

PUBLIC COMMENTS

Written comments were accepted by online form submission from 12 p.m. on Friday, February 16, through 12 p.m. on Tuesday, February 20, 2024. The following comments followed all the posted guidelines listed on the form and below.

- Comments are limited to 1,000 characters. One comment per person.
- The board will not hear charges or complaints against any district employee. District staff and board members cannot be named specifically in testimony.

First Name	Last Name	Association with BSD	Comments:
Nathan	Allan	Staff Member	<p>At the upcoming meeting on the 20th, the Board will be hearing from BSD Library Media Assistants, who have submitted a position review to the district. As someone who works closely with LMAs at two elementary schools, I can vouch for the fact that LMAs are dedicated employees whose essential work enriches the student experience.</p> <p>Their job title and compensation far undervalues the responsibility they are given and the quality of work they do. They are not assistants in any sense of the word; the reality is that in addition to autonomously managing the library circulation they must develop and deliver curriculum and manage a classroom as well - no easy task, since in many schools, such as the ones I work in, the design of the building is such that the library is inherently subject to more disruption and noise than general ed classrooms are.</p> <p>I hope the board comes to the understanding that LMAs deserve better recognition and compensation from BSD for their outstanding work.</p>
Jenny	Miller	Staff Member	<p>I support BSD Library Coordinators! I grew up in BSD, had kids here, and have taught in BSD for 24 years. As an avid reader, an ELD teacher, and a supporter of school and public libraries, I know the importance of having a strong, positive teaching presence in an elementary school library. Our library coordinator, Erin Osborne is the shining example of how having a dedicated, talented, passionate, motivating and engaging teacher in the library can inspire all students to be life-long readers & researchers. Erin has never been and never will be an assistant. She does the work of a certified specialist, but gets paid less than a school</p>

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			bus driver. An outstanding teacher who designs her own culturally-relevant units, leads classes in dynamic discussions to explore these important topics, uses SEL-based strategies to teach and manage groups of up to 30+ students in addition to checking-out and maintaining the library, she and all LCs deserve to be paid commensurate to the work they do!
Hena	Gandhi	Staff Member	I cannot emphasize enough the crucial work that our dedicated Beaverton Library staff does for the success of our students. They put in many hours of hard work, proving a nurturing environment for students to help boost the literacy rates and so much more. I BELIEVE our district to make our library staff BELONG, so students can ACHIEVE their goals and strive better with the help and support of our Wonderful Library Staff! Please Help Support Our Library Staff!!! Thank you!
Jessie	T	Staff Member	I am writing in support of the librarians in our schools, especially elementary schools. Although officially titled "Library Media Assistants" they do not do the work of an assistant but rather teach library specials independent of the classroom teacher, assist teachers and staff in finding appropriate books for students of all levels and experiences, manage an entire library, and, perhaps most importantly, connect students with the special books that spark a lifetime of literacy and learning. Despite the essential jobs they do every day, LMAs are some of the lowest paid employees in our schools, making less than paras and school bus drivers. I urge the board and our entire community to support the LMAs as they ask for a position review and raise this spring. Please give these amazing professionals the respect and compensation they deserve!
Keeley	Rios	Staff Member	Board members and Superintendent Balderas, Thank you for your support for all of BSD's classified employees. As you may know, the Library Media Assistants have asked to be reclassified into two separate positions, Library Coordinator I and Library Coordinator II. Elementary LMAs do the work of two previous employees independently. LMAs are on a pay scale that is below others who provide instruction support yet have more responsibilities. At Oak Hills Elementary our LMA plays a key role in education outcomes and literacy for our students. LMAs deserve reclassification, especially the elementary LMAs, and deserve compensation that reflects the responsibility of the role, their direct role in supporting students, staff and curriculum goals, and their contributions to growing lifelong learners. Sincerely, Keeley Rios
Dawn	Powers	Staff Member	Greetings Board members and Superintendent Balderas, My name is Dawn Marie Powers and I am the OAIV at Oak Hills Elementary School. Library Media Assistants should be reclassified into two separate positions, Library Coordinator I and Library Coordinator II. LMAs are on a pay scale that is below others who provide instruction support yet have

