

Fwd: Brookwood Half-Million Proposal- Please Read at Board Meeting

From: Hoa Le <hoale@ccusd.org>

Tue, Sep 27, 2022 at 4:40 PM PDT (GMT-07:00)

To: <amyhodge@ccusd.org>; <kananakagawa@ccusd.org>

Hi Amy and Kana,

I just wanted to forward you what I sent in to be read at the board meeting tonight, and Dr. Kent's reply. Didn't want you both to be blindsided.

Starting class soon!

Big hugs,
Hoa

Hoa Le
El Rincon Elementary School
M.ED., UCLA 2011
University of California, Los Angeles
Email: Hoale123@ucla.edu



Begin forwarded message:

From: Kelly Kent [REDACTED]
Subject: Re: Brookwood Half-Million Proposal- Please Read at Board Meeting
Date: September 26, 2022 at 6:08:54 PM PDT
To: "Le, Hoa" <hoale@ccusd.org>

Thank you Hoa,

Please watch the video of tomorrow's meeting if you are not able to attend.

I will address as many of your concerns as I can here:

1. The contract is for \$180K with a not-to-exceed amount of \$300K possible.
2. facilities monies and program/people monies do not overlap. they therefore do not conflict with each other. we could not use this money for facilities if we wanted to.
3. We are completely out of capital improvement monies (measure cc is exhausted) and will need to and should pass another bond in 2024 to upgrade our facilities.
4. The floods at LH and LB were not related to dilapidated facilities but rather to new, malfunctioning parts that are being replaced on all campuses.
5. Workforce housing is not dormitories. Please see attached graphics including those created by the state school board association to support boards in having these conversations with the community.
6. Brookwood, if engaged, will conduct another survey, but in 2019 over half of our staff indicated interest in living on campus housing.
7. We will of course be doing as much as we can with salaries this year *and* it will never be enough for staff to leave near Culver City.

I sincerely hope this helps.



The school should focus on its mission and repair our old facilities, not invest in new unnecessary ones.

Education Workforce Housing can be an opportunity to invest in old facilities while constructing new ones. For example, co-locating housing on an active school campus can include renovating existing school buildings, replacing temporary classrooms, or adding new facilities like early childhood education on the ground floor of the project. Additionally, if a bond is issued, housing costs can be part of a larger bond package tied to school renovations.



I don't want to live in a dorm. Affordable housing for me is a sign of disrespect.

This is an understandable sentiment among employees, but workforce housing does not mean dormitory living that stigmatizes its residents. School districts in California have already demonstrated that they can build housing that is beautiful and well designed to communicate the respect that teachers and staff deserve.



Why not give us a direct salary increase?

Wage increase versus housing support is not an "either-or" issue. LEAs do not have control over the funding they receive, but they do have land and there are capital financing sources available specifically to help fund housing development. Workforce housing offers financial assistance and builds community, having positive impacts on employee commitment and retention, classroom instructional practices, and student achievement.

On Mon, Sep 26, 2022 at 5:51 PM Le, Hoa <hoale@ccusd.org> wrote:

Dear Board Members and Cabinet,

This email comes from a place of love for Culver City, the families I know and care for, and the incredible staff members I am lucky to call my peers. Although I will not be able to attend the meeting tomorrow, it has come to my attention that there will be a disheartening Brookwood proposal vote. I hope that one of the Board Members or someone from the Cabinet will read the following to those in attendance:

How do we attract and retain highly-qualified teachers in Culver City? There are many solutions to this question, and building Workforce Housing is not one. We are professionals, we have Master's Degrees, Doctorates, and we are continuously keeping up to date with the latest research. Every school staff member comes to work because we love our students and this community. Spending millions of dollars on teacher dorms instead of **paying competitive salaries** or alternatively working with staff on obtaining down payments or a path to homeownership is demeaning; *the dilapidated state of our campuses is demoralizing.*

As someone that lives and breathes data, I am confused as to where certain members of the board came to the conclusion that Workforce Housing is a priority or even something that staff members would be interested in. Some of us are starting families, many already have families, and this costly short-term band aid solution will not keep teachers in the city for the long haul. The last thing our students and community need is higher turnover which these dorm rooms would create. I would encourage board members that are pushing for this project to have real conversations with the educators they serve and be transparent with the data that they have collected.

