


LA HABRA CITY SCHOOL DISTRICT  
 Minutes of the Regular Board of Education Meeting  
 Meeting was conducted via Zoom Webinar  
 500 N. Walnut Street  
 La Habra, CA 90631  
 August 13, 2020

Board Members Present	Sandi Baltes, President John A. Dobson, Clerk/Vice-President Adam Rogers, Member Cynthia Aguirre, Member Ofelia Hanson, Member
Administrators Present	Joanne Culverhouse, Ed.D., Superintendent Mario Carlos, Ed.D., Associate Superintendent, Human Resources Sheryl Tecker, Ed.D., Assistant Superintendent, Educational Services Cammie Nguyen, Ph.D., Assistant Superintendent, Special Educational & Student Services Marcie Poole, Ed.D., Director of Special Programs and Assessments Christeen Betz, Chief Business Official David Soto, Director of Technology Emily Flesher, Principal of El Cerrito Elementary School Anna Dorado, Principal of Sierra Vista Elementary School Debbye Viveros, Interim Principal of Las Lomas Elementary School
Formal Call to Order	Board President Sandi Baltes made the Formal Call to Order at 5:00 p.m.
Public Comment on Closed Session Items	Following no public comment, Trustees adjourned to Closed Session.
Second Call to Order Regular Meeting	Board President Sandi Baltes called the Regular Meeting of the Board of Education to order at 6:55 p.m.
Pledge of Allegiance to the Flag	Board President Sandi Baltes lead the pledge of allegiance to the flag.
<b>Report from Closed Session Action Item</b>	No report from Closed Session.
Adoption of the Agenda	On a motion made by Cynthia Aguirre, and a second to the motion made by Adam Rogers, Trustees unanimously adopted the Agenda for August 13, 2020.
Approval of Minutes of the Regular Meeting	On a motion made by Adam Rogers, and a second to the motion made by Ofelia Hanson, Trustees unanimously approved the minutes of the Regular Meeting of June 25, 2020. <sup>1</sup>
Approval of Minutes of the Emergency Meeting	On a motion made by John A. Dobson, and a second to the motion made by Ofelia Hanson, Trustees unanimously approved the minutes of the Emergency Meeting of July 17, 2020. <sup>2</sup>
Correspondence	No Correspondence.

Public Comment	<p>Prior to the Board Meeting, the public was provided the opportunity to provide comments via email to <a href="mailto:publiccomment@lahabraschools.org">publiccomment@lahabraschools.org</a>. At the meeting Associate Superintendent Dr. Mario Carlos and Executive Assistant Gina Cosylyon read 67 comments related to Resolution #8-2020 - Classified Layoffs. All public comments submitted prior to 3:00 p.m. are attached to the meeting minutes.<sup>3</sup></p> <p>The Board of Trustees thanked the parents, staff, and community members for taking time to submit comments to the Board.</p>
<p><b>Consent Calendar Action Item</b></p>	<p>On a motion made by Ofelia Aguirre, and a second to the motion made by Adam Rogers, Trustees unanimously approved the Consent Calendar.</p> <p style="text-align: center;"><b>Educational Services</b></p> <ul style="list-style-type: none"> <li>➤ University Agreements<sup>4</sup></li> <li>➤ Educational Service Contracts<sup>5</sup></li> </ul> <p style="text-align: center;"><b>Business Services</b></p> <ul style="list-style-type: none"> <li>➤ Expenditures<sup>6</sup></li> <li>➤ Contracts<sup>7</sup></li> <li>➤ Field Contracts<sup>8</sup></li> </ul> <p style="text-align: center;"><b>Personnel Services</b></p> <ul style="list-style-type: none"> <li>➤ Separations<sup>9</sup></li> <li>➤ New Hires<sup>10</sup></li> </ul>
<p>GENERAL MATTERS Information Item Reopening Schools Update</p>	<p>Dr. Carlos and Administrators gave a presentation on the Reopening of Schools Update. Staff thanked the various groups involved in working together to ensure the students, staff and families were prepared for the Reopening of Schools on August 17 in a distant learning model. The team discussed the reopening timeline, the four essential priorities, academic choices for families, preparations for starting school, social and emotional resources for students and staff, daily schedules, childcare and more.</p> <p>The Board of Trustees commended Cabinet Members and Administrators for all their hard work in providing a comprehensive plan together in preparations for the Reopening of Schools. Dr. Culverhouse thanked staff for being so flexible throughout this process.</p>
<p><b>Action Item</b> Approval of Resolution</p>	<p>Dr. Culverhouse requested the Board of Trustees approve the amended Resolution #8-2020 – Classified Layoffs. She recommended the following positions be omitted from Resolution #8-2020:</p> <ul style="list-style-type: none"> <li>• Instructional Assistant I - Special Education - eight 3.5-hour positions, six 3- hour positions, and four 3.25 - hour positions</li> <li>• Instructional Assistant II - Special Education/Health &amp; Medical – four 3.5- hour positions and one 3.25 - hour position</li> <li>• Instructional Assistant III - Special Education/Behavior – nineteen 3.5-hour per day positions</li> <li>• Inclusion Assistant - five 5.5 hour per day positions</li> </ul> <p>On a motion made by John A. Dobson, and a second to the motion made by Cynthia Aguirre. Trustees unanimously approved the amended Resolution #8-2020 – Classified Layoffs.<sup>11</sup></p>

<b>Action Item</b> Classified Early Retirement	On a motion made by Ofelia Hanson and a second to the motion made by Adam Rogers, Trustees unanimously approved the Classified Early Retirement. <sup>12</sup>
<b>Action Item</b> Clarification of Previous Action Taken	On a motion made by Adam Rogers and a second to the motion made by John A. Dobson, Trustees unanimously approved the clarification of previous action taken at Board meeting on June 25, 2020 related to the KidZone Program. <sup>13</sup>
<b>Action Item</b> Approval of Piggyback Bid	On a motion made by Adam Rogers and a second to the motion made by Ofelia Hanson, Trustees unanimously approved the Piggyback Bid for Dairy Products. <sup>14</sup>
<b>Action Item</b> Approval of Piggyback Bid	On a motion made by Adam Rogers and a second to the motion made by Ofelia Hanson, Trustees unanimously approved the Piggyback Bid for Purchase and Distribution of Dry, Refrigerated and Frozen Food. <sup>15</sup>
<b>Action Item</b> Approval of Piggyback Bid	On a motion made by Adam Rogers and a second to the motion made by Ofelia Hanson, Trustees unanimously approved the Piggyback Bid for Bread and Tortilla Products. <sup>16</sup>
<b>Action Item</b> Approval of Piggyback Bid	On a motion made by Adam Rogers and a second to the motion made by Ofelia Hanson, Trustees unanimously approved the Piggyback Bid for Produce. <sup>17</sup>
<b>Information Item</b> Budget Update	Christeen Betz updated the Board on the 45-day budget revision. She outlined that the school District shall make available for public review any revisions in revenue and expenditures that it has made to its budget to reflect the funding made available by the Budget Act.
Board/Superintendent Comments	Dr. Culverhouse thanked Cabinet Members and Administrators for all the difficult decisions they have to make on a daily basis. She thanked them all for the endless hours they devote and expressed her sincere gratitude for all their hard work.
Adjournment	Board President Sandi Baltes announced that the next regular meeting will be held on September 10, 2020 at the District Education Center Board Room at 6:00 p.m. There being no further business meeting items before the Board, on a motion made by John A. Dobson, and a second to the motion by Ofelia Hanson the meeting was adjourned at 9:00 p.m. by roll call vote.
Board Minutes Approved:	August 13, 2020
	 Joanne Culverhouse, Ed.D. Secretary to the Board

