

Good evening School Board members and Dr. Walts. My name is John Cznadel and my address is on file with the clerk.

I have sent all of you on the Board two letters in the past year in which I described my experiences as the target of workplace bullies. I listed the types of offenses I had to endure and the affects all of it had on me, my family, and my students. Along with all of that, I included my suggestions on how administrators who break the rules while harassing teachers should be dealt with.

I want you to understand that because of my bully principals, I became very sick. The fear of losing my job and being unable to provide for my family was overwhelming. The daily appearance of letters of reprimand for things that did not happen and the confusing, conflicting commands delivered with derision by my bullies sent me into psychotherapy for a long time. It's common for bully targets to suffer PTSD, and I'm pretty disappointed at you all for leaving me to deal with that now. All I wanted was to teach my students. It became clear to me that my students were not a priority for my bully principals.

Researchers have been studying workplace bullying for years, and they have defined the connections between working conditions and work output. In education, this means that teachers have direct, lasting, and close interactions with students, and the teacher's work environment directly affects the learning environment for students. If the teacher is experiencing

adverse emotional and physical health effects from bullying, then the students will suffer as well.

There are two things that stand out for me: First, that after these principals disparaged my character so effectively, my file, filled with false reporting on my work product of 31 years, will get locked away in your vault for 50 years. Records that important should be checked for accuracy.

Second, both of my bullies knew that I was in treatment for clinical depression while they continued their attacks on me, flattening my spirit and increasing my need for medication until I was dazed. They were using my illness against me.

You can see that concern for the welfare of your teachers is in need of review at all levels of the administration. Workplace bullying has been in place here for decades, and it's about time to remove it for good.