

**PUBLIC COMMENTS**  
**March 17, 2021 Board Meeting**

**7.1 Public Comment**

1) Wed, Mar 17, 2021 at 7:52 AM  
Maggie Bockius

Good morning-

I am writing to the board of the TTUSD and the executive team to let them know that a 3% raise for teachers is needed.

Tahoe Truckee is changing rapidly and the biggest change is the cost of living here. Everything I choose to spend money on is costing me more. Living in the community your work in should not be a privilege for the lucky few, it needs to be a possibility for every TTUSD employee. Wages need to allow us to stay in Tahoe-Truckee.

We do not need another conflict in our lives at this time. Give teachers the 3% raise they deserve.

All the best,  
M.Maggie Bockius

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2) Wed, Mar 17, 2021 at 10:07 AM  
Andrea Batie

Dear TTUSD board and Superintendent Ghysels,

After reading the union update yesterday I was saddened and disappointed . I have watched all of my colleagues this year working harder than ever, pivoting on a moment's notice, creating meaningful experiences for students , and putting our "best foot forward" each and every day! I thought that you were all proud of us and what we were doing? I heard you say that you were honored to work with such dedicated teachers?

That is why I am mystified that it appears you are NOT willing to negotiate with the union? The negotiating team came in with a request of a 5% raise, you said 2%. The negotiating team tried to meet you at 3% and you refused? Can you imagine how that makes us feel? It makes us feel unappreciated, undervalued, and disappointed. You need your teachers to return to full time teaching with energy and enthusiasm....now morale is low and that is because of your actions!

You have the power to change this course of action and I truly hope that you will do so.

Andrea Batie

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3) Wed, Mar 17, 2021 at 10:37 AM Beverlee Roberts

Dear TTUSD board and Superintendent Ghysels,

I am truly disappointed at the proposed 2% raise as opposed to what we deserve. Not only does it appear you can afford the 3% proposed, but we have worked tirelessly throughout this pandemic supporting families. An adequate raise is only fair. We have constantly reworked our plans, pivoted on a moments notice, remained flexible and positive, pushed ourselves to become experts in uncharted areas, and overall have proven that we deserve appreciation and compensation.

Is it any wonder all the bay area families want to move here? It is not only due to the mountains..... it is because we are an iconic school district that everyone wants to be a part of. Each and every teacher at TTUSD has gone above and beyond. You have quality hard-working teachers. Please show us you appreciate everything we have accomplished this year throughout this unprecedented pandemic. Let's end on a high note.

Sincerely....  
Beverlee Roberts

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4) Wed, Mar 17, 2021 at 1:55 PM  
Ashley Phillips

Dear TTUSD Board Members,

Thank you for the opportunity to provide public comment on behalf of the North Tahoe FAN Club. We are the parent organization that supports the music programs at both North Tahoe Middle and High School. The FAN club would like to ask the TTUSD board to work with our students, teachers and administrators to make accommodations to allow our band students to be able to play music together in person this school year.

Like all of the parents and organizations that have advocated for students' ability to return to sports, we too believe that our students must return to music! Currently students are only permitted to play music in person once a week for 30 minutes *outdoors*. My daughter, along with other high school band students are so desperate to play together in person that she has gotten up to meet her peers at school at 6:30am once a week to play outside in 13 degrees. I urge the board to help us make more regular indoor music playing possible for our students. We believe with additional filtration and specialized PPE for students & instruments indoor music can be made safe. We are willing to provide support for equipment to ensure safety if needed.

The students and the band programs at our schools are suffering without the ability to play. Thank you for your consideration.

North Tahoe FAN Club parent:

Ashley Phillips

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5) Wed, Mar 17, 2021 at 2:22 PM  
Sarah Avery

March 17, 2021

Dear Tahoe Truckee Unified School District Board,

I was surprised yesterday to receive an email from TTEA with an unproductive negotiations update. We were told that the school district made a 2% offer and is unwilling to increase this offer.

The numbers presented in the email make this offer unacceptable. TTUSD has received a 9.22% increase in revenue over the past two years. Looking at the current real estate market, it is quite apparent that this will only increase. How can offering teachers 2% be justified?

Over the past 5-7 years morale in our district seems to have increased, as well as the trust between teachers and administration. This was after a period of fighting for every dime we received in salary increases, even when it was apparent the district had received adequate funding for a raise. When there was an economic downturn, we adjusted to larger class sizes and no increase in pay. This offer of 2% brings me right back to this time.

