

Public Comments

From: Colin Green <green.colinwilliam@gmail.com>
Sent: Thursday, February 4, 2021 9:18 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Colin Green
Address: 26 Milford St, New Bedford, MA 02745
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a tax-paying voter, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

According to a living-wage calculator [1], paraprofessionals in this city should be earning at least \$22.07 an hour. Given that this is not currently the case, it is past time for the New Bedford Public Schools to embody its stated commitment to equity: Pay your paraprofessionals!

Professional teachers and administrators in New Bedford receive regular raises through a collectively bargained contract negotiated in good faith. Despite working in the same classrooms, serving meals, and even taking on additional responsibilities, paraprofessionals have historically experienced long stretches without any raises. Such disparity is unacceptable; it is exploitative. A fair remedy would be to grant paraprofessionals a percentage pay increase commensurate with their professional coworkers in the schools, along with retroactive compensation to cover this shameful delay. The days of spending seven years negotiating over 40 cents and a signing bonus are over.

In Solidarity with the New Bedford Federation of Paraprofessionals (AFT Local 2378),
Colin Green

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: Jillian Zangao <sillyjilly091804@yahoo.com>
Sent: Thursday, February 4, 2021 9:48 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name:
Address:
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

According to a living-wage calculator [1], employees of the city of New Bedford should be earning at least \$22.07 an hour. [How much do paras currently earn?] It is time for the New Bedford Public Schools to embody its stated commitment to equity: Pay your paraprofessionals!

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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Hiedi <hgiotispereira@aol.com>
Sent: Wednesday, February 3, 2021 3:50 PM
To: Public Comments
Subject: Paraprofessionals

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Please go back to the table and negotiate a fair contract for our kids! These para's are a vital part of our kids education! Many special needs kids could not get an education and be included in inclusion classes without the great paraprofessionals! I stand behind our educators and paraprofessionals!
Hiedi Pereira

Sent from my iPhone

Public Comments

From: Cindyj001@comcast.net
Sent: Friday, February 5, 2021 10:22 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Cindy Surprenant
Address: 10 rochambeau st Fairhaven, ma
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
Cindy Surprenant

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Cindyj001@comcast.net
Sent: Friday, February 5, 2021 10:28 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Cindy Surprenant
Address:
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

In order to fulfill their duties more fully, paraprofessionals in the New Bedford Public Schools deserve more-detailed job descriptions and evaluation feedback. When you are applying for a job, you should have an idea of what you are committing to, right? Why is 90 days long enough in most workplaces to elevate someone beyond provisional employment, but not here? Hired in September, a paraprofessional in New Bedford could work all the way through to the end of June only to be terminated with no reason other than being told: it is in the contract. Hired at the beginning of the year, a paraprofessional in New Bedford could work all the way to the end of the school year only to receive an evaluation of Needs Improvement. Unfortunately, the last week of school does not give much time to improve. In this way, too many paraprofessionals feel that the District is setting people up to fail.

Sincerely,
Cindy Surprenant

Sent from my iPhone

Public Comments

From: Ricardo Rosa <ricardorosa1973@yahoo.com>
Sent: Sunday, February 7, 2021 10:10 AM
To: Public Comments
Subject: For Public Comment 2/8/21

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Name:
Address:
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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Joyce Buckingham <jdocouto77@yahoo.com>
Sent: Sunday, February 7, 2021 10:37 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name:
Address:
Subject: RESPECT NB Paraprofessionals -- Pay Them

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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Joyce's phone

Public Comments

From: David Goncalves <davejgoncalves@gmail.com>
Sent: Sunday, February 7, 2021 10:46 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: David Gonçalves
Address: 96 Willis Street, New Bedford
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

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Sincerely,
David Gonçalves

Sent from my iPhone

Public Comments

From: kelly haggerty <khaggerty86@gmail.com>
Sent: Sunday, February 7, 2021 11:03 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Kelly A. Haggerty
Address: 85 Fairmount St. New Bedford, MA 02740
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, a parent, and human being free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

According to a living-wage calculator [1], employees of the city of New Bedford should be earning at least \$22.07 an hour. [How much do paras currently earn?] It is time for the New Bedford Public Schools to embody its stated commitment to equity: Pay your paraprofessionals!