Retaining and even attracting teachers and staff members with promises of temporary housing can only last so long. **If working conditions in our schools remain last on the board's list of priorities, teachers will surely not stay.** The fact is, all of our buildings are falling apart. Ceiling tiles crash down, bathrooms have leaks, and the floors are constantly flooded. Blinds are so old that students know not to go near them because they also have been known to crash and fall. Our technology is outdated; ipads can no longer support apps and programs, and Chromebooks that were used during the pandemic have broken keys, are cracked, or do not even turn on anymore. In the past few months, 16 classrooms have flooded, and students are forced to learn in cafeteriums, and district offices, all because the pipes have broken. Go into most rooms, and you will surely find cabinets that are off their hinges, termite poop can be found on windowsills, and there is no working air conditioning and reliable wi-fi in many spots on our campuses.

You can build all the dorm rooms you would like, but if you want to retain teachers, you must dedicate resources to a safe working environment. It is shameful that Culver City residents pay exorbitant property taxes, but the city's children attend schools that are dirty and crumbling. Neighboring school districts like El Segundo, Santa Monica, and Redondo have higher pay scales and if you want to retain the amazing staff that we have, rethink any plans for Workforce Housing. **WFH is not a long-term solution, sounds great on the campaign trails to unsuspecting voters, but in reality, it is insulting that some members do not believe that teachers and staff deserve a work/life balance.** Empower our staff members and find ways for all of us to acquire wealth and own homes and decide for ourselves where we want to raise our families.

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Thank you for reading this with an open mind and heart.

Best regards,
Hoa

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Fwd: Board of Ed Proposal - IMPORTANT

From: Gualtieri, Natalie <nataliegualtieri@ccusd.org>

Mon, Sep 26, 2022 at 11:44 AM PDT (GMT-07:00)

To: ER-AllStaff <er-allstaff@ccusd.org>

Cc: Natalie Gualtieri <nataliegualtieri@ccusd.org>; Laura Tollefson <lauratollefson@ccusd.org>

Dear El Rincon Staff,

We would like to take a poll on behalf of the union to see if you support \$485, 000 to study workforce housing. Please email back to Laura or myself and let us know.

On Tuesday night's board agenda there is a \$485,000 proposal to hire a consulting firm to study workforce housing. Below is a link to the proposal (first is info item, second is action item)

[https://go.boarddocs.com/ca/ccusd/Board.nsf/files/CJJP4K62BE6C/\\$file/Culver%20City%20Unified%20School%20District%20-%20Sept%202022%20Board%20Presentation%20-%209.22.22.pdf](https://go.boarddocs.com/ca/ccusd/Board.nsf/files/CJJP4K62BE6C/$file/Culver%20City%20Unified%20School%20District%20-%20Sept%202022%20Board%20Presentation%20-%209.22.22.pdf)

[https://go.boarddocs.com/ca/ccusd/Board.nsf/files/CJQ2G672DD5/\\$file/CCUSD%20Brookwood%20Advisors%20Initial%20Scope%20of%20Work%20September%2027.2022.pdf](https://go.boarddocs.com/ca/ccusd/Board.nsf/files/CJQ2G672DD5/$file/CCUSD%20Brookwood%20Advisors%20Initial%20Scope%20of%20Work%20September%2027.2022.pdf)

\$485,000 could pay or a similar benefits increases that we received last year

\$485,000 could raise the salaries for aides, custodians, masters stipends and an additional personal business day

\$485,000 could be used for much needed maintenance on our facilities and fields

Email the board at
boardmembers@ccusd.org

Note: these are not read aloud.

Speak via zoom at

<https://us02web.zoom.us/j/81642736743?pwd=RmhKNFd5Yi9jNXRxNkMzTVpDRE5wUT09>

There is an information item at 10.2 but please raise your hand for item 12.2 on the agenda as that is the action item.

Speak in person

9770 Culver Boulevard, Culver City, CA 90232

In-Person: Those persons wishing to speak should complete a Speaker's Card and submit it to the superintendent's Executive Assistant.

Thanks
Natalie and Laura

Regards,

Natalie Gualtieri

Kindergarten Teacher
El Rincon Elementary School

Attachments

- Housing Proposal.docx