

**May 5, 2021, Board Meeting  
PUBLIC COMMENTS**

**CLOSED SESSION**

***Item 3.1 (conference with labor negotiators) before the Board today***

1) Anonymous

Re: item 19.2 (conference with labor negotiators) before the Board today

Members of the TTUSD board:

I am the parent of a 13-year-old student at Alder Creek Middle School and a year-round resident of Truckee for 24 years.

This has been one of the most challenging and disruptive years in public education. Most teachers, many of whom have children of their own, will tell you that they had to work harder this past year than they've ever worked in their lives. Next year could be even more challenging as schools attempt to catch kids up.

As Truckee properties change hands and tax revenue swells, classroom sizes are also growing. There are 4,177 children enrolled in our district but unfortunately a dwindling number of educators can afford to live here. You have an opportunity to alleviate this problem and I hope you will do so.

This past year, some parents advocated for an early return to full, in-person instruction. This goes to show just how needed and valuable teachers are to our community. And let's not forget, teachers did go back to in-person instruction before there was a vaccine. The teachers and their union were willing to sacrifice their safety for the good of our children. Truckee teachers are consummate professionals who practice education the way a doctor practices medicine. They are educating our children much like pediatricians treats them.

Please show teachers that you respect and appreciate them by negotiating in good faith and allowing a raise that is in proportion to the increased cost of living in Truckee.

Thank you,

*name withheld*

***7.0 Public Comment***

1) Lauren DiGeronimo

Subject: Support for Truckee Tahoe Teachers

Good morning - I am a mother of two Glenshire Elementary students and I am writing to express my support for the teachers union's request for a raise for teachers.

I can think of nothing more important in our community than the education of our future citizens (currently our young children). During the pandemic we have become even closer to our educators and I see not only how hard they work, but how dedicated they are to our children. In addition, as you know, the cost of living in Tahoe has skyrocketed, there's more students coming to town, and childcare resources remain scarce. This is a perfect storm, making it all the more necessary for great teachers, but all the harder to live here.

As a taxpayer in Truckee, I would like to see my dollars go to education and specifically, directly to our amazing teachers. They deserve it and they have 100% of my support in their request.

Thank you,

Lauren DiGeronimo  
(Julius & Quentin Apotheker - 2nd and TK)

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2) Lauren Baker  
Subject: Regarding honorable teacher raises

Dear Superintendent Carmen Ghysels

This year has brought so much uncertainty and chaos. It has also caused a disconnect between our friends, family, and community (especially our school community). It's easy to forget how much we all love our schools and teachers, but as we return to normalcy, I am constantly reminded how much I love our community at (Glenshire Elementary) School. Three years ago, my oldest son became a Glenshire Eagle. He walked into Mrs. Luna's class everyday with a giant smile on his face and everyday I kissed him goodbye. I knew he was in the best hands. The same amazing, warm feeling has been felt year after year with my kids teachers. I consider them second mothers (and fathers) to my kids and appreciate all the warmth, love, education, and social skills they provide for my children in and out of the classroom.

This year we crossed a huge obstacle (covid and hybrid) and successfully got our kids back into school safely as a community. Today, I was saddened to learn our teachers would not be getting the standard raise that they deserve. Here in North Lake Tahoe, we have all witnessed the unbelievably high rising costs of the housing market and the economy generally speaking.

After an unprecedented year and all the hard work, the teachers put into their jobs both on and off the clock, I think we can all agree that teachers deserve an honorable raise.

Sincerely,  
Lauren Baker  
Glenshire Elementary; Mother of Three

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3) Amy L. Horvath  
Subject: Raises for Teachers

To Whom it May Concern,

My name is Amy Horvath; I am the mother of Harper and Hudson Horvath, who attend Glenshire Elementary School for Kindergarten this year and TK last year. It has come to my attention, from another parent, that the Board is deciding whether or not to offer raises for the TTUSD teachers. I am writing to strongly encourage the Board to provide a 5% increase in salary for our teachers. As a former educator and now parent, I have seen how the TTUSD teachers have worked tirelessly over the last 13+ months as they have pivoted from in-person learning to distance learning, to hybrid learning, back to distance learning, back to hybrid, and finally to in-person five-day instruction. The teachers have had to learn new technologies, create community in virtual classrooms, become IT/tech support for parents, be counselors to students who were scared and frightened, etc. all while educating our community's students... AND while confronting their own fears of this pandemic AND tending to their own families. I am wholeheartedly grateful to the teachers and staff of TTUSD this year and last who have become front line workers. I cannot imagine why a salary raise would NOT be on the table for our amazing teachers. I do hope the Board will consider this letter and any others it receives from parents who are in full support of a raise for our awe-inspiring teachers.

If you have any further questions, or would like to speak with me directly, please feel free to contact me via email or cell.

Amy L. Horvath

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4) Emily Rademacher  
Subject: Raises for Teachers

It is my understanding that teachers at Glenshire Elementary, and perhaps more broadly throughout the district, are in negotiations for raises. I have been told that they are seeking a rough equivalent to the rise in cost of living in the area.

