

PLACE AND DATE	Mary E. Silveira School 375 Blackstone Drive San Rafael, CA 94903 Regular Meeting on Tuesday, January 17, 2017
CALL TO ORDER	The meeting was called to order by Board President Honsberger at 6:00 pm.
MEMBERS PRESENT	Brad Honsberger, President Marnie Glickman, Vice President Jennifer Taekman, Clerk Alissa Chacko, Trustee Mark Schott, Trustee
MEMBERS ABSENT	None
ADMINISTRATORS PRESENT FOR OPEN SESSION AGENDA	Judith Arrow, Assistant Superintendent, Ed. Services Robert Marical, Business Manager Rebecca Minnich, Special Ed. Coordinator Kristy Treewater, Principal Derek Lecy, Assistant Principal Tracy Smith, Principal Jason Manviller, Principal Will Anderson, Principal
APPROVAL OF CLOSED SESSION AGENDA	On a motion by Mr. Schott, seconded by Ms. Chacko, the Trustees approved the closed session agenda. Vote: 5-0 (Schott, Chacko, Glickman, Taekman, Honsberger)
PUBLIC COMMENT ON ITEMS ON THE CLOSED SESSION AGENDA	None
RECESS TO CLOSED SESSION TO CONSIDER AND/OR TAKE ACTION UPON ANY ITEM ON THE CLOSED SESSION AGENDA	Gov. Code Section 54957.6: Conference with Labor Negotiators Agency Designated Representatives: Thomas J. Lohwasser, Superintendent and Noel J. Shumway, Legal Counsel Employee Organization: Dixie District Teachers Association (DTA) Gov. Code Section 54957: Public Employee Performance Evaluation: Superintendent
RECONVENE TO OPEN SESSION	Mr. Honsberger reconvened the meeting to open session at 7:02 pm. Mr. Honsberger welcomed all parents and teachers to the school board meeting in the newly expanded and upgraded MPR at Mary E. Silveira School.
PATRIOTIC SALUTE	The recitation of the Pledge of Allegiance was led by Alexa Honsberger, a graduate of Dixie School District.

ANNOUNCEMENTS OF ANY REPORTABLE ACTION TAKEN IN CLOSED SESSION	<p>None</p> <p>Mr. Honsberger announced that the school board received Superintendent Lohwasser's retirement letter effective July 1, 2017. He thanked Dr. Lohwasser for his 27 years with the Dixie School District.</p>
PUBLIC COMMENT ON ITEMS ON THE OPEN SESSIONS AGENDA	<p>None</p>
APPROVAL OF OPEN SESSION AGENDA	<p>On a motion by Mr. Schott, seconded by Ms. Glickman, the Trustees approved the open session agenda. Vote: 5-0 (Schott, Glickman, Chacko, Taekman, Honsberger)</p>
CONSENT AGENDA APPROVAL BY A SINGLE MOTION	<p><i>Correction to December 6, 2016 Minutes, Page 7: Meeting with Form Trustee, Mr. Abbott, Correction: Former Trustee, Mr. Abbott.</i></p> <p>On a motion by Ms. Taekman, seconded by Ms. Chacko, the Trustees approved the consent agenda items. Vote: 5-0 (Taekman, Chacko, Schott, Glickman, Honsberger)</p> <p>Items on the consent agenda:</p> <p>Minutes of Regular Board Meeting, December 6, 2016</p> <p>Certificated Personnel Actions: Temporary Employment</p> <p>Classified Personnel Actions: Leave Request</p> <p>Quarterly Report of Investments</p> <p>Agreement with School Services of California</p> <p>Declaration of Surplus Property</p> <p>Certification by the Board of Monthly Payroll Order and Bills</p>
ANNOUNCEMENTS/SUPERINTENDENT'S REPORT	<p>Dr. Lohwasser addressed his retirement announcement and his 22 years as Superintendent of the Dixie School District. He expressed his love for the district and the work he has accomplished to make it a "great" district. He noted that he is committed to assisting in a successful superintendent search and a smooth transition.</p> <ul style="list-style-type: none">• The Lifeskill for the month of January is Digital Citizenship.• Dr. Lohwasser reviewed the upgrades and expansion to the MES MPR, noting that the expansion has allowed MES to have school-wide assemblies where all students can attend. The upgrades to name just a few, include a new fire alarm system with sprinklers, new lighting, heating, composite sports floor and ADA compliant restroom, pathways and a stage lift.• Our maintenance crew did an outstanding job of keeping the schools safe during the stormy weather. District staff checked campuses in the very early morning hours. The emergency message system was ready to send out a message to families and staff. The district partnered with other agencies to keep up-to-date on the latest weather conditions and school closures.• On Monday January 9 all staff members participated in a Professional Development Day. Teachers and administrators

