

**January 23, 2020 Board Meeting**  
**Public Comments by Jennifer Kukorlo**

Good evening Chair Anderson; Vice-Chair Nolan; School board members; student representatives; and Dr. Hutchings.

My name is Jennifer Kukorlo, I am both a parent of twins in ACPS and I am a Kindergarten Paraprofessional. This is my second career.

I have over 20 years of HR and Payroll experience and I know that non- exempt employees are to be paid for their hours worked. We are non-exempt employees. Our timeclock records reflect 7.45 hours worked but our paychecks reflect only 6.8 hours. When I started, one of our incentives was a half hour paid lunch, and a paid 15 minute break.

We are not getting our 15 minute break and we were told we are not getting paid lunches. I have seen no documentation to support that.

We get a half hour break and that is the only time we are not with our students. We are with them for everything. We are not babysitters (babysitters make more money.) we are educators and work as a team with the lead teacher. We make just as much of a difference in the lives of our students and their education. We love and nurture them as our own. The jobs of teachers and the demands put on them have increased and they rely on their Paras now more than ever. The job of a para has evolved and there are more and more responsibilities put on us. It is time our salaries reflect that.

One of my concerns is that we are not at the table to discuss the budget and compensation review and that what we do on a daily basis is not known. My other concern is that we are not paid a living wage. How is one to support their families? I love this job and would hate for finances to be a reason for me and many other wonderful paraprofessionals to leave a job and the children we love. I have never loved a job more than this one.

I would like to know what is being done to to bring the paraprofessionals salaries up to a living wage? We got a 1% cost of living increase and step increase for this current year, but with health insurance going up, I am netting less than before the salary increases. And I am paying more out of pocket for the deductible. This has led to financial hardship for myself and others; some who have to work a second job, taking them away from their families.

I sincerely thank you for your time and any efforts that are being made.