



Memorandum

To: PSEA Executive Board
From: PSEA Legislative Committee
Date: 9/21/2016
Re: Report on Poway Unified School District Governing Board elections, November 2014

Legislative Committee Members: Doug Crooks; Douglas Nicoll; Lynnette Turner; and Diane Zimmermann

Background

The Committee met on August 29th to discuss the upcoming PUSD Governing Board election on November 8, 2016. We discussed the characteristics we would like to see in a candidate; experience as a leader; ability to work collaborative with the Board and the District Administration; transparency; willingness and desire to listen to and work with PSEA; and a basic philosophy of inclusivity and equitable practices with employee bargaining units.

We then discussed the nine candidates running and developed an endorsement questionnaire. On August 30, 2016, the questionnaire was sent to all nine candidates, with the instructions to submit the questionnaire if the candidate sought PSEA's endorsement. PSEA received only four responses out of the nine questionnaires mailed: Kimberly Beatty, Darshana Patel, Stan Rodkin, and Terry Norwood. The other five candidates Debra Cooper, Jimmy Karam, Nick Anastasopoulos, John "Chas" Moriarty and Carol Ware did not apply for PSEA's endorsement.

On September 15, 16 and 19, 2016, the Committee met to interview candidates Beatty, Patel, Norwood and Rodkin. Our focus was to interview the candidates on issues that are relevant to PSEA membership and determine at what level, if at all, PSEA should involve itself in the election.

During the interviews, the four candidates presented well and had plenty of community and educational experience. The interviewees appeared to be sympathetic to the needs of the PSEA bargaining unit, and valued classified employees in general. They all believed that there should be fair and equitable wages for employees, and acknowledged that our current budget is made up of 86% salary and benefits. The interviewees cited transparency as a goal, and noted the negative press that the District has received of late. We asked all candidates about working with other Board Members in the current negative climate we are experiencing, and all had similar answers about mutual respect and open minds. With regard to the budget, again the interviewees seemed to be aware of the budgetary constraints and noted the anticipated \$18 million structural deficit, but felt

that employees were a high priority. The questionnaires submitted by the candidates are attached to this report.

After the interviews the Committee met to discuss our notes on each candidate. We agreed that this year is an important election and we should participate, at a minimum with an endorsement. The question then is who will be our candidate(s).

We considered the following factors in this election cycle:

- This is an important election and while PSEA has come a long way, there are still many issues of equity and respect that need improvement.
- The two open Board positions appear to be highly sought-after, given the nine candidate field. The race will be competitive.
- There is a vocal community interest (the Coalition for Effective School Board Leadership) interested in seeing to it that Kimberly Beatty, a Board Member who garnered our support in the election of November 2012, is unseated and replaced with candidates of their choosing.
- There is an increased effort on the part of the Poway Federation of Teachers to unseat Ms. Beatty.
- Much of the political rhetoric surrounding this election is made from inaccurate or false information, which PSEA has an interest in correcting.
- These groups may or may not hold the same views as PSEA. In fact, the leadership of the PFT has been known to spread misinformation about PSEA and its negotiated settlements, as well as our beliefs.
- Both of the above groups support Darshana Patel.
- There have been inequities in the treatment of classified employees compared to that of teachers and management. i.e., refer to the 4% salary increase to both groups without a comparable salary increase to PSEA or SEIU.
- The incumbent, Kimberly Beatty, has supported PSEA on numerous occasions, including the Health and Welfare equity package and salary increases, as well as increase communication with the Board without censor from the District Administration.
- Working together and having an effective Governing Board is critical to recovering from this darker time in our District's history (audit of and subsequent dismissal of the Superintendent, unprecedented loss of upper management, etc.)

All of the candidates interviewed were very similar in their views. All things considered, we felt that it came down to two issues- which of the candidates shows the most promise of advocating for PSEA members, and who is most likely to win the election. Based on responses regarding their strategies of cooperation with the District Administration, the existing Governing Board Members and, most importantly, with PSEA, two candidates rose to the top.

As a current Board Member, Kimberly Beatty has proven herself time and again. She asks many questions, which seem to annoy some members of the public and the PFT, but has a dogged determination to understand the issues facing the District and find solutions that will benefit all of us. In addition, through her actions we see that she values and respect what classified staff bring to Team PUSD. Ms. Beatty is predicted to have strong community support in the race due to her stance

on the Capital Appreciation Bond issue and relatively conservative fiscal views. Her endorsements are impressive and include the Democratic Party and the Labor Council, and numerous others whose belief system reflects that of labor.

