

PUBLIC COMMENTS

Written comments were accepted by online form submission from 12 p.m. on Friday, January 26, 2024, through 12 p.m. on Tuesday, January 30, 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:
Sara	Mesler	Staff Member	<p>Thank you for your ongoing support for OSEA and the important work done by all of Beaverton School District's classified employees.</p> <p>As you may know, OSEA is working with district staff to review pay scales for classified positions including Library Media Assistants, who are today on a special pay scale that is considerably below other student instruction support roles. LMAs have taken on a role that helps our entire school function at a level that gives students and staff the confidence that literacy matters and is functionally and systematically supported. As staff considers the role of the LMA in Beaverton Schools, know that at Findley Elementary our LMAs play a key role in education outcomes and literacy for our students. LMAs deserve compensation that reflects the responsibility of the role, their direct role in supporting curriculum goals, and their contributions to growing our future readers.</p> <p>Thank you for your consideration.</p>
Kari	Ray	Staff Member	<p>Board members and Superintendent Balderas- Thank you for your ongoing support for OSEA and the important work done by all of Beaverton School District's classified employees.</p> <p>As you may know, OSEA is working with district staff to review pay scales for classified positions including Library Media Assistants, who are today on a special pay scale that is considerably below other</p>

Belong. Believe. Achieve.

The District prohibits discrimination and harassment based on any basis protected by law, including but not limited to, an individual's actual or perceived race, color, religion, sex, sexual orientation, gender identity, gender expression, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, veterans' status, or because of a perceived or actual association with any other persons within these protected classes.

			<p>student instruction support roles. As staff considers the role of the LMA in Beaverton Schools, know that at Findley Elementary our LMAs play a key role in education outcomes and literacy for our students. LMAs deserve compensation that reflects the responsibility of the role, their direct role in supporting curriculum goals, and their contributions to growing our future readers.</p>
Carissa	Lemons	Staff Member	<p>Board members and Superintendent Balderas- Thank you for your ongoing support for OSEA and the important work done by all of Beaverton School District's classified employees.</p> <p>As you may know, OSEA is working with district staff to review pay scales for classified positions including Library Media Assistants, who are today on a special pay scale that is considerably below other student instruction support roles. As staff considers the role of the LMA in Beaverton Schools, know that at Findley Elementary our LMAs play a key role in education outcomes and literacy for our students. LMAs deserve compensation that reflects the responsibility of the role, their direct role in supporting curriculum goals, and their contributions to growing our future readers.</p> <p>Thank you for your consideration.</p>
Tina	Le	Staff Member	<p>I have been an LMA in the district for over 13 years and have always known my job is important. I am the sole person responsible for ensuring that our 600 students have access to great books, each and every day, along with lessons on different topics for grades K-5. I believe the BSD community as a whole needs to be aware that while our work is essential to every students reading skills, we are grossly underpaid and undervalued. Currently we are paid less than Instructional Assistants, amongst others. To make a simple comparison, IAs are given all lessons/materials, etc that they use to teach small groups. LMAs are responsible for our own lessons, catered to each grade, or in some cases, each class, and classroom management, all the while running the entire library alone. Again, I believe our work is important, but the district seems intent on proving they do not prioritize our work and we need help to ensure we get at least a fair compensation for all that we do.</p>
Azmy	Hussain	Staff Member 1/28, 11:53 p.m.	<p>I joined the district as a librarian for the love for the job and teaching children. But the reality of the job is far different from the job description- it is lesson planning, behavior management of often dis regulated children , duties based on the site, expectations from a team perspective to manage the wellbeing and emotional support of children with various needs not just during interactions when they are in your class but through the day. All these demands of time accounts to managing your planned work daily as well as all the unplanned student needs that pop up on a daily basis which requires me to multi task every minute of the day as well as work late unpaid most days. I love my job and do it because I know I make a difference. The job description and low pay(\$19/ hr is NOT A LIVING WAGE!) has no correlation to the demands and reality of the job. It is a shame that our college degree and skill and work are valued so low by BSD!! Please review LMA wages.</p>

