

**Tina Davis' responses to questions #10 & 11.**

***We are currently understaffed in many of our classified positions. How would you attract new employees to the District and retain the current employees?***

10) To retain the classified staff in our district and attract new classified staff, it should be a priority that we as a district, board, and administration ensure that the staff feels valued, appreciated and supported. As I said before, our district would not function if it wasn't for this amazing group of people! They're crucial to our schools whose bottom line isn't tied to hitting monthly sales goals. I also don't think we need to wait until staff appreciation week to show how important they are to the day-to-day functioning of our schools. Furthermore, we must ensure that the school climate is one of trust and (again) the staff should feel supported by the administration. With the past year and a half that we have all had, I hope our employees feel confident that if they seek some of the counseling services that we offer, it will be kept confidential and discreet. Mental wellness, support for the staff, and appreciation of all of the hard work that they perform on a daily basis is a great start to maintaining and attracting our classified staff.

***In these unprecedented times, do you think the District is doing a good job with safety protocols for students and staff? Please elaborate why or why not.***

11) In this unprecedented time that we have had over the past two school years, the administration and board had to make some difficult decisions that would be both appreciated by some and condemned by others. We had to be very creative, flexible, and adaptive in the plans to keep the schools open for in-person learning this year. I credit most of the hard work to the staff and administration and our number one priority is to keep everyone safe inside of our buildings while providing a positive learning/working environment. Unfortunately, for now, that means masking up and doing things differently than what we are used to.

I am open to learning about ways in which we can improve our current protocols to make things even better. It is all of you who are in the buildings day-in and day-out who could provide some constructive feedback. Now more than ever, the mental and physical health of our staff and students should be of the utmost importance. If you see someone struggling, "see something, say something" and let us know how we can help.