Darshana Patel has a great deal of leadership experience and her scientific approach to problem solving was very appealing. She appears as a person with experience, positive attitude and strategies for success. Both of these candidates seemed not only to understand the issues the District faces, but seem most likely to be effective as a Board Member. Ms. Patel is a newcomer to the District Board but has a great deal of previous experience on the Penasquitos Town Council. Ms. Patel also has the endorsement of the Democratic Party and numerous significant other positive references.

Based on the foregoing information, the Committee urges the Board approve its recommendation to endorse candidates Kimberly Beatty and Darshana Patel for the November 8, 2016 Governing Board Election, and that the \$17,000 earmarked for political action be released for the Committee's use in supporting these two candidates.

Poway School Employees Association
2016 Board of Education Endorsement Questionnaire

Dear Candidate:

The Poway School Employees Association (PSEA) is the exclusive representative for approximately 2,100 classified employees of the Poway Unified School District. The Association consists of two units: the Office, Technical, Business & Paraprofessional unit; and the Operations Support Services unit. PSEA's mission as a member-run organization is to promote the well-being of our PSEA community through a spirit of cooperation and mutual respect with District administration and our Board of Education. PSEA member interests include fair and equitable wages and health benefits, professional development and skills training for job growth, and participation as a Team PUSD stakeholder in District decision-making.

If you are interested in PSEA's endorsement in the upcoming election, please return this questionnaire via e-mail to ltturner@psea.sdcoxmail.com. After we have received your questionnaire, our Legislative Committee will notify you if we would like to schedule an interview with you. We realize that time is of the essence, and will make every attempt to provide you with an interview before September 19, 2016.

Candidate Name: KIMBERLEY BEATTY

Address: 12037 Dapple Way, San Diego, CA 92128

Phone(s): 858-335-4878

Email and Website (if any): kimberley@beatty4pusd.com www.beatty4pusd.com

Education: University of Virginia, BA in International Business; University of Maryland School of Law, J.D.; CA School Boards Association, Masters in Governance (MIG)

Questions

1. What qualifies you to be on the PUSD governing board of education?

Unlike the other candidates for school board, my tenure on the board of education is part of the public record. So, whether one views me as qualified to be on the PUSD governing board is very much determined by their judgment about my record. My driving force has always been about fighting for the next generation, whose rug has been pulled out from underneath them. It is also my fundamental belief that public education is the foundation of Democracy in ensuring civically engaged and educated citizenry. Public education also affords the best opportunity for leveling the playing field and providing upward mobility. Continuing in this position as Trustee for Poway Unified School Board will allow me to continue to work towards providing a quality education for all our students.

2. What goals do you hope to achieve if you are elected?

My first goal is hiring a top notch superintendent and to include our community stakeholders in discussions about what attributes are important to them in a new superintendent. We need a visionary and inspirational leader who possesses the highest levels of competence and integrity, and who is capable of maintaining good relationships with the board, staff and our community. Our new superintendent should be a leader who values and respects the work of every single employee.

I also will continue to champion responsible governance and fiscal oversight in order to maximize the community's funds that directly benefit our students. Millions of dollars can be saved through reductions in legal and consulting costs, management reorganization and performance audits. The savings can be used to address the structural deficit; lower class sizes; increase funding for: sports, life skills classes, visual and performing arts, career pathway programs, counselors, libraries and other critical staffing. My other goals include: working to close the achievement gap; increasing online course offerings; improving anti-bullying programs; reintroducing middle school intramural sports; starting secondary schools later; and farm to table partnerships.

3. What do you view as the role of classified employees in the District?

Classified employees are the backbone of this district. We couldn't sit up straight and walk without you. Classified employees are an integral component of supporting and educating all our students.

4. Describe a healthy relationship between a School Board and the District's employee bargaining units.

A healthy relationship between a School Board and the District's employee bargaining units begins and ends with mutual understanding and respect, openness in discussions, availability and access.

5. What do you believe should be the funding priorities for the District? (i.e., class sizes, technology, employees, etc.)

My funding priorities are discussed in question #2.

6. Do you believe that the state increase to a \$15.00 minimum wage should or should not affect the salary schedule of District employees? Please explain your answer.

Absolutely, PUSD should abide by the minimum wage law in the same way that prevailing wage is required with all our construction contracts.