Professional teachers and administrators in New Bedford receive regular raises through a collectively bargained contract negotiated in good faith. Despite working in the same classrooms, serving meals, and even taking on additional responsibilities, paraprofessionals have historically experienced long stretches without any raises. Such disparity is unacceptable; it is exploitative. A fair remedy would be to grant paraprofessionals a percentage pay increase commensurate with their professional coworkers in the schools, along with retroactive compensation to cover this shameful delay. The days of spending seven years negotiating over 40 cents and a signing bonus are over. Please do the right thing and fairly compensate those who work with our most important asset- our youth and promise of a great future.

Sincerely,
Kelly A. Haggerty
VP GNBEU

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Luvie Jean <luviejean@icloud.com>
Sent: Sunday, February 7, 2021 11:11 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Luvie Jean
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
Luvie Jean

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Lori Silveira <teacherwinslow@gmail.com>
Sent: Sunday, February 7, 2021 11:17 AM
To: Public Comments
Cc: Joshua Amaral
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Lori Silveira
Address: 437 Brock Ave
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

In order to fulfill their duties more fully, paraprofessionals in the New Bedford Public Schools deserve more-detailed job descriptions and evaluation feedback. When you are applying for a job, you should have an idea of what you are committing to, right? Why is 90 days long enough in most workplaces to elevate someone beyond provisional employment, but not here? Hired in September, a paraprofessional in New Bedford could work all the way through to the end of June only to be terminated with no reason other than being told: it is in the contract. Hired at the beginning of the year, a paraprofessional in New Bedford could work all the way to the end of the school year only to receive an evaluation of Needs Improvement. Unfortunately, the last week of school does not give much time to improve. In this way, too many paraprofessionals feel that the District is setting people up to fail.

Sincerely,
Lori Silveira
Educator/Resident
Irwin Jacobs School
New Bedford

Sent from my iPhone

Public Comments

From: Jacob Chin <jacob.w.chin@gmail.com>
Sent: Sunday, February 7, 2021 11:18 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Jacob Chin
Address: 26 Garrison Road, New Bedford 02745
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

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Sincerely,
[Name]

Jacob Chin, Esq.

Public Comments

From: Lori Silveira <teacherwinslow@gmail.com>
Sent: Sunday, February 7, 2021 11:19 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name:
Address:
Subject: RESPECT NB Paraprofessionals -- Train Them

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Sincerely,
[Name]

Sent from my iPhone

Public Comments

From: Jacob Chin <jacob.w.chin@gmail.com>
Sent: Sunday, February 7, 2021 11:17 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Jacob Chin
Address: 26 Garrison Road, New Bedford 02745
Subject: RESPECT NB Paraprofessionals -- Pay Them

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Sincerely,

Jacob Chin, Esq.

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: Ricardo Rosa <ricardorosa1973@yahoo.com>
Sent: Sunday, February 7, 2021 11:32 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name:
Address:
Subject: RESPECT NB Paraprofessionals --- Train Them

Dear School

Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

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Sincerely,
[Name]

Sent from my iPhone

Public Comments

From: Lori Silveira <teacherwinslow@gmail.com>
Sent: Sunday, February 7, 2021 11:33 AM
To: Public Comments
Subject: For Public Comment 2/8/21

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Name:
Address:
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Sincerely,
[Name]

Sent from my iPhone

Public Comments

From: Adriana Burgo <burgoadriana16@gmail.com>
Sent: Sunday, February 7, 2021 11:39 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Adriana Lopez
Address: 1333 Florence st
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
Adriana Lopez

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: Adriana Burgo <burgoadriana16@gmail.com>
Sent: Sunday, February 7, 2021 11:40 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Adriana Lopez
Address: 133 Florence st
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

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Sincerely,
Adriana Lopez

Sent from my iPhone

Public Comments

From: Sheldon Smith <steelersheldon@yahoo.com>
Sent: Sunday, February 7, 2021 11:45 AM
To: Public Comments
Subject: Equitable Wages

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Afternoon, My name is Sheldon Smith and I live at 52 Blaze Rd. New Bedford, Ma. I am a Paraprofessional at the Abraham Lincoln Elementary School. I am writing to you guys regarding equitable wages. The persona of what a paraprofessional's job description is very inaccurate. I do not photocopy, correct papers, or help out the teacher. I teach children, whether it's my group of children on I.E.P.'s or any other student in my classroom. My students know that I am their to teach them all. I am not taking anything away from the teachers or the building base subs for the adequate raises they all got, its well deserved. I am asking for the same "RESPECT," (An adequate well deserved raise.) It's disheartening that I've been in the New Bedford School Department as a paraprofessional for 22yrs. and that I still make LESS than \$30,000 a year. I hope this email helps you understand that paraprofessionals are a very important Asset to the New Bedford School Department.

