

Dear School Board Trustees,

CSEA members have faced a challenging time over the last two weeks. Our Nutrition Services, Transportation, Curriculum and Instruction, and Maintenance and Operations departments have really stepped up to ensure the essential functions of the district continue for our staff, students, and community. We'd just like to honor ALL of the classified who have been stepping up and working so hard during these difficult times. Please take care of yourselves. You are amazing!

Communication, efficiency, and trust continue to be challenges we are trying to overcome with district administration and management. These difficult times have shown both the best and the worst of people. Unfortunately many of the classified staff continue to feel as though the district acts without thought or concern of how it will affect them. Our leadership team's attempt to address these concerns, often seem to fall on dismissive ears. We believe that working together to validate and address employee concerns and build trusting relationships with your employees is the best way to a productive and loyal workforce. We would like for the district administration to be more open to working with our team to proactively address concerns, particularly regarding communication with staff and having a unified message.

CSEA appreciates the board's concern of how these closures would affect families. We ask that the board remind the district that many of our employees are the families that these closures are affecting. And we believe the board's intention was that the district would treat people with respect and compassion during these challenging times, especially our own employees. We appreciate your support in this matter.

Our bargaining team returns to the table with the district on April 1st. We are very close to an agreement. Unfortunately the district asserts that the board has put a 3% limit on what they can offer the classified. The Classified have countered with an offer identical to the board's last offer to DNTA of 3.14 (total offer including salary and H&W). We are asking that 3% be placed on our salary schedule and the district contribution be raised by \$100 dollars. That is equivalent to 3.14%. Please remember that the last time there was an increase to the health and welfare contribution of classified staff was in 2016. It was a \$144 dollar increase. Please consider this information when you direct the district on returning to the table.

We appreciate your time and consideration,
CSEA