

Amanda Davis

I would like the district to address what they will do in order to keep students and staff safe. Will K-2 students go to school half a day and be required to wear masks? What will happen if a child refuses to wear a mask? What happens if a child/staff member is exposed to Covid? How will we ensure parents that their child's classroom is sanitized? What will recess and specials look like? Families need more information in order to make an informed decision for the fall.

Christine Austin

I am a former Salem/Keizer elementary school teacher. I have grave concerns about opening the schools in the Fall. I currently tutor second language students and have been helping my grandchildren keep up with their education. I am well aware of the difficulties involved in having children not in the school buildings. At the same time, I have been teaching online at a local university for 10 years and know that robust, effective education can happen online. It is not easy, and it is not ideal. However, requiring teachers to navigate in-class students and online students along with the myriad of restrictions due to health risks would be far more difficult. There is already a shortage of teachers and substitutes, and if you force teachers into risky situations, you will end up with many leaving the profession and few willing to enter the teaching field. These unprecedented times require leaders to make difficult choices. I pray you will listen to teachers, who are the foundation of the schools. Parents' opinions are important, but schools will not run without the teachers, even if you open the doors.

Ryan Scott Perkins

I'm an alumnus of South Salem High School.

It's incredibly important to me that the school district divest the 20 million dollars it spends on policing students within the district from those activities and personnel (including SROs, cameras, security, etc.), and reinvest those funds into the education of Black students, Indigenous students, Latinx students, and other students of color. At an absolute minimum, the district must terminate the SRO contract. Police do not make our students safer, and their presence in our schools primarily functions to expose these students to the threat of arrest. If students are lucky enough to not become incarcerated after that arrest, the mere fact of having been arrested will make it harder for them to find housing and employment afterwards. The school board talks a lot about how important it is to "prepare" students--if that isn't just a bunch of empty words, you'll terminate the SRO contract immediately.

Furthermore, Marty Heyen, Paul Kylo, and Jesse Lippold must resign. They're embarrassments to the Salem Keizer community, and so long as they serve on our board, students of color and queer students in our district will have a reminder of how little the board cares about their well-being and success.

Nathan Martin

I want my 11th grade Sprague (IEP) Student to go to class full time FIVE days a week. This online learning did not work well last year at all. This Covid overreaction should be done. Get back to normal school and sports NOW.

Katie Kantrowitz

My name is Katie Kantrowitz; I am a long-time resident of Salem and an educator in a neighboring school district. I wish to lend my voice to the calls to take action to protect Black, Indigenous, Latinx, and other students of color from policies and policy makers who actively do them harm in the status quo.

Specifically, I wish to support the call to divest funds from the SRO program and reinvest those funds into the education of students and staff. SRO programs across the country were founded in response to a national crisis that they have been unable to prevent; the consequence of those programs has been to increase the criminalization of black and brown youth, perpetuating a system that already

disproportionately disadvantages these same students. Reallocating those funds to increased supports for the students themselves, as well as more consistent and efficacious training for staff, is a step towards attempting to correct for the harms and disadvantages that have long been done to communities and students of color.

One additional harm that has recently been done to our community, that I call for immediate action on, is the election and support of school board members who espouse these same positions and policies that criminalize and harm our students. White supremacy, bigotry, and complete lack of empathy have no place in the board that oversees the education of children. I call for the resignation of Marty Heyen and Paul Kylo, in light of their unapologetic involvement in perpetuating systems of harm to Black, Indigenous, Latinx, and other students of color. If you do not use your position of power and privilege to protect the most vulnerable, you are actively wielding that power and privilege to harm them, whatever your "intent" may or may not have been. Step down.

Marianne Freeborn

I would like to know what tangible, actionable steps are being taken to remedy the rampant systemic racism within the school district, as well as how member of the school board, specifically Marty and Paul, plan to invest in students of color and other marginalized groups. How will this board educate themselves and utilize ongoing feedback from marginalized students and the community members to propel decision making and better serve the SK school district?

Ray Quisenberry

Hello, my name is Ray Quisenberry. I have commented on this before, so I'll be brief. I would like the district to remove the School Resource Officers, and use the funding for much needed services for our students from poor and marginalized communities. There is a proven tendency for the SROs to enact harsher discipline on students of color, leading to a disproportionate level of suspensions and arrests. During the video testimony I've watched of past school board meeting, every minority student who spoke made the same request: remove the SROs. I hope you will take the opportunity to interview a wide selection of your minority students, and learn first hand why they are making this request. Please listen. Also, I see that Paul Kylo is still a board member. He needs to resign, and allow the board to move beyond the black face incident. It's time to start regaining community trust. Don't let his mistake be your mistake.

Margaret Stephens

I am joining with other community voices to call for the removal of SROs in SK Public schools. I am also calling, again, for the resignation of Paul Kylo and Marty Heyen, for their racist behavior and ties to white supremacist groups.

Reyna Lopez

I would like to express my stance on School Resource Police Officers. As a former student of McKay High School, Waldo Middle School, and Hoover Elementary school, I would like to ask you to END your contract with Salem Police. And invest that money in supporting students to guide that energy towards more restorative justice practices, rehabilitation, and community service. Its unfortunate, that today, police in school has had an UNINTENDED consequences. Rather than keeping our children safe, it has meant disproportionate harms, and punishment for young boys, and other young folks; that have lasting and drastic effects that change the trajectory of their lives. There is a clear connection between more police and criminal punishments - starting children in middle school and high school. Please end police in schools. Please invest in collective care, and community centered supports that can save student lives.

In addition - I've been extremely disappointed and frankly disturbed by the actions of two school board members. Including Paul Kylo for failed attempt at making a point, and instead once again weaponizing the existence of men of color by wearing a cut out face mask of a famous basketball player - to make a point that any criminal could pose as a school board member. It was pretty insulting, that in the midst of these conversations about SRO's, we have a school board member who has ignored the cries of communities of color, and racial injustice in the education system itself. Paul Kylo should resign, and actively seek a replacement that has deep ties to communities of color in Salem-Keizer.

Karen Heywood

I think that it is time to remove resource officers from the schools. It does not mean that the school won't have access to law enforcement if needed, because they will. Resource officers are very rarely on site but are called to a school or appointments made ahead of time. It is a false sense of security to continue to let the community believe that these resource officers are on site all the time.

On the second issue of Marty Heyen's school board tenure. I have done my research on Marty Heyen and the people and agenda's that she has chosen to associate with. They are beyond disgusting especially considering that the area she covers as school board member is primarily hispanic. She has damaged her reputation and that of the school board -- and will continue to do so by her very presence. She has made it clear what she stands for. I plan to stay very vocal about this in any way that I can. Salem Keizer students and parents deserve better. I am disgusted by her and her association with people that support things like proud boys as well as other bias hate groups. It is disgusting that she sits on this board. I am asking you to take action on this and join in asking her to step down.

Alex Korsunsky

I stand with LUS in supporting the removal of SROs from our schools in light of the disproportionate and unjust negative effect they have on students of color. Safety can be achieved in other, better ways: investment in adequate and culturally competent social services, counselors, and school nurses are one obvious example. Strong support for ethnic studies courses and curricula is vital for empowering students who currently feel excluded in our schools, and is a proven way to encourage their academic success and cultivate a meaningful sense of ownership over their educations.

Kenneth W. Adams Jr.

School Resource Officers need to be removed from our schools and the money used to help minority and poor students. Since we are not sure when schools will reopen, students that do not have internet or lack resources need the help much more than SROs. Having worked in schools as a Teacher Assistant we did not need SROs even with troubled students in my opinion. I hope you take this message seriously, but by your recent board behavior I have my doubts. You need to do better. Ken Adams, Salem

Lindsay Collins

I have been a committed educator for 16 years in Oregon. It has been a privilege to serve students and families. Advocating and working for what is right for students and the community has been a part of my calling as an educator and compels me to write today.

Opening schools at a time ripe with uncertainty and surging COVID-19 cases is not a safe and viable option. Unfortunately, the CDC guidelines for sufficient safety measures in combatting the spread of the virus are not a reality for the majority of school settings and, even in the best-case scenario, cannot guarantee against virus outbreak and spread.

Heightened transmissions and complications of the disease will be inevitable in our community if schools reopen. Those that contract the virus may very well have long term or permanent effects, including dying from the disease.

I genuinely understand and lament the hardships families will face as a result of schools not opening. However, opening schools comes at too much a cost to student and community safety. No one's life is expendable.

We are a district of educators with heart and talent. We can and will find better means to augment, improve, and deliver quality virtual learning to students. We should be focusing our efforts on how to make distance learning more effective and equitable. We should arm teachers with professional development to enhance distance learning and make it pedagogically impactful. Let our legacy be one of innovation and resilience, rather than one resulting in tragedy.

I long for the day to see my students in person and continue the critical work of helping them learn and grow in a school setting. With the great perils and uncertainty the virus brings, today is regrettably not that day. When we do return to school in a safer time, I know we will wholeheartedly welcome students back and work tirelessly to champion students and steer them on to a successful path.

Diane Chavez

As a retired teacher, parent, grandparent, and wife of a retired principal, I would like to share my perspective regarding school resource officers.

To solve problems we must first look at causes. If we want to keep our children safe we must focus on preventing the issues to which we might want police to respond.

Let's start with early intervention. Children need support to succeed. The starting point for supporting students, is a reasonable student teacher ratio. Oregon needs to fund reasonable class size limits.

Oregon schools need more teachers, councilors, educational assistants, nurses and other professionals who can help children to be successful.

What about the threat of school shootings? I once a classroom, and listened to a rally of gunshots. There happened to be a resource officer on campus that day. The office could have been standing at my front door and not been able to protect us from the shots coming from the other side of my classroom. Fortunately, no one was hurt by what was an exchange of gun fire between high school members of rival gangs by a nearby house. What would have helped keep these kids from getting involved in gang activity in the first place? Meaningful engagement in school activities and hope for a meaningful future might be a good starting point.

A study done following the Columbine shootings found schools, in every state, where there had been a threat of violence that was prevented by effective intervention. The study Identified good communication between staff and students, was key to effective interventions. Good communication starts with building trusting relationships between students and staff. More educational staff are needed to meet the needs of students.

Funds for school resource officers would be better spent on teachers and other school personnel who are trained to provide developmental appropriate care for children.

Sean Nikas

Because of the ongoing COVID-19 crisis it is unlikely that it will be safe in the year 2020 to open the public schools. It would be prudent for this board to have a plan ready for a distance learning only scenario. Also, please divest funds that go into policing students and reinvest those funds into the education of black, indigenous and student of color. We can do better for our students. Please end the SRO program in our schools.

Serena Miser

My name is Serena Miser, and I am an alum from McKay High School, I write today in my public comment as a community member for the better ness of students currently enrolled in SKSD and for future generations. One demand I'd like to be heard in and that's to divest funds that go into policing students and to reinvest those funds into the education of Black, Indigenous students of color. The presence of SRO's must end. Secondly, do not want the presence of white supremacist's on the school board representing the students! Marty Heyen, and Paul Kylo need to resign.

Patrice Pollard

I fully support the LUS students in their demands to keep School Resource Officers out of the Salem Keizer schools. They must be listened to and I do not believe the present SKSB members, with the exception of Director Blasi, listen to the students. The students speak their truth - the officers presence in the schools increases the chance of arrest and imprisonment.

The school board members who chose to do blackface and the former chair of the board must resign. Any school board member who is connected to or associated with extreme militia groups or hate groups such as Oregonians For Immigration Reform, the Proud Boys, and any school board member who is connected to or associates with any person who uses White Nationalist hand signs should resign. They cannot be trusted with policy decisions. These hate groups belief systems are despicable. I and many others spoke to the school board about supporting a "no vote" on Ballot Measure 105 which would have reversed our Sanctuary State status. I now know why they would not take a stance - they claimed they could not be political and yet we know the groups they are associated with are very political!! I am so proud of Christy Perry for calling out their hypocrisy. She speaks truth to power.