"WE DESERVE RESPECT AND AN EQUITABLE RAISE FOR ALL THE WORK WE DO."

[Sent from Yahoo Mail on Android](#)

Public Comments

From: Arthur Gracia <gracia.arthur1@outlook.com>
Sent: Sunday, February 7, 2021 11:50 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Arthur Gracia
Address: 26 Prospect St.
Dartmouth MA 02748

Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

According to a living-wage calculator [1], employees of the city of New Bedford should be earning at least \$22.07 an hour. [How much do paras currently earn?] It is time for the New Bedford Public Schools to embody its stated commitment to equity: Pay your paraprofessionals!

Professional teachers and administrators in New Bedford receive regular raises through a collectively bargained contract negotiated in good faith. Despite working in the same classrooms, serving meals, and even taking on additional responsibilities, paraprofessionals have historically experienced long stretches without any raises. Such disparity is unacceptable; it is exploitative. A fair remedy would be to grant paraprofessionals a percentage pay increase commensurate with their professional coworkers in the schools, along with retroactive compensation to cover this shameful delay. The days of spending seven years negotiating over 40 cents and a signing bonus are over.

Sincerely,
Arthur Gracia

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: Arthur Gracia <gracia.arthur1@outlook.com>
Sent: Sunday, February 7, 2021 11:51 AM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Arthur Gracia
Address: 26 Prospect st.
Dartmouth MA 02748

Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

In order to fulfill their duties more fully, paraprofessionals in the New Bedford Public Schools deserve more-detailed job descriptions and evaluation feedback. When you are applying for a job, you should have an idea of what you are committing to, right? Why is 90 days long enough in most workplaces to elevate someone beyond provisional employment, but not here? Hired in September, a paraprofessional in New Bedford could work all the way through to the end of June only to be terminated with no reason other than being told: it is in the contract. Hired at the beginning of the year, a paraprofessional in New Bedford could work all the way to the end of the school year only to receive an evaluation of Needs Improvement. Unfortunately, the last week of school does not give much time to improve. In this way, too many paraprofessionals feel that the District is setting people up to fail.

Sincerely,
Arthur Gracia

Public Comments

From: Lois Mello <mrcoen@comcast.net>
Sent: Sunday, February 7, 2021 12:12 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Lois Mello
Address: 232 Lawrence St
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
[Name]Lois Mello

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Mikey z <zunit1976@yahoo.com>
Sent: Sunday, February 7, 2021 12:22 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Michael Zangao
Address: 27 Babbitt St. Fairhaven, Ma 02719
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Michael Zangao

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Sent from my iPhone

Public Comments

From: Mikey z <zunit1976@yahoo.com>
Sent: Sunday, February 7, 2021 12:23 PM
To: Public Comments
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Address: 27 Babbitt St. Fairhaven, Ma 02719
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Sincerely,
Michael Zangao

Sent from my iPhone

Public Comments

From: Debra Long <deblong121@gmail.com>
Sent: Sunday, February 7, 2021 12:55 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Debra Long
Address: 259 Reed Street New Bedford, Ma
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
DEBRA LONG

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: Patricia Stetson <bnestfarm@icloud.com>
Sent: Sunday, February 7, 2021 1:35 PM
To: Public Comments
Subject: For Public Comment 2/8/21

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Name:
Address:
Subject: RESPECT NB Paraprofessionals -- Pay Them

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Sincerely,
Patricia Stetson
150 Padelford St
Berkley, Ma
02779

1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Patricia Stetson <bnestfarm@icloud.com>
Sent: Sunday, February 7, 2021 1:37 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Patricia Stetson
Address: 150 Padelford St
Berkley, Ma 02779
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