Aleida	Adams	Staff Member	<p>In my fourth year as a Library Media Assistant in BSD, I ask for your support as we submit an application to our district to review our position.</p> <p>As coordinator of library activities at my elementary, my goal is ensuring every student has an enriching experience. Weekly, each class is in my library for 40 minutes. Along with reading aloud thematic books, I engage students in community building activities such as our annual picture book tournament, students reviewing and suggesting books to peers and student authors sharing their books.</p> <p>Our library coordinators are integral to increasing literacy rates and equity in our district through our support of students and teachers. Our district wide library staff can coordinate the transfer of a prompt supply of topical books in Spanish for a teacher's upcoming unit or high interest books in another language for a brand new student. We are dedicated to ensuring every student in our district feels supported and has what they need to thrive.</p>
Katie	Quillin	Staff Member	<p>Board members & Supt. Balderas-</p> <p>Thank you for your ongoing support for OSEA and classified staff.</p> <p>BSD HR is reviewing the job description and pay scale for Library Media Assistants. LMAs deserve pay that reflects the responsibility for direct support for curriculum goals and our growing readers.</p> <p>LMAs run school libraries. LMAs prepare lesson plans, manage students visiting libraries, and maintain library collections. We are instrumental in student growth in literacy. We build a passion for reading and learning, and we make libraries centers for discovery.</p> <p>At Findley, the library is literally the heart and center of our school. We know, and are known by, the entire student population. We supervise and coordinate the running of the library, along with establishing and growing students' passion for reading.</p> <p>That LMAs are paid less than classified peers is wrong and unjustifiable. I encourage you to right this wrong.</p> <p>Thank you.</p>
Jerome	Nikolao	Staff Member	<p>Hi! My name is Jerome Nikolao and I've been a Library Media Assistant (LMA) for the past 10 years. When I first started this job it was around the time shortly after the certified librarians were laid off. I was told way back then that I would be expected to perform all of the duties that the certified librarians used to perform, in addition to all of the duties that are performed by the Library Media Assistant. So right off the bat I learned that LMA's were expected to do the job of two people. Then I learned that at the elementary level, we were expected to TEACH, yes TEACH full classes of students as the sole supervisor of these classes. At the Middle School and High School levels, LMA's are the primary providers of technology services meaning that they're again doing the jobs of two people! Meanwhile, our wages are a whopping \$19-\$24 per hour! This is an abhorrent miscarriage of justice and we need to receive higher compensation for the work that we do! I can't even sugarcoat it!!!</p>

Brian	M	Parent/Guardian	<p>Due to the overwhelmingly negative feedback to the proposed new bell schedule, I am requesting you do your job and reject it and continue with the current schedule. We parents were not consulted on the proposed change, and the superintendent lied and said he consulted parents. We do not want our high school students getting out an hour later and losing an hour for sports, homework, clubs, jobs, tutoring sessions, etc. We should be able to think for ourselves and not... well Portland has a later start time, we must be sheeple and follow blindly.</p> <p>Thank you for doing the job we elected you to do, supervise the superintendent, and when he fails, you need to step in and fix it. He failed. Do your part.</p>
Susan	Hargrave	Staff Member	<p>Dear School Board,</p> <p>This public comment is in support of changing Library Assistants to Library Coordinators at the Elementary level. I was surprised to learn that this designation and subsequent pay increase did not happen years ago when the district switched from certified to classified library staff. I see firsthand daily how hard our Librarians work to meet the needs of students in addition to teaching lessons.</p> <p>The vital work Beaverton Library Staff do to engage with students, present meaningful content, boost literacy rates and graduation rates, build community, and promote equity shows that they deserve fair compensation. Please do all to can to correct this inequity for our dedicated and hard working library staff.</p> <p>Thank You!</p>
LisaKaren	Donnelly	Staff Member	<p>It is often said that "Libraries are the Heart of a School".</p> <p>However, it's not automatic. Our school libraries are being cared for and students introduced to their riches by Classified Library Media Assistants. I began library work in 1999 as an assistant to a Certified Teacher Librarian. She taught, and I assisted her in circulating books and running the library. After the budget crisis in 2012, we assistants were left alone. Now I alone engage up to 30 students at a time. I share literature and inspire them to learn more about the world through read-alouds. Literacy comes not only from classroom instruction, but from curiosity and desire. I help students find these in the library. I alone make sure that the students find and check out engaging reading material to take home. I believe I have the respect of my students, staff and community. However, I do not feel respected by my employer. My job title is misleading and my contribution to the education of our students is undervalued.</p>
Deb	Starr	Staff Member	<p>to our schools. As both an BSD educator and a BSD parent, I've seen our librarians go above and beyond in countless ways. I've watched our Fir Grove librarian: introduce our K kids to the world of literacy, find the perfect book to hook a 1st grade reader, read aloud a book to a 2nd class that dovetailed into an amazing conversation about inclusiveness, create a bulletin board that motivated 3rd graders to share what libraries mean to our world, gather collections for the 4th graders that bring historic figures to life, and order just the right books to capture the minds of our 5th graders. Add to that co-leading OBOB competitions, voluntarily sitting on our Equity Team in a search for greater knowledge and reflection opportunities, and offer the library as a calm, safe place for numerous students who needed one. I cannot imagine our libraries without these amazing educators!</p>

