

Good evening school board members, Dr. Walts, and colleagues. My name is Carolyn McNeal, and my address is on file.

I have been a classroom aide at Penn Elementary—a world class school--since 2003. My three children received a world class education in Prince William County schools. I have loved my time in Prince William County schools, but it's about time that you addressed a big problem.

Over fifteen years of working at Penn, buses have routinely been late by as much as half an hour a day. If a bus breaks down, the wait for a replacement can be up to an hour. I want to stress that this is not the fault of the bus drivers.

In the nineties, my kids' bus was routinely late by twenty minutes or more. As a parent, that was a minor inconvenience. For my kid's teachers, that was fifteen minutes or more of supervising students beyond their contract hours. That was fifteen minutes or more of unpaid

labor, nearly every single day. Now, more than twenty years later, teachers at Penn are routinely put in the same position, involuntarily giving hours of their time without compensation and/or taking time away for them to properly plan, do last-minute end of day tasks or even leave to get to a second job or family.

I think back to 2012, when teachers advocated for a well-deserved step increase by “working to the rule”; working only during contract hours. Very few elementary school teachers participated. I remember conversations with colleagues at the elementary school level, and how, time and time again, teachers said that they could not “work to the rule”, that schools would literally be unable to function, that students would not receive that world class education without their unpaid labor.

I want you to provide both students **and** teachers, staff, and ESPs with a world class school district in which to learn and work. It's about time for Prince William County Schools to live up to that world class promise for **everyone**: not just

students and parents, but teachers, bus drivers, aides and bus attendants as well. Relying on teachers' unpaid labor for the school system to function is not world class. It's exploitation. It's unethical, it's unfair, and it's disrespectful. It's about time you fixed the problem.