Patience Dunbar

If it's not safe to have a School Board Meeting in person, then it's not safe to open the schools. COVID-19 cases have not decreased, so schools need to remain closed.

Michael Pollard

I strongly support and demand the removal of SRO's from our schools. The money saved can be used to provide better intervention counseling to students at risk. I know that many students see SRO's as a threat.

I hope that all members of the school board who belong to racist organizations will soon resign. I also hope that the board will change the way voting for zones is done so that we can have equity in representation. Only voters from a zone should choose who will represent their zone. Having a very conservative and racist Salem/Keizer vote for each zone assures that only white conservative people will get elected to the board.

Snarfy Knutson

As a parent and community member i am commenting for my support in removing police security from our schools and using those budget funds for counselors and programming instead.

Kerry Moyer

I would like to first thank all the teachers and staff who are working hard during these challenging times to figure out the best course of action for the upcoming school year.

As a parent and Mental Health therapist, I have witnessed the consequences of distance learning and emotional well-being. Adolescents need social interaction, routine, schedule, and the opportunity to be engaged in activities. School provides the opportunity for students to engage with their peers and teachers in a way distance learning can't provide. I'm concerned about issues of safety for students who

look to school for a place to get a meal, avoid negative or abusive home environments, and develop self-esteem and confidence.

With two working parents, my middle schooler became responsible for his school work, and trying to manage his academics.

Home should be the place where we go after work and school, but parents forced to become educators created a new level of home stress on top of being in the midst of the pandemic.

My son would like to return to school, his friends want to return to school. We feel distance learning was not only limited in academics, but ultimately had more negative consequences than positive.

Sarah June Rohrs

Salem community sentiment is still strong that the Salem Keizer School District board must be free of members who align themselves with white supremacists. I call on Marty Heyen and Paul Kylo to resign immediately. The community has spoken loudly that these two must go. I also call on the school district to use resources that fund SROs go into education and services for black and indigenous students of color. SROs unjustly fuel the school-to-prison pipeline. Those funds for SROs should go into supporting students, not targeting and arresting them. I fully support Latinos Unidos Siempre's comprehensive proposal for diverting SRO funds into more worthwhile and just endeavors, services that benefit students and enrich their educational experience.

Brett Stoner-Osborne

The coronavirus pandemic continues to be a major problem here in Marion County, the state of Oregon, and the nation at large. With individual cases increasing everyday, and with the 5 highest statewide case numbers all occurring since phase 2 reopening status was granted for Marion and Polk counties on June 19th, I think a full reopening of schools at this time is hugely irresponsible. There is no practical way to ensure an effective in person education while also implementing full social distancing measures in schools where thousands of students come into contact with each other and their teachers. I would like the Salem-Keizer school board to put money and resources toward a just transition to remote learning, ensuring all students have some kind of internet access, until the pandemic is really and truly over in our region.

Nate Carter

I support the Chair's decision to ask Superintendent Perry to review the SRO program, but I am concerned by the Chair's recent remarks that the board has heard "only from those asking to remove" the officers. First, a review of public comments indicates that that is not true. Second, the reason the board is hearing from people asking to remove the officers is that the officers' presence in the schools is a problem. Gathering more data will not change that.

Sophia Goodwin-Rice

I am writing today as member of the larger Salem community and supporter of real tangible change within Salem-Keizer schools. Black, Brown and Indigenous students deserve to feel welcome, safe and comfortable in their school environments, and this cannot be ensured when police presence continues to pervade their lives. I ask that the funds currently used for policing students are divested immediately and re-allocated to furthering the education of Black, Brown and Indigenous students of color. Furthermore, I demand the immediate resignation of school board members Marty Heyen and Paul Kylo. White supremacists and their sympathizers have absolutely no place on a school board, and BIPOC students will never be adequately served while these two individuals remain in power.

Elizabeth Koloszar

I understand the concern and obstacles you have opening schools. I would like to see kids in school learning with an online option for high risk or parents who choose that. Can high risk teachers who aren't returning to classroom teach online? I am wondering why K-2 is only meeting 4 days, why not 5? If middle and high school are wearing masks, do they need a stable group?, or does the mask protect them during a switch of class? Can lunch be "to go" lunch to eat in their classroom or end school at 1 and give lunches "to go"? I have high school kids, I would like them to have in person at least part time. If partial days or only certain day in class, and rest online, To keep the amount of kids in the building at once done. That is at least some time in the classroom. Thank you for all your hard work during this hard time

Dawn Farnsworth

If the decision is to have online only or blended school for September, how long will it be? Is there an end goal? What will the criteria be to return to 5 days per week school?

Will the district be saving money in an online only scenario with the lack of need for principals, vice principals, counselors, secretaries, custodians, transportation, teaching assistants, and other support staff?

If stable groups are the goal, isn't a 5 day school week for elementary aged children the best case scenario? A child would be with the same group each day rather than randomly placed with an aunt, friend or neighbor for a few days per week. Daily health checks are also a guarantee in the school setting.

As an educator I am concerned for the well being of our children. Young children will not be able to make up for lost time in the social/school setting. It is also a proven fact that excessive screen time has permanent negative effects on children. It is not appropriate for our schools to require them to use a screen to get their education!

It is my hope that all things are considered when it comes to the well being of our children, and that anything short of the education they deserve is as temporary as possible!

Thank you for your time!

Elizabeth Swan

This board is anti-Black, anti-Indigenous, anti-color, and anti-LGBTQIA+, which means this board is anti-student. The election last week was a hilariously blatant self-serving power grab organized via backroom collaboration, not responsiveness to constituents (great pre-written speech, Danielle Bethell). Marty Heyen is a white supremacist and can hold no position of power. Paul Kylllo performed in blackface and can hold no position of power. Danielle Bethell and Jesse Lippold are building their political careers on the backs of our students and can hold no position of power. Satya Chandragiri, your 'peace' is our students' violence. I hope you read that article I sent you. Do you still think police are necessary first-responders for mental health crises? Do you still think they're necessary in schools despite every indication that they abuse students? Probably. You do, after all, invalidate the experience of every survivor you encounter almost as a rule. You should not be in a position of power. All of y'all, if you want to be pro-student, step down.

Listen to LUS. Listen to your constituents. Listen to the students (and not just your children and their friends). End the SRO contract and step down.

Laurel Brown

My name is Laurel Brown and I am a resident of Salem. I am urging the board to cease funding towards SROs and to reinvest those funds into the education and support of Salem Keizer's students. SROs are

not trained in childhood development and are not equipped to provide any academic support. The presence of SROs only creates an unsafe and deeply untrustworthy environment within schools. It is shameful that the board has continued to ostracize its BIPOC students and has completely disregarded public comment during the board's recent election. The fact that Marty Heyen, Jesse Lippold, and Paul Kylo have all affiliated themselves with white supremacy is disgusting and they must all resign. The school board is meant to stand up for the well being of its students and listen to the community, and so far the school board has done neither. It is time to remove SROs and end white supremacy in all schools.

Thea Simpson

DIVEST FUNDS THAT GO INTO POLICING STUDENTS AND REINVEST THOSE FUNDS INTO THE EDUCATION OF BLACK, INDIGENOUS STUDENTS OF COLOR. SRO PRESENCE MUST END!  
WE NO LONGER WANT WHITE SUPREMACISTS ON OUR SCHOOL BOARD! MARTY HEYEN AND PAUL KYLLO MUST RESIGN!

Ivy Clark Henry

Good evening. My name is Ivy Clark-Henry, and I am a concerned community member who lives in Salem, Oregon, and my comment today will be on the ties to white supremacy, racism, and the silencing of our Black, Indigenous, and Latinx community members. LUS activists have been working tirelessly to make our schools safer for children that, through your actions, have been put in danger. The Salem-Keizer School board has been presented with many opportunities to listen to those they pretend to serve, but no actions have been taken. Marty Heyen and Paul Kylo have not resigned or been removed, there have been no actions to remove SRO's, no acceptable apology has been issued for your negligence, and the Vice Chair and Chair position were filled with opportunists as tone-deaf as those that appointed them. I hope that the board, as they exploit their control over our future generations and use it as a stepping stone to more 'lucrative' careers, have a hard time sleeping at night until they listen to the children and families they serve.

To remedy this horrible situation, I expect you to:

1. Remove all school board members who have ties to known white supremacist groups or beliefs, including Marty Heyen.
2. Remove Paul Kylo for the blackface that was done in March.
3. Remove all police presence from schools.
4. Have all board members issue a clear apology, and state their stances on racism, white supremacy, and police brutality.
5. Issue a statement on how you will do better and hold yourself accountable to the Black, Indigenous, and Latinx communities you serve.

Jo Swan

The voices of the Salem-Keizer School district, the students, and the community it serves have once again been ignored by this board. The community majority asked you to vote to support the election of a new chair and vice chair that will stand with BIPOC and LGBTQIA+ students. They spoke loudly saying the only candidate qualified to lead is Sheronne Blasi.

You might be rolling your eyes by now, thinking oh my gosh-let's move on. But the community and Salem-Keizer students cannot move forward until Marty Heyen and Paul Kylo step down from the Salem-Keizer School Board and the SRO contract is terminated.

Please be reminded that the school board's role is to advocate on behalf of the school district, students, and the community it serves. It is the board member's responsibility to gather feedback to guide decisions facing the board. This board is not representing the community it serves but is functioning to

serve itself. This self-serving agenda must change. Marty Heyen and Paul Kylo must step down and the board must end the SRO contract so that the community and board can do the work it needs to do to heal.

Ranferi Herrera

To the Salem Keizer School Board,

My name is Ranferi Herrera, I am a 2016 graduate student from McKay high school. I come back home from college and first thing I see is videos of Paul Kylo doing black face, I see Marty Heyen having ties with white supremacist groups, Jesse Lippold laughing at the Black face and then making excuses in his apology. How embarrassing.

You are only sorry because you got caught. If you would have not been caught or called out you would continue causing harm. That is the scary part about all of this.

After all the community voices who have reached out, who have spoken out, who have gathered, YOU ALL have chosen to ignore and silence their needs.

The community has told you what they need in order to thrive in these institutions that already put them at disadvantages because of their racial and ethnic identities. It is no longer about what the dominant culture wants in our schools, most of the dominant culture in power doesn't even attend our schools and have the privilege of feeling "safe" because they are not Black, Brown, Indigenous, or a Student of Color.

You may never understand what it means to be oppressed, marginalized, and minoritized because of your skin color, as the majority of your board benefits from white privilege.

So stop making excuses

Stop with the white tears

Stop helping feed students to the school-to-prison pipeline.

Stop letting white supremacist have roles on your board

Stop the anti-Blackness

Stop the excuses

Stop making decisions based on what YOU all think is best for OUR communities.

Our community has spoken. Start taking accountability and change what we are asking.

We will keep speaking, we will keep fighting, do not underestimate the power of community.

we will not be silenced anymore.

Jesus Arellano

Hello, my name is Jesus Arellano and I reside in Salem, Oregon. As a former student and employee of the Salem-Keizer school district I have seen close up the inequality within the Salem-Keizer Schools.

I have seen how our black and indigenous students of color are affected each and everyday by police in schools. When I used to work at Waldo middle school, in Salem Oregon, a school mostly made up of black, indigenous and students of color, you could physically see how underfunded Waldo Middle school really was. All this lack of funding yet there was always money to keep at least one Police officer at the school at all times. This police officer was often called to classrooms to intimidate students. They would call out the name of the students out loud, interrupting the teacher. Using tactics like this, the police officer would intimate all the students in that classroom. More often than not, the names of those students the SRO would call out were black students and other students of color.