7. Do you support or oppose Proposition 55 (the temporary extension of the Prop 30 tax)? Please explain your position.

I support Proposition 55 100%! For over a decade I have been at the forefront of protesting budget cuts and calling for more funding for our public schools and specifically for Poway Unified which was disadvantaged under Revenue Limits and continues to be financially disadvantaged under LCFF.

8. Are you a member, or have you been a member, of any labor organization?

Though I am not a member of a labor organization, I have received extensive support from Labor organizations previously. I have twice been endorsed by SEIU Local 221 and San Diego & Imperial Counties Labor Council, in 2010 and 2012. Also, I was just endorsed for 2016 by the North County Labor Alliance (NCLA) which includes in its membership the following unions: Carlsbad Unified Teachers Assoc., California School Employees Assoc. #150, Communication Workers of America #9511, Mira Costa College Academic Associate Faculty, National Association of Letter Carriers, Palomar College Council of Classified Employees AFT #4522, Palomar Faculty Federation AFT #6161, San Marcos Educators Assoc., SEIU #221, Unite Here, and Vista Teachers Assoc. I have also been endorsed by the San Diego Unity League.

9. Please let us know any other factor(s) you wish for us to consider:

**Poway School Employees Association
2016 Board of Education Endorsement Questionnaire**

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Candidate Name: Darshana Patel

Address: 8524 Foucaud Way, San Diego CA 92129

Phone(s): 858-484-8058 (hm), (858) 324-4288 (cell)

Email and Website (if any): patel4pusd@gmail.com www.patel4pusd.wordpress.com

Education: Ph.D. Biophysics, UC Irvine 2002; B.A. Biochemistry minor Religious Studies, Occidental College 1996

Questions

1. What qualifies you to be on the PUSD governing board of education?

I am a civic-minded scientist, parent and community leader dedicated to educational excellence in PUSD. Since my three young daughters attend PUSD schools, I am fully invested in high-quality education for many years to come.

I am qualified. I earned my BA in Biochemistry and minor in Religious Studies from Occidental College. I choose to take my education even further and earned a Ph.D. in Biophysics from UC Irvine. My science background brings valuable STEM expertise to the Board. My Certification in Project Management from UC Berkeley, combined with extensive experience working on civic boards, makes me an objective and collaborative problem-solver who can manage budgets and resources.

I am a dedicated community leader. I have served as President of the Rancho Peñasquitos Town Council (as well as Fiesta, Web and Print, Health and Safety, and Education Committee Chairs), VP of Legislation/Advocacy for Park Village Elementary

PTA (and Reflections Chair), School Site Council and PUSD District Advisory Committee member. I am currently the Executive VP of Park Village Elementary Foundation. Through these positions, I have spoken with teachers and principals in the district, worked with civic-minded student volunteers and studied the financial and curriculum priorities of the district. I understand the fundamental processes of school funding and meeting curriculum needs, and I have a passion for educating parents on these issues.

In addition to my roles in public educational support, I am an elected member of the Rancho Peñasquitos Planning Board (serving on the Land Use Committee overseeing land development in Torrey Highlands, Black Mountain Ranch and PQ), a member of the Rancho Family YMCA Farmers Market Committee and serve on the SDPD Northeastern Division Captain's Advisory Board. These additional roles provide a large network of expertise that I can draw from for support, problem solving, and cultivating synergies.

I am committed to ethically fulfilling my board responsibilities, if elected, and will continue to work collaboratively and effectively with teachers, administration, staff and community. Our children's education is my top priority.

PUSD is a high performing school district that is suffering from some serious management challenges that have pulled the Board's attention away from the mission of our school district. We need to have a strong, objective, collaborative and ethical leader to work with the continuing board members to address these issues. I know I have the right experiential diversity and leadership skills to be part of the solution and resolution process. Based on my broad volunteer service in the community, I have been encouraged by parents and community members throughout PUSD boundaries to take my leadership skills to PUSD and be part of a solution-focused board of trustees. Additionally, because of my own life-experience, I am a champion for public education.

I encourage you to read more about my qualifications, dedication, and motivation on my website, patel4pusd.wordpress.com

2. What goals do you hope to achieve if you are elected?

I have three specific priorities and one overall goal.

My first priority is to focus on high-quality education for our children through excellence in curriculum, finances and staff. Our district has historically performed well based on mutual respect for all aspects of the education system. PUSD not only provides high quality education for our children but also is a responsible employer to several thousand residents. We need to work cooperatively to maintain this successful model of education.