As everyone is aware, this last year has been unprecedented for everyone. As teachers, we have shifted at a moment's notice, trying to keep our students' needs foremost in our mind. We have adapted our teaching methods, classrooms, and materials to meet the current guidelines. One way to commend these efforts would be to acknowledge our efforts with a salary increase. Honestly, I would think the district would try to maximize the amount they could offer teachers, instead of getting by with the bare minimum.

I've been down this path before. I know all of the steps that will be taken if this cannot be resolved. I look forward to the numbers collected by CTA to see if our request is indeed reasonable, based on the district's finances. I suspect we will find that 3% is much lower than the district can afford.

Sincerely,  
Sarah Avery  
4th grade teacher  
Glenshire Elementary

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6) Wed, Mar 17, 2021 at 3:17 PM  
Jeanna Gruetzemacher - Also left voicemail in recorder.

Hello and thank you all for being here tonight. My name is Jeanna Gruetzemacher and I am a 2nd grade teacher at ttusd. I first would like to thank the ongoing hard work and unwavering support of TTEA. We thank you. We understand the union's proposal and the data percentage points provided in regards to budget and raises. We have not heard the district take on the proposal and the percentage points on either of these topics. I would like to state it is very important to understand all aspects of this proposal and the data which backs both sides. My questions are: Is there actually 6.5% available for raises? If so, with the districts proposal of 2% where is the other portion of that percentage being allocated to.

To say the least this year has been a challenge but never the less we as teachers have persisted, changing plans with small notices, creating engaging and fun lessons for students who are slowly losing their hope, supporting their mental health needs and often the mental health needs of their family members. All the while attempting to stay mental and physically healthy ourselves, while suffering loss, instability, and ridicule.

I would like to acknowledge the fact that our district has and continues to fight for our safety in returning to 5 day a week instruction. This includes, the merv filters, the new air purifiers, desk shields, Kn95 and N95 respirators, endless hours from our administration of reconfiguring classroom, new furniture,teh list goes on. That being said, since COVID living costs have increased significantly especially in this amazing mountain town we call home. Yes the 5% increase to our salaries WILL help with our cost of living but in my personal opinion, the difference of a 5, 3, 2% raise proposal is quite frankly not about the cost of living. It is more about the regard and respect that teachers deserve. Without that we feel our positions are expendable and our extremely hard work during a year of ongoing suffering goes without the financial recognition we deserve. We will continue to speak up about this subject. Unfortunately, this is not going away. Thank you for your time and your serious consideration on this matter.

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7) Wed, Mar 17, 2021 at 6:28 PM  
Brooke McCaffrey

Dear TTUSD Board members,

First, I'd like to take this opportunity to thank you for all of your hard work this year. It has been a challenging year for everyone, and I am proud that I am a part of an educational team that rose (and keeps rising) to such a behemoth of a challenge. I am especially grateful that district officials and board members worked so hard to get our entire team vaccinated.

Though we've been through a tough year regarding Covid and all the ways that it has affected us in schools, I'd like to shift and narrow the focus of this email to address the issue of a teacher salary raise.

It has been communicated to me through our union that recent bargaining surrounding teacher raises has yielded in a 5% suggestion from the union, followed by a 2% suggestion from the district. Then, willing to compromise, the union offered large movement down to 3%. And in return, the district was not willing to compromise, and held at 2%.

I understand that the district has a list of priorities and expenditures. But I can't imagine, especially after a year like this past one, that teacher pay would be lessened in value or priority by shrinking how much of the budget goes to teacher salaries (percentage wise). Or, at the very least, that the district wouldn't aim to compromise, showing support for all of our hard work.

It is a known known that society does not value teachers as they/we should be. In this district, however, I have more or less consistently felt supported by the frequent increase in teacher pay. It has been a great place to work.

I would like to voice my disappointment at the district's proposed 2% raise. It wouldn't even keep up with inflation, and make it harder to live here, in Truckee Tahoe. The stance doesn't show an interest in compromising with the union, and it doesn't keep up with prior budgetary ratios in terms of teacher pay.

I look forward to future negotiations between our union and the district, and hope that you will make a move to compromise, showing your support and gratitude for all that we do.

Thank you for your time!  
Brooke McCaffrey

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