

Public Comment:

Support for the trans-affirming policies recently published by the district, including the availability of pronoun buttons

Heather Rutkowski

District Staff / Personal del distrito
Salem

My name is Heather Rutkowski and I am a middle school teacher. I want to publicly applaud and give thanks for the recent trans-affirming policies approved by SKPS, as well as the pronoun buttons being made available to staff. As an educator of young adolescents, one of the most important facets of my job is creating a space in which all of my students feel welcomed and valued, exactly as they are. This means that I share parts of myself with them—I mention my faith and participation in a local church community, and then we can celebrate various faiths and holidays and faith communities for the students in my class. I mention my favorite hobbies and activities, and I attend their concerts and sporting events and look at their art and their rock-climbing videos. I call them by their names (middle names, nicknames, adoptive parents' last names, chosen names) and I use their correct pronouns. I congratulate them on their growth and commiserate in their mistakes.

You may here from a portion of our community that these new trans- and non-binary student affirming policies somehow negate this sense of safety. These members of our community state that policies like this make their own students feel "less safe" or "less welcome." However, that is not how reality works. When every student walks through my door to be loved and appreciated for who they are, every single kid benefits. Please applaud the work of Super. Perry, Bailey Anderson, and the Equity department, and support these policies.

Submitted: 4/8/2022 14:59:02

Public Comment:

4.a Spotlights on Success / Enfoque en el éxito

Rosanne Ricci

Parent / Padre de familia

Salem

As a parent and a teacher, I want to give my praise to the district for their deliberate moves to protect children.

As a parent, I have been witness to the change over the past few years as more inclusivity and acceptance has made the schools a safer and more welcoming place for my second child than it was for my first. Four years ago, my oldest didn't feel he could be both non-gender conforming AND a stand out student and athlete. He made the choice that seemed the safest to him at the time, not coming into his own until he graduated. That choice- with the resulting depression, self-loathing, and suicidal ideation- is one no child should ever feel forced to make.

As a parent, I am eternally grateful to the teachers who created safe spaces for my child, sometimes just a quiet place to sit and draw during lunch. I want to say that these safe spaces are spreading, and my second child and their peer group are able to find supportive environments at South, West, and CTEC.

As a teacher, I work very hard to create a classroom where students feel that their identities will be protected and honored. The world is richer as we learn to embrace the diversity of what it means to be human, and I hope the district continues this work to protect and honor our children.

Submitted: 4/8/2022 16:58:44

Public Comment:

Trans-inclusive policies

Colin Starr

Parent / Padre de familia

Salem

Thank you for adopting trans-inclusive policies. It is well established that the risk of self-harm for trans youth drops dramatically when they receive support, and not all homes are prepared to provide that support. Indeed, there are homes where it would be unsafe for trans kids to come out, so your policy prohibiting school personnel from disclosing information about gender identity is extremely important.

The "grooming," bathroom, and sports boogeymen some may bring up would be silly if they weren't so dangerous. There is no substance to those complaints; they are simply unsubstantiated fears. Please stand firm against such false narratives and continue to protect the kids in your care.

Submitted: 4/9/2022 10:22:41

Public Comment:

LGBTQ+ inclusive policies

Cameron Cole

Community Member / Miembro de la comunidad

Salem

I am writing today to express my support for LGBTQ+ inclusive district policies. These policies are vital to protect the well-being of queer and transgender students. Trans youth, in particular, face disproportionate harassment and bullying and are at heightened risk of dropping out and suicide. Attacking queer and trans students only causes them further trauma, alienation, and marginalization, creating an unsafe environment for them and preventing them from being able to live as their authentic selves. Queer and trans students have always been a part of our community. Policies that make schools safe and welcoming for all students and prevent marginalization based on gender identity, sexuality, and other intersecting identity characteristics such as race and ability are crucial in creating an inclusive environment for everyone.

Submitted: 4/9/2022 13:43:47

Public Comment:

In support of SK policy on Trans Inclusion

Meredyth Goldberg Edelson

Community Member / Miembro de la comunidad
Salem

I am writing as both a Professor of Psychology at Willamette University (I have a PhD in Clinical Psychology with an emphasis on children) as well as a parent of a former SK student who is trans. I want to commend the SK School Board for recognizing the need to support transgender youth and putting policies in place that will do so. The rhetoric by SK We Stand Together is short on facts and very harmful to the mental health of youth who are trans. According to recent research by Austin et al. (2020), 86% of trans youth have thoughts of suicide, and 56% have attempted suicide (the risk for suicide in trans youth is over 4 times higher than in cisgender youth). Austin et al. note that this risk goes up with lack of support including feeling a lack of school belonging and internalizing the stigma about being trans that groups like SK We Stand Together create. Being transgender is not something that is "groomed" or taught just like being cisgender isn't groomed or taught. Trans youth are not a risk to others in bathrooms or elsewhere. There are no data that show trans youth are likely to sexually assault cisgender children in bathrooms. However, there are data that show that 36% of trans or gender-nonbinary youth have been sexually assaulted themselves when they have restricted bathroom or locker room access (Chan et al., 2019). The vast majority of sexual offenders of both girls and boys are known and trusted heterosexual, cisgender, adult males who often sexually abuse children in their own home.

We live in a world that tries to fit multiple gender identities into only two boxes. Thus, trans youth often get messages that they do not belong. This can be especially true in schools where bathrooms and athletic teams only allow for two possibilities: cisgender females and cisgender males. The SK School Board policies serve to promote the success and well-being of trans youth and allows them a place where they feel like they do belong. The SK School Board policies pose no threat to anyone, recognize the vital need for inclusion for trans youth, and should be celebrated by anyone who cares about ensuring that all youth in our SK Schools community are supported and can thrive.

Submitted: 4/9/2022 14:27:40

Public Comment:

Sex education and promotion transgenderism

Kathleen JOhnson

Community Member / Miembro de la comunidad

Salem

I would like to comment on the proposed teaching of transgender topics to children in our school district, beginning in Kindergarten. The purpose of school is to teach the children to read, write and do math, science and social studies and think critically. Parents are responsible for their children's sex education. Young children are only confused by teaching them about alternative lifestyles. School employees should encourage children to be obedient to their parents and ask them questions about these subjects if they have any. The idea that a school can counsel children to change their sexual orientation at a whim without the knowledge of their parents will tear apart families and harm children. What you are thinking of doing is akin to child abuse.

Submitted: 4/9/2022 16:21:32

Public Comment:

District LGBTQI+ inclusivity policies

Sarah Rohrs

District Staff / Personal del distrito
Salem

I strongly support the rights and protections of trans youth in the Salem Keizer School District, and district policies that promote inclusivity of all students.

Transgender youth need help and protection. They face serious risk for violence, bullying, and dropping out of school. They also are at increased risk of suicide, substance abuse, and sexually risky behaviors.

It is unfortunate and shameful that fears and prejudices are being stoked with attacks on district policies that aim to empower and promote inclusivity. School should be a safe and welcoming place for all students, and no students should feel threatened, fearful, or marginalized.

I believe that denying trans youth access to gender affirming activities and education will harm them and all children, not protect them.

I support efforts that result in youth learning about gender identity and sexuality. This is not harmful. Instead, such endeavors help promote and create an inclusive environment that includes and respects all students. This is beneficial for all.

Trans youth are here and have always existed. I support the district's efforts to remove and decrease risk of violence and stigmatization, and to create an inclusive environment for LGBTQI+ youth.

Submitted: 4/9/2022 16:36:33

Public Comment:

In defense of trans and queer students and other marginalized students in Salem/Keizer school district

Kimberly Sekishy

Parent / Padre de familia

Salem

My name is Kimberly Sekishiro, I am a parent of two BIPOC students in the Salem Keizer school district and I would like to express my support for school district policies that protect, uplift and empower our transgender and queer students.

I also support the demands that student of color activists and LUS members have put forward in reinvestments of the 1 million dollars in SRO funds. 600 thousand has already been used to support other systems of policing, this money could and still can be used to support the mental and physical health of Black, brown, Indigenous, Queer and trans students with disabilities and immigrant students.

To truly support our transgender and BIPOC students, bigoted leaders must resign from positions of power, such as Danielle Bethel and Marty Heyen, who have continuously organized against the well-being of LGBTQ2SIA+ students and communities of color.

