

PUBLIC COMMENTS

Written comments were accepted by online form submission from 12 p.m. on Friday, October 4, 2024 through 12 p.m. on Tuesday, October 8, 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, comments listed oldest first.
- 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
Laurie	Umiger	Parent/Guardian	As a parent and community member, the notice sent to the community reads more like propaganda making an effort to vilify certified staff then any sort of transparent communication with the community. The messaging is very disingenuous and I question why our district resources are being spent on this sort of divisive communication as opposed to true support of our staff and students.
Amy	Wang	Parent/Guardian	Prevent a teacher strike! Please conclude the negotiation with the teachers. I have reviewed the packets that were sent out and it is a reasonable ask! Also it does not mention that teachers want a smaller class sizes and more teachers! Can you make that happen? Or do you all really want a teacher strike so our children will go 3 weeks without education AND IMPACTING each school's ability to fundraise? Please strongly consider
Katie	Newcomb	Parent/Guardian	I am highly disappointed the district used parent square to send out a misleading email misrepresenting what is happening with the negotiations between BEA and BSD. It was a gross use of power and shows me exactly who and who is not negotiating in good faith. Do better BSD. In solidarity with BEA, Katie Newcomb, parent of three BSD students

Belong. Believe. Achieve.

Andrea	Gawlista	Parent/Guardian	I am really unhappy with the way the district is handling contract negotiations with the teachers union. There are several items that I don't like, but the most relevant to me is that you will not agree to a class size limit/decreased class sizes. This need is obvious to parents, teachers, and kids. If you are not in support of reasonable class sizes then you are certainly not putting the best interests of the students first.
Shelly	Zekmeister	Parent/Guardian	<p>Hello School Board, thank you for your time and work. It's such important work you do. I'm extremely concerned and upset with the lack of professionalism and the malice the district has shown toward its partner, BEA. It's crucial that we work together to create a positive environment for our staff, families, and students.</p> <p>As a community member, a mother of two, and the PTO VP at a Beaverton elementary school, I find it unacceptable that a platform was used for communication in a way that excluded BEA from responding. The decision not to share this on social media further isolates the community from being able to weigh in.</p> <p>It's clear that some representatives on the district bargaining team need to step aside for more level-headed individuals. The district should have sought mediation sooner instead of blaming BEA for the situation. We need to act like the adults in the room and prioritize collaboration over conflict.</p>
Andrew	Lamkin	Parent/Guardian	<p>We have amazing and dedicated teachers in our district.</p> <p>In every other profession salary increases are how we reward performance and dedication to retain talent.</p> <p>Please take a chance and make BSD a shining example of how we should retain great teaching talent.</p>
Corey	Moeller	Parent/Guardian	We love and appreciate our teachers and staff. They deserve more and I am here to help support. A strike would clearly affect so many families negatively, we need them to agree asap
Patricia	S	Parent/Guardian	<p>The "average" class size document put out by BSD is misleading! I have a 5th grade student at Cedar Mill and she has consistently had between 27-30 students in her classes throughout her years at Cedar Mill. This school year there are 29 in one classroom and 30 in the other. Parents had to watch kindergarten, 2nd, 3rd, and 4th grade classes get an additional teacher, bringing those class sizes down however, 5th grade remains at 30.</p> <p>Tumwater Middle school had well over 35 students in core classes. The 6th grade language arts I, math, social studies and science classes are at 36. Elective teachers(choir, band) have 55 students in some classes and are capped at 60!</p>

			Class sizes are huge and the district is trying to pretend they're not! Parents do not know the reality of class sizes and the district isn't being transparent
Heidi	Gentry	Parent/Guardian	Please hold strong on your negotiations. As a former teacher, I feel that teachers do not realize how well they are compensated. They tend to lose sight of their total comp package including doing a break down of their true hourly rate for actual hours worked, full benefits package and PERS. When they claim they are not compensated well enough, it's actually insulting to the majority of the working families they have in their classrooms. I will admit, I had that same mentality that was being communicated by the union. Once I changed careers, it became very clear that teachers have it way better than they realize. They are more than fairly compensated and taken care of (especially in BSD).
Jess	O'Donnell	Parent/Guardian	Our teachers are the backbone of belong, believe, achieve. Their relationships they form are crucial to student enrollment. Invest in our community by investing in our teachers. We support their bargaining efforts.
Porsche	Turner	Parent/Guardian	<p>Dear BSD Board Members,</p> <p>I strongly support prioritizing a living wage for our educators, who are vital to our community and deserve compensation that reflects their role in shaping our children's futures.</p> <p>I'm opposed to the plan for a mega school, which diverts massive funds away from smaller, more intimate community schools that foster strong connections and personalized education. Instead, we should invest in supporting educators and rebuilding the schools already at the heart of our neighborhoods. Closing them would weaken our communities.</p> <p>The lack of transparency in this process is frustrating, and we will remember this come election time. Please reconsider, focusing on both the well-being of our educators and students.</p> <p>Do better!</p> <p>Thank you, Porsche Turner</p>
Amy	Grey	Staff Member	The message sent to the community on ParentSquare was appalling and untrue. BEA has been trying to bargain in good faith since the very beginning and BSD has done nothing but drag their feet and make offers that are a slap in the face. Please come to the classroom and spend sometime there. See what we are dealing with. See the resources we need. See how hard we work. See how much of our lives we give to this job. See how you can really support us because THAT is what is best for students and staff. Teachers are not the enemy here. All we want is fair pay, safe working conditions, and the ability to give