collaborated to design a day of Professional Development that met the needs of all staff members.

TK-5: All teachers participated in an English Language Arts (ELA) adoption preview. The teachers split up in grade like groups and reviewed the new pilot materials for the ELA adoption. There were two publishes that presented in the AM.

Miller Creek: The design of the day met the needs of all curricular areas. Teams reported on having a productive and rigorous day.

- Kindergarten registration for the 2017-18 school year is underway and timely registration (by March 1st) is very important to ensure a place at neighborhood schools.
- On January 19, Mr. Honsberger and Ms. Glickman will represent the district at the Joint Legislative Action Committee Seminar in Sacramento. They have a full agenda including the Governor's budget.
- This week is iWeek at Miller Creek! The week is designed to inspire us as individuals, acknowledge all of our identities and involve our entire student body to support each other as we celebrate diversity.
- The next Board meeting takes place on Tuesday, February 14th at Vallecito Elementary School.

STUDENT
RECOGNITION: MARIN
COUNTY JUNIOR HIGH
SPELLING BEE

Dr. Lohwasser introduced Marin County Jr High Spelling Bee first place winner, Annie Wang, 8th grade student at Miller Creek School. Annie received a certificate of recognition from the board for her outstanding performance at the spelling bee competition. Annie will move forward to compete in the state competition on May 6. Congratulations!

HOST SCHOOL
PRESENTATION: MARY
E. SILVEIRA

Will Anderson, Mary E. Silveira Elementary School Principal welcomed Board Members to MES and shared how the school community is looking forward to using the new MPR to its full capacity. Mr. Anderson reviewed accomplishments and programs at MES, noting the Young Author's Fair at MES continues to be an annual program that supports and celebrates the importance of reading and writing through student presentations and guest author speakers. MES is continuing to explore technology and develop skills and proficiency, and STEM learning continues to change how MES incorporates Science into the curriculum.

Following Mr. Anderson gave a brief overview of the host school presentation – *Mindfulness: Life of Awareness*, and introduced program leaders, Angelina Alvarez and Ursula Stoller. Presenters explained that using the language of mindfulness in the classroom creates a sense of emotional safety and with continuous mindfulness practice, students gain the tools for self-awareness to tune into their bodies, hearts, and brains when a challenging situation arises. Students performed two skits that demonstrated using mindfulness when responding to situations.

Mr. Anderson introduced Tara Costello, MES Special Education Teacher. Tara explained how the program worked and the importance of integrating Special Day Class (SDC) students in general education classrooms. The