Finally, I urge this board to recommend that our school district make Indigenous People's Day on October 12th free school day so that Indigenous students, educators and staff can attend cultural ceremonies and celebrations that represent their communities.

Submitted: 4/9/2022 19:02:16

Public Comment:

Opposition to dangerous district overreach

Hannah Kendall

Community Member / Miembro de la comunidad

Salem

As a resident of Salem, educator, and parent, I am appalled at the district's decision to adopt policies that are designed to destroy families and children. To see that the district believes it knows what is best for children they did not carry in the womb for 9 months, did not nurse and nurture, did not lose sleep over, did not save and work to provide for; does not know or understand their past and present joys and sorrows, loves and kisses, personalities, strengths and weaknesses. To discover an entity made of of individuals who have no right, God-given or legal, to impose an ideology on a minor, is abhorrent. To discover those in the field of education have thrown biology to the wind, kicked psychology to the curb and idolized feelings above all else and are willing to put children in physical danger by allowing them to choose bathrooms and locker rooms they choose to use is to be complicit with abuse and they will be held liable.

I cannot use strong enough language to show how very wrong and disgusting is this move to overstep the rights parents have ALWAYS had over their children. This cannot be allowed. The very fabric of society will unravel if the family is not upheld as the microcosm of community. Public schools must be servants of their communities to educate children and when they stop doing this, it's time to clean house and find those willing to serve rather than rule.

I pray this is the tipping point for parents to gain back their rights or that the district implodes. It must not continue on this trajectory of abuse, negligence, and perversity.

Submitted: 4/9/2022 20:52:34

Public Comment:

Proposed curriculum and policies for transgender education

Lori C Sperry Bates

Parent / Padre de familia

Salem

The proposal for gender identity and sexual Ed is completely inappropriate for school districts to ascribe to. As an educator with religious objections, I would consider it an infringement on my personal beliefs to be forced to teach this curriculum. Schools have NO BUSINESS teaching sex Ed or gender identity education. For school districts to exclude parents in this process is a further infringement on personal and religious beliefs. If the law says we as parents are legally responsible for the upbringing of our children then the school has NO business indoctrinating our children into ideology that is legitimately child abuse. Children are NOT CONFUSED ABOUT THEIR GENDER !!!!! Adults are.

Submitted: 4/9/2022 21:14:05

Public Comment:

Support of LGBTQ+ policies

Patrice and Michael Pollard

Community Member / Miembro de la comunidad
Salem

We support the LGBTQ+ policies of the SK School District because it ensures that all students have a safe and welcoming environment that is conducive to learning.

All students, including trans students, deserve an education where they are safe and are able to reach their fullest potential. No student should be marginalized or excluded in any way because of their gender identity. Trans people have always existed and we need to ensure the safety of our trans students who are more prone to dropping out of school and to suicide because of bullying, bigotry, and lack of compassion.

We should be spending our time giving hope to all students rather than trying to take it away.

Thank you,

Patrice and Michael Pollard

Submitted: 4/10/2022 7:50:14

Public Comment:

Protecting trans, non binary, LGBTQ+ youth, POC youth in Salem/Keizer school district

Brenda Rojas

Community Member / Miembro de la comunidad
Salem

My name is Brenda Rojas, I live in Salem, OR.

I am a past student of the Salem/Keizer school district, class of 2013.

I am a member of the Salem/Keizer community. It is devastating and Dangerous the way some conservative “concerned parents” are choosing violence against the youth in our district. Their opposition in the new policy changes which will ultimately benefit everyone (staff, students, parents, and the community) is an act of violence.

They are choosing to directly attack & risk the mental AND physical safety of youth, staff, and other parents in our community. This is NOT okay. What they are doing is a blatant right wing, hate group, anti-LGBTQ+, racist, religious and conservative fear mongering rhetoric tactic.

I can not stand idly by while the youth, staff, and other parents are directly affected by transphobic & hateful people’s choices to oppose & attack us.

I stand in support of policies that protect and support students of all gender identities.

I also stand in support of Reinvestment of SRO funds- 1 Million dollars should go to supporting students Mental Health and wellbeing. Systems policing harms ALL students, especially BIPOC students, queer and trans students, students with disabilities and immigrant students.

Please, consider the reinvestments LUS youth (Latinos Unidos Siempre) is recommending?!

I demand the resignation of prejudiced and Transphobic alleged but obvious white supremacist/neo-nazi sympathizing school board members-Marty Heyen and Danielle Bethel. They are in positions of power which in turn is a direct danger to our students, staff, and community.

They DO NOT deserve their seats on the board. They are bias & will continue to violently affect our youth & community.

I also demand that the school board recommend Indigenous Peoples Day as a free school day for students and staff to be able to attend traditional events. Having to attend school on this day creates systemic barriers for Indigenous students to participate in cultural practices. All these issues are interconnected. Together, we can stand against systemic oppression and uplift students most directly impacted by these issues.

Thank you for your time & consideration of my testimony,

Sincerely,

Brenda Rojas
She/Her/Ella

North Salem High School graduate '13

Chemeketa Community College graduate Associates of Arts Oregon Transfer '19

Portland State University Student

Bachelor's of Science in Arts & Letters '22

Brojas@pdx.edu

Submitted: 4/10/2022 7:59:04

Public Comment:

New policies to protect trans youth

Elise English

Community Member / Miembro de la comunidad

Vancouver

As a community member saddened by the amount of trans students being discriminated against across the country, I am standing with the district to keep these new policies protecting our trans youth. The districts vision is to keep students in school and increase graduation rates. Yet, trans and non-binary youth, especially trans youth of color, have increasingly high rates of drop out. Keeping these new policies will create a safer environment for these trans youth and increase the likelihood of graduation leading to successful and satisfied lives. There is no legitimate reason to backtrack on policies that would greatly benefit students other than allowing angry parents to use hate to control the district. Keeping these policies in place is in the BEST interest of all students and schools should strive to work for the benefit of all students, not for the parents or community. Keep it about the students and keep these new policies protecting trans and non-binary youth!

Submitted: 4/10/2022 11:27:50

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil, SRO Funding, and Indigenous Peoples' Day

kim davis

Community Member / Miembro de la comunidad

Salem

I am expressing my objection to the SKSD Board's adoption of the Child Abuse Prevention Month Proclamation. The Board's current composition includes members who are actively campaigning in our community against our transgender student community members. Such hateful, prejudicial and bigoted behaviors and the ongoing sharing of misinformation are known to increase violence against others, as does all hate speech. According to the CDC in 2019, 27% of transgender youth feel afraid to go to school, 35% are bullied, and 35% attempt suicide. Given the increase in extremist positioning and terrorism in this state and nation, those numbers surely have increased since 2019. 2021 was the deadliest year for transgender and gender non-conforming people in the U.S. on record. At least 50 trans and gender non-conforming people were killed per a report by advocacy organization the Human Rights Campaign (HRC)—the highest number of deaths since 2013 when they began recording fatal violence. The full number of fatalities is likely much higher as deaths of trans and gender non-conforming people are often under reported, and the victims themselves are often misgendered. It is scandalous that board members' behaviors invariably increase the fear and bullying our students endure. These board members would be violating SKSD's own bullying policies if they were students. Bigoted board members who continue to organize in our community against the wellbeing of LGBTQA+ students must resign. The Child Abuse Prevention Month Proclamation cannot be approved until those board members who are actively perpetrating psychological violence against students are replaced.

I also support the demands that student of color activists and LUS members have put forward regarding reinvestments of the \$1,000,000 in SRO funds to support the mental and physical health of Black, brown, indigenous, queer and trans students, students with disabilities and immigrant students; and that Indigenous People's Day be designated as a free school day to enable students, educators and staff to attend cultural events and ceremonies that represent their communities.

Submitted: 4/10/2022 11:49:59

Public Comment:

LGBTQIA2S+ policies

Liane Chu

Community Member / Miembro de la comunidad

Salem

Now, more than ever, it is crucial that the lives and identities of LGBTQIA2S+ children be protected. With the Don't Say Gay bills and Anti-Trans Legislation being passed, it is important for the community and for the children of Salem-Keizer School District to be protected in their place of learning. The last thing that the adults and authority entities of the S-K School district should want is to harm the livelihoods of the children who go to their schools. Inclusive, safe spaces are important for the protection of the physical and psychological wellbeing of children, especially the marginalized identities of LGBTQIA2S+ children, who face active oppression and marginalization all the time. These children and students have always existed and will continue to exist, and the only way to ensure the safety of these students are to support and uplift who they are. To ignore their needs for safety, protection and wellbeing is to ignore one's community. Growing up I did not feel like I could be my own true self and it impacted my ability to engage meaningfully with my community and feel as though I was part of my community and my world. It makes a world of a difference to kids today, particularly with such oppressive bills that deny their existence and truth, to be able to receive support that validates who they truly are, and will create better, more prepared adults who are equipped to impactfully care for their community.