			our students what they truly need. Teachers are the experts. Trying to pin parents against teachers by publishing straight propaganda is a new level of low. The community should know that your infographics are skewed and the language you chose was intended to make staff look like the problem. It's sickening to see how little we are valued.
Mindy	Hearn	Parent/Guardian	I am very concerned that a contract has not been settled yet between our teachers' unions and the school board. As educators of our children, we entrust our teachers with the academic, social, and emotional wellbeing of our children. They engage in this with passion and integrity. Their work is the bedrock of not only our childrens' individual futures, but will shape the future of our local communities and how our children someday participate in our larger global community. As such, they deserve commensurate compensation for this most important work. They deserve to earn a wage that supports their own wellbeing. We are all aware that the cost of living has increased dramatically since 2020. As a member of the community that has consistently voted for school bonds in this county, I hope that these funds help provide appropriate wages for our teachers. I urge the school board to treat our teachers with the respect they deserve at the bargaining table and find a way forward. Thank you.
Cherise	Arthur	Other Community Member	I want to share my comments and concerns regarding the current status of teachers and classified staff. I don't remember in my 19 years with the district negotiations being so hard to get to a yes for what is best for district and staff. I don't think you have any idea what it is like to work in a public school yet you sit as a board that was elected by our community to do what is best for the education of our students. I would like you to know I feel that in the past two years things have really changed with admins being asked to leave and others leaving because of current management. Please think about the students and our community and your legacy of being on the school board. We expect to be able to send our students to school and do well in safe environment. Pushing kids through to get your graduation rates higher is a disservice to the student and our community. We can do so much better and I am asking you to think about your decisions. We need a fair contract for staff.
Elizabeth	R.	Parent/Guardian	<p>I am a BSD parent and I support BEA!</p> <ol style="list-style-type: none"> 1. Bargaining: BSD's communication to families via ParentSquare arguing its bargaining position and announcing its unilateral decision to end open bargaining and move to closed mediation was incredibly inappropriate and misleading. It should have been a press release, not a ParentSquare communication. Additionally, the linked materials are, frankly, insulting to the teachers BSD should be trying to retain. 2. Attendance: BSD's communications about the importance of attendance should address disease mitigation - for example, students and staff who are sick should be strongly encouraged to wear masks at school so they don't get others sick. It's wild to see the emphasis on attendance without any mitigations for transmission of upper respiratory viruses, and frustrating for families like mine whose students have been absent because they caught upper respiratory viruses at school.

Dawn	Singer	Parent/Guardian	BSD must commit to transparency from the outset of discussions that impact our schools, staff, and community—not just when it’s convenient or when PTOs start sharing information. Waiting to communicate and then presenting misleading, negative narratives about our educators erodes trust and respect. Our teachers should never be vilified for choices made by district leadership. The “working conditions” of our staff that you don’t want to fully fund are our children’s learning conditions. The Beaverton School District PTO Coalition stands firmly in support of our educators. BSD must take accountability for its repeated cancellation of bargaining sessions and unwillingness to support our educators rather than deflecting blame, complaining about educator expectations. With a 1.8 billion dollar budget there are no excuses. Do better for the people who actually matter in BSD. You have no district without them, and without us. There is however, still a district without YOU. WE are BSD.
Michelle	McCracken	Other Community Member	As a 33 year veteran teacher, I adamantly oppose the “mega-school” model in BSD elementary schools. So many studies have shown that small school settings allow children to achieve and build confidence. Why would BSD build Raleigh Hills as a mega school knowing these facts & then hide it from the community? My adult daughters flourished at the small elementary school, Raleigh Park, which offered not just a solid school experience, but a local library, swim center, and community park. This change in approach is so disappointing & discouraging. All I hope is that the district will reconsider the move toward tge “mega-school” model.
Travis	Arnzen	Parent/Guardian	I am extremely disappointed that the district would use ParentSquare as a political tool to try to put parents against educators. The district was completely out of line. This is not how you gain the respect of the community.
Andi	Luke	Parent/Guardian	I’m writing in support of the BEA members in their union negotiations with BSD. As a Beaverton resident, taxpayer, and homeowner in the Beaverton School District, quality public education is important to me. As a parent of schoolchildren, quality public education is imperative. The dedicated & amazing teachers and staff deserve pay increases, and their working conditions are obviously our children’s learning conditions. As a parent and taxpayer, I encourage you to meet the needs of teachers and accept the contract proposal.
Tiffany	Mathes	Parent/Guardian	I am writing to express my strong support for a fair teacher’s contract. Our educators are dedicated professionals that deserve our respect and recognition for their expertise. My own children have experienced the love and support of their teachers throughout their time at West TV. This nurturing environment not only fosters a love for learning but also builds confidence in our kids. It is crucial that we address the need for a cost of living increase. Teachers are facing rising expenses, and their compensation should reflect their commitment and the realities of living in our community.

			it's important to remember that the working conditions of our educators directly impact student learning conditions. Investing in our teachers ultimately benefits our students and enhances the overall quality of education.
Phuong	Nguyen	Parent/Guardian	Teachers needs a higher pay, smaller classroom size and more support to help with kids with behavioral issues!! Classroom size of 30 kids for elementary school is too big!! We need more teachers!!
Teryn	LaRue	Staff Member	<p>25 years as an SLP- 21 with BSD and I have never seen anything like the email sent to the community about BEA/staff.</p> <p>When I think of all the unpaid time, the materials I've purchased out of my own pocket, the treats I've purchased for students, the lunches I've given up to hold social/friendship groups because that was more important to me, the subscriptions I pay for to make sure I'm staying current on the research for my field, the extra professional development I complete on my own time to make sure I am as informed as I can be ... and I did all of this knowing I would never be reimbursed financially nor for my time... helping kids be as independent as possible is why I chose this profession and I love seeing them make progress and grow... to be treated like this by the district feels like a giant slap in the face. Thank you to the community members who understand how demanding these jobs are and support our efforts to be the best we can for our students.</p>
Ashley	Cena	Other Community Member	Our students deserve teachers who are compensated fairly and competitively to continue to have highly qualified educators coming to BSD. It is important we LISTEN to our highly qualified educators that are working with students in the classrooms on what they need. Students deserve safe, supportive, inclusive learning environments and I know that teachers and the BEA are working to ensure that happens by focusing on centering teachers voice on what is happening in classrooms. As a former educator in Beaverton it pains me to see what my former colleagues are going through right now, working without a contract and continuing to give everything for their students. Teacher working conditions are student learning conditions.
Natalie	S.	Other Community Member	As a Beaverton resident, I urge you to fully support your teachers and their needs. Teachers are leaving the profession in droves, and our students are the ones who are suffering from this loss. A good teacher can make a huge impact on a child, but when teachers can't afford to provide for their own families and our overworked while also being under supported, those amazing teachers often have to make the difficult decision to leave the profession. Let's lead the way in supporting our teachers and show other districts that listening to teachers' needs and concerns is an important step in ensuring an effective learning experience for our students. Teachers give endlessly and are receiving less and less in exchange. We cannot expect to keep the best teachers when they are consistently being asked to do more with less. Please reach a fair deal with the teachers and show them that you know their worth.