When in schools, police officers do what they are trained to do: detained, handcuff and arrest. School-based arrest rates and corporal punishment are much higher for Black and Latino students, and studies have shown that police are more likely to shoot Black individuals in split-second situations, and we already see the tragic consequences. There has also been an increase in anti-immigrant and anti-Muslim attitude in schools due to this administration, and students are already feeling fearful.

So I ask you, members of the school board, to do your job and respect the equity lens, and uphold social justice and support the safety of black, indigenous students of color by divesting from police in our schools and investing into teachers and counselors from our communities, as well as provide other needed resources for higher education for all students. I also want white supremacists out of our school board.

Clifford Eiffler-Rodriguez

It's absolutely ridiculous that the school board continues to impede the will of the community. We do not need a new committee to review the use of SROs in the district. The data already exists proving the school to prison pipeline. The students and community have related their experiences of the discrimination they have felt at the hands of the officer's.

I am galled by the audacity of the school board and Chairperson Chandragiri to continue to drag your feet on this issue.

Terminate the contract. Invest in mental health professionals and other personnel to serve our students.

Micah Davis

My name is Micah Davis and I am a former student and current parent of 2 students in the Salem-Keizer district. My comment is around forming a Standing Advisory Committee on School Climate and Academic Outcomes. While having community input on how to best serve our marginalized communities, this committee cannot turn into a way to slow down and impede progress towards the immediate demand to remove SROs from all Salem-Keizer schools. This board refused to listen to the community demand around the board leadership. This board has refused to listen to marginalized communities in the past. This board has shown an inability to hold racist, white supremacists accountable. If the board wants to work to correct this cowardice, they need to immediately listen to the demands of Black, Indigenous, Latinx, Asian and Pacific Islander, LGBTQ, and other marginalized communities to remove SROs from our schools.

I am also demanding the resignation of Marty Heyen and Paul Kylo. The Salem-Keizer school board should be no place for racists and white supremacists. Marty Heyen continually demonstrates that she is racist and actively fights against those opposing white supremacy and police terror.

Kelly Manning

This article explains everything. Teachers deserve respect and a safe working environment.

<https://www.upworthy.com/teachers-pandemic>

Kelly Manning Smith, Salem, re:reentry into schools

This is from an article:

Hoeman [wrote on Facebook](#):

*"Society: In the richest country in the world, between 11 and 13 million children live in food insecure homes.*

*Schools: We can help..... Kids can eat breakfast and lunch at school, and in many places, teachers will spend their own money on snacks. For the most needy, we will send food home for dinner and weekends.*

*Society: Over 4 million children in the US do not have health insurance or adequate healthcare.*

*Schools: We can help..... we will bring doctors to do free physicals, eye exams, and dental treatments right at school. In many places, school nurses will spend their own money on sanitary supplies for girls.*

*Society: Over 17% of US children live without basic necessities.*

*Schools: We can help.... we will install washers and dryers in schools. We will hand out clothes, school supplies, shoes, and winter coats for free. Many of these items are purchased by school nurses and teachers.*

*Society: There are 5.5 million reports annually of physical abuse, sexual abuse, and neglect of minors.*

*Schools: We can help.... schools will be safe places and teachers will be safe people. We will have some counselors, but not enough.... some therapists, but not enough, right in the schools. Teachers with minimal training in trauma will come to school early and stay late to mentor these children. Teachers will spend more time with their students than with their own children. Teachers will cry and sometimes crumble at the thought of not being able to do more for the innocent children in their care.*

*Society: Almost 25% of US children have parents that work past school hours.*

*Schools: We can help.... we will install before and after school programs in thousands of schools where kids can get another meal, get help with their homework, and participate in organized activities.*

*Society: Almost 14 million children in the US are obese.*

*Schools: we can help... Physical Education classes will be mandatory and we will incorporate lessons about healthy food choices.*

*Society: The US averages one school shooting every 77 days.*

*School: We can help... we will do lock down drills and train our students to hide and be quiet. And if need be, teachers will literally die for their students.*

*Society: We are in the midst of a global pandemic which our government has failed to control. Almost 130,000 Americans are dead and the numbers are rising, not declining, in many places. Because we have chosen to ignore, for decades, the racism, inequality, and discrimination that is at the root of all the aforementioned problems, we now need schools to reopen so that kids can eat, get healthcare, get clothes, shoes, and school supplies, be safe, be healthy, and be supervised. Oh, and so that they can get an education. It appears that COVID doesn't affect children, so let's go back to school.*

*Teachers: We can help.... of course we will help, that's what we do. We miss our students and want to be back at school with them.... but what about the 25-30% of us that are over the age of 50? What about those of us who are immunocompromised or live with someone who is? What about those of us who are pregnant... we still have very limited data on what COVID does to unborn children. Will you have PPE for us? Will you have hand sanitizer for us? What if we get sick, and don't have enough sick days to cover the time that we are out? What if a family member gets sick and we need to care for them?*

*Society: Wow, why are you suddenly being a bunch of crybabies? Before you were always willing to sacrifice your time, your money, your mental health.... and now when we need you, you aren't willing to sacrifice your health and possibly your life? But 75% of you are women.... and that's what we, as a society, expect women to do... sacrifice yourself for others.*

*\* For decades, schools and teachers have been the band-aid on society's failings, because we care about children.... because we know that in society's failings, it is almost always the children that suffer the most. Schools and teachers are not responsible for, or capable of, the repair of our broken America. Make no mistake that going back to school has very little to do with education and much more to do with the other social services that schools provide... we need children's to return to school so that they are fed, cared for, and supervised... so that their parents can go back to work and participate in the economy. While it literally breaks the heart of every teacher in America to think of all of the children that they know who are not eating enough, not being well cared for, and not safe in their home, teachers will not be the lambs sent to slaughter because no one else cared enough to actually address the racism, discrimination, and inequality that is at the root of our problems, while schools and teachers were picking up all the slack and holding it all together with a band-aid that is growing very thin."*

Since everything is already turned upside down anyway, perhaps now would be a good opportunity for us to reexamine how we as a society—one with a "government of the people, by the people, and for the people"—handles issues like hunger, poverty, child abuse, health and healthcare, working parents

balancing childcare, etc. The fact that we've tacitly decided to address these problems through underfunded school systems with overworked teachers and school personnel is rather ridiculous. It's not fair to teachers, parents, or kids to expect schools to fix everything. It's high time to tackle our ills head on, with resources and experience and expertise that makes sense, and stop treating gaping holes with bandaids that weren't designed for such a purpose in the first place.

Deb Vaughn

With cases rising daily, as well as the mortality rate, how can you protect our students and school employees? The exponential exposure rate of returning to school buildings is incomprehensible. What will happen when someone in our school tests positive? Will our family enter a 14 day quarantine? Or when a student's family member tests positive? How will you manage voluntary disclosure and dissemination of health information? In addition to these existential threats, why is it more expedient to have students on an ABAB schedule that requires juggling care on alternating days and school cleaning every day? Will you at least consider an AAXB schedule (Mon/Tues cohort and Thurs/Fri cohort)? Will you consider a delayed reopening as Oregon continues to lose control of public health? At some point, we have to admit the district lacks the resources to protect our teachers and students. When classrooms can't make it through the winter without donations of tissues, how will we find enough disinfecting wipes and PPE to keep our community safe? Please prioritize health over academics and focus on getting critical support to students ( mental health and food resources) rather than on bringing hundreds of potentially infected people into a school building each day. Deborah Vaughn Salem Resident and SKSD Parent

Kelly Manning Smith

Salem

Board mtg re entry

- If a teacher tests positive for COVID-19 are they required to quarantine for 2-3 weeks? Is their sick leave covered, paid?
- If that teacher has 5 classes a day with 30 students each, do all 150 of those students need to then stay homes and quarantine for 14 days?
  - Do all 150 of those students now have to get tested? Who pays for those tests? Are they happening at school? How are the parents being notified? Does everyone in each of those kids' families need to get tested? Who pays for that?
  - What if someone who lives in the same house as a teacher tests positive? Does that teacher now need to take 14 days off of work to quarantine? Is that time off covered? Paid?
  - Where is the district going to find a substitute teacher who will work in a classroom full of exposed, possibly infected students for substitute pay?
  - Substitutes teach in multiple schools. What if they are diagnosed with COVID-19? Do all the kids in each school now quarantine and get test? Who is going to pay for that?
  - What if a student in your kid's class tests positive? What if your kid tests positive? Does every other student and teacher they have been around quarantine? Do we all get notified who is infected and when? Or because of HIPAA regulations are parents and teachers just going to get mysterious "may have been in contact" emails all year long?
  - What is this stress going to do to our teachers? How does it affect their health and well-being? How does it affect their ability to teach? How does it affect the quality of education they are able to provide? What is it going to do to our kids? What are the long-term effects of consistently being terrified?
  - How will it affect students and faculty when the first teacher in their school dies from this? The first parent of a student who brought it home? The first kid?

- How many more people are going to die, that otherwise would not have if we had stayed home longer?”

Jerry Braza

Dear School Board Committee,

Yes, it is a challenging time for everyone and of course why would we expect those challenges to by-pass local school boards? I appreciate your request for feedback on a newly proposed committee to “dismantle structural inequities” in the SK School District. This is a heroic effort which will require all to look deeply at the personal seeds of racism along with policies that are needed for change. This is more likely to be actualized when a committee is selected made up of a balance of your constituents especially those who have been marginalized and left behind along with those in power.

In exploring this, I hope you will consider several key points that have the potential to either divide groups or bring people together for a common cause.

**First, include a model of inquiry that is based on non-dual thinking.** Non-dual thinking is our ability to read reality in a way that is not judgmental, in a way that is not exclusionary of the part that we don't understand. This will allow room for all individuals and for their thoughts to be heard.

**Second, include committee members who are willing to be vulnerable and transparent as the seeds of racism are deeply embedded in our personal and collective consciousness.** In demonstrating this openness, the committee will be modeling what is needed for personal transformation. This is the kind of model found in learning communities.

**Finally, committee members must strive to keep their hearts and minds open to all.** Compassion and unconditional regard for others should be valued qualities of the committee.

“A racist policy is any measure that produces or sustains racial inequity between racial groups. An antiracist policy is any measure that produces or sustains racial equity between racial groups. By policy, I mean written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people.” — *How to be an Antiracist* by Ibram X. Kendi

May your work together deepen your understanding and develop a model for others to follow.

With gratitude,

Jerry Braza, Ph.D.

Professor Emeritus of Education

Western Oregon University and Consultant

Roberta Cade

Hello, I want to voice my concerns/ideas. I want the S-K School Board to:

1. DIVEST FUNDS THAT GO INTO POLICING STUDENTS, AND REINVEST THOSE FUNDS INTO THE EDUCATION OF BLACK, BROWN, NATIVE AMERICANS and OTHER STUDENTS OF COLOR. The SRO PRESENCE MUST END!
2. I DO NOT WANT WHITE SUPREMACISTS ON OUR SCHOOL BOARD! MARTY HEYEN AND PAUL KYLLO MUST RESIGN!

Thanks for listening. Roberta Cade

Molly Nemecek

To whom it may concern,

I know the decisions in front of you are incredibly difficult and probably feel like a lose-lose no matter what you decide. But what has been presented as ‘best’ option (hybrid-2 days for 3-12) is NOT OKAY! Please take more time and seek wisdom and insight from experts without an agenda before ruining our students emotional well being. They NEED to be in school. And before you make assumptions that this is just a selfish request, that I just want a break or that I need to work, please know that I am a stay at

home momma who LOVES being with her kids and am incredibly capable of teaching them in my home. And yet, I still BEG you to get kids back to school.