My second priority is to balance classroom resources between STEM, arts and whole child. Due to our current financial landscape, we must more effectively use our available resources to balance the education needs of our students. I will use a sensible approach in addressing education resource issues under board purview.

My third priority is to advocate for greater participation, collaboration and openness with the community in order to rebuild trust. As a member of the board, I will keep open lines

of communication and work with community groups. I will also advocate for more balanced state funding appropriations through education lobbying groups. My years of community and school volunteerism have given me the right experience to advance the districts interests and needs.

Tying all of these priorities together is my overall goal to have a board that effectively and respectfully works together to give our children the outstanding education they deserve and be a responsible employer to all of our employees.

3. What do you view as the role of classified employees in the District?

Classified employees are an essential part of providing our children high-quality education because they keep our schools safe and well maintained, provide necessary services for our students, and allow our children and teachers to focus on learning. Also, I believe that classified employees advance the implementation of whole-child education because of their dedication to the safety, health and well being of our children.

4. Describe a healthy relationship between a School Board and the District's employee bargaining units.

Employee unions are necessary for teachers and classified staff to create a balance of power at the bargaining table. When there is mutual respect, we can ensure the best employment outcomes. Unions help provide buy-in for significant changes in working-conditions, additional training or other general reforms that the district may prioritize. They also keep a "checks and balance" on safety, performance and compensation. It is commonly known that those school districts with effective union-School Board relationships directly correlate with higher academic achievement. With the acknowledgement of a clear link between student learning and safe school environment, the board should work cooperatively with the union using best practices. In situations of conflict or complaint resolution, there should be a well-defined and mutually agreed process. The process should have triggers for escalation with accountability and consequence for all parties specified in the process. Ideally, the process should be confidential and without punitive outcomes. In fact, best practices include open, respectful dialog with staff and union representation. I hope to earn the PSEA support because I want to ensure that all key stakeholders have a respected voice at the table.

5. What do you believe should be the funding priorities for the District? (i.e., class sizes, technology, employees, etc.).

Since over 80% of the PUSD Budget goes towards salaries and benefits of employees, naturally this is a top priority. With about 3000 employees in the district, it is critical we ensure that our highly qualified teachers, staff and administrators are well trained, safe and have the appropriate resources to effectively do their jobs. Since our employees directly impact the quality of education our students receive, I know this expense is justified. Additionally, we must act in accordance with education and employment laws, so class size reduction, implementation of curriculum standards and nutrition standards should also be prioritized. When it comes time to balancing the budget, I would prefer

the adjustments minimize impact on classroom instruction. Also, I would advocate that new innovative programs that are proposed offer external funding options, such as grants, rather than take a way from existing budget line items.

6. Do you believe that the state increase to a \$15.00 minimum wage should or should not affect the salary schedule of District employees? Please explain your answer.

As the shift to \$15 minimum wage gradually kicks in over the next several years, ideally, our Associate Superintendent of Business should adjust the budget to keep salary equity among the employees. It is not appropriate for an employee with significant years of service who has recently had salary increases to go above \$15/hour now be equivalent with a newly hired employee at minimum wage. The shifts in salary might not follow the same schedule, however, we should take all of the years of service into consideration and maintain equity.

7. Do you support or oppose Proposition 55 (the temporary extension of the Prop 30 tax)? Please explain your position.

I fully support Proposition 55. The 1988 Proposition 98 funding allocations were not sufficient to cover the K-12 education needs in CA. The temporary increases in funding that Proposition 30 provided reversed the education funding losses due to the recession, however they are set to expire and all the gains we made are at risk. Proposition 55 will prevent cuts to education funding by extending the benefits of Proposition 30, continue to reduce class sizes so that we are more aligned with other states. Additional Proposition 55 benefits include support of other state programs such as affordable colleges and access to health care. Proposition 55 will have no additional tax increase and is the logical step to continue adequate funding for education in this state. With that said, the state needs to work towards a more sustainable public education funding strategy.

8. Are you a member, or have you been a member, of any labor organization?

While I was a graduate student at University of California, Irvine, I served on the Associated Graduate Students board when we fought to allow graduate students to unionize and collectively bargain for better working conditions and health benefits. The Associated Graduate Students supported and worked together with SWU/UAW.

9. Please let us know any other factor(s) you wish for us to consider:

I have completed the San Diego Labor Council COPE questionnaire and have my interview with them on September 15th. Additionally, I am registered for Labor 101. As the first generation child of an immigrant family whose mom worked minimum wage in the fast food industry, I know first-hand the benefits collective bargaining can provide for the most vulnerable among us. I understand the history of unions and respect their efforts to improve employee safety, benefits and wages.