April	Powers	Parent/Guardian	<p>I hope that BEA and BSD can come to an agreement on contract negotiations. While I support our teachers wholeheartedly and agree that class sizes are too large, caseloads are too heavy, and many salaries are too low, I don't agree with the BEA proposal that wipes out our reserve funds within a year. Those funds are the reason we didn't have to fire hundreds of teachers this year like every surrounding district did. That safety net of funds is vitally important with unpredictable state funding from the legislature. We must spend it wisely and cautiously. The district needs a cushion of savings so we aren't hiring/firing every year as we live "paycheck to paycheck" at the mercy of the state. We need to look at where we can cut spending (administration at the district level!) and focus on reducing class size for ALL students. Not just schools in low income areas. ALL students need smaller classes to have more engagement and learn efficiently and effectively. This should be the priority.</p>
Erin	Patnode	Parent/Guardian	<p>BSD must commit to transparency from the outset of discussions that impact our schools, staff, and community—not just when it's convenient or when PTOs start sharing information. Waiting to communicate and then presenting misleading, negative narratives about our educators erodes trust and respect. Our teachers should never be vilified for choices made by district leadership. The “working conditions” of our staff that you don’t want to fully fund are our children’s learning conditions. The Beaverton School District PTO Coalition stands firmly in support of our educators. BSD must take accountability for its repeated cancellation of bargaining sessions and unwillingness to support our educators rather than deflecting blame, complaining about educator expectations. With a 1.8 billion dollar budget there are no excuses. Do better for the people who actually matter in BSD. You have no district without them, or without us. Without us, there IS no BSD.</p>
Michelle	Ray	Parent/Guardian	<p>There is absolutely nothing more important right now than our kids - if we are to have a future worth living, we MUST invest in our children with everything we have. Teachers are an absolute necessity and we have been short-changing them for too long. The radical right has been slowly destroying the education system in this country for DECADES, and if we don’t start building it back up, WHO WILL????</p> <p>The teachers are NOT the enemy here, and they aren’t even asking for everything they SHOULD be getting. The bar has just been lowered so far that approaching the bare reasonable minimum looks like A LOT.</p> <p>Give them what they are asking for. Give them as much as you physically can, and commit to re-arranging the system and budgets and ATTITUDES that are destroying our future.</p> <p>We all got behind the song in the 80s, but the KEY has always been</p> <p>I BELIEVE OUR CHILDREN ARE THE FUTURE TEACH THEM ****WELL***** AND LET THEM LEAD THE WAY</p> <p>Make it POSSIBLE for the teachers to TEACH THEM WELL.</p>

Lauren	Goemaat	Staff Member	Our working conditions are student learning conditions. If you want to attract and retain quality teachers, you have to show them that you value and respect them. Please keep the bargaining sessions with the mediator open to teachers and to the public, especially if you are being as transparent as you claim to be. Teachers in Beaverton should be able to afford living in Beaverton. I love my students and want the best possible learning spaces for them. I am a professional with a master's degree in my field, please treat me as such.
Jennifer	Hoffman	Parent/Guardian	Why such a mean and u fair announcement last week? I've been to many of the bargaining meetings as a parent of 3 in the district and a staff member and I was shocked at how the tone of the letter sounded like BEA has not been bargaining in good faith and fair. And to say that there hasn't been movement since May, and not remind people that there weren't meetings during the summer was sneaky. My kids have had amazing teachers and staff. Some of which have actually saved my kid's mental health, but to mention taught them to read, prepared them for college, coaches, mentored, etc. for the district to make the teachers out to be the bad guys is heartbreaking. Teachers deserve and have earned every penny they have asked for and more!
Jon	Hauben	Staff Member	Hello, I am disappointed to learn that our district management has chosen to silence my voice and block my presence in this bargaining process. I am a member that believes in transparency in this process and knows that our team was working hard to put a fair and reasonable offer together to keep quality teachers for our students who are the future.
Jessica	Pierce	Parent/Guardian	I am extremely disappointed in district management's lack of collaboration in contract negotiations with BEA. Their ParentSquare message on Thursday night was a misuse of that platform with its contentious tone and lack of transparency. I've since learned that management didn't inform BEA leadership of the move to request state mediation, which is disrespectful and counterproductive. As a parenting community member, I'm also very disappointed that management wants to move negotiations behind closed doors. It's very difficult to trust them under these circumstances and to be believe they have our community's best interests at the forefront of their decisions. Our kids and staff and families need district management to work WITH the union, not against them. The board needs to hold district management accountable to partnering with our union's asks which are fair, reasonable, and contribute to quality public education in Beaverton.
Lauren	Kelly	Parent/Guardian	I believe that everyone in the school district, from parents and students to educators and administrators, have the same goal: supporting our students and the people working in the schools. It was disappointing to see the message from the district about moving to closed mediation sessions with the teachers' union. I understand contract negotiations can be difficult and at times tense, but the accusatory language used did not show respect for the teachers who day in and out show up for our kids. When people are leaving the profession due to burnout and lack of support, we need to be doing everything in our power to show them our support. While the district might not agree with their

