

Sacramento City Unified School District  
**Board of Education Meeting**

October 24, 2024

**Written Public Comments**

Name:	Mikaili Kamau
School:	N/A
Agenda Item #	7.0
Comment:	<p>Having received a reply from only one person in this email string, I'll ask again. Is anyone interested in updating the old sign in front of the former Freeport Elementary. I'm sure you are all extremely busy diligently doing what you are paid to do , but certainly you should all be able find a few minutes to respond. If you are not interested, it takes less than 5 minutes to reply and say so. Or will everyone just continue to ignore the question and the issue???? After all, why bother, it's the Meadowview area, who cares.....</p>

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Name:	Katrena Blackshire Lee
School:	N/A
Agenda Item #	7.0
Comment:	<p>Over the year's my children haven spoken about the lunchtime hassle. Whether it's the long lines or the food isn't warmed/cooked correctly. There isn't enough time for student to get there food and eat without feeling rushed. By the time they are through the line and seated, it can be an overwhelming experience. Children are choosing not eat due to this anxiety causing issue. Some children rely on this particular meal.</p> <p>How can we as a district work to implement better practices for our student's lunch period?</p>

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Name:	Kristel Lopez
School:	Parkway Elementary/Nicolas Elementary
Agenda Item #	7.0
Comment:	<p>My kids attend parkway elementary and Nicholas elementary housed at CB wire campus. A major concern as a parent is the schools office lack of safety. I have a court order on file for both schools regarding my children which should show as a red flag on file when picking up students or regarding anything pertaining to that students information. I have also had to do an early dismissal in both children and am unbelievably angry that no office staff has checked my id when picking up both children at both schools. Even if there was not a court order in place there is no reason why office staff are not checking identification or even asking my name when picking up my children. When asked about it they said they were supposed to do that but never do as it has happened multiple times. I find this unacceptable as a parent and would like to know who to speak to regarding these matters.</p>

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Name:	Rachel Green
School:	N/A
Agenda Item #	7.0
Comment:	<p>I am an attendance clerk in the district and have been for about 10 years. I am good at my job and do a lot for my school site. We have improved our chronic absenteeism rate by 12.5% last year and our office staff work hard to support our school, students, and their families. It seems to me that our district doesn't value our efforts and doesn't want to keep intelligent, hard-working employees at the school site because we make less than the California average for our work and we have 5 years of longevity steps and that is all. Recently the district minimum wage was raised to \$20 per hour which is great, however, higher-range employees don't make any more than that (or if we do it's minimal), which is grossly unfair. Our positions require a lot of knowledge about the school and the district. We have to know about enrollment, field trips, volunteers, sports, finance, budget, attendance, technology, home visits, services available to families, facilities, and many other areas. We have to have the skills and know-how to offer support to everyone on campus from campus monitors, and plant managers, to teachers and administrators as well as to our students and their families.</p> <p>I ask that you please compensate us with fair wages and reasonable longevity steps. In comparison here is what our neighboring school districts offer.</p> <p>Folsom Cordova offers 13 longevity steps and step one is just a little less than what I make. Step 5 in Sac City is comparable to Folsom Cordova's step 2, San Juan offers 6 longevity steps which top out above Sac City. Elk Grove Unified has 7 steps and a 10.5 month Elementary school secretary has a salary starting at 46, 014 per year. Grant has 5 steps but their pay is higher than Sac City as well.</p> <p>Again, all we are asking for is what is reasonable and fair. Thank you for hearing us tonight.</p>

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Name:	Rucha Powers
School:	N/A
Agenda Item #	7.0
Comment:	<p>I am writing today to address a critical issue that affects the very foundation of a healthy successful school district: the fairness and equity of our compensation system for all SEIU employees. Recently, it has been made crystal clear that some SEIU members in lower job class ranges are now earning more than those in higher ranges(42 and above). This creates an unjust and demoralizing situation that cannot be ignored.</p> <p>The current contract negotiations, while well-intentioned, fail to address this imbalance effectively, unless the floor for salary steps for those job classes is raised proportionately and fairly to all . By focusing on raises for only certain steps within the lower ranges, many dedicated employees remain overlooked and undervalued. As a result, we face a scenario where an Office Manager —who bears significant job responsibilities— and like myself, who has worked hard and been dedicated to reaching the top earning step 5, now earns less than their some of my classified co-workers in a lower job class This is not just an oversight; it is a fundamental misalignment of our values as an educational community. Fairness must be at the heart of our compensation structure. Each step and range should maintain proportional differences to ensure that employees receive appropriate raises, reflecting their skills and responsibilities. Higher-level positions should always be compensated more than lower ones. This ensures that the effort put into professional development and increased responsibilities is recognized and rewarded!</p> <p>Moreover, we must address the issue of equity. Inconsistent step or range increments has created pay compression, where employees in different steps or ranges—each with distinct responsibilities—are compensated differently. This not only undermines morale but can also create internal conflicts that disrupt our collaborative environment. When individuals see their hard work and dedication rewarded with stagnant wages while those in lower positions earn more, it fosters resentment and diminishes motivation. This topic currently disrupts my own working environment almost daily when I am given more and more tasks with no corresponding compensation. I would say that 80% of an average work day is consistent of me doing “other duties as assigned”, which is a nice way of saying that as an OM I act as everything from a nurse, to a vice principal, to a security officer all within a normal school day trying to get my normal job assignments done. By the way, all those roles make more than an OM.</p> <p>In addition to fairness and equity, we must emphasize the importance of transparency. A clear and consistent salary schedule is essential for building trust within our district. When employees understand exactly what to expect in terms of salary progression, it fosters a sense of security and confidence in the system. Transparency helps everyone feel valued</p>

and assures them that their contributions will be fairly recognized. SEIU and the district must each commit to honest conversations about compensation, especially for those in the office/technical unit who are currently suffering from the salary compression due to an unequal compensation structure.

Everyone deserves the opportunity to develop their skills, advance into higher positions, and receive compensation that corresponds to their responsibilities in this district. We cannot allow the current stalled contract negotiations to create further divisions within our ranks; we must work together to ensure that all members of our team feel valued and appreciated.

I urge the school board to reconsider the current proposals regarding class and compensation and to work towards a more equitable compensation plan that recognizes the hard work and dedication of every member of our Classified staff. Together, we can create an environment where everyone feels valued, empowered, and motivated to contribute to our shared mission of educating our SCUSD students.

Thank you for your time and attention.

Rucha Powers