

Good Evening Ladies and Gentleman of the Board and Dr. Walts.

My name is Kathryn Alford and my address is on file.

In the Spring of 1977 a little 12 year old girl named Kathy Lear courageously sat in a room with her parents, Berryessa school officials, lawyers, and the band teacher that sexually abused her for almost a year. She told the truth about an event that would shape her life and her belief system. Yes I was that little girl. I know how it feels to be victimized. I know how it feels to be powerless and afraid. I also know that it takes courage to "Do the Hard Right" as LT Col. Ray Alford (my husband) calls it.

Sometimes in our school system, leaders forget some basic rules of humanity. They forget to "treat others as you want to be treated" (a boundary in my 1st grade classroom) or to "Lead by Example"

In the recent past, Some PWC educators have suffered from verbal abuse, ridicule in front of peers, isolation, guilt, lack of support with violent students, and misinterpretation of regulations. Most of us deal with unrealistic workloads, and an

expectation to consistently work past contract hours. These practices create an unhealthy work environment. One where no one wins. It renders many individuals feeling powerless and victimized.

A victimized employee has two choices. Many choose to do nothing. Hoping that the abuse will eventually go away or someone else will see what is taking place. These people suffer in silence. Some will report the abuse but those who do, feel that they are throwing themselves into a fire. One that can have a negative impact on their finances or perhaps end the career they have worked so hard to obtain. It takes courage to tolerate or report these unfair work conditions. Remember "The Hard Right".

This situation is extremely difficult for the most experienced of employees. It becomes even more challenging for new employees to the county or recent graduates without prior experience. Many young teachers are ready to leave education. I do not need to remind you (but I will) that young teachers bring a much needed breath of fresh air and enthusiasm to schools.

I encourage each of you to take a stand against abuse of any kind that makes another human feel powerless. I ask that you

remember that little 12 year old girl who had the Courage to do "The Hard Right". I ask that you ensure all PWCS employees are treated as professionals and follow acceptable practices governed by regulations and modern day workplace expectations.

Its about time all employees are treated with respect, value, and justice.

Its about time we all do "The Hard Right."