
GUTA Report and Questions for Tonight

GUTA <gravensteinguta@gmail.com>

Thu, May 14, 2020 at 3:10 PM

To: Dave Rose <drose@grav.k12.ca.us>

Cc: Wanda Holden <wholden@grav.k12.ca.us>, Gregory Appling <gappling@grav.k12.ca.us>, Keri Pugno <kpugno@grav.k12.ca.us>, William Deeths <wdeeths@grav.k12.ca.us>, Melacha Q <melacha@sbcglobal.net>, Patrick Lei <lei.patrick.o@gmail.com>, Alexander Kahn <akahn@grav.k12.ca.us>, Jennifer Koelemeijer <jkoelemeijer@grav.k12.ca.us>, Steve Schwartz <sschwartz@grav.k12.ca.us>

Hello Dave and GUSD Board,

We want to honor your request to present questions in advance when possible.

We hope you know any questions that come up during a board meeting are often arising during the meeting and/or a last-minute decision from our team. Our process is to always solicit questions and feedback from our members well in advance, but as you can imagine we do not always get timely responses. Our intent is never to catch you, the principals, or the board in a "gotcha" moment. We (Aimee and Beth) have worked too hard the past 2 ½ years to establish positive relationships with the board and advocated tirelessly for an administrative team GUSD rightfully deserves. Our questions are never to reflect negatively on anyone. We are incredibly appreciative of the efforts made by the Board, Mr. Rose, and Mrs. Pugno and Mr. Deeths. We truly feel like the Board, Administration, and GUTA are working together in a wonderful way that we have not seen in a very long time, so we thank each of you for making that possible.

Below are the GUTA Report and Questions for tonight's meeting

GUTA Report

- Teacher Appreciation Week (TAW) was difficult for several members. This special week is never about receiving gifts, but a time for our members to have a moment of validation and celebration from the current year's accomplishments. This year was especially difficult for members because we experienced a great deal, and have lost a great deal of time with our students. In a time of isolation, GUTA knew the importance of letting our members know they are valued and their "essential worker" status is indeed that: **essential!** It posed a challenge for GUTA as well, but we managed to provide positive daily messages via email and social media. GUTA also gifted every member with an Amazon gift card. GUTA's solidarity and the success of GUSD are because Gravenstein Teachers are the Heart of GUSD!
- On the note of *appreciation*, GUTA and GUSD bargaining teams have participated in a handful of negotiation sessions that have proven to have positive outcomes and progression toward completion. Much of what is left to be decided is a result of not being able to meet with large groups during this time. Both parties are remaining positive and productive!
- GUTA has been giving thought to working on the financial subcommittee and looks forward to more information about this subcommittee.

BELOW ARE QUESTIONS

Found in Reports & General Action Item A:

- It is our understanding that the Emergency Powers Resolution only covers the need for members to be called upon if essential work is needed. We are hearing more from districts across California where calendars are being changed and/or proposed without proper negotiations with the local union. Are we correct in our understanding that the resolution does not give the superintendent and/or board sole permission to change our calendar start date without proper bargaining?
- Perhaps this is premature since more will be shared during the meeting, but where does the district stand when it comes to the possibility of layoffs?

Consent Agenda:

- **(F/G)** Making job descriptions available to GUTA has been a request for several years due to administrative changes having plans/ideas that our members were not familiar with, or made aware of. We have sought

transparent communication and we are glad to see it happening. Based on the job descriptions for the psychologist, counselor, and mental health coordinator we are seeing that the district's special education team will grow substantially. That will have positive outcomes for our students! As this develops more by coordinating with our special education teachers, GUTA hopes that a clear "step by step" guide can be provided when members are to contact the counselor versus the mental health coordinator, etc. Our members will now have added resources at their disposal from these professionals, but many members experienced challenges and confusion when reaching out to the counselor this year. This number of professionals available to our members has never existed and any new process created by the individual(s) or the district will be a learning curve that our members will all want to respect and utilize appropriately.

- **(I)** New Board policy regarding Maintaining Appropriate Adult-Student Interactions is being presented as a "draft." When this is approved, will it have a "retroactive" date that could place members in questionable situations if they are maintaining contact with a former student? How should GUTA educate/inform our members of this new policy in this draft phase?

Closed Session:

- **Administrative Performances:** Members would appreciate the opportunity to provide feedback on administrative performance. As with any profession there is room for growth and improvement. Our members' perspective and interactions could provide valuable feedback to our administrators and their annual goals for professional growth.