

# SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT

699 Old Orchard Drive, Danville, CA 94526

## BOARD OF EDUCATION MEETING - VIRTUAL

May 26, 2020

### MINUTES

The video from this meeting can be found on the District website at [www.srvusd.net](http://www.srvusd.net).

The audio timestamp associated with the agenda item is noted under the title – *there is no audio from this meeting*. Pursuant to the executive order of the Governor and in order to adhere as closely as possible to the order of the Health Officer of Contra Costa County, the Board meeting was closed to personal attendance.

Prior to the SRVUSD Board of Education meeting, the SRVUSD retirees were honored at a virtual retirement reception.

Name	Site	Years
RICH ABERS	LOS CERROS MIDDLE	19
MABBIE ALANI	SPECIAL EDUCATION	14
TIM BONDS	FACILITIES	6
SARALYNN BOSKI	JOHN BALDWIN ELEMENTARY	22
CHRIS CALDERAZZO	SYCAMORE VALLEY ELEMENTARY	18
JOSE CARRASCO SR.	BUILDING & GROUNDS	22
CHERYL CHARLES	PINE VALLEY MIDDLE	38
CARLA CLANCY	BOLINGER CANYON ELEMENTARY	25
KATHEE CORDESIUS	HIDDEN HILLS ELEMENTARY	18
JAMES CORRAL	ED CENTER	17
GARY CURLEY	VENTURE	19
KATHY DERENZI	JOHN BALDWIN ELEMENTARY	16
ANN DITLEVSEN	VENTURE	24
PEGGY DULLE	NEIL ARMSTRONG ELEMENTARY	24
ALYCE ENGLEHARDT	HIDDEN HILLS ELEMENTARY	27
VICKI FETTKE	IRON HORSE MIDDLE	23
SHERI GLASER	TRANSPORTATION DEPARTMENT	15
SUE GOLDMAN	GALE RANCH MIDDLE	7
CATHY HABERL	MONTE VISTA HIGH	21
DEBORAH HIBBS	SAN RAMON VALLEY HIGH	18
STAN HITOMI	ALAMO ELEMENTARY	14
CAROLYN HUNT	SAN RAMON VALLEY HIGH	22
DRU KNIGHT	LIVE OAK ELEMENTARY	15
LAN LAU	SPECIAL EDUCATION	15
JANENE LITTLEJOHN	VISTA GRANDE ELEMENTARY	28
PEGGY LOOFBOURROW	COUNTRY CLUB ELEMENTARY	19
JOHN LUSSING	MONTEVIDEO/VISTA GRANDE	14
LISA MAHER	GREEN VALLEY ELEMENTARY	24
ERIN MCMAHON	BOLINGER CANYON ELEMENTARY	12
PATTY MEENAN	DIABLO VISTA MIDDLE	20
ROBIN MILLER	WALT DISNEY ELEMENTARY	23
DANA MURPHY	QUAIL RUN ELEMENTARY	12
JONI NORRIS	LIVE OAK ELEMENTARY	22
BOB O'BRIEN	SYCAMORE VALLEY ELEMENTARY	34
JULIA O'NEILL	VISTA GRANDE ELEMENTARY	24

TERESA PIERCE	JOHN BALDWIN ELEMENTARY	17
JANE RAD	WINDEMERE RANCH MIDDLE	18
MARK RATHJEN	DIABLO VISTA MIDDLE	20
CATHY SANCHEZ	GOLDEN VIEW ELEMENTARY	19
KATHLEEN SASAKI	ALAMO ELEMENTARY	9
MICHELE SHAW	QUAIL RUN ELEMENTARY	14
SHELLEY SIRMANS	DIABLO VISTA MIDDLE	21
LINDA STALTER	GREENBROOK ELEMENTARY	20
JAYNE STEVENSON	HIDDEN HILLS ELEMENTARY	14
TERRI SUTAK	GOLDEN VIEW ELEMENTARY	12
ORLANDO TANTOCO	MONTE VISTA HIGH	25
TONI TAYLOR	EDUCATIONAL SERVICES	13
MARYLEE TKACH	TASSAJARA HILLS ELEMENTARY	20
ROBIN TOWNSEND	GALE RANCH/GREEN VALLEY	15
ONDI TRICASO	MONTAIR ELEMENTARY	17
LEONA VAN WINKLE	MONTVIDEO ELEMENTARY	21
JULIE VERHAEGHE	TWIN CREEKS ELEMENTARY	16
LIZ WILNER	DIABLO VISTA MIDDLE	26
ER LI ZHANG	LOS CERROS MIDDLE	22

- 1.0 Call to Order** The Board of Education held its regular meeting at the Education Center. The meeting was called to order at 5:00PM in the Board Rooms.
- 2.0 Attendance**  
Board Members Present: Board President Greg Marvel, Board Vice President Mark Jewett, Board Clerk Susanna Ordway, Board Members Ken Mintz and Rachel Hurd. All Board members attended from their remote locations.  
  
Administrators Present: Superintendent Rick Schmitt, Assistant Superintendents Keith Rogenski and Christine Huajardo, Chief Business Officer Greg Medici, Executive Director Danny Hillman and MaryAnn Frates and Recording Secretary Cindy Fischer. Legal Counsel Harold Freeman and Steven Ngo from Lozano Smith
- 3.0 Acceptance of Closed Session Agenda and Public Comment** The closed session agenda was accepted and opened for public comment.
- 4.0 Closed Session** See Item 6.0 for action taken.
- 5.0 Open Session** The closed session was adjourned at 7:04PM.  
  
Board President Greg Marvel reconvened the meeting in open session at 7:08PM.  
  
**Pledge of Allegiance/Attendance**  
Board Members Present: Board President Greg Marvel, Board Vice President Mark Jewett, Board Clerk Susanna Ordway, Board Members Ken Mintz and Rachel Hurd. All Board members attended from their remote locations.  
  
Administrators Present: Superintendent Rick Schmitt, Chief Business Officer Greg Medici, Assistant Superintendents Keith Rogenski and Christine Huajardo and Executive Director Danny Hillman  
  
Others Present: Recording Secretary Cindy Fischer and 0 visitors attended.
- 6.0 Report of Action Taken in Closed Session** The Board of Education made the following administrative appointments effective July 1, 2020 (5/0)

Ryan Maloney – Principal, Bella Vista Elementary School

- 7.0 Acceptance of Minutes** On a motion by Ken Mintz seconded by Rachel Hurd, the May 5, 2020, May 11, 2020, May 15, 2020, May 16, 2020 and May 18, 2020 minutes were approved. (5/0)
- 8.0 Agenda Approval and Consent Action**
- 8.1 Acceptance of Open Session Agenda** On a motion by Susanna Ordway seconded by Mark Jewett the open session agenda was approved. (5/0)
- 8.2 Approval of Consent Agenda** On a motion by Rachel Hurd seconded by Susanna Ordway, the consent agenda was approved as amended. (5/0). Item 12.1, Approval of Certificated Personnel Changes was revised.
- 9.0 Reports to Board**
- 9.1 Public Comment for Non-Agenda Items** Public comments – Superintendent Schmitt summarized the eleven comments. Full written comments have been added to the official minutes and emailed to Trustees.
- 9.2 Association Presidents' Comments** Board Presidents' comments were read aloud by Board President Marvel SRVEA President Ann Katzburg
- 10.0 Action Items/Public Hearings**
- 10.1 Public Disclosure of the Major Provisions of the 2019-20 Salary Agreements for Management & Confidential Employees in Accordance with the Requirements for AB1200, AB2756 & Govt. Code 3547** Chief Business Officer Greg Medici
- 10.2 Consideration of Approval of Salary Adjustments for Tier IV Management and Confidential Employees Effective July 1, 2019** Board President Marvel summarized the 335 public comments. Full written comments have been added to the official minutes and emailed to Trustees.  
On a motion by Mark Jewett seconded by Rachel Hurd the Board voted to approved the salary adjustments for Tier IV Management and Confidential employees effective July 1, 2019. (5/0)
- 10.3 Consideration of Approval of Assistant / Deputy /Superintendent Salary Schedule** Assistant Superintendent Keith Rogenski  
On a motion by Ken Mintz seconded by Susanna Ordway the Board approved the Assistant, Deputy and Superintendent salary schedule. (5/0)
- 10.4 Consideration of Approval of Contract Addendums to Agreements of Employment for Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer** Assistant Superintendent Keith Rogenski  
On a motion by Mark Jewett by Rachel Hurd the Board approved the contract addendums to agreements of employment for Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer. (5/0)
- 10.5 Consideration of Approval of Employment Contract for New Assistant Superintendent – Business Operations and Facilities** Assistant Superintendent Keith Rogenski  
On a motion by Rachel Hurd seconded by Susanna Ordway the Board approved the employment contract for new Assistant Superintendent – Business Operations and Facilities. (5/0)

- 10.6 Consideration of Approval of Revisions to Board Bylaw 9920, Governing Board Election** Chief Business Officer Greg Medici  
On a motion by Ken Mintz seconded by Susanna Ordway, the Board approved Board Bylaw 9920, Governing Board Election as revised (5/0)
- 10.7 Consideration of Adoption of Resolution #84/19-20, California Tax on Commercial and Industrial Properties for Education and Local Government Funding Initiative #19-0008 (2020)** Chief Business Officer Greg Medici  
Public Comment: Mike Arata  
The Board did not take action.
- 10.8 Consideration of Resolution #82/19-20, Approving Contra Costa County Office of Education's Required \$8 Million Reduction as a Condition of AB1200 Approval** Chief Business Officer Greg Medici  
Public Comment: Julie Zicheman  
On a motion by Susanna Ordway seconded by Rachel Hurd the Board approved Resolution #82/19-20. (5/0)
- 11.0 Discussion/Information**
- 11.1 Governor's May Revise Update** Chief Business Officer Greg Medici shared a PowerPoint on the May Revise and Projections for the State's 20/21 Adopted Funding.
- 11.2 Assembly Constitutional Amendment 6 (ACA-5)** Superintendent Rick Schmitt
- 12.0 Consent Items**
- 12.1 Consideration of Approval of Certificated Personnel Changes
  - 12.2 Consideration of Approval of Classified Personnel Changes
  - 12.3 Approval of Contracts/Purchases Over \$50,000
  - 12.4 Consideration of Adoption of Resolution No. 81/19-20 Approving Routine Budget Revisions
  - 12.5 Consideration of Rejection of Claim #584549 Against the District
  - 12.6 Ratification of Warrants
  - 12.7 Consideration of Approval of Bid Award for Vista Grande Elementary School Fencing & Gating
  - 12.8 Consideration of Approval Bid Award for Sycamore Valley Elementary School Roof
  - 12.9 Consideration of Adoption of Resolution No. 80/19-20, Intention to Approve the Dedication of an Easement to the Town of Danville at San Ramon Valley High School
  - 12.10 Consideration of Approval of Revisions to the Measure D Master Program Budget

**13.0 Administrative Matters**

**13.1 Board Member's Reports**

Board members shared their reports and comments, noting attendance at the following:

Board Member Hurd along with Board Clerk Ordway attended the San Ramon Valley Mental Health Coalition's virtual meeting.

Board Clerk Ordway along with Board Member Hurd and Mintz will be attending Congressman Mark DeSaulnier's virtual meeting on 5/27/20.

Board Member Mintz

Board Vice President Jewett

Board President Marvel

**Superintendent's Report**

Complimented the staff and Board and reminded the 400 viewers of the meeting that the Board are volunteers. He also shared a quote from President George Washington.

**13.2 Adjourned**

The meeting adjourned at 9:39pm.

**Public Comment – May 25, 2020**

**Erin Tierney**

May 25, 11:29 PM

Hello, I am writing to you as a parent of three kids in our district and also a district employee. After hearing about the possible raises the board members are voting on tomorrow for a Superintendent who retired at a very inconvenient time, and now is being forced to come back out of necessity, I do not consent to a retroactive raise or any raise for that matter, for this Superintendent or any executive cabinet members. At a time when budget cuts are being discussed and there is much uncertainty about what is happening with our district, this is not the time for a raise, especially for someone who is making a lot more than most Superintendents in the area. I ask you to not allow this board to not allow this decision to be approved, as it is definitely not in the best interest of our community of teachers, parents and kids. Thank you, Erin Tierney

**Lorraine Bordegaray**

Tue, May 26, 1:39 AM

I object to the salary raises proposed for the Executive team on the agenda for May 26, 2020. I find the request ridiculous while you are trying to cut \$8M from the school budgets

Please VOTE NO. The public doesn't want these people to get pay raises.

Best-  
Lorraine Bordegaray

Tue, May 26, 6:14 AM

**Victoria Hutchins**

To whom it may concern,

It has come to my attention that at today's Board Meeting, the discussion of raises is on the agenda. As a family who's children attend school in the district, we are not in favor and do not consent to a retroactive raise for management. We hope you are mindful of the current environment as it relates to existing budget cuts and realize this is highly inappropriate given the state of our district.

Respectfully,  
Vickie Hutchins

Tue, May 26, 6:43 AM

**Elizabeth Howell**

Good Morning:

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises. With the costs of resuming school in the Fall, these raises are both reckless and immoral. Every penny available should be going to classrooms to keep our students and staff safe. I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

Elizabeth Howell

**Lacey Lowe**

Tue, May 26, 6:44 AM

Good Morning:

Can you please pass this message along to the executive admin?

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD

would be willing to accept an "additional" pay raise. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

**Michelle Shekhtman**

Tue, May 26, 6:47 AM

Hello,

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an additional pay raise at this time. I realize it is part of a 'me too' agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises. I (along with many other parents in the district) urge the administration to act in goodwill and deny acceptance of the me too clause at this time of crisis and figure out better ways to use this money. Our district is losing much needed funding for our precious children and that should be the main concern of the district, not executive raises. Please stop this unethical decision from happening!

Best,  
Michelle Shekhtman  
Mother of a student at coyote creek

Tue, May 26, 6:50 AM

**Hickey5**

To Whom It May Concern:

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say NO to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living," but the administration in SRVUSD already make that and receive regular raises.

I urge the administration to act in goodwill and deny acceptance of the "me too" clause at this time of crisis.

Thank you,  
Melissa Hickey

**adrienne kolowichcummings**

Tue, May 26, 6:51 AM

I have never written to any state or county official until my last email to you. I appreciated it wasn't a formatted reply. But now I write my second email to an elected official and I am amazed, jaw on the floor almost speechless - that raises are going to be discussed today. Do you think you all deserve a raise?

Millions of newly unemployed, many not knowing when they will be able to go back to work....(MY HUSBAND)

Many of us not knowing if and when we will be laid off if our companies fail.....

The US government borrowing TRILLIONS of dollars and handing it out to people who don't have jobs.....

CA Gov says he can't fund school budgets and wants the Feds to fill the gap....

Pleasanton teachers, other school employees and school district executives getting raises.....

What is wrong with this picture?

I cannot wait for your reply.

Adrienne

mom of two high schoolers, fulltime working remote, trying to hold it together

**Heidi Emerson**

May 26, 7:02 AM

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises. I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

**Cheryl Bruner**

Tue, May 26, 7:03 AM)

To SRVUSD administration:

In light of the looming budget cuts that will negatively affect our kids and our classrooms - and in some cases will devastate programs - I am so sad, disappointed, and appalled that administrative executives of SRVUSD would be willing to accept yet another pay increase at this time. I understand that it is part of the "me, too" agreement but the administrators can actually say no to this.

The administration already receives generous pay increases and cost of living increases.

I urge the administration to act in good will and deny acceptance of yet another pay increase - through the me, too clause - at this time of crisis. Please, put kids and education first and give for the greater good. Uphold your position of leadership- and lead in a time of crises by putting the mission first. We are all sacrificing.

Sincerely,  
Cheryl Bruner

**Rose Gonzales**

Tue, May 26, 7:07 AM

Hi Cindy,

I am emailing you to let you know that I strongly disagree and oppose the retroactive raise that was recently published. There is absolutely no reason why this group of individuals need to make 3x the salary of a teacher who is actually working with the kids. The experience I have seen from the district during these last few months was horrible and starts off with the superintendent leaving when our schools needed his guidance the most. This raise should go directly to the teachers!!!

I moved to San Ramon because of the school district and I am literally in Southern California looking to relocate because I have lost faith in your school system and don't care to have my kids there anymore. I am embarrassed to see these financial numbers going to these groups as opposed to those really working hard for the children. My 4th grade teacher Mrs Chippero and Resource Teacher Ms Rupley work hard everyday to make sure my son is getting the support he needs while our superintendent retires early during a pandemic where his support and guidance could have been given.

I strongly urge the district to reconsider this raise and give this raise to the teachers.

Regards,  
Rose Gonzales



**Carrie**

Tue, May 26, 7:20 AM)

Good Morning,

I cannot believe what I just read... the Board is trying to push through a pay raise Right now???

How can this even be discussed in the middle of our crisis?

So many people have lost jobs.

Others (Including UC chancellors) are taking pay cuts and trying to survive this economy.

The district is talking about budget cuts.

And you think you deserve to put yourselves above all that?

Unacceptable.

Please, say no to this!

Carrie Jacobs

**Deborah Hugill**

Tue, May 26, 7:20 AM)

Unfortunately budget cuts and layoffs are in the state plan.

On the agenda the administrative executives of SRVUSD would be willing to accept an "additional" pay raise as part of a "me too" agreement, please say no to this.

Please motion to deny issuance of the proposal at this time of unprecedented needs for our students.  
Deborah Hart

**Jackie Waters**

Tue, May 26, 7:27 AM)

I am writing to all of you today regarding your closed board meeting and what is on the agenda. For the past 10+ weeks, students, teachers, staff and families in this District have been suffering through an inadequate distance learning "plan." The state of California is in a deep financial crisis from this pandemic and of course our students and schools are set to take a huge hit with more budget cuts. My school site (Rancho Romero) has already cut their 2020-21 budget. They cannot commit to bring back some of our staff, funded by parents, which is to the detriment of our children. Meanwhile, at your meeting today, you are looking to vote in MORE RAISES that will be retroactive and benefit a superintendent who is retiring in a month? He came here, stirred things up, no one seems happy with him (parent and teacher wise,) he is the highest paid superintendent in the state, and he is leaving during a crisis. Why would he be entitled to a raise? To take more money from our district, children and teachers, as he is very well compensated, has only been here a few years and is leaving us in the lurch?

It is a slap in the face to even be talking about raises at a time like this. Schools funding is in the red, budget cuts are being made, teachers and staff are being let go; there are many families leaving the District and no one seems happy or satisfied with anything going on right now. You all should be ashamed of yourselves for taking advantage of this situation and once again, not putting our students and teachers first.

This is not the time to be giving out raises to the board members and other executives who dropped the ball with the distance learning and still have no plan for the fall. Our teachers have been working tirelessly to create new online learning for our students- THEY should be getting a raise.

- Jackie Waters

**Megan Schulman**

Tue, May 26, 7:29 AM)

Good Morning:

In light of the apparent budget cuts and layoffs, I am disheartened, disgusted and appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I understand that it is part of a "me too" agreement, but you can actually say no to this. Teachers were

negotiating to fight for lower class sizes, better ratios of teachers to students for better daily education and also to be able to keep up with the local cost of living, but the administration in SRVUSD already make MORE than that and receive regular raises.

Look to the UC chancellor for guidance, their department is taking a 10% cut at this time, because they know that it is best for their schools, and the business that they run.

I urge the administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

If any, THIS is the time to act as if we are a whole group of connected people and to do what is right for the students.