			<p>current asks, the message sent out was not supportive of the work they do and did not seem hopeful for a resolution.</p> <p>Please, for our district and students, listen to what our teachers are saying and come to a speedy conclusion to these negotiations.</p>
Kathrine	Kraft	Staff Member	<p>BSD's certified educators deserve a fair contract so we can do our best work for our students. BEA's bargaining priorities have always been about much more than money, although competitive benefits and salaries go a long way toward recruiting/retaining highly qualified educators. We are asking for safe classrooms - including reasonable temperatures/airflow, enough space and furniture for each student, and reasonable assurances about our physical safety. We are asking for transparent, shared decision-making with the district; our voices need to be included in vital decisions. Beaverton's public schools are the very heart of the community of which most of us are rightly proud, but right now your teachers and other certified staff are hanging on by a thread. We are professionals - please treat us as such by bargaining in good faith and not trying to pit the public against us through misleading communication.</p>
Laurel	Hiestand	Other Community Member	<p>Student learning conditions are teacher working conditions. If the district truly prioritizes students, it must support the educators who guide and uplift them. Fair contracts aren't just about paychecks—they're about respect, sustainability, and investing in student success.</p> <p>While the district claims funds are limited, administrators removed from daily student interactions have seen substantial pay increases. Meanwhile, teachers face higher insurance costs and deserve fair cost-of-living adjustments to live in the community they serve.</p> <p>Union staff work daily to support students; it's time for district leaders to do the same by advocating for more state and federal funding rather than targeting essential programs.</p> <p>Schools are already understaffed, and cutting programs for vulnerable students betrays the district's commitment to inclusivity. BSD must put words into action: settle a fair contract, staff schools properly, and provide students and educators the support they deserve.</p>
Margo	Svensen	Staff Member	<p>I am the SLP working with the ACE program this year, and one critical factor that hinders the program's long-term success that I would like BSD to address: Inappropriate Building Location: Historically, the ACE program was housed alongside the Community Transition Program due to overlapping age ranges (18-21). In recent years, there's been an increasing number of younger students, including several high schoolers and even 2 students who were transferred as early as 6th grade. Despite these changes, the facility remains an old office space that lacks appropriate resources—specifically, access to outdoor spaces essential for our students' emotional regulation and sensory integration. The absence of a track to walk on for regulation, fenced outdoor sandpit, and swings severely limits our ability to meet these</p>

			students' needs. I want BSD to strongly consider moving the ACE program to a location where it will have access to outdoor space for behavior and sensory regulation. Thank you.
Courtney	Stewart	Other Community Member	A strike is hard on everyone - including students. I beg you to please listen to the needs of educators and administrators and come to a conclusion so the children in this school district can have the best possible education we can give them.
Patricia (Trish)	Pazdalski	Staff Member	I am a BSD teacher in my 26th year with the district. I live in Portland and my children attend PPS. My family reacted with disgust last year when PPS sent out "bargaining updates" to families designed to drive a wedge between teachers and families. I was always disappointed that my children's talented and passionate teachers had to endure this kind of treatment from their employer and thankful to work for BSD. All that changed last Thursday. Now I find myself working for a district that will present one-sided information from a platform that only they have access to in an attempt to discredit their own employees. Shameful. I stand with BEA and our bargaining team in our demand for a fair contract that centers safe, supportive, and inclusive learning environments; professional respect with transparency, accountability, and shared decision making; and a commitment to retention and recruitment.
Sharon	Mathes	Other Community Member	I have been volunteering in the classroom for many years, and I have been working with many teachers. I am very impressed with their diligence and hard work. They spend many unpaid hours outside the classroom grading papers and planning their classes. I support the teachers in their effort to be better compensated. Most of the teachers are dedicated individuals with Master's Degrees, and they are not compensated for their education. In any other field, they would be making more money commensurate with their education. I also support their efforts to have a limit on class size. Some of the high school classes have upwards of 40 students, and that is too many students for anyone to learn or teachers to teach.
Jason	Trusley	Parent/Guardian	This school board did incredible damage to our kids during the pandemic. Not solving this situation and allowing a strike to happen will prove that the board is far more concerned with its own influence and power than on serving the community. It has let down students so significantly that most students won't recover from from the pandemic. You owe it to students to solve this before the teachers strike.
A.	Taylor	Staff Member	I find myself at a complete loss. Almost 20 years in this district, three kids (one graduate) and I don't know where our district has gone. I walk into my amazing building daily with the most hard working colleagues and we are DEFEATED. Where has our voice gone? The tone the shift of this district from it's upper leadership is demeaning at best. Out of touch, doesn't do it justice. We are in the ocean without rafts and for what? Test scores that aren't rising, the same kids impacted the most? OUR STUDENTS DESERVE, safe classrooms. ALL students deserve learning environments for success, whether that's a typical classroom or self contained magic. Best practice says students excel with agency and inquiry, and so do teachers. Our agency has been stripped, our voices shut out, and the cost? OUR KIDS!

