

June 14, 2022

The Board President Beverly Gerard
The Board Vice President Chelsea Bonini
San Mateo County Board of Education
101 Twin Dolphin Drive
Redwood City, CA 95120

Dear Miss Gerard and Miss Bonini:

My name is Nicole Jourdan and I have been an employee of San Mateo County Office of Education for 6 years. I am a 40+ year old, hearing-impaired, African American woman. I am currently the Substitute Placement Assistant in Human Resources at the County Office. In the past three years I have been working remotely on a special pre-arranged accommodation set in place by the former Associate Superintendent of Human Resources Lori Musso due to having personal health issues. I'd like to highlight that this in no way has hindered my ability to produce and do my job effectively.

I am currently facing an illegal lay-off. I am one of the 52 classified employees who were given lay-off notices and whose job will be taken away by the end of June 2022 due to the closing of Gateway Community School. The reasoning for my lay-off presented by the current Associate Superintendent of Human Resources, Tamara Moore, is due to lack of funds and lack of work. One of her main supporting arguments is that Gateway Community School is closing, and my services are no longer needed. I have learned recently that the Board of Education has voted to extend the opening of Gateway until 2024.

I have always contested that even if Gateway were to close, there are 7 other schools that I currently staff. As long as those schools/classrooms are open, there will always be a need for staffing support to assign substitute employees to cover the daily absences of regular employees (both Certificated and Classified) in the school sites. This is just one of my responsibilities as a Substitute Placement Assistant and as defined in my job description.

Despite this fact, Ms. Moore maintains her position that my services are no longer needed. Ms. Moore's solution to anticipate my leaving, is to transfer my job duties unlawfully and unilaterally to other employees including the unlawful use of substitutes using a Personnel Services Agreement (PSA). In my tenure as a County employee who works directly in HR, it has been common knowledge in my department that the common practice of using independent contractors on Contractor Service Agreements (CSA) or Personnel Services Agreements (PSA) is to backfill work for regular employees.

I am reaching out to shed light on this unlawful practice. As the Board meets today to vote for the county budget, I fervently hope that you would consider in your discussion the unfair labor practice that this County office continues to ignore time and time again. It is hardworking employees like me, as well as the school site Paraeducators and Teachers who worked through the hardships of the COVID-19 Pandemic and continue to serve children in the classroom, are the ones who get cut

first and easily gets replaced by independent contractors just because Administrators, like Tamara Moore, thinks they can.

Before you cast your vote, I hope that you are more informed and have a clear picture of where your taxpayers' money, paid by people like me, is being spent. When you cast your vote, I pray that you would think of us laid-off employees scrambling to find solutions on how to put food on our table, how to pay our rent, and how to continue to care for our children at the end of this month.

I thank you for your time and the work that you do for your constituents.

Sincerely,

Nicole Jourdan
(510) 504-3910
njourdan@smcoe.org

Subject: Comment for June 15 Board Meeting.

Date: Wednesday, June 15, 2022 at 6:52:53 PM Pacific Daylight Time

From: misty seago <mistyseago@gmail.com>

To: Information SMCOE <info@smcoe.org>

Please read into public comment for the meeting on 6/15/2022.

To whom it may concern:

As teachers of Court and Community Schools, we would like to request that members of the Board, when looking at lay-offs, to please look at the total number of teachers and para-educators that have been fired over the last three years in our K-12 and Court and Community Schools. When I first came to Court and Community, it was a robust environment with the most highly qualified teachers and para-educators one can imagine all dedicated to teaching the students who are of critical need from all our districts.

Now, we are quite reduced, and some teachers and para-educators have repeatedly been shifted in position and responsibility. This takes its toll on the quality services we can provide.

We sincerely hope that in your close review and examination of this year's past budget for Gateway Community School and as important, the continued review of the line item budget moving forward for Gateway, (and we do hope, the *separate* line item budget for the new Therapeutic Day School that falls under Special Education), that you are able to advise and approve, a budget that is transparent and reflective of the support our Districts expect of us and that is required of the County to provide for our shared students.

We listen to the Board Meetings. And it is understood that our Board Members' wish is for the Community School to remain open and to be well-staffed and supported. What those Board members who recently visited our Community School site saw this year were 2 full time teachers, each with his and her own classroom, and in addition, a special education teacher, Ms. Alexandra Wolles, in a community space, working with students at point of need. Our Board Members recognize the continued need of our students from our Districts, and further recognize that with proper support and properly executed planning that our Community School is uniquely capable of meeting the needs of the students in which all of our Districts entrust us. Thus, we ask you to please inquire if our Community School will be well-funded and adequately staffed at a level intended for success and growth. In addition, please also inquire if the classroom space and facilities provided to our students in previous years will remain the same, if not improved upon.

These students are the students that often slip through the cracks. The type of student that just when you think someone else is helping them, they are falling further behind and become lost. Exhibit excellent governance through closely and continuously monitoring the Community School's line-item budget and level of appropriate staffing to ensure that our most vulnerable students are provided for.

Thank you,

Ms. Misty Seago and colleagues

Subject: Re: Comment for June 15 Board Meeting.

Date: Wednesday, June 15, 2022 at 6:58:43 PM Pacific Daylight Time

From: misty seago <mistyseago@gmail.com>

To: Information SMCOE <info@smcoe.org>

I do apologize, I did have a one word correction, as I did not intend to state 'fired', but rather, laid off. I have bolded the correction below. Thank you.

Misty Seago

Please read into public comment for the meeting on 6/15/2022.

To whom it may concern:

As teachers of Court and Community Schools, we would like to request that members of the Board, when looking at lay-offs, to please look at the total number of teachers and para-educators that have been **laid-off** over the last three years in our K-12 and Court and Community Schools. When I first came to Court and Community, it was a robust environment with the most highly qualified teachers and para-educators one can imagine all dedicated to teaching the students who are of critical need from all our districts.

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Thank you,

Ms. Misty Seago and colleagues