

Dear SDUSD Board members,

On May 19, 2023, the membership of the San Diego Schools Police Officers Association (SDSPOA) called upon association leadership to conduct a vote/survey of members with regard to recent public allegation of theft and nepotism made against members of the School Police administration. The allegation implicates Chief Alfonso Contreras, Captain David Landman, and Sergeant Jenifer Gruner. Knowing that an administrative (possibly a criminal) investigation is taking place, segments of the membership became concerned that the named individuals were not being placed on a paid administrative leave (PAL) status to protect evidence from being manipulated, to protect association members from intimidation, and to protect those who may be interviewed by investigators. Of our 33 members, 26 participated in the vote. Of those 26, 19 voted for the SDSPOA to formally ask the district to place these individuals on PAL status.

Adding to the concern of the potential for evidence tampering, it has been brought to the attention of the SDSPOA that the shared Google Sheets document which holds employee' shift schedules, including the months within the timeframe of these allegations, has now been altered by Chief Contreras' confidential administrative assistant. Document users' view-only access has also now been limited. This is used by users to verify past time off, etc. In order to preserve the integrity of any evidence in this investigation, this cannot be allowed to happen.

Along with the PAL request vote, and again at the request of the membership, SDSPOA members were asked to rate workplace morale within School Police using an A-F scale. 25 of the 26 members who voted on the PAL request participated in the morale grading as follows: A: 0, B: 1, C: 5, D: 8, and F: 11.

Shortly after the vote and survey took place, the SDSPOA notified Superintendent Lamont Jackson of the results. This was also memorialized in an

emailed letter that was sent to district leadership. With little commination coupled with a very concerning low level of morale, has left our membership feeling that their voice will continue to be ignored and that their mental well-being is of no concern to district leadership. We feel this indifference toward our association's members is unusual given the district's history of strong working relationships with their bargaining units and because of their indicated desire to promote wellness and equity. It is also hard to imagine that an allegation of police misconduct, in this police reform era, would not be of higher concern.

Since the allegations have been made public, our members have been approached by numerous district employees who are asking for answers regarding this investigation. Due to the numerous online posts, the POA has been contacted by news outlets as well. This has created a stressful workplace environment for our members. With the unfortunate situation we are now in, the SDSPOA must now take this to our elected school board members. It is our hope that you will oversee this

matter and ensure actions are taken to best serve our school communities, our employees, and maintain public trust.

Sincerely,

Caleb Arnold

SDSPOA President