With safety being the biggest hot topic, the question being asked is 'what is safe?'

\*2 free meals-you know the poverty numbers. And having free lunch locations isn't the answer. You still have to have a responsible adult who will TAKE THEM THERE to get it!

\*Adults who care and show love-I'm SICK over the thought of how much abuse our children are experiencing physically, sexually, and/or emotionally. School is often the ONLY SAFE place for children all over our city.

\*DAILY consistency and structure-the emotional health and well being of students thrive on having stability and structure they can count on. 2 DAYS isn't gonna cut it!!

\*In person friendship and real life community-staying in touch through a screen will NEVER replace face to face interactions. Do we want our students being relationally stunted?!?

I get it. I really do. I'm listening to the concerns of teachers being asked to return. The transmission rate from children is SO LOW!! We have to start ACTUALLY being brave enough to put our kids first by getting them back to school. The longevity of social/emotional damage that will be left after this is SO MUCH WORSE! Let's stop talking about how much we care about our students, SHOW THEM! Get our kids back to school. They NEED it.

Respectfully,

Molly Nemecek

Mom of 4

Gerald (Jerry) Braza

July 13, 2020

**Dear School Board Committee, (Feedback for Committee to "dismantle structural inequities")**

Yes, it is a challenging time for everyone and of course why would we expect those challenges to by-pass local school boards?

I appreciate your request for feedback on a newly proposed committee to "dismantle structural inequities" in the SK School District. This is a heroic effort which will require all to look deeply at the personal seeds of racism along with policies that are needed for change. This is more likely to be actualized when a committee is selected made up of a balance of your constituents especially those who have been marginalized and left behind along with those in power.

In exploring this, I hope you will consider several key points that have the potential to either divide groups or bring people together for a common cause.

**First, include a model of inquiry that is based on non-dual thinking.** Non-dual thinking is our ability to read reality in a way that is not judgmental, in a way that is not exclusionary of the part that we don't understand. This will allow room for all individuals and for their thoughts to be heard.

**Second, include committee members who are willing to be vulnerable and transparent as the seeds of racism are deeply embedded in our personal and collective consciousness.** In demonstrating this openness, the committee will be modeling what is needed for personal transformation. This is the kind of model found in learning communities.

**Finally, committee members must strive to keep their hearts and minds open to all.** Compassion and unconditional regard for others should be valued qualities of the committee.

"A racist policy is any measure that produces or sustains racial inequity between racial groups. An antiracist policy is any measure that produces or sustains racial equity between racial groups. By policy, I mean written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people." — *How to be an Antiracist* by Ibram X. Kendi

May your work together deepen your understanding and develop a model for others to follow.

With gratitude,

Gerald (Jerry) Braza, Ph.D.  
Professor Emeritus of Education at Western Oregon University and Consultant

Reilly Borges

To whom it should concern,

I am emailing you as part of the Salem community demanding that the Salem Keizer School Board divest policing funds and reinvest into the education of black, indigenous, students of color and students with disabilities. Additionally, we call for the resignation of white supremacists, Marty Helen and Paul Kylo.

Sincerely but not silently,

Reilly Borges

Adam Summerfelt

Hi, my name is Adam Summerfelt. I reside in Keizer and my son attends McNary. I have not heard if a decision has been made regarding the reopening of CTEC this fall. I understand that high school students are better suited for adapting to online learning. I would request that the Salem-Keizer School District would look at the CTEC Program under a different light.

My son has always been an average student with minimal interest in school. His learning style makes it very difficult for him to keep up with the classroom or online learning styles. This last fall, for the first time ever, he was excited for school to start. He had been accepted into the welding and manufacturing program at CTEC and looked forward to the year being different. Once he started the program, he immediately embraced the hands on learning style and really started to visualize a future for himself in this career. As a parent, I could not be happier for him. He was just devastated this Spring when he could no longer get that hands on learning in the shop. The CTEC program is a real blessing to the Salem-Keizer School District and I would hate to see him and the numerous other hands on learners miss out on that this next year.

Thank you for your consideration with this matter.

Sincerely,

Adam Summerfelt

Clair Clark

Good evening,

The Salem-Keizer School Board should **divest funds used for School Resource Officers and reinvest those funds into the education and well-being of Black, Indigenous students of color**. Students have bravely spoken out against the discrimination they experience from SROs. It is your job to listen, believe them, and act. There is no credible reason to have police in our schools, especially with the undeniable evidence they are criminalizing our most vulnerable students. The funds currently paying for policing could be put to much better use preparing our students for the turbulent future ahead.

Further, **Marty Heyen and Paul Kylo should resign immediately**.

Heyen has appalling ties to the Three Percenters, a white nationalist organization that advocates for violence. She has shown no compassion or understanding for the perspectives of students of color and has proven she is unfit to apply an equity lens to her decisions as required in Board policy.

Kylo's use of a blackface mask to act out potential illicit behavior betrays he is either willfully ignorant of the connotations of such behavior or knows better, but chose to harm our students and our communities anyway. Either way, he too is unfit to apply an equity lens to his decision-making and should also resign immediately.

Sincerely,

Clair Clark

Salem, OR

Robert Rossi

To whom it may concern:

I am writing once more to express my dissatisfaction with recent Board actions, including the way in which Director Kylo was recently let off the hook and the way in which the recent Board election has been (mis)handled and the wishes of vocal anti-racist members of our community have been sidelined, and the lack of leadership shown by Board Chair Marty Heyen. I am joining many others in our community in making this protest.

I also ask that the Board reconsider the way in which it meets with certain community organizations and shows favoritism to some community leaders, and consider as well a redo of the recent election or transfer of responsibilities. These are divisive steps that have helped lead to the present crisis. In addition, I ask that Director Blasi and Superintendent Perry consider that the language they are using and the anti-racist space that they are claiming obstructs, rather than supports, dialogue. We need less textbook and more action, less recycled Ronin Di Angelo and more plain speaking.

Finally, I ask that the Board either regroup and report on progress made in responding to the OVRA or state that Board efforts taking up the OVRA have ended.

Best Wishes,

Bob Rossi

Jim Schepke

Dear Salem-Keizer School Board:

I am writing to protest the illegal election of Director Chandragiri and Director Bethell to be Chair and Vice-Chair of the School Board at the July 1st meeting.

It should be obvious to anyone watching that their election was pre-determined, and that a majority of the Board had conspired prior to the meeting to pre-determine their election. Both had written "inauguration" speeches and had them ready to go to read at the meeting. In addition two elaborate web pages had been prepared for both Chandragiri and Bethell dated June 1 which were immediately posted on Director Chandragiri's website.

ORS 192.630 states that a governing body "may not meet in private for the purpose of deciding on or deliberating toward a decision." The 2016 case of *Handy v. Lane County* established that when a majority of the members of a governing body communicate via email or telephone to deliberate toward a decision outside of a public meeting that ORS 192.630 has been violated and the decision is void.

If this violation of the Oregon public meetings law is allowed to stand it will only embolden the majority of the School Board to conduct themselves in this way in the future outside of the public eye.

I ask that Mr. Dakopolos investigate this matter fully, and that in the meantime Directors Chandragiri and Bethell step down from their positions until the investigation is completed.

Sincerely,

Jim Schepke

Kristin Baugher

I am contacting the board to support the idea of a standing committee in order to break down barriers to improve safety and academic outcomes. This committee will allow families to be involved in the discussion of diversity, academic outcomes and school climate. Please consider this option.

Kristen B.

Salem, Or

Steve and Terri Kroeker

To Salem-Keizer School Board and School District

We would like to express our support for a Standing Committee to address the current concerns regarding diversity, school climate, safety and academic outcomes.

I currently have a student at North Salem High School and had three students at NSHS in the past.

I see and hear about the problems every day. Parents and students need to have a voice in how we conduct school business. This includes questions around educating students and why we have a high absenteeism and suspension rates.

We personally would be happy to be a part of this process.

Thank you.

Steve and Terri Kroeker

Mauricio Collada

Dear Members of the Keizer School Board:

I am an old friend, and admirer of Dr. Chandragiri. He sent me a message to share thoughts about my journey.

I am a Cuban American immigrant, now proud naturalized citizen that came here with my family having lost all to the communist regime of Cuba, thusly came here dirt poor, but my circumstances changed overtime.

My circumstances changed where I am, I feel confidently, a productive member of the Salem community as a practicing neurosurgeon since 1983, and have also established Cubanisimo Vineyards winery.

I achieved all this thru the inspiration of loving parents who sacrificed all willingly so my siblings, and I could have a better future.

I achieved all this thru the appreciation of this country as a land of opportunity where one could achieve despite ones color, nationality, sexuality, or religious belief.

I achieved all this because my Father explained that when people made fun of me for whatever, accent, height etcetera they usually did it out inadequacies, and the desperate need to be superior to another.

I achieved this because I have always believed in the rightness of my Father's saying to "treat the pauper like king, and the king like a pauper".

I achieved what I did because despite the loss of all as we arrived in the USA, despite our deep poverty when we arrived at the USA, I was taught to believe in myself, I was taught I was an equal to all others, and what defined me were my efforts to improve myself.

I implore you all, the inspired, and well meaning leaders of children's education to not talk to children of their limitations, avoid talking to children about their lives being that of unavoidable paths as if inevitable, avoid talking to children of previous wrongs by wrongheaded individuals of the past as if that would define their future, but rather review historical actions in the perspectives of their time, and how far we have come along.

I plead with you all to inspire, and to help immunize our children against negativity, or in any make them feel they are locked to any one path for in so doing you restrict their future

No, I plead with you to arm them with a vision of developing an unshakeable faith in a country like no other. As an immigrant, and traveler I know this to be true despite this country's imperfections, and historical ills.

Please develop curriculums that will inform them honestly of this country's past, its struggles, its victories, its failures, its contribution to the world order, and help each child develop, as much as possible, unshakeable faith in themselves, and along with this their role in being able to make a better world for all.

This Cuban American rose from extreme poverty to developing the wherewithal to becoming a force for good.

I believe we can, and must make every child believe they can do the same!!!!!!!  
Thanks for reading my words.  
Mauricio Collada.

Jessica Apodaca

Hello, my name is Jessica Apodaca and I have worked for the Salem Keizer School District for the past nine and a half years. My current position is a Special Programs Instructional Assistant 2 at McKay High School.

I am emailing to express my support in the removal of SROs in our schools. I demand that the district divest from cops in our schools and reinvest in the education of our BIPOC students. I also demand that Marty Heyen resigns from her position on the board. As she clearly has ties to the III Percenters, a white nationalist and racist organization.

The board continues to disregard and ignore the numerous testimonies and voices of the Salem Keizer community. Most recently, when four of you (Satya, Danielle, Paul and Marty) refused to vote for Director Blasi as Chair who no doubt had the most community support.

In closing, NO SROs IN OUR SCHOOLS and RESIGN MARTY!

Thank you for your time,

Jessica Apodaca

Jessica Davidson

Chairman Satya Chandragiri, Vice-Chair Danielle Bethell and Board Members-

It's time for school district to let go some power and allow transparency and accountability, we need a standing advisory committee to make this happen!

Right now we need to start dismantling barriers so we can improve school climate, safety, and improve academic outcomes.

As a volunteer and parent of students in the Salem Keizer School District, I want to see success for all our students. I will do my best to bring awareness to other parents and community members, because it's time for change.

I support the implementation of a Standing Advisory Committee! Thank you.

Kind Regards,

Jessica Davidson

Keizer, Oregon

Ritch Hanneman

Some comments for you to have.

