



Dear Colleagues,

As most of you know, your OEA leadership team has worked diligently with OPS over the past month to come to agreement on year-end professional development. And you know that OPS repeatedly told us that all professional development would be a blend of both synchronous and asynchronous learning. As it stands, OPS has announced