I implore you to do the right thing,  
Megan McKee Schulman

Tue, May 26, 7:29 AM)

**Debbie Cagle**

Please do not give retroactive raises to management and to the superintendent who is leaving. Haven't we already bled enough money with him? We are facing school budget cuts and should not be giving raises to management and then letting teachers go. Please, please, please DO NOT do this to our district.

Debbie Cagle

**Katherine Anderson**

Tue, May 26, 7:32 AM

Good morning-

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever.

Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.  
I strongly urge you to vote NO on these items.

Thank you for your time,  
Katherine Anderson

**rcrudale**

Tue, May 26, 7:35 AM

Good afternoon,

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I strongly urge you to vote NO on these items.

Thank you for your time.

**Jamie Beers**

Tue, May 26, 7:35 AM

My family has taken a 10% paycut due to the pandemic, as have many families we know. Not sure why anyone is voting in raises right now, I'm sure you will do the right thing? RIDICULOUS.

**Kindra Brusseau**

Tue, May 26, 7:35 AM

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I strongly urge you to vote NO on these items. This insensitive and self serving behavior is typical of corrupt politicians, let's not let it have a place in our district and an impact on our children.

Thank you for your time.

Kindra Brusseau

**Shashanna Singh**

Tue, May 26, 7:36 AM

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge you to vote NO on these items.

Thank you for your time.

Shashanna Singh

**Sara Robinson**

Tue, May 26, 7:37 AM

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge you to vote NO on these items.

Thank you for your time.

Sara Robinson

**Audra Carrion**

Tue, May 26, 7:40 AM)

Good afternoon,

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We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

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I strongly urge you to vote NO on these items.

Thank you for your time.

**Audra Carrion**

Tue, May 26, 7:43 AM

**kirsten hanna**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Kind Regards,  
Kirsten Muzinich

**Shannon**

Tue, May 26, 7:47 AM)

To whom it may concern,

I do not approve of the raises given to executives.

I understand there could be a huge budget cut to our schools- the money should go to help our schools.

Thank you, Shannon Chamberlin

**03walker**

Tue, May 26, 7:48 AM)

Good morning,

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We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Chris Walker

**Ainsley Martin**

Tue, May 26, 7:49 AM

Hello-

I am shocked that the SRVUSD Board of Trustees would at this time vote to raise salaries of the executive positions when there are budget cuts, layoffs, and this whole uncertainty of the pandemic. Please consider your vote and vote NO on this.

Thank you,  
Ainsley Martin

**Damien Carrion**

Tue, May 26, 7:58 AM)

Good afternoon,

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It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

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I strongly urge you to vote NO on these items.

Thank you for your time.  
Damien Carrion

**Joyce Yee**

Tue, May 26, 7:58 AM)

Good afternoon,

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I strongly urge you to vote NO on these items.

Thank you for your time.

Be Healthy & Blessed!  
Joyce Yee

**Judy Pearson Kobsar**

Tue, May 26, 8:02 AM)

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

--Judy Pearson Kobsar, CHHC, CWP

**Maureen Gasparini**

**May 26, 2020 at 7:50:16 AM**

To whom it may concern,

I am absolutely baffled by the greed of the upper management. We are in the midst of a pandemic and this group of executives is wanting a raise. Our student community needs that money to open and get back to learning. They deserve to get back to school and be with their friends and teachers. Public education is a right, a raise is not. I believe the goal would be to put the students first not themselves.

The BOE should be ashamed if they approve these raises. The approval would actually show they put executives before the children and hopefully then be replaced. I am so disgusted how greed blurs what is really important. The BOE is appointed to benefit the students of SRVUSD community and it is their duty to put the students education first. Let me leave you with one last thought, suicides, addictive behaviors and mental disorders are at an all time high, this is a cry for help that we need to get students back to school. They need some sense of normalcy back in their lives.

Please VOTE FOR THE STUDENTS not for the greed.

Regards,  
Maureen Gasparini

**Tiffany Price**

**May 26, 2020, 8:03 AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted.

We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Tiffany Price

**Tue, May 26, 8:04 AM**

**HEATHER O'Connel**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health. The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Heather O'Connell

**Laura Colley**

Tue, May 26, 8:09 AM)

I am opposed to raises of any kind for anyone during our current climate of cuts and pandemic. I have 3 children in the district.

Laura Colley

**bsilverwood**

Tue, May 26, 8:09 AM

Good afternoon,

I am a parent, community member, and teacher of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health. The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration. I strongly urge you to vote NO on these items.

Thank you for your time.

Beckie Silverwood

**marcia\_cosenza**

Tue, May 26, 8:11 AM

I am writing to you as a parent of a SRVUSD student. I am extremely concerned that retroactive raises are even being considered at a time like this. We are facing enormous budget cuts, so I cannot even comprehend how this is even under consideration.

I urge you to please reconsider! This is not the time.

Thank you.

Marcia Cosenza

**wendie lam**

Tue, May 26, 8:12 AM

Hello

In the light of potential budget cuts in California and planning needs of fall due to the pandemic- it is irresponsible for the

board to even consider a pay raise for any members of the administration. It should be time to talk/vote on pay cuts instead.

I urge the board to say no to the "me too" pay increases. This is not right!

>

> Wendie Lam

**Deanna Nudo**

Tue, May 26, 8:15 AM

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

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I strongly urge you to vote NO on these items.

Thank you for your time.

Deanna Nudo

**Laura Colley**

Tue, May 26, 8:17 AM

I am opposed to raises of any kind for anyone on BOE during our current climate of cuts and pandemic. I have 3 children in the district.

Laura Colley

**Kastigar Family**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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show our students and community members that we value our investment in education over administration.  
I strongly urge you to vote NO on these items.

Thank you for your time.

-Karen Kastigar

--

**Alicia Baccei**

Tue, May 26, 8:21 AM

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's

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I strongly urge you to vote NO on these items.

Thank you for your time.

Alicia Baccei

**Jennifer Sims**

Tue, May 26, 8:21 AM

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I strongly urge you to vote NO on these items.

Thank you for your time.  
Jennifer Sims Crkvenac

**Jodi Shah**

Tue, May 26, 8:25 AM

Please note, as a concerned parent of the SRVUSD, I do not consent to the proposed retroactive raise for management.

Thank you,  
Jodi Shah

**Jessica Johnston**

Tue, May 26, 8:28 AM

Good Morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge you to vote NO on these items.

Thank you for your time.  
**Jessica Johnston**

**Sridevi Sundar**

Tue, May 26, 8:28 AM

Hello--

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge you to vote NO on these items.

Thank you for your time.  
Sri Sundar

**Ashley Iorio**

Tue, May 26, 8:31 AM

To whom it may concern,

It is absolutely shameful that the Board of Trustees would consider giving raises to the top executives during a time of severe budget cuts for the schools. This decision proves further how tone-deaf they are, especially in a time of crisis.

Please let me know why an out-going superintendent would qualify for such a raise!?

As a member of the community with two children in the school district, I implore you to not move forward with this vote.

Show us that you have the common sense that the community needs right now.

Regards,  
Ashley Iorio

**Kristine Hamm**

Tue, May 26, 8:34 AM

Good Morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's

Board of Education agenda.

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Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

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facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many

new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is

currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD

administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Regards,  
Kristine Hamm

**Karli Lewis**

Tue, May 26, 8:43 AM

Considering our districts current deficits and budget cuts, I ask you to consider refusing any pay raise at this time. Our district is struggling while many parents have lost their jobs, received pay cuts, and now we are adding crisis schooling our children.

The teachers are learning a whole new way of interacting and missing the kids who motivate them to show up every day.

There are so many ways you each can help our district during this crisis, and I do not believe receiving a pay raise would do anything other than harm our community. Please consider denying the me too clause at this time.

Thank you,  
Karlen Lewis

**Jen Wallace**

Tue, May 26, 8:43 AM

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's

Board of Education agenda.

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facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted.

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The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently

in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators

are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our

students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

--

Jen.

**Windy Tenggara**

Tue, May 26, 8:45 AM

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge you to vote NO on these items.

Thank you for your time.

Windy

**Shailaja Dixit**

Tue, May 26, 8:46 AM

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Shailaja Dixit

**Megan Essig**

Tue, May 26, 8:46 AM

Hello, I am a parent and community member of the SRVUSD, 6th grade and 9th grade students. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health. The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Megan Essig



**Nancy Daetz**

Tue, May 26, 8:47 AM

It is outrageous that our school board is considering pay raises to administrators while facing state cutbacks to our schools.

You will face massive parent backlash if approved.

Sincerely,

Nancy Daetz

**Sarah Bradford**

Tue, May 26, 8:49 AM

Dear Board,

I am a former SRVUSD student and now parent of two students in our district.

I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose.

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We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Sarah Bradford

**James Rabu**

Tue, May 26, 8:50 AM

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge you to vote NO on these items.

Thank you for your time.  
James Rabuco

**Carla Amentano**

Tue, May 26, 8:54 AM

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Carla Armentano

**Kindra Brussea**

Tue, May 26, 8:57 AM

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

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I strongly urge you to vote NO on these items. This insensitive and self serving behavior is typical of corrupt politicians, let's not let it have a place in our district and an impact on our children.

Thank you for your time.  
Kindra Brusseau

**Prashant Kulkar**

Tue, May 26, 8:58 AM

Hello,

I'm a SRVUSD parent with two kids in this district for last several years. I want to make sure to let you know how much we appreciate the district and the teachers and also want to make sure that the teachers are the priority for our kids and us. This is to make sure no teachers loose their job with a potential state funding cuts and the funding shouldn't be diverted to administration pay raises.

Please make sure my comment is registered for the upcoming board meeting.

Thank you and have a great day!  
Prashant

**Hendra Wind**

Tue, May 26, 9:01 AM

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.  
Thank you for your time.

Hendra

**Tim Seiler**

Tue, May 26, 9:01 AM)

Please see the bellow comment regarding the Board meeting tonight.

Thank you,

Tim Seiler

I am writing this morning in response to the Board considering retroactive pay raises for the retiring Superintendent, his executive cabinet and management staff.

Frankly, it is absolutely unconscionable that the Board would consider such a thing when the District is facing an uncertain future and budget cuts of an unknown amount.

I call on each of you to vote no.

Further, the District's longstanding policy of awarding the executive staff the same pay raises they negotiate with the bargaining units needs to be revisited, as it creates at least the appearance of a conflict of interest.

Regards,  
Tim Seiler

**Amber Hambli**

Tue, May 26, 9:04 AM

Good Morning ,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's

Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

It's absolutely unconscionable. We have a duty to show our students and community members that we value our investment in education over administration. I strongly urge you to vote NO on these items.

Thank you for your time.

Amber Hamblin

**Laura Harde**

Tue, May 26, 9:05 AM

It is fiscally irresponsible of you to approve 1 million toward your retroactive bonuses when our schools are being shorted 8 million dollars. You are letting the very people who kept the students afloat for the past two months go, yet you're increasing your already healthy compensations. With so much uncertainty in our school system I implore you all to do the right thing.

Forego your retro pay and put that toward the budget shortfall. Then support schools and communities first so we can all do what's best for all staff and students of the San Ramon Valley.

Laura Harder

Tue, May 26, 9:05 AM

**wendie I**

Hello

>>In the light of potential budget cuts in California and planning needs of fall due to the pandemic- it is irresponsible for the board to even consider a pay raise for any members of the administration. It should be time to talk/vote on pay cuts instead. We urge the board to say no to the "me too" pay increases. Thank you.

>>

Wendie Lam- Danville resident of 20 years and parent of SRVUSD student

**Jason Ja**

Tue, May 26, 9:05 AM

Hello

In the light of potential budget cuts in California and planning needs of fall due to the pandemic- it is irresponsible for the board to even consider a pay raise for any members of the administration. It should be time to talk/vote on pay cuts instead. I urge the board to say no to the "me too" pay increases. This is not right!

The Jang family

**Stephanie Polyzo**

Tue, May 26, 9:05 AM

Good Morning:

You were always talking about doing what is best for kids. What is best for kids right now is to not make any changes in their educational lives. Please, Please do not pass any additional bonuses or raises during these uncertain times. In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

Thank you,  
Stephanie Polyzos

**Sarah Hagen**

Tue, May 26, 9:07 AM

Hello -- I am a concerned parent with three students currently in the SRVUSD. I have read about the meeting agenda today and potential raises for admin, including our outgoing superintendent and I find the notion of this absolutely SHOCKING AND TERRIBLE, especially given the uncertain times and potential budget cuts on the horizon.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

PLEASE do the right thing. Put our kids first. Save the money for them.

More and more parents are inquiring about private schools for next year and beyond because of SRVUSD going downhill in recent years. Your decision today can help change course for many of us and ensure that our financial contributions continue.

Sarah

**Elizabeth Perkin**

Tue, May 26, 9:08 AM

Now is not the time to give pay raises to administration when you are cutting the budget for student services. I know times are hard, so admin has to make sacrifices, too. Please reconsider these untimely pay raises.

Elizabeth Perkins

**KARIN OCONNELL**

Tue, May 26, 9:10 AM

Good Morning:

In light of the looming budget cuts or nearly \$8 million and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time for the outgoing superintendent as well as others. I realize it is part of a "me too" agreement, but you can actually say NO to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

As a long time member of this community with students in the schools and I was a student of these schools myself, I urge to administration to act in goodwill and deny acceptance of the "me too" clause at this time of crisis. Especially in light of the pandemic, students and student resources need to be the budgetary focus at this time!

Thank you,  
Karin O'Connell

**Erin Boswort**

Tue, May 26, 9:12 AM

I respectfully request as a parent in this district that during this extremely difficult the board votes NO for any executive raises. A yes vote for raises at this time would be completely irresponsible and not in the best interest of this district.

Erin (Robles) Bosworth

**Lori Lee**

Tue, May 26, 9:12 AM

Hello SRVUSD Board,

In the light of potential budget cuts in California and the planning needs of Fall I due to the pandemic- it is irresponsible and alarming for the board to even consider a pay raise for any members of the administration. It should be time to talk/vote on pay cuts instead. I URGE the board to say NO to the "me too" pay increases. This is not right!

Lori Lee

**Erika Ka**

Tue, May 26, 9:16 AM

We are in the middle of serious uncertain times in education and the budget. Please don't pass additional bonuses or raises for admin. executives of SRVUSD. Please forgo the me too clause/agreement in light of the looming budget cuts and layoffs. It would make an impact and statement to not accept any additional raises or bonuses for administration.

I urge you to act in good will and deny acceptance of the me too clause.

Thank you,  
Erika Kay

**Jacquie Walker**

Tue, May 26, 9:16 AM

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Tue, May 26, 9:22 AM

**Sarah Bradford**

Please add this as an official Public Comment for the Tuesday, May 26, 2020 Board Meeting.

I am a former SRVUSD student and now parent of two students in our district.

I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose.

Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Sarah Bradford

**Shenay Lorente**

Tue, May 26, 9:23 AM

Hello board members,

It has come to my attention that you will be voting for a raise for yourselves today. It would be beyond insensitive and in poor taste to do so. With so many community members losing their livelihoods and being unable to make ends meet you would lose support and would direct negative attention to yourselves needlessly.

Please vote NO for a raise.

Thank you for your consideration,  
Shenay Lorente

Tue, May 26, 9:25 AM

**Jackie**

Please see my email below as public comment on items 10.1 and 10.2 in this evenings meeting. Strongly encouraging a No vote from all board members. This is unethical during a pandemic and financial crisis. Many parents have also contacted local news affiliates and are organizing a car protest. Vote no!



Jackie Waters

>

**Subject: Closed Board Meeting Agenda - Today**

I am writing to all of you today regarding your closed board meeting and what is on the agenda. For the past 10+ weeks, students, teachers, staff and families in this District have been suffering through an inadequate distance learning "plan." The state of California is in a deep financial crisis from this pandemic and of course our students and schools are set to take a huge hit with more budget cuts.

My school site (Rancho Romero) has already cut their 2020-21 budget. They cannot commit to bring back some of our staff, funded by parents, which is to the detriment of our children. Meanwhile, at your meeting today, you are looking to vote in MORE RAISES that will be retroactive and benefit a superintendent who is retiring in a month? He came here, stirred things up, no one seems happy with him (parent and teacher wise,) he is the highest paid superintendent in the state, and he is leaving during a crisis. Why would he be entitled to a raise? To take more money from our district, children and teachers, as he is very well compensated, has only been here a few years and is leaving us in the lurch?

It is a slap in the face to even be talking about raises at a time like this. Schools funding is in the red, budget cuts are being made, teachers and staff are being let go; there are many families leaving the District and no one seems happy or satisfied with anything going on right now. You all should be ashamed of yourselves for taking advantage of this situation and once again, not putting our students and teachers first.

This is not the time to be giving out raises to the board members and other executives who dropped the ball with the distance learning and still have no plan for the fall. Our teachers have been working tirelessly to create new online learning for our students- THEY should be getting a raise.

- Jackie Waters

**John McCall**

Tue, May 26, 9:28 AM

I read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

Sincerely,  
JD McCall

**Gabrielle Pennima**

Tue, May 26, 9:28 AM

Good Morning:

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

Gabrielle Penniman

**Rasana Atreya**

Tue, May 26, 9:29 AM

Hi,

As a parent of children in this school district, I strongly protest the pay raises that are being rushed through in a closed-door meeting. Please halt it. This is completely unacceptable given that budget cuts are also being discussed.

Thanks.

**Meera Higbee**

Tue, May 26, 9:30 A)

I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Meera Higbee

**Dawn Casatico**

Tue, May 26, 9:32 AM)

Hello~

You have always talked about doing what is best for the kids. What is best right now is not make any changes to their educational lives. It is not in the best interest of the kids to pass any additional bonuses or raises during this uncertain time and our district not knowing what will happen in the future. In light of the possibility of cuts and layoffs, I am disgusted that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the cost of living, but administration in SRVUSD already make that and receive regular raises. I encourage the administration to act in goodwill and deny acceptance of the me too clause at this critical time.

Money should be going to the kids not administration pockets.

Thank you,  
Dawn Casatico

**Stephanie Savage**

Tue, May 26, 9:34 AM)

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items. This insensitive and self serving behavior is typical of corrupt politicians, let's not let it have a place in our district and an impact on our children.

Thank you for your time.  
Stephanie Savage

**Emily Braunstein**

Tue, May 26, 9:35 AM)

Hi there,

I was notified of tonight's School board meeting and the agenda that is set to be discussed. I want to formally oppose the retroactive raise for management that is included. It is a huge concern for me that discussion of this raise is going to be part of the same meeting that also includes \$8 million in cuts. This raise does not seem to be in the best interest of our children, the students in the SRVUSD.

Thank you for listening...

Emily Braunstein

**Ken Goldenberg**

Tue, May 26, 9:36 AM)

To the Honorable BOE:

I have been enlightened to the fact that during your BOE meeting today you will be voting on pay raises for the administration positions in the district along with outgoing Superintendent Schmitt. As you are aware we are in a state of emergency due to the

pandemic Covid-19. You are very well aware that our budgets for 2020-2021 and beyond will be hugely impacted with likely massive cuts. This is absolutely not a time for increases, as many employees of the District will be seeing their jobs eliminated or pay cut. As a parent of a high school Frosh, husband to a district employee and proud alumnus of Monte Vista (spend grades 2<sup>nd</sup> – 12<sup>th</sup> in SRVUSD) I have a personal stake on how the district should be using their limited funds. At the minimum the optics looks bad, and at the maximum this is almost criminal. During negotiations this year regarding much needed pay increases for school staff, administration brought up the limited budget and we would not be able to afford these increases. How can you now vote on increases knowing that major cuts will be coming?