<sup>1</sup> Approval of Minutes of Regular Meeting

<sup>2</sup> Approval of Minutes of Emergency Meeting

<sup>3</sup> Public Comments

<sup>4</sup> University Agreements

<sup>5</sup> Educational Service Contracts

<sup>6</sup> Expenditures

<sup>7</sup> Contracts

<sup>8</sup> Field Contracts

<sup>9</sup> Separations

<sup>10</sup> New Hires

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- <sup>11</sup> Classified Layoff
  - <sup>12</sup> Classified Early Retirement
  - <sup>13</sup> Clarification of Previous Action Taken at Board Meeting
  - <sup>14</sup> Dairy Products
  - <sup>15</sup> Dry, Refrigerated and Frozen Food
  - <sup>16</sup> Bread and Tortilla Products
  - <sup>17</sup> Produce



**Public Comments**  
**August 13, 2020 Meeting**

1.

Please reconsider laying off classified personnel. I have three school age students. Their lives have been turned upside down this year. The end of their school year was ripped out from underneath them last school year and now they are having to go back to a new school year online I was confident that my home school and the district were taking the necessary steps to get our kids back in school until I heard the news today that the district was considering taking away the exact personnel who were essential in making this virtual learning model a success last school year.

Special Ed Assistants are vital to the parents and students who have disabilities. Many already struggle in the classroom. Your taking away the one person that can help them get through their day when the teacher has 20 other students to help.

Why would you lay off technical support staff during a brand-new virtual education program? Last year the teachers struggled to support their students through the technical difficulties. You will lose students because they will simply give up because they can't figure out the tech. Yesterday morning I submitted a tech request to the district. I have not received a response. My child would have missed two days of school waiting for someone to help him if school were in session.

The Community Resource and School Readiness Liaisons are so important to our school. In my opinion the district should double the number of people in this position. These individuals are the people who provide the most essential help to our schools. Our families reach out to them when they have nobody else to turn to. They are the support system for parents and staff.

Please rethink this decision. It will be a detriment to an already difficult school year.

Hillary Edwards,  
Walnut Elementary School Parent

2.

Board, Parents, and Community of La Habra,

Laying off classified staff hurts students. Parents and students in our community need more support during Distance Learning. A lot of our community is made up of people who are low income, Spanish speaking, and have minimal education. I witnessed first hand the effects Distance Learning had on our families. I was given the task of doing parent outreach during Distance Learning and I would listen to our parents frustrations, worries, and concerns because they couldn't help their child due to lack of education or because they were essential workers and had to go to work.

If we lay off staff, we will not be able to keep the promise we are giving parents, insuring them that we will do better this time around than in the spring. So please, vote "NO" to lay offs and "YES" to supporting parents and students. Thank you.

Classified Staff at LHCS  
Community Liaison

3.

I am writing as a 20+ year resident of La Habra. I feel now, more than ever, it is important to be involved in my community. Moreover, education - both students and staff, is vital to our future. For this reason, I would like to see The Board vote NO to layoffs within our school district.

Our children need as much support as possible through this uncertain time. Most parents are doing all that they can to meet the needs of their children, but as they say "it takes a village"... We value our educators along with the compassion and knowledge that they bring. Our children need the support of educators in distance learning, most especially right now.

Thank you for your consideration,

Jennifer Milos

4.

I am a parent, with two daughters entering into their second year at Ladera Palma. Distance Learning is incredibly challenging for both teachers and students. As a teacher, myself, I have seen how hard it is to make everything run smoothly so any semblance of education can be provided. As a mother, I have watched my five year olds struggle to stay engaged in zoom calls and distance learning activities. Now is *not* the time to lay off support staff.

These staff represent excellent opportunities for our students and families at LHCS: Additional academic support/tutoring, social emotional support, Parent/Guardian assistance in the Distance/Virtual Learning Models and Hybrid Model, Equity in Education by bridging the language gap for our Spanish speaking families dealing with assisting their children with English curriculum, or our English speaking families assisting their children with Spanish curriculum in our Dual Immersion program, etc.

For me, personally, another adult to love and support my children, in the form of a classroom aide seems like an absolute win.

I am against these layoffs.

Sincerely,  
Jenifer Ford

5.

No, on layoffs

The children and parents need lots of extra help to do online learning. Classified staff can help with one on one learning and tutoring. As well as helping parents with these new waters we are trudging.

Rachel Lara

6.

I would like to express my concern regarding the planned layoff of staff supporting special education services. The plan proposed would eliminate 44 positions classified as "Instructional Assistant -Special Education" levels I-III.

While my family does not utilize these services, I want to make sure families with disabled children are getting the support they need at home during these times. This seems like a high cut to these services. As a parent I have been asked on at least two surveys to provide feedback on what we'd like to do and what we need to support our child's education, I hope this same consideration has been given to families that require special assistance for their children. I assume these layoffs to take that need into account. If not, then I would expect the board to modify the plan to remove these positions from consideration for layoffs until such action has been taken to understand how these highly specialized positions can be effectively utilized during this time. Rehiring for these positions will be costly in the future and I'm certain many kids have formed bonds with the people that provide these services.

Thank you for your time and consideration.

Gabriela Garcia

7.

Dear Board Members, Parent and Community,

For many years The School Readiness Program has greatly supported the Social Emotional Development, Cognitive Development, and Speech and Language Development of children and has prepared thousands for TK and Kindergarten. The program has provided families with classes such as Learning Links, Healthy Me, Music and Movement, Math and Steam, plus yearly community events, books and other literacy materials. But most importantly, Community Liaisons provide strategies to help build healthy habits, literacy skills, fine and gross motor skills, social skills and

ensure all receive necessary outside resources. As a result, participating children have shown outstanding readiness by the time they enter school.

Just last spring and before the school year ended, there were over 500 families registered in the School Readiness Program. How will the District facilitate to serve those families and future LHCS D students if these Community Liaison-School Readiness positions get laid off or eliminated during such crucial times?

Now more than ever The LHCS D School Readiness Program needs funding and support from the District as Mental Health /Social Emotional and SEL has become an essential priority for all students and staff.

These children are your future students and they will be impacted significantly by the decisions made today.

Vote "NO" to Classified layoffs. These workers are essential to the success of our students during Virtual Learning.

Respectfully,

Claudia Leon Martin

Community Liaison-School Readiness

8.

Hello,

This is Julianna Chan's mom, Julianna started to join your school readiness program since she was 13 months. This program has been helping and teaching the kids a lot and the parents as well. All the teachers from school readiness love my daughter so much especially Ms. Claudia.

We would say NO to any layoffs of this program.

No!!!

Thanks!

Jessie Dong

9.