Submitted: 4/10/2022 12:10:14

Public Comment:

Policies Supporting Transgender Students

Phoebe J May

Community Member / Miembro de la comunidad

Salem

Hello. My name is Phoebe May, and I am nonbinary transgender and use they/them pronouns. My wife and I are @CouplaGoofs on TikTok and Instagram, and we have a following of 416,000 across those platforms.

We live in Salem, Oregon, and are currently trying to conceive. Our children will attend Salem-Keizer public schools, so while we are currently community members, we very much think of ourselves as future parents of students in this school district.

Policies supporting transgender youth are crucial to keep students safe. As content creators on the internet, my wife and I receive dozens of messages a day from LGBTQ+ youth and adults alike thanking us for just making silly videos and talking about our lives in a public way. It is not "dangerous" for young people to feel comfortable to express themselves and learn about themselves. What is dangerous is implementing policies that suppress ways in which young people can be supported. Students spend most of their time attending school, and they deserve to feel safe and comfortable to be themselves in that space.

Thank you for your time and thank you for protecting transgender youth.

Submitted: 4/10/2022 12:15:20

Public Comment:

In support of protections for trans, nonbinary, and gender non-conforming students

Sarah Comerford

Parent / Padre de familia

Keizer

Thank you for the opportunity to submit testimony on behalf of myself and my partner, Will. We have two children in the SKPS school system at present. Until they tell us otherwise, they are two cisgender girls, but we are a trans family with many members of our immediate family identifying with all manner of rainbow flags. Recently members of our family visited us from our home state of Hawaii, their first visit to us since we relocated in 2019. Is it safe here for a family like ours, they asked? I paused because the answer was layered. Are we safe, my partner and I as cisgender presenting white-passing people? So far I've only been accosted in the community once by a supporter of the former president. But would our family be safe here, as they are all BIPOC, trans, queer, and disabled? I had to be honest with her: about the events in Newberg, the on-going conflicts between school officials and youth activists for change, and the city's incessant criminalization and dehumanization of the unsheltered, as if that too, were not an issue of education, equity, and inclusion. Is our family safe in Salem-Keizer? I now put that question to you. The protections that have been proposed to protect LGBTQIA+ children in the SKPS are a step in the right direction, despite ideological beliefs the vitriolic, self-righteous opposition. It is our view that a family's safety is more important than a dissenter's comfort and likewise, we would expect that our children's safety should be the priority of their educational institution. Thank you.

Submitted: 4/10/2022 12:18:01

Public Comment:

LGBTQIA accommodations

Jessica Larson

Parent / Padre de familia

Salem

As a parent in this community, a person of color, and a queer parent to boot, I want to commend the board for moving in the right direction in making our schools safe for every child to be themselves without fear of persecution. It's ok to be gay, it's ok to be straight; it's ok to be religious or atheist; what isn't ok is using fear and prejudice to silence children who just want to be loved. I have hope for the future and I hope that we see more positive changes to our schools and community as the years progress! Thank you for your time!

Submitted: 4/10/2022 14:57:14

Public Comment:

Support Trans Youth in Salem Schools

Dylan Corvidae

Community Member / Miembro de la comunidad
Salem

Hi, my name is Dylan Corvidae and I am trans and pansexual. I attended school in Salem from grade 2-12 and I demand that you support and respect trans and LGBTQ youth. I had a very hard time in school because of my identity. There is far too much influence from homophobic religious parents and teachers in the Salem school system as is. I support the Salem-Kaizer school district in doing the right thing and instilling protections for trans and queer youth into its policy. Anything less than full support of queer youth being the people that they want to be is abuse. Do not harm these children's futures for the sake of a few delusional conservatives who still believe in invisible friends (god) and outdated social norms (gender and heterosexuality). Gender is a social control mechanism used to prohibit people from being true to themselves in favor of not upsetting those who can't deal with people who are different from them. Stop protecting homophobes. Protect kids from them.

Submitted: 4/10/2022 15:42:00

Public Comment:

Opposition to the recently-revealed transgender policies

Heather Dorothy Mcneal

Community Member / Miembro de la comunidad

Keizer

We have one grade schooler who goes to private school because we do not agree with what the salem/Keizer school district is trying to teach kids that we do not agree with and something parents should be teaching and talking to their kids when they want to in their homes. Not teachers. Our youngest will be going to preschool next year and we will have to put him in private also. I had went to elementary through highschool in the salem Keizer school district years ago and I used to want to put my future kids into the same schools but not now. It's not the same district it was then. Going the direction the district is talking about is going to make the schools even more unsafe for these kids who's parents do not have the option to homeschool or put them in private schools. Also we do not agree having to put our tax dollars into schools that are trying to teach children these things at such a young age and telling them they can hide things from their parents when teachers should be working along side parents helping kids not turning them against their parents.

Submitted: 4/10/2022 17:22:43

Public Comment:

curriculum

Melissa Nordgren

Community Member / Miembro de la comunidad

Keizer

Thank you for the opportunity to address the school board. I am a parent, grandparent, and current educator but not teaching at a S/K public school. I have always concerned myself with children and their education. I am very informed in what is happening in our schools around the nation but especially here in S/K. Some new policies have come to my attention that greatly concern me. Here they are:

* School staff will not disclose any information that may reveal a student's transgender status to others, including caregivers... unless the student has authorized such disclosure or the staff member is legally required to do so. ' *The District believes the following: ... When we accept the authentic expressions of trans students our community becomes more accepting and generally a safer place for every student. The efforts of creating gender affirming spaces allows students to flourish in their mental wellbeing and succeed academically. Educators have a tremendous opportunity and responsibility to positively change the course of students' lives.

*While participating in athletics, transgender athletes will be given access to the same facilities as their teammates.

*Intramural sports will not be separated by gender.

* No one will be required to use a locker room that conflicts with their gender identity.

*K-12 (...even Kindergarten!!!) curriculum will work to include gender and sexuality diversity in ways relevant to the subjects taught through such means as including LGBTQ+ figures, LGBTQ+ narratives, and creating more inclusive and diverse word problems.'

*All school libraries will house books and/or resources on gender identity and sexuality, including informational books and inclusive narratives... these resources will be readily available to all students.

*Books or resources with anti-LGBTQ+, racist, ableist, and/or other harmful narratives or agendas will not be assigned to students.

These new policies have nothing to do with educating children. They do have to do with indoctrinating our children to the woke agenda. Schools are not for social experiments but for educating our children. No wonder a large percentage of students are graduating and unable to read and write. Other countries' students are passing our students because they are actually educating our children not teaching these garbage. Why would the school not disclose to parents something as important as a child's gender status? Allowing the opposite sex into a locker room is just asking for sexual assault and lawsuits (VA case). The library should have books free of any bias so students can become critical thinkers and make decisions on their own without the influence of the school authorities.

Let's get back to educating our children in reading, writing, math, science, history, etc. Stop this political agenda in Salem/Keizer. Thank you for your time.

Submitted: 4/10/2022 17:35:01

Public Comment:

PROTECTION FOR STUDENTS OF ALL GENDER IDENTITIES

Megan Hinzdel

Community Member / Miembro de la comunidad

Salem

I am a queer attorney and Salem community member. I would like to express my support for policies that protect and support transgender, non-binary, and gender non conforming students. Transgender students are at some of the highest risk levels for suicide. Support and acknowledgement of these students is critical to their well-being, and shouldn't even be a question up for debate. Why are we debating the livelihoods of children? Transgender, non-binary, and gender non conforming students are beautiful and worthy members of our schools and community. They make Salem a better place and deserve all the protections other students are given without debate.