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Sincerely,
Patricia Stetson
150 Padelford St
Berkley, Ma 02779

Sent from my iPhone

Public Comments

From: Tyson Moultrie For NBMA <runwithty@gmail.com>
Sent: Sunday, February 7, 2021 1:50 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Tyson Moultrie
Address: 138 Rotch Street, New Bedford, MA 02740
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
Tyson Moultrie

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Michelle Forand <mrsgutpile@aol.com>
Sent: Sunday, February 7, 2021 1:59 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Michelle Forand
Address: 988 Barnum Street
New Bedford, MA.
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Daniel Bertoldo <dbertoldo47@gmail.com>
Sent: Sunday, February 7, 2021 2:07 PM
To: Public Comments
Subject: Fair and equitable contract for Paraprofessionals

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I am writing to ask all school committee members to negotiate in good faith to find agreement on a new contract with New Bedford school paraprofessionals.

Paraprofessionals are an essential part of our children's education and deserve to be compensated fairly. Despite a lack of a contract, they have been working throughout the pandemic.

In addition to appropriate compensation, Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. In order to fulfill their duties, paraprofessionals deserve more-detailed job descriptions and timely evaluation feedback. It appears that the current system sets people up to fail.

Thank you for your attention and consideration to this matter.

Yours truly, Daniel & Marlene Bertoldo
21 Susan Street
New Bedford, MA 02745

Public Comments

From: Linsay Daignault <lswaind@icloud.com>
Sent: Sunday, February 7, 2021 2:25 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Linsay Daignault
Address: 194 Main Street
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
[Name]
Linsay Daignault

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: ELAINE SAFIOLEAS <esafinnb@aol.com>
Sent: Sunday, February 7, 2021 2:30 PM
To: Public Comments
Subject: Para Support for Fair and Equitable Wages and Training

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Elaine Safioleas
Address: 285 Ashley Blvd.
New Bedford, MA 02746

Dear School Committee Members,

As a retired thirty-five (35) year veteran Paraprofessional, I am writing in support of the New Bedford Federation of Paraprofessionals, Local 2378.

Children are our most precious and valuable resource. To ensure that the needs of the New Bedford Public School students are met, you must invest in all individuals who take part in their educational process. I believe you would all agree that every student deserves an education that prepares them to become independent, productive members of society at their individual levels. In order for this to occur, you must invest in Paraprofessionals, first to attract a higher caliber of support staff and second to retain them. I can attest to the fact that the Para's role has changed dramatically over the years. It is much more demanding. Because of societal changes, they deal with an increased incidence of social, emotional, and behavioral issues. Para concerns include, but are not limited to, safety issues, proper training, career mobility, and adequate, fair and equitable compensation.

My hope is that you all truly take the time to inquire about the ever changing roles and responsibilities of Paraprofessionals, especially in these unprecedented times, and ask yourselves: Are they adequately being trained and paid commensurate with what is expected of them on a daily basis? These dedicated Paras deserve respect for what they do, because what they do matters. They should be trained and compensated at a fair, equitable, and livable wage. Thank you for your time and consideration in regards to this matter.

Respectfully,

Elaine Safioleas

Public Comments

From: Christine Read <englandsrose79@gmail.com>
Sent: Sunday, February 7, 2021 2:31 PM
To: Public Comments
Subject: Paraprofessional Contract

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Mitchell , Superintendent Anderson and members of the New Bedford School Committee,

My name is Christine Read and I am a Paraprofessional. I am currently a program paraprofessional in the Transitional Resource IV program at Normandin Middle School. I have had the honor and privilege of working as a Paraprofessional for the New Bedford Public Schools since January 2002. I started as a substitute paraprofessional in January of 2002. I was blessed to called back the following school year. I was made permanent that year. In the 19 years since I have worked at both the secondary and elementary schools.

I am writing this email because I would very much like to see myself and my Paraprofessional colleagues to be treated with respect and fairness by administration. Our contracts are often blown off. We often do not get the financial recognition that we deserve. We deserve to have a livable wage. Many of my colleagues are the sole providers for their family. They often have to support their families-both children and parents on our limited income. Some have to work 2-3 jobs to help supplement their wages to help support their family. Many do not have the financial support of a spouse to help supplement their income.