1. Orange county California is opening up school on time with no masks. It is a concern of damage to the students health long term. They are going to check students temperature and disinfect each night.
  2. Strongly consider opening the same way. It is very critical to open the schools. This would mean all school programs. Football, baseball etc.
  3. The on-line school was a disaster. The school system was and is not ready for that under taking. The school admin system can't work fast enough to get up to speed on something as complex as on line school in such a short notice.
  4. The number of cases of the virus is increasing. But the number of deaths and hospitalized is dropping. The " herd immunity " is taking over. As it should.
  5. A CDC stat from last year is that 450 people died form falling out of bed. We have not reached that number of deaths here in Oregon. This shows that it is not as bad as the fear mongers are saying.
- regards

Ritch Hanneman and family

Sarah Morscheck

Hello,

As an alumni of South Salem HS and a member of the Salem community, I demand reform. Schools are underfunded and over policed. You must divest from police funding and invest in your students. ALL OF YOUR STUDENTS. That includes Black students, indigenous students, disabled students, and students of color.

It is disappointing and disgusting that the school board is protecting white supremacists. Marty Heyen and Paul Kylo must resign.

Do better for the children of this city, enact change now.

Respectfully,

Sarah Morscheck

Jonathan Thompson

Chair Chandragiri, Vice-Chair Bethell and members of the Salem Keizer School Board,

Thank you for your service and dedication to our community and to our kids. I know a lot of people are yelling right now and contrary to what it seems, not all of us are mad at you.

I very much like the idea being discussed of a standing committee to bring people together in the district. Having served in government and on various boards, reaching out into the communities we serve must be intentional. If leaders don't make the effort, they will trap themselves in an echo chamber which may not represent the whole of the community. While all of us care about our kids, not all of us are going to join the social media crowd and yell at our leaders.

Your standing committee idea is a way of intentionally reaching out.

It is also, I hope, a way to get the smaller and smaller groups in which we are dividing ourselves to sit down and listen to each other. Petitions and calls for resignations will never be as successful as listening. We are guilty of allowing people who feed off division to let us focus on our differences rather than celebrate all we have in common. Listening to each other and fixing problems without screaming at each other and calling each other names is a wonderful example for our kids.

I wish you luck with your efforts as you move forward.

Warmest Regards,

Jonathan

Jonathan Thompson

Keizer, Oregon

Erik Colville

I am writing to discourage the SK School Board from establishing a Standing Committee on Diversity. In the request for comments related to a Standing Committee on Diversity there is text presenting a premise that, in addition to teaching fundamentals, there is a need to teach diverse topics to allow the sharing of cultural and ethnic differences and is inclusive of differences.

I submit that teaching diverse topics to allow the sharing of cultural and ethnic differences and is inclusive of differences is what has led to the snowflake, woke, cancel culture that is tearing America apart. I further submit that public schools need to focus exclusively on teaching fundamentals, leaving the sharing of cultural and ethnic differences to extracurricular activities and instruction at home...where it belongs.

Erik Colville

Salem

Kira Nguyen-Manahan

Hello,

At your meeting this evening, I believe you should address these important topics and how you'll be handling them:

Many community members (myself included) are asking that you make the very important decision to remove SROs from our schools. There is an abundance of research that has been done on the school to prison pipeline as well as many individual experiences from our community. By keeping SROs in our school you are blatantly showing that our Black, Indigenous, and students of color are not as important in the Salem/Keizer school district. Instead, you could reinvest those funds into services that have proven to be beneficial to all students, especially the groups mentioned above.

Please also remove all board members who are or have publicly associated with white supremacists. It's so sad that this even needs to be asked of you, how can you support students of color while simultaneously keeping board members such as Marty Heyen and Paul Kylo. How can you really be interested in all your students' well being when you support these members' bigotry and ignorance. We're all watching to see how you handle this.

Sincerely,

Kira Nguyen-Manahan

Keizer, Oregon

Andrew Manahan

My name is Andrew Manahan and I'm contacting you today to submit my public comments. Please divest funds that go into policing and reinvest those funds into the education and support of Black, Indigenous, and people of color. This shouldn't have to be said, but also please also remove all board members who are or have publicly associated with white supremacists.

Thank you,

Andrew Manahan

Keizer, Oregon

Jillian Carey

TOPICS ADDRESSED: Defund SROs, Marty and Pauls resignation, and restarting school in the fall.

To Salem-Keizer School Board Members & Superintendent Christy Perry,

I am writing this letter as a parent of sophomore at Sprague High School, and as a high school Learning Resource Center (LRC) Special Education Teacher at McKay High School. Below are bullet points of what I want you to do and think about when making decisions for the families and students served in the Salem-Keizer School District (SKSD).

- Divest Funds that go into policing students and reinvest those funds into the education of Black, Indigenous Students of color. SRO presence Must end! When funding is tied to the school's reports card, then it is easier to call the police and arrest a student. This allows the school to remove them from their school to help their report card, instead of connecting them with resources, services and supports to help them learn alternate behaviors and choices – SKSD's SRO presence is punitive not restorative – WE MUST take advantage of teachable moments and support each student to learn to be a productive member of their community. As a special education teacher I participate in Manifestation Meetings (student who are up for expulsion and we need to determine if their behavior is due to their disability or not), and I have seen the collusion to get students out of schools and having such predominant SRO presence make this an easier choice for schools. Our most impacted populations are also the ones that research has proven lack the most opportunities and are imprisoned more than any other groups – people of color and people with disabilities.

· Marty Heyen and Paul Kylo MUST resign – SKSD cannot allow those who support and poke fun at racism! ALL of our actions matter, and their actions are not what I want modeled for my son and our students! Marty and Kylo, one apology is not enough when you have done something so terribly hurtful and that is at the root of so many issues coming to light in America right now – you must continue to apologize and your actions need to back that you are sorry. The community would like you to resign. I request that the SKSD’s School Board uphold SKSD’s equity statement and that you honor and listen to those who are consistently sending the same messages to the SKSD School Board, yet a majority of you are not listening – stop, listen, and act in support of the community you serve and represent – even if that means you have to have tough conversations with yourself – yes, we all have to do this to continue to grow and become better - with each other, and with some of the more affluent areas of town in order to create equity for ALL students in this school district.

I do have one more thing I want to share. Parents and their children, and educational staff members, SHOULD NOT be asked to go back into buildings that have recycled air and constant problems with their HVAC systems, without enough Personal Protective Equipment (PPE) to protect both students and staff, as well as thinking that this can be done equitably. It is already widely known that MANY schools are overcrowded – McKay being one of them - and safety is a huge concern for those who sever and attend those schools. With this known, we should also know that the affluent schools (South and West Salem) will have more support from their families regarding needed supplies to keep their children safe when the district cannot supply all that is needed – those from less affluent schools (North Salem) have many families that are struggling to pay bills, keep a roof over their heads, and keep food on the tables. These families want to help schools but do not have the money to do so like other areas of SKSD. This will then fall of the staff to purchase if they want to be safe – that is NOT okay to do to people who are also impacted by all that is happening in America and the world right now.

I appreciate those of you who are reading and actually *hearing* the messages being sent. I listen to each board meeting, and when we could, I attended many meetings over the past two years; I know that you have many tough decision to make for SKSD, but that was the choice you made when you ran for, and were elected to this position. BUT do not forget, that you are in these positions to represent the voices in the community and most of you are not doing that, but remember that it is never too late to start.

Thanks for your time.

Jillian Carey

Salem, OR

Parent & McKay High School LRC Teacher

Grecia Gomez

Hello members of the board,

My name is Grecia Gomez and I have been a student at the Salem Keizer district since 2014. I have attended Kalapuya elementary school, Walker Middle School, West Salem HS and McKay HS which in each school I have been a targeted minority. Most of my discrimination incidents have included a School Resource Officer. My most terrifying and recent experience with policing at my school was during the Fall. It was football season, and I wanted to go show support to my school and be with my friends. As I started approaching the gate to get in school I watched as a group of tall men looked towards me, I was feeling uncomfortable but I ignored them. Once I was about to pay to get in the stadium I was pulled to the side by three SROs. I was being asked multiple questions at once such as: “Where are you coming from?” “What are your intentions tonight?” “Do you plan on committing a crime?”. I was very confused and scared, my anxiety was being triggered by these officers. Tears started streaming down my face while I stared straight down to my shoes. I tried to answer all their questions since I was not looking for any trouble. I then asked what had I done wrong, they said someone had called the police on me for acting “suspicious”. I then explained to them that I have not, that I just had come walking from my

house to watch the game. The sun was starting to come down and I was still outside of the stadium being questioned. After a while of being interrogated, I was told that I must leave the campus. I understood what they said and was on my way back home, they then grabbed me by the shoulder and told me I must leave from the backside of Mckay. I asked them why should I leave from the back, I politely told these officers that I came from the front side sense I live towards that way. They then started to yell at me once again, that if I step another foot forward that I will be arrested. As I heard the word "arrested" echo around me, I had stopped. I knew that I did not want to get arrested that night and that I did not want my mother to be told that I had been arrested that night. So I walked back home from the back side of Mckay, as I walked away I could hear the officers laugh at me and saying "you saw how she cried". They found the whole situation funny, while I had found it traumatizing. Walking back home wasn't as splendid either, it was very dark and felt unsafe as each car went by. I was afraid that I would be kidnapped that night and end up in a ditch. I could not believe that the officers we think of as "heros" had treated me that way and not think twice about making a small girl walk at night in an unsafe area. From that day on, I have not felt safe at my school. Discrimination towards people of color doesn't stop when you walk in those doors. It continues. This should not be a way to treat a student, this is the wrong approach. Our district should no longer be funding policing in schools. Not only are they damaging students mentally and making them feel like criminals when they have not done anything wrong, they are contributing to the school to prison pipeline. Policing in our schools does not solve any problem but instead create more. These officers have no intentions in helping students, but just to discipline them and scar them. Our schools are supposed to be a safe environment for every student, where we can get a good education not a youth detention center. We demand that the funds that go to policing be reallocated to fund more counselors, college readiness, and resources to help students thrive. Stop funding policing in our schools and start refunding in our futures.

Justin Wanner

My name is Justin Wanner and I am a resident of Salem.

In my first comment I would like to address the topic of divesting from police through getting rid of School Resource Officers. Especially during a developmental period, these children do not deserve to be policed in such a way. It is evident that BIPOC children are the main target for SRO's and it hinders their education and mental health. Being seen as a criminal at that age can only enforce the idea that they are not wanted in society and that is horrendous. All children deserve a chance to make mistakes and learn coping skills so once they leave, they are better equipped to handle the world and understand themselves. Schools are in need of social services to take the role of the SRO's. People that children feel comfortable connecting with and do not pose as intimidating. I, as a white cis man, would feel more comfortable talking to a person who is educated in social services rather than a person with a gun who is there to police me. And these are children. They are still developing mentally and socially. By divesting in SROs and implementing proper social services, counselling, mental health, and, even, more teachers could help foster a healthy environment for children. I am pressuring you to remove SROs from Salem-Keizer Schools.

The next topic I would like to address is the resignation of Paul Kylo. We have seen the video of them doing virtual blackface and that is not the attitude that should be happening with people who work with children. It is offensive and disregards Black youth and their struggle within the school system. Blackface has a long disgusting past that has been used to dehumanize an entire group of humans. This is not something we should allow in our schools. Hold yourselves and your fellow coworkers to a higher standard. I am pressuring you for the resignation of Paul Kylo because of his racist action.

