

We, the united staff of Waldo, feel unsupported by our district when it comes to school safety. We should not be subjected to an unsafe work environment which includes: staff being put in the position of breaking up fights, constant insubordination including physical and verbal abuse, or be turned into "internet content".

We have been directed to "build relationships" with students and make sure not to "exclude students from learning" with punishments. While none of us disagrees that building relationships and maximizing learning time for students is critical, there also needs to be clear and firm consequences for students who are threatening the learning and safety of others.

#### Our reality:

- Our student population has been growing for years and so have the discipline issues
- Students roam the halls free and unworried about consequences for skipping or tardies (30-50 kids roam both 2nd and 3rd halls at times)
- Vandalism is up—bathrooms are almost always closed.
- Staff being verbally abused by students—ex. "get off my dick," "you're a fucking loser," "chinga tu madre"
- Staff members having to break up fights 3 or more times a week
- School violence triggering PTSD episodes for staff members and students who have suffered past traumas
- Staff members being threatened and their home addresses posted online
- Students engaging in sexual acts in the building
- Theft of personal property by students
- Students swearing in the hallway and/or using racial slurs with impunity

Our district's reactive approach that has led to eliminating SROs, ending the dress code, and pretending "Covid Trauma" is the root cause of systemic failure has made our school less safe.

Many of us marched in the "Red for Ed" demonstrations to get additional help in our buildings, but instead our district created more bureaucracy and administrative positions at the district level and lectured us on using "circles" and "restorative justice." We need "boots on the ground" so we can be proactive instead of reactive.

This would include:

- More counselors (at least 4 total) in the building—so they can run groups during the day for our most needy kids
- More behavior specialists in the building (at least 3) to monitor behavior contracts, check-in/check-out, tracking sheets, etc.
- More school security officers (at least 3)—higher visibility of security makes misbehavior less apt to occur
- Additional Passroom attendants—we need 2 so they are not alone to deal with the stress of this position. It would lower our turnover rate in this key position.
- Reasonable dress code
- **Real consequences for students—even for minor infractions. (Doing this will cut back on MAJOR incidents.)**
  - Tardies
  - Vandalism
  - Insubordination









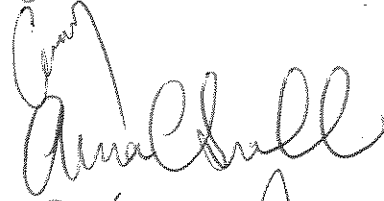


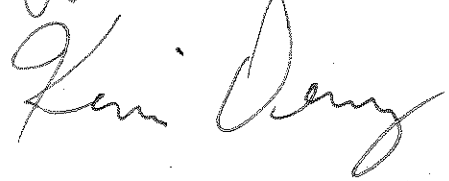


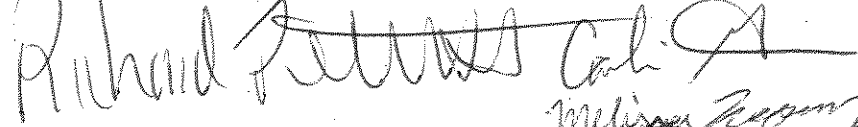

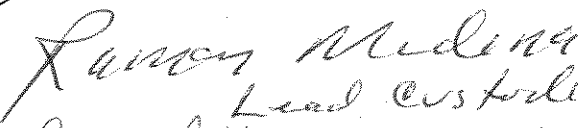







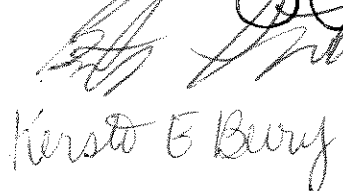

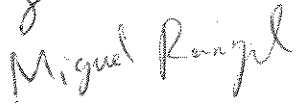







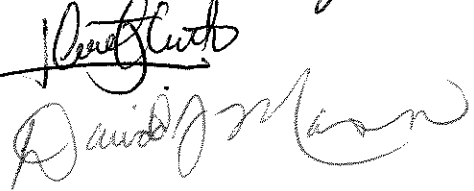

These things need to happen so we know **our trauma** is not being ignored. We are demoralized. We need more than emails from the superintendent and middle level director, dance parties, free pies, and retention

bonuses. We need additional support personnel and true consequences for students who are continually disruptive, violent and insubordinate.

To be clear, this is not a knee-jerk reaction to what happened to our principal on Friday, Feb. 11, 2022. Quite the contrary, most of us are surprised something like this hasn't happened before. We need to see a change in how the district is supporting us before this escalates further and Waldo ends up in the news for something that could have been prevented had our staff been "heard" and valued by our district.

Sincerely,

The Waldo Staff who cares about student well-being, equity, and **SCHOOL SAFETY**

 Sven Stromseth	 Casey A. Grist	 Tyra Mansoor
 Ari Cedeno	 Bryan Hughes	 Jesse Lopez
 Mercedes M. Rodriguez	 P. Buller	 Arnold Bull
 Sean Brooks	 Hank Moby	 Keni Derry
 Jose Jones	 Jayant Singh	 Richard [unclear]
 Mardi [unclear]	 Ramon Medina	 Melina [unclear]
 Marisa [unclear]	 Sarah [unclear]	 Alberto [unclear]
 Heidi Coffey	 [unclear]	 [unclear]
 Kersti B. Berry	 Shannon [unclear]	 Miguel Rangel
 Carol Burks	 Bryan Banks	 [unclear]
 Megan Lee	 [unclear]	 Sophia Macaitis
 Mr. [unclear]	 David [unclear]	 [unclear]

Estela B. Lomas  
Salud Lomas

Kathryn Krucek  
Jorge Jones

Chris [unclear]  
Dor [unclear]  
Lourna [unclear] Perry  
D. [unclear]

John [unclear]  
Karin R. Bury-Roller  
Walter [unclear] Long  
Alison [unclear]

Christy M. Paine  
Rachel Fletcher  
Vitaliy Tsikhotskiy  
Mona Verdi

Debra [unclear]  
Paul [unclear]  
M. [unclear]  
Ed [unclear]

Ken [unclear]  
Yu [unclear]

Elmer [unclear]  
Maiale Stacey  
Laurie [unclear]

Mar Marns  
Iriala Molinar  
Gardo  
Guelo

Maria [unclear]  
[unclear]

[unclear]  
[unclear]  
[unclear]  
Sambit  
[unclear]