

September 11, 2020

Dear Queen Creek Unified Staff,

As you know, this is an unprecedented time for our country and for public education. We know this is not a typical school year. While there are differing beliefs surrounding the COVID-19 pandemic, one thing is true for every individual and that is sometimes we must make difficult decisions based on our personal needs.

During this difficult time, the QCUSD Governing Board has committed to waiving all fees/liiquidated damages associated with resignations. This will be in effect for all certified employees who have resigned since school closures began on March 15, 2020 through September 25, 2020 at 4:00 PM. Those employees who have already been assessed fees during this time-frame will be reimbursed. Additionally, for employees currently weighing the option to return, we hope waiving fees removes any additional burdens related to that difficult decision.

The QCUSD Governing Board desires that every QCUSD employee knows how much they are valued. We see our organization as a family and we believe the decision to waive fees is a good-faith effort that aligns with previous actions. Over the years, we have worked hard to support staff through positive improvements to QCUSD.

Consider the following highlights:

- Certified staff raises (total % range) over the last six years: 29% - 57%
- Certified staff base salary increased: \$35,250 (six years ago) to \$45,200 (current)
- Classified staff raises (total % range) over the last six years: 22% - 45%
- Improved benefits for all eligible staff in 2014-15, 2018-19, and 2020-21

As Governing Board members, who all have children attending QCUSD schools, we are dedicated to ensuring that staff members are supported during this challenging time. We understand and respect the fact that each individual must do what is in their personal best interest.

Thank you for serving our students and district.



Ken Brague

Jennifer Revolt

Bill Schultz

Courtney Narancic

Samantha Davis