			ENOUGH. We need your accountability of all aspects of BSD, we need leaders who are IN the classrooms for more than photos and vides. Come, join us, experience the intensity of our classrooms.
Jason	G.	Parent/Guardian	The district has been sending out misinformation to the public recently, both about climate control and class sizes. The district told the news that all buildings have adequate climate control, but at my daughter's back-to-school night at William Walker, the gym was too hot to hold presentations. The district stated that high school classes average just under 29 students for core classes, yet Sunset's core classes are almost all in the high 30s and low 40s, while electives are in the 40s and 50s. While the district might be making technically true statements (like averaging teachers who do not teach classes), they are very misleading. I teach my kids to be honest, and I am uncomfortable sending them to schools where district leaders regularly send out misinformation. Instead, they need to admit to the problems in the district and work to solve them. I hope that district leaders will be more honest in the future, and the district will become a place I am proud to send my children.
Andy	Thompson	Parent/Guardian	I am writing to you today to express my extreme disappointment at the district's decision to seek mediation over negotiations with the teacher union. Before the district called for mediation the public was allowed to observe bargaining sessions and hear what was being negotiated. Now that mediation has been called, the public is no longer able to observe and it makes me wonder if the district is trying to hide something. In the district announcement about mediation it makes the teachers out to be money hungry and care about nothing but getting paid more. When I look at the unions bargaining priorities I see that the care about far more than money. My son just started kindergarten this year and has already had to do a room clear because of another student's behavior. I want my child to have a safe learning environment along with all the other students. The district should spend less time making websites to bad mouth teachers and more time at the negotiating table.
Frances	Fox	Parent/Guardian	Growing up, both my parents were public school teachers and I am the product of public education. I have seen firsthand the burnout, stress, long hours, weekends dedicated to marking, the hours of meetings, brainstorming and discussions that go into every facet of their job. Available all hours of the day and night. As the shapers of each generation they should be venerated, respected and adequately compensated. Yet here we are in a broken system that has non-teachers as principals and politicians with zero ed. quals making decisions for schools. Teachers are burning out. Teachers have their hands bound by red tape and restrictive assessments that pigeonhole students. We have KG teachers who aren't supposed to use words like 'play' in their curriculum and 5 y.o's at school full time. If we do not correct this trajectory, public education and our nation will suffer. Set the precedence that teachers matter. We are nothing without them and their salary should reflect that.
Julia	Mbacke	Parent/Guardian	There have been several promises in bond measures that have been approved for filtered water bottle filling stations at each of the BSD schools. When will these water bottle filling systems be installed? Why haven't they been installed yet?

Christine	Meliza	Parent/Guardian	Though the district is trying to put on a show that it is "listening and learning from (the) community," the community is not being fooled. Sending an email claiming we will engage together to have "deep discussions about our values and how those values are reflected in our school buildings" but then REFUSING to discuss the CURRENT ISSUE ON THE TABLE regarding the closure of several small schools, is absolutely asinine. The community's VALUES are in SMALL COMMUNITY BASED schools. Let's talk now. Stop the obvious delay tactic. We know how we feel and what we need. We need small schools where our children can be known, where studies show our children thrive. The community needs for you to show integrity and listen now. You have lost my trust, and as such have lost my vote. You've also lost my support to pass any Beaverton School District Bond measure, because you have lied about how you will use my money. I'll encourage my community to vote no against BSD bond measure in the future.
Lisa	Thompson	Parent/Guardian	As a BSD parent, I am concerned about the mis-alignment of the district's stated values and its actions. Your update on contract negotiations states your commitment to keeping students at the forefront of every decision. Your call to move negotiations to mediation, the tone of your messaging to the BSD community and the website that demonize license staff (the exact roles you note as being vital) requests does not reflect that value. I urge you to listen to the demands of these professionals for how to best serve students. These professionals have spent years earning their credentials and staying up to date through professional development. They refine and hone their expertise everyday. I am not dismissing the budget shortfall. However, your role is to also advocate to local and state leaders for the needs of students and licensed staff. Like staff do everyday, I hope you will also practice collaboration and innovation to find a resolution that equips staff to best serve BSD students.
Michael	Williams	Other Community Member	BSD, I'm offended that you think so little of my intelligence and so little of your teachers that you thought that email would work. You don't have my support - the professionals who actually work with our children do. As an alum, voter, and tax payer, I expect you to get back to the bargaining table and make some progress. Be transparent during the bargaining process and allow teachers and community members in the room.
Allison	B	Parent/Guardian	I am disappointed that district leadership did not come to an agreement with Beaverton Education Association's contract requests and that it has now gone to mediation (which is not transparent to the public, like the initial bargaining discussions were). The asks for safe, supportive and inclusive learning environments are vital to our students' learning conditions. Transparency, accountability and shared decision making will lead to better outcomes for our students and educators; the educators in our district know our students and what they need better than anyone does and they should be involved in decisions that impact our students. A commitment to retention and recruitment is critical to ensure our students receive the highest quality education possible. These are not unreasonable requests. Please help to ensure district leadership does everything in their power to meet the needs of our educators and students.

Erin	H	Parent/Guardian	As a Beaverton citizen, I am deeply concerned and frustrated by the way BSD is handling long term planning and usage of the bond funds to rebuild Raleigh Hills and shutting down other smaller schools. All data shows us that smaller, community schools are better for student learning, community building and safety. In a world where gun violence is prevalent in schools, shouldn't we be optimizing for smaller community schools? Furthermore, this is a blatant misuse of the Bond funds. Rest assured, myself and a majority of the community members will NOT be supporting any further bonds under this administration. It's a shame and disgrace that you claim to do what's best for the children and community. Clearly that isn't the case. Lastly- Whitford middle school is struggling with bullying, drugs and violence- maybe you should first focus on these real issues?
Meaghan	M	Staff Member	Investing in our staff means investing in our students' futures. Student learning conditions are teacher working conditions. For a district that claims to care about students they should prioritize teacher working conditions and give the union the fair contract they deserve. BSD claims the only way to provide a fair contract for the professionals the union represents is by cutting staff positions, specifically cutting programs and positions that provide for our most vulnerable populations of students. However, district admin who do not work directly with students are making several hundred thousand dollar salaries shows where this district's priorities and values lie. Public records show that many district admin have had salary increases over the last couple years. Threatening staff cuts when schools are already understaffed does not promote the inclusivity the district values. It's time BSD puts it money where its mouth is, settle a fair contract and advocate for more state funds.
Rosanne	Freer	Parent/Guardian	As a parent, and a staff member of the district, I was so disappointed that ParentSquare was used as a communication method by the district to share a very biased view on the bargaining. As a parent, these are not the type of messages I am wanting to receive from leaders of our district. And as an educator, I feel falsely represented to my friends and other parents in the district. I really hope the board will take this matter seriously and help the district understand what is and is not proper use of ParentSquare.
Ginger	Jay	Staff Member	When I joined the ranks of BSD as a teacher almost 10 years ago, I was so happy and so PROUD. Everyone knew our reputation for being progressive- inclusive and POSITIVE. Teachers seemed to be respected and cared for- People in high level positions LISTENED to the needs and concerns of those doing the HARD WORK in the classrooms. Not now. Behaviors are out of control. Buildings are falling apart and a great number of them DO NOT have working air conditioning- including mine. Programs are adopted and removed (like PLAY centered kindergarten for example) without ANY teacher input. The last few years have been so hard and SO disheartening. But the email sent out to families last week broke my heart. Throwing TEACHERS under the bus and making us look greedy and uncompromising. How could you? Do you have ANY idea what is going on in OUR classrooms? Please rethink your position on the contract negotiations and get make our district on ewe can all be proud of!