And to go along with this, I would like to address the resignation of Marty Heylen. Their association with the Three Percenters should be reason enough. They are a racist group and anyone who aligns with that mentality should not be part of the school system. What are we saying to the children by keeping them

part of the school system? Looking back on any point in history and we acknowledge the horrible ideals White America had within their schools and we actively vilify it. Why are we allowing this to happen now? What separates having a member of the board be part of one racist group (Three Percent) and another (KKK)? The children do not deserve to have their schooling decided by and ruled by people who are not looking out for their best interest and who are actively bigoted toward them because of skin tone. The BIPOC students do not deserve this and you should hold your people to a higher standard. I am pressuring you for the resignation of Marty Heylen.  
Sincerely, Justin Wanner

Sarah Currin-Moles

Hello,

My name is Sarah Currin-Moles and I am a Salem resident and a graduate of Cummings, Claggett Creek, and McNary schools. I am writing to urge the Salem-Keizer School Board to remove the police presence from our schools. At the same time, schools must be tasked with eliminating the use of 911 to bring officers into schools in non-emergency situations.

We are in the midst of reimagining education and public safety in our country. One thing we've known for a long time: police do not make schools safer. Police officers assigned to Salem-Keizer schools only increase the the likelihood that students experience abuse and arrest when they should be met with compassion and inclusion.

For decades, police in schools have overwhelmingly targeted Black and Latinx students, brutalizing them, criminalizing their youthful behavior, and making their schools feel more like prisons. In my K-12 education in Salem-Keizer schools, I have never once experienced or witnessed an interaction with a school police officer that provided true assistance to students in crisis or in need; instead, they only served to make me and my fellow classmates more anxious and our school days more fearful, or they violently punished behavior that would have been better treated with mental health resources and social programs. **Schools should make students feel safe and able to fulfill their potential. They should not make students feel like criminals-in-waiting.** The City must significantly reduce the money it spends on policing Black and Brown communities and instead use that money to protect and increase school budgets. The most recently adopted budgets do not do this.

We must get cops out of the classroom and fund real educational solutions. Our children's lives and the health of our community depend on it.

Thank you,

Sarah

Paige Stanley

Hello,

I am writing to demand that our school district divest from the police and remove School Resource Officers from our schools. The school to prison pipeline is traumatic and destructive for the children in our area. We need to reinvest in our teachers and students. The public will not forget, we will not stop fighting, we will demand change. I also demand that Paul Kylo and Marty Heyen resign immediately.

Thank you,

Paige Stanley

Sarah Fish

Hello,

I am a 5th generation Oregonian and come from a long line of teachers. I hated school when I was young and it only got worse for my children. It holds hope hostage in a waiting game designed to fulfill the system's needs while leaving students in the wind or worse, engaging punitively or torturously in the

name of education or demanding respect. People don't want to be taken care of, they want to learn to take care of themselves, they want all to start at the beginning and walk the path that their success found, not life given to them based on their entitlement level from a long winded question answer game. Anything given can be taken away.

I will not return to school and I cannot imagine reform which would change my thinking on your system. I will expend all of my effort to come up with something else for the artistic freeform people. I don't want anything from you except to stop saying people have to go, you have to or else and that you are the only way.

Finally, stop tracking and lying about people, we are not widgets! Master degree teachers do not need help from misery monger committee buzz word worshipers. If you immediately know the candlelight is fire, then the meal was cooked a long time ago. Mark Twain said it best, don't let your schooling interfere with your education.

Thank you,  
Take care  
Sarah

Erum Khaleeq

I have been in constant support of this great vision and work towards a healthy environment for our future generations.

I think together we can work to overcome the cultural differences and language barriers by spreading the message enlightening our school kids for them to be more accepting and welcoming instead of considering immigrants and people of color out of norm. Once the foundation is strong and is hatred free, only then a prosperous society is prepared.

The awareness is the key part in acceptance of cultural differences including our dresses, costume, holidays, different languages and their history and to have our communities and schools aligned.

I hope my message can be supportive to achieve our goal of a healthy relationships for our children to come.

Sincerely

Erum Khaleeq MD  
Staff Psychiatrist  
Oregon state hospital  
Salem Oregon

Pete Teller

Good Evening Board Directors:

My name is Pete Teller. I reside in Salem, Oregon, and I am speaking as an individual.

These comments pertain to Agenda Item 8 Readings, sub-section (b) Board Standing Advisory Committee:

I strongly urge the Salem Keizer Board of Directors to establish an Independent Citizens Review Board tasked with the charges of reviewing pending board decisions and the board's use of the Equity Lens in making decisions, holding the board directors accountable for their conduct and comments, and channeling additional weight and influence to bear on public comments and community input.

Establishing an Independent Citizens Review Board would be a bold step in placing equity, racial justice, and antiracism at the forefront of all school board activities rather than choosing to hide behind those terms in a meaningless standing committee that will only operate as a rubber stamp for the school board majority. An Independent Citizens Review Board would have been able to call for the immediate resignations of Board Directors Heyen and Kylo for their appalling conduct and comments. An Independent Citizens Review Board could have addressed the board's shameless disregard of public

comment and input requesting Director Sheronne Blasi be voted as Board Chair. An Independent Citizens Review Board could apply the Equity Lens to the discussion of removing SROs from schools and make the recommendation to defund SROs based on the integrity of the Equity Lens.

I assert that the Board of Directors is not the least bit interested in making bold progress and implementing antiracist policies but is only interested in creating the illusion that they want meaningful change when in fact, the whole standing committee is just a charade of smoke and mirrors. I sincerely hope my assessment is wrong but I fear it is not.

Thank you.

Braeda Libby

Our schools are the future. I am so disappointed people would use a Zoom forum to criticize a school board member. Covid has made some people hypersensitive. This is not the time to focus on a mask on a stick.

Our children's education is in jeopardy. We need to pull together. Become innovative and resilient. Oregon used to have the 5th best schools in the nation. Now sadly we trail in the lower tier. Political witch hunts have no place at this critical time.

Let us focus on creating smart ways to educate. Positive solutions to opening new methods of learning and teaching. We need ideas not finger-pointing. Our school board needs support. I support them.

We need to decentralize the district, learning environments in smaller groups, and bond our schools to the community. I support our police in schools. Programs geared toward enriching our students.

Examples: ROTC, Civil Air Patrol, Explorer Scouts, Mentor programs, and Art programs. Partnerships with businesses.

I support the standing committee to bring fresh ideas to better our schools and benefit the children.

I am willing to participate in the formation of said committee. We need to prepare for the future, now.

Thank you.

Braeda Libby

Jack-Lynn Black

Dear committee,

I am writing to support this idea of a standing committee to start dismantling barriers so as to improve the school climate, safety and improve academic outcomes.

My hope is for children to be back in school and learn a broaden range of education. Have a balance of conservative and liberal views. Currently the dynamic is more liberal and I work about the second education, political stance and what my children are being taught. My children know more about the various types of gender descriptions than they even know the parts and functions of their own bodies.

My children are coming home feeling entitled to free this or that without the full understanding of the process of how that happens and what our society will look like with a socialistic society and how it leads to communism. How that is not the nation we want or that our forefathers gave their lives for.

They gave it up for our freedoms and this society change will take those freedoms away. They are questioning everything happening now and how it will impact us now and in the future. They aren't taught to question the government and understand why something is happening or to stand up for what they feel and believe is right. They are being taught to be sheep and follow what they are being told.

This is more than educating the students, it is the future of our nation and generations to come.

May God guide us and keep our focus on our students and community.

With Gratitude

Jack-Lynn Black

Paige Stanley

Hello,

I want to express my dissatisfaction with the idea of reopening in person schooling in the fall. Many are calling to have the schools re-opened to help with the mental health of students. However, the studies that support the benefits of in-person schooling on mental health were not conducted when kids had to wear masks, and stay socially distanced and be taught by someone wearing PPE while being concerned about catching a potentially deadly virus. Likewise, parents may unknowingly send their asymptomatic children to school and infect other students and staff. Additionally, if a student or teacher contracts COVID, how do we go about quarantining them? There are too many issues. Our resources need to be devoted to making distance learning possible for all students.

Thank you,

Paige Stanley

Jennifer Stacy

My name is Jennifer Stacy. I am an employee of Salem Keizer Public Schools. I ask that SRO's be removed from the schools (contract with the police department cancelled or voided). The money spent on those services should be redirected to social programs within the schools and educating all students on the history of marginalized groups.

I have taken Superintendent Perry's advice to heart. I am choosing to be anti-racist. As an anti-racist action, I stand in solidarity with our BIPOC families and demand the resignation of Marty Heyen. I have seen how she responds to the public during school board meetings. She is disrespectful and appears full of disdain for the people she represents. There is no place for racism on the school board. Our diverse population of students deserves better.

I applaud all that Christy Perry has done for the students and staff of SKPS.

In closing, REMOVE SRO's FROM SKPS SCHOOLS and MARTY HEYEN MUST RESIGN.

Thank you,

Jennifer Stacy

Liberty Smith

Dear Salem-Keizer School Board Members and community,

I am writing to express my enthusiastic support for the proposal to create a Standing Committee to address concerns regarding diversity, school climate, safety, and academic outcomes.

This proposal will undoubtedly be of critical importance to improving the quality of education for all students in our communities. Importantly, it will also help restore the rapidly eroding trust in institutions discussed in "Our Common Purpose: Reinventing American Democracy for the 21st Century," published last month (<https://www.amacad.org/ourcommonpurpose/report>). As that report argues, to restore our nation's and our community's democratic civic life, we must increase opportunities for community members to engage meaningfully with our institutions and practice active citizenship.

The proposed Standing Committee thus promises to enhance both our students' and all community members' experience, trust, and engagement and should certainly be established.

I look forward to hearing of opportunities to help support and engage with this committee. Sincerely,  
Liberty Smith, Ph.D., City of Salem

Laurel Brown

To the Board of Directors of Salem Keizer Public Schools,

My name is Laurel Brown and I am a resident of Salem. I am urging the board to cease funding towards SROs and to reinvest those funds into the education and support of Salem Keizer's students. SROs are

not trained in childhood development and are not equipped to provide any academic support. The presence of SROs only creates an unsafe and deeply untrustworthy environment within schools. It is shameful that the board has continued to ostracize its BIPOC students and has completely disregarded public comment during the board's recent election. The fact that Marty Heyen, Jesse Lippold, and Paul Kylo have all affiliated themselves with white supremacy is disgusting and they must all resign. The school board is meant to stand up for the well being of its students and listen to the community, and so far the school board has done neither. It is time to remove SROs and end white supremacy in all schools.

Thank you.

Isabela Gaupo

Dear Salem-Keizer School Board members,

Students need leadership from Board Members that respect the equity lens, uphold social justice and support the safety of Black and Indigenous students of color by divesting from police in our schools. Instead, these funds must be reinvested in the futures and education of these students. It is important that students of color feel safe in their schools and represented by a school board that understands the adversity they face and works to accommodate and protect underprivileged students.

In order to achieve this representation of minority students, Marty Heyen and Paul Kylo must resign so that the school board is only made up of members who are looking out for the best interests of all students, not only the white majority.

Thank you,  
Isabela Gaupo

Tara Hurley

I support a Standing Committee to encourage transparency and accountability in our school district.

Thank you,  
Tara Hurley  
Salem Parent

Kate Ratcliffe

I am writing to express my support of the Equity efforts in Section 4 of "Ready Schools, Safe Learners" guidance plan for the 2020-2021 school year, version 1.5.8. Please consider moving the vast majority of your Recommended bullet points into the Required category. In particular:

- Provide differentiated learning opportunities for students who had limited or no access to instruction during the spring 2020 school closure. This may look like assigning a learning mentor or coach, additional check-ins, supplemental learning supports, and instructional support for emergent bilingual students.

and

- Mitigate risks for immigrant students and families who may be undocumented. For example, for any protocol requiring student identification, consider using secure student school IDs in lieu of student names. Where possible, have trusted community members help in the first weeks of school to greet families at the door and demonstrate how the protocol and contact tracing work, including discussing the specific information gathered.