I believe that beyond the more obvious consideration of being able to meet cost of living, is the fact that the teachers, and specifically my son's teacher, Jeanna Gruetzemacher has gone FAR above and beyond during this last year's pandemic. Not only was my son able to maintain his academic capabilities (through much grit), but she was a CONSTANT source of support, adaptation, and understanding for my family and for my son Liam. We had an immeasurable struggle with him emotionally, and she was constantly going out of her way to make it work for all of us. It is in part because of her efforts and support that he is the healthy, happy kid he is today.

I know that I am not alone in my story. I believe these teachers, and perhaps all over the country have risen to a level that is mind boggling. I think they need to be compensated. We all know they deserve it.

Thank you for your consideration,  
Emily Rademacher

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5) Rebekah Schroeder  
Subject: Please end the mask mandate for children

Hello,

I would like to kindly request that you consider removing the mask mandate for our children. When this thing first started, we didn't understand a lot about it. But since, we have learned that it does not affect children in the same way as adults. For whatever reason, it has been proven that children do not contract this disease or spread it. There are, however, negative effects of children wearing masks. The psychological effects are a big one. My friend who is an Occupational Therapist said children before the age of 5 are still learning how to read people's moods and expressions. And when a person's face is covered, it becomes impossible. This will effect them socially and impair their skills with communicating with people. The physical harm of having children wear masks is the big concern though. My daughter is currently in a physical activity in Truckee. She is supposed to wear a mask *during* the activity. She came home in tears saying she wants to do her only hobby and activity right now but it made her light-headed to wear a mask. If a person is sick, it would seem they could just stay home. The negative effects of wearing a mask far outweigh the positive effects we were told a mask would have.

Please kindly consider removing the mask mandate. Especially for our children.

Thank you,  
Rebekah Schroeder

**Neurologist: COVID-19 Masks Are a Crime Against Humanity and Child Abuse**

<https://nationaladdictionnews.com/2020/10/09/neurologist-covid-19-masks-are-a-crime-against-humanity-and-child-abuse/>

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6) Stacy De La Rosa

Subject: Teacher's Raise

Dear Board Members,

Thank you for the opportunity to voice my position on the current teacher's negotiations regarding a pay increase.

I understand that conversations have come to a halt. As you have experienced, the community in Truckee is extremely close with our teachers and feel compelled to advocate for them, especially under these rare circumstances.

I'd like to voice my support in regards to their requested pay increase. I feel their request is legitimate, warranted and reasonable.

We moved to Truckee 8 years ago and one of the reasons we chose Truckee is because of all the wonderful testimonials we received about the school district. The quality of education and resources available are paramount. I would also argue that the teachers are top brass in their profession and have gone above and beyond during the past year to make sure every student is getting the resources they deserve and need. Personally, both my children have suffered under the virtual learning model and both my kids teachers have worked with me directly throughout the year to address concerns. To me, this speaks volumes in regards to their dedication to the district and to the children they teach.

Additionally, this is a very desirable place to live with a large influx of families moving to the area. With that being said, many of us homeowners have experienced tremendous property value growth since last year. If we expect to retain top talent, which we all expect, we need to make sure our teachers can afford to live here.

Please open up discussions with our teachers. Please find the funding. Draft a measure, put it on the ballot. Hear our collective voices in support of our teachers.

Thank you for your consideration,  
Stacy De La Rosa

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7) David S

Subject: Masks on children - or any human

Attention board room.

As you continually discuss the utter nonsense regarding mask wearing one can simply refer to the latest study done at Stanford University. Don't you all continually chant 'Science is Real' ?? OK, then read the science.

**Study Results: Facemasks are Ineffective to Block Transmission of COVID-19 and Actually Can Cause Health Deterioration and Premature Death**

<https://www.thegatewaypundit.com/2021/04/stanford-study-results-facemasks-ineffective-block-transmission-covid-19-actually-can-cause-health-deterioration-premature-death/>

Here's a direct link to the actual study 'quietly' published on NIH.gov

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7680614/>

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8) Becky Estabrook

Subject: Mask next school year

I'm not in favor of mask for next school year. According to Stanford research masks are ineffective against the spread of COVID-19 the CDC, WHO, and the NIH have all stated the same thing. Mask to more damage mentally, socially, physically and emotionally to our children. <https://www.thegatewaypundit.com/2021/04/stanford-study-results-facemasks-ineffective-block-transmission-covid-19-actually-can-cause-health-deterioration-premature-death/>

Thanks for your time

Becky Estabrook

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9) Emily and Josh Dubansky

Subject: Teacher Raise

Dear Board Members,

As the parents of two Glenshire Elementary students, we are writing in support of the TTEA and its reasonable request for a cost of living raise. Our teachers need this raise now more than ever, and it is our understanding that TTUSD can afford it.

With the increasingly competitive housing market as Truckee becomes, for better or worse, a "Zoom town," we are concerned that without this raise our teachers will be quickly priced out of the community in which they teach. We believe having local teachers is part of what makes this place so special. Truckee will lose the "small town" feel that so many of us value if our teachers can no longer afford to live here. We are asking you to do what is right, not just for the teachers, but for our community.