			<p>more responsibilities. Put bluntly, they make less than bus drivers yet do amazing things in the library classroom teaching students to love reading! At Oak Hills Elementary our LMA plays a key role in education outcomes and literacy for our students. LMAs deserve reclassification, especially the elementary LMAs, and deserve compensation that reflects the responsibility of their direct role in supporting students, staff and curriculum goals, and their contributions to growing lifelong learners.</p> <p>I appreciate our LMA because I recognize that she teaches literacy and learning equity in a very richly diverse environment for helping student growth.</p>
Julie	Barr	Staff Member	<p>Our librarian at Nancy Ryles is so much more than someone who manages the library. Erin gives the students' presentations that are professional and informative on a variety of topics. She encourages equity with her displays and posters in the library. She is extremely professional but approachable and has created a welcoming environment while managing the book check out . I am currently working with her to sort through hundreds of books in our book room. Some older titles will be given away to students who don't have books at home while others must be removed from the Nancy Ryles data base and surplussed. Not a small task for someone so busy teaching students during a large portion of her day. She is truly an invaluable member of our Nancy Ryles family. Please consider the LMA's request for an updated contract- they deserve it!</p>
Michael	Lambert	Staff Member	<p>I am a Beaverton School District Staff member at Sato Elementary and I am writing to share how essential our Library Specialist is for our school and how they are not adequately represented for the work they do. Not only is our LS an integral part of supporting reading and literacy growth for our students by continuing to increase their access to books, they help our students develop a love for reading by connecting with each and every student in our school to learn about their interests and passions. Student connections to reading help sustain their interest in school and learning through their entire school career to graduation. At the elementary level, they are not only asked to maintain and run our library services, they are included in our specials rotations and provide engaging content around literacy and equity to every student in our school. They are not represented or compensated at the same level as other certified staff yet do as much work. They deserve better.</p>
Lexie	Barth	Staff Member	<p>Board members, I am writing to advocate for many of the critical positions within our schools, TIA, LMA, and ECCP professionals. These positions deserve the recognition and compensation they deserve for work they do on behalf of our students. Both TIA and LMA lead classes during Specials, assist classrooms with special projects, and nurture skills critical for life long learners. The ECCP (Early Childhood Care Provider) within our PreK classrooms are teachers within a specialized program. They address student behaviors, toileting, meals/feeding, support classroom teaching instruction and assessment, and ensure IFSPs are being followed. Their job description more closely aligns with a Para II yet they are compensated less than a Para I. Not only does this undermine the critical work they are doing, it also makes hiring qualified staff difficult. Please support our schools by supporting these educators.</p>

Briana	Napoli	Staff Member	Our LMAs need a new title, more compensation, and more recognition. Our LMA at Nancy Ryles Elementary does so much for our students and our building. At any moment in time (when she isn't TEACHING a class (which is part of our specials rotation)) a student/staff member can pop into the library and ask Erin for a specific genre or recommendation and she knows exactly how to help them. I can't tell you the amount of times I've gone down to the library over the years and asked Erin to help me find a book for a 4th grader who's reading at a 2nd grade level and loves dogs. If she doesn't have something right away she'll look in the database and make sure that the child is excited about reading that book. Her passion for equity and equality in her life and her teaching are to be admired. She's an amazing teacher and resource to our building. It's about time everyone in her position is titled and paid accordingly.
Molly	Norris	Staff Member	I am a Pre-K teacher at Fir Grove and taught for 23 years. I am grateful for the district's commitment to a quality Pre-K; however, quality is only achieved by hiring highly qualified individuals. The salary scale for Early Childhood paras does not reflect that commitment to quality. There is high turn-over because their pay is less than para 1 or 2 educators, yet when I look at the job descriptions, the Para 2 duties are nearly identical to what Pre-K paras are expected to do. Our Pre-K paras are required to implement IFSP for more than 1/3 of my class, including students who are non-verbal, in diapers, and delayed in their development. They are required to learn new methods for articulation, sign language, AAC devices (used to help non-verbal students talk), and a myriad of behavior management techniques. If you cannot accurately define the job, you cannot price the job correctly. BSD states, "Our support staff are the backbone of our district," then let's pay them correctly.
R	Y	Staff Member	Our LMAs are an essential support for students and teachers in the schools, especially at the elementary level. We rely on them to teach specials, find resources to foster the love of reading and the education of the entire school, support parent groups, such as OBOB, and manage fundraisers in the form of Scholastic book fairs. When we need books in languages other than English or class sets of books, they are tasked with placing the orders in a complicated and nontransparent database. They are underpaid and deserve to be compensated for their hard work and love of the students.
Cristina	Chavez	Staff Member	<p>I am writing to thank our library staff who have created wonderful hubs of learning and belonging in every school in our district, despite being severely underpaid and carrying a title that makes absolutely no sense. "LMA" implies that they are an assistant. An assistant to whom? Easy. The entire school, the entire staff and community. We must, at minimum, compensate them fairly.</p> <p>Librarians play a crucial role in cultivating a safe space to connect with others and/or information. They do so much more than check in and check out books. They organize book fairs, host OBOB competitions, create art corners and engage with students who many not felt heard or like they fit in anywhere else. When I learned that our "LMA" may be the lowest paid person in our building, I was stunned. Every LMA I have worked with as a teacher and a parent has been incredibly knowledgable, nurturing and professional. Let's pay them what they are worth and title them appropriately they are our librarians.</p>

Joann	Vazquez	Staff Member	<p>I work with two LMAs at Hiteon and Vose Elementary. I fully support the the change in position name from Library Media Assistant to a Library Coordinator as the name is ten years old, and the elementary LMA is not an assistant to a librarian anymore, and works without a LITT at the Elementary level. The current LMA position should be divided into LCI (MS/HS school) and LCII (ES). LMAs at the elementary level do all of the work of the middle/high school library staff in addition to teaching specials. The LMAs also are expected to do supervision duties before, during, and at the end of the schools day. The current LMA position is very challenging, and very low pay.</p>
Kristi	M	Staff Member	<p>I am writing to show support for our Library Media Assistants. I have been a teacher in BSD since 2005 and have seen the evolution of this position. LMAs were once truly *assistants* to certified Library Media Specialists. However, now LMAs do *both* jobs, but have not received an adequate bump in pay for the increased workload. Library Media Assistants are VITAL in our elementary schools. They are not "assistants", they run the "heart" of our elementary schools-- the library. LMAs foster a love of learning and creativity. Our LMA provides important lessons on equity and inclusiveness and helps open minds as she directs students to books written by diverse authors. I hope the board will show support for our LMAs and consider changing their title and job description to more adequately align with the work they do. Thank you!</p>