Jennifer	Butler	Staff Member	Our library is the heart of our school, literally and figuratively. At Nancy Ryles our library sits in the middle-the heart-of our school. Reading is at the center-the heart- of everything we do. School librarians do so much to foster a love for reading. They teach classrooms of students how to use the library and about online library tools, introduce students to authors, and support what we are teaching in our classrooms. In addition, they manage check-ins/check-outs, shelving, book repair, and book orders. This is a huge job that requires knowledge of how a library works, knowledge of authors and books, analysis of library needs, book ordering, managing a budget, being aware of curriculum, and classroom management. This is far beyond what we ask of most of our classified staff. When I first came to Beaverton School District that same job was done by a certified librarian and an assistant. It is a huge job. Elementary LMAs deserve to be reclassified as LCIIIs and paid accordingly.
Michael	Parker	Staff Member	I would love to see librarians get more pay and appreciation in our district. Their services are invaluable for academic performance and student belonging.
Brianna	N	Staff Member	Our LMA at our school works tirelessly and is constantly creating amazing activities for our students as well as maintaining our library. She also teaches classes, which is something that classified does not typically do. It's obscene that our LMAs make less than most other classified in the district. They provide vital work to engage with students, present meaningful content, boost literacy rates and graduation rates, build community, promote equity, etc. They need a title change that represents all the work and time they do for our school. They are wanting to change their title to Library Coordinator and I think this should be honored in title as well as with a pay increase. Their position should be divided into LCI (middle/high school) and LCII (elementary). This reflects the reality that at the elementary level they do all of the work of the middle/high school library staff in addition to teaching specials. Please show that you respect and appreciate our LMAs.
Rita	Vennes	Staff Member	have been an LMA in the district for over 13 years and have always known my job is important. I am the sole person responsible for ensuring that our 600 students have access to great books, each and every day, along with lessons on different topics for grades K-5. I believe the BSD community as a whole needs to be aware that while our work is essential to every student's reading skills, we are grossly underpaid and undervalued. Currently we are paid less than Instructional Assistants, amongst others. To make a simple comparison, IAs are given all lessons/materials, etc that they use to teach small groups. LMAs are responsible for our own lessons, catered to each grade, or in some cases, each class, and classroom management, all the while running the entire library alone. Again, I believe our work is important, but the district seems intent on proving they do not prioritize our work and we need help to ensure we get at least a fair compensation for all that we do.