Submitted: 4/10/2022 19:09:42

Public Comment:

Transgender policy opposition/concerns

Amy Lotspeich

Community Member / Miembro de la comunidad
Keizer

I am writing with great concern regarding the recently outlined transgender policies for the Salem-Keizer school district. Just a few short months ago the district issued a proclamation highlighting "Parent and Guardian Engagement in Education Month." In this proclamation the district stated in part: "WHEREAS parents and guardians have the primary responsibility for the education, nurturing, safety, and well-being of their children," and yet in this transgender policy you undermine that same primary responsibility. To say that a parent does not have the right to be aware of critical information affecting their own child's mental, physical, and emotional well-being, except as their child deems appropriate, is placing entirely too much responsibility on the shoulders of said child. Children deserve to be nurtured and protected, and that means the people who know them and love them best need to be informed about everything to do with their child. To implement these policies as written is to knowingly and intentionally create division between a child and the parents that love them. It tells the child very clearly that they should trust their teachers more than their parents, and this has ramifications far beyond just these policies, and negatively affects the student body in its entirety. School districts, teachers, principals, etc., were never intended to take on the role of parents for the students they serve. Additionally I find it appalling that in this tumultuous time, where we are still not fully aware of how much the educations of the students in our district have been affected by the past two years, this is where you felt your attention was most needed. From the data I could find, as a district we are below the Oregon average both for on-track in grade nine, and on-time graduation in grade twelve. I understand the state has set a bench mark of 90% graduation rate by 2025. I believe the student body would be better served by the district focusing their efforts on overcoming the educational challenges caused by the past two years, and meeting (or ideally exceeding) the state graduation benchmark. Thank you for considering my concerns.

Submitted: 4/10/2022 20:09:12

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil

Gaelen McAllister

Community Member / Miembro de la comunidad

Salem

I applaud the Board for continuing to stand up against abuse of our children. I know, from growing up in public schools in the seventies and eighties, that many children then were quietly told they were less than by the omission of their self in the school. Most books I read were about two parent families, mom at home, with white (often blonde) children. Princesses married princes, girls were awarded for helping out, not leading. I think of my classmates then, many living through their parents divorce, many wanted to be something other than a mom or teacher, many not wishing to marry someone of the opposite sex, some not even feeling they were in the "right" body. And what we were told again and again, was to be like someone else--even if that was not possible. It's not that children weren't different that this imagined "norm", it's that we were taught to hate ourselves if we could not conform. As my classmates grew up, many struggled with depression, substance abuse, anxiety, even suicide--I can't help but think being actively "unseen" must have taken it's toll. Now we know better, we can do better. Please continue to fight to include all the possibilities of life in our education system. The work we do to show humankind in all it's identities is the true work of educators and will allow our children the confidence to reach their full potential. Thank you for all your work to make our children safe, acknowledged and loved.

Submitted: 4/10/2022 20:17:41

Public Comment:

In Support of Inclusive Policies

Jay Gipson-King

District Staff / Personal del distrito
Salem

Dear Members of the School Board,

It has come to my attention that certain members of our community are attempting to curtail the rights of our LGBTQ+ students, and otherwise exclude or diminish the humanity of trans youth.

As an educator, I will tell you that my highest priority in any class is to create a positive and inclusive classroom atmosphere. If students do not feel safe, they cannot learn. That atmosphere must include every student in the room—regardless of race, class, ability, sexuality, or gender identity. Students should be treated first as **people** and then as emerging scholars and artists; nothing after those points really matters. Fulfilling the educational mission of the District requires that we respect the personhood of all students.

I urge you to continue to support the District's existing policies of treating **all** students with respect and dignity.

Sincerely,

Jay Gipson-King, PhD, MAT
North Salem High School

Submitted: 4/10/2022 20:51:09

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil, Opposition to the recently-revealed transgender policies

Deborah Barber

District Staff / Personal del distrito
Salem

I am writing to voice my concern and opposition to the recently-revealed transgender policies because the school's role is not to keep vital and health information from parents about their children. Schools allowing students to choose which gender of team to play on, which restroom, etc. from sports season to season is not healthy for those children struggling with their sexual identity, nor for their peers. The fact that the school board decided these, and so many other policies related, without consulting it's staff is sad. I do not want the policies that were released before this weekend to represent me and my teaching position. In declaring a move to prevent child abuse, it is sad that we are going to add confusion to our students who are not struggling with sexual issues by encouraging teachers to teach this curriculum. Thank you for your time.

Submitted: 4/10/2022 21:13:46

Public Comment:

7.d Revision of BG Policies – Addition of 2nd Vice Chair / Revisión de las normas BG-Nombramiento de un segundo vicepresidente

Christi Miller

District Staff / Personal del distrito

Keizer

I am against all revisions, including a 2nd vice chair.

I also STRONGLY OPPOSE the districts new gender identity policies INS-P038, INS-P040, FAC-P022, INS-P039 and INS-A040. These policies would bring harm to students and make the school community unsafe for all. These policies need to have the approval of parents and school board members. The district needs to put emphasis on academics and not gender identity issues.

Submitted: 4/10/2022 21:46:37

Public Comment:

Opposition to proposed transgender policy

Chris Roberts

Parent / Padre de familia

Salem

I am a parent of two students in the Salem Keizer school district. I read a few paragraphs of text from a recently revealed transgender policy for the district, and I have never been more alarmed as a parent. Nobody will ever love and care about my children more than I do. Nobody. The fact that this policy guides staff to hide anything from parents, especially something as important and potentially confusing as gender, tells me that the district does not have the best interests of my children in mind. I want to partner with district teachers and staff, and I believe I have done that well up until now, but this policy would likely end that positive relationship. No longer could I -- in good conscience -- assume the best of district staff, knowing that this policy guides them. I strongly urge you to take a step back and consider whether this policy unifies parents and teachers or divides them.

I also want to specifically mention the part of the policy regarding curriculum for K-12 to include "LGBTQ+ narratives" in order to be inclusive and diverse. While I understand the desire to include all points of view, I would also kindly, but strongly, urge you to reconsider introducing these topics at such a young age. Putting a teacher in the position of explaining to a 2nd grader what a lesbian or transgender person is will inevitably create negative interactions and strife with parents who share different views than the one presented in class.

Lastly, this. Simply put, it is my job to raise my children, not yours. This policy is destructive and wildly inappropriate. As a parent, I entrust my children to you for academic instruction, and I would note that the district is utterly failing at that. Utterly. Failing. As a parent, I oppose this policy as written in the strongest of terms. It is misguided, and the damage that follows it will be hard to repair.

Submitted: 4/11/2022 0:13:35

Public Comment:

Non binary transgender sports policy

George B Hafeman III

Community Member / Miembro de la comunidad

Keizer

This policy is a big mistake and it is a huge step backwards for women's rights. In sports competition a man is a man and a woman is a woman. Not a place for people to start identifying as women so they can win first place in a women's competition while always in last in the male competition. No, this can not happen in Oregon it is not progress and the school district should get its fingers out of anything like this unless it's ready for prayer in schools again. It should be a place to learn not a place to teach and encourage a certain way of life. That should happen at home!

Submitted: 4/11/2022 7:51:28

Public Comment:

10.a Data Monitoring Report / Informe de seguimiento de datos: hasta enero de 2022

Anna Mu

Community Member / Miembro de la comunidad
Salem

To the Salem Keizer School Board:

My name is Anna, I am a resident in the Salem Keizer School District, and a grandmother. I have seen the recent changes in the policies for the SKPS. I am wondering why you would fix your focus on issues that are not substantive when safety in our schools is a critical concern. I understand that recently a girl was attacked by other students, had to go to the hospital for her injuries, and may have had a concussion or worse. I am sure that the news of this or other such events are being suppressed. What teachers and staff are or are not allowed to do is insane. I believe that the issue of safety in the schools is coming out.

The transgender agenda for the schools is not helping students' well-being. SKPS is deliberately forcing an ideology that is false at the cost of a child's future health. To promote a concept that is false in its premise, to young kids is villainous. I am also wanting you all to know that I think that Superintendent Perry's evaluation for her performance in the district should be as unfavorable as can be stated. Every policy she has enacted in the past several years have created this crisis in the schools. I do not blame teachers and staff, but the head of the beast which is Ms. Perry, as well as any SKSB members who agree with this policy.

I am ending this statement now. I have more to say, though it would not be respectful. So, I will let these comments suffice.

