



*1600 Lyell Avenue, Rochester, New York 14606
Telephone (585) 458-8670 • Fax (585) 458-2661*

Lesli Myers-Small, Superintendent of Schools
Board of Education, Members
RCSD Central Office
131 West Broad Street
Rochester, New York 14614

August 13, 2020

RE: Respect for All Workers

Today I was informed – not by Superintendent Myers-Small, but by the District’s legal team – that the hybrid plan submitted to the State will be scrapped in favor of all-remote learning. Further, that the Superintendent and the Board of Education have no intention of paying all of our members and that a number of them will be laid off.

The District has every right to move in the direction it sees fit when it comes to all-remote learning, hybrid, or all in-person learning. But, there is a way to do things respectfully, and this is not it. This is putting one set of employees’ concerns above all else, treating low paid workers as though they matter so little as to not even warrant a phone call to their representative from the Superintendent.

The last meeting the Superintendent and the bargaining units had on the issue of reopening schools was July 29th, where we were led to believe that schools would be reopening according to a hybrid model... Where we were *all* encouraged to provide our opinion in the open for all to hear. Last night, I watched Superintendent Myers-Small in an appearance on channel 8, where she referenced that she is in frequent contact with Adam Urbanski, unbeknownst to the other RCSD bargaining units.

In March of last school year, former Superintendent Dade and the Board of Education made a promise to pay our members throughout the pandemic. Our members answered the call, working on the front lines, feeding the kids when little was known about the virus and parents and students were coming into buildings without masks.

Officers

Dan DiClemente

President

Larry Profetta

Vice President

Barbara Zarpentine

Secretary-Treasurer

Bonnie Ferrari

Recording Secretary

Wayne Collom

Sergeant-at-Arms

Wilbert Navedo

Sergeant-at-Arms

Executive Board

Kenneth Davis *Attendance*

Weezy Landry *Central Office*

Pete Torchia *Custodial*

Leonela Malinao *Food Service*

Jason Bayley *Plant Maintenance*

Lynette Costello *OT/PT's*

Jill Harold *Secondary*

Roosevelt Murray *Security*

Robin Fogle *Transportation*

Trustees

Zelder Bice

Pete DiBenedetto

Jessica Rinebold

The kids needed to be fed. The buildings needed to be disinfected. The School Safety Officers kept everyone secure. Imagine if the union had instructed them all to refuse?

They put their own health in jeopardy, some for \$12 an hour, and the District's response is to lay them off for a minimum of ten (10) weeks. Back then, we were "essential." Now, we are viewed as expendable?

In my 27 years at the RCSD, I have never been more disappointed by the lack of communication and compassion exhibited by the leaders of this District. In a moment of immense uncertainty and danger, our members responded with immediacy and selflessness to support our students.

All we ask is for some degree of courtesy in return.

Sincerely,

A handwritten signature in black ink, appearing to read 'Daniel DiClemente', with a stylized, cursive script.

Daniel DiClemente, President
BENTE/AFSCME Local 2419

"The Support Staff that Supports Students"