Pay = Respect
Good evening. I am speaking on behalf of my fellow DEA members at Ocean View High School. President Dishno, Superintendent Harwick, distinguished members of the Board, and HBUHSD Administration, I address you this evening to ask for a respectful conclusion to our current contract negotiations.

Lion, Baron, Triton, Oiler, Viking, and District concerns are also Seahawk concerns.

We’ve talked tonight about community and progress and shared values. A key element of all these concerns is respect. All situations and communities function better when the ideas and needs of stakeholders are respected. Respect manifests itself in many forms. Stakeholders know they are respected when they are welcomed into decision making processes, provided with the tools they need to perform their duties, when they have classroom space to and preparation space, and when their genuine concerns are addressed.

And, of course, when they are paid. Compensation is a profound communication of respect. We pay more for brand names that we respect; we pay more for tickets to watch athletes and performers whom we respect; we pay more for art and craftsmanship that we respect; we donate more to causes and charities that we respect.

Of course there are situations where salary is not commensurate with respect. A small business owner just starting out may have to pay employees less than she would like, and less than she respects their work.

This is not our situation, however. The District has the means to communicate its respect for the work done on its behalf. I am hopeful that tomorrow’s negotiation session and the District’s salary offer will reflect the respect I am confident that HBUHSD leadership has in its workforce. Thank you.