



AMADOR COUNTY UNIFIED SCHOOL DISTRICT

Superintendent, Amy L. Slavensky, Ph.D.

217 Rex Avenue, Jackson, CA 95642 | (209) 257-5353 | Fax (209) 257-5360 | www.amadorcoe.org

PREPARE, SUPPORT, INSPIRE!

April 22, 2019

Dear Colleagues and Families,

I hope this message finds you enjoying a little more “spring break” following the Easter holiday. Today I’m reaching out to address some concerns, offer support, and provide information about how to get more engaged with our schools and decision-making processes.

Transparency and trust are very important to me, and I know they are important to you, too. I’m eager to answer questions that I’m able to answer. I also invite anyone to meet with me in person to discuss concerns because I believe in-person conversations are always the best way to resolve issues and better understand one another.

There have been some **questions about how we handle personnel matters**. Employees may lose their jobs or be reassigned to another position for a number of reasons including the reduction or elimination of a position due to lack of work or lack of funds, restructuring for efficiency, non-re-election due to not meeting expectations during the probationary period, and release and reassignment of an administrator. We hold ourselves accountable to the highest standards because our students deserve it. If after guidance, feedback, and a reasonable period of time an employee is not able to meet those standards, a change may need to be made. Our decisions are not driven by retaliation. We believe that feedback helps each of us grow.

In schools, **personnel issues are subject to strict confidentiality laws** to protect the rights of our employees. As much as we may want to answer specific questions and explain decisions, we are unable to. Some decisions and board actions are confidential personnel matters and the details cannot be shared. I believe it’s important to know that employees have the right to contact their union representative if they feel they are being treated unfairly, or they may file a formal complaint through our Human Resources Office.

The **majority of our employees are represented** by either the Classified School Employees Association (CSEA) or the Amador County Teachers’ Association (ACTA), and we follow our contractual agreements with them when such decisions are made. Managers, such as principals, vice principals, directors, and assistant superintendents, are not represented and processes for these employees are governed by the personnel sections of the California Education Code and other laws. Changing leadership is difficult for everyone involved and this is why we remain confidential and sensitive throughout the process.

I have been asked about the **visual and performing arts (VAPA) focus at Pioneer Elementary School**. While there is a leadership transition on the horizon, Pioneer’s focus on the visual and performing arts will continue as long as the school community identifies this as the school’s vision. We continue to support all of our schools’ areas of focus, determined through their site-based planning and decision making. We look forward to Pioneer staff and community meetings in the near future to hear their input on priorities for selecting a new school leader.

We seek **community guidance and input** in various ways. This includes surveys, input meetings when there is a school principal vacancy, school-based meetings, our annual LCAP meetings, and regular board meetings. For special issues needing community guidance, other meetings are held such as the Ione Community Meeting last month, and school safety meetings like the one held at Amador High in November and Jackson Junior High earlier this month.



AMADOR COUNTY UNIFIED SCHOOL DISTRICT

Superintendent, Amy L. Slavensky, Ph.D.

217 Rex Avenue, Jackson, CA 95642 | (209) 257-5353 | Fax (209) 257-5360 | www.amadorcoe.org

PREPARE, SUPPORT, INSPIRE!

Other engagement efforts are very important to us, too. We remain committed to building trust and transparency and overcoming issues together because we know despite our differences, we all want the best for our young people and families. Our efforts include being at our schools often to visit and provide support; shared decision making through many teacher committees; regular written communications and FAQs; our public webpage; Facebook, Twitter and Instagram posts about activities in our schools; and community meetings to share information and seek feedback.

As we move forward, let's continue to keep our eye on what is most important – our students. Here are some ways you can help:

- Be a part of a collaborative committee for shared decision making
- Participate as a leader through School Site Council, PTA/O, Local Control Accountability Plan (LCAP) and Amador Parent Advisory Committee (APAC) meetings
- Attend parent education and family engagement sessions
- Volunteer in the classroom
- Share your opinions on our surveys
- Support fundraising and facilities improvement efforts
- Read to young people or help with homework

As we look to the summer season, I'm hopeful that all of us will take time to reflect and rest. I appreciate each of you very much and the many ways you support our students and schools.

Sincerely,

Amy

Relevant Website Resources:

Frequently Asked Questions - [Budget and Facilities](#)

[ACTA and CSEA contractual guidelines](#)

California Professional Standards for Educators: <https://www.cde.ca.gov/pd/ps/>