	<p>integration pilot program means that SDC students have their names on the classroom attendance sheet, enjoy rich academic and social experiences and make many new friendships. Ms. Costello ended her presentation with a video showing the impact it has had on students, their peers, and teachers. Board members thanked Ms. Costello for exploring and fine tuning the program. Mr. Honsberger thanked Mr. Anderson and teachers for their contribution to the outstanding host school presentation.</p>
INFORMATION ON DISTRICT POLICY UPDATES	<p>Superintendent Lohwasser informed the Board that Walt Buster will assist the district in reviewing current policies and making the necessary revision to bring the policies up-to-date and in compliance with current Education Codes. Mr. Buster's expertise will expedite the process.</p>
FACT FINDING: INFORMATION FROM DIXIE TEACHERS ASSOCIATION (DTA)	<p>Mr. Honsberger noted that February 3, 2017 is the official day for fact finding. The district respects the process and assumes good intentions and has retained School Services to review the district's budget. Mr. Honsberger explained that at this time the Trustees will be listening to the Dixie Teachers Association (DTA) leadership but are not allowed to respond. Following Ed Malaret, Sue Holland, Debra Di Benedetto and Tara Costello addressed the board and shared information. Statements made available are attached to and made part of the minutes of this meeting.</p>
SB 374 SINGLE PLANS FOR STUDENT ACHIEVEMENT	<p>Judith Arrow, Assistant Superintendent, Educational Services, reported that annually, each school submits a plan created through the efforts of the School Site Council and the principals working together collaboratively. The Single Plan for Student Achievement (SPSA) includes student performance data, an action plan of goals and objectives designed to improve student achievement. Ms. Arrow explained that the LCAP goals and adopted district goals are reflected in the plans. She noted that with the changes in the funding system, Local Control Funding Formula and Local Control Accountability Plan (LCAP), the district anticipates seeing changes in the template. Ms. Arrow introduced members of the administrative team: Tracy Smith, Will Anderson, Jason Manviller and Kristy Treewater. Administrators shared information on the process for developing the school site plans as well as information on English Language Arts/Literacy, Mathematics and Social Emotional Learning. Board members thanked Ms. Arrow and administrators for a "great document" and for providing a bigger picture of the culture and district as a whole. Thereafter, on a motion by Ms. Taekman, seconded by Ms. Chacko, the Board approved the SB 374 Single Plans for Student Achievement. Vote: 5-0 (Taekman, Chacko, Schott, Glickman, Honsberger)</p>
CONSIDERATION AND APPROVAL OF FY 2015-16 AUDITED FINANCIAL REPORT	<p><i>Correction to Page 70 of the Audit Report: Jennifer Taekman, Trustee, Term Expires 2019. Correction should read 2017.</i></p> <p>Business Manager Robert Marical introduced Ms. Sarah Fiehler from Christy White Associates. Ms. Fiehler gave a brief overview of the District's FY 2015-16 Audited Financial Report. Ms. Fiehler explained that with the</p>

implementation of GASBY 68 requiring the reporting of annual pension costs on the district's financial statements, the district now recognizes the proportionate share of the net pension liability for both State Teachers Retirement System (STRS) and Public Employees Retirement System (PERS). This requirement has a significant impact on long term liabilities and overall net position. Ms. Fiehler went on to note that the district received an "Unmodified with Adverse Opinion" which was given in the Financial Statements category. Ms. Fiehler explained that this was due to the district not including an audited financial statement for the foundation, defined as a component unit by GASB 39. The district opted not to include this data as part of the financial statements due to unavailability of the data and cost benefit of providing the information. The district received audit findings in the area of Unduplicated LCFF Pupil Count. This finding will result in an audit adjustment with funding loss of \$2,491. Ms. Fiehler noted that procedures have been established to ensure audit findings are corrected. The Board thanked Ms. Fiehler for her report and Mr. Marical for the excellent work reflected in the report. Thereafter, on a motion by Mr. Schott, seconded by Ms. Glickman, the Board approved the FY 2015-16 Audited Financial Report. Vote: 5-0. (Schott, Glickman, Taekman, Chacko, Honsberger)