Anna Mu

Submitted: 4/11/2022 7:56:41

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil

Shawna Herrera

District Staff / Personal del distrito
Salem

I am in complete approval of the child abuse prevention awareness, however how can we teach this, yet provide the location and opportunity for our students to be victims of abuse? I am in complete disagreement with the district's new position (dated March 31, 2022) on Trans Student Policy and Procedures. As educators we know that a child's brain (cognitive) development is not complete until the early 20s, so why are we not protecting them from making decisions that put them at risk. Allowing students to decide which bathroom/locker room to use, which sleeping quarters to stay in on overnight field trips, etc. is providing ample opportunity for abuse to happen on our watch! This will result in life long trauma for our students. Additionally, how is it that this policy is already being implemented and was never brought to the taxpayers, parents, nor board for approval? This is a disgraceful misrepresentation of what education! Please! For the safety of our children, reconsider this policy and immediately remove it from practice in our district!

Submitted: 4/11/2022 8:38:15

Public Comment:

General concerns

Patti McConville

Community Member / Miembro de la comunidad
Salem

My name is Patti McConville and I am a retired Salem Keizer Health educator. Following my retirement I was employed as a substitute teacher for SKSD, working right up to the day the schools closed to mitigate the spread of COVID-19 in March of 2020. Because Salem Keizer removed School Resource Officers from the schools and they fail to implement policy to hold students accountable for their behavior, the schools have become less safe and more violent. There is no way I would substitute teach for this district.

I have five granddaughters who are currently enrolled in Salem Keizer schools. I am worried for their well being as, according your QAM, they would be subject to boys using their locker rooms and bathrooms. Imagine the embarrassment of an 11 year old girl when a male enters her locker room to dress. Think of the 14 year old girl who has worked hard to make a team in high school only to be excluded because a male who identifies as a female takes her spot on the team. What happened to Title 9?

Finally, when I was teaching I attended many district health education training sessions on the topic of human sexuality. One concept that was drilled into us at every training was that we were not to allow our personal values and opinions to direct our teaching. Salem Keizer School District 24J has dramatically shifted towards promoting an agenda where the District's radical values are forced upon our children. You are creating an unsafe and divisive climate in our schools and we, the families, are not going to take it anymore!

Submitted: 4/11/2022 9:03:44

Public Comment:

Inclusion/equity policies

Lisa Ryan

Parent / Padre de familia

Salem

We must continue to develop and expand inclusion culture and services to all community members, especially for our children as they discover and develop their self awareness and authentic selves in this life. Our family unequivocally supports having nonbinary/inclusive options in schools. On a recent tour of a middle school my child will attend next year, one of the first questions they asked when arriving in the locker room area (we did not discuss this specifically at any time, this was all her) was whether there was only binary bathrooms/locker rooms and what if they wanted privacy for changing. We need to support them where they are at and have these options available. Thank you.

Submitted: 4/11/2022 9:18:04

Public Comment:

8.c Howard Street Charter School Contract / Renovación del contrato con la Escuela por Contrato Howard Street

Amanda Green

Parent / Padre de familia

Salem

Please renew Howard Street Charter School's contract.

I am also writing today in opposition of the Salem-Keizer School District's new transgender policies as passed down by Oregon Department of Education without parent or school board approval. Please allow parents to approve or disapprove school policies that will affect the entire student body through proper channels and transparency. I agree that transgender students need a safe place, but to remove these standards in the name of inclusion is wrong. Our female student athletes will suffer, as seen in recent media coverage of William "Lia" Thomas, the transgender swimmer who is dominating the swimming pool, robbing hard working female student athletes of opportunities like Emma Weyant. Women didn't fight so hard for Title IX to watch men win these competitions and opportunities. Please allow for parents and the school board to approve or disapprove these policies.

Submitted: 4/11/2022 11:24:58

Public Comment:

7.d Revision of BG Policies – Addition of 2nd Vice Chair / Revisión de las normas BG-Nombramiento de un segundo vicepresidente

Chelsea M Harris

Parent / Padre de familia

Salem

I am opposed to adding a second vice-chair. These are voluntary positions and if the workload is too much, that person needs to step down and let someone with more time pick up the slack. This is just a way to "pack" the board and give more power to the liberal voice. I am also opposed to the new transgender policies. You recently passed a Parental Rights Proclamation that this completely flies in the face of. No parent/community input was sought and in fact, this allows for even more "government" overreach into our children's lives. Parents will not be informed of decisions their children are making that will effect them for the rest of their lives. The community wants transparency. We want academic rigor and students taking responsibility for their actions. We want safety for all students as teachers. We want the focus back on education and not on feelings.

Submitted: 4/11/2022 12:13:05

Public Comment:

Trans Student Policy

Cierra LaBounty

District Staff / Personal del distrito
Keizer

To Whom It May Concern,

As staff members and allies of Claggett Creek Middle School's LGBTQ* Committee, we are grateful and proud to see the release of the Trans Student Policy and Procedures for Salem Keizer Public Schools. This work is critical and life saving for our students and staff members. We stand by this policy and will continue to advocate for the safety and care of all students, staff and community members.

In agreement with the American School Counselor Association, we recognize that all students have the right to be treated equally and fairly with dignity and respect as unique individuals, free from discrimination, harassment and bullying based on their gender identity and gender expression. We value all students for who they are and the unique presence they bring to our school community.

These values and policies have already been upheld in our school community for years, and have had a profound impact on protecting our trans students and ensuring their safety and success in school. This policy will allow for the continued protection of LGBTQ* students and staff members. American Psychologist Abraham Maslow's work on the Hierarchy of Needs shows us that safety is a critical element in order for successful learning to take place. If our students do not feel safe, their ability to learn and be successful in school is significantly decreased. It is important to recognize that these measures to protect the safety of our trans students and staff do not take away from the safety of any other students or staff members. Instead, they increase the overall safety of our school community for all members.

We have found our work as allies and members of the LGBTQ* committee to be critical because issues of hate speech, violence, bullying, and discrimination have remained prevalent in our school and community. Our students have courageously shared with us instances of this ongoing discrimination and abuse. The Trevor Project's 2021 National Survey on LGBTQ Youth Mental Health found that 42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth. In addition, our LGBTQ* youth are significantly more likely to face anxiety, depression, and other mental health barriers. Therefore it is critical that we protect the rights of all students to learn in a safe and welcoming environment.

We urge our Salem Keizer Public Schools' staff and community members to honor the rights of all students to have a safe educational experience.

Thank you,
CCMS LGBTQ* Committee

Submitted: 4/11/2022 12:36:11

Public Comment:

School District Transgender policies

Hensley, Tim

Community Member / Miembro de la comunidad
Salem

I am writing to express my views on the recent/proposed transgender policies for the SK school district. I am a businessman in the Salem area and pay nearly \$400K in property taxes in Marion County - much of it going to the Salem/Keizer School district. If the public education system were run like a competitive business, you would have been out of business long ago. It is really sad to see how poorly run and misguided this organization has become. The singular goal of educating our children to survive in this technical, competitive society has taken a back seat to every woke social cause-of-the-day that comes along. Whether it is BLM, gender identity, LGBTQ...+, Critical Race Theory or transgender education for K through 12; please stop spending critical resources on subjects that should be taught by parents. At a time when Oregon education and Salem/Keizer in particular is scoring so poorly, please get back to the basics and not have your attention distracted by a small minority. It is time to return discipline and high standards (yes, actual grading) back into the classroom. It is also time to remove poor performing teachers and reward high performance. I was looking at your agenda for the school board meeting - nearly all BS. Nothing about improving performance standards or intelligent allocation of resources was to be found. The school board should be ashamed of themselves for not demanding more from school administration. If you were the board of directors for a public corporation, you would be accused of malfeasance. I implore you to stop spending millions of dollars on these fringe social issues and get back to educating our children to meet the demands of society at large. Thank you for your time and attention. Regards - Tim Hensley

Submitted: 4/11/2022 12:46:40

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil, 7.b Teacher Appreciation Week Proclamation / Proclamación de la Semana de Apreciación de los Docentes, 7.c Resolution No. 202122-19 City of Salem Taxing Request/ Resolución No. 202122-19 Solicitud de impuestos de la ciudad de Salem, 7.d Revision of BG Policies – Addition of 2nd Vice Chair / Revisión de las normas BG-Nombramiento de un segundo vicepresidente, 8.c Howard Street Charter School Contract / Renovación del contrato con la Escuela por Contrato Howard Street

