

Candidate's name: Karen Osmundson

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Campaign manager: Daniel Dodge

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I have a daughter at Watsonville High School

1. **Motivation and Qualifications.** I am an incumbent . I was encouraged to run by many people in my community. I want to continue to fight for teachers, classified workers and students. I was a bilingual first grade teacher and kindergarten teacher in the District. I was Director/Teacher of preschool in this District to prepare children for kindergarten. I was on two site councils in the district, one as president and received many volunteer awards in my daughter's schools. I am an activist in the community and fought for issues about our district way before I was a school board member.
2. **Duties of school board:** Create and approve all policies, oversee and approve all collective bargaining agreements, oversight and approval of the budget, approve or not expulsions, oversee all aspects of the school district in all departments, attend school board meetings and school committees, collaborate with teachers, classified workers and other personnel.
3. **Endorsements:** I have been endorsed by the Monterey Democratic club, Pajaro Valley Education Coalition and selected by the PVFT and Classified workers after the forum. I have filled out questionnaires for all of these organizations and the Central Labor Council, Cesar Chavez Democratic Club, Committee for Good School Governance and the GLBT.
4. **Priorities for school funding and priorities in response to cuts:** I made many suggestions for cuts that included too many administrators in some departments, cuts of assistant superintendents and less days for administrators. Money needs to be in the classroom where it belongs. We need to maintain or have art and enrichment activities and Spanish classes.
5. **Impact of NCLB on students and teachers:** It is very punitive and has to be changed or eliminated. Teachers are not allowed to be creative or take any initiative. Critical subjects like science, social studies and history are not being taught. As a result very little art or enrichment activities occur in the classroom. Teachers and students become very stressed under its demands.
6. **Understanding of EL Master Plan:** 47 teachers etc and community members worked on it. I think it is important and needs implementation.
7. **Turn around program improvement status:** I would provide more art and enrichment activities to motivate students to learn. I would lessen the amount of hours that student have to be in English and math classes. I would work more on parent and community involvement.

8. **How to address dropout rate:** We need to work individually with students to find out what they need and want, motivate students with art and enrichment activities, allow students to be in the graduation ceremony with only a certificate of completion, provide students with more community resources.
9. **Position on school vouchers and charter schools:** I am totally opposed to vouchers. I am not always supportive of charters and voted against the new charter Ceiba. I am sometimes supportive of special charters like the Watsonville Charter School of the Arts who are members of PVFT unlike Linscott and Ceiba.
10. **Approach to minimizing cultural conflicts and honoring diversity:** There is this wonderful African American man in San Leandro who has a program to honor diversity, enhance identities and cultural awareness that has improved student achievement. The GLBT should teach awareness of gay and student differences. We need more leader programs in conflict resolution and violence prevention.
11. **Recruit and retain staff:** We need to raise wages. Provide low cost teacher housing and housing for classified staff as well. We need to think of other incentives like more support staff and the program that puts advanced student graduates in low income program improvement schools for 2 years and hopefully keep them.
12. **Input from certificated and classified staff for policies and decisions:** Teachers and classified staff need to be at the table with us. I would love to meet with committees of teachers and classified staff to help us develop policies and make decisions. I would be committed to come to any meeting of teachers and classified staff that I can to discuss issues of concern.
13. **The 3 most important issues the next 4 years:** 1. Dealing with the increasing demands of the NCLB. 2. Lowering the dropout rate. 3. Lowering administrative costs and putting more money in the classroom.
14. **Support of binding arbitration:** Absolutely. I worked as a representative for unions over 20 years and we always had or won binding arbitration of grievances.
15. **Moving from zone administration to more traditional structure:** I suggested having the zone structure without the Assistant Superintendents and delegating other leaders to respond to their zone issues. We could eliminate the zones or have a leader for elementary and high school.
16. **Protect and preserve physical, mental and environmental health of students and staff:** We need to make sure there is no pesticide spraying near our schools. We need to fight for more nurses. We need to collaborate with community services and the University etc for more social services and ensure fun physical activities.
17. **Contracting out services such as cafeteria, custodial and maintenance:** I'm completely opposed. I'm against privatization of any public services.

18. **Why do you seek support from PVFT/CSEA:** I would not seek re-election without the support of PVFT or CSEA. I need volunteers, precinct walkers, and phone bankers. Monetary support would be helpful.
19. **How would your trustee work result in improved working conditions for CSEA and PVFT?** I am currently in the minority on the board so do not win on many important issues. I make a commitment to fight against any issue that would affect working conditions negatively and will fight to lessen the pressure on teachers from programs like DAG and others.
20. **Commitments to protect benefits:** I think we need to study benefits, perhaps take workers off who don't need them, provide cafeteria plans or other ways to lower costs, but totally protect benefits.