Another way I would like to see myself and my Paraprofessional colleagues is to be treated with respect. Often we are looked over because we are "just a para". We are just as involved and invested with the students we are in our charge as the teacher's and administration. Many schools could run a classroom without the assistance of Paraprofessionals, whether you are a 1:1. program or classroom. We are just as invested. If we were not, we would not doing what we do for the money we get paid.

Thank you for allowing me to have my say on this matter. It is my hope that myself and Paraprofessional colleagues will started getting treated with the respect we deserve.

Thank you,

Christine Read
379 Ocean Grove Avenue
Swansea, MA 02777

Public Comments

From: Connie LeComte <cgl109@hotmail.com>
Sent: Sunday, February 7, 2021 4:28 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Connie LeComte
Address: 1410 Sassaquin Ave:
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

According to a living-wage calculator [1], employees of the city of New Bedford should be earning at least \$22.07 an hour. [How much do paras currently earn?] It is time for the New Bedford Public Schools to embody its stated commitment to equity: Pay your paraprofessionals!

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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my Verizon, Samsung Galaxy smartphone

Public Comments

From: Connie LeComte <cgl109@hotmail.com>
Sent: Sunday, February 7, 2021 4:30 PM
To: Public Comments
Subject: For Public Comment 2/8/21

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Address: 1410 Sassaquin Avenue, New Bedford, Ma
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Sincerely,
[Name]

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Sent from my Verizon, Samsung Galaxy smartphone

Public Comments

From: Thornton Tobey <ttobeyjr1@gmail.com>
Sent: Sunday, February 7, 2021 4:32 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thornton Tobey jr
Address: 33 swifts beach rd wareham ma02571
Subject: RESPECT NB Paraprofessionals -- Pay Them

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Sincerely,
[Name]Thornton Tobey jr

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Jessica Amarin <jsscamin@gmail.com>
Sent: Sunday, February 7, 2021 5:33 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Jessica Amarin
Address: 290 Charlotte White Rd, Westport MA 02790
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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[Name]

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Sent from my iPhone

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Sent: Sunday, February 7, 2021 5:34 PM
To: Public Comments
Subject: For Public Comment 2/8/21

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Name: Jessica Amarin
Address: 290 Charlotte White RD Westport Ma 02790
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

In order to fulfill their duties more fully, paraprofessionals in the New Bedford Public Schools deserve more-detailed job descriptions and evaluation feedback. When you are applying for a job, you should have an idea of what you are committing to, right? Why is 90 days long enough in most workplaces to elevate someone beyond provisional employment, but not here? Hired in September, a paraprofessional in New Bedford could work all the way through to the end of June only to be terminated with no reason other than being told: it is in the contract. Hired at the beginning of the year, a paraprofessional in New Bedford could work all the way to the end of the school year only to receive an evaluation of Needs Improvement. Unfortunately, the last week of school does not give much time to improve. In this way, too many paraprofessionals feel that the District is setting people up to fail.

Sincerely,
[Name]

Sent from my iPhone

Public Comments

From: kmlecomte@gmail.com
Sent: Sunday, February 7, 2021 5:45 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Kristin LeComte
Address: 1410 sassaquin avenue
Subject: RESPECT NB Paraprofessionals -- Train Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve adequate training and preparation. Well before the world entered the current public-health crisis, paraprofessionals in New Bedford were entering classrooms with complex and significant needs. While those challenges have only increased, our paraprofessionals remain eager to meet them. That is why they desire more training BEFORE entering their assignments. It is an issue of basic safety.

In order to fulfill their duties more fully, paraprofessionals in the New Bedford Public Schools deserve more-detailed job descriptions and evaluation feedback. When you are applying for a job, you should have an idea of what you are committing to, right? Why is 90 days long enough in most workplaces to elevate someone beyond provisional employment, but not here? Hired in September, a paraprofessional in New Bedford could work all the way through to the end of June only to be terminated with no reason other than being told: it is in the contract. Hired at the beginning of the year, a paraprofessional in New Bedford could work all the way to the end of the school year only to receive an evaluation of Needs Improvement. Unfortunately, the last week of school does not give much time to improve. In this way, too many paraprofessionals feel that the District is setting people up to fail.

