

7-11-2017

Dear Council,

My name is Autumn Tampa, and I am currently an Itinerant Tester of ELL students at CCSD. I have worked at CCSD for over 18 years.

I have been very active in the community of CCSD, through coming to School Board meetings, through my Employee Organization ESEA (Education Support Employees Association), through continually educating myself both formally and informally, by being politically active, and by being involved in religious and spiritual organizations. I have worked in 4 positions at over 160 schools, with all grade levels and all subject areas, and do have some insight into the educating of our children.

First I want to publically thank the CCSD Board of Trustees for having the courage and integrity to stand up for the principles and beliefs that they have; about their concerns for the Reorganization of CCSD. I have spoken my concerns, and still have many. I realize it is unpopular to disagree with those in authority, yet I must speak the truth of my convictions.

And while I applaud and appreciate the great effort of CCSD, the Board of Trustees, the Superintendent, and other Administration in the hard work at giving the Parents and Families of, and the Employees of CCSD trainings and information, I still say to you that MANY Employees and Community Members really have no clear idea about what the Reorganization is, how it will impact the children, how it will impact employees, and how it will impact this community as a whole. From what I have seen they are making a diligent effort, and listening to the Community, as well as Employees, it this is a cumbersome task.

And while I have every intention of following the Law, I believe it is within the scope of the law for me to express my opinions here at this public meeting, even if they are not in agreement with yours.

I am deeply disappointed with the Timeline and HOW this Reorganization has unfolded. The original law gave a good amount of time to prepare and move forward with the Plan. Then, first just a small group of, and later most of the Nevada Legislators, decided to push the agenda forward without adequate communication to all those they would impact; parents in the community, the community at large, and the employees of CCSD. The way Legislators, Committee and Council members have handled this situation leaves me feeling very under confident about their judgment and intentions.

So far, I am not convinced that this Reorganization will actually, really, truly make things better for the students. In fact, cutting resources to essential functions of the District, seems to me to do the opposite. I hear the rhetoric of the dollars following the student. I hear talk of school autonomy and parent involvement.

I believe many people do not fully understand the Reorganization because it has been rushed, and the meetings have not been easily accessible or adequately communicated to the Community by the Legislators and Committees/Councils charged with the Implementation of the Reorganization.

Even with me making an effort, it has been challenging and difficult for me to gain information in a timely manner about the Reorganization work. Since most of the meetings are when people work, they

are difficult to attend. Also, the minutes have not been posted in a timely manner. So for someone who works a 2nd job, someone who goes to school while working, someone who has family responsibilities, it would be even more challenging.

From my personal observations and communications with teachers and Support Staff, and with Administration, there seems to be a great upheaval. I have been told by both Teachers and Support Staff that there is a large amount of bullying, harassment, and threatening of anyone who does not have the same opinion as Administration or other people in positions of Authority who are implementing this Reorganization. This bullying of employees, especially Support Staff, has been a problem I have been striving to help solve since I started working at CCSD.

There also seems to be some miscommunication that Customer Service means absence of Employee Rights. I am sure this Council supports Employee Rights, especially since many of those rights are protected by Law and our Contracts. I am sure this Council does not want Employee Rights to be violated or ignored. I am sure this Council does not want SOT members bullied on their jobs. I am sure this Council believes in fairness and equity when it comes to the Employees whose fates they are helping to determine. Please, if I am incorrect, I ask you all to state it for the record.

That being said, I am also concerned with the attitude of the Consultant Mr. Skancke. Some of his remarks at a May School Board meeting, which were consistent with the minutes of these meetings, give me serious concern about his intentions and genuine care about the 322,000 students, their parents, as well as his seeming disregard and lack of concern for the 40,000 employees of CCSD.

Mr. Skancke has come across in public comments and communications as a threatening bully, so of course people, many people are going to fall in line and do as they are told. Please do not misunderstand me, I have every intention of following the new rushed through law. However, one component of that law when it originated was to have input from the community which would be implemented into the Regulations. The way this played out is a disservice to the Community at large, and a great disservice to our children.

There was an additional year to plan and prepare, which was nullified. Some Legislators decided to ram this through, and I believe, because of agendas that the public had no idea were at play, this newest version of the Law, AB 469 was rammed through using political tactics I am not sure I respect. The Implementation has been, in my opinion, much more cumbersome and difficult because of this. Not because there are a few people putting up roadblocks, but because those pushing forward have not respected the public enough to give the time needed to implement the Reorganization in an effective and efficient manner.

You talk about misinformation, yet I hear wrong information at public meetings. I am here to tell you that hundreds, maybe even thousands have absolutely no idea what the Reorganization is, and I would estimate hundreds, now that they are seeing it start to take effect, are very concerned that a huge error in judgment has occurred.

On behalf of the 322,000 children and their families, and on behalf of the 40,000 colleagues I work alongside every day, I ask:

1. Are you going to correct your error of only daytime meetings, and set some evening and weekend meetings when many more parents, community members, and employees are able to attend?

2. Are you going to more adequately communicate the scheduled meetings in a way which will reach the Community at Large with more advance notice?
3. Are you going to more comprehensively communicate to parents, community members, and employees who do not know the full extent or details of this Reorganization; and listen to and consider their input? Or will they just find out as things happen to them and their children?
4. Are you going to create a process for more than just the SOT parents and employees to be involved...help create a way and time for them to have input also?
5. How are you going to ensure that services to Special categories of children, such as Autistic and ELL students will be fully met when staffing is reduced because the Software did not take into account certain programs and the employees who provide those program services (i.e...ELL testing, Autism Support, SPTA Floaters)?
6. How are you going to ensure that Building and Playground repairs for safety are met? And Maintenance Services such as Heating and Air Conditioning?
7. How are you going to solve the bullying and harassment that is happening to Support Staff and Teachers on SOT's when an employee's evaluation and work environment is negatively impacted when they do not agree with an Administrator' Plan?
8. How are you going to rectify the lack of compensation for Support Staff on SOT teams when Teachers are getting CU's?
9. What do you have to say to the approximately 5000 Central Services employees whose lives you are drastically impacting?
10. What do you have to say to the employees and their families that may be laid off due to the CCSD budget shortfalls created by the Implementation of the Reorganization, the correcting of "inefficiencies, and the restructuring of CCSD because of the rushed and harried Reorganization?

So, thinking of Nelson Mandela's quote that was mentioned, "If you want to make peace with your enemy, you have to work with your enemy. Then he becomes your partner." It has been alluded to that people speaking their concerns about this Reorganization implementation are the "enemy". I have reached out dozens of times to the Implementation Committee, Legislators, the State Board of Education and this Council, only to be chastised or ignored. So...again I offer my experience and knowledge in hopes that this Council and others involved will reach back and communicate, to work together in this process.

Respectfully,
Autumn Tampa

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