To:

Board President Sandi Baltes

Board Members John Dobson, Cynthia Aguirre, Ofelia Hanson, and Adam Rogers.



Greetings,

My name is Adam Overton and I'm a faith-rooted organizer with Clergy and Laity United for Economic Justice in Orange County.

We were greatly distressed to learn that the District is planning to lay-off around 70 classified employees in October. This seems inappropriate considering your district still has full funding – the State Legislature has intended that school districts do NOT layoff classified employees in the 2020-2021 school year while your district is still receiving full funding. To layoff these dedicated employees, in the midst of a pandemic, and with full funding still in place, would be cruel and unnecessary.

In addition, there are inventive and essential ways to use classified employees to support education in Distance Learning. For example, Instructional Assistants could be used to provide homework help, or tutoring to students, or to be available on-call to support parents with questions on the teacher's curriculum. To layoff this number of support staff means that parents and students will not receive the highest level of support needed from the District in a completely new Distance Learning Model.

As people of faith who care deeply for our neighbors and La Habra's children, we pray that you will reconsider these proposed layoffs, and will sit down with their union to discuss how best to utilize their talents during these trying times.

In solidarity & gratitude,

Adam Overton

10.

Dear Board Members,

Good Afternoon. I am a Special Education Instructional Assistant at El Cerrito Elementary. This month last year, I was hired at LHCS D. I had high hopes in growing within La Habra community. As a classified employee, I would like to urge the members of the board to vote "NO" on worker layoffs. First, the layoffs will not only hurt the classified employees but students, teachers and parents as well. How? The ratio of student to adult support during the pandemic will be disproportionate. Therefore, the LHCS D would struggle with the additional workload. Instead, classified workers on the list can be used to provide support in other areas necessary. For example, supplemental lesson reinforcement (for students), and checking-in with parents and on aiding teachers in break-out rooms for students. Lastly, if layoffs are to happen it will cause strains on the school district when hybrid learning environment is implemented. La Habra City School District would have to scramble to replace the Classified employees that will be laid off during the

pandemic. If layoffs do not occur, the school district would have many employees ready to help transition to a hybrid learning model. Please vote no to layoffs. I am confident that the board members will make the right decision.

Sincerely,  
Ms. Imperial

## 11.

Dear board members,

March 13th 2020, was the day an emergency message was sent out to notify students, families and staff that Covid-19 was a threat to all. Nevertheless, like other schools in LHCS D, School Readiness went into action and planned for Distance Learning. With, many families depending on the program it was vital to continue providing quality service to the community. The School Readiness Program not only offered zoom classes during the week, but also created content for the website [LHCS D School Readiness](#). The School Readiness Community Liaisons created Read Aloud, Music and Movement videos, but also translated health presentations, letters, surveys, literacy activities, SEA Academy and more. This small team focused on the needs of the families by contacting all registered families and providing information about food banks, District lunch distributions, Covid-19 Hotline number, Informing of important District dates and assisting with TK/ Kindergarten registrations (over 100 children were promoted from School Readiness, now students of surrounding schools) They also focused on connecting through social media, as well as guiding parents/guardians on how to access and navigate LHCS D's website. Additionally, they were able to teach parents/guardians how to use certain devices to connect with the schools.

We can continue by adding how they prepared for their classes, **lack of work is not an issue**. With new challenges, they will have to add to their list of duties and teach parents and guardians new strategies to help their children cope with the changes they are facing, support through virtual learning, SEL, and teach them about how they can safely use technology for educational purposes, and more.

Layoffs should not be an option. Supporting students, parents and teachers should be a priority.

Respectfully,  
Juanita Alonso  
Community Liaison-School Readiness

## 12.

No on layoffs When laying off staff it creates more work and stress for parents and teachers to communicate better in between them creating the students to suffer from it. It affects on when there is no one to help translate to parents and help them

understand what's going on in there students school and education. Having personally a student that is behind in his grade level can affect him in not being able to have that extra teacher to help him work with him one on one which is what helps him out with out that help he can fall even more behind. We need the help for our student success not for it to be taken away from them.

13.

To: La Habra City School District Board Members

It has been brought to my attention that potential layoffs of Classified Staff are being considered by our district. I request that you consider the students and their families that will be affected by this decision. Classified cuts hurt our students as well as their families, and they deserve all the support the district can provide in Distant Learning at this uncertain time. The intent of the California Legislature is that no classified staff are laid off for the 2020-2021 school year due to the critical role they play in reopening our schools. This includes Distance Learning

Here are just some examples where classified workers on the layoff list could be used.

- Online homework help
- Online tutoring
- Social Emotional Learning activities
- Support for teachers
- Additional face-time and live interaction for students
- Checking-in with parents
- Answering parent questions on homework assignments or lessons
- On-call full-day bilingual/language support for parents
- On-call full-day technology support for parents
- Reading/story time for students
- Supplemental lesson reinforcement, especially for students most in need (ESL, Special Education)

Besides all this the Kidzone staff will need additional support to clean and supervise the children, and should also have a Health Tech on staff for the full day during the pandemic.

Less classified staff means less support for teachers, parents, students and the community. Is that not what we are here for. To give support to all in need.

I urge you to Vote "NO" on layoffs and say "YES" to supporting students and parents in distance learning!

Sincerely,



April Porterfield

14.

Hello:

LHCSD tells our parents and our community that we are the Destination District and that we provide a robust and rigorous education for our students. Why wouldn't the district utilize all of our staff to the fullest extent to bridge any and all educational gaps? These staff that could potentially be laid off represent wasted opportunities for tutoring, parental assistance and true equity in education. In order to provide true equity, all of our students deserve to start from the same starting point. We cannot allow any of our students to start from behind because of language barriers, socio-economic status, access to technology, or the knowledge/experience it takes for a parent to effectively homeschool. The parents and students need support now, more than ever. Why would LHCSD offer its families any less than the most support and the best educational opportunities? Please vote no on layoffs.

Thank you,  
Yuriana Ceja

15.

My name is The Reverend Doctor Karen Stoyanoff. I am the Affiliate Community minister at the Unitarian Universalist Congregation in Fullerton. Many of the congregants in our church are residents of La Habra. I am deeply concerned to hear that you are planning to layoff 70 classified employees as part of your board agenda. While the layoffs won't take place until October, I want to address this issue now since the decision will be made at this time. I urge you NOT to do this as it will affect the quality of education your schools provide in a very negative way. And it is not necessary to do this since you have the assurance of full funding in which case the State Legislature has indicated it should not happen. Before I became clergy I spent 30 years as an educator 17 of which were teaching university classes for those becoming teachers. Teaching in any setting is difficult and with distance learning it requires even more help to do it well. So in addition to taking jobs away at a time of record unemployment, these layoffs will make life much more difficult for both the students and teachers of your district.

This is a time when all of us need to feel compassion for those who look to us for leadership. Anything that makes life more difficult or negatively impacts the learning of our children is unacceptable. We are morally required to take care of them and this supersedes whatever economy you believe might be gained by removing these 70 valuable members of your district.

Thank you for your consideration  
Karen Stoyanoff, MDiv. Ph.D



16.

