

**January 23, 2020 School Board Meeting
Budget Public Hearing
Mary Gaddis**

Good evening, Chair Anderson, Vice-Chair Nolan, school board members Student Representatives and Dr. Hutchings.

Thank you for the compensation study review, but it didn't address the living-wage for paraprofessionals. On October 9, 2019, I requested that Dr. Hutchings to be my substitute before he prepared his budget I believed he would understand the need for a living wage, but needless to say he did not come to Kindergarten.

This is 2020, a new decade, and we still don't have a decent living-wage increase. When I started working at ACPS my incentives was: paid lunch and breaks. We paid a little amount into our health insurance, VRS and, supplemental retirement. This school year they took our paid lunch and breaks away from us and longer days with no pay. We didn't have to go outside for recess and encore or co-leading instruction with the students. Now we do. Our responsibilities have increased tremendously. I'm grateful that school board member Gentry was able to work alongside with me and she came to Kindergarten. Chair Anderson Vice -Chair Nolan and school board member Louber came to experience what I do in Kindergarten, also School board members: Dr. Reif, Greene, Alderman, Thorton, and Swartz all witness the wonderful work paraprofessional do for students.

This board in a new decade can break this cycle.

I'm grateful for the employee groups who had a conversation and was able to express their concerns, but the paraprofessional didn't.

We worked very hard with our licensed staff, to help educate our students, but it brings us joy to know our parents appreciate us.

Please do something about our wages!

Thank you