Mike Slagle

Parent / Padre de familia

Salem

Good day SKSD board and Superintendent Perry. I am writing you today with some positive feedback. I am in support of the Child Abuse Prevention Proclamation. I believe there should be accountability when a child is harmed physically and emotionally. Many things happen to children and without someone in their court to support them, then that leads to disconnected feelings, bullying and acting out. This goes for everyone outside the school as well as what happens inside. I am also in support of the Tax abatement proposal for the property on Broadway Ave. I am also in support of the Teacher Appreciation Proclamation, our teachers have been understaffed and overwhelmed with new policies you are implementing and dealing with some very stressed out kids due to those policies. I also am for hiring back all of the educators and staff you let go because of the Covid Vaccine. This has caused an imbalance of quality educators as now you are lowering the requirements to qualify to get hired. I know many who are leaving for other reasons along with many students. You have new Transgender Policies that I've seen, for one reason. When were you going to tell parents that you want boys to go into girls facilities and vice-versa? I bet if you did a census with the community that those policies would completely fail. So why are you trying to implement them under the radar?? Here is one paragraph from one of the policies; Feild Trip Planning & requests INS-P003 3.2.4.3.1 "In sleeping arrangements segregated by gender, transgender students are allowed to room with the gender group or individuals they choose, with consideration for gender affirmation and student safety. A gender neutral sleeping option will be made available. The decision for each accommodation will ultimately be made by the student". Do you not see the danger in this? Talk about child abuse? How about the kids who identity as their biological sex having to share a bathroom, locker room or hotel room with someone who identifies as a girl but is really a male? What will you do for the safety of those students, do they not also need to feel safe? I am in support of renewing the contract with Howard Street, most kids who ho there flourish. Why did you close the district offices today? Was it the moms group or the conter-protesters that would be violent?? You are focusing on bureaucratic policies instead of helping our students. Like why do we need a 2nd Vice-Chair? What policies has this board brought forth that has had an impact? Please consider implementing more DLI schools for one that would have a huge impact! Let's get back to teaching kids what they need to know and no more ideologies! Thank you.

Submitted: 4/11/2022 13:06:55

Public Comment:

LGBTQ

Lillian Bergstedt

District Staff / Personal del distrito
Salem

Dear Salem-Keizer School Board and Family,

My name is Lillian Bergstedt, I am writing to you as an employee, a mom, a grandma, and a past Salem-Keizer student. It warms my heart to see our district value our LGBTQ community and I want to express my support for the new trans-affirming policies.

I was born to a gay man who happened to be a Pentecostal Minister in 1962, when homosexuality was frowned upon and illegal in some areas. My dad spent many years in jail. I feared my abusive father and I spent most of my youth hating and judging anyone "different" in society because of this. I have been on both sides of this debate. I have hated LGBTQ+ people, and tried to convince my peers that being gay is wrong, pressuring others to share my views. I was wrong. After many years of "real life" and reflection, I understand I was afraid. Fear equals anger and hate!

We have absolutely no room in the Salem-Keizer School District to allow fear to mandate regulations. I am proud to work in a district that values each student, and staff just as they are today, regardless of identity or pronouns. Ponder what my youth might have looked like had I known I was not alone, or I felt welcomed. I applaud your forward thinking as I know it takes bravery to make changes that are not welcomed by all. As a grandma, I am thrilled my babies have the chance to attend school in a district that is supportive to all. Keep up the great work Salem-Keizer!

Submitted: 4/11/2022 13:18:43

Public Comment:

LGBTQ+ students

Linda Diane Warner

Community Member / Miembro de la comunidad
Keizer

April 11, 2022

Salem-Keizer Public Schools
Attn: School Board
P.O. Box 12024
Salem, OR 97309-0024

Dear School Board Members,

I am a retired Salem-Keizer Public School employee and the grandmother to a middle school student. I want you to know how much I appreciate the district working towards creating a safe learning environment for all students. At work and in life I saw firsthand how a bullied student struggled with being a part of the SKPS environment and how much damage being bullied can have on our youth later in life.

One of the frequent targets of bullies are students who are part of the LGBTQ+ community and the harassment those students suffered was, and continues to be, unconscionable. The inclusionary language of policies supporting those students is a positive step towards welcoming them in our community. As they face the hate, anger, and disgust from those that wish to deny them their identity, having the sense of community and welcome from their school will undoubtedly encourage them so they know they are not alone and are accepted.

No one has the right to tell a student they are less than another and I encourage you to not allow the loudness of those that oppose the inclusion of our LGBTQ+ youth to overshadow and control the policies you set forth to protect our students from the harm of all those loud and hateful bullies. It's way past time we as a community realized that protecting our vulnerable and marginalized students is just as important as celebrating the achievements of those that excel.

Keep up the important work, do the right thing, listen to the students, and protect our LGBTQ+ students from those that would deny them their right to even exist.

Sincerely,

Linda Warner
Keizer, Oregon

Submitted: 4/11/2022 13:44:17

Public Comment:

New transgender policies

Kristen Adame

Parent / Padre de familia

Salem

As a parent of a young girl in SKSD, I am writing to oppose the new transgender policies. I want my daughter to go to school to focus on learning, not to be told to question if she actually is a girl. I want my daughter to go to school and play fair sports, not to be outdone by stronger boys. I want my daughter to go to school and not be confused by teachers and staff wearing pins and pushing agendas on her, when other agendas are not allowed. I want my daughter to go to school and use the bathroom without fear of a predator being able to find her alone. I want my daughter to go to school and not to be brainwashed by a particular group of people that feel the need to push their agenda to the highest degree. These are our kids, it is our job to teach our kids about moral issues.

Submitted: 4/11/2022 14:00:37

Public Comment:

Recent policies supporting transgender students

Devon Francis

Community Member / Miembro de la comunidad

Salem

I'm writing to support the passing of the recent policies protecting queer and trans students. I attended SKSD schools from grades K-12, came out as gay at age 14, and ran my high school's GSA club in grades 11 and 12. I witnessed and experienced first-hand the lack of institutional support for queer kids in Salem-Keizer schools in the early 2000-2010's, both in curricular and extra-curricular activities. Without supportive policies and adult allies in their lives, queer and trans students are much more likely to struggle with mental health, suicide, addictions, school success, relationships, and more. On the other hand, having access to support and resources dramatically improves the lives and success of trans and queer students. As educators and people who care about young people in our district, I strongly support and encourage you to continue to advocate for supportive policies wherever possible. Thank you.

Submitted: 4/11/2022 14:12:41

Public Comment:

Accessibility Policies for transgender and gender-non conforming students

Emily Deumling

Community Member / Miembro de la comunidad

Rickreall/unincorporated Polk County

As a former SKSD student, and the parent of a gender non-conforming child, I want to thank you for updating your policies to stay in-line with federal and state policies, as well as the current actions of the school district. We are currently districted for a rural school, but I will be applying for an intradistrict transfer for my children so that my youngest, who will be going into Kindergarten this coming school year, can feel safe and supported in the ways he chooses to express himself. We talk a lot about how every child should be loved for who they are in our household, and I want my kids to go to schools where this is also reinforced. Keep up the good work SKSD!

Submitted: 4/11/2022 14:24:52

Public Comment:

Opposition to the recently-revealed gender transition policies

Karen Louise Hensly

Community Member / Miembro de la comunidad

Salem

I am writing to voice my concern and opposition to the recently revealed transgender policies.

* "School staff will not disclose any information that may reveal a student's transgender status to others, including caregivers... unless the students has authorized such disclosure or the staff member is legally required to do so."

RESPONSE: I believe it is important to disclose to and engage with parents or caregivers the minor student's position on their personal transgender status. To exclude the parent/caregiver is irresponsible. It also causes great concern that kindergarten up to age 10 are being exposed to these sexuality subjects.

* "The District believes the following: ... When we accept the authentic expressions of trans students, our community becomes more accepting and generally a safer place for every student. The efforts of creating gender affirming spaces allows students to flourish in their mental wellbeing and succeed academically. Educators have a tremendous opportunity and responsibility to positively change the course of students' lives."

RESPONSE: By not including parent/caregivers the administration is self-righteously assuming they are more responsible and better able to guide students through a most impactful life-changing decision path.