I understand that the District is justifying layoffs by saying there isn't enough work. This simply isn't true. Classified staff are, and for the most part, always have been willing to take on large workloads. But that has its limits. There is only so much that can be put on each of our plates. We already go above and beyond. How much more is the District expecting us to take on? At some point, the quality of work begins to suffer. But now, when you add on all of the COVID related responsibilities, it is even more overwhelming...and that is without layoffs. This is just asking too much of your staff. We will not be able to handle this school year and all of the challenges with less staff. We need each other. You need all of us if we expect our District to live up to the standards that our families deserve. We are ALL a part of this one team one vision. Please vote no on layoffs.

Hollie White  
Classified Employee  
La Habra City School District

17.

La Habra City School District parents and students need help. I know that the transition to distance learning has been difficult for many teachers. Teachers have degrees that qualify them to teach. If teachers are struggling, imagine how hard it must be for your parents! Some of us have difficulties navigating online learning because of the technological skills that are required and/or language barriers because English is not our first language. Why would the District consider laying off anyone at this time when parents need more help than ever? If the District does not know of ways that they can help parents feel supported in the Distance and Virtual learning models, the Parents have a ton of ideas. Some parent ideas are as follows: Homework Without Tears Workshop, Parent workshops, on time management, Reading assistance for our students, Paragraph writing help for our students, 1:1 Math tutoring, Homeschooling help for parents, Small phonics groups for TK and Kinder, Computer training for parents, Staff members that operate like a room parent during school hours, Zoom visits from staff to help our students have some normalcy in their daily routines, There are plenty more. If you layoff that many staff, you will be eliminating the chance for families to excel in this new learning environment. Please vote no to layoffs.

Gloria Campana  
Parent - La Habra City School District

18.

Beginning on August 17th, we will begin offering daycare for La Habra City School District families. We will have ASES at every site and Kidzone at 3 sites. I have heard

that there will not be Health staff at the school sites for the full day. This seems counterintuitive considering that we are in a pandemic. How are families supposed to feel safe sending their children when Health staff won't be present for the entire day? For many years, Office Managers at the school sites have been asking for full day Health clerks to no avail. There is a misconception (from the District's point of view) that they are only necessary part time. What actually ends up happening is that the Office Managers and Office Clerks end up handling the health clerk duties the rest of the time. My point is that full day Health clerks are necessary during regular times, but now during a pandemic, even more so. It makes no sense to layoff ANY health staff, ESPECIALLY during a pandemic. Please vote no on layoffs.

Danielle

**19.**

Hello,

Now more than ever we need to keep people that could help our spanish speaking community. Firing bilingual classified personnel feels like a disservice to our Comunity. And now it's more personal because I now have a face to put on it. Miss Claudia needs to stay and all the bilingual educators you have. Even if they don't have seniority. Our Spanish speaking parents Need someone at front office, at district, tech department, Liaison at school, in class person that could help them. As a parent I am in desperate need of someone I could speak without shame. I hope this message can at least make you consider that we feel under attack. You are single handedly disrupting this community. Keep our classified personnel that could help us in both languages.

Thanks again,

Gloria Campana

**20.**

No on Classified Layoffs, let us support the kids and parents.

From Michelle

**21.**

To whom this may concern,

Hi, my name is Angeles Davalos and I have a 5 year old in Walnut School. Since my little boy was 3, we have been enjoying school readiness program and we are so glad for the amazing teacher and dedicated team for helping so many families in the community and changing the life of our kids with the program. My son and all the



kids in the program were ready for school and we as parents couldn't be more thankful for that. I really believe we need to keep those programs alive to keep supporting our community, especially now. We need all help possible and that includes our wonderful classified workers in the district. We are a great team and we must keep working together. Now that virtual learning is beginning, not only our kids need help, but parents too. We need your support, knowledge and experience to help our kids learn.

Thanks, we really appreciate your work!

Angeles Davalos

22.

We are relying on school readiness as a family to come along side us to support our girls. Like we have for the past 3 years. This program has helped our girls learn and succeed. We are extremely excited to start again. The staff is limited and most have separate part time gigs to accumulate a full time salary. While giving so much to create a consistent learning environment. Can you imagine the impact? We have grown to know each classified teacher and we admire their dedication and hard-work. We ask that you rethink LH School Readiness lay-off's.

Classified workers on the layoff list ARE used to provide:

Online homework help

Online tutoring

Social Emotional Learning activities

Support for teachers

Additional face-time and live interaction for students

Checking-in with parents

Answering parent questions on homework assignments or lessons

On-call full-day bilingual/language support for parents

On-call full-day technology support for parents

Reading/story time for students

Supplemental lesson reinforcement, especially for students most in need (ESL, Special Education)

Kidzone will need additional staff support to supervise and clean

Kidzone should have health staff on site for the full day during the pandemic

Less classified staff means less support for teachers, parents, students, and the community

Thank you,

The Picarella Family

23.

La Habra City School District needs to bridge the gap that is presented when it expects our parents to work and home school. I am Bilingual and i need all the support I can get I can't imagine a home where there are language barriers.

Parents need support from the District. The District should offer as many opportunities as possible to help our students have a successful year. La Habra City School District claims to be a district that offers robust and rigorous educational opportunities for its students. Why would the District forgo the chance to offer this desperately needed support to its parents and students? Please vote no for layoffs.

Concerned Parent,  
Linda Gonzales  
Realtor

24.

To Whom It May Concern:

Please reconsider downsizing the school readiness program staff. I am a resident of La Habra and I love my city and all of the resources it has to offer including the School Readiness Program. I have two sons, 2.8 year old and a 1 year old. We are a low-income family and depend on our community resources for their education and enrichment. I cannot begin to explain the wonders I have seen in my "almost 3 year old's" development after attending School Readiness for a short-lived 5 months before getting shutdown in March!! It had become part of our daily routine and improved my son's speech delay and behaviors!! The staff are amazing and really dedicated to enriching these children with music and activities that draw out their creativity and imagination! They are always available and PRESENT to any issues or questions that arise. They exude the happiness that fills their hearts when they're in the classroom. They are all so lovely and simply brilliant!! I've been part of their zoom classrooms all summer although that's been extremely difficult with 2 boys under the age of 3, but it keeps them engaged and ready for when we go back to campus!! I cannot imagine not seeing all of the same staff/family. My son made his first few friends at the program and I have a circle of moms that I now consider dear friends.

The staff are a crucial Element for a successful school readiness program and during these difficult times, it is vital for families to feel supported by district personnel to walk with us in these times of uncertainty. Any layoffs will further decrease opportunities for my family and the other children in my family and friend's families.

Please reconsider laying anyone off during this hardship; we are all in this together.



Sincerely,  
Peaches Laroue

**25.**

I am sending this email to show my support for the LH School Readiness Program. It is the best program I have encountered in my 40 years of living in La Habra. There have been many that I can support and recommend but this program is essential in providing a foundation for our young students to prepare for a successful academic career. Our children in La Habra are in desperate need of this program. Please search your conscience at voting time. Do we want to continue providing the best education for our children?

Thank you for your consideration and best wishes on your decision making.  
Sincerely,  
Cathy Davis

**26.**

Hello,  
I would like to give my input regarding school staff lay offs. School Readiness has been a great support system for our family during these difficult times, I would want you to reconsider laying off these wonderful teachers whom have helped our children grow. Every single staff member that you decide to lay off is an opportunity that you are taking away from our children to academically grow. During covid every single staff member counts for our children.