PSEA Questionnaire

Candidate Name: TERRY NORWOOD
Address: 17152 MATINAL RD, SAN DIEGO, CA, 92127
Phone(s): 858-829-5190
Email and Website: NORWOOD4SCHOOLBOARD2GMAIL.COM
Education: B.S. Organizational Leadership from BIOLA University,
A.S. General Studies from Palomar College

Working for YOU

1. What qualifies you to be on the PUSD governing board of education?

I have a degree in leadership organization, am the proud parent of two PUSD graduates, and a very engaged Rancho Bernardo community member. For over 20 years, I have served the community as an advocate for education and military families.

Advocating for my two children's education initially, I assisted other families before developing the Parent Center at Rancho Bernardo High School that advocated for all families, with a motto of Staying Connected and a mission of connecting families to needed resources. I also spearheaded the movement in my community to ensure community concerns were heard and addressed when Palomar College purchased its South Campus. This led to a protective lawsuit filed on behalf of the City of San Diego.

I worked with the National Military Family Association, beginning as a local representative and later becoming a member of the Professional Development Committee, coordinating national training. As a military family advocate, I began attending community forums and hosting focus groups. Eventually, I was entrusted to develop and train peers and community members about military family rights and benefits.

My passion is strengthening families and communities. My integrity proves I am the outspoken and solution-focused person to Work for YOU in our school district. I will ensure every voice is heard – students, parents, teachers and staff, and our community; to provide fiscal responsibility and solution-focused results our district deserves; to restore much needed transparency, collaboration, and integrity to the Poway Unified School District. As your school board trustee, I will not forget I am Working for YOU.

2. What goals do you hope to achieve if you are elected?

I will work to restore transparency, collaboration, and integrity to the school board. Providing oversight to district management will be my key role as a school board member. Informing our community about our financial challenges and the need for prudent budgeting while retaining an excellent school district is paramount to this job. I will also work to strengthen educational options for our students helping share the Career Technical Program with our families and the many options available for students. I will ensure teachers and staff have resources and collaborative support and work to safeguard our community's investment for the future.

I want to work on closing the achievement gap. To begin with, I would devise an advisory committee to review all of our schools. Then, evaluate any of the current programs and

techniques that would benefit other schools in our district. This is common sense and may already be in effect but needs more promotion. There are PUSD schools offering electives, programs, and field trips that other schools or students have no access to. Let's post outcomes online hosting inner district field trips or webinars to share the learning with all students and all schools. The committee could be a partner to potentially new programs and engage our community to participate and offer innovative solutions. I want to broaden Career Technical Programs and strongly highlight the Parents as Partners concept. Ensuring parents are aware of these programs does not cost anything. I implemented parent seminars at RBHS to educate parents on college and career readiness, differences in SAT and ACT tests, and college financial readiness. I want to expand it to career opportunities taking alternate paths for those that think in alternative ways versus mainstream learners.

3. What do you view as the role of classified employees in the District?

The rod in the concrete. Without it there is no strength to the foundation. From feeding a child to providing a transcript, each classified employee has an important role to administer. All PUSD employees are equal in my eyes. None deserve preferential treatment over the others. The office, technical, and support services maintain the platform for all students, teachers, and parents to have a secure and professional environment for an educational system.

4. Describe a healthy relationship between a School Board and the District's employee bargaining units.

I will collaborate with district employee bargaining units to ensure there is a productive conversation with the Human Resources department about its hiring process and benefits package for union members. Respectful communication and supportive collaboration are at the heart of these negotiations keeping in tune with the PSEA's spirit of cooperation and mutual respect. Employees will be more effective when they are supported by the leadership of their district, by this I mean Superintendent and School Board. A team is only successful when the team works together. I will be a TEAM player.

5. What do you believe should be the funding priorities for the District? (i.e., class sizes, technology, employees, etc.)

Our district has a financial crisis. I am not satisfied with the current financial status of PUSD. We have had poor leadership from the Superintendent and the majority of school board members seeking personal agendas rather than what is best for our school district. The most important funding priority the school board is to hire a Superintendent that is qualified and has the character to implement effective leadership. The Superintendent hired should see the financial challenges before our district and develop a budget to balance the needs of all affected individuals. The budget should reflect frugal spending and smart revenue building. With a qualified Superintendent, qualified district management can be hired so that outside consultants and personal legal fees are not needed. This will allow for money to be used for technology and class sizes instead of personal pockets. When an organization is managed properly at the top, without personal greed, the trickle-down effect works.

