

GOOD EVENING SCHOOL BOARD MEMBERS AND OUR LISTENING PUBLIC. MY NAME IS PAULA PHILLIPS, I AM THE PRESIDENT OF THE BERKELEY COUNCIL OF CLASSIFIED EMPLOYEES. WE ARE THE DISTRICT'S SAFETY STAFF, INSTRUCTIONAL ASSISTANTS, CUSTODIANS, CLERICAL SUPPORT STAFF, FOOD SERVICE WORKERS, BUS DRIVERS AND THE AFTER SCHOOL STAFF.

CLASSIFIED EMPLOYEES PLAY AN INTEGRAL AND INDESPENSABLE ROLE IN EDUCATING BERKELEY'S STUDENTS.

WE TRANSPORT STUDENTS TO AND FROM THE SCHOOLS SAFELY,

WE RUN THE OFFICES SMOOTHLY AND EFFICIENTLY

WE FEED NUTRITIOUS MEALS TO STUDENTS

WE KEEP THE SCHOOLS AND OFFICES CLEAN AND WELL MAINTAINED

AND WE KEEP STUDENTS TEACHERS AND ALL STAFF SAFE.

SO WE ASK YOU- WITH EVERYTHING WE DO FOR YOU AND OUR STUDENTS -WHY ARE WE STILL ENTERING THROUGH THE BACK DOOR AND SITTING IN THE BACK SEATS? WE ARE INVITED TO SIT ON COMMITTEES AND GIVE INPUT. WE KNOW AND CAN SEE WHERE THE MONEY COMES FROM. OUR LENSES SEE THE PERIL IN OUR COMMUNITIES AND THOSE SAME LENESES SEE THE OPPORTUNITY TO SERVE THE NEEDS OF THE TOTAL CHILD AND THEIR FAMILIES.

THE SAME LENSES SEE WHERE DECISION MAKING AROUND FUNDING HAS BEEN INEFFECTUAL.

YOU WANT TO TAKE FAMILY MEDICAL LEAVE AWAY FROM OUR MEMBERS -YOUR PART TIME WORKERS. OUR MEMBERS HAVE LIVES OUTSIDE OF SERVICING

BERKELEY'S STUDENTS. MANY OF THEM HAVE NEEDS THAT REQUIRE THEM TO ASSIST OR AIDE IN THE CARE OF A CHRONIC OR TERMINALLY ILL FAMILY MEMBER.

WITH IA BIDDING, YOU WERE ABLE TO TRACK THE SKILL SET OF YOUR EMPLOYEES. YOU WERE ABLE TO MATCH EMPLOYEES WITH CASE MANAGERS AND STUDENTS. IT WAS A MUCH MORE COHESIVE AND FLUID WORK ENVIRONMENT THAT WAS CONDUSIVE TO ACADEMIC ACHIEVEMENT FOR SPECIAL ED STUDENTS. WITHOUT BIDDING, YOU HAVE MEMBERS WORKING OUT OF CLASS, INCIDENTS GO UNREPORTED, AND THE SAFETY OF STUDENTS AND STAFF IS COMPROMISED FOR LACK OF SHARED KNOWLEDGE. INVOLUNTARY TRANSFERS WILL PERPETUATE THE PROBLEMS THAT HAVE EXISTED FOR THE PAST 5-6 YEARS. AFTER 5 YEARS CASE MANAGERS ARE STILL UNABLE TO MATCH STUDENT NEEDS WITH EMPLOYEE SKILLS SETS.

IN 2008 YOU SAID YOU WANTED TO BRING PARITY IN PAY TO THE OPERATIONS AND SUPPORT SERVICES EMPLOYEES.SIX YEARS LATER THEIR STILL BEHIND AND THESE ARE YOUR DIVIDENDS.

WHILE MOST DISTRICTS HAVE SHARED THE RISING COSTS OF HEALTH CARE WE'RE STILL USING HALF OF OUR CHECKS FOR BENEFITS. FOR THE PAST 6 YEARS WE HAVE ABSORBED THE COST WHILE YOU'VE INCREASED THE SALARIES OF YOUR ADMINISTRATORS WITH A TOP HEAVY NONEFFICACIOUS TEAM WHO IS INCAPABLE OF MATCHING STUDENT NEEDS WITH SKILL SETS, AND THEIR INCOMPETENT IN CARRYING OUT THEIR ADMINISTRATIVE AND MANAGERIAL DUTIES.

BUSD AND BCCE HAVE BEEN AT THE TABLE FOR THE PAST 3 YEARS. TONIGHT, WE STAND BEFORE YOU LIKE A TREE PLANTED BY THE WATER. WE SHALL NOT BE MOVED ON THE ISSUES THAT DIRECTLY IMPACT OUR MEMBERS:

- WE WILL CONTINUE TO FIGHT AGAINST INVOLUNTARY TRANSFERS,
- WE WILL CONTINUE TO FIGHT AGAINST A LOWER SALARY SCHEDULE FOR OUR OPERATIONS AND SUPPORT SERVICES BROTHERS AND SISTERS,
- WE WILL CONTINUE TO FIGHT FOR FAMILY MEDICAL LEAVE RIGHTS FOR ALL OF OUR MEMBERS,
- WE WILL CONTINUE TO FIGHT FOR AFFORDABLE HEALTH CARE AND NOT WELFARE.

WE ARE HERE TO TELL YOU, THIS IS ONE BATTLE THAT WE, AS CLASSIFIED WORKERS, WILL FIGHT TO THE END.

WE ARE HERE TO TELL YOU THAT WE WILL BECOME A PART OF THE HAVES AND NOT REMAIN A PART OF THE HAVE NOTS.

BCCE MEMBERS WANT A FAIR CONTRACT NOW!