I am asking you to please do the only responsible thing and vote for the solvency of our district, not a pay increase.

Thank for your time,

Ken Goldenberg

**Cyndi Pedrazzi – May 26, 9:38AM**

Hello,

I am a parent and community member of the SRVUSD.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

**I strongly urge you to vote NO on these items.** This insensitive and self serving behavior is typical of corrupt politicians, let's not let it have a place in our district and an impact on our children.

Thank you for your time. Cyndi Pedrazzi

**Rebecca Bynum May 26, 9:42AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on

extra expenses to go directly into the class room for their safety and health. The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

Frankly, it is absolutely unconscionable that the Board would consider such a thing when the District is facing an uncertain future and budget cuts of an unknown amount. The UC chancellor and staff are taking pay cuts.

I urge you to vote no.

Further, the District's longstanding policy of awarding the executive staff the same pay raises they negotiate with the bargaining units needs to be revisited, as it creates at least the appearance of a conflict of interest.

Thank you for your time.  
Rebecca Bynum

**Julia Ma May 26, 9:42AM**

To the Board of Directors,

I read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

Best,  
Julie Ma

**Tom Seiler May 26, 9:42AM**

I am writing this morning in response to the Board considering retroactive pay raises for the retiring Superintendent, his executive cabinet and management staff.

Frankly, it is absolutely unconscionable that the Board would consider such a thing when the District is facing an uncertain future and budget cuts of an unknown amount.

I call on each of you to vote no.

Further, the District's longstanding policy of awarding the executive staff the same pay raises they negotiate with the bargaining units needs to be revisited, as it creates at least the appearance of a conflict of interest.

Regards,

Tim Seiler

**Amber Hamblin May 26, 9:43AM**

Good Morning ,

> I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

> The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. It's absolutely unconscionable. We have a duty to show our students and community members that we value our investment in education over administration. I strongly urge you to vote NO on these items.

> Thank you for your time.

> Amber Hamblin

**Heather Dy May 26, 9:44AM**

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary, egregious and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many in our district, community and state are being asked to take significant pay cuts (even state level education administrators), but the SRVUSD administrators are finding ways to take funds directly away from our school sites and students. You have a duty to show our students and community members that you are invested in their education and future and are not in this position just to line your own pockets.

Vote NO on these items tonight!

Thank you for your time.

-Heather Dy

**Sridevi Sundar May 26, 9:44AM**

Hello--

> I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

> It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

>

> I strongly urge the Board of Education to vote NO on these items due to the financial impacts it presents. Our district is facing a \$8M budget crisis, and this is nearly \$1M increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than

ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the classroom for their safety and health.

>

> The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, we have a duty to show our students and community members that we value our investment in education over administration.

>

> I strongly urge you to vote NO on these items.

>

> Thank you for your time.

> Sri Sundar

**Sheryl Dossola May 26, 9:45AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Sheryl Dossola

**Mickie Ford May 26, 9:46AM**

Hello,

I am a parent and community member of the SRVUSD.

I would like to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.  
Thank you for your time.

Michelle Ford (parent of two children in this district.)

**Dawn Casatico May 26, 9:46AM**

Dear Board,

You have always talked about doing what is best for the kids. What is best right now is not make any changes to their educational lives. It is not in the best interest of the kids to pass any additional bonuses or raises during this uncertain time and our district not knowing what will happen in the future. In light of the possibility of cuts and layoffs, I am disgusted that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the cost of living, but administration in SRVUSD already make that and receive regular raises. I encourage the administration to act in goodwill and deny acceptance of the me too clause at this critical time.

Money should be going to the kids not administration pockets.

Thank you,

Dawn Casatico

**Carrie Shapiro May 26, 9:48AM**

As a parent in the SRVUSD, I DO NOT CONSENT to the proposed raise for top level executives of the board.

We are in a crisis, working hard to make a plan for our students for the fall. This is not a time to cut our education budget and give out raises.

Please, I urge your to spend your time planning for our children's needs, and how they can safely return to school in the fall rather than voting on raises for your executives.

Thank you,  
Carrie Shapiro

**Jackie Waters May 26, 9:48AM**

I am writing to all of you today regarding your closed board meeting and what is on the agenda. For the past 10+ weeks, students, teachers, staff and families in this District have been suffering through an inadequate distance learning "plan." The state of California is in a deep financial crisis from this pandemic and of course our students and schools are set to take a huge hit with more budget cuts.

> My school site (Rancho Romero) has already cut their 2020-21 budget. They cannot commit to bring back some of our staff, funded by parents, which is to the detriment of our children. Meanwhile, at your meeting today, you are looking to vote in MORE RAISES that will be retroactive and benefit a superintendent who is retiring in a month? He came here, stirred things up, no one seems happy with him (parent and teacher wise,) he is the highest paid superintendent in the state, and he is leaving during a crisis. Why would he be entitled to a raise? To take more money from our district, children and teachers, as he is very well compensated, has only been here a few years and is leaving us in the lurch?

> It is a slap in the face to even be talking about raises at a time like this. Schools funding is in the red, budget cuts are being made, teachers and staff are being let go; there are many families leaving the District and no one seems happy or satisfied with anything going on right now. You all should be ashamed of yourselves for taking advantage of this situation and once again, not putting our students and teachers first.

> This is not the time to be giving out raises to the board members and other executives who dropped the ball with the distance learning and still have no plan for the fall. Our teachers have been working tirelessly to create new online learning for our students- THEY should be getting a raise.

> - Jackie Waters



**Lisa Mittone May 26, 9:50AM**

SRVUSD Board of Directors

I am a parent, community member and stake holder within SRVUSD. I am writing to you on items 10.1 and 10.2 regarding a retroactive pay increase for the Superintendent, Deputy Superintendents, Assistant Superintendents and Chief Business Officers as well as many others in the district.

I strongly urge you to vote NO on these items due to the financial crisis our district is facing. You the board need to do your duty to support the students of our district. As a parent in the district who has been very active I must tell you that I have been nothing but disappointed by the actions taken by the board in the last couple of years with this VOTE being the icing on the cake.

We are seeing CEO's and Vice Presidents taking pay cuts to help their companies survive financial crisis while our school district will give raises to again take away from our students. I am not sure how you sleep at night.

As an ed fund president I am panicked worried about receiving enough donations to pay for our 2020/2021 commitment letter while you worry about fattening the paycheck of this individuals - this is exactly why I will not be volunteering next year or backing up a district that I no longer can believe in. I can no longer look parents in the face asking for donations while you the board so neglectfully spend money on everyone and everything rather than our students education.

I do hope that our community voices are heard and that we rise up to overhaul this board with new blood willing to FIGHT for our students rather than continue lie down.

In closing I urge you to vote NO to items 10.1 and 10.2

Regards  
Lisa Mittone

**Kiran Singh Lopez May 26, 9:53AM**

To whom it may concern,

I have read that the Board is considering retroactive raises for administrators while also considering a significant budget cut that will directly affect the students. I am vehemently opposed to ANY raises at this time. We are in a recession and our education system is in shambles. Many people have lost their jobs or been forced to accept pay cuts. All available funds should be used to offset the budget cut. Raises of any kind at this juncture would be in extremely poor taste and quite telling of where the Board's priorities lie.

Best,  
Kiran Lopez

**Cynthia Continillo May 26, 9:53AM**

Hello,

Thank you for posting my public comment for the board meeting today.

In light of the current situation and impending budget cuts, I do not feel it is appropriate that the administration receive retroactive raises. Our students are facing cuts to programs next year and it is unfair that the administration does not also have to feel those cuts. Our school Ed Fund is facing a budget cut in almost half by next year, this is a deep cut. The district should be assisting schools make up some of this deficit, not pay the administration more money.

Thank you,  
Cynthia Continillo

**Suneet Kahlon May 26, 9:53AM**

As a parent and community member of San Ramon, I am against the proposal for raises by the board. During a time of crisis, it is unbelievable this is being considered.

As a physician and on the front line, I have seen fellow medical personnel taking pay CUTS during this pandemic/crisis. How you justify what is being done in the SRVUSD in terms of financial compensation is beyond me.

Please re-consider your proposal

Sincerely,

Suneet Kahlon

**Laura McClure May 26, 9:54AM**

Good Morning,

As a parent of a SRVUSD student and as an employee of the SRVUSD, I urge you to vote against administrative raises and additional bonuses. These times are uncertain. With looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept any form of raise at this time. Please act in goodwill and deny acceptance of the "me too" clause at this time of crisis.

Thank you.  
Laura McClure

**Celeste Hejlik May 26, 9:55AM**

I am parent of the SRVUSD community. I am writing in regards to Items 10.1 and 10.2 on the Board Agenda for May 26, 2020.

In this time of crisis, our state and county are in the presence of a serious loss of economy and strain on budgets for schools.

On April 28, 2019, the CCCOE stated it would be able to provide a 2.56 to the "me too" salary settlement for the fiscal year of 2019/2020. This was signed off by Bill Clark, Deputy Superintendent, which approved district administration a total increase in salary of \$867,155.

As I understand the retroactive pay increase will be for current Superintendent (who is leaving the office and has already been paid ample), Deputy Superintendent, Assistant Superintendents and Chief Business Office, along with a few others in the district.

Now we are in a pandemic. This group of administrators wants to compensate themselves with retroactive pay that is still on the table, all the while discussing an \$8 million dollar budget cut to our schools, teachers and students. Many employees across this state, the nation are taking pay cuts, being laid off, unemployment rates that rival the Great Depression. As this district is looking to increase pay by compensation of \$1 million retroactive raises. Optically, this does not look ethical to the community at large?

I strongly encourage that Board of Education to Vote No on 10.1 and 10.2, as this is fiscally irresponsible to compensate retroactive pay and make cuts to the budget at this time.

This Board of Education has a responsibility to serve the community that is facing many unknown cost challenges such as restructure of a potentially new academic system, health and safety for students, teachers and staff, new cost expenses/requirements for teachers, and more costs that will come along

the way. Fiscal responsibility should be the most important right now, to protect the potential unknown costs that are about to appear.

The SRVUSD Board of Education has a responsibility and the time is NOW to show that you the board....support, value, care, for the investment of the education of the students over the administration...that you as a board are invested in the better of this community.

Vote No on 10.1 and 10.2....

A caring parent to the SRVUSD,  
Celeste Hejlik

**Kumiko Nguyen May 26,9:56AM**  
Good Morning,

I have just recently read that the board is considering an increase in Executive Pay at a meeting today. I am **STRONGLY** against any raises while the district is looking at a multi-million dollar budget cut. Please be sure to include my opinion with this Public Comment.

This is definitely NOT the time to be increasing executive pay while the budget is so uncertain and all teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter like the **TEACHERS**, counselors, para educators, janitors, and nurses. These "front-liners" should be given **FIRST** priority over any increase for the executives who have no direct impact on our students.

Especially, during this pandemic, these teachers really stepped up with the distance learning and went out of their ways to make this as seamless and easy as possible. They made themselves available to kids who were having a hard time and really stepped up to the challenge. The **TEACHERS** deserve the pay increase. Not the executive.

Thank you for your time,

Kumiko Nguyen

**Keri Fryer May 26, 9:57AM**

I would like the BOE to know that I do not consent to the retroactive raise for management that is being proposed.

Best,  
Keri

**Kristin Pounds May 26, 9:57AM**

Good Morning,

I am a parent, community member and former employee for twelve years of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the

pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Kristin Pounds

**Sara Phinney May 26, 9:58AM**

Hello

I am a parent and community member of the SRVUSD, as well as a former student in the district. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. All while our district faces an \$8 million budget cut, and so many unknowns with regards to funding. I DEMAND you vote NO for any raises.

I DEMAND the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million budget crisis, and this nearly \$1 million increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The focus of the board during this time should be on how to prepare for the 20/21 school year and beyond, how to support students and teachers, and how to build the district. NOT looking for ways to take more from our students during a global pandemic that has changed their lives forever.

The Board of Education has a DUTY to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. Our sites rely too heavily on community donations as it is, and with many in financial crisis, we will see a decline in how much families can give. We have a duty to show our students and community members that we value our investment in education over administration.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter: teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

The focus should NEVER be about how much money you, as the administrators, can make from our district, especially in a time with so many unknown financial and emotional impacts.

I DEMAND you to vote NO on any raises and spend every meeting focused on how to move towards a plan for 20/21 school year, with potentially significant funding loss.

Thank you for your time.

Sara Phinney

**Carly Rabuco May 26, 9:58AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the classroom for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Carly Rabuco

**Ashley Reed May 26, 10:00AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Ashley Reed

**Amy Ku May 26, 10:00AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.3 and 10.4 on tonight's Board of Education agenda regarding salary increases for our school district administration roles.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others administrative roles in the district.

I strongly urge the Board of Education to vote **NO** on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this increase in pay is unnecessary and **irresponsible**. Our schools are facing much uncertainty and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on added expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. We have a duty to show our students and community members that we value our investment in education over administration.

**I strongly urge you to vote NO on any increase in salary for our district administration officers.**

Thank you for your time.  
Amy Ku

**Jennifer Boyd May 26, 10:03AM**

Good Morning:

I am writing in response to the Board considering retroactive pay raises for the retiring Superintendent, his executive cabinet and management staff.

In light of the looming budget cuts and layoffs, I am disappointed that the administrative executives of SRVUSD may be willing to accept an "additional" pay raise at this time. I understand it is part of a "me too" agreement, but it's my understanding you can actually say no and decline. I urge the administration to act decline the 'me too clause' related to increase pay at this time of crisis.

Regards,  
Jennifer Boyd

**Lacey Lowe May 26, 10:03AM**

Good Morning:

In light of the looming budget cuts and layoffs, I am extremely concerned that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but admin can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

I urged administration, through email, to act in goodwill and deny acceptance of the "me too" clause at this time of crisis. Accepting the "me too" additional raise at this time is appalling to the community at large. Please consider offering up an act of goodwill towards our community, and encourage our admin to lead the way, and forego this additional raise at this time.

Thank you,  
**Lacey Lowe**

**Joanne Chen May 26, 10:04AM**

I am **STRONGLY** against any raises to the executive administrative staff while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this **PUBLIC COMMENT**.

Thank you and regards,  
Joanne Chen

**Mike Nelson May 26, 10:04AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I **strongly** urge the Board of Education to vote **NO** on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

**I strongly urge you to vote NO on these items. DO WHAT YOU KNOW TO BE RIGHT.**

Thank you for your time.  
Mike Nelson

**Joyce Yee May 26, 10:04AM**

Good Morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote **NO** on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote **NO** on these items.

Thank you for your time.

Be Healthy & Blessed!  
Joyce Yee

**Lisa Bonacic May 26, 10:07AM**

I urge you to reconsider any raises for superintendents or executive level positions while our district is facing huge budget cuts. This would be a huge disservice to the education of our children in our district.

Thank you  
Lisa Bonacic

**Lisa Radzanowski May 26, 10:09AM**

Dear SRVUSD School Board,

I read that the board is considering an increase in Executive Pay at a meeting today. I understand that with the "me too" clause in place this is standard practice. I also know that the executives work hard and have a lot of responsibility. With that being said, I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. We are in unprecedented times and our current superintendent is leaving. It's time for executives to make the same sacrifices as the teachers, counselors, para educators, janitors and ultimately the students. Please be sure to include my opinion with this PUBLIC COMMENT.

Stay well,  
Lisa Radzanowski

**Mo Vashel May 26, 10:10AM**

Please do not give a pay raise to executives. That money is needed and should be given to the district teachers and to the students.

Sincerely,  
Mo Lynch Vashel

**Jennifer Pachan May 26, 10:13AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.



I strongly urge you to vote NO on these items.

Thank you for your time.  
Jennifer Pachan

**Kathleen Bencik May 26, 10:14AM**

Good Morning:

In light of the looming budget cuts and layoffs, I am saddened that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but they can deny this raise. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that, and receive regular raises.

I urge the administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

Thank you for your consideration,  
Kathleen Johnson

**Amy Ku, May 26, 10:15AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.3 and 10.4 on tonight's Board of Education agenda regarding salary increases for SRVUSD administration roles.

It is my understanding that these items will discuss pay increases for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others administrative roles in the district.

I strongly urge the Board of Education to vote **NO** on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget deficit, and this increase in pay is unnecessary and **irresponsible**. Our schools are facing much uncertainty and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on district funding to go directly into the classroom for their health and safety.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. We have a duty to show our students and community members that we value our investment in education over administration.

**I strongly urge you to vote NO on any salary increase requests for SRVUSD administrative positions.**

Thank you for your time and consideration.  
Amy Ku

**Andrea Creed May 26, 10:15AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may

pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Andrea Creed

**Krista Haslim May 26, 10:16AM**

I have read that there will be a vote today to increase the pay at the executive level in the SRVUSD. This is appalling at a time when our schools are facing massive budget cuts. Please vote no on pay increases. Put the needs of our students first!  
SRVUSD Parent,  
Krista Haslim

**Richard Livesay May 26, 10:16AM**

Dear SRVUSD Board,

I am writing to express concern for the proposed salary increases in today's closed meeting agenda. The students in this district deserve better. These increases show no consideration for the budgetary challenges facing the district, and the entire bay area, it only reflects the inherent self-serving stance of upper management.

COVID has changed everything throughout our world, but apparently not at the administration level of SRVUSD. The majority of companies are taking pay cuts and furloughing workers. We isn't this administration doing its part? Most public companies provide raises when times are good, but refrain when times are bad, or they will go bankrupt. SRVUSD should be exercising a similar judgment. Is it accurate that these raises will take greatly needed funds to support the teachers and our students?

The last I checked \$340k annual salary is extremely generous, especially given the calendar year of work it represents, and the increase to \$357k only goes to pad Mr. Schmitt's pension. Our hard-earned tax dollars deserve better ROI, supporting initiatives that will improve teacher ratios or support remote learning for those in our district, not upgraded vacations for former leaders.

I hope this administration wakes up and makes better fiscal decisions. Please remove these salary increases and use our tax dollars in a more fiscally responsible way.

Sincerely,  
Richard Livesay  
a concerned parent of 3

**Courtney Moran May 26, 10:16AM**

Good morning,  
>>

>> I am a parent and community member in the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on todays Board of Education agenda.

>> It is my understanding that these items will discuss a retroactive pay increase for our current

Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

>

>> I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary, unwarranted and frankly irresponsible. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

>

>> The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

>

>> I strongly urge you to vote NO on these items. This insensitive and self serving behavior is typical of corrupt politicians, let's not let it have a place in our district and an impact on our children.

>>

>> Thank you for your time.

\> Courtney Moran

**Jennifer Sims May 26, 10:19AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Jennifer Sims Crkvenac

**Ruchi Mehta May 26, 10:21AM**

Hello,

I read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

Thanks,  
Ruchi

**Denise Lee May 26, 10:21AM**

Please I implore you to reconsider these raises. I am not one to comment but given the nature of all we face to see this news stunned me that this was even brought up.

We all know state budgets are in trouble and budget cuts are coming, there is no way around this unless there's a huge Federal release of funds to the states, but we know the latest bill is struggling now which has that aid in there. Particularly this controversial superintendent to receive a raise as he is also retiring to even have this on the table makes no sense.

To see this even as an item to discuss at a Board meeting when there are way more concerns of what we face as a District lacks responsibility towards your community. There are also many of us who are business owners who are fighting to stay in business and again to see the words "pay raise" when we are struggling is insulting.