Districtwide, I would like to request that SKSD district funds be pulled away from SRO policing efforts that cause more trauma for students of color than they prevent, and redirected towards hiring school counselors and nurses. As we are in the midst of a deadly pandemic, students will be dealing with loss of family members. They will need on-site mental health support.

Lastly, if COVID-19 cases continue to climb in the state of Oregon, please be cautious and wait until later in the school year to consider reopening in-person school instruction. I want to see every teacher make it out of this pandemic alive and unburdened financially from hospitalization or self-quarantine. Teachers need expanded paid sick leave if it is expected that they resume in-person instruction before a viable vaccine is made available.

Thank you for considering my comments,

Kate Ratcliffe

SKSD Zone 2 parent and resident

Salem, OR

Lindsey Reed

City of residence: Salem, OR

Topic addressing: public school reopening in Fall

To Whom it May Concern,

I'd like to support SKPS this coming academic school year. My children's academics are of utmost importance and their mental well being is too. Therefore I'm pleading with you to PLEASE open our schools back up for in school attendance for all ages. It is critical and not healthy otherwise. If for some reason different considerations need to be made, then perhaps that could be explored, if or when necessary. At this time our kids are at FAR greater risk of falling behind, falling through the cracks and facing anxiety, depression, and more mental health issues as decisions are being made out of FEAR. It's not healthy. Seeing our children's tears and sadness missing their teachers and friends, experiencing loneliness and confusion, long hours on screens only met with tears of frustration because they don't understand an assignment.... this is just a tiny glimpse into what we've seen so far. PLEASE consider fully reopening and NO masks. Again, if accommodations must be made further on then so be it. Our family will sadly plan to withdraw from SKPS if necessary. Please protect our children's overall well being.

Thank you for your time and consideration.

-Lindsey

Gordon Chan

Hello Salem Keizer School Board Members,

My name is Gordon Chan, a Citizen of Salem, OR and this my testimony to divest funds from SRO and reinvesting those funds to the education and resources for BIPOC students.

I also support the LUSyouth and the many other's push for Marty Helen and Paul Kyлло's resignation.

These individuals are unfit to guide our students and have made clear of their stance with white supremacy. The board ignored our calls for our chosen representatives in the last meeting despite the amount of public outcry. Please resign Marty Helen and Paul Kyлло to allow better suited candidates to represent the public and our students.

Sincerely,

Gordon Chan

Graphic Designer

Kathleen Johnson

July 14, 2020

I would like to lend my support to the idea of having a standing committee to address some of the problems facing our school district at this time. I believe input from the community, particularly parents of children in the district can be beneficial in any policy discussions. Educators and Parents are seeing the situation from different sides and can enlighten each other.

I would also like to suggest a course to study the constitution and our founders be placed in the schools, so that the students will understand their government better.

Kathleen Johnson, Salem, Oregon

Jesse Hayes

I am writing to urge the board to divest in policing funds. Listen to our communities of color when they say they want police out of our schools. Follow the lead of other school districts who have canceled their contracts with police. We do not want police criminalizing our children!

I am also writing to press for Marty Heyen and Paul Kylo to resign. You both serve community appointed positions. And they are unpaid positions as well. Your fiscal security is not on the line. You both messed up, and now the community wants you to resign. So you should own up to your mistakes and do so. Paul Kylo, for appearing in blackface. Marty Heyen for ties to the Three Percenters and for the appalling way you scoffed at and belittled the pain and anger of students calling in to the last board meeting. These actions are by far enough to warrant resignation. We want you out.

To the rest of the board, I hope you will actively and enthusiastically stand by your commitment to be anti-racist. We expect it from you. We will celebrate with you when you get it right; we will hold you accountable when you do not. We are watching you. The children you represent are watching you. This is your chance to make a difference.

Jesse Hayes

Owner, Archive Coffee & Bar

Downtown Salem Resident

Hailey Kehoe Thommen

Hello all,

As alumni of the Salem-Keizer School District I feel that it is my responsibility and duty to look after the safety and well-being of my fellow youthful residents still within the school system. I am contacting you all today to urge you to act with courage and compassion for Salem-Keizer's students, reflect deeply upon what past measures have worked, and what is wasted or misguided efforts. As a community, the Salem-Keizer residents are increasingly becoming more unified than ever before, and we are ready to bravely stand up and support our youth, putting measures in place that will support and lead them to thrive in their individual ways; will you join us?

We demand the divestment from student policing funds and the reallocation of such funds to go towards validated methods of improved student life. Along with this will need to be the removal of School Resource Officers, which studies have shown do little to nothing in improvements of student and faculty safety, do not improve school-student relationships, alienate students, and diminish funds at a rapid rate with hardly any benefit. Being on the topic of safety- how comforted and safe do you think students, parents, and residents feel about having Marty Heyen and Paul Kylo on our school board? These two have time and time again shown themselves to be disrespectful, uncaring towards the actual issues that plague the Salem-Keizer school district, and totally unrepresentative of the morals and values of Salem-Keizer residents. Remove Marty Heyen and Paul Kylo from the school board completely, and let's move forward to actually taking care of our students and fostering a better community.

As a past student in this school district I can speak on the need I had for counselors, groups, health attention, and overall more attentive teachers. Instead of putting money towards reactionary measures, which has done little to improve our schools and city, the Salem-Keizer area must reflect, adapt, and put funds towards cultivating a better future and community. Growing up in a low-income family I couldn't afford to talk to counselors when my life was most troubling. I suffered immensely throughout my teenage years and wouldn't find relief until my arduous journey to university- dependent solely on grants and scholarships- where counseling services were included in tuition prices. It was because of the

kind hearted people and foundations that gifted me with scholarships that I was able to see through such darkness and live past 22 years old; something I didn't think possible back then, and am still grateful for that. I had similar experiences with finally having access to activity and therapy groups, and health care attention, all being included in my student experience at Oregon State University. If I had access to these types of resources before I was in college, I would have suffered far less pain, wouldn't have made such risky decisions, done dangerous things. But as a student in the Salem-Keizer school district I had no one looking out for me. We need to show our students that we care and prepare them for life, by increasing funding to counselors, extra groups, and health services.

It's been widely known that teachers are underpaid yet have one of the most crucial occupations, if not THE most crucial occupations, one could hold in a society. Reallocating funds away from student policing towards teachers' salaries and funding is a sweeping move of support for those doing the hard work and molding our youth's futures.

We cannot have high expectations and hopes for our students if we give them no support, no coping or communication skills, no medical attention, no compassionate attention. Do not forget what it was like being young. Did you or a friend need a cop to talk to or did you need a trained counselor? Show Salem-Keizer that you care, show us that you're listening, that you're ready to do the work and we are unifying to do- because we can do so much more if we're together.

We await your decision and responses.

Sincerely,

Hailey Kehoe Thommen

Ross Fuqua

Salem-Keizer School Board Directors,

I am calling for the immediate resignation of Directors Marty Heyen and Paul Kylo from our School Board. Heyen and Kylo have proven time and again that they are unwilling to listen to the concerns of students of color, LGBTQ students, and other traditionally marginalized students. They are unable to follow the most basic policies of the School Board, and they refuse to use the School Board's equity lens in any meaningful or recognizable way.

Given Paul Kylo's display of racism -- and Marty Heyen's complicity and enabling of this behavior during the March 30 Board meeting and beyond -- Heyen and Kylo have demonstrated to our community that they have no business representing the interests of the students, staff, and teachers of Salem-Keizer School District. The best way for Heyen and Kylo to serve our community going forward is for them both to step down from the School Board immediately.

Respectfully,

Ross Fuqua

SKSD Zone 2 parent & resident

Salem, OR

Kristin Wilson

I write in support of SK BIPOC students by demanding

- 1) the resignations of members Heyen and Kylo
- 2) the reallocation of funds from policing in schools to programming for BIPOC and underserved students.

I'm also extremely troubled by the manner in which the new chair and vice chair were selected. It appears collusion occurred between board members prior to the last meeting. This is in violation of the prohibition against a quorum outside a public meeting. Additionally, these are not Board members who

appear to understand or best represent the interests SK student, nor were they members SK residents supported for those positions.

Thank you,  
Kristen Wilson  
Salem Resident

Brynn Eiffler  
Hello,

I am a North Salem resident. I am writing to state my support of divesting funds from SROs in our school district. We need to be focusing funds on accessibility for students especially during COVID-19 and ensuring all students have the resources they need to succeed in our community.

I would also like to state the need for Marty Heyen and Paul Kylo to resign from the school board to make room for individuals who will dedicate their time to supporting equity in our school district. They have not shown that they will put their efforts to equitable initiatives and have not shown they are willing to change their racist behavior.

Thank you,  
Brynn Eiffler

Name: Sylvia Middlestadt

City: Salem, OR

Topic: 2020-21 School Re-entry Planning

How does the school district expect parents to make an informed decision in regards to registering for the EDGE option, when we aren't given the hybrid option details? A deadline of July 31st is unacceptable when we don't have all of the information.

What will a typical day look like in a hybrid model? Will students have recess, lunch, PE, Music, library, and/or electives outside of the classroom, or will they be confined to the four walls of their classroom all day?

Will Hybrid students be using EDGE on their non-school days or a different model? Would their work all be turned in online, or will they have to keep track of both in class assignments vs. online assignments? Why does our "possible" hybrid model have students attending on alternating days, which increases the possibility of cross contamination type situations? Wouldn't Portland Public Schools' model of M/T and Th/F back to back days make more logical sense, with a day for extra supports and deep cleaning?

All of these and MANY MANY more questions are needed to be answered in order for parents to be able to make informed decisions about their children's educational plan for the next school year.

Kristin Baugher

I am writing in regards to school reentry.

I am a mother of a medically high risk child as well as a child with mental health disorders. I am concerned about school not having enough in person instruction for the coming year. I keep hearing that less in person instruction will keep our kids safer when in reality it actually puts them more at risk. Do you know what the leading cause of death is for youth in Oregon? It is not COVID. It is suicide. Oregon is nearing being in the top 10 states for the highest suicide rates. A major contributing factor according to multiple studies shows that isolation strongly contributes to suicide. We have lost numerous children in our community to suicide yet not a single one to COVID. I am concerned for the health and well being for my teenage son that will be forced to learn on his own when he is desperate for in person instruction.

I have heard many say that we can't put our teachers at risk. I would like to ask why we were not concerned during the first week of January 2020 when there were 1,461 confirmed cases of influenza in

our state? There were 15 pediatric deaths alone in the US that week as well and there wasn't a single mention of limiting in person instruction or even a enforcing masks. Influenza is deadly and kills thousands of Americans every year. It does not makes sense to implement such a drastic measure when the consequences out way the risk.

I highly encourage the Salem Keizer school district to allow families the choice to do online school if they are concerned for their safety and for the others to have maximum in person instruction time. The mental health of our children is on the line and I ask that you consider these important concerns that many parents are expressing.

Thank you,  
Kristen Baugher  
Salem, Or

Lee Ogle

Hello. My name is Lee Ogle, and I'm a constituent of Salem. I'm writing today to submit a written testimony to be read aloud during the July 14th school board meeting. I am demanding that Marty Heyen and Paul Kylo resign now, as people who enact and perpetuate white supremacy do not belong on our school board. We must also divest from policing funds and reinvest into the education and wellbeing of Black students, Indigenous students, & non-Black & non-Indigenous students of color, & disabled students. Police do not belong in our schools. Thank you for your time.

Ariel Knox

I'd like to formally join the voices demanding accountability for those who've been charged with safeguarding our children & their educational experiences.

It is not enough to simply 'not be racist' we must demand people in positions of power are actively anti-racist. This means recognizing their own flaws & doing the right thing by stepping down so that others, people who will do right by these impressionable young minds, assume leadership roles.