*"While participating in athletics, transgender athletes will be given access to the same facilities as their teammates.

*Intramural sports will not be separated by gender.

* No one will be required to use a locker room that conflicts with their gender identity."

RESPONSE: Although I understand the awkwardness felt by transgender children in private spaces such as bathrooms and dressing rooms, I am abhorred that there is a lack of consideration to the feelings and modesty of all others. This is not the solution in my opinion!

*K-12 "...curriculum will work to include gender and sexuality diversity in ways relevant to the subjects taught through such means as including LGBTQ+ figures, LGBTQ+ narratives, and creating more inclusive and diverse word problems."

RESPONSE: STARTING THIS CURRICULUM BEFORE AGE 10 is irresponsible! I don't believe sexuality preferences need to be included in word problems, math problems or stories. Too much impertinent information is foolish.

*"All school libraries will house books and/or resources on gender identity and sexuality, including informational books and inclusive narratives... these resources will be readily available to all students.

Books or resources with anti-LGBTQ+, racist, ableist, and/or other harmful narratives or agendas will not be assigned to students."

RESPONSE: WHAT HAPPENED TO FREE SPEECH?? Your policy proposes PUSHING resources related to transgenerisim and paraphilic tendencies and BLOCKING access to normophilic sexuallity resources. This is irresponsible and

unprofessional!

Submitted: 4/11/2022 15:46:51

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil

L. Morris

Community Member / Miembro de la comunidad

Salem

This letter is in response to the proposed changes in curriculum and policy relating to LGBTQ+ students. As a Retired School Nurse for Salem Keizer School District, I strongly oppose changes being made excluding parents, grandparents, and School Board members from any input to these changes. Allowing students to make decisions that enable them to use bathrooms, locker rooms or be a part of a sports team as they "so choose" is profoundly disrespectful of all other students and a clear violation of personal boundaries and privacy for all. As a School Nurse, my focus was the health and safety of all students. This had to include the participation of the parents and guardians of each student. At no time did we believe our role was to do harm. The new policies include a process to "help students with transitioning without notifying their parents". You are completely disrespecting your own goal of "inclusion" by this action. These students do not belong to you, nor are you their parents. You have profoundly misguided your own purposes of what Teachers are hired to accomplish. You state that you "took three years to first and foremost ensure no child is harmed regardless of who they are." What are you going to do when your new policies cause great confusion and fear for the students that do not hold the same belief system that you hold? What are you going to do when a student experiences a situation while at school where they are physically, sexually or emotionally harmed by these new policies? YOU have created this harm. YOU have created "sides". Whose side are you taking and how will that be implemented in the day to day structure in school. What will you do when a student disagrees with your "allyship to focus groups"? How will they be punished? Ostracized? Belittled? Cancelled? Forcing your own teachers to wear a "rainbow shirt to show inclusion and diversity" IS taking sides, creating a hostile work environment for the students, parents and teachers. And IS doing harm. NOT WHAT YOU ARE HIRED TO DO.

Robyn Wilkerson RN BSN MS

Submitted: 4/11/2022 14:38:13

Public Comment:

7.a Child Abuse Prevention Month Proclamation /Proclamación del Mes de la Prevención del Maltrato Infantil

Laci Steed

Parent / Padre de familia

Salem

I am in approval with the child abuse prevention awareness. I do, however, think it is ironic that you would support child abuse prevention, and yet, according to the new position of the district on trans student policy, dated March 31, 2022, tell your teachers (who are mandatory reporters) that they are not allowed to tell student's parents anything about a student who is "transitioning" or "questioning their gender." This flies in the face of anything moral and ethical, and will be the demise of the Salem-Keizer district; not to mention, it puts educators in an impossible position. Why would you knowingly make it harder for your teachers to do their jobs? An educator's role is to guide and teach the student, to partner with parents to give a student the best possible education. You are undermining every bit of authority that belongs solely to parents, and are allowing a teacher (who potentially sees hundreds of students per day) to make a decision for a student (whose cognitive brain is not yet developed) based on that teacher's own thoughts and beliefs, without consulting the student's parent. I am outraged! Not only that, but, you have put female athletes in a very difficult position. They now have to compete against any biological male who "identifies" as a female, regardless of their strength and ability. Not only do biological females now have to compete against biological males and all that entails, but they are required to allow their presence in the locker rooms. THIS IS UNSAFE. This allows anyone who "identifies" as a female to enter a girls locker room and opens the door for assault and abuse. This is NOT okay, and it should not be allowed to continue in Salem-Keizer. For the safety of our children, I implore you to remove this policy and practice from our district immediately!

Submitted: 4/11/2022 14:48:59

Public Comment:

Equity and inclusion

Laurie Dougherty

Community Member / Miembro de la comunidad

Salem

The education and well being of students in the Salem Keizer School District are critical for the health and success of our community as a whole. SKSD schools must be welcoming and affirming for all students. Given the history in our society of discrimination against and marginalization of BIPOC, disabled and LGBTQ people, every effort must be made by the SKSD to develop and implement policies and programs that ensure inclusion and support for students from these historically marginalized groups.

In support of this goal, I urge the Board and Superintendent to reallocate funds previously spent on SROs to programs that nurture students' mental health and provide culturally affirming education.

Submitted: 4/11/2022 14:57:32

Public Comment:

support for policies expanding protections for queer and trans students

Kris Bifulco

Community Member / Miembro de la comunidad
Salem

Dear SKSB School Board,

Through the community grapevine, I have been made aware of your intentions to implement policies to protect the rights of trans and gender-diverse youth in schools. I want to sincerely commend you and thank you for doing this. School safety, support, and inclusion are protective factors for marginalized students, and we know that when we support those who are marginalized, our entire community thrives. These policies are important steps toward creating a more welcoming public education system in Salem & Keizer and will contribute to an increased sense of belonging. Protecting trans and queer youth through school support decreases the likelihood of experiencing discrimination, violence, and even suicidality. Allowing students to use the bathroom that aligns with their gender identity does, too, AND keeps kids in school. As a queer student, I had trans friends who would only attend school for one part of the day-- they had to go home to safely use the bathroom. They missed so much school and they found themselves academically behind their peers, all because of the bathroom. Now is more important than ever to ensure all our students are protected and respected. I look forward to seeing these policies developed and strengthened to contribute to success for all students in Salem/Keizer.

Thank you.

Submitted: 4/11/2022 15:04:59

Public Comment:

Recently released Transgender Policies

Jenny Maguire

Community Member / Miembro de la comunidad
Keizer

School Board Directors and Superintendent Perry,

It is a sad day when the captain sees the iceberg on the horizon yet does not change course. This is the course SKPS is on while increasing speed toward collision. Policies over the course of the past two years in response to covid, masking, vaccinations, racism, and discipline have divided our community – teaching staff, students and families alike. Employees and families are aware that there is one approved way to think and that there is only ONE choice allowed in response – whether to stay and accept it or leave.

Add the new Transgender Policies approved (behind closed doors) last month, and the iceberg beneath the surface becomes the imminent threat that has the power to wreak ultimate destruction in Salem Keizer Public Schools. Educators, at all levels, are now painfully aware that their opinion is not valued and their personal values and beliefs are of no importance. Parents see clearly that their role is of insignificance as SKPS assumes ultimate authority over the academics, feelings, values, beliefs, and safety of their children. Parents and educators alike are left feeling blind-sighted and outraged that sweeping reform has overtaken their schools.

SKPS schools are not safe. Violence in the form of physical aggression, physical assault, sexual assault, bullying and harassment has escalated this year. Teachers are being defied and disrespected like never before. Waldo Middle School staff recently wrote a letter specifically identifying behavior that is threatening student and staff safety and demand immediate solutions; namely the RETURN of discipline and consequences. Staff in buildings across the district echo their sentiments.

We all know that there is a critical staff shortage in SKPS. Educators who remain are in an impossible situation trying to teach in an understaff, unsupported environment with students that are years behind academically and demonstrating increased behavior. Consequently many, MANY, educators are resigning at the end of this year. The new Transgender Policies are just the final straw that solidify that their opinion as an educator is not valued, as they are not valued, in a system that has left them having to choose between following their conscience and a paycheck.