Again, please consider what you are all partaking in. I was one who trusted the process, votes and believed the professionals will do for their community. This is not the time for executive pay raises. Help your community.

Best Regards,  
Denise Lee

**Debbie Carbone May 26, 10:22AM**

To whom it may concern.

I have 3 children in SRVUSD schools. Two are in high school and one in middle school. My family has been part of this school district since 2008. I want you to know that I DO NOT AGREE with the proposed salary increases the district is considering for its administrators. How you can think of giving out increases to administrators when the school district is in chaos? Businesses are closing. Parents are losing their jobs. We have no idea what school will look like in the future for our kids. Yet, somehow, you think these individuals deserve a raise? Put the money into the schools instead.

Debbie Carbone

**Kim Krause May 26, 10:24AM**

Dear Board Members,

I do not consent to this retroactive raise for management.

Our children's education is already suffering from budget shortfalls. As compassionate human beings you know the money proposals for these raises can be used for the betterment of our school community.

Enough is enough.  
Thank you,  
Kim Krause

**Rachel Chandramouli May 26, 10:24AM**

Dear SRVUSD Board Members,

As a parent and a teacher in this district, I would urge you to reconsider giving raises to top executives during this time, when you are also considering cutting so much money from the budget. Please think of our students at this time, who have already had to sacrifice so much and will be asked to sacrifice more.

Rachel Chandramouli

**Sandra Wicks May 26, 10:27AM**

Members of the Board,

As we are navigating these extraordinarily difficult and perilous times I am gravely disturbed that retroactive executive board pay raises are even being entertained. We are facing unprecedented funding cuts in the years to come and every penny of those funds need to be preserved to serve the students. Is it not the objective of the school board to serve the students? How does enriching the executive board on the cusp of a financial crisis serve the students? It simply does not serve our students in any manner. Our students need highly trained teachers, smaller class sizes, and a support staff that promotes a safe and quality education that meets the diverse needs of every student. I strongly urge you to reconsider spending our tax payer dollars in this manner. Please support our students and do not waste our valuable tax dollars on an expenditure that provides no value to our children. Our children are counting on you to make an ethical decision in their best interest.

Thank you,  
Sandra Wicks

**Laura Fiveash May 26, 10:27AM**

Hello, I just read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at budget cuts and especially during this uncertain time with our schools. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs! As parents, we are so disappointed in our school district in the handling of school, grades, etc during this pandemic and this is the last thing we need to see...a pay raise for the executives!

Regards,  
Laura Fiveash

**Carl Oronsky May 26, 10:28AM**

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The

United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. You have a duty to show our students and community members that you value our investment in education over administration.

It is imperative that you show some sensitivity to our community and do the right thing by voting NO on these items.

Carl Oronsky

**Kim Gordon May 26, 10:28AM**

I do NOT consent to a retroactive raise for management.

My son is a junior at SRV High School.

Sincerely,  
Kim Gordon

**John Morris May 26, 10:29AM**

You can't possibly be considering raises at this time. The world leadership is taking pay cuts.  
John Morris

**Shelbi Peralta May 26, 10:30AM**

Reading through the agenda for today's meeting, it was infuriating to see that yet again, raises are being considered (and retroactively at that) for management/superintendents. Meanwhile, staff are being laid off, you are reducing expenditures and teachers are now working harder than ever. Your behind the scenes self dealing is abhorrent. Instead you should be focusing on coming up with a solution for the fall school year in light of the Covid-19 pandemic and using those funds to that end. Parents are already discussing alternative private schools, private teachers and homeschooling options as district communication and action have been subpar. Do your jobs and stop stealing from your parents, teachers and students. Your actions speak louder than your words.

-Shelbi Peralta

**Mahesh Chandramouli May 26, 10:31AM**

I understand you will be meeting tonight behind closed doors to retroactively grant raises to the exec. This strikes of the highest sort of corruption of the public trust and warrants criminal investigation

Concerned parent and resident of San Ramon.

Mahesh Chandramouli

**Jody McCord May 26, 10:31AM**

Good afternoon,

I am a parent of a seventh grader at PVMS and community member of the SRVUSD. I'm also a graduate of the the SRVUSD and a former district teacher.

I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever.

Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.  
The Board of Education has a duty to serve the community of the San Ramon Valley School District.

The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Respectfully submitted,  
Jody McCord

**Sue Putnam May 26, 10:32AM**

Good afternoon,

I am a current parent of SRVUSD for the past 13 years and community member for 23 years. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. This is not acceptable to give raises in light of the budget circumstances.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever.

Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.  
The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items. This is clearly not the time to give raises!  
Thank you for your time.

Sue Putnam

**Mary Corsa May 26, 10:32AM**

I do not give consent to retroactive 8 million for raises. This is outrageous.  
Mary Corsa

**Leigh Chronister May 26, 10:33AM**

During this economic downturn we are adamantly opposed to raises, especially for outgoing Rick Schmidt as there is no return on investment.

The Board salaries already exceed most other school districts. It is glutinous to increase their pay and have the District take a cut.

Thank you,  
The Chronisters

**Mo Lynch Vashel May 26, 10:33AM**

I am asking you to not approve a pay raise for executives at this time. That money should and must be budgeted for teachers and students. Its outrageous that it is even being considered.

Sincerely,  
Mo Lynch Vashel

**Elizabeth Jones, May 26, 10:34AM**

I am a San Ramon Valley Unified School District parent and am 100% against the Executive pay raise being voted on tonight. With with current state of the country and planned budget cuts for our district, retroactive raises at the executive level should not even be considered. We need to focus on smaller classes to bring our kids back into the classroom, more teacher training to support their needs to possibly have to teach remotely or both remotely and in person, cleaning needs to foster a healthy environment, and so much more.

The executives are not going to be in the classroom or attempting to educate via Google Classroom and Zoom. Let's put the money where we will see it count most...in the classroom, with the teachers and students.

Regards,  
Elizabeth and Dan Jones

**Sheetal Shirsath May 26, 10:34AM**

Hello team,

I heard the news that SRVUSD board is considering raise in executive pay during today's session.

I STRONGLY disagree with this considering the tough times we are going through in this pandemic. Also, when we need more funds to support teacher and staff for providing distance education.

Please consider my mail is included in "PUBLIC COMMENTS" section in today's session.

Sheetal T.

**Tammy Garder May 26, 10:35AM**

School Board Members,

Our family has been part of this district since 2007 and have never felt the need to email the school board.

But tonight you will be voting on raises for Administrative personnel. I strongly urge you to vote NO.

This next school year is going to be such a challenge that all funds must go directly to schools for protective equipment, janitorial staff, nurses, distance learning support and programs, and of course our front line workers, the teachers!!!

Please make wise decisions for our students and teachers tonight.



Sincerely,  
Tammy Gardner

**Erin Tierney May 26, 10:37AM**

Hello, I am writing to you as a parent of three kids in the district and a district employee. After hearing about the possible raises the board members are voting on today for the Superintendent, (who retired at a very inconvenient time) and other Executive Cabinet members, I do not consent to a retroactive raise, or any raise for that matter.

At a time when budget cuts are being discussed, and there is much uncertainty about what next year will bring, this is not the time for a raise for a Superintendent who already makes an exorbitant amount of money.

I ask you to pass this email on to the BOE to not allow this decision to go forward.

It is not in the best interest of our community, teachers or kids.

Thank you, Erin Tierney

**Michael Jack May 26, 10:37AM**

I do NOT consent to a retroactive raise for management.

My son is a junior at SRV High School.

Sincerely,  
Michael Jack

**Misty Lohe May 26, 10:39AM**

As a parent of 2 students in the district and a substitute employee, I don't follow all agenda items and SRVUSD decisions as closely as maybe I should. Overhearing there is a meeting today with topics that include discussion of raises for management, even retroactive raises, got my attention. I can't imagine this is an urgent topic that would be top of mind right now, but if this is indeed something being considered, please know how poorly this is received by parents, students and staff. Especially now, with years of concerns with underfunding and with the uncertainty of what next school year will look like - how much money will be cut and how much more will be needed to provide the bare minimum for students that parents may or may not be able to compensate for in donations to learning funds, a discussion to be dishing out any amount of additional money in management salaries seems in poor taste and terrible timing. This does not show our district unified in what is most important and does not show the dedication to students and learning that is said to be the focus. I have never heard that our management are under compensated compared to similar roles elsewhere so I can only assume the discussion isn't to update salary info to adhere to legal minimum wage requirement or provide living wages to these individuals. With this said, a salary discussion and decision can and should be tabled to a later date when it's possible to speak about money available after there is some clarity on the unknowns covid-19 has brought.

We expect that the people in charge of our students' learning keep a razor sharp focus on what they've promised to protect. People working in the field of education want what's best for students and will understand that a discussion to raise salaries is not a discussion to have at the present time.

Misty Lohe

**Darci O'Grady May 26, 10:40AM**

I am appalled at the news I just heard that our district is considering an 8 million dollar budget cut. Raises going out to administration and our outgoing superintendent of 1 million dollars. This is absolutely absurd. What is going on with this district??? Always so over the top with paying the upper level employees. Who does this hurt in the end? The students of this district. I am so sick and tired of all the budget cuts and then at open registration the desperation of funds needed to be paid by parents just for our students to have all the necessities to thrive in a public school. No wonder enrollment is low in this district. Might as well as move my child to Carondelet private high school where she will thrive. Come on SRVUSD quit being so incredibly greedy!!!

Regards  
Darci O'Grady

**Emily Wetmore May 26, 10:40AM**

As a parent in the SRVUSD, I DO NOT CONSENT to the proposed raise for top level executives of the board.

We are in a crisis, working hard to make a plan for our students for the fall. This is not a time to cut our education budget and give out raises.

Please, I urge your to spend your time planning for our children's needs, and how they can safely return to school in the fall rather than voting on raises for your executives.

Thank you,  
Emily Wetmore

**Julie Corbett May 26, 10:41AM**

It has come to my attention that one of the discussion items on today's agenda is the consideration of a retroactive raise for administration, including our outgoing superintendent. Given the current budget concerns due to declining enrollment and COVID-19, this seems ill-advised and, frankly, not in the best interest of students.

I hope the board will make a wise choice during this unprecedented crisis and vote against this proposal.

Thank you,  
Julie Corbett

**Dave Sandusky May 26, 10:41AM**

I would like to comment on the Board Agenda that will be discussed this evening. I feel that approving executive salary increases in the neighborhood of \$1 million while in the face of making \$8 million in budget cuts is unconscionable. I urge the Board to reject this proposal. Thank you.

Dave Sandusky, CIH

**Emma Miller May 26 10:42AM**

To whom it may concern,

I recently read that at this evenings meeting there will be a discussion regarding an increase in executive pay. I am STRONGLY against this and wish that you share my opinion with the PUBLIC COMMENT.

This is an extremely inappropriate time to be discussing a pay increase for executives When so much staff is already worried about their jobs during these uncertain times. Our teachers, nurses, counselors and janitors are among many that are already paid too little and are actually the ones who make the day to day happen in our schools. They should take priority as they are the ones who actually play the biggest roles in the education of our children. Increasing executive pay would just solidify that our children are far from top priority in our district. It is beyond disheartening and appalling! Stop stroking the executives egos and focus on our children.

Sincerely,  
Emma Miller

**Celeste Granger May 26, 10:43AM**

To Whom it May Concern:

I am writing in regards to 10.1 and 10.2.

As a community member, I am shocked to hear that the board is considering retroactive a 2.56% raise for management in a time of budget cuts. This is unfathomable!

I fail to understand how a district discussing cutting programs and supports for students, can justify giving raises to those in charge. As a San Ramon homeowner, I want my taxes to go to the students and supports they need NOT to executive cabinet and management.

I strongly disapprove of raises going to management while our children miss out.

Sincerely,  
Celeste Granger

**Cheryl Iacone May 26, 10:43AM**

Hello SRVUSD BOE,

I'm writing as a concerned parent of two students in the SRVUSD school district to ask that you please make a fiscally responsible decision for our students today. Please do not approve a retroactive raise for Schmitt or his cabinet. We are looking at an \$8M budget cut to an already overstretched budget in our district. These individuals are incredibly well paid as it is and are doing a sub-par job at that.

As the Education Foundation Vice President at Rancho Romero for two years I helped to oversee a fundraising effort to supplement roughly \$400,000 in donations to cover basic needs in our school including salaries for the Reading Intervention Specialist, the Librarian, the Art teacher and Para-Educators in the classroom. This budget also covers the school copier and other basic essentials that the District is not able to provide. This is in addition to the annual request for donations the school makes to families to cover basic school supplies like paper, pens, scissors, markers and glue. Ironically, that budget also covers disinfectant wipes and hand sanitizer (two things I can assure you will be high on the list of desirables come August).

Extending these raises in light of the coming budget cuts is a slap in the face to the students and families of our district.

Thank you for your consideration,  
Cheryl Iacone

**Colleen McClure May 26, 10:44AM**

I am writing to voice my concern about the retroactive pay increase for the superintendent and executive cabinet for the 2019-2020 school year under discussion tonight. Based on the budget cuts our district faces due to the pandemic, it seems to be fiscally irresponsible and tone deaf to what is happening in the community. Many are losing their jobs and struggling. Our community is facing a lot of unknowns as to what classes will look like in the fall and giving pay increases during this time seems out of step with the sacrifices parents and teachers are having to make to educate our children. In the UC system, the chancellor and presidents are taking a 10% pay cut. They realize that asking others to sacrifice without them sharing in that is wrong. District administrators foregoing this for the sake of our kids would send a message to the community that you share in what is happening. I hope administration will consider this and in an act of solidarity with our community, not accept the additional pay increase at this time.

Colleen McClure

**Karen Fitzgerald May 26, 10:44AM**

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Karen Fitzgerald

**Qyrsti Adams-Hart May26, 10:44AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Qyrsti Adams-Hart

**Jen Abbott May 26, 10:44AM**

According to your agenda, it appears you are contemplating pay raises for your executive staff. We are currently in a time of uncertainty with proposed budget cuts from the state. There is a large possibility that many families will choose to homeschool their children as a result of COVID 19 which will result in a further decrease of funds to our district. You have staff who have had their hours cut or have lost their jobs, programs that have been reduced or eliminated, and teachers facing lay-offs. As a teacher and parent in this district, I strongly oppose a raise for the executive board of SRVUSD. This is not what is best for our students, for our employees, or for our community.

Jennifer Abbott

**Clark Jamison May 26, 10:46AM**

As a resident I'm very supportive increases for certificated and classified employees. However in light of upcoming budget challenges I would urge you not to increase executive salaries at this time. It would be a major mistake for the board to increase salaries for high paid executives at this

time. Use the standards of previous management Steve Enoch would did not take an increase. More money to Schmitt would be pure greed.

Regards  
Clark Jamison

**James Hilliard May 26, 10:46AM**

Good afternoon,

I am a parent and community member of the SRVUSD with students at Neil Armstrong, Pine Valley and Cal High. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever.

Times have changed. What may have been appropriate just a few months ago, in my opinion, are no longer the right choice.

Students, teachers, parents and administrators will have many new needs in the coming months and years.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
James Hilliard

**Jon Forrester May 26, 10:46AM**

You must be joking? Padding your pockets while at the same time taking from others via budget cuts?

Absolutely not.

C'mon, seriously?

Answer: NO.

**Julie Graham May 26, 10:47**

Dear San Ramon Unified School District Superintendent Rick Schmidt and Board of Education Members, Rachel Hurd, President, Greg Marvel, Vice President, Mark Jewett, Clerk, Susanna Ordway, Board Member and Ken Mintz, Board Member:

As a parent, taxpayer, and consistent donator in this District, I am completely disgusted and appalled at the BOE's agenda action items 10.1 and 10.2 the Board will be discussing and potentially (who are we kidding, WILL APPROVE) retroactive raises for Rick Schmidt (who not only resigned during the pandemic but already one of the highest total compensated Superintendent's in the State of California) as well as

Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district-a nearly \$1million dollar increase in pay that is unnecessary and unwarranted.

This, while also on the agenda, a discussion and vote to address the \$8 million dollar budget crisis, by "reducing certified employees by 34 full-time equivalent (FTE) positions, eliminating 10 FTE classified employee positions, decreasing district business office expenditures, and reducing spending by the cabinet and individual school sites (which in of itself is a HUGE slap in the face to our teachers and local school sites (the boots on the ground if you will) that stepped up and created a distance learning program to the best of their ability in these unprecedented times-what exactly did the BOE and Rick Schmidt do, other than resign?

Is the BOE and our outgoing Superintendent so tone deaf that they do not see nor believe how, at best, incredibly unethical this is? Optically, it reeks of "legalized" fraud and embezzlement of tax payer funds! I for one, am sick and tired of PUBLIC EMPLOYEES profiting off taxpayers and the downright corruption and unethical behavior demonstrated openly, freely and proudly in this District.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted.

We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.

Again,

I strongly urge you to vote NO on these items.

Thank you for your time.

Julie Graham

**Rebecca Griffin May 26, 10:47AM**

Good morning,

I am a parent, community member and alumni of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the

pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time,  
Rebecca Griffin

**Sophia de Bruyn May 26, 10:49AM**

To the SRVUSD Board of Education:

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. These items will institute a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. The items will also increase retirement pay for the retiring Superintendent, as well as increase the base salary going forward for district management.

To say that parents are outraged that district leadership would seek personal financial gain during a time of extreme economic hardship for families in our community is a gross understatement. If ever there was a time to decline a pay raise, the time is now.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts they pose. In a time when our district is facing an \$8 million dollar budget crisis and teacher layoffs, this nearly \$1 million dollar proposed increase in pay is shameful and irresponsible. We are looking to the board to be good financial stewards of our district funds.

I strongly urge you to vote NO on these items.  
Thank you for your time.

Sophia de Bruyn

**Seth Brusseau May 26, 10:49AM**

To whom it may concern, I do not consent to the retroactive pay raise for management.

Seth Brusseau

**Maria Martell May 26, 10:49AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Maria Martell

**Nancy Kuta May 26, 10:50AM**

Attention SRVUSD BOE -

I have 2 children in the district.

I do not agree with executive pay raises at this point in time while major cuts are taking place. We are all being financially impacted by the current circumstances. The district should be preserving all possible funds to go towards academics for students.

Nancy Kuta

**Laura Young May26, 10:50AM**

Dear SRVUSD Board Members,

I am a teacher and community member. I am writing to you today to address items 10.1 and 10.2 on tonight's agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Office as well as others in the district.

I strongly urge the BOE to vote NO on these items due to the financial impacts it poses. Our district is facing an \$8 Million Dollar Budget Crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted in these times. It is disheartening to know that tonight's meeting includes reducing 34 full time FTE, 10 classified FTE, and site and district spending cuts, alongside a consideration of pay raises for the board members. We are facing many unknowns and it is your obligation as leaders of this district to do what is best for our students. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly to the classroom for our health and safety.

The BOE has a duty to serve the community of the SRVUSD. I strongly urge you to decline these "me too" raises at this time of crisis and vote NO on these items.

Warmly,  
Laura Young

**Julie Redondo May 26, 10:50AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.



I strongly urge you to vote NO on these items.

Thank you for your time.  
Julie Redondo

**Kim Green May 26, 10:51AM**

The only funding that is needed is for programs at the schools to react to covid.

Anyone voting to approve the cabinet, management increases should be removed. You are not fulfilling your responsibilities.

