



TO: Lesli Myers-Small, Superintendent
Henri Van White, BOE President

FROM: Dan DiClemente, President – BENTE
Angelina Rivera, President – RAP
John Rowe, President – ASAR
Adam Urbanski, President - RTA

DATE: October 15, 2021

RE: Safety concerns within our school buildings

This year brings unique safety concerns to our schools that require immediate attention and action from District leadership. At a time of pandemic-related challenges, the safety concerns at our schools are further exacerbated by the rapidly deteriorating conditions for order and physical safety of our students and our members who serve them. And this bad situation will only get worse if we do nothing to address and ameliorate it. As it stands now, building administrators do not have the ability, staff, or resources to create safe school environments while providing meaningful alternatives for students who choose to disrupt the educational process.

As representatives of all school-level workers, we are calling on the District to immediately implement measures aimed at protecting the safety of our students and school staff while providing meaningful alternatives for those students who disrupt the educational process and endanger the safety of others.

We have a host of asynchronous educational opportunities for those interested in creating unsafe situation for their peers and or adults. All four Union presidents agree that the following strategies should be instituted immediately to prevent a tragic incident:

- Develop a plan that will allow schools to offer evening sessions for those Secondary students who are disrupting the educational process during the normal school day.
- Invest in additional social and emotional support services for our students.
- Increase the number of School Safety Officers.
- Allow schools to offer remote learning options for those students not ready to learn at school.
- Revisit the need for SRO's to be placed back into our high schools ASAP.
- Work with RPD to address the gang activities at some of our schools and have them onsite during arrival and dismissal times at all high schools.
- Revisit and update the Code of Conduct based on the “new” behavioral norms currently being seen within the school setting.
- Assign additional services and resources to schools that are in high need.
- Reduce class sizes to better accommodate the educational, social, and emotional needs of our students.
- Insist on faithful adherence to all COVID-19 safety protocols including social distancing and proper wearing of masks.
- Negotiate recruitment and retention incentives for employees of BENTE, RAP and RTA (this includes Substitute Teachers, Substitute Administrators, Teaching Assistants, and other school related personnel) to assist with the significant staffing shortages.

We are asking that the District meet with us as soon as possible and not wait until the unsafe conditions at our schools deteriorate further. The time to act is now, not after a tragedy occurs. We look forward to hearing from you soon.

Angelina Rivera, RAP President

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John Rowe, ASAR President

Handwritten signature of John Rowe in blue ink.

Dan DiClemente, BENTE President

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Adam Urbanski, RTA President

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