Superintendent Perry and Board Directors, I'm implore you to change course! This summer you will see mass resignations and unenrollment from SKPS. Your unwillingness to see this iceberg will be your ruin. Please revoke all Transgender Policies implemented in March. Reinstate SROs. Restore school discipline policies that teach personal accountability, not restorative practices. Restore in person board meetings. Start LISTENING to your community – teachers, students and parents alike – who just want schools to teach ACADEMICS and provide a SAFE learning environment.

Jenny Maguire

Former Behavior Specialist, SKPS

Submitted: 4/11/2022 15:06:56

Public Comment:

Trans policy for SKSD

Jesse Adame

Parent / Padre de familia

Salem

Jesse A. Salem, Or.

As a parent of a young girl in SKSD, I am writing to oppose the new transgender policies. I want my daughter to go to school to focus on learning, not to be told to question if she actually is a girl. I want my daughter to go to school and play fair sports, not to be outdone by stronger boys. I want my daughter to go to school and not be confused by teachers and staff wearing pins and pushing agendas on her, when other agendas are not allowed. I want my daughter to go to school and use the bathroom without fear of a predator being able to find her alone. I want my daughter to go to school and not to be brainwashed by a particular group of people that feel the need to push their agenda to the highest degree. These are our kids, it is our job to teach our kids about moral issues. Do not assume that we share values with every other parent or school board member making decisions for our schools that we help fund. Schools are for teaching kids math, reading, and should focus on actual life skills that are relevant to flourishing and not a destructive nature. I have been a swing voter for years but I will not support any democrat or other party politician if they support bills such as what you are trying to implement in our schools.

Submitted: 4/11/2022 15:15:54

Public Comment:

New transgender policies

Ashley Sparks

Parent / Padre de familia

Salem

Please please keep these transgender policies out of our schools. This is our job (the PARENTS) to talk to our kids about this topic. This has NO place in our schools! This is absolutely unnecessary for teachers to be talking to kids about this and keeping it from the parents. I do not support these transgender policies in our schools!

Submitted: 4/11/2022 15:19:47

Public Comment:

Opposition to recently revealed transgender policies

Chris Barber

Community Member / Miembro de la comunidad

Salem

We are asking you to not implement the proposed transgender policies. If more care for this group of students is needed, such as their own restroom or sports teams, work on that. Please have consideration for the greater population of students who wish to have the knowledge that when they enter a restroom to care for their personal needs, they will not encounter other gender situations nor have their personal choice of gender be threatened. Create sports teams where the knowledge of mixed gender is known, men, women, trans, or other, enjoy the game. Kindly allow those who want to compete with biologically same gender to have that right as well. Teaching transgender information to our elementary students is not needed. Please allow parents to provide the platform for that instruction. Many accommodations for diverse student groups have been made in our Salem schools, and by this we sense that the goal is to make our schools welcoming and safe for all. Please do not insert policies that cause greater pain and distortion of freedoms for students already navigating our complex society. Signed: Rev. & Mrs. Chris and Sharon Barber

Submitted: 4/11/2022 15:20:35

Public Comment:

7.d Revision of BG Policies – Addition of 2nd Vice Chair / Revisión de las normas BG-Nombramiento de un segundo vicepresidente

Beth Freeborn

Community Member / Miembro de la comunidad

Salem

Superintendent Perry, Chair Avila, and Members of the Board,

Primarily, I would like to respond to the recently released transgender policies and procedures. These ideologies do not belong in schools and should be taught by parents. Schools must remain neutral territory where students can focus on academics, leaving value-based conversations to families. By teaching these ideologies in schools, and elevating the voices that support them, you are grossly overstepping your role as educators. All kids deserve to feel safe and compromises shouldn't be made for some students to benefit others. These progressive ideas have no place in education.

Secondly, I do NOT support the proposal to add a second Vice-Chair. When elected, each school board member made a commitment to serve and if they are unable to serve in the capacity in which they have been placed then they need to step down.

Thirdly, it's no secret there has been an increase in violence and safety concerns at our schools. Staff and students are reported feeling unsafe at school. There is a direct correlation between the increase in unsafe behavior and the removal of SROs. For that reason, it's imperative that SROs be reinstated in schools to bring some peace to the chaos currently happening.

I'd also like to ask that you request and closely analyze a variety of data, both discipline and academic, when evaluating the superintendent. Our schools are in chaos, safety and learning loss are at an all time high, there is money not accounted for, etc. Please also consider the community's input during this evaluation. Unfortunately, the Christy Perry we once knew and appreciated is not the same Christy Perry who sits before us today.

Lastly, I am asking for transparency. Parents are the primary caregivers and decision makers for kids and therefore should not be left in the dark. In fact, if everything is on the up and up, any changes or new policies should be proactively shared with families publicly. Allowing parents to TRULY partner with educators is long overdue and it must be evident in your actions, not just words and actions for show. Parent communication is not just a box to be checked, but rather parents are the gatekeepers of value-based information.

Submitted: 4/11/2022 15:25:09

Public Comment:

Supporting Trans and Gender-Diverse Students

Gaby Gardiner

Community Member / Miembro de la comunidad

Eugene

Hello, my name is Gaby and I am the Statewide Engagement Organizer with Basic Rights Oregon, a statewide non profit that works towards equality for all LGBTQ2SIA+ Oregonians. I have reviewed the policies that this district passed for supporting affirming education, creating inclusive spaces in sports, protecting student privacy, and creating accessible facilities for all students. I want to give full support and commend the Salem/Keizer district for taking a lead and a stand to support and protect our LGBTQ2SIA+ youth. We have seen many movements nationally (and in our home state) that have been alarming. The existence, dignity, and protections for our youth have been under attack, and the policies the Salem/Keizer district have passed are a really positive standout from these trends. Trans and Gender-Diverse students need to see policies and institutions that affirm them and create a culture of inclusivity and support. This district has taken a big leap in making these things a reality, and these actions are commendable and should be thoroughly supported. It is about making sure that students can thrive and have a quality educational experience, and its my belief this district has moved in the right direction.

Submitted: 4/11/2022 15:31:59

Public Comment:

Transgender info in schools

Lindsey Gill

Parent / Padre de familia

Salem

I am against introduction of transgender subjects in our schools.

It is our responsibility and parental preference to talk about this topic strictly in the home.

Please respect our choice for our children and do not introduce this subject into our schools. It isn't necessary. I would pull our students out of school if this is introduced into their curriculum. I appreciate you including us parents on this topic.

Thank you.

Submitted: 4/11/2022 15:46:12

Public Comment:

On CRT, Gender issues

Marlayne Madison

Community Member / Miembro de la comunidad
Salem

Chair and City Council Members, Thank you for taking my comment.

The public is seeing what is coming out of the Oregon education system which is unacceptable. Many students cannot read or write, and have very poor math skills. They also did not learn to write cursive, which is also an important skill. Many come from families where college would be too expensive and the students did not have a desire for college, but definitely need some type of skills to go into the work force. They need to know how to support themselves and their families and be productive in society.

Many graduate with open drug use, sexual perversion and confusion over whether they were born male or female. They have no drive for improving their life.

CRT teaches division, false history, and if separates a growing diverse public. Teachers are not educated to teach or decide on who has sexual dysphoria classification and what it is. Having buttons on pronouns to choose is appalling and horrible. Small children will say or do what adults want because they do want approval. This is child abuse and exactly what you are pointing out should not be done.

We need to either go back to S.T.E.M. education system or remove our precious tax dollars from the property tax bills. We are not receiving our representation and we are the ones paying the bills.

Thank you.

Submitted: 4/11/2022 15:51:00

Public Comment:

8.c Howard Street Charter School Contract / Renovación del contrato con la Escuela por Contrato Howard Street

Robirda Lee

Community Member / Miembro de la comunidad

Salem

Please renew the Howard Street Charter School's contract.

I am also writing today in opposition to the Salem Keizer School District's transgender policies as passed down by the Oregon Department of Education without school board or parent approval.

Please allow parents to approve/disapprove school policies that will affect the entire school body and through proper channels and transparency.

Biological boys shouldn't be allowed in girls restrooms/locker rooms.

And vice versa for biological girls. Consider having an additional bathroom that is nongender. ALL students should be protected. Transgender and non-transgender.

For sports, we are opposed to having boys in girls sports as that is what was fought so hard for Title IX so that girls have equal rights.

Lastly, please allow for parents and school board members/meetings to approve or disapprove these policies.

Submitted: 4/11/2022 15:59:07