Thank you  
Liliana Uribe

**27.**

My name is Maria Wrixon and I am a resident of La Habra. I am deeply worried about the massive layoffs that my school district is proposing. As a mother and homemaker I depend on the school district for educational support and the staff lay offs that the district is proposing is only going to hurt children, which are our future. I have seen first hand how important faculty is to our children's educational development. My toddler has been a student in your School Readiness program since she was two months. The program is one of the best programs I have seen for early development and it's because of their staff that this program is so successful. This program has taught my daughter the love of learning and because of this program she is excelling in everything she does. I urge you to please, please don't take away from our children. Cutting staff from schools is taking away from our children and our future.

Please stop school lay offs! Less staff and more children is not the way to successful education.

**28.**

To whom it may concern,

I am a parent of a five and two year old boys that have been attending the La Habra School Readiness Program for the past four and a half years. It saddens me to hear that this program might be discontinued. These classes have been very crucial to my boys in developing their social skills, learning their vocabulary, motor skills etc. The program is very necessary to continue for my family and other families because now that my five year old has started kindergarten, I see how advanced he is in his class compared to other kids that didn't have the chance to attend a program like this one. I am very proud to say that I owe it to the School Readiness Program and the wonder teachers that have continually shown patience, effort and support for both our children and parents. Without a program like this one I feel that my two year old might not get the same benefits my five year old son got from attending the School Readiness Program throughout his first four years. Please reconsider and take into account the benefits you are taking away from our Kids in our community.

Thank you, Ana Enriquez.

**29.**

I'm writing this message, with great concern regarding the budget cuts to layoff teachers in the School Readiness Program. Research has indicated, that students who attend pre school programs having a higher probability in doing well in school and attending college. One of my granddaughters has attended this program. I have seen the evidence of her attending. Her motor skills have developed. Her comprehension and attention span has improved and she has a greater willingness to go to T-K. However, should you eliminate this program and the great teachers, who foster learning as enjoyable, doable and fun, my second granddaughter will not have the opportunity to benefit from the program. This is an essential program for the community.

Elizabeth Cruz, M.A. Education

**30.**

To whom it may concern,

The school readiness program has been a vital part of my 3 children's social, emotional and academic development. My kids and I learned so much with every day we participated in the program. The support I gained as a parent on how to support my children at every stage from 0-5 yrs old was irreplaceable. I could see how my almost 4 year old learned letters sounds, blending, social and emotional skills, while my 2 yr old also learned numbers letters songs how to participate in circle



time, fine and gross motor skills, all while my baby was completely engaged learning to sit, crawl and even made sounds w the songs! The parent education the teachers provide was amazing, the resources they provided daily and support for parents, encouragement with parenting, teaching our kids social skills as well as academic skills.

The school readiness program is so vital to families of La Habra. Encouraging the love of learning, reading, sharing, caring is what school readiness program does and i am eternally grateful for it. The teachers are knowledgeable, caring, patient and so giving. I cannot express my admiration for the staff.

Thank you school readiness program. I hope to return with my 3 yr old soon.

Anna Segura

**31.**

The California Dashboard is one of the methods used to measure LHCS D's academic achievement. Recent CA Dashboard data for English Language Arts show that our homeless students are performing 74.7 points below standard. Our students with disabilities are performing 89.9 points below standard. Our English Learners are performing 51.6 points below standard. Our Hispanic students are performing 28.2 points below standard. Our socioeconomically disadvantaged students are performing 34.5 points below standard. For Mathematics our homeless students are performing 149.1 points below standard. Our students with disabilities are performing 117.5 points below standard. Our English Learners are performing 75.5 points below standard. Our Hispanic students are performing 56.7 points below standard. Our socioeconomically disadvantaged students are performing 61.4 points below standard. All of this information can be verified by visiting [www.caschooldashboard.org](http://www.caschooldashboard.org). This is not the time to cut staff. This is the time to have all hands on deck so that we can help our students in any and every way we can! LHCS D Families deserve better than this. Please vote no on layoffs.

Mrs. Romero  
Concerned Parent  
La Habra City School District

**32.**

Hi my name is Claudia Uribe i want you to please reconsider laying off these staff members who have helped and continue to help my children. These are very hard times specially for our children please do whats best for them.

**33.**

Please keep teachers working children need them  
Maria del Refugio Rivera

**34.**

Good Morning La Habra City District Board Members,

Today you are being asked by the district to approve over 60 layoffs. These layoffs will affect the school community dramatically especially during this crucial time when students need all the support they can get. The stated reason for the layoffs on the Resolution #8-2020 is the lack of work/and or lack of funds. The parents and community are entitled to a clear and defined explanation if you approve these layoffs. Your explanation can begin by answering why the Personnel Commission is recommending a salary increase for your Director of Nutrition Services if that lack of funds may be a reason for the layoffs. Also why is a new management position of Director of Fiscal Services being created? This is not the time to give salary increases, open management positions or give promotions. It is insulting to those who will be affected by these layoffs. It is not just the employees that will be affected but families, community and especially our students. Parents and community this information about salary increases and new management positions can be publicly viewed in the Personnel Commission agendas for July 23, 2020 and August 11, 2020. Vote NO on layoffs. Be fair to our students! Stick to your VISION of providing the best education you have promised them.

Message from a concerned La Habra Community Member

**35.**

I am writing on behalf of the staff from School Readiness program. My son (and this year my infant daughter) started attending classes from School Readiness and I can honestly say that I have seen a change in him that I feel proud. Staff are very attentive to the kids learning, both academically and personally.

The personal attention kids receive really prepares them for kinder and beyond. The level of excitement that I see from the kids about going to "school" is astonishing.

Kids are becoming students because of the staff. It will be very disappointing to know that some the staff could be layoff. Cutting staff will be detrimental to the success of kids. The goal is to make them school ready and by cutting the staff is might not achieve that goal.

Please keep the staff!

A concern parent and La Habra resident,  
Angie Sanchez

**36.**

To La Habra City School District,



I have been made aware that two staff members of the School Readiness Program are part of the upcoming layoffs.

I am writing to stress the importance that these staff members remain employees of the program for the future of our children. This program is extremely important for our children's education and without the proper staffing they will suffer.

Times are tough right now but they will get tougher if we do not fight for what's right. Are children's future and educations stand in your hands. Taking away teachers who love and teach selflessly is not the answer.

Remember right now more than anything we need kindness and compassion. We need to get spirits up for our teachers and our children. Mental health is more important than ever. Our community needs normalcy.

Thank you,  
Crystal Clawson  
A very concerned parent of our future

37.

I, Reverend Jason Cook, minister of the Unitarian Universalist Congregation in Fullerton have many direct connections in my congregation to the La Habra School District.

It's an understatement to say that we are all living in a difficult time; we know that. But the true test of this time is finding our compassion for others, especially when peoples' livelihoods are at stake. Laying off over sixty employees is not the answer, especially when the district still has full funding. As the district adapts to the greater needs of this time, it could use the support that these employees can offer. Moreover, it is unethical to layoff people right now.