Sincerely,
Kristin LeComte

Sent from my iPhone

Public Comments

From: Lisa Lemieux <lisa.lemieux@1199.org>
Sent: Sunday, February 7, 2021 7:46 PM
To: Public Comments
Subject: School committee. Public comment

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I respectfully ask that you negotiate in good faith and provide a fair contract to the NB Para's

Lisa M. Lemieux
NB Resident, 452 LOFTUS St.
Organizer, 1199SEIU
President, GSMLC
774-328-0394

Sent from my iPhone

Public Comments

From: MATTHEW-LYNN OSTIGUY <ostiguyml@comcast.net>
Sent: Sunday, February 7, 2021 7:58 PM
To: Public Comments
Subject: Support our Paraprofessionals!

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

New Bedford Public School Committee,

Good evening. I am writing this email tonight to show my support for changes that should be made to the New Bedford Paraprofessionals Union Contract. These individuals should receive a higher wage than the General Education Paraprofessionals and should be treated fairly and supported much more than they are, especially in respect for their safety and the safety of the children they are trying to help.

I personally know people that work as paras for NB in the Rise Academy Program and am very aware that they work tirelessly, but have very little support from the school department to make the program run as it was intended. Rules are broken. Despite their efforts, IEPs cannot be properly followed. They are understaffed more than not and nothing is ever done to remedy this problem. There are rules and staff-to-student ratios for a reason. Their role has many more responsibilities than the average general education para including many training classes regarding safety, restraining, and counseling. It is only a matter of time before something very bad happens to a student and/or staff member, and things will escalate. As if their job is not challenging enough, this current treatment is unfair to both the staff and the very students this program is suppose to help.

It is no wonder that these dedicated workers are fighting for fair treatment, and I am fighting for them as well. They deserve to be treated with respect and compensated better for their efforts. The school department should be undoubtedly not only supporting these individuals much more, but should be feeling incredibly lucky to have such dedication from this team. If not for them, I don't think these children would have no one else fighting for them. Fight for them too, NBPS. Do the right thing. Compensate these paras with a better livable wage, and follow the proper protocols during the school day for the safety of everyone involved. Before long, you may have no one willing to take these positions at all. Thank you.

Sincerely,
Lynn Ostiguy
41 Wren St.
New Bedford, MA 02745

Public Comments

From: Cailyn Crompton <crompton25@icloud.com>
Sent: Sunday, February 7, 2021 8:29 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Cailyn Crompton
Address: 106 Sycamore Lane
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

According to a living-wage calculator [1], employees of the city of New Bedford should be earning at least \$22.07 an hour. [How much do paras currently earn?] It is time for the New Bedford Public Schools to embody its stated commitment to equity: Pay your paraprofessionals!

Professional teachers and administrators in New Bedford receive regular raises through a collectively bargained contract negotiated in good faith. Despite working in the same classrooms, serving meals, and even taking on additional responsibilities, paraprofessionals have historically experienced long stretches without any raises. Such disparity is unacceptable; it is exploitative. A fair remedy would be to grant paraprofessionals a percentage pay increase commensurate with their professional coworkers in the schools, along with retroactive compensation to cover this shameful delay. The days of spending seven years negotiating over 40 cents and a signing bonus are over.

Sincerely,
Cailyn Crompton

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: hannah tobey <hannahtobey15@gmail.com>
Sent: Sunday, February 7, 2021 8:45 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Hannah Tobey
Address: 20 Goeletta Dr, East Falmouth 02536
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Nicole LaCoste <nikkolada56@icloud.com>
Sent: Sunday, February 7, 2021 8:48 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Nicole LaCoste
Address: 119 Charlton st Rochdale MA
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
Nicole LaCoste

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Brandie Valine <brandie.valine@gmail.com>
Sent: Sunday, February 7, 2021 8:48 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Brandie Valine
Address: 11 Graces way
Subject: RESPECT NB Paraprofessionals -- Pay Them

Dear School Committee Members,

I am writing to you as a citizen, free from administrative censorship or discipline. Paraprofessionals in the New Bedford Public Schools deserve a livable wage. For the past two years, paraprofessionals in New Bedford have performed critical duties without a fair contract. How much longer will their vital contributions to the New Bedford Public Schools go unrecognized?