Kim Green, parent

**Erica Townsend May 26, 10:52AM**

This administration does not deserve a raise. This district has FAILED our students and they want a raise. Unbelievable. Parents have lost jobs, your registration number are going down, kids are desperate for REAL teaching, teachers are being laid off, school maintenance will be a problem, and the state is extorting the federal government at the cost of our education system. Pathetic!! A system citizens pay heavily into via taxes. There is NO reason for any increase to ANYONE in this district.

If these raises go through, it is the ultimate "kick them while they're down" thing that can be done.

Shame on this district!!

**Reina Fogelman May 26, 10:52AM**

Good Morning, ,

I am a parent and community member of the SRVUSD. I have three kids at Pine Valley Middle school: a rising 8th grader with autism that is mainstreamed but has an IEP, and twin rising 7th grade daughters...one of which has a 504. As you can see, my house (my students) represent all of the students in this district with varying levels of assistance needed in order for them to thrive academically.

None of their "paths" to academic achievement has ever been found in the general student handbook of curriculum... they have all at some point or other required out of the box thinking and assistance.

I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Sincerely,  
Reina Pasternak Fogelman

**Elizabeth Jamison, May 26, 10:52AM**

To Whom It May Concern:

Several Things:

1. I am appalled that one of the topics for today's SRVUSD school board meeting is to consider and most likely approve raises for the District executive positions, especially Rick Schmitt. Seriously?
2. At the same time the Board is considering \$8 million in cuts.
3. As a resident of Danville and a current SRVUSD middle school teacher, I am shocked by your priorities.

I continue to have very little faith in the District or Board.

Sincerely,  
Elizabeth Jamison

**Jessie Chen May 26, 10:54AM**

It is disgusting and absolutely discouraging to be reading the board meeting agenda which includes retroactive pay raise discussion on the same day as I learned at least 10 staff members from our elementary school will not be returning to their positions next school year. We are at a time of budget cut, a massive budget cut. Many programs are being cut due to funding. Why are you as a board still considering giving pay raises? If you have the money, students CAN benefit from any amount. Please do NOT go through with the retroactive pay raise. Not at a time like this. Not during a health crisis. Consider your staff, consider your students, consider someone else other than yourself and Rick Schmidt.

Jessie Chen

**Jason Ricketts May 26, 10:55AM**

How can you possibly discuss raises including a retiring superintendent and also discuss reducing the budget?! This is the problem with our district and the superintendents, thinking they deserve these exorbitant salaries at the expense of the district, school, and STUDENTS.

Stop it!

Jason

**Ammara Basheer May 26, 10:57AM**

To the San Ramon Board of Education and Trustees,

I do NOT consent to the retroactive raise for management in a closed door meeting especially during this trying time for our students amidst the COVID-19 pandemic. We cannot give management a raise at the same time proposing an \$8 million cut to the budget. Our students and teachers deserve every cent the district has to maintain the district's standards during this time. Please put our students first.

Ammara Basheer

**Susan Fisher May 26, 10:59AM**

Members of the Board,

As we are navigating these extraordinarily difficult and perilous times I am deeply disturbed that retroactive executive board pay raises are even being discussed. We are facing unprecedented funding cuts now and in the years to come and every penny of those funds need to be preserved to serve the students. I thought it was your duty to serve the students in your jurisdiction. How does enriching the executive board on the cusp of a financial crisis serve the students? I am extremely disappointed that this would even be an agenda item. Our students need highly trained teachers, smaller class sizes, and a support staff that promotes safe and quality education that meets the diverse needs of every student. I strongly urge you to reconsider spending my tax payer dollars in this manner.

I voted you in to support our students not to waste valuable tax dollars on an expenditure that provides no value to my children. The children of this community are counting on you to make an ethical decision in their best interest.

Thank you  
Susan Fisher

**Tina Broomhead May 26, 10:59AM**

Members of the Board,

As we are navigating these extraordinarily difficult and perilous times I am gravely disturbed that retroactive executive board pay raises are even being entertained. We are facing unprecedented funding cuts in the years to come and every penny of those funds need to be preserved to serve the students. Is it not the objective of the school board to serve the students? How does enriching the executive board on the cusp of a financial crisis serve the students? It simply does not serve our students in any manner. Our students need highly trained teachers, smaller class sizes, and a support staff that promotes a safe and quality education that meets the diverse needs of every student. I strongly urge you to reconsider spending our tax payer dollars in this manner. Please support our students and do not waste our valuable tax dollars on an expenditure that provides no value to our children. Our children are counting on you to make an ethical decision in their best interest.

Regards,  
The Broomhead's

**Vasconi May 26, 11:00AM**

Good Morning:

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually do the right thing and refuse this increase. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises. Additionally, it is the teachers who dig into their own pocketbooks to purchase supplies for their classrooms. The board does NOT offer any of their "extra" funds to enrich the classrooms and make them a welcoming, safe place for the students of this district.

I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

A. Vasconi

**Amy Abella May 26, 11:00AM**

No raises!!!!

With a possible \$8M budget cut in education, I am appalled that there would even be a discussion regarding pay raises.

If anything they need a pay cut like every other person in this world.

How could you even think this was an option.

It is time to start putting our children first.

Amy Abella

**Debbie McGovern May 26, 11:00AM**

Dear SRVUSD Board Members,

I am a teacher and community member. I am writing to you today to address items 10.1 and 10.2 on tonight's agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Office as well as others in the district.

I strongly urge the BOE to vote NO on these items due to the financial impacts it poses. Our district is facing an \$8 Million Dollar Budget Crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted in these times. It is disheartening to know that tonight's meeting includes reducing 34 full time FTE, 10 classified FTE, and site and district spending cuts, alongside a consideration of nearly 1M pay raise for the board members. We are facing many unknowns and it is your obligation as leaders of this district to do what is best for our students. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly to the classroom for our health and safety.

The BOE has a duty to serve the community of the SRVUSD. I strongly urge you to decline these "me too" raises at this time of crisis and vote NO on these items.

Debbie McGovern

**Cynthia Stephenson May 26, 11:02AM**

As a parent in the SRVUSD, I DO NOT CONSENT to the proposed raise for top level executives of the board.

We are in a crisis, working hard to make a plan for our students for the fall. This is not a time to cut our education budget and give out raises.

Please, I urge your to spend your time planning for our children's needs, and how they can safely return to school in the fall rather than voting on raises for your executives.

Thank you

**Sandy Plechaty May 26, 11:02AM**

I am a parent and community member of the SRVUSD for the last twelve years. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items. This is not the time. Let's put our kids and the future generations first.

Thank you for your time,  
Sandy Plechaty

**Renee Bula May 26, 11:03AM**

Dear SRVUSD Board Members,

I am a teacher and community member. I am writing to you today to address items 10.1 and 10.2 on tonight's agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Office as well as others in the district.

I strongly urge the BOE to vote NO on these items due to the financial impacts it poses. Our district is facing an \$8 Million Dollar Budget Crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted in these times. It is disheartening to know that tonight's meeting includes reducing 34 full time FTE, 10 classified FTE, and site and district spending cuts, alongside a consideration of nearly 1M pay raise for the board members. We are facing many unknowns and it is your obligation as leaders of this district to do what is best for our students. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly to the classroom for our health and safety.

The BOE has a duty to serve the community of the SRVUSD. I strongly urge you to decline these "me too" raises at this time of crisis and vote NO on these items.

Renee Bula

**Shari Noda May 26, 11:03AM**

Dear SRVUSD Board,

According to your agenda, it appears you are contemplating pay raises for your executive staff. We are currently in a time of uncertainty with proposed budget cuts from the state. There is a large possibility that many families will choose to homeschool their children as a result of COVID 19 which will result in a further decrease of funds to our district. You have staff who have had their hours cut or have lost their jobs, programs that have been reduced or eliminated, and teachers facing lay-offs. As a teacher, former parent of a child of SRVUSD and a community member in this district, I strongly oppose a raise for the executive board of SRVUSD. This is not what is best for our students, for our employees, or for our community. How can you ask principals to cut \$70,000 from their school budget, continually ask parents to fund specialists at our school and buy paper and pencils but give raises to management?

**Thank you for listening. Shari Noda Kindergarten Teacher at Twin Creeks**

**Patti Salinas May 26, 11:04AM**

Good Morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose.

Our district is facing an \$8 Million dollar budget crisis. This nearly \$1 Million dollar increase in pay is unnecessary and unwarranted! We are facing so many unknowns right now and need to be *fiscally responsible* now more than ever. Students and teachers will have many needs in the coming months and years which will require extra funds to go directly into the classrooms *for their safety and health*.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic. Unemployment rates are soaring, and many are being asked to take significant pay cuts--including many state government employees. Yet the SRVUSD administrators

are finding ways to take funds directly out of the pockets of our school sites and students to give themselves pay increases! Please vote NO and show that you value our students above all else. Show our students and community members that SRVUSD values *education over administration*.

I strongly urge you to vote NO on these items.

Thank you for your time.

Sincerely,  
Patricia Salinas

**Carol Gilbert May 26, 11:05AM**

Members of the Board,

As we are navigating these extraordinarily difficult and perilous times I am **gravely disturbed** that retroactive executive board pay raises are even being entertained. We are facing unprecedented funding cuts in the years to come and every penny of those funds need to be preserved to serve the students. Is it not the objective of the school board to serve the students? How does enriching the executive board on the cusp of a financial crisis serve the students? It simply does not serve our students in any manner. Our students need highly trained teachers, smaller class sizes, and a support staff that promotes a safe and quality education that meets the diverse needs of every student.

I strongly urge you to reconsider spending our tax payer dollars in this manner. Please support our students and do not waste our valuable tax dollars on an expenditure that provides no value to our children. Our children are counting on you to make an ethical decision in their best interest.

Carol Gilbert

**JoAnn Rivas May 26, 11:06AM**

I do not consent to a retroactive raise for management! They were so un-prepared for this pandemic and do not deserve a raise, especially when monies are being cut from the school budget.  
Jo Ann Rivas

**Michelle Estes May 26, 11:07AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever.

Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District.

The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items. Thank you for your time.

Michelle Estes

**Gabrielle Middleton May 26, 11:07AM**

Hello,

I read that the board is considering an increase in executive pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

Gabrielle Middleton

**Andrea Vomund May 26, 11:12AM**

I'm absolutely floored and outraged that at a time like this, your executives think they deserve a raise. Is this a joke?

About a year and a half ago we sat in on the meeting to give raises to the superintendent and other educational employees. Everyone at meeting was against it due to public school budgets etc. it got voted through without a blink. Our superintendent then retires not long after and has not done much since covid began.

Not only are we in an unprecedented time of financial crisis everywhere, the public school online education has been a joke for 70% of the Online classes. Many of the public school teachers and classes can't be compared to the local private schools. It's like many (not all) don't care about teaching and putting in the extra effort to make these past few months count and really teach the kids.

Please please please do not let this increase go through!! This sends a horrific message to the taxpayers and families!

There will be a time for a raise but come on, not now. This would show how self centered, self serving and completely financially irresponsible the school district is. Moreover it would send a loud and clear message that the school district board is not fit to deal w anything financial.

Thank you!

**Morna Gersho May 26, 11:13AM**

Hi,

As a former parent, (two kids graduated through SRVUSD) and teacher I strongly object to the administration raises suggested in tonight's board meeting during these unprecedented times of Covid 19.

Who knows what enrollment will look like next year, but more importantly who knows what the districts budget will be?

At a time when everyone (Ca included) is taking the hardest financial hits of the century, the mere thought of individual financial gain is reckless.

-Morna Gersho

**Racquel Landolf May 26, 11:14AM**

I do not consent to retroactive raises for management.

Not the time

Thank you  
Racquel Landolf

**Tracie Wold May 26, 11:15AM**

As a parent in the SRVUSD, I DO NOT CONSENT to the proposed raise for top level executives of the board.

> We are in a crisis, working hard to make a plan for our students for the fall. This is not a time to cut our education budget and give out raises.

>

> Our family has had to take a large financial cut in salary during this time. If raises are given out during this time, our family will NOT be giving a donation to the schools this coming school year.

>

> Thank you,  
> Tracie Wold

**Erin Lowther May 26, 11:15AM**

I strongly object to the board even considering retroactive raises for the executive board and management.

The Rick Schmidt hire was egregious enough but now we're bringing on this guy from Canada who has zero longevity in any role?

When does this incompetence end?

I will be advocating for the entire board to be recalled! Their actions and behavior in the matter of what's FAIR for the teachers and the leadership required for this District have been simply abominable!

Signed,  
An active volunteer and concerned parent in this district

**Shari Noda May 26, 11:15AM**

Good Morning:

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis. How can you ask principals to cut money from school budgets but you take pay raises when already parents and teachers are funding paper, pencils, and other teaching supplies? Please do the right thing.

Shari Noda

**Zainab Burney May 26, 11:16AM**

Hello,



Hope you are well. I am writing on behalf of the agenda item of pay raises for executives for the school district. I stand with many other parents who strongly are against and oppose this consideration. I also oppose the elimination of teacher/staff jobs as well.

Our tax dollars should be used for the schools and its staff- not administration pay hikes while eliminating the staff that is essential to our children's education.

Thank you,  
Zainab Burney

**Erin Tulley May 26, 11:16AM**

As a Danville citizen, mother of three, and active parent at Vista Grande, I do **not** approve of the executive pay raises. That is the opposite of what our schools need right now! I will be watching the outcome and will remember this during the next election.

Thank you,  
Erin Tulley

**Mary Black May 26, 11:17AM**

Please vote No on retroactive raise for administration, including outgoing superintendent and/or any pay increase. We need funds elsewhere.

Thank You,  
Mary Black

**Sarah Lindblom May 26, 11:17AM**

I am a teacher and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the classroom for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. I strongly urge you to vote NO on these items.

--

Sarah Lindblom, M.A. Special Education

**Lauren Simpson May 26, 11:18AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are

facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Lauren Simpson

**Julia Zicherman May 26, 11:19AM**

I know we are in just a huge mess and I know it feels like we cannot sustain our schools, but we HAVE to! How do we get our schools back safely? By cutting class sizes in half, hiring more teachers, and maybe securing more space for classes. I know this seems like a huge stretch, in fact, it seems impossible, but maybe, just maybe, this is how our schools should have been functioning all along! We have this one opportunity to get it right and do good by our future leaders, our children. We HAVE to put \$\$ into our schools! Not take it away. Somehow, someday, we HAVE to do this and lead by example. As far as I see, we have no choice in successfully education our future generation. Please please please, our children beg of you, DO NOT make cuts to our schools budget! We need to do the opposite figure out how to support the budget. Thank you for your time....

Julie Zicherman,

**Jasmine Vasa May 26, 11:20AM**

To whom it may concern

This email is to express my disapproval and disappointment about considering salary raises to the administration staff at a time when there are budget cuts and serious impact to our children's education program. I cannot fathom why would the board consider this measure when overall in the economy conditions are not great and all cost cutting measures are adopted. I do not see any reason to consider this pay increase during this time. Please channel these funds towards behaving our kids education. I have two kids in SRVUSD and am appalled that the board is even considering this.

Thanks,  
Jasmine.

**Judy Carreno May 26, 11:23AM**

Good afternoon,  
I am writing to you today as a parent and community member of the SRVUSD regarding items 10.1 and 10.2 on tonight's Board of Education agenda.

My understanding is that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

We are facing an \$8 million dollar budget crisis yet want to increase pay by nearly \$1 million dollars which does not make sense. There are so many unknowns we are facing making it crucial that we are smart with the dollars we have and how to best allocate them.

The pandemic as you know has caused unemployment rates to soar. Many are being asked to take significant pay cuts just to keep their jobs all while the SRVUSD administrators are finding ways to increase their pay. That isn't right.

The Board of Education has a duty to serve the community of the San Ramon Valley School District which includes investing in students and their education as well as our teachers rather than administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Judy Carreno

**Celeste Hejlik May 26, 11:25AM**

I am parent of the SRVUSD community. I am writing in regards to Items 10.1 and 10.2 on the Board Agenda for May 26, 2020.

In this time of crisis, our state and county are in the presence of a serious loss of economy and strain on budgets for schools.

On April 28, 2019, the CCCOE stated it would be able to provide a 2.56 to the "me too" salary settlement for the fiscal year of 2019/2020. This was signed off by Bill Clark, Deputy Superintendent, which approved district administration a total increase in salary of \$867,155.

As I understand the retroactive pay increase will be for current Superintendent (who is leaving the office and has already been paid ample), Deputy Superintendent, Assistant Superintendents and Chief Business Office, along with a few others in the district.

Now we are in a pandemic. This group of administrators wants to compensate themselves with retroactive pay that is still on the table, all the while discussing an \$8 million dollar budget cut to our schools, teachers and students. Many employees across this state, the nation are taking pay cuts, being laid off, unemployment rates that rival the Great Depression. As this district is looking to increase pay by compensation of \$1 million retroactive raises. Optically, this does not look ethical to the community at large?

I strongly encourage that Board of Education to Vote No on 10.1 and 10.2, as this is fiscally irresponsible to compensate retroactive pay and make cuts to the budget at this time.

This Board of Education has a responsibility to serve the community that is facing many unknown cost challenges such as restructure of a potentially new academic system, health and safety for students, teachers and staff, new cost expenses/requirements for teachers, and more costs that will come along the way. Fiscal responsibility should be the most important right now, to protect the potential unknown costs that are about to appear.

The SRVUSD Board of Education has a responsibility and the time is NOW to show that you the board....support, value, care, for the investment of the education of the students over the administration...that you as a board are invested in the better of this community.

Vote No on 10.1 and 10.2....

A caring parent to the SRVUSD,  
Celeste Hejlik

**Jami Garner May 26, 11:26AM**

I would like to voice my opinion on voting for administration/superintendent raises. We, of the SRVUSD parents, believe the funds should be used in other ways. ESPECIALLY at this time. Now is the time to allocate the funds in other directions.

Thank you  
Jami Garner

**Brian Slocum May 26, 11:26AM**

Dear SRV board. I do not consent to the retroactive pay increase for management. Please do not vote for this pay increase. Many people are struggling due to the shelter in place and business stoppages... so it would be entirely inappropriate to vote to increase the district management's pay. Money should be allocated toward the school's specifically and ensuring better safety in the coming fall school opening, not higher salaries for district management.

Brian Slocum

**Leah Nielsen May 26, 11:27AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is already facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. With so many future unknowns, we need to be fiscally responsible now more than ever.

Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

As a member of the community and having children in SRVUSD, I DO NOT consent to this retroactive raise for management. I strongly urge you to vote NO on these items.

Thank you for your time.

Best regards,  
Leah Nielsen

...

**Mike Arata May 26, 11:27AM**

I recommend rejection and re-negotiation of the 11-month retroactive (but ongoing) base salary increases for Tier IV certificated and confidential employees, expecting to enlarge those salaries to a range of \$226,486 to \$357,832, while adding a new contract for yet another an Assistant Superintendent — in the present case, an Assistant Superintendent of Business Operations and Facilities.

The extraordinary \$357,832 figure is that of outgoing Superintendent Schmitt, who had to apologize publically last month for the grossly irresponsible behavior of administrators and some still-in-place teaching staff members in the outrageously biased treatment of now former student Nathaniel Yu — an apology that was part of the large-dollar settlement with Mr. Yu and his family.

The present salary of California's governor, reportedly the highest of any governor in these United States, is \$210,000 for 2020. Mr. Schmitt, administering a school district rather than the nation's most populous state, is to be paid nearly \$148,000 more than the governor.

Additionally, *every one* of the administrator salaries under discussion in agenda items 10.1 through 10.5 exceeds that of the governor.