2016-17 DEMOGRAPHIC
ANALYSIS STUDY AND
APPROVAL OF
ENROLLMENT
PROJECTIONS

Mr. Marical advised that at the February 9, 2016 Board meeting the Trustees approved a three year agreement with J. M. King Consulting, Inc. to provide detailed demographic information about the Dixie School District (DSD) community, the effects of those demographics on the district's enrollments and the impact on long range planning for facilities. The analysis assists in the long range planning for staffing, facilities and budget projections. Mr. Marical explained that two enrollment projection scenarios were created for 2016-17: Moderate and Conservative. Based on Moderate projections, enrollment is expected to decline to 1,930 students in 2017-18 and then increase to 1,987 in 2018-19. Mr. Marical introduced Cheryl King and Rob Murray from J. M. King Consulting.

Mr. Murray reviewed the enrollment projection tables and the many components of the report including: District and Community Demographics, Student Generation Rates, Land Use and Planning and Spatial Analysis. Mr. Murray and Ms. King reviewed the enrollment numbers for transitional kindergarten and kindergarten. They noted that it is important to monitor kindergarten early enrollments to determine whether 2017 enrollment is more closely following the Moderate or the Conservative projection. Discussion followed on the projected kindergarten enrollment. Mr. Murray explained that there is rarely a one-to-one correspondence between births and subsequent kindergarten enrollments because children move both into and out of the district. It was noted that the transitional kindergarten (TK) ratio has fluctuated and due to the low numbers in TK the hours and location of the program are not determined until after March 1, 2017. Dr. Lohwasser advised that the district does contact outside preschools in an effort to aid in TK and Kindergarten enrollment numbers. After further discussion on data

related to birth counts, Trustees requested additional information on how the Consultants obtain birth counts. Thereafter, on a motion by Ms. Glickman, seconded by Ms. Taekman, the Trustees accepted the Demographic Study and Approved the Enrollment Projections. Vote: 5-0. (Glickman, Taekman, Chacko, Schott, Honsberger)

GOVERNOR'S JANUARY
BUDGET PROPOSAL FOR
FY 2017-18

Mr. Marical advised that the Governor's January Budget proposal for the F/Y 2017-18 was released January 10, 2017. He noted that this is the first look at budget information for the next fiscal year and revenues are coming in below the Governor's usual conservative estimates. As a result, the Governor has lowered state revenue projections substantially, resulting in less money for school districts than what was noted in earlier state budget information. Mr. Marical went on to review key points of the proposal including Local Control Funding Formula (LCFF) which proposes almost \$744 billion to continue implementation of the LCFF, which is considerably less than prior years. Estimated GAP funding of 23.6% in 2017-18 is down from the prior estimate of 72.99%. This reduction will have a significant impact on the district's 2017-18 budget and will be reflected in the 2nd Interim Report. One-time Discretionary Funds are significantly reduced and as we have seen over the last two years the proposal includes more than \$287 million in one-time Prop 98 funds which would be counted by the state as an offset to outstanding mandate reimbursement claims. Mr. Marical reviewed the proposed additional \$1.156 billion deposit into the state Rainy Day Fund, no additional funding to offset increase to State Teachers Retirement System (STRS) or additional funding for Home to School Transportation. Mr. Marical said it is important to remember that the January budget proposal is the first look at next year's budget and the first step in a long process. Further details and any potential impact to the district will be presented at future board meetings.

PUBLIC COMMENT ON
ITEMS NOT SPECIFIED
ON THE AGENDA

Mr. Honsberger noted that the Board welcomed public comment but that discussion regarding employee personnel issues and individual employees is not allowed under Item 8.1.

Jacob Dinardi, Parent, addressed the board regarding LCAP Parent Advisory involvement and the Board taking a proactive approach to communication. Mr. Dinardi suggested Item 8.1 Public Comment on Items not Specified on the Agenda be moved up on the agenda i.e. Item 3.5.

Elizabeth McDermott, Parent, addressed the board regarding updating Board Policy 5030 Wellness/Nutrition Policy. Ms. McDermott explained that there is a need for a clear and concise policy addressing food allergies. It was suggested that an Ad-Hoc Wellness and Safety Committee be formed to address such issues.