Chris	M	Other Community Member	The wage disparity between the highest administrative staff in the Beaverton school district and the district's teachers and staff is shameful. Teachers and other school staff are trying to receive a cost of living wage adjustment and the district does not seem to want to help ease the lives of the district workers at the cost of their own pockets. It is extremely disheartening when special education, mental health, and the arts staff are the people who are first put on the chopping block for cutting funding. The students are already experiencing an increase in anxiety, depression, and other issues and cutting some of the most important staff members is the district's response? Abhorrent. The union is trying to help not only the teachers and staff but also the students by providing more supportive staff. What's the alternative? Less support staff and less support for the students. I hope the district can reprioritize who they are serving in the community and not themselves.
Aimee	G	Staff Member	I have worked in this district for a few years now. In all of those years, our district has prided ourselves in working towards equity and inclusion of all students. However, year after year the demand on the staff at the schools has gotten higher and higher and the compensation and support for the work we do is does not match our efforts. To blame your staff's union for holding back on negotiations is appalling and honestly does not surprise me after I've seen all the broken promises over the years. You cannot claim to be a district of equity when you are not willing to also be equitable to your staff. My students deserve the very best, and I will fight for them.
Jen	Hunt	Parent/Guardian	Being a district leadership that works hard to develop the "WE" sense around Beaverton schools, I was surprised at the October 3 district communication regarding the ongoing bargaining sessions. For a district that has, in the past, believed that the administration serves the teachers as the teachers serve the community, it was a surprising bad-faith move to put out one point of view without giving an equal pulpit from which the union could respond publicly. Your goal, your only duty, is to create an environment where our teachers can teach and students can learn. I am grateful for state mediation, but I encourage you to be more careful about how publicly you criticize the union. It's not a good look for a district that emphasizes "WE."
Sam	Golden	Student	Late start and BSD is the worst thing you've ever done. high school students have jobs, sports and other things that need an extra hour kids just need to learn how to go to bed an hour earlier as now students are just staying up an hour later I've talked to other students at Westview and they think this is a bad idea. Not to mention District transportation is having a rougher time this year to get everything done. Maybe we can have a vote and see what people think about later start time middle school should be getting out the latest as most kids want an extra hour of sleep then in their lives how is it okay that Elementary is going to be boarding buses in the dark. now with Elementary getting out earlier we have to pay more daycare students can't babysit kids anymore as kids get home earlier. we students have stuff going on after school that needs an extra hour so maybe we should see what the student body wants we have lives so maybe think about going back to last year's HS schedule.

Meghan	Buck	Parent/Guardian	<p>BSD I'm offended that you think so little of my intelligence and so little of your teachers that you thought that shockingly slanderous email would work. You do NOT have my support - the professionals who actually work with my children do. As a voter and tax payer I expect you to get back to the bargaining table, stop spending so much time on creating elaborate websites and graphs, and make some progress at the bargaining table. Show you meant it when highlighted the need for transparency and keep mediation open to the public. Focus less on the public image you clearly prioritize and work on supporting the students and educators you are hired to support.</p>
Taylor	Kauffman	Staff Member	<p>I want to remind our district leaders that our success comes from high quality teachers. It comes from the individuals who teach our youth each day. Students remember the teachers that made an impact in their lives by showing they cared for them and sparking an interest for them. They don't remember how many high level administrators and executives their school district had. We need to attract and retain quality educators with better working conditions in our schools. The way the district disrespected its teachers recently is appalling. The district says they want high quality education for our students yet they continue to oppose rather than prioritize the needs of students. We know relationships with our students are key and yet we have no support in managing class sizes to be able to better serve our students. We often personally supply our classroom supplies because the funding is tied up in the administration. We are unsupported and unappreciated. Please Be transparent in mediation</p>
Greg	Stiles	Parent/Guardian	<p>I am disheartened by the email sent out by the Superintendent about the financials of the negotiations with the teachers when he is clearly being paid hundreds of thousands and has had substantial raises the last two years, to say the teachers are difficult and undeserving makes my blood boil.</p>
Kirstan	G	Parent/Guardian	<p>I support our Teachers! As a BSD parent of over 10 years, I have volunteered in our classrooms, on PTO boards and voted yes for every district bond request. We have always supported our schools, and I am now asking that the district support our Teachers.</p> <p>Our schools are some of the best in the state... because of our Teachers. Every child deserves the best public education possible and it is our Teachers that deliver on that promise - creating engagement, belonging and academic success for our kids. Teachers are under unrealistic burden to be everything everywhere all at once for our kids and they are only asking to be supported in the work environment to feel safe and fairly compensated. I implore the district to follow its own guiding principles and dedication to WE - remembering our teachers are part of our WE. Why not rally together and push the State to better fund our schools and meet educators needs? Fight WITH our teachers FOR our students- Together.</p>