However you may identify religiously or morally, we all answer to our consciences. And this is your moment--your moment to show yourself and others the compassion in your heart and be at one with your conscience. Make the right decision--don't cut people away at a time when they are in need of their employment most. Instead, sit down for a shared conversation with them about how their gifts, skills, and experience can be used to enrich for all this challenging year.

I know you can find your heart and do the right thing. May you feel the weight of this responsibility as you make this important decision.

Rev. Jason Cook  
Minister

**38.**

It is my understanding that you are planning to discontinue the School Readiness program offered to our pre-school children. I have participated in this program and have seen the huge difference it has made for many children, including my granddaughter. I saw growth in speech, motor coordination, concentration and social development in all of the students involved. Parents and grandparents learned valuable techniques to help their kids grow and learn as well. As a retired teacher, I know the importance of a good start in school and how it makes a positive difference for years. Please reconsider and allow this vital program continue for the good of La Habra children.

Tere James

**39.**

To Whom It May Concern:

I'd like for the board to consider the effects of cutting resources during these already difficult times.

My children have benefited, and enjoyed, the opportunities provided by our school readiness team. In and out of the classroom, teaching, attending and providing community events, resources and support.

Expanding their education, social skills, self esteem and so much more. To this day we sing those songs we learned in SR, even some sign language.

I myself as a mother have too benefited from the guidance and support provided by the teachers and nurse. Managing through life can be quite challenging and SR helped me through some of those times. Specifically, when my daughter was 4 and my son was a newborn, SR was a breath of fresh air that relieved some of the post partum depression mothers often deal with, and don't speak of.

At the end of the day, our children are our future and if we continue to cut their resources at the rate we are, we are failing them.

Thank you for your time.

Respectfully,

Donna Guerrero

**40.**

**Comment was received in Spanish and was translated and read aloud in English.**



Tengo una hermosa niña de dos años y cuatro meses que desde hace cinco meses no sale ni socializa, el programa de School Readiness es de vital importancia para ella pues es donde ella socializa e interactúa con otros niños, por favor consideren no despedir personal pues ellos nos ayudan mucho con nuestros pequeños

I have a beautiful girl of two years and four months who for five months has not gone out or socialized, the School Readiness program is of vital importance for her because it is where she socializes and interacts with other children, please consider not firing staff because they they help us a lot with our little ones.

Ethel Glenda

**41.**

Any reduction to the School Readiness program will be a loss for the children of La Habra. It is an amazing program that supports students with a great staff and energy. I immediately signed up my daughter this year because we missed them over summer. We would love to see the program continue to thrive!

Kelly Wright

**42.**

I wanted to write to the board how crucial and vital it is for families to feel supported by district personnel to walk with our students and families in these difficult times of uncertainty. I wanted to let you know that with these layoffs, opportunities for us and our children will be taken away. The reading readiness teachers have been extremely supportive and help with any resources especially low income families who need the support.

Charlene Salazar

**43.**

To whom it may concern,

Today, I'm writing to you regarding of all the staff in the La Habra School District. As we all have spoken these words recently "uncertain times, New Beginnings, we are all in this together" I have been so proud and honored to be apart of LHSD. We have appreciated all the updates support that you have shown to our students and Families. There was never a doubt in our mind that you wouldn't stand up for us in taking care and doing what's best for our little one..

Truly isn't that what everything is about anyway our little ones.. no matter their age or grade we need to take care of them and look after them because they are our future.

We have been so blessed to come across such wonderful teachers staff faculty principles who are always looking for the best interest in all of our students. And

during these times they are even working above and beyond harder than ever to ensure sure a smooth transition into this coming school year.

My grandmother would always say it takes a village to help raise a child and though I only have two little ones I know exactly what she means! every little bit helps! Tremendously!!

I feel that it vital for families to feel supported by our district personnel to help walk with us in these difficult times of uncertainty.

If these layoffs continue, it's not only the staff who will be hurting it's our children and the opportunities that will be taking away from them! We need the continued support of the La Habra school district Village to help guide our children in the path of success for today and tomorrow. Every little bit does help.. today even more so! From early beginning with School Readiness, nobody else has this program and it is beyond awesome! My student has learned so much and she is so prepared for kindergarten I am blown away with all of the staff support! They are a wonderful team and they all play a special supporting role in each student.

Thank you to all of the board members! We truly appreciate all of your continuous support

Mrs. Medina

44.

Dear School Board Members,

Please do not cut the LHCS D School Readiness Program staffing and resources. My children rely upon the School Readiness Program. The SRP staff are very knowledgeable and caring.

The LHCS D School Readiness Program makes the city of La Habra a better city for families and children by improving their lives through early education and nutrition.

Sincerely,

Simon Gee, father of 3 young children

45.

**Comment was received in Spanish and was translated and read aloud in English.**

No al recorte de maestros. Nuestros niños necesitan mucha ayuda escolar sobre todo en estos tiempo.

No to cutting teachers. Our children need a lot of school help especially in these times.

Gladis Calderon



46.

Hello my name is Amber. I am a parent of two toddlers. I am raising my kids to be the very best they can be. During this difficult time due to COVID-19, it has made being a parent even harder than it is but with the support and resources our schools provide us, it has helped my children to excel in their academics. It has also provided a lot of support for me as a parent to be strong through these difficult times. I do not want to limit my kids on what they believe their minds can achieve. I need them to know there are plenty of resources and opportunities for them to do and be whoever they want to be. They are our next generation and if we limit our kids opportunities and resources when it comes to their learning we are teaching them their education is not a top priority. With these layoffs, opportunities for my kids and I will be taken away. It is crucial that our kids and parents feel supported through all these difficult times and even after. Please do not apply these layoffs and limit our children. They are our next generation.

Thank you for your time and hard work.

47.

Please consider between now and October in forming a committee that would have the task of determining if the proposed layoff of 62 employees could continue to be put to productive use to justify continuing their employment. There will be many changes from the "norm" in the months ahead and may find their talents could be useful in helping to get use to this new "norm." Should the committee not find alternative uses of the talents of these employees then the resolution would remain. However, if there are discovered other valuable uses of their talents the resolution could be withdrawn.

Thanks for your consideration.

R. Barry Walson

48.

**Comment was received in Spanish and was translated and read aloud in English.**

Buenas tardes a todos quien corresponda este Correo Electrónico...Somo quiero apoyar con la decisión que se tomo del despido de varias personas que son muy esenciales como maestras de la SCHOOL READINESS...Es de mucha ayuda para nuestros niños y nuestra comunidad...Es el primer cimiento de educación para muchísimos niños...Por su atención muchas gracias. ...

Pilar Hernández.

Good afternoon to everyone who corresponds to this E-mail ... I want to support the decision that was made to dismiss several people who are very essential as teachers at SCHOOL READINESS ... It is very helpful for our children and our community. ..It is the first foundation of education for many children ... For your attention, many thanks. ...  
Pilar Hernandez

49.

To:  
Board President Sandi Baltés  
Board Members John Dobson, Cynthia Aguirre, Ofelia Hanson, and Adam Rogers.