Meanwhile, you are also considering how to reduce the coming academic year's expenditures by some \$8 million, due at least in part to the base-pay increases you've already approved — and coincidentally equal to the amount your insurers are paying as a settlement amount in the tragic death of Ben Curry.

The further context is a period of tremendous frustration and economic hardship for many or most families in the San Ramon Valley — i.e., the people whose taxes pay for the generous salaries and benefits of the School District's administrators, teachers, counselors, and other staff personnel.

The salary increases at issue this evening, when the coronavirus pandemic has wiped out the livelihood of some and substantially diminished the incomes of many others, with unknown further consequences yet to come, represent yet another instance of shocking tone deafness.

If you vote to approve agenda items 10.1 through 10.5, you will place yourselves among the none so blind as those who *WILL* not see, none so deaf as those who *WILL* not hear.

So again, I recommend rejection of the salary increases under consideration. The existing salary and benefit levels are already unduly and disproportionately generous.

**Vince Golla May 26, 11:30AM**

Greetings. I'm chagrined to note that it appears the Board of Education is poised to review and approve salary increases at its May 26 meeting. The state is facing a \$50 BILLION budget deficit driven by a pandemic that shows no sign of abating and it's inevitable that all California school districts will receive less funding in the 2020-21 school year. The **only logical decision** here is to postpone this action until after we have a better sense of next year's state budget. Increasing salaries in May and then reducing staff in July would be catastrophic. Do not dare to expect parents to backfill any such catastrophe with increased donations.

I respect that these are intensely difficult times and our publicly elected citizen leaders deserve our support. In return, we expect deliberation and decision-making that best serves the entire district - particularly in times such as these.

**Simone Wells May 26, 11:33AM**

I can't believe the board of trustees is even THINKING of giving raises to the top executives of the district. How our school district had NO pandemic or disaster plan in place is an embarrassment. We live in a state with earthquakes, was there a plan for those? If kids couldn't go to school because of damage? Or fire damage? We have many friends in other states and they ALL had plans.

To say I am dissatisfied with our school district is a huge understatement. We moved to Danville for its schools. I have 3 children - 3rd grade, 9th and 11th. We were so unhappy with our oldest child's education, my 9th grader is in private school. It has been night and day the education that my 9th grader had received vs my 11th grader.

As for my 3rd grader, she is starting private in the fall. We did this before the pandemic because we didn't want her to go to CWMS or Stone Valley but in light of the current situation, we are relieved. We know that there will now be a comprehensive teaching plan.

The teachers in our district are underpaid. The fact that the state of California pays their teachers so little is unacceptable. You would think California (as a state) would be one of the highest paying, not the

lowest. Paying executives six figures when the teachers get so little is NOT ok.

Simone Wells

**Aimee Smith May 26, 11:34AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Blessings,

Aimee Smith

**Shannon Behm May 26, 11:34AM**

I find it astonishing that you would be considering retroactive raises for the retiring Superintendent, his executive cabinet and management staff.

We are facing severe budget shortfalls and have No Plan to get our kids back to school in fall. Perhaps your time would be better spent focusing on this instead of making it harder to provide our kids what they need.

Respectfully,

Shannon Behm

**Jason Lohe May 26, 11:34AM**

For Public Comment

At this current time, given the uncertainty going forward and the budgetary shortfalls from Covid it is highly inappropriate and borderline corrupt to be discussing anything other than a freeze on salaries and the expense side of the ledger until more clarity is present.

I do not normally send messages or involve myself in your activities other than to make my donations to the schools, but this is so clearly unacceptable that I felt it was important as a father of two children in the school district to voice my concerns.

Please consider this my vote of disapproval to be adding additional expenses and increasing salaries at this time, it is highly inappropriate and the vote should be to put a moratorium on spending until post Coivd/Corona.

Respectfully,

Jason

**Angela Choy May 26, 11:35AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.3 and 10.4 on tonight's Board of Education agenda regarding salary increases for SRVUSD administration roles.

It is my understanding that these items will discuss pay increases for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others administrative roles in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget deficit, and this increase in pay is unnecessary and irresponsible. Our schools are facing much uncertainty and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on district funding to go directly into the classroom for their health and safety.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. We have a duty to show our students and community members that we value our investment in education over administration.

**I strongly urge you to vote NO on any salary increase requests for SRVUSD administrative positions.**

Thank you for your time and consideration.  
Angela Choy

**Kim Factor May 26, 11:35AM**

Dear Board Member,

I appreciate all that you do for the students of SRVUSD and I admire your time and dedication.

I am a parent, educator, and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. I strongly urge you to vote NO on these items. I feel that it is important the the money go to teachers and classrooms.

Thank you,  
Kimberly Factor

**Ryan Chandramouli May 26, 11:37AM**

Hello,

I am writing as a senior from the San Ramon Valley Unified School District, who has been a member for all 12 years of my elementary, middle, and high school education. I am asking for a reconsideration of the proposal to cut 8 million in funding while giving top executives pay raises. While I agree that top

executives do important work and should be applauded for their efforts, I think that this proposal is taking needed funding which could help improve our schools and help our students.

**Dana Slocum May 26, 11:38AM**

Good afternoon,

I am a parent, community member and teacher of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and inappropriate at this time. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health. It is not appropriate for upper management to even accept this raise.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Dana Slocum

**Juliet Meinert May 26, 11:39AM**

Dear SRVUSD Board,

I can appreciate that you're facing an incredibly tough job going forward in this global crisis environment. I have three kids in SRVUSD schools and I have serious worries about what public education will look like come August. Not only do I worry about the academic losses that will be inescapable, I'm very afraid of the social and emotional tolls it is already taking on my kids and all the kids in this situation. Never more so than now am I considering alternatives to sending my kids back to the schools they love when the new year starts. Enrollment is already going down and I worry it will just plummet in the fall.

This is absolutely not the time to consider pay raises. Especially for the superintendent who has decided to retire. SRVUSD is facing huge cuts from the state and faith is already being tested about how you will manage a budget going forward. Don't damage it further by approving any pay raises for anyone right now, much less for the board.

Thank you for your time and best of luck,  
Juliet Meinert

**Saira Khan May 26, 11:40AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally



responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Sincerely,  
Saira Khan

**Janes Pasco May 26, 11:40AM**

Hi there,

Just a friendly email for your to pass on that we do NOT consent to a raise for the top executives of the Board of Trustees. During this volatile time plus school deficits I do not believe it's the appropriate thing to do...give retroactive raises!?! Not now.

Thank you.  
Janet Pasco

**Lorissa Wayne May 26, 11:42AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Sincerely,  
Lorissa Wayne

**Maryam Rudden May 26, 11:42AM**

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as

others in the district. I am completely appalled that this is being considered and is not only incredibly tone deaf but it shows that the district values only its own and not its constituents. This group of people is paid ENOUGH, especially those who are outgoing and only trying to increase their long term pension.

The vote on the items should be a hard NO. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

Thank you for your time. Please help ensure the constituents of this district are heard.

Maryam.Rudden

**Patty Giammona May 26 11:42AM**

Hi There,

I want like to state my opinion that I do not consent to this retroactive raise for management. Hoping the BOE will do the right thing.

Thank you,  
Patty Giammona

**Gene Bordegaray May 26, 11:43AM**

I read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

-Gene Bordegaray

**Echo Hamilton May 26, 11:43AM**

Dear SRVUSD Board Members,

I am a parent and teacher of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. I

strongly urge you to vote NO on these items.

Regards,  
Echo Hamilton

**Heather Heffel May 26, 11:43AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education Agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, , Assistant Superintendent and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 Million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety, health and education.

The Board of Education, has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment is at a record high, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration. I strongly urge you to vote NO on these items.

Heather Heffel, CPCS

**Karen Clark May 26, 11:43AM**

Dear SRVUSD Board of Directors,

Please reconsider the 2.56% salary increases you are set to approve at tonight's meeting. It's definitely about the money - our district is facing an \$8 million budget shortfall. But it's almost more about the message. By approving a retroactive raise for the Superintendent and his Directors, you are validating the very essence of what teachers fought for this spring - that teachers have to scratch and claw for every little scrap and administrators are treated with deference and respect. Why should already-high-salaried district employees be entitled to a "coattail" raise when they were against granting it for teachers all those months? Think of the strong message you would send if you didn't approve this salary increase: that you have empathy! That in this time of belt-tightening, layoffs, indeed, financial crises for many - you can see where granting a raise to people who don't really need one would be taken the wrong way by the public you serve. Your greediness might benefit you, but won't pay off in the long run.

In a related matter, I encourage your support of the resolution regarding Schools and Communities First. This important initiative has always been endorsed by teachers and the school board support is a long time in coming.

Karen Clark

**Jennifer Deitsch May 26, 11:43AM**

Hello - I was alerted to the board meeting to issue retroactive pay raises for administrators. I would like to voice my opinion that this is not the time to be providing executive salary increases, when schools are on the verge of major cuts due to the pandemic fallout. Not only is it inappropriate, you will face a very ugly public relations backlash when a half million jobs have been lost in the Bay Area in April alone.. and the jobless rate here has hit 15%.

Jennifer deitsch

**Reese Bordegaray May 26, 11:45AM**

I read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

**Brianna Nudo May 26, 11:45AM**

Good Afternoon,

I am a parent. And community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for the current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to not NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant payouts, but the SRVUSD administrators are finding ways to take funds directly out for the pockets of our school sites and students. We have to show our students and community members that we value our investment in education over administration. I strongly urge you to vote NO on these items.

Thank you for your time.

Brianna Nudo

**Lynne Wong May 26, 11:45AM**

I do not consent to retroactive raise for management while cutting \$8M from the budget. This isn't right for our schools.

Sincerely,  
Lynne Wong

**Chris Lopez May 26, 11:46AM**

Good morning SRVUSD board members,

Please be sure this is addressed and read during the open/public comments during the meeting. I am appalled and very taken aback that this is being considered during this time. How is this even "on the table" and on the agenda while millions of people are losing their jobs across our cities, counties, states, and country?

I volunteered countless hours in my children's classrooms, on the PTA, and will be doing it again next year for the PTA. I am VOLUNTEERING because I care unconditionally for the children. This proposed raise for the executive board and OUTGOING superintendent should be denied and quite frankly, not even considered. We are teaching our children at home hours every day and NOT getting paid either. Honestly, this is infuriating and extremely frustrating that there is total disregard of how this is affecting all SRVUSD students and families and a raise is even being considered and discussed at your meeting. Thereafter, there will be a later meeting to discuss a plan to decrease expenditures by \$8 million next

school year including employment reductions? Please prioritize our students first and those that are with our students every day at school and home shaping and molding our children to be great citizens of society.

Thank you and I hope our children and students are your number one priority too!

Aloha,  
Chris Lopez

**Toni Mitchel May 26, 11:47AM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items. This insensitive and self serving behavior is typical of corrupt politicians, let's not let it have a place in our district and an impact on our children.

Thank you for your time.  
Toni Mitchel

**Diana Barcelos May 26, 11:47AM**

To whom it may concern,

It was brought to my attention that raises for those on the board are on the agenda for today. I'm disgusted that during this time of cut to education, per our Governor, that people are trying to make MORE money. I think that instead of a raise, the board should discuss a pay cut across the board for those that already make a huge salary to help with the state cuts that are about to go down. THAT WOULD BE THE NOBLE THING TO DO.

Thanks for your time,  
Diana Barcelos

**Cheryl Lindenau May 26, 11:48AM**

I am writing to let me opposition to a retroactive raise, that will be part of tonight's meeting.

I also want to express my concerns for our children and school for the Fall.

Our kids need to be in school, everyday, full time. They also need to be participating in all Sports full time, as normal. Kids are not the high risk category for Covid 19 and their mental health depends on school in the classroom.

I am a first responder, and working this entire shutdown on the front lines I can confidently comment, going to school full time is what our kids need. Yes, kids and adults alike are going to get sick, yes there is a chance, but is also more than a 99 percent survival rate. No need to further keep kids apart. There should be an option for more Venture classes and remote learning for people that are maybe not comfortable with this, but we need our kids in school.

Thank you for your time,  
Cheryl Lindenau

**Laura Rasmussen May 26 11:48AM**

PLEASE READ

I am a parent, a long time school volunteer and community member of the SRVUSD. I am writing to you today to address items **10.1 and 10.2** on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I strongly urge the Board of Education to **vote NO** on these items due to the financial impacts it may pose. To be quite honest I find it appalling that the Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district even want to accept a raise during these times when so many and our state are struggling. There comes a time when life is not all about the money but what should rightfully be done for the betterment of society. That you want to hand out raises in these trying times to people already making a significant salary, you should be ashamed of yourself if you vote yes. This is part of the greater problem our society is facing today. What really galls me is come fall the schools will be asking me for money to fund public education. It is moments like this that will have me think twice if I care to vote for another bond on my property taxes.

Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health. The Board of Education has a duty to serve the community of the San Ramon Valley School District. I strongly urge you to vote NO on these items.

*Laura K Rasmusson*

**Sara Olsen May 26, 11:49AM**

I **oppose** the retroactive salary increase for SRVUSD for Tier IV employees that is being discussed at tonight's closed school board meeting.

Thank you,  
Sara

**Laura Bratt May 26, 11:49AM**

During this economic crisis and the insecurity of our entire community due to COVID-19 as well as the projected budget cuts due to declining enrollment and reduction in funding, I respectfully ask that you do not approve any increase in salary for SRVUSD employees making over \$100,000/year.

Thank you,  
Laura Bratt

**Liz Manos May 26, 11:50AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now

more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Elizabeth Manos

**Lori Woodard May 26, 11:50AM**

I strongly urge the board to vote No on items of 10.1 and 10.2 on tonight's Board of Education meeting. Our district is facing a budget crisis but in this extraordinary times this is not the time for these items.

Thank you.

**Heather Sheppard May 26, 11:51AM**

Hello,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Heather Sheppard

**Deborah Varo May 26, 11:52AM**

I am a teacher in the San Ramon Valley Unified School District. I am writing in regards to 10.1 and 10.2 of your agenda. It appears you are contemplating pay raises for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. We are currently in a time of uncertainty with proposed budget cuts from the state. We need to cut \$8 million dollars from the budget. This is money that is being directly taken from the classroom. These pay increases will amount to nearly \$1 million dollars. In addition, there is a large possibility that many families will choose to homeschool their children as a result of COVID 19 which will result in a further decrease of funds to our district. You have staff who have had their hours cut or have lost their jobs, programs that have been reduced or eliminated, and teachers facing lay-offs. This seems a gross misappropriation of funds that are direly needed to directly support the students of SRVUSD. If the board approves the these increases, it shows that they truly care only for themselves over the needs of the students and families in this district.

As a teacher in this district, I strongly oppose a raise for the executive board of SRVUSD. This is not what is best for our students, for our employees, or for our community.

Sincerely,  
Deborah Varo

**Deanna Nudo May 26, 11:52AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Deanna Nudo

**Jennifer French May 26, 11:52AM**

As a parent in the SRVUSD, I DO NOT CONSENT to the proposed raise for top level executives of the board. We are in a crises, working hard to Mae a plan for our students for the fall. This is not a time to cut our education budget and give out raises. Please, I urge you to spend your time planning for our children's needs and how they can safely return to school in the fall rather than voting on raises for your executives.

Thank you,  
Jennifer French

**Tiffany Rashkin May 26, 11:52AM**

I do not approve of giving the SRVUSD management staff a raise, especially as we are discussing a plan for decreasing costs for the upcoming school year. I do not feel our district was in any way ready for online classes and was underprepared to teach our kids remotely.

Sincerely,  
Tiffany Rashkin

**Demetra Jaffin May 26, 11:53AM**

I am just hearing about a proposed retroactive raise to administration. As a parent of a child in the SRVUSD, I am appalled that these are the priorities during these challenging times. I sincerely hope that this raise does not go through.



Demetra Jaffin

**Catherine Silzle May 26, 11:54AM**

Not in favor of more administrative pay increases in the middle of a budgetary crisis. Is this part of the "me too" clause? I'm sure you are aware that many, many families are extraordinarily frustrated right now.

Cathy Silzle

**Avantika Ahuja May 26, 11:55AM**

it is disgusting and absurd what the board is trying to do. raises for admin when teachers have to be let go! the vote needs to be NO. If the board, at all, understands the sentiment of stakeholders and understands how the education funds are to be spent well. parents WILL NOT stand for such bigotry!!!

--  
Ava

**Michelle Beckham May 26, 11:55AM**

Hello,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote **NO** on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students.

We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Michelle Beckham

**Gail Hargis – Brubaker May 26, 11:55AM**

Good morning,

As a parent and member of the SRVUSD I am writing in response to items 10.1 and 10.2 on the agenda for tonight's Board of Education meeting.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote **NO** on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally

responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Gail Hargis-Brubaker

**Tiffany Montoya May 26, 11:55AM**

I am strongly against raises at this point in time. With the recent budget cuts now one should be getting any raises. I'm actually shocked this is even being discussed. Yes everyone is working extremely hard right now but is nearly not the time! With so much change right now this absolutely makes no sense. I believe the next raises should go to the teachers and support staff...as they make a huge difference in my children's lives. They absolutely deserve it.

Tiffany Montoya

**Tiffany Silveira May 26, 11:56AM**

Morning:

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

I urge administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

Thank you,  
Tiffany Silveira

**Cindy Hildebrand May 26, 11:56AM**

Dear SRVUSD Board Members,

I am a teacher and community member. I am writing to you today to address items 10.1 and 10.2 on tonight's agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Office as well as others in the district.

I am particularly horrified that our outgoing Superintendent would be given a raise on his way out. We are all making sacrifices for the sake of the district FOR OUR STUDENTS.

I strongly urge the BOE to vote NO on these items due to the financial impacts it poses. Our district is facing an \$8 Million Dollar Budget Crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted in these times. It is disheartening to know that tonight's meeting includes reducing 34 full time FTE, 10 classified FTE, and site and district spending cuts, alongside a consideration of nearly 1M pay raise for the board members. We are facing many unknowns and it is your

obligation as leaders of this district to do what is best for our students. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly to the classroom for our health and safety.

The BOE has a duty to serve the community of the SRVUSD. I strongly urge you to decline these "me too" raises at this time of crisis and vote NO on these items.

Thank you for your time,  
Cindy Hildebrand

**Sheetal Devidasani May 26, 11:57AM**

Hello

As a parent of a child attending SRVSD I do not consent to the retroactive raise to Executives and management being considered  
This is not justified especially as agenda states \$8 million in budget cut at the same time  
Not done at all

Thank you  
Sheetal Devidasani

**Kat Born May 26, 11:57AM**

I read that the board is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT. This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a MUCH higher priority than any increase for the executives who have NO IMPACT on our students.

Katherine Born

**Tim Madewell May 26, 11:57AM**

In the current environment I do not feel it is responsible or prudent to pass through salary and benefits increases for all district employees. Please suspend and review the contracted increases. The district is already facing \$8M in cost reductions and the State of CA is facing a \$54B deficit to include significant cuts to education. This is not in the spirit of "Schools (our children) and Communities First".

**Tori Keady May 26, 11:57AM**

As a parent in the SRVUSD, I am surprised and dismayed that there is a vote to raise salaries of top school board executives at the expense of money given to individual schools. Due to the cost of (the likely) new guidelines that will be mandated to allow our children to return to classes on campus, I fail to see how this is a time to INCREASE salaries and cut school budgets. During this unique and uncertain time, I'd hope school district leaders would LEAD, and vote to lower salaries across the board. Truthfully, as difficult as the new challenges have been in education due to Covid...people should be thankful to HAVE a job. Many of us do not. Voting to give raises is almost distasteful. This has been confusing and scary enough for adults...we can't imagine how much so for our children. We need to IMPROVE our children's experience when they are allowed back on campuses, not

penalize them more... that warrants ADDITIONAL funds, not decreased.