Robert Graham, Parent, addressed the board regarding more district communication and promoting parent engagement.

Scott Takaoka, Parent, addressed the board on the current labor dispute. He expressed the importance of working together for the kids and district.

AD-HOC
COMMUNICATIONS
COMMITTEE REPORT

Ms. Glickman and Ms. Taekman reported that the district received 620 responses and many written comments from families re the communications survey. Ms. Glickman noted that the survey showed that many families are using mobile devices to access information, the majority of parents want to receive information “when relevant” from the Superintendent and Board of Trustees. Recommendations included making the district website more mobile friendly with improved content. Ms. Glickman and Ms. Taekman requested that the final report of the Ad Hoc Committee on Communications be added to the February 14, 2017 agenda. Mr. Honsberger noted his appreciation to Ms. Glickman and Ms. Taekman for undertaking this task.

COMMUNITY
ACTIVITIES

Joint Legislative Action Day, January 19, 2017

TLHS Special Olympics, January 24, 2017

DSD/SRCS/City of San Rafael Liaison Meeting, January 31, 2017

MMCSBA Workshop for Presidents and Vice President, February 1, 2017

JLAC re: STRS/PERS February 8, 2017

REPORTS BY BOARD
MEMBERS ON MEETING
ATTENDE

Alissa Chacko: Volunteer at MC and DX, Volunteer at DX Diner, Meeting w/Mr. Schott, Assist with H&SC Spirit Wear Sale, Music Concert at DX, MC Orchestra Concert at Northgate Mall, MC Choir Concert, MC Orchestra Concert, DX Holiday Assembly, Special Board Meeting

Marnie Glickman: Hosted Snowflake Making Party for Ms. Arigi’s 7th Core Class at MC, Music Performance at DX, Project Green Meeting, Orchestra Concert at MC, Meeting w/Walt Buster re: Policy Updates, Meeting w/Brad Honsberger, Volunteered at MC Breakfast for Staff, Volunteered at MC Orchestra Party for 6th, 7th & 8th Grade Orchestra, Meeting w/Judy Shills at Teens Going Green, Volunteered to Organize MC Orchestra Library, Meeting to Plan the Next Gathering of SR Community School Initiative Partnership Council, MCOE Meeting re New Election Law, Meeting w/Superintendent, Assistant Superintendent and Ms. Taekman re Communication Survey, California Music Education Assoc. Conference and Concert, Meeting w/County Superintendent re Online Communications on Twitter, Volunteered at MES, Special Board Meeting

Brad Honsberger: MES H&SC Meeting, San Rafael Chamber Event, Meeting w/DX Parent, MC Music Concert, San Rafael Chamber Meeting, Meeting w/County Superintendent, MCSBA, Jared Huffman at San Rafael High School, MC Chorus Concert, MC Teacher Showcase, Meeting w/Ms. Glickman, Meeting w/Superintendent, Meeting w/Walt Buster, San Rafael Chamber Education Committee, Meeting at MCOE Requirements for Changes in Election Dates, Parent Meetings

Mark Schott: DSD/SRCS/City of San Rafael Liaison Meeting, Meeting w/Ms. Chacko, Music Concerts, Special Board Meeting

Jennifer Taekman: Workshop at MCOE re: Immigrant Students and Families, Collaborative meeting with trustees from three other districts,

Independent research re salaries in Dixie and Marin, Meeting w/Attorney Shumway, Meeting w/Superintendent (2), Volunteer in the Classroom at VAL (2), Marin SEL's Freshman LEAD Projects Presentations, Prepare Food and Assist with 4th Grade International Day at VAL, MCOE Meeting re New Election Law, Meeting w/Superintendent, Assistant Superintendent and Ms. Glickman re Communication Survey, Golden Bell Committee Meeting, Special Board Meeting