RE: Resolution Item #8-2020: Classified Layoff

Greetings,

My name is Rev. Dr. Mandye Yates and I'm from First Christian Church in Fullerton, CA. Our Church has members who are employed by the La Habra School District and whose children and grandchildren attend La Habra School District Schools. I am also the President of Fullerton Interfaith Ministerial Association, which represents a collection of Christian, Muslim, Jewish and Unitarian Universalist faith communities in Fullerton.

We are distressed to learn that the District is planning to lay-off around 62 classified employees in October. This seems inappropriate considering your district still has full funding – the State Legislature has intended that school districts do NOT layoff classified employees in the 2020-2021 school year while your district is still receiving full funding. To layoff these dedicated employees, in the midst of a pandemic, and with full funding still in place, would be cruel and unnecessary.

In addition, there are inventive and essential ways to use classified employees to support education in Distance Learning. For example, Instructional Assistants could be used to provide homework help, or tutoring to students, or to be available on-call to support parents with questions on the teacher's curriculum. To layoff this number of support staff means that parents and students will not receive the highest level of support needed from the District in a completely new Distance Learning Model.

We pray that you will reconsider these proposed layoffs, and will sit down with their union to discuss how best to utilize their talents during these trying times.

*Rev. Dr. Mandye Yates*

50.

To whom it may concern,

I'm writing this email to ask you to please reconsider the decision in supporting the district personnel. Over these past months my children and I have been able to overcome COVID 19 challenges thanks to these types of programs such as school readiness. It is critical that during these unprecedented times, we continue to have these types of programs which support our community. The support and effort that is provided by the program and staff members is beyond needed to allow development and assurance that the sharpening of our future continues. Thank you for allowing us to express our concerns, desires and necessities.

Indy Pulido

51.

Why do you think layoffs are necessary at this time when school hasn't even started? Once school starts you will see a need in more help and then where does that leave the students and families?? Kids Zone should have a health professional on site for the whole time considering we are in a pandemic not just the morning shift or half the day.

As Kids Zone grows and it will the more people go back to work, where will you get the staff to help support the students if you lay off aids?

Since there will be staff interacting with students on a daily basis at 3 different Kids Zone locations are there enough staff to make sure everything is safe and sanitized throughout the day?

What happens when we go into hybrid and full time schedule and these aids are needed? The teachers will be overloaded and will need assistance.

Hopefully the district is not trying to make a rush decision just so they don't have to "deal" with finding work for these much needed employees. They will be needed and laying them off will just hurt the students, families and teachers as well!

Say NO to layoffs!!!

Stephanie

52.

**Comment was received in Spanish and was translated and read aloud in English.**

No queremos que corten personal, nuestros niños necesitan mucha ayuda académica son el futuro y nosotros no podemos ayudarlos especialmente los abuelos que cuidamos de los nietos que ni siquiera hablamos el inglés fluido. Gracias



We do not want them to cut staff, our children need a lot of academic help they are the future and we cannot help them especially the grandparents who take care of the grandchildren who do not even speak fluent English.

Thank you

Gladis Calderon

53.

I ask the board to vote no on RESOLUTION # 8-2020, and to specifically reconsider the necessity of Instructional Assistants, Inclusion Assistants and Information Services Technicians in meeting the needs of students during distance learning. The resolution states these cuts are required "due to lack of work and/or lack of funds," but neither of those conditions apply here.

Instructional Assistants are vital for supporting students with disabilities in all modes of education, whether in person or virtual, and are instrumental in meeting the Free Appropriate Public Education standards required by the Federal Individuals with Disabilities Education Act.

In drafting Distance Learning Plans for the 2020-2021 school year, the district has denied some students with disabilities access to supports and interventions required in their individualized education programs, including services previously provided by Instructional Assistants. You cannot tell parents that there is no way to deliver these services during the pandemic, but then turn around and fire the staff whose job it is to provide those services due to "lack of work".

The district has nearly 4,600 students who are about to begin a new school year in a new and constantly evolving environment, including several hundred brand-new kindergarten students and hundreds more embarking on a one-year commitment to virtual learning. There is and will continue to be a need for Information Services Technicians to support students and their families to establish and maintain the tools and equipment required to access distance learning.

Finally, as provided by Senate Bill No. 98, the funding for these positions remains in place for the 2020-2021 school year. The work exists and the funding is in place, and I ask the board to retain these vital positions for the benefit of the entire student body.

Respectfully,

Adrienne Vincent-Phoenix

54.

**Comment was received in Spanish and was translated and read aloud in English.**

Hola soy Juan Aguilera.

No creo que sea el mejor momento para despidos, en estos momentos debemos de unirnos para salir de esta pandemia y una vez que allamos salido de todo esto se podrá tomar otras medidas no despidos por farfavor Dios nos bendiga a todos



Hi, I'm Juan Aguilera.

I do not think it is the best time for layoffs, at this time we must unite to get out of this pandemic and once we get out of all this we can take other measures not layoffs please God bless us all

55.

To Whom It May Concern:

I am a community member of La Habra City School District. I would like the district to vote NO on laying off classified employees. I understand during this pandemic layoffs seem to be the only choice. I ask members of the district to instead allocate these employees towards enhancing and achieving a successful distance learning school year.

Besides being a community member, I am a parent, a participant of a School Readiness program, and a Special Education Paraprofessional. I have first hand experience on how vital support staff are to teachers, parents/guardians, and, most importantly, students. Today, students are relying more than ever on their parents/guardians to help with school work. Parents/guardians who have NOT been prepared with educational tools and materials. With support staff, LHCS D can improve on academic support where it is needed.

Furthermore, kindly take into consideration our little ones getting exposed to education (School Readiness) and Special Education students. These students and their families need extra support, not just for educational goals, but with social, emotional, and cognitive development and growth. Without support staff, these goals will not be achieved and will be a disservice to LHCS D "Stronger Together" motto.

I thank you for your time, service, and consideration on this matter.

Sincerely,

Jennyfer Garcia  
Community Member  
La Habra, CA

56.

This is Damian Rosales mom. I would like to support the School Readiness 100% it has help me as a mother to encourage my son to learn and like school. He loves going and enjoys spending time with the teachers.. the teachers try their best to teach the little ones in so many ways.. i really appreciate there hard work.

Thank you  
Ana Mena

57.

To LHCS D

In this pandemic time, we parents need more support from the school. Please "No" layoffs And more support in distance learning.

From school readiness parents Evelyne

58.

The District is sending out competing messages. The District, Board and Personnel Commission alike that suggest that these layoffs are a fiscally responsible decision that must be made.

In January 2020 we knew that there were going to be serious budget cuts due to the state's response to COVID. Layoffs and/or salary cuts were likely. Since Spring 2020, CSEA went to bat for schools to receive their full funding, and the 2020-2021 budget was restored to I believe 2019-2020's highest enrollment count. I repeat the budget for 2020-2021 was restored. There are concerns for subsequent years. That makes sense. What does not make sense, is the District, Board and Personnel Commission implying that these layoffs are necessary to prepare for the upcoming years when in fact the District:

1. Hired a new Administrator in July 2020 (last month) to the tune of close to \$150,000/year.
2. Promoted and raised the salary of the Director of Special Education effective July 2020 (last month)
3. Is creating a new Administrator position: Director of Fiscal Services position
4. Is raising the salary of the Director of Food Services

If you would like to fact check, you may refer to the Board agendas and Personnel Commission Agendas from May 2020 to present date.