Kristine	Napper	Staff Member	I'm deeply offended by BSD trying to make teachers look greedy in messaging to our community. Many of the negotiation issues aren't even about money. I've spent the last several years watching my students suffer due to bad district policies that were made despite teacher opposition. BSD is now trying to take away even more voice and power from teachers in the new contract, and that alone is enough reason for me to fight. My students deserve their teachers' professional expertise, not teachers who mindlessly follow orders from out-of-touch administrators. On the compensation issues, my paycheck isn't keeping up with inflation. I'm doing more work than I've ever done, for less pay that I used to make. It's wrong for the district to ask this, and it isn't greedy for me to say so.
Paige	Parkinson	Parent/Guardian	I want a safe, supportive and inclusive learning environment for my students. Our educators deserve professional respect. We deserve transparency from BSD.
Jen	Janke	Staff Member	I am aware of the personal stories of so many of my colleagues. I know of teachers who have been diagnosed with PTSD due to abuse from dysregulated students. I know of a teacher who required surgery due to an injury from a student, and whose care was not paid for by the district. I received a message from a colleague recently that said, "I haven't forgotten about planning our meet up for a happy hour. I'll get back to you as soon as I can stop crying." Another teacher was videoed by students as they called her disgusting names. She reached out to building security and received no help. All of these teachers have received medical care of some kind due to the nature of their workplaces. None of this is paid for by the district. These are not exaggerations, rather verifiable facts, and not isolated incidents. I am curious to know how the school district squares the message they sent to families stating that teachers are being unreasonable with our financial request in light of these facts.
Catherine	Leupp	Parent/Guardian	I am a concerned parent in the community with 3 students in BSD schools, 2 of whom have special needs. After reading the message that BSD sent via Parent Square on October 3rd, I was alarmed. The post presented a biased and one-sided opinion, portraying the teachers and BEA as unreasonable. BSD provided misleading data in their description of the negotiations. For example, as an example of working conditions, BSD claimed the average class size for 3rd-5th grade is 24 students. We all know that without a firm class size limit, class size can vary greatly school to school and year to year. My son's 3rd grade class had 32 students, which was detrimental for the vulnerable students in the class. In addition, the use of ParentSquare, the communication app that is sanctioned for teacher-parent communication, to promote the opinions of the school district was completely inappropriate. I support our teachers and their reasonable requests. We need class size limits and better pay for teachers.
Ashley	Gannett	Parent/Guardian	Your recent post throwing out teachers under the bus has just proven what I already knew. You are for the district and not for our kids and teachers. Our teachers and students endure everyday more than any of you would tolerate or could handle, and this is supposed to be a safe learning environment. To say that is where I send my child everyday is a stretch. Our district has failed our community in so many ways it is time to set the standard way higher and give our teachers and students what they need to

			thrive. People are continuing to pull their students from your district, that should be eye opening enough in itself. If you are for our schools, teachers and students that show it with actions not words. DO BETTER BSD and listen to the parents and teachers. That is why you have a job!
Katherine	Wu	Parent/Guardian	Board Members, please put a decisive end to the scheme of closing and decommissioning schools. You must figure out a way to keep all of our long-standing schools open. Further, they must also remain in the hands of the public in perpetuity, never to be sold to private developers. Doing all of this is a major betrayal to our community and future generations. Act now, the future is in your hands. Please make sure district administration is fully overseen and are acting in the public interest, not trying to literally dismantle our schools to save some money. It is up to you to reverse course and put a stop to this terrible plan. Closing, decommissioning and selling off public school campuses would cause far more damage to Beaverton S.D. families and the community than the supposed savings are worth. Don't waste all the money and time put into improving these schools over the years only to come through and destroy it shortly afterward (Merle Davies!). Please, don't close our schools!
Jessica	Clark	Parent/Guardian	I am a Beaverton teacher, today I am standing up as a Beaverton parent. Parents want to know that their children are safe when they go to school. The district has put up fences and spent unbelievable amount of money on new software To make sure that all adults coming into the school are safe. However, they refuse to spend funds to support the students who need support when they are feeling dysregulated. My son has had six room clears this year- six times they have had to leave the classroom because of violence, six times They had to miss out on learning, six days where students felt unsafe . I have been notified zero times by the administration at the building. The district can help to solve this problem by making sure that schools, teachers, and students have the support that they need when students are becoming dysregulated. For 10 years, I have been slapped, hit kicked and bit But when my son says mommy, it's scary to watch the teachers and kids get hurt." It's too much.
Katrina	Flasch	Staff Member	I have been a middle school teacher in BSD for nearly a decade. I am passionate about teaching and all I want is to do a good job. Over the last four years BSD has made decisions that have eroded my ability to teach well. When I first started in this district I had 90 students and 80 minutes of plan time everyday. With that plan time I was able to collaborate with colleagues, communicate to families, create diverse and engaging curriculum, provide meaningful feedback on assessments, grade and return assessments in a timely manner, and so much more. Every year I have more and more students and less and less time for planning. I cannot get to know my students. I cannot tailor my lessons to their needs, I don't have time to write feedback on assessments, or create new and exciting curriculum. I am a worse teacher now than I was 4 years ago. My students don't get the same level of support, attention, or quality of education. Teachers need to be included in decision making.