IDENTIFICATION OF
ITEMS FOR FUTURE
AGENDA

Host School Presentation - Vallecito
Policy Update
Ad-Hoc Committee Report on Communications

ADJOURNMENT

On a motion by Ms. Taekman, seconded by Ms. Glickman, the meeting was adjourned at 9:52 pm. Vote: 5-0 (Taekman, Glickman, Chacko, Schott, Honsberger)

Respectfully submitted by:

Thomas J. Lohwasser, Ed.D.
Superintendent

PLEASE READ THIS LETTER INTO THE MINUTES FOR TODAY'S SCHOOL
BOARD MEETING

Lynn Charton
17 Pico Court
San Rafael, CA 94903

Brad Honsberger
Marnie Glickman
Jennifer Taekman
Alissa Chacko
Mark Schott

January 17, 2017

Dear Dixie School Board Members:

I am a first grade teacher at Mary Silveira School. I have been teaching in the Dixie School District for over 25 years. I was also a past-DTA co-president. My children graduated from the Dixie School District through Vallecito Elementary and Miller Creek. I have spent more of my life within our District than not. I am writing this letter as I reflect with many years of experience here wearing many hats.

The teachers here are a diversified group. We work very hard, in and out of school hours, to give our kids instruction and love, expertise and access to resources, both as growing children and as learners. Personally, I have reached further this year to support in every way the needs of the children in my class. You will find that our District is full of teachers to give in the same way.

Yet, this year, the District is not even paying for my health insurance premium. This year my net paycheck is about \$85 less than last year each month. I have not altered any withholding or deductions, other than a \$2/month increase in union dues. I would think it embarrassing to know that your dedicated teachers are not being provided with basic single-person health insurance. The District's refusal to dedicate the basic funds toward providing and equalizing its teachers' needs is exhausting.

I hope you can support our compensation proposal quickly. It is so depressing when we give so much to our children and families, to be met with such little value on the part of the District.

Yours truly,

Lynn Charton

January 17, 2017

Good Evening Board Members, Dr. Lohwasser, Teachers, Staff and Community Members:

I am Debra DiBenendetto and I teach second grade at Dixie School for the past 3 years and have taught in the district for 21 years. I have been actively involved with the Dixie Teachers Association for a good 15 years as Site Rep, Secretary, Vice President, Co-President and part of the Interest Based Bargaining Process. I am currently a negotiator for the union.

I am Sue Holland and I teach science at Miller Creek and have been a teacher in the district for 21 years. Previously, I was a parent in the district having had both my children attend K-8 schools. I was president of the Home and School Club at Mary E. Silveira School. I have been an active union member with DTA for over 15 years as a Site Rep, Co-president, President, Grievance Chair, and now negotiator, but part of the IBB process in years past. I was a CTA State Council Rep for Marin County for 11 years and still do active work for CTA (I was a release time member 4 years ago to help ensure the passage of Prop 30 which has brought in almost 11 million additional dollars to public schools. I was a release time member again this year to help get Prop 55 passed. This extended the tax on high-income earners until 2030. This measure will continue to bring in 4-9 billion dollars a year for our schools. I do this work on behalf of our Dixie School children and all students of public education.)

We are here tonight with this purpose: To look at a Board goal and an LCAP goal in attracting and retaining highly qualified

and skilled teachers and how these goals can be utilized to find a solution to the our impasse.