The District will say that they are laying off (2) Fiscal Services Supervisors. But the savings for those two positions are easily absorbed by the (2) new Administrator positions.

I'm sure the District, Board, Personnel Commission, Employees, LHCS D families and La Habra Community members can understand how this does not look like there are budgetary concerns for the upcoming years when raises are being handed out to the top earners in the District.

It is highly inappropriate if not unethical to layoff support staff to cover the costs of management thriving.

Thank you for your time and attention

San P.

59.

Hello my name is Jenny Salas, I'm writing to you to ask you to reconsider your decision on closing this program. This program helps the community and our children. Helps parents get an early start in our kids education and it helps us see where our kids need more help so we can address it before they go on with education.

I understand this pandemic may be causing programs to close but please this program not only has helped kids in the past but it continue helping our kids now. Our kids mental and well being is being affected by this pandemic and having this program available helps them focus on what's really important their education and being kids.

Other parents with Better financial means can help their kids through private tutoring but parents like us in the community count on programs like this one to help us help our kids not fall behind when they enter elementary.

Also the staff and teachers are amazing they really care for our little ones like their own. I feel teachers like them make a huge impact on what they can expect when they star elementary.

Please keep on offering this program it helps our kids and it helps our community too.

Thank you for your time.  
Jenny Salas

60.

Members of the Board, LHCS D Families and Community members,

La Habra Chapter 135 is here to serve our membership through advocacy, representation, educational and enrichment activities in order to ensure a fair and positive work environment. We support strong work ethics, fairness in workplace management and pride in our District. We promote a collaborative (not divisive) approach and embrace the philosophy that Classified staff, along with Certificated staff and Administration are all equally contributing parts to the functionality, productivity and growth of La Habra City School District and the ultimate, uncompromising success of our students.

However, when fairness only comes after the union applies significant pressure, the one team one vision ideal loses its authenticity. I was recently asked by an

Administrator how to make it better. My answer is this: When Administration acknowledges the inherent value of the Classified staff, only then will we see change.

We are on the same team. There should be no fight here.

Budgetary cuts should be furthest from the students, and this plan (to layoff support staff) is not. Especially now when more assistance is needed in Distance Learning. The full weight of fiscal solvency should not be put on the classified unit.

Classified staff know what we contribute to the district and our students, but convincing the District of it, has been exhausting.

In my first Board meeting three years ago at Washington Middle School, I asked the Board to help support our efforts to create an environment where Classified are valued, yet here we are.

There is no lack of funds. There is legitimate and meaningful work for our staff and these layoffs will undoubtedly result in less offerings to our families during a time when they need it most.

Please vote no on layoffs.

Respectfully, Mika Cross-Sepulveda  
CSEA Chapter President La Habra #135

61.

**Comment was received in Spanish and was translated and read aloud in English.**

No es una buena opción dejar a las Escuelas si maestros y a los maestro sin empleo yo tengo niños en Readiness y en Kindergarten la verdad Readiness es muy importante para mis hijos an sido de gran ayuda aún con la escasez de maestros que ya hay yo creo que más bien necesitamos más maestros no menos.

It is not a good option to leave the schools if teachers and teachers are unemployed, I have children in Readiness and in Kindergarten, the truth is, Readiness is very important for my children, they have been of great help even with the lack of teachers that already exist. rather we need more teachers not less.

Josue

62.



To whom may be concerned,

2020 is really not a good year for any of us, people are suffering in this difficult times, including kids can't go to school to learn from teachers, play with classmates because of COVID-19. My twin boys, Austin and Kyle, they asked me why not go to school and they missed teachers frequently. We went to school readiness program 2 years since they were 1 year old.

Ms. Adriana. and Ms. Celia are our first class teachers, they gave my kids a lot of patience and love to not be afraid of the new environment when they were just one year old.

Ms. Juanita always wears a big smile and gives my kids big hug to welcome us to the class. Austin loves her so much!

Ms. Claudia always creates new lessons to interest kids learning and exploring, my kids already know numbers, shapes and alphabets very well.

Education gives us a knowledge of the world around us and changes it into something better, but because we have these great teachers.

Tough time will be passed one day, but a good teacher still needs to be there to help each and one of us learn and grow!

So, I want to say "NO" to classified layoffs at La Habra City School District.

Thank you for your time.

Best regards,  
Helena

63.

Hello,

My name is Emily Pruitt and I am writing today to ask that you do not approve Resolution of #8-2020 Classified Layoffs.

I believe that our students, especially those with an Individualized Education Plan, cannot afford to have any educational support taken away. I urge you to keep Instructional Assistants for Special Education on as Classified Employees.

I know as a parent of a child with an IEP, their academic career hinges on this much needed support. I also understand there may be a need to cut funds, but again I urge you not to make cuts that harm our already struggling students and find an alternative place to make budget cuts from.

Thank you.

**64.**

Dear Board Members,

As a parent of student in LHCS D I am outraged at the proposal to layoff essential Classified employees. Many of the times these are the workers go take on roles that they are not payed for and advocate for our children and families. Classified employees are always more than willing to work and it makes no sense to want to let go of them when it is obvious this district needs support. Spanish speaking families for example could use more help, Teachers could use more translators, Kid zone could use more LVN and Tech staff. This while District could use more Community Liaison who many time provide important resources that not only help the student but the entire family. Think about how your decision with greatly affect the students, teachers, and entire LHCS D community.

Say "No" to classified layoffs.

Edgar M.

**65.**

Very disappointed at the corruption going on within the district. The district is fully funded but wants to let 1/3rd of the classified staff go and give raises to the higher ups. They also are letting teachers and students stay home but require classified staff to come in and potentially expose themselves to the virus and bring it back home to their families.

Bryce

**66.**

I wanted to express how appreciative I am of the school readiness program. My daughter was fortunate to participate in the program for two years. The teachers and director for the program are amazing and give their all to the students. I see a big difference in my daughters education in the time she was in the program. Please reconsider decisions effecting staff and the program. They are truly an asset to the city of La Habra and we are fortunate to have them.

Natalie Rottino

**67**

To whom it may concern,

It has come to my attention that the August 13th board meeting agenda includes a classified layoff approval. As the mother of two students at Walnut Elementary, this layoff concerns me deeply. When my students return to school, they will have already

experienced a great deal of learning loss due to lack of educational support and they will return to less support than they are accustomed to when distance learning comes to an end. I understand the limited capacity for teachers to spend one on one time with my children during distance learning, but without the support of classroom aides, inclusion aides and other support staff - how will they ever be able to recover from this gap in education?

It is my understanding that the Governor has not cut any school funding for this year, so I do not understand why these support positions could not be utilized for further enrichment for all students. I have a child that needs occupational therapy, speech therapy and behavioral support - Yet all I have received to support him outside of his classroom work is a paper packet. I know many other students that have suffered great regression in their education, yet receive no additional supports to help them navigate distance learning. Why would we remove further support staff when our children are already suffering academically?

Laying off these staff members would be a detriment to our district and our students. Please reconsider your position and instead focus on creative solutions to utilize these staff members.

Sara Ursenbach,  
Parent  
PTA President  
Walnut Elementary