How does this current school board take an educator to task for racial bias? It cannot. How does this school board regain the trust of our community? It cannot.

Do the right thing. Resign. Allow a more diverse & inclusive board to move forward. It's not about YOU. It's about the kids. Staying is selfish & self-serving. Do better.

Sincerely,  
Ariel Knox

Kate Normand

Hello,

My name is Kate Normand, I live in North Salem and I am a concerned community member. I am writing because I am dismayed at the lack of accountability being shown by members of the board and concerned about the selection of chair and vice chair at the last meeting. In the face of overwhelming public support for Director Blasi as chair, you instead selected two directors who I fear will only deepen the divide between this board and the community it purports to serve. I also found it strange that both the new chair and vice chair had lengthy written speeches prepared following their election. When was this decision actually made?

How much longer do students have to wait to be truly heard and their needs addressed? You say you are listening, but so far, your actions say that you are not hearing your students and your community.

I also want to voice my support for:

- The resignation of directors Heyen and Kylo - white supremacy has no place on this board.
- The reallocation of funds from policing/school resource officers to education programs and community supports.

Thank you.

Lucy Foster

Dear Salem Keizer School Board,

I am an interested member of the community. I am also a retired Elementary School teacher, a parent of two students who went K-12 through 24J's schools. I am a volunteer with Salem for Refugees, and am active with my church, WEstminster Presbyterian.

I am very worried about whether you are actually listening to the students in the BIPOC community in this district. They are reporting that they do not feel safe with armed police officers in their schools, and it's easy to understand why, with the numerous incidents of violence, even IN SCHOOLS that have made it into the news. These kinds of incidents traumatize children, and will naturally escalate a student's behavior when they show up on the scene, just because of who they are. Now, I understand that things can get out of control...I've had one of my kindergarten students throw a desk at me, and I've witnessed many out of control older (thus larger) students. Police will be needed on occasion, and I'm sure that will be the case in the secondary levels more than at the elementary level. But when they are "on a contract" and thus easy to summon, isn't it logical that they will be called more frequently, and then inflate the adrenaline in all the students witnessing the encounter? And then when that same office behaves badly (we've likely all seen the young black student slammed onto the floor in a class), the trauma extends FAR beyond a single incident.

Money that would have been devoted to the SROs should be funneled instead into resources for students that can AVOID the "School to Prison Pipeline." We'd all like to believe that this pipeline doesn't exist here in Salem, but it does. And PREVENTION is more effective than putting students in prison, or kicking them along the way to get there. The School Board should schedule a group viewing of the Netflix documentary 13th. EVERYONE. And because the school board seems to have people on it who have been affiliated with White Supremacist groups, they should require of themselves participation in a discussion group of White Fragility, which Superintendent Perry suggested that SKPS staff might want to read over the summer, so they can be seen to be on a ship heading in the same direction with one another.

Thank you for the time you give to our community by serving voluntarily on this School Board. Please give your highest priority to the well-being of the students and staff of the district you are leading, and please give Superintendent Perry your utmost support. She is doing an amazing job, and deserves it.

Sincerely Yours,

Lucy Foster

Vasudha Butta

I am writing to support this idea of a standing committee to start dismantling barriers so as to improve the school climate, safety and improve academic outcomes.

This initiative will help in causing awareness and acceptance of different cultures. One size does not fit all and same way every child is different and unique in their own way. I personally have two daughters who go to the elementary school and I shouldn't have to worry about them being treated differently.

The United States is a melting pot of different cultures and if we teach the young ones the significance of different cultures now in the long run it would make a HUGE difference in their overall development and outlook. It's a win win situation for everyone:)

I can help in whatever way I can. I have been a volunteer at my daughters school in the past and would love to continue helping in any way I can!

Vasudha Butta, Salem Oregon

07/14/2020

Caroline Spaulding

Members of the Salem Keizer school board:

I am a parent of a Future third grader who attends school in Salem Keizer, as well as a teacher who works in Salem. I strongly believe that schools should support the best interests of all our students, not just students of privilege. I believe it is the job of you, our elected officials, to support the needs of our diverse student population. I stand as an ally for our Black and Indigenous students of color when I call for you to divest funds that go towards policing our students and reinvest those funds into supporting the mental health and educational needs of our BIPOC students. The school to prison pipeline is real and continuing to prolong and evade conversations about removing SRO presence from our campuses shows a troubling lack of concern for our BIPOC students.

The verbiage from your Equity Lens commitments states that “The Board will consider the impact of proposed changes on underserved, diverse, and marginalized individuals and groups. Changes in resource allocation, design, and implementation of policies and programs will be considered in light of equitable outcomes.” I implore you to take this commitment you made seriously, to remove the SROs from our schools because they are not contributing to equitable outcomes for our students of color. Furthermore, I join the call for Board Members Marty Heyen and Paul Kyлло to resign. White supremacy has no place in a school board. I have struggled to watch the lack of sincere, sustained effort on the parts of Ms. Heyen and Mr. Kyлло to reach out to their impacted constituents and make any sort of meaningful reparations or apology. As a community member and parent, how can I have any faith in your ability to lead and make equitable decisions for our students if you refuse to take responsibility for your actions and alliances? Step down.

According to your Equity Lens, “Equity will be attained when the achievements of our historically underserved students match the outcomes of students in the dominant culture, when underserved groups increase in capacity and power, and when barriers to student success have been mitigated or eliminated.” In light of this commitment, Ms. Heyen and Mr. Kyлло need to resign because their racist actions and affiliations stand as barriers to the success of our historically underserved students.

Caroline Spaulding

SK parent, community member, and teacher

Toru & Susan Tanabe

My mother was a principal and administrator here who served many years on the SKPS Equity Issues Commission. I am one of many teachers and retired teachers in a diverse activist family.

1. We are furious the SKPS SB has chosen to ignore the public. Elections seemed quite practiced, and acceptance speeches self-serving and positions expected. Hundreds wrote to demand a leadership position for Sherrone Blasi. As two can serve in the Vice Chair position, we expect she will be assigned to that position with Danielle Bethell.
2. NO white culture supremacy is acceptable, by any leader of any culture or face.
3. Divest policing funds and INVEST IN SCHOOLS.
4. MEASURABLE ACTIONS are the ONLY actions which help. Your public confidence level is quite sad, quite low. Open the board to two or three more members. Be sure those new members reflect our community. Asian/Pacific Islanders and Latinx are desperately needed on this board.
5. Heyen and Kyлло need to resign. No more postponing. Actions by Heyen & her husband are insidious and unacceptable. Kyлло may not have meant to be disrespectful, however he was. His actions since then have been unacceptable.

Toru & Susan Tanabe

Salem, OR 97302

Ross Swartzendruber

Chair Chandragiri, Vice-Chair Bethell, Directors and Superintendent Perry,

Please approve items 8a and 8b on tonight's agenda. Continuum of Care and equity issues need to be addressed together with policies that create actual change. This rare opportunity to create policy affecting inequity at district, municipal, county and state levels of government will establish a legacy of cooperation.

As an advocate of evaluating outcome measurements, I am willing to serve on the standing committee and would appreciate consideration in appointment. Thank you for your time.

Ross Swartzendruber

Parent

Julie Masters

Also reallocate funds from policing in schools to programming for students

Thank you,

Julie Masters

Salem

97302

Shaunah Steele

To whom it may concern,

My name is Shaunah Steele, and reside in Salem. The topic I am addressing is the proposal for a Standing Committee.

I was recently informed of a proposal the Salem-Keizer school board is putting forth in regards to a Standing Committee to address current concerns. I am writing to support this idea so these concerns can be addressed and barriers be removed.

This standing committee will give students, parents, and guardians' the opportunity to have their voices heard. It is imperative to include the ones living the true experiences of these concerns and arising issues.

I have three kids in the Salem Keizer School district and as a parent, I would like to have a voice in their upcoming education and how it can be delivered in an inclusive way. In addition, I would also like more voices to be heard about the use of SROs in schools before there is a decision to remove them. At the last Board meeting, I heard public comment of why SROs should be removed, but no concrete examples of the lived experience for that opinion. I would like to be involved so I can hear those experiences and be involved for the better and change.

I am able and willing to serve as a member on this Standing Committee if moved forward.

Thank you for your time.

Erika Martinez

Chair Chandragiri and Vice Chair Bethell,

I wanted to let you know that I am appreciative of the opportunity as a parent to participate in a stakeholders group concept . This committee to discuss Structural Racism and Inequities will be a valuable asset to our community, students and educators. By asking members of the community to come to the table to help bring awareness of issues and to find solutions that will hopefully prevent students from feeling unsafe at school and in doing so being able to receive the education that they need to succeed in life.

As a parent and community member I look forward to more transparency. I personally reached out to the School District's Director of Community Relations and Communications and asked for more information on SRO's back on June 16th and still have not received a response to my questions. I

wonder, if I am not receiving a response how many others in our community are going through the same thing. Where is the priority placed when parents want to understand and participate with administrative choices? How many parent voices are going unheard? I would like to believe that this administration values all parent voices, especially when they are trying to gain information to understand why choices are being made.

Thank you for your time.

Erika Martinez

Adam Reed

Name: Adam Reed

City of Residence: Salem, OR

Topic addressing: Public School Re-opening in Fall 2020

To Whom It May Concern:

I'm writing to implore you to restart regular in-person school in the fall of 2020. As a community we all understand that hard decisions are being made and that closing school in the Spring of 2020 may have been warranted for a time. Absent extreme extenuating circumstances, the time for school closure and online learning has now come to an end as there is no longer sufficient justification. The reward of the proper development of our children into successful adults and functional members of this community far outweighs the risks of COVID-19.

The children in our community are all at critical junctures in their development - intellectually, emotionally, relationally and physically. Education experts, school administrators and teachers inherently agree that regular in-person school is an important part of that development. Otherwise, how do they justify the necessity of their roles and the long history of in-person education?

The closure of school for the remainder of the Spring of 2020 negatively impacted the development of the children in our school district. Despite the harm caused by prior closure decisions, children are resilient and will recover. However, they will also be left with scars. We simply cannot continue to make their wounds deeper by closing school again in the fall – it is not sustainable.

As a school board member, you were elected to help oversee, manage and facilitate the education of the children in our community. You were not elected to protect the public health nor were you elected to make medically based public policy decisions. Parents and medical providers of higher risk children are capable of making appropriate decisions for their children/patients based on what is best for that child's unique circumstances. Please do not intrude into the roles and responsibilities of parents and medical providers.

Should the school board make the decision to continue distance learning, and keep schools closed for the Fall of 2020, we will be withdrawing our child from the Salem Keizer Public School District in favor of healthier options. I am confident that we will not be the only family in our community to make that same decision. That is a trend that should terrify the school district in light of the inevitable repercussions from the recent U.S. Supreme Court decision of *Espinoza v. Montana Department of Revenue*.

The Salem Keizer School Board vision statement is that:

“All students graduate and are prepared for a successful life.”

Please cling to that vision statement and prepare our students for a successful life. Teaching our children to hide in fear when a difficult situation presents itself will only prepare them for failure.

Andrew Kalmen

Hello school board members and staff.

I'm Andrew Kalmen, Class of 2020 from McKay High School.

Firstly, I just want to express my disappointment in this school board for what you did on July 1st. It is obvious from that meeting that many of you think that what the community has to say doesn't matter. It is obvious that you all make decisions on your own accord and let, as Superintendent Perry said at the June 23rd meeting, community input fall on deaf ears. Even after saying this, this happens again days later at the July 1st board meeting.

I write to voice my support to REMOVE policing from schools to protect students, especially black and brown students- who suffer most from policing.

Marty Heyen and Paul Kylo, I think it is time for both of you to consider the life of private citizens and let others lead and take your spots on the school board. Please resign. Thank you.