Additionally, we can utilize our parents and community to network services throughout the district while prioritizing spending. Specifically partner with businesses to come into the schools and share their services/trade, not only to students but to parents. In essence, expand our Parents as Partners programs by broadening our Career Technical Education & Career Readiness.

6. Do you believe that the state increase to a \$15.00 minimum wage should or should not affect the salary schedule of District employees? Please explain your answer.

I believe that whenever the minimum wage goes up, no Californian should have to work for less. As to how it affects the rest of the PSEA salary schedule that should be the subject of good faith collective bargaining. I have looked over the Agreement between the BOE of PUSD and the SEIU #211. And the BOE of PUSD and the PSEA. This is good information. I would want to have a conversation for further comments.

7. Do you support or oppose Proposition 55 (the temporary extension of the Prop 30 tax)? Please explain your position.

I support funding education. I will vote for Prop 55 because this seems to be the way our State works. By voting to support it, this tells the State funding education is important; and it will be documented that the funds are ensured to be spent there. However, I do not agree with asking the voters if they want to continue paying for education. It saddens me that the State even has to ask. As much as citizens should have a vote for where their taxes should be spent, education should be automatically funded. It is a fundamental right not an option. The citizens expect their elected officials to make these decisions without using tax payers' money to put it on a ballot which is a waste of our tax dollars. I believe the State should show more responsibility to support education.

8. Are you a member, or have you been a member, of any labor organization?

Labor organizations play a critical role in representing employee's voices. I have not been fortunate to have been a member of a union nor as my family. I see the value of unions and the benefits they offer families and employees. My family would have benefited from being a part of a union. I believe unions are bargaining agents that ensure the employees have substantial benefits. The union also ensures the business model of the organization will be maintained by ethical standards and sustain financial solvency for the benefit of the employees as well as investors. As an advocate for families for over 20 years, I feel I have served in a similar capacity as a union representative.

9. Please let us know any other factor(s) you wish for us to consider:

With a majority of board members protecting the status quo-personal interests, our district will slowly continue to decline until it is in dire straits. The budget deficit will continue to grow. Critical district management positions have been chosen without regard to qualifications. Deals are made without proper discussion and oversight. I am not a status quo candidate. My experience proves my outspoken yet, solution-focus leadership, produces effective results.

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Candidate Name: Stan Rodkin

Address: 9935 Paseo Montalban

Phone(s): 858-395-5830

Email and BSME, MME

Questions

1. What qualifies you to be on the PUSD governing board of education?

Previous 13years experience as a board member back in the days when PUSD was earning and well deserving of the reputation as one of the best. I am saddened by the negative press lately and I want to put my experience as a well respected board member to work to get the PUSD back on the right track.

2. What goals do you hope to achieve if you are elected? I want to shift the focus of the Board away from power and control back to the students

3. What do you view as the role of classified employees in the District? The role, of course , is to provide all the myriad support services necessary to serve the students. This includes everything from janitorial, groundskeeping , food services and all levels of office staff: all services necessary to get the kids to school, keep the facilities neat and

clean, feed the kids and get them home safely, and also office staff to handle the tons of paper work.

4. Describe a healthy relationship between a School Board and the District's employee bargaining units. Transparency in the bargaining process.
5. What do you believe should be the funding priorities for the District? (i.e., class sizes, technology, employees, etc.) Class size may need to be increased, technology must be utilized to the utmost to cut costs and all employees should receive a fair wage.
6. Do you believe that the state increase to a \$15.00 minimum wage should or should not affect the salary schedule of District employees? Please explain your answer. This has not become law as yet, but when and if it does the District will be compelled to comply with the law of the land.
7. Do you support or oppose Proposition 55 (the temporary extension of the Prop 30 tax)? Please explain your position. I have not read it yet but if it means more funding for schools, I'm for it.
8. Are you a member, or have you been a member, of any labor organization? Many years ago, in college, I was a member of the waiters union. I must say, my membership made it possible for me to complete college. It served me very well.
9. Please let us know any other factor(s) you wish for us to consider: I want to help end the corruption and mismanagement which has become even more evident now that I am deeply engaged with the election process once again. The Board needs a steady hand on the wheel and I offer that steady hand based on 13 years of well respected service on this Board.