It's unclear just how severely California's deficit will impact ALL of us across the board due to unprecedented spending to fight this pandemic. Now, more than ever, we need to focus on protecting our children, including their educational experience. SRVUSD needs to reallocate budgets to INCREASE funds to schools, NOT take from our children to pay adults' salaries. Children cannot advocate for themselves, that is the responsibility of the SRVUSD Board, parents, teachers, administration and this entire community. Students need MORE resources to navigate the 'new normal,' not less. As a parent with students in this district since 2008, I do not support a raise for SRVUSD board members, ESPECIALLY when we do not even have clarity regarding when children will return to campus. Illogical is not a strong enough word, but the most polite.

Thank you,  
Tori Keady

**J Donahue May 26, 11:58AM**

Hello!

I am a mother of two at Coyote Creek. I have served on the PTA Board as President and Financial Secretary, and have also served on the board for the Coyote Creek Learning Fund. I mention my service to our school because a great deal of that time was spent trying to convince parents to give our school money. I have been telling parents for years that our school NEEDS this money desperately to keep the amazing (AMAZING) education we are accustomed to at Coyote Creek. I have done this to support not only my own children, but every child, every family, and every member of the staff (most of which I have to come to know well and care about as people, not just teachers.)

It is disheartening to say the least to feel that the Board doesn't have my back as someone who has worked my butt off as a volunteer for this district. Even worse, it doesn't feel like you have our kids best interests at heart. I think about all the countless hours I and others have spent to raise funds for our school so that we can have basic things, like a library. Being president of the Learning Fund alone is basically a full time job!

Decisions like this hurt our schools. They discredit our hardworking volunteers efforts to raise money. I've already started to hear chatter of parents not wanting to donate to schools because of the choices this board has made. How do you suggest we explain your choices to our communities?

Thank you,  
J Donahue

**Magali LeBouder May 26, 11:59AM**

Members of the Board,

As we are navigating these extraordinarily difficult and perilous times I am gravely disturbed that retroactive executive board pay raises are even being entertained. We are facing unprecedented funding cuts in the years to come and every penny of those funds need to be preserved to serve the students. Is it not the objective of the school board to serve the students? How does enriching the executive board on the cusp of a financial crisis serve the students? It simply does not serve our students in any manner. Our students need highly trained teachers, smaller class sizes, and a support staff that promotes a safe and quality education that meets the diverse needs of every student. I strongly urge you to reconsider spending our tax payer dollars in this manner. Please support our students and do not waste our valuable tax dollars on an expenditure that provides no value to our children. Our children are counting on you to make an ethical decision in their best interest.

Magali Le Bouder

**Julie Blinston May 26, 11:59AM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Julie Blinston

**Nick Wold May 26, 11:59AM**

As a parent in the SRVUSD, I DO NOT CONSENT to the proposed raise for top level executives of the board.

> We are in a crisis, working hard to make a plan for our students for the fall. This is not a time to cut our education budget and give out raises.

>

> Our family has had to take a large financial cut in salary during this time. If raises are given out during this time, our family will NOT be giving a donation to the schools this coming school year.

>

> Thank you,

> Nick Wold

**Michelle Ross May 26, 11:59AM**

During his difficult time in budgets needing to be cut, district managements should forgo their raises this year.

**Ron Leung May 26, 12:00PM**

Good morning,

I am a parent and community member of the SRVUSD. Having dissected a recent memo from the district, i was informed of tonight's Board of Education agenda regarding salary increases for several SRVUSD administration positions. As a contributing and supporting citizen of San Ramon, I see this is an abject failure of the Administration to recognize the current situation we as parents, teachers are facing today not only in light of the COVID-19 pandemic which is increasingly contributory towards district's current ~\$8M deficit budget cuts faced but I also see this as a predatory act taking advantage of personal gains while the community is pre-occupied keeping family, work, personal matters afloat.

Specifically, items 10.3/10.4 noted in tonight's Board of Education agenda regarding salary increases for SRVUSD administration roles is what I am challenging.

Per attached, it appears what will be discussed are pay increases for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others administrative roles in the district.

I vehemently urge the Board of Education to vote NO to exercise thoughtful reasoning with the salary increases proposed as it will financial impacts all families in this district and what we are willing to gamble off with our children's education and futures to pad what are already highly paid administrators which we see as fiduciaries to protect our children's education interests and communities. That trust is eroding.

Our district is facing an \$8 million dollar budget deficit. This proposal to increase pay is insulting & irresponsible to all families who already self-fund pay into existing programs to keep SRVUSD standards high through supplementation. We need to be fiscally responsible now more than ever as the entire Nation is due for financial reckoning. For the upcoming months and years as we hope to exit COVID-1 safely, students, teachers and families will require innovative education needs, processes and protocol that will rely on fiscally-responsible district funding going into the classrooms for their health and safety. This is not a time to approach things as business-as-usual. We need leaders and not status quo right now.

You have a public duty to show families, students and community members that you value our investments in education over administration personal gains. The Board of Education has a conscious duty to serve the community of the San Ramon Valley School District with transparency, action and thoughtful balanced strategy.

I strongly urge a NO vote to all salary increase requests for SRVUSD administrative positions and to review these proposals later after fallout emerges from this pandemic.

Thank you for your time and consideration.  
Ron Leung

**Kana May 26, 12:00PM**

Dear Board Members of SRVUSD,

I just learned that the board is voting for raise in the today board meeting. I have two children going to the district school and I am objecting to the raise for the TOP EXECUTIVE.

This is unacceptable during we are facing budget cuts during this pandemic difficult time that all the community and family are facing right now.

I just want to write this in a short note (as I didn't have much time to make to the deadline) but I would also like to raise the concern of school in Fall. Students need to go back to school FULL TIME but not party time or remote learning. The board should open a discussion for the parents to vote on this matter. Parents, students, and the community want the school to open full time in the fall.

Sincerely, Kana

**Jennie Drummond May 26, 12:00PM**

My name is Jennie Drummond, and I am a teacher at Monte Vista High School.

As SRVUSD looks to implement more raises for our highest-paid employees--all of whom are earning well over \$100,000--those employees need to look inward and consider the ramifications of accepting these raises. You--the directors, the coordinators, the superintendents--have already negotiated your own raises. 2.56% of your salaries could easily pay for a program, a class, even a new teacher. In a time of financial instability for our district and state, it's time for you to seriously look at your pwn selfishly-inflated salaries and consider if you truly need another raise right now, on top of what you have already negotiated yourselves, when that money could go to providing a better education for our students. In 2009, then-superintendent Steve Enoch did not accept his raise in light of the recession, mass pink slips, and layoffs. You could step up, and be as altruistic as you claim to be, and allow that money to be used to improve your students' lives. Or, instead, you could maintain your status quo and your greed, and sacrifice students and educators for a little more cash in your own pockets.

-Jennie Drummond

**Leslie Klatt May 26, 12:01PM**

Good Afternoon,

I am a parent and community member of the SRVUSD and grew up going to these schools. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district. I am shocked and disappointed that this is even being considered. We are in a time when much of the rest of the world is unemployed, taking pay cuts, losing bonus's and the idea our district, a highly compensated district that has been paid throughout the SIP is considering retro active payment??

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted and is bad management. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We and you have a duty to show our students and community members that we value our investment in education over administration.

There are many in our school district already considering other options in for school next year and this would solidly their choice.

I strongly urge you to vote NO on these items.

Thank you for your time.

Leslie Tucker Klatt & Abe Klatt

**Ashley DeBenedetti May 26, 12:01PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Ashley DeBenedetti

**Stephanie Lindstrom May 26, 12:01PM**

Dear Members of the Board of Education:

I am a parent and a community member of the SRVUSD. I am writing to urge you to address the current Board Agenda items that pertain to the retroactive pay increase for our current Superintendent, Assistant Superintendents, Chief Officers and other Executive staff at today's BOE meeting. During this pandemic crisis that we are currently facing, there is much uncertainty that our community, students and teachers will be dealing with in the months and year ahead. With our district facing an \$8 million dollar budget crisis, a retroactive pay increase which would amount to nearly \$1 million dollar increase is unnecessary and not fiscally responsible at this time.

The Board of Education has a primary duty to serve the community of the San Ramon Valley School District. With a pandemic crisis, unemployment continuing to rise many are being asked to take pay cuts or alternatively opt to decline a pay raise. I hope that the Board of Education makes an ethical decision and one that is prudent in supporting the best interest of the students that you have a fiduciary role to serving.

Please vote NO to retroactive pay raise and save these tax dollars on expenditures that provides the most value to our students in our San Ramon Valley School District. Our students are counting on each one of you to do the right thing and act responsibly in these very challenging times.

Best,  
Stephanie Lindstrom

**Victoria Johnson May 26, 12:01PM**

Hi,

I am writing as a concerned parent regarding the potential pay raises for the BOE and outgoing superintendent. I am adamantly opposed to these pay raises. If the board is considering budget cuts then the Board of Education and outgoing superintendent should not receive pay raises. Not only is the messaging inconsistent but it is not a prudent financial step to take.

Victoria Johnson

**Lima Cranford May 26, 12:02PM**

Dear Members of the Board,

As we are navigating these extraordinarily difficult and perilous times I am gravely disturbed that retroactive executive board pay raises are even being entertained. We are facing unprecedented funding cuts in the years to come and every penny of those funds need to be preserved to serve the students. Is it not the objective of the school board to serve the students? How does enriching the executive board on the cusp of a financial crisis serve the students? It simply does not serve our students in any manner. Our students need highly trained teachers, smaller class sizes, and a support staff that promotes a safe and quality education that meets the diverse needs of every student. I strongly urge you to reconsider spending our tax payer dollars in this manner. Please support our students and do not waste our valuable tax dollars on an expenditure that provides no value to our children. Our children are counting on you to make an ethical decision in their best interest--especially now.

Regards, Lima Cranford

**Elizabeth Corez May 26, 12:03**

Hello,

As a community member I do not do not consent to this retroactive raise for management and cutting \$8M from the budget. During these times executive positions getting retro raises should not be taking priority.



Thanks  
Concerned Montevideo parent

**Karen Curry May 26, 12:04PM**

I am writing to oppose the proposed raises for top executives or anyone in the San Ramon Valley Unified School District (SRVUSD). This is not the time for the School Board to approve pay raises.

Any money that the School Board believes they have to support pay raises should go into policies, practices and procedures to ensure the safety of our children, accountability and transparency in this broken District. This proposal is more evidence that the School Board and senior staff are there to serve themselves and not the students and parents in our community.

A 15-year old boy, my boy, died because the these top executives did not make the care of our children the highest priority in this District. The people directly and indirectly responsible for Ben's death were not held responsible. There were no consequences to the teacher, Aaron Becker, that:

allowed himself to be distracted by his cell phone and didn't notice Ben go under only 8-10 feet in front of him;

then, sat with his back to the pool putting on his shoes WHILE Ben was drowning;

finally, headed out for the lunch break without checking the pool or noticing Ben's dry towel, jacket, shoes and cell phone sitting in the bleachers.

Aaron Becker left our son at the bottom of the pool.

This drowning occurred after a drowning at a neighboring school within the District in the same school year. Fortunately, in the earlier drowning the teacher and a lifeguard were paying attention. They were able to get the student out of the water and resuscitate her. These top executives that you want to reward did nothing to you ensure that this never happened again. They allowed the swim program to continue at SRVUSD with 58+ students and no lifeguard. How can anyone justify pay raises for these top executives that allowed inadequate policies, practices and procedures to exist? Please direct the funds into student safety, staff accountability and transparency. The system is truly broken to allow this to happen and then to have no accountability or transparency. Our children are at risk if this District continues to operate without accountability and transparency.

Our lives are forever shattered. Do the right thing and fund the right things. No one can bring our child back but you can make sure that you demonstrate that you are outraged by what happened and are taking deliberated steps to ensure the problems in the system acknowledged and addressed.

**Karen Mejia May 26, 12:04PM**

I do not consent to this retroactive raise for management! Please do not cut anymore funds from our education budget.

Thanks,  
Karen Mejia

**Carrie Nevins May 26, 12:06PM**

Dear SRVUSD Board of Directors,

Please reconsider the 2.56% salary increases you are set to approve at tonight's meeting. It's definitely about the money - our district is facing an \$8 million budget shortfall. But it's almost more about the message. By approving a retroactive raise for the Superintendent and his Directors, you are validating the very essence of what teachers fought for this spring - that teachers have to scratch and claw for every little scrap and administrators are treated with deference and respect. Why should already-high-salaried

district employees be entitled to a "coattail" raise when they were against granting it for teachers all those months? Think of the strong message you would send if you didn't approve this salary increase: that you have empathy! That in this time of belt-tightening, layoffs, indeed, financial crises for many - you can see where granting a raise to people who don't really need one would be taken the wrong way by the public you serve.

In a related matter, I encourage your support of the resolution regarding Schools and Communities First. This important initiative has always been endorsed by teachers and the school board support is a long time in coming.

Please do the right thing.

Thanks.

Carrie Nevins

Megha Narang May 26, 12:07PM

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$ 1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Megha Narang

**Jennifer Jamieson May 26, 12:23PM**

Hello -

This email is to express my opposition to raises to the top executives of OUR SRVUSD.

As a family who moved to the area simply for the schools, we are very disappointed that this subject is even up for vote at this juncture of our global pandemic and considering the extremely poor plan to handle distance learning thus far.

The district needs to use the funds to focus on our STUDENTS AND OUR TEACHERS to give them the tools necessary to provide PREMIUM QUALITY learning in the fall. Teachers need to feel appreciated by the district to motivate them.

If the District does not handle this matter and fix the major gaps in distance learning guidelines for the fall, MANY families will leave the district.

Please do the right thing here and DO NOT PASS any approvals for raises of any kind to the executive level.

--

Jennifer Jamieson

**Mona Aziz May 26, 12:27PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

**Patty Belloso May 26, 12:27PM**

Members of the Board,

As we are navigating these extraordinarily difficult and perilous times, I am gravely disturbed that retroactive executive board pay raises are even being considered. We are facing unprecedented funding cuts in the years to come and every penny of those funds need to be preserved to serve the students. Is it not the objective of the school board to serve the students? How does enriching the executive board on the cusp of a financial crisis serve the students? It simply does not serve our students in any way.

Our students need highly trained teachers, smaller class sizes, and a support staff that promotes a safe and quality education that meets the diverse needs of every student. I strongly urge you to reconsider spending our tax payer dollars in this manner. Please support our students and do not waste our valuable tax dollars on an expenditure that provides no value to our children. Only enriches others.

This is a sought after district, you will only be devaluing that for which a lot of us moved to this district for, an exceptional education for our children.

Our children are counting on you to make an ethical decision in their best interest.

Thank you,  
Patty Belloso

**Shraddha Pathak May 26, 12:28PM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$ 1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.  
I strongly urge you to vote NO on these items.  
Thank you for your time.

Shraddha Pathak ( Parent SRVUSD)

**Mark Garcia May 26, 12:31PM**

Please have contingency plans for school year! Stop being reactionary and start being progressive in your leadership. Your peers in other neighboring school districts are.

Lastly, please please stop being tone deaf. No raise for the board!

You certainly have  
Not done anything to deserve it through this event.....

Are you listening?

Mark Garcia

**Elizabeth Ferris May 26, 12:32PM**

It disturbs me to read that the board is considering an increase in executive pay at a meeting today. As stated by a fellow parent, "I am STRONGLY against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this PUBLIC COMMENT."

It is time for us taxpayers/parents to be heard. We put money into our educational system to benefit our children and their educational opportunities. We want to see our money being used to: keep our teachers employed, hire additional nurses to be onsite full time at each school, employ more para educators to support students, purchase necessary teaching/classroom supplies, provide our children safe learning environments, hire more counselors to establish & then maintain stronger support systems for the academic/emotional/social needs of students affected by this and other high pressure situations (there will likely be an increase in the number of children needing this type of support), and to be PROACTIVE in creating solutions which work in favor of our amazing children & their ability to thrive. Many parents feel, & have felt, that there is a lack of transparency in our district and that money is not fully being used to support/grow the educational opportunities of our children. Funding needs to be used to support our children and allow our teachers/hands-on staff the ability to provide them every possible advantage, especially with so many unknowns. It is now more crucial than ever.

This is not the time to be increasing executive pay. Please put our CHILDREN FIRST!

**Darlene May 26, 12:33PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and

health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

Thanks ,

Darlene

**Michelle Jacobi May 26, 12:36PM**

It has been brought to my attention that the board plans to vote in raises to the top executives of the district. Meanwhile discussing cutting 8M from the budget which was a needed more than ever to support our students and teachers. This is unacceptable during these times.

Please let me know what stance you plan on taking.

Thank you for your time,

**Will & Lisa Paine May 26, 12:36PM**

I read that the Board is considering an increase in Executive Pay at a meeting today. I am strongly against any raises while the district is facing a multi-million dollar budget cut.

This is an unprecedented time and we need to acknowledge there will be trade-offs. I want to be sure that the teachers are taken care of and the important school programs. There is no budget for Executive pay increases and it can be reviewed later after necessities are addressed. We need to first and foremost be sure that our valuable tax dollars are used on expenditures that provide direct value to our children.

I have three children in public schools (currently K, 3 and 5). One of them requires special education and it is paramount that special ed receives the funding necessary.

Thank you for consideration,

Will & Lisa Paine

**Jamie Wong May 26, 12:40PM**

I would like the following to be included in the public comment

I read that our school board is considering a pay raise for the administration. I strongly oppose to pay raises while our schools are facing budget cuts.

Thank you,

Jamie Wong

**Elizabeth Krauss May 26, 12:42PM**

Board Members:

To put it briefly, no to retroactive raises for the administrations, including the outgoing superintendent.

Also, please consider high schoolers being given an option for a letter grade or pass/fail for this spring 2020. Why penalize the students who have been working hard? Giving everyone the option to choose

would make sense for everyone but unilaterally making it pass/fail is definitely hurting those who put in the work.

Thanks, Elizabeth

**Heidi Levine May 26, 12:45PM**

You're joking, aren't you?  
You couldn't possibly be giving the top brass raises now!  
Unacceptable!  
From  
Heidi Levine

**Kyra Barale May 26, 12:47PM**

To whom it may concern:

I am a parent of 5 children in the SRVUSD district. I am writing in response to the Board considering retroactive pay raises for the retiring Superintendent, his executive cabinet and management staff.

Frankly, it is absolutely unconscionable that the Board would consider such a thing when the District is facing an uncertain future and budget cuts of an unknown amount.

I call on each of you to vote no.

Further, the District's longstanding policy of awarding the executive staff the same pay raises they negotiate with the bargaining units needs to be revisited, as it creates at least the appearance of a conflict of interest.

I am appalled that the administrative executives of SRVUSD would even be willing to accept an "additional" pay raise at this time. Teachers-who deserve more than anyone- were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make More than that and receive regular raises. I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis. I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. It is truly unbelievable.

We have a duty to show our students and community members that we value our investment in education over administration.

I moved my family from Walnut Creek schools to SRVUSD thinking it was a better district that considered our children's education to be of utmost importance. I have been proved otherwise time and time again and cannot believe I'll need to consider yet another move of districts.

I strongly urge you to vote NO on these items. Please don't disappoint our community and most of all our children.

