

From: Nancy Garrett <[REDACTED]>
Sent: 1/2/2022 12:08:48 PM
To: Leigh Anne Luther de Melo <[REDACTED]>
Subject: Re: Teacher Salary

Leigh Anne, hope you had a good break. I'll be back at Legacy soon.

Nancy

Nancy Garrett
District 12, Williamson County School Board
[REDACTED]

From: Leigh Anne Luther de Melo <[REDACTED]>
Sent: Sunday, December 12, 2021 8:20 PM
To: Nancy Garrett <[REDACTED]>
Subject: Re: Teacher Salary

WARNING: EXTERNAL EMAIL - THIS EMAIL DID NOT ORIGINATE FROM WCS

Mrs. Garrett,

Thank you for always taking the time to hear my concerns and respond. It means so much!

I understand that the county commissioners hold the purse strings, and I appreciate that you are an advocate of a pay increase. I also like your idea of incentives.

Thank you so much for all that you do. Please come visit us at Legacy anytime. 🍷🍷🍷🍷

Sincerely,

Leigh Anne de Melo

Sent from my iPhone

On Dec 11, 2021, at 1:34 PM, Nancy Garrett <[REDACTED]> wrote:

Leigh Anne, good to hear from you and thanks for your email. You have painted the picture of the current situation so well.

a good day my classroom is swept, and the trash is taken out. However, those “good days” have been few and far between this year. I cannot count the number of times I have had to come into my classroom in the morning and sweep the floor. Not only that, I clean the tables in my room for cleanliness and COVID prevention daily. I cannot think of any other professionals who have to clean their workspace before work.

Each day I come to work I do my best to work hard for my students and fellow teachers. However, this year has been particularly hard due to staff shortages. Some days I do not have a teacher or TA in my room to help my students with special needs. A TA at the top of the pay scale makes \$16 an hour. Anyone can go to Five Guys and make more than that and receive a free burger at the end of the shift. TAs work with our most precious and vulnerable students. Our school currently has two teachers on maternity leave without interims. We as departments and colleagues have had to sub for these teachers, create lesson plans, and help their students navigate through not having a teacher.

I am making this impassioned plea not only for myself but for my fellow teachers. We are losing three teachers at my school in December, and several more have stated that they will leave in May. If our district offered competitive pay commiserate to other districts, teachers would be enticed to stay here instead of moving to a district that pays more and has a lower cost of living. Furthermore, our district would be able to competitively recruit teachers. As of the writing of this letter, there are no applicants in the district's pool to fill the job vacancy left by our Algebra I/Geometry teacher leaving in December.

We as teachers will always step up for the students. We came to this profession because we love children and want to make a difference. We love the craft of teaching and are passionate about our subject areas. There is nothing better than seeing a light-bulb moment for students. On the other hand, the number of hours that we put in to create those light bulb moments is not equal to the pay that we receive. It is also not factoring in the amount of money that we spend in our classrooms as we only receive \$200 a year for BEP money. I buy pencils, tissues, Clorox wipes, markers, colored pencils, etc. Although students are responsible for bringing most of these items with them, many do not, and I will not impede student learning because a student does not have a pencil. I will simply provide the student a pencil and continue teaching.

I am asking for you to please consider a significant raise in teacher salary so that I may not only live in my home county but also have a salary that makes all of my parents' sacrifices worth it, and I in turn can make my children's life better than mine.

Thank you for your consideration.

Kind regards,

Leigh Anne de Melo