community. In fact , we are quite perplexed why this Administration is still moving forth to layoff key essential positions which brings in dollars. Laying off key positions such as Registrars, office Managers, as well as other clerical positions are the wrong layoff choices, These are needed positions which help this District to survive. Reductions at this time don't make sense. Administration continues to select and go after positions at the sites when they know there is a new way in which schools need to be ran. These are needed positions as they directly help this District operate each and every day.

Board members, as it's terribly disappointing, approving of such layoffs will blatantly show **no respect** for the Mt. Diablo School District. We ask that you not allow this Administration to balance their budget on the backs of our workers during these troubling times. It's wrong! You are hurting the students, the hard working, and the dedicated employees who keep this district afloat. Our members are the essential workers who are here to serve this Community of it's students and it's families.

Lisa A. Davis, Business Agent for Local One

Dear Members of the Board,

We would like to commend you for the difficult decisions you've faced and made in the last few months. Decisions that may not have been easy, but were ultimately righteous for the students and staff at MDUSD. These are uncertain times, and the decisions you make now can greatly impact the future of this district. We know that you do not make any decision lightly.

Tonight, we'd ask that you strongly consider approving the PARS program and rejecting the 20.2 FTE custodian cuts (for the 5th time).

I know many board members have expressed concerns on the impact a cut this significant would be to the District. We share many of those same concerns. Even more concerning to us, is that we STILL have not had the opportunity to express these concerns to the District. The District still seems to hold the position that, we can have discussions on impacts AFTER these cuts have been made. This is backwards thinking!

Obviously, taking this sort of loss to our custodial staff would be catastrophic for the District as we enter into the new COVID-19 world. Not to mention that our custodial crew is already working as a skeleton crew. Doing more work while being stretched too thin is a recipe for disaster and would undoubtedly end up costing the district more in overtime and workers comp claims. Any plan that cuts custodians and thinks it would do better is wishful thinking at best, and would lead to dirtier, more unsanitary learning environments for our children. This is not the direction we need to go.

We know the financial bind the District is in, and we desire to be a part of the solution moving forward. We feel that seeking alternative solutions such as PARS, is a kinder, smarter way towards balancing the budget.

Thank you,

Juan Escobar & Mark Jones, Representatives

Teamsters Local Union No. 856