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Sincerely,
[Name]

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Sent from my iPhone

Public Comments

From: Lindsey Bosselman <lbosselman@icloud.com>
Sent: Sunday, February 7, 2021 8:51 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name: Lindsey Bosselman
Address:
Subject: RESPECT NB Paraprofessionals -- Pay Them

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Sincerely,
Lindsey

[1] <https://massteacher.org/about-the-mta/who-we-are/esp/esp-bill-of-rights>

Public Comments

From: Kimberly A. Wilson <kwilson@umassd.edu>
Sent: Sunday, February 7, 2021 9:12 PM
To: Public Comments
Subject: Support for Paraprofessionals

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To Whom It May Concern,

I am a New Bedford resident who is concerned about quality education for special needs students. The admirable staff who work with these students deserve a fair union contract. They have worked hard for the most vulnerable students in our community and deserve respect and fair wages and conditions. The school system wouldn't work without their dedication.

Please do the right thing for your hard-working staff.

Sincerely

Kim Wilson

334 Union St.

New Bedford, MA 02740

Public Comments

From: Bethany Ostiguy <betney527@hotmail.com>
Sent: Sunday, February 7, 2021 9:12 PM
To: Public Comments
Subject: Paraprofessionals

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

New Bedford and New Bedford Public School Officials,

I could write a really long email explaining the long list of reasons why our paraprofessionals should be treated better, paid better and protected better, but I know you already know this to be true.

Who fills in the gaps, gets called at the last minute, take on the tasks most people don't want or have quit because they have more self respect than job satisfaction or need? The paraprofessionals.

The paraprofessionals are abused and used in ways that, if most parents knew the extent, New Bedford Public School would be in hot water for what they've had them do. All with minimal training compared to who should be doing some of the roles asked of them and yet paid barely anything. The amount of tasks and responsibilities asked of the paraprofessionals are more than often outside what their positions would expect of them. They have rescued the schools on so many occasions which inadvertently has even saved money for the school budget bc teachers with college degrees should have been doing what has been asked of them.

Paraprofessionals are extremely helpful and needed but more and more the position is becoming undesirable and not worth the hard work they take on. With teachers being overwhelmed, stressed, challenged and their positions having a higher and higher turn over rate than years past. Paraprofessionals are going to be the ones that know what is needed for their school and classrooms because of their versatility. They end up stepping in to bridge the gap or trench until the school finds more permanent solutions.

Paraprofessionals deserve to be treated better, paid better, protected more, appreciated more, recognized more. This is already known. The detrimental decision and quite frankly the sinful thing to do would be to ignore their request and to not work a raise for them into the budget. Our teachers, kids and schools as a whole deserve the paraprofessionals support so now is the time to support them in return.

Thank you, from a concerned parent,

Bethany Ostiguy
46 Wren St
New Bedford, MA
02745

Public Comments

From: fernanda noia <fernfive783@yahoo.com>
Sent: Sunday, February 7, 2021 11:42 PM
To: Public Comments
Cc: jzangao2378@gmail.com
Subject: A Fair and Equitable contract for Paraprofessionals

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

School Committee Members,

I am writing as a paraprofessional/educator which has been working for the New Bedford public schools for 30 years. My first priority is the well being and education of my students and during the current circumstances has not been an easiest task (trying to keep students and staff safe). We are there for the students and give it our all to help the classroom run smoothly and support and fulfil the students needs. Working with professional educators and receiving parent appreciation does make our job a success. The bottom line is the School Committee and supervisors need to value our work and time dedicated to our students. We need to be respected and compensated for the challenging work we do taking care of the children who will become our leaders of tomorrow.

Not negotiating a reasonable contract and giving us a reasonable living increase is not accepted. We deserve more and should expect more from the school department that we have provided years of service and experience.

Fernanda Noia
Pulaski School

Public Comments

From: ELAINE SAFIOLEAS <esafinnb@aol.com>
Sent: Sunday, February 7, 2021 10:12 PM
To: Public Comments
Subject: For Public Comment 2/8/21

CAUTION: This email originated from outside of the New Bedford Public Schools. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Name:
Address:
Subject: RESPECT NB Paraprofessionals -- Pay Them

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Sincerely,
[Name]

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