Melanie	Driessen	Staff Member	<p>Board members and Superintendent Balderas-</p> <p>Thank you for your ongoing support for OSEA and the important work done by all of Beaverton School District's classified employees.</p> <p>As you may know, OSEA is working with district staff to review pay scales for classified positions including Library Media Assistants, who are today on a special pay scale that is considerably below other student instruction support roles. As staff considers the role of the LMA in Beaverton Schools, know that at Findley Elementary our LMAs play a key role in education outcomes and literacy for our students. Library is such a special time for our students and I know how much effort our LMAs put into that time to ensure it is educational and enjoyable for students. LMAs deserve compensation that reflects the responsibility of the role, their direct role in supporting curriculum goals, their skills, and their contributions to growing our future readers.</p> <p>Thank you for your consideration.</p>
Kate	Prakash	Staff Member	<p>inventory & weed 16,994 books on our shelves.Repair over 200 books a year , initiate inter-library loans for our teachers and students, create book wishlists and order lists & choose appropriate new books for our entire school. At our title 1 school I also run the Scholastic book fair for our students & OBOB competitions to give them opportunities for reading intervention & inspire them to love books. I do read-a-louds, literacy education, activities in the library, shelving, sorting, loaning, teaching them how to use a library, providing resources for them to use their neighborhood libraries, I see all 6 grades in a day. I represent the library at all our after school events.On top of all the work inside the library,I am covering recess duty & also asked to cover all classrooms K-5 who's teacher needs to leave to attend an IEP meeting. I would be paid more as a crossing guard & I'm called an "assistant" in my job title.🙋</p>
Nancy	Williams	Staff Member	<p>I have been an elementary LMA for 6 years. I am a part of the special's schedule and see 24 classes in a 4 day rotation, grades K-5th. I am responsible for managing the class by myself for the entire time. I instruct students on how to use a library effectively, they learn how to use digital resources to look for books, they also learn about authors and genres. I also help students find books, check books out and manage the rest of the class all at the same time on my own. I have helped with OBOB and the book fair, I have morning duties, after school duties, I have had lunch and recess duties. I am also responsible for the collection in our library, repairing books, getting new books ready for circulation, weeding out old or damaged books, having conversations with students regarding lost or missing books and conducting inventory. These things used to be done by both a certified librarian and an assistant that were on site, now it's just one person on site with a salary of \$28K-\$35K.</p>

Terri	B	Staff Member	Good afternoon! I am writing on behalf of the wonderful LMA's at the elementary school level, specifically our two fabulous LMA's at Findley Elementary. It has been brought to my attention that the LMA's are some of the lowest-paid employees in the district, which came as a shock as a teacher in the district and parent. As a teacher, I have witnessed the incredible dedication and skill our LMAs bring to our building daily. From lesson planning and implementation for grades K-5, ordering and organizing books, managing our Battle of the Books program, motivating kids to be readers, introducing students to new genres and series, keeping up on newly available literature, organizing the book fair, etc., etc., these employees are invaluable to our schools and should be compensated accordingly. I was a teacher in my building when the library was run by a certified teacher....the current duties of the LMAs are no different than what the certified teacher did but they get paid dramatically less
Nicole	B	Staff Member	This is my 12th year working as an LMA in the district. Although our job title stands for Library Media Assistant, we do not assist anybody and have the work load of two positions, as schools used to have a Licensed Librarian and an LMA. While they took some of the pieces of the job away, there are still many tasks that we lead and are in charge of and it can vary greatly depending on admin expectations and number of parent volunteers. We maintain the library collection and teach whole classes throughout the day in a specials rotation. Although we are an integral part of learning in our schools and work with every student in the building, we are somehow not valued by the district and make less than every other Para 1 position and are one of the lowest paid positions in the entire district. I have been forced to work a 2nd job, along with many of my other fellow LMAs just to make ends meet. We love our jobs, but just want to be paid a livable, fair wage and valued by our district.
Kimberly	Knutson	Staff Member	I love my job as a BSD Library Media Assistant. Libraries are pivotal to student success & well being. As LMAs, we organize & distribute curriculum materials, make available good fit books to support literacy for all through choice reading, nurture meaningful interactions during student supervision & create welcoming spaces for all. Libraries support the social, emotional & mental health of students through those spaces, as well as books inclusive of diverse identities, in which students see themselves, their concerns & experiences. Libraries help develop critical thinking, planning and research skills. Libraries work best for schools when fully utilized & supported. It's so important, as students face mental health issues & academic concerns, and as we work for equity and justice, that we recognize the import of libraries. LMAs help students & staff belong, believe & achieve. I'd invite the Board to explore how we can all work together for the best benefit of BSD school communities.