

Senator Rafferty, Representative Brennan and other members of the Education and Cultural Affairs Committee,

My name is Kim Hubbard and I've been an Educational Technician for almost 20 years now. I don't know anyone who is doing this job because the money is great, I'm certainly not. Every year our district loses very good people because they just can't afford to stay. How many people do you know, with a four-year degree, make a career out of a job paying \$16.34 or less an hour? Most ESPs are either married to someone with a good income or have to take on a second or third job (yes three jobs!) to make ends meet.

We aren't talking about a cashier's job here. We are the people you entrust your children with. We are expected to not only teach lesson plans, sometimes created by us, but to also understand the needs of the whole child. You expect us to assist in their education as well as to keep your children safe from attacks, report suspected abuse, be kicked, bitten, and spit on, cover a classroom when the teacher is absent, and continue our own education to keep our certifications, all while presenting a positive outlook. Yet your school districts pay us less than a Walmart shelf-stocker.

One of my students, who also happens to be a Special Olympian, just started a job stocking shelves at Walmart for \$19.00 an hour. After dedicating twenty years in the same district, with a 4-year degree, I make \$19.16 an hour.

You want us to be professionals, pay us like professionals!

Respectfully,

Kim Hubbard