

May 26, 2022

Dear School Board Members,

The leadership of CSEA and LFT are jointly requesting the immediate release of the LUSD Climate Survey results.

At the April 26, 2022 LUSD Board of Education meeting, Dr. David Osman, Senior Research Scientist from Gibson Consulting Group, presented in a slideshow presentation some of the findings of this survey.

To date, however, there has been no public release of the findings of this survey outside of this brief presentation to the School Board.

In total, 608 classified and certificated employees and 1,522 parents completed this survey, which solicited input as to how these important stakeholders viewed various aspects of the climate of Lompoc Unified.

As you may recall, the survey presentation indicated that many employees reported feeling stressed, frustrated, and overwhelmed with responsibilities at work. Many of our classified and certificated employees reported feeling burnout on the job.

Perhaps most notably, it was mentioned that the two areas that both employees and parents have the most negative feelings toward are District leadership and School Board effectiveness.

Many of our respective members have expressed concerns, particularly over this past year, with the state of affairs in our District. Many were frustrated with the release of the Superintendent's Mid-Year Evaluation in the wake of the April 26 climate survey presentation because it seemingly did not take into account any of the feedback from LUSD employees when offering such a glowing evaluation of Mr. McDonald or include a goal addressing the administration's relationship with the bargaining units.

We would like to respectfully remind the School Board that LUSD spent \$15,000 on developing and conducting this survey. We would also like to respectfully remind the Board that survey respondents trusted this process and took time and care to complete the survey, with the expectation that the results would be shared and moreover, that these results would inform governance decisions by the School Board. The Climate Survey Committee that helped develop the survey was, in fact, assured that the survey results would be released, in their entirety, in a timely manner.

It has been a long, hard school year for members of CSEA's and LFT's bargaining units. Our members have been overworked this year and, in many instances, have felt their concerns have been ignored by leadership in this District. To delay the release of these climate survey results, or to release them during the summer break when most of our respective members are not working, will only increase the sense of mistrust and dissatisfaction that we fear will only lead to more of our employees leaving this District.

For the sake of transparency, CSEA and LFT leaders are calling on you to move quickly in releasing these survey results. With a school bond expected to be on the November ballot, we cannot afford to perpetuate even the appearance of a District that is trying to obscure the truth about the actual climate in Lompoc Unified. With Superintendent McDonald's evaluation still underway, to not release the survey results and move forward with that evaluative process will only raise further questions about the trustworthiness of this District's leadership.

We hope that you will heed this request and release these survey results without delay.

Thank you,

Jerry White  
President, CSEA Lompoc Chapter 257

Skyler Petersen  
President, LFT Local 3151