

Good evening Chairman Sawyers, board members, Dr. Walts. My name is Riley O'Casey and my address is on file.

I, too, was bullied by an administrator. I do not say this lightly because it was not unprofessional behavior; it was bullying. The impact these atrocious acts had on the school was devastating. I stand before you tonight as the President of the Prince William Education Association, representing thousands of Prince William County School employees.

Tonight, courageous educators shared their experiences and those of their colleagues. These are stories of determination despite extreme fear from mistreatment and stories of educators struggling to do what they do best because they are extremely overwhelmed.

Whether it's performing too many after school duties, staying past contract time because of late buses, or driving double bus routes, we expect the administration and School Board to listen and make the changes needed to improve the work environment. To be very clear, this is not just a teacher issue...this is a problem that impact all of our members, regardless of their job title. It affects our students and parents, too.

We know that a work environment with a supportive leader can make all the difference. There are many phenomenal leaders in our schools who support and respect their staff and are not threatened when questions are asked and staff members speak up for what is right. Sadly, this is not the case everywhere. There are a handful of school leaders who are damaging the integrity of the position. It's About Time for change.

It is PWEA's expectation that the educators who spoke their truths tonight are not retaliated against. It's our hope that this administration carefully listens and takes steps to improve the work environment of ALL employees.

So, where can we start? It's time to hold leaders accountable for their behavior and stop moving them from school to school. PWEA urges the administration to rethink the effectiveness of the Office of Equity and Employee Relations. We encourage stronger collaboration between PWCS and PWEA, especially to address the concerns shared this evening.

PWEA will continue to advocate for our members. We know the direct impact that a positive work environment can have on the success of our students. If Prince William County Schools has a zero tolerance policy against

student bullying, where is the no zero tolerance policy against the mistreatment of employees?

Thank you.