

[REDACTED]

From: **John Horner** <[hornerj@mhusd.org](mailto:hornerj@mhusd.org)>  
Date: Thu, Dec 29, 2022 at 5:53 PM  
Subject: Fwd: Dissatisfied  
To: Carmen Garcia <[garciacarmen@mhusd.org](mailto:garciacarmen@mhusd.org)>

FYI

John

----- Forwarded message -----

From: **Kathleen Rael** <[raelk@mhusd.org](mailto:raelk@mhusd.org)>  
Date: Thu, Dec 29, 2022 at 5:33 PM  
Subject: Dissatisfied  
To: John Horner <[hornerj@mhusd.org](mailto:hornerj@mhusd.org)>, Ivan Montes <[montesi@mhusd.org](mailto:montesi@mhusd.org)>, Carol Gittens <[gittensc@mhusd.org](mailto:gittensc@mhusd.org)>, Mary Patterson <[pattersonm@mhusd.org](mailto:pattersonm@mhusd.org)>, Adam Escoto <[escotoa@mhusd.org](mailto:escotoa@mhusd.org)>, Nancy Altman-Palm <[altmann@mhusd.org](mailto:altmann@mhusd.org)>, Pamela Gardiner <[gardinerp@mhusd.org](mailto:gardinerp@mhusd.org)>, Terri Eves <[knudsent@mhusd.org](mailto:knudsent@mhusd.org)>

Good evening,

My name is Kathleen Rael, I am currently the Transportation Director, at least for the next few days. I wanted to address why I am leaving the district. I have been with the district for 22 years, I started as a school bus driver, moved into a dispatch position, then into the supervisor position, and lastly the director position. I have been very happy working here until recently, I am very dissatisfied with the way the district has been run lately, in the past the leadership (Superintendent) has always been collaborative, but the last year and a half have been like a dictatorship. The last experience I had was at the beginning of this school year when I was told that the bell schedules needed to be changed at the last minute. I explained why the new bell schedule would not work and I was told that transportation was not going to dictate the bell schedule and to just make it work. . How do you want us to get students from Morgan Hill to Murphy when high schools and middle schools start within 20 minutes of each other? Parents have the same problem when they have students in different grade levels. Common sense tells you that you can't be in two different places at one time or within minutes of each other, especially on a school bus. I did do the best I could, however, that is

pushing my drivers to be possibly unsafe getting students to and from school. This is not how I work or want my drivers to work. Safety is my number one goal! I thought we are here for the students and families, but it doesn't feel like it lately. I think you as our board of trustees need to open your eyes and look into why many excellent leaders have left the school district this past year. I know I'm not the first one leaving and I'm sure I'm not the last. [REDACTED]

[REDACTED] I know several employees, not just leaders, are unhappy you need to do something on your part before you lose any more excellent employees.

I will always be grateful to my boss (Kirsten Perez) for her continued support of me and my department.

I will miss the employees and friends I have made here at Morgan Hill.

**Kathleen Rael**

Transportation Director

105 Edes Ct

Morgan Hill, Ca. 95037

408-201-6320

[raelk@mhusd.org](mailto:raelk@mhusd.org)



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[REDACTED]

From: **Ivan Montes** <[montesi@mhusd.org](mailto:montesi@mhusd.org)>  
Date: Mon, Apr 17, 2023 at 5:33 PM  
Subject: Fwd: Upon my goodbye  
To: Carmen Garcia <[garciacarmen@mhusd.org](mailto:garciacarmen@mhusd.org)>

[REDACTED]

Begin forwarded message:

**From:** Fawn Myers <[fawn750@gmail.com](mailto:fawn750@gmail.com)>  
**Date:** April 17, 2023 at 06:33:06 PDT  
**To:** Adam Escoto <[ESCOTOA@mhusd.org](mailto:ESCOTOA@mhusd.org)>, [hornerj@mhusd.org](mailto:hornerj@mhusd.org), Ivan Montes <[montesi@mhusd.org](mailto:montesi@mhusd.org)>, Mary Patterson <[pattersonm@mhusd.org](mailto:pattersonm@mhusd.org)>, Terri Knudsen <[knudsent@mhusd.org](mailto:knudsent@mhusd.org)>, Nancy Altman <[altmann@mhusd.org](mailto:altmann@mhusd.org)>, [gardinerp@mhusd.org](mailto:gardinerp@mhusd.org)  
**Subject:** Upon my goodbye

Dear Trustees,

I am writing this letter to provide my perspective since the Board has become increasingly alienated and isolated from members of the Executive Cabinet.

According to CSBA, the role of the Board with respect to Human Resources is to ensure that:

1. A framework for sound hiring practices is in place
2. A supportive and positive work environment exists
3. Effective evaluation systems are in place and used

The following is a summary of my concerns related to the above areas as I left the District:

**Are sound hiring practices in place?**

[REDACTED]

- 4. Over 100 new positions have been added to the budget. It is important when expanding staffing allocations that the processes are clear in order to unwind for layoffs, should the need arise in the future.

**Does a supportive and positive work environment exist?**

- 5. The pipeline of information is narrow and controlled. Alternate perspectives are not allowed which has lead many to feel fearful of retaliation should they speak out
- 6. Initiatives are hastily implemented, negatively affecting labor relations and eroding trust among employees left to execute without clear plans

[REDACTED]

**Are effective evaluation systems in place and used?**

[REDACTED]

- 12. I am happy to report that evaluation systems are in place for all labor groups, and in 2022, there was a 96% completion rate for classified and certificated employee evaluations. An area to work on are clear guidelines for frequency of evaluations for

management employees. The evaluation tools themselves are dated, and moving to an online submission system for tracking and monitoring would increase efficiency. The forms can be negotiated and updated at any time in collaboration with each labor group, typically run as a subcommittee to the negotiations teams.

I am grateful for the many opportunities that I had in Morgan Hill Unified School District. As I leave, I feel it is my responsibility to inform you of my concerns and insights so that you may continue to watch, monitor, and as necessary, intervene, as you have a duty of care to the District. I believe that systems can right themselves if the individuals within the system are conscientious to do so.

Warmly,

Fawn Myers