



Colleagues,

OEA understands the hardships and inequities inclement weather presents to our students, staff and families. You should have received a schedule from your building principal and the district.

Everyone is a professional and entitled to use any sick leave or personal days when needed. Please review the sick leave language from our master agreement:

**Sick Leave-**

“The employee's accumulated sick leave may be used for the illness of an immediate family member. Immediate family member will include the employee's spouse, children, parents in a care facility, or an individual who is a permanent resident in the employee's home or for whom the employee has specific legal responsibility.”

OEA does not support any job action. If your situation warrants time away from school and does not qualify for a sick day, you need to use a personal day.

A survey will be sent out at 5:00 tomorrow to gather data on the interruptions, student participation and connectivity issues you and students faced. We will use this data as we press for changes in the current inclement weather policy. Please take a few moments tomorrow evening to answer the questions about your day.

Robert  
OEA President

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