Nikki	Suydam	Staff Member	I have been a middle school teacher in BSD for more than 20 years, and I have never felt so exhausted, disheartened, and devalued as I do this year. As with previous years, Central Office has added to our workload, this year by creating the labor-intensive WIN class, by inundating our classes with mainstreamed special needs students—with little/no support—and by cutting our classroom and school budgets so that we must spend more out-of-pocket in order to do our jobs. Now the district—in a display that would have earned one of our students an R in the Digital Citizenship Behavior Learning Target—has demonstrated its utter contempt for us by using the district communication platform to send fallacious information about us to the community. Claiming to value teachers while simultaneously spreading falsehoods demonstrates lack of respect for teachers, not just as professionals, but as fellow human beings. The moral bankruptcy from district leadership is appalling.
Alex	J	Parent/Guardian	It's unacceptable that BSD continues to neglect the needs of our educators, who are struggling to provide a quality education despite a complete lack of support. These teachers show up for our children, yet the board fails to show up for them. Underfunded classrooms, unreasonable workloads, and inadequate pay have created an environment where our educators are constantly stretched to their limits. The board's refusal to address these issues directly harms not only our teachers but also our students, who depend on them to succeed. Our educators remain committed, but without the necessary resources and respect from the district, how long can they continue to endure this mistreatment? This neglect is shameful, and it is our children who ultimately pay the price. The board's failure to act is a failure to prioritize the well-being and future of our community. It's time BSD steps up now and supports the people who are at the heart of our schools or we need a new board and superintendent.
Perry	Cohen	Staff Member	Please release the statistics connected to the forbes employment satisfaction survey that district admin keeps citing as a negotiating chip. According to the methodology forbes used, the survey results may not even reflect the opinion of a current employee. Why is the district attempting to use propaganda to persuade teachers that they are alone in their concerns? Why does the district feel that alienating dissatisfied educators is the way to address failures in leadership? Does the district think so low of their educators and community that they believe we are susceptible to propaganda? Or do the district leaders not realize they are engaging in such propaganda? Why would we have any faith in our leadership when they actively attempt to gaslight their employees?
Kyle	S	Staff Member	I am curious why the district has moved to mediation while claiming that the union is holding up negotiations, especially given that the district has refused to come prepared to numerous bargaining sessions with their own proposals or counterproposals (causing extensive delays) and refused to provide adequate amounts of food or accommodate dietary needs when they're providing meals (causing extensive delays). These struggles have gone on for months, and yet the district chose to push messaging to the entire BSD community setting the blame at the feet of the union for 'revers[ing] progress'. I am curious what systems of accountability the district has in place to take responsibility for its numerous failures throughout the bargaining process. I'm also curious on how they intend on

			making things right after choosing to sabotage negotiations for 150 days and then tell our community that the union isn't bargaining in 'good faith'. Where is the district's good faith? We haven't seen it yet.
Katrina	Stein	Parent/Guardian	<p>As the daughter of a public elementary school teacher, I have always held teachers in high regard. I watched my mother pay hundreds of dollars out of her own pocket to provide necessary supply to her classroom, as well as share rooms with other teachers because the school didn't have enough classrooms to accommodate all students. Luckily she had a 20:1 ratio for most of her teaching career and I saw the immense benefit of this for ensuring all students had proper attention to be successful academically.</p> <p>I support Beaverton teachers in their ask for cost of living adjustments and lowering of class sizes to ensure the academic excellence of our school district remains strong in the face of rising costs and inflation.</p>
Luke	Martin	Staff Member	I am an excellent teacher who works above and beyond for my students. I feel like I am drowning in meetings and pointless busy work. I am usually a positive person, but this year I am struggling and looking for work in other districts. In the past I have been able to offer an afternoon culinary club for students (last year about 160 signed up), but this year that is impossible due to the amount of work I am having to take home at night and on the weekends. This is not okay.
Genevieve	S-J	Staff Member	While I was attending and observing a bargaining session during school hours (I am a part-time employee), several principals were also attending. I overheard them say that they wished they were at their schools supporting staff and students, particularly as several staff members were out sick. I would like to know what the message wording was to site administrators to make them feel required to be there, who exactly sent the message or messages out, and how the central office administrators can justify that time spent observing negotiations is so important that principals feel that they cannot be on site supporting our overextended school staff and students.
Nancy	Gilmour	Staff Member	I have been a para for 8 years in an EGC in a different district, and this is my 12th year as a special education teacher in BSD in the Social Communication Center at the elementary level. It is a privilege to work with this population of people, and has helped me grow as a professional. I have dedicated myself to the education of my colleagues about our students, expanded inclusiveness in my school, built professional and dedicated teams and taught increasingly challenging students. I have also been kicked, bit, punched in the face, had my glasses broken by a student, head butt, and dealt with increasing stress and anxiety for the situations I find myself in. Imagine my shock, disappointment and sadness when I read the recent email sent out by the district vilifying and blaming teachers for the district's lack of bargaining in good faith, to the PARENTS OF OUR STUDENTS! I have never felt less supported in this difficult job I come to daily. I implore the school board to do better.

Adele	Copp	Parent/Guardian	<p>Beaverton has always been a strong community, which was proven during Covid. If we have learned anything from that experience we need to work together. It seems like that experience has been quickly forgotten and the teachers and parents are being alienated from the bigger conversation especially with sending that email out last week. It was a complete shock to see the district use its platform to paint the teachers in a bad light. I have chosen to live in Beaverton because of the diversity, the care for community and the schools for my boys. I want my boys to learn to be good community members, which a lot of that is learned through school. The teachers are on the front lines caring, protecting and loving these kids and growing future community members. Please help retain these amazing teachers, gain new teachers and them to teach our children in a safe environment. Give them the tools they are asking for to be successful as they are the ones setting the ground work.</p>
Brooke	Bruneau	Staff Member	<p>This is only my 4th year working for BSD. Prior to that I worked in private schools, public schools in other countries, and for public and private corporations. I've never felt so unsupported and thrown under the bus from leadership in my 45 years of working as I did after reading October 3rd's ParentSquare message regarding state mediation. I've never been in an emotionally abusive relationship, but after reading that message I imagine that's what it likely feels like. It was unbelievably skewed against teachers and staff and therefore manipulative. It's disheartening hearing colleagues who've worked for BSD for decades say how difficult teaching has become due to lack of resources and support as well as large class sizes filled with students with disruptive behavior.</p>