We also feel compelled to voice our disappointment with the way the District has treated teachers in its communications with parents this year. It led to a perception within the community that teachers were to blame for the delays in getting students back into the classroom in the middle of a global pandemic. This was incredibly unfair and detrimental, again, to our community values. The tone of communications from the previous superintendent was much more collaborative. It is our hope that as the pandemic wanes, the District will stop pitting teachers and parents against each other and we can return to an atmosphere of cooperation.

So, during Teacher Appreciation Week, we are asking the District to show that it supports our teachers and our community by approving the raise.

Sincerely,

Emily and Josh Dubansky

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10) William Apotheker

Subject: Teachers Salary

Good morning,

I hope this email finds you well. I was very disheartened to hear about the breakdown in negotiations with regards to the teacher's salary. Admittedly, I don't know all of the details but from my 1,000 foot view, I know that these hardworking teachers deserve a raise. Having my two boys at home during the pandemic gave me a new appreciation for all that our teachers do and just how hard their job is. The fact that they had to adjust on the fly to new technology and new techniques for teaching only adds to my respect and admiration for them.

From our very first year at Glenshire my wife and I were blown away with the teachers and how much they care about our children. Our son has had some behavioral issues from time and all of his teachers, from K-2nd grade where he currently has Mrs. G, have been outstanding in their interactions with him. It is clear how much they care about him and his development and it really makes us proud to be a part of this community. The fact that they have waited so long for a raise is borderline criminal, and I would hate to think that our community could lose any of these outstanding teachers to better opportunities elsewhere.

It is my sincere hope that the board does the right thing and give these teachers the raise they deserve. I would be happy to speak more on their behalf if needed. Just let me know.

Sincerely,  
William Apotheker

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11) Christine Arth  
Subject: Teachers deserve a raise

To the TTUSD school board:

I have been a proud Truckee resident for forty years, and both of my sons received an excellent education in our Truckee schools. I am a former teacher and have watched in utter amazement as our district's teachers have reinvented teaching in the time of a pandemic. Our teachers have shown unbelievable flexibility, creativity and commitment in their jobs during the past year. Even through all of the COVID concerns and precautions, they have continued to teach in their homes and develop double or triple lesson plans to accommodate children attending by Zoom or in person. The logistics of teaching effectively to an entire classroom have been turned upside down; yet our teachers managed to provide personalized instruction for small reading groups, math lessons, science and even "break out" small group settings. Our teachers came back to in-room school whenever they were asked.

I am appalled that the TTUSD will not show more support for these heroes of our classrooms. Even without COVID, our teachers deserve more than a 2% raise, just to help them afford to live in this area. All of us are aware of rising gas and grocery prices every time we shop. Now add in the COVID variable and you have a deserving fleet of teachers that deserve a HUGE pat on the back for their phenomenal dedication to the education of our children. I am very concerned that unless you give these teachers their requested raise, you will lose them to similar Basic Aid districts, where they can earn 7-35% more. How much did the school district receive as COVID monies? Where has this money gone?

School board members have recognized that "everything is harder this year." Why in the world wouldn't you want to recognize and reward that kind of effort, especially when the district can afford it? Believe me, if you grant the teachers a raise, it's a win-win situation. They will feel

supported and work that much harder for you. With so much at stake, you have to reach out and applaud their tireless devotion.

It is Teacher Appreciation Week during a pandemic. What are you waiting for?

Sincerely,  
Christine Arth

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12) Tullin Valdez and family  
Subject: Mask mandate

I wanted to voice my opposition to the continuing mask mandates for school aged children. These kids need human touch and visual interaction, especially the younger ones. How can one learn to read when the teachers face is covered up? Learning how to make the sounds needed for speech requires full view of ones face for all parties involved. This is a disservice to these children and all for a virus that has been clearly shown by the health authorities and our best scientists that it rarely effects children in a negative way. Proper learning outweighs any minimal risk to this population.

Plus many kids don't have the ability to keep their masks in proper order, thereby making them potentially harmful and not effective, by their constant touching and all. A dirty/contaminated mask is no mask at all.

This should not be a mandate or enforced in anyway. This should be optional as it is a medical prescription. No board of education, government official, or health agency has the right to prescribe such a thing upon an individual. Then there are some that cannot wear a mask for various reasons and they have been put in a very precarious position by these mandates. The California constitution clearly states that EVERYONE is entitled to an education without prejudice. If that is the case then how is this mask mandate enforceable? Add title IX, The ADA, and HIPAA to this mix and you have found yourselves in a slippery slope of a position. Let everyone choose for themselves how they approach their own health and certainly don't try and legislate it.

Again I oppose the forced mask mandates currently being practiced for our school district. If you want to worry about the health of our school aged children then I recommend you look at your WiFi policy as it has been proven to be a clear and present danger to our youth's health. This is about health isn't it?

Thank you for your time and what you do as I know it's not an easy job. Be well.

Thank you,  
Tullin Valdez and family

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13) Daryn Kratz  
Subject: Masks

Make them voluntary.