First, let's look at a Board's Goal for this year:

"Attract and Retain Outstanding Staff

*The Dixie School District will maximize student learning and achievement. The District will identify, attract, and retain outstanding staff and provide high quality differentiated professional development with a focus on collaboration, alignment and support to maximize student learning and achievement (LCAP Goal #1). **The District will continue to use creative ways to recruit highly skilled employees.** "*

We want to focus on the part of the goal that states that the district will use creative ways to recruit these highly skilled teachers. We wonder if you, the Board, have investigated the large carry-overs of unrestricted funds over the last 10 years, which have ranged in the amounts of \$300,000 to \$500,000 that could be budgeted for salaries? We wonder if you, the Board, have investigated our Fund 40, the rental income property monies, which were at \$1.4 million this year and if more monies from this fund could be applied to certificated salaries? We have always wondered why the entire amount has not been applied to AB1200, our 3-year projections. Other districts that have foundations apply portions of their foundation monies to teachers' salaries, Mill Valley, for example. Perhaps a percentage of CAN DO funds could be applied to fixing the middle? Mill Valley recently passed a new parcel tax that will be directly applied to teachers' salaries because of, not only step and column increases, raises, but also STRS contributions by the district. Perhaps when Dixie goes

out for their new parcel tax, teachers' salaries could be written into the proposed language? If we don't want to lose these highly qualified teachers in years 10 plus, then a creative solution would be to prioritize fixing the middle of the salary schedule to be sure it is equitable with the beginning and ending sections of the schedule.

Second, let's look at the LCAP goal (This quote is taken from the 2016-17 LCAP):

- The District will stay in the top 25% of Marin County salary schedule (CTA comparison).

For the past 10 years, it has been a board goal to ensure that all three sections of the certificated salary schedule be in the top quartile in Marin County with comparable school districts. First we worked to truncate the salary schedule to 20 years. Then, through multiple years of negotiations, we were able to reach agreements that allowed for the newest teachers and the most veteran teachers to attain top quartile ranking. Due to financial situations beyond any of our control (i.e. The Great Recession), we continued to negotiate and worked with the Board to stay financially solvent with no raises given for several years. We share the goal of being fiscally solvent, but now is the time to really look at priorities and how you can achieve your goal of having all teachers' salaries in the top quartile.

We acknowledge these are difficult times that require creative solutions, hours of collaboration and effort on the District and Board's part as well as our Dixie Teachers Association. We appreciate all your concerted efforts and we continue to encourage you, our Board of Trustees, to be sure the district is

charged with working with DTA to solve this situation on behalf of all the students and their families in the prestigious Dixie School District.

Yours In Solidarity,

Debra DiBenedetto and Sue Holland

January 17 School Board Remarks

Good evening members of the Board and Dr. Lohwasser. I am Tara Costello, President of the Dixie Teachers Association. I once again find myself before you to urge that our School Board members show the leadership it will take if we are to resolve our dispute in negotiations.

We all now understand that career earnings for our mid-career teachers rank among the lowest of all the school districts in Marin County. The burning question is, "What can be done to solve this problem?" Thanks to the work we have already done together, we do know what a new salary schedule must look like to accomplish our goal. The tricky part, of course, is how to make this goal a reality.

Our factfinding hearing will take place here in San Rafael on February 3, and DTA's team will be there with the intention not of proving a point, but of finding a solution. I submit to you that will be a likely outcome only if you will open yourselves to possible new ideas from sources that can look at your situation with new perspectives

I have told you before, and we know you understand, that Dixie teachers are fully committed to doing whatever it may take to close this ugly gap in the middle of our salary schedule. Last month and tonight you heard powerful testimony from and about the teachers most

affected. These are professionals who are just now really hitting their stride, and we can ill afford to lose a single one of them.

To be clear; any real solution will require you to re-examine some of your current priorities, both in terms of spending and budgeting. Only if you are willing to do that will our school community be able to come back together.

Please consider my words carefully, and direct your staff to open themselves up to new ideas and sources of information. February 3, 2017 can be a day that produces an outcome we can all celebrate. For me personally, losing any of these extraordinary educators when there are solutions would be devastating. These are my colleagues, my role models, my mentors, my peers, and my friends. These are the people I have worked with for years to establish greater means of collaboration and communication for my students. Please do not let them go when there are solutions we can find together.

Thank you for your time and attention.