Thank you for your time.  
Kyra Barale

**Kimberly Young, My 26, 12:52PM**

Dear SRVUSD Board Members,

I am a community member. I am writing to you today to address items 10.1 and 10.2 on tonight's agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Office as well as others in the district.

I strongly urge the BOE to vote NO on these items due to the financial impacts it poses. Our district is facing an \$8 Million Dollar Budget Crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted in these times. It is disheartening to know that tonight's meeting includes reducing 34 full time FTE, 10 classified FTE, and site and district spending cuts, alongside a consideration of nearly 1M pay raise for the board members. We are facing many unknowns and it is your obligation as leaders of this district to do what is best for our students. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly to the classroom for our health and safety.

The BOE has a duty to serve the community of the SRVUSD. I strongly urge you to decline these "me too" raises at this time of crisis and vote NO on these items.

Sincerely,  
Kimberly Young

**Anna Morgan May 26, 1:01PM**

Good morning,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.3 and 10.4 on tonight's Board of Education agenda regarding salary increases for SRVUSD administration roles.

It is my understanding that these items will discuss pay increases for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others administrative roles in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget deficit, and this increase in pay is unnecessary and irresponsible. Our schools are facing much uncertainty and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on district funding to go directly into the classroom for their health and safety.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on any salary increase requests for SRVUSD administrative positions.

Thank you for your time and consideration.

Best regards,  
Anna Morgan

**Krista Fong May 26, 1:03PM**

I am a parent, teacher, and community member of the SRVUSD. I have been working in this district for 11 years and am extremely concerned for its welfare. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as

others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health. The Board of Education has a duty to serve the community of the San Ramon Valley School District. I strongly urge you to vote NO on these items.

Sincerely,  
Krista Fong

**Kierstin Kropp May 26, 1:19PM**

Members of the Board-

Its is extremely disheartening to hear that retroactive executive board pay raises are even being entertained. We are in a climate where our district is set to face extreme budget cuts yet raises for back office (including one for an outgoing superintendent) are a pressing issue? Its absurd! People flock to this area and pay high taxes because the school system if supposed to be so great yet somehow, it doesn't seem that our children's best interests are not being served. I STRONGLY urge you to reconsider spending our tax paying money in this manner.  
Kierstin Kropp

**Elizabeth Nelson May 26, 1:19PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.  
Elizabeth Nelson

**Lisa Wood May 26, 1:25PM**

I'm am infuriated and beyond upset to her you're planning to approve retroactive raises for SRVUSD's top management at a time when enrollment is declining, we're in a pandemic situation and the **district is currently paying out millions in settlement claims due to incidents which happened on school campuses under their supervision**. I am extremely disappointed to hear this and I **do not consent** to this use of funds.



Our community expects much higher standards and ethics from leadership.

This is extremely frustrating and disappointing to say the least.

Lisa Wood

**Jeremy Fogelman May 26, 1:28PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

**I strongly urge you to vote NO on these items.**

A yes vote will have implications long past this year and we (parents of SRVUSD) will work tirelessly to remove those responsible for passing this measure.

Thank you for your time.

**Kristen Sison May 26, 1:34PM**

To Our Esteemed Board of Education,

I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer, among others in the District. These raises would go to the highest-earning employees in the district, all of whom are earning well over \$100,000; 2.56% of their salaries could easily fund a program, a class, or even a new teacher. In a time of financial instability, the ramifications of accepting these raises needs to be carefully considered.

I strongly urge the Board of Education to vote **NO** on these items due to the financial impacts they will have. I understand that it is part of a "me too" agreement, but they can be refused. **They should be refused.** Our district is facing an \$8 million dollar budget crisis, and this increase which would result in nearly \$1 million in pay increases, is unnecessary and unwarranted. Superintendent Enoch knew that good, strong leadership means sacrifices and he declined his raise during a financial crisis in favor of supporting the greater good. We are in a time of uncertainty with budget cuts on the horizon, and a possibility of further funding loss due to families exiting traditional schooling in favor of homeschooling due to the pandemic. There are staff members across the district that have had significant cuts in their hours, others that have lost their jobs altogether, programs that have been reduced or eliminated, and teachers facing lay-offs. We are facing so many unknowns and need to be fiscally responsible now more than ever.

Students, staff, and teachers are facing an educational climate with very different needs that may result in increased expenses for safety, health and equitable learning for all. The Board of Education has

a duty to serve the community of the San Ramon Valley School District and the well-being of **all** its constituents. I strongly urge you to vote **NO** on these items. I urge all parties to act in goodwill and deny the acceptance of this retroactive salary increase. Thank you, Kristen Sison

Sra. Kristen Sison

**Lindy Marich May 26, 1:51PM**

To even consider giving raises to board and executive positions in our school district at this time is really unseemly! We are telling teachers there will be a pay cut and our children will be losing funds for school and this raise is even being put out there???? Hard to believe. There is an election coming up and things will be changing.  
-parent of 3 in SRVUSD

**Elaine Kolowich May 26, 1:52PM**

I read that the board is considering an increase in Executive Pay at a meeting today. I am **STRONGLY** against any raises while the district is looking at a multi million dollar budget cut. Please be sure to include my opinion with this **PUBLIC COMMENT**.

This is not the time to be increasing executive pay while the budget is so uncertain and many teachers are worried if they will even have jobs. Stop pandering to the executives and start prioritizing the things that matter, teachers, counselors, para educators, janitors and nurses should all be a **MUCH** higher priority than any increase for the executives who have **NO IMPACT** on our students.

I agree w this statement by Lorraine Bordegaray!

Thank you, Elaine Kolowich

**Prakriti Katariya May 26, 1:54PM**

Hello,

My children are part of SRVUSD school system. It pains and angers me to no end that we are talking about a significant budget cuts in our educational programs and in the same breath thinking of increasing the pay of executives. Our teachers are embarrassingly underpaid, our educational programs are suffering, parents are being asked to chip in constantly to support various needs within the school **BUT** we are shamelessly discussing to increase executive pays. It is unfair and unconscionable in every sense of the word.

My voice alone is not enough and probably not important to bring about any change yet I consider it to be a part of my civic and parental duty to speak up.

I unequivocally and vociferously oppose the idea of executive pay increase. Please **NO**.

Thank you and Kindly

An SRVUSD Parent.

**Kim Maples May 26, 2:02PM**

To the SRVUSD Board of Education,

In reference to: [https://www.danvillesanramon.com/news/2020/05/25/srvusd-board-to-consider-raises-for-executive-cabinet-management?fbclid=IwAR2-bpZ\\_-LCBvRVsoWvBMtYFdZzSZ1qI6u-uvVSuAFmiXSbNcVqvIOxn-e8](https://www.danvillesanramon.com/news/2020/05/25/srvusd-board-to-consider-raises-for-executive-cabinet-management?fbclid=IwAR2-bpZ_-LCBvRVsoWvBMtYFdZzSZ1qI6u-uvVSuAFmiXSbNcVqvIOxn-e8)

I have learned of the Board of Education instituting a retroactive pay increase during one of the most financially challenging times in history which is, in my opinion, very irresponsible and rude. I understand people are working hard and as a parent with students in the district, I want individuals that support my children's learning to succeed but this is not the time for this. Millions are without work, executives and leaders are giving up their own pay for their employees, debt is rampant, and parents themselves are having to do so much more with less. Why would it be a good idea to proceed with a paid increase at this time? It provides very bad public relations for the district.

Please decline this pay increase for now and repropose it after an acceptable period of time. This is frankly just not the right time for something like this to happen due to the current event climate.

Thank you,  
Kim Maples

**David Barry May 26, 2:04PM**

RE: Salary Adjustment for Management

We are in unprecedented times. Our children education for the last 2+ months has been reduced to online. Unemployment has spiked nationally by over 40 million. Almost 100,000 have died. State tax revenue has fallen off a cliff. The result of this is an estimated \$8 million cut in our district for next year. We have all been asked to share the sacrifice. In this environment this is the easiest decision that can be made. Do not give management a retroactive pay increase. I'm guessing with salaries already over a quarter million dollars a year, they can join in this shared sacrifice.

David Barry

**Kristine Young May 26, 2:09PM**

Hello,

I just read that the SRVUSD Board of Education is considering an increase in Executive Pay at a meeting today. I am STRONGLY against any pay raises while our district is facing multi-million dollar budget cuts. Please be sure to include my opinion with this PUBLIC COMMENT.

This is most certainly not the time to be increasing executive pay while the funding and health of the public education system in our state is so uncertain. As we are all too aware, our district is grossly underfunded. Stop prioritizing executives over teachers, counselors, para educators, therapists, support staff, and most importantly OUR CHILDREN! The fact that executive pay raises are currently being discussed further speaks to how out of touch the BOE is with our community, resulting in further animosity and lack of trust.

Sincerely,  
Kris Young

**Julie Silvers May 26, 2:13PM**

To whom it may concern,

Please do not increase payment to administration and/or pay Rick Schmidt any more money than he has already been paid. We are suffering a catastrophic budget cut to our district, and our students deserve all the available money to pay for whatever measures need to be implemented in the fall.

SRVUSD is constantly bemoaning budget shortfalls. At this unprecedented crisis point, administration should absolutely NOT be using funds to reward themselves. You guys claim to want what's best for our students and teachers. Put your money where your mouth is and reserve this money to keep our schools functioning at the best levels in the fall. This money should be used to keep teacher jobs, train teachers on distance learning, add courses for social distancing, increased covid-19 disinfecting protocol, and other safety measures.

Do the right thing and stop harming our students. No further funds to administration and Rick Schmidt.

Sincerely,  
Julie Silvers

**Sarah Mascardo May 26, 2:14PM**

I oppose the salary increase for any executive, this is a time to focus on students and families that are in both economic and health crisis.

Let's be smart and resourceful with our funds and focus on what is important right now.

Sarah Mascardo

**Rebecca Shea May 26, 2:20PM**

To Whom It May Concern,

In light of the looming budget cuts and layoffs, I am appalled that the administrative executives of SRVUSD would be willing to accept an "additional" pay raise at this time. I realize it is part of a "me too" agreement, but you can actually say no to this. Teachers were negotiating to fight for lower class sizes amongst many other things and also to be able to keep up with the "cost of living", but the administration in SRVUSD already make that and receive regular raises.

I urge to administration to act in goodwill and deny acceptance of the me too clause at this time of crisis.

Sincerely,  
Rebecca (Becky) Shea

**Kelly Jellin May 26, 2:23PM**

Dear Board Members,

The pandemic has decimated our already inadequate funding. Many of my friends are considering non-public school options for the upcoming year which will further impact funding.

I know teachers who were pink slipped because of the projected decrease in enrollment. I know that this is an issue all over the state. A family member that works in another district office recently took a pay cut because of decreased funding.

Tonight the BOE is voting to increase salaries for executives. I ask that you vote against this at the current time. Our students and teachers need as much funding as possible in these uncertain times. Teachers need additional training for online teaching as remote education seems to be inevitable if Covid deaths increase in the future. We also need to retain the amazing teachers in our district.

Please vote no on pay raises for executives.

Sincerely,  
Kelly Jellin

**Rick Leibowitz May 26, 2:51PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents and Chief Business Officer as well as others in the district.

I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

**Malia Hill May 26, 2:57PM**

Hi-

>

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> I strongly urge you to vote NO on these items.

> Thank you for your time.

>

> Malia Hill

>

**Chandan Toor May 26, 3:40PM**

Public Comment: My son attends Rancho Romero Elementary school. He has not attended school since March, and we don't know when School will be reopening. It makes zero sense to offer pay increases at a time when there is no money to pay staff or even conduct school. I object to this potential pay out to top executives. If there is not enough money to pay teachers there should not be enough money to do this.

**Danielle Cook May 26, 3:50PM**

Good afternoon,

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I strongly urge you to vote NO on these items.

Thank you for your time.  
Danielle Cook

**Deanne Andrews May 26, 3:52PM**

Hello,

In light of the pandemic, the SRVUSD administration executives should refrain from any thought of pay raises.

It was just announced that UC President Napolitano and UC chancellors will take a 10% pay cut amid coronavirus-related budget crisis.  
Can the SRVUSD do the same? Or at least don't consider raises! Students and student resources need to be the budgetary focus, now more than ever!

~DeAnne Andrews,

**Amy McKeon May 26, 4:00PM**

To Whom it may concern,

Please add my name to the long list of stakeholders who oppose a retroactive pay raise for the executive team, including the outgoing superintendent.

We are living in unprecedented times. My family members who work in healthcare, on the front lines, are taking PAY CUTS, so hospitals can survive.

It is extremely disappointing and upsetting that our Board of Education is considering pay raises, while also discussing budget cuts? Shame on you.

We do not yet know what the future of public schooling will look like in the short-term. A retroactive pay raise is not only short-sighting, but smacks of money grabbing.

Sincerely,  
Amy McKeon

**Melissa Von Rosen May 26, 4:04PM**

Hello,

I recently was informed that there will be a vote tonight in regards to increasing the executive pay. I think it would be grossly irresponsible to raise executive pay in a time of so much uncertainty. The last pay raise was preposterous enough, so to propose it again and to be considering cuts you are making to the district's budget as well shows a blatant disregard for our student's education. Please forward my comments to the board. I hope they do the right thing!!!

Melissa

**Ann Borrás May 26, 4:07PM**

I sincerely hope that in this climate, with the looming budget cuts and the educational needs of our student body you are not seriously thinking about allowing a raise for the executive board and the superintendent. That would be unbelievably unconscionable and absolutely unacceptable! I was educated (k-12) in this district, have taught in this district for years (DVHS, Los Cerros) and I have 2 children in this district ( rising junior and rising freshman at California high school). I am APPALLED this is even in consideration. You should all be embarrassed.

Ann Booras

**Swati Shah May 26, 4:43PM**

Hello, as the mother of three kids who attend SR school district. I would absolutely not appreciate raises for the people in leader ship

Thank you for considering and valuing Opinion

Regards,  
Swati

**Heidi Bownas May 26, 4:43PM**

Dear SRVUSD Board Members,

I am a teacher and community member. I am writing to you today to address items 10.1 and 10.2 on tonight's agenda. It is my understanding that these items will discuss a retroactive pay increase for our current Superintendent, Deputy Superintendent, Assistant Superintendents, and Chief Business Office as well as others in the district.

I strongly urge the BOE to vote NO on these items due to the financial impacts it poses. Our district is facing an \$8 Million Dollar Budget Crisis, and this nearly \$1 million dollar increase in pay is unnecessary and unwarranted in these times. It is disheartening to know that tonight's meeting includes reducing 34 full time FTE, 10 classified FTE, and site and district spending cuts, alongside a consideration of nearly 1M pay raise for the board members. We are facing many unknowns and it is your obligation as leaders of this district to do what is best for our students. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly to the classroom for our health and safety.

The BOE has a duty to serve the community of the SRVUSD. I strongly urge you to decline these "me too" raises at this time of crisis and vote NO on these items.

I have heard so many disgruntled parents and community members speaking out about this. I am saddened by the lack of respect for our district board because of the decisions they make.

**Rebecca Hennessy May 26, 4:58PM**

Dear BOE Members,

As a parent of 2 children in the district, as well as a tax payer, I was extremely disappointed to learn that retroactive raises for our district executives (especially those who have decided to retire) are even being considered. Our district is being asked to find \$8M in savings this year, yet we are expected to increase expenditures that don't directly impact the education of our children. We parents are being asked at every turn to make up for our gaps in funding, and expect this year to be even harder pressed. To be asked to pay additional money, when we're being asked to do more with less, makes no sense whatsoever. Furthermore, to pay raises to people who won't even be here to shepherd to district through these trying times, seems inappropriate and financially irresponsible.

Thank you,  
Rebecca Hennessy

**Georgine Brenghouse May 26, 5:07PM**

Good afternoon,

I am a parent and community member of the SRVUSD. I am writing to you today to address items 10.1 and 10.2 on tonight's Board of Education agenda.

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I strongly urge the Board of Education to vote NO on these items due to the financial impacts it may pose. Our district is facing an \$8 million dollar budget crisis, and this nearly \$1million dollar increase in pay is unnecessary and unwarranted. We are facing so many unknowns and need to be fiscally responsible now more than ever. Students and teachers will have many new needs in the coming months and years that will rely on extra expenses to go directly into the class room for their safety and health.

The Board of Education has a duty to serve the community of the San Ramon Valley School District. The United States is currently in a pandemic, unemployment rates are soaring, many are being asked to take significant pay cuts, but the SRVUSD administrators are finding ways to take funds directly out of the pockets of our school sites and students. We have a duty to show our students and community members that we value our investment in education over administration.

I strongly urge you to vote NO on these items.

Thank you for your time.

**Shane Modrall May 26, 5:29PM**

To whom it may concern

I am completely against and find it outrageous the district would consider giving any raises, especially to district executives during this time of budget cuts and COVID-19 economic downturn. All elected officials linked to this action will be voted out given the opportunity.

Sincerely,  
Shane Modrall

**Nancy Bocanegra May 26, 6:17PM**

No on retroactive pay raises for non-union SRVUSD employees.

njbocanegra

**Clonia Cautis May 26, 7:04PM**

When people lost their jobs it is unacceptable to rise executive salaries. There should be a pay cut for all public executives/ management.

I am sure that reducing staff by 10% will make sense. All private companies had to reduce staff and reduce salaries for their still employed people.

To increase salaries these days is outrageous!  
Reduce administrative staff.

**Sara Phinney May 26, 7:59PM**

I should add that my outrage goes for all the raises discussed today. The agenda was confusing and unclear. To see that not a single public comment was read aloud, and the tone deaf narrative of "fairness" and "need new funding ideas" when talking about giving raises is shameful. You put on a show and did not care what the community has to say.

Shame on you all, and then you brought in your own pay, shame! While other neighboring districts looked to 20/21 school year and discussed how to deal with what is happening to our economy, you



discussed why it's only fair. How is it fair that your community is suffering while handing out raises. How is it fair that you ask us to find ways to fund more money for our schools while we lose in the economy.

Thank you  
Sara Phinney

**Kyra Barale May 26, 8:22PM**

Yet many districts are taking pay cuts and giving it back. Realizing how selfish it is to take these raises. What have YOU done to earn this??? So you're deciding to rob the money from our children. Understood. I'll be moving forward from this greedy, money hungry disgusting district. I wish I could take back my thousands of dollars and endless hours of volunteering as well. I used to be a damn good teacher for this district as well. Never again.

Thanks for your BS blanket email.

**Mary Carroll May 26, 8:49PM**

Dear Mr. Schmitt,

As you may know, tonight the BOE approved a retro active raise for you and other upper management. Many of the parents in this district, expressed our concern that this was not a good time to be giving raises. There are many concerns with our district funding and needs at this time. With the State letting us know that there will be major cuts to school funding, much of the near future of the education of students in limbo, it doesn't seem like an appropriate time to be giving raises. I understand that there is a Me Too clause and since the teachers and unions negotiated a raise, management feels that they must have one too to "share equally" according to Chris George's email. The teachers salaries were negotiated pre-Covid. I would not be in support of those during this I know time either. My issue is not that this is a management raise, rather than raises during this time, period! As one of the lasting legacies you can leave our district as you retire, we are asking that you to be an example to management, and forgo your retro active raise. Please step up and do the right thing for our kids and the budget, that we will be struggling to work with in the near future. Again, please do the right thing for this district and forgo your raise.

Thank you for considering,  
Mary Carroll

**Reisa Bonetti May 26, 9:22PM**

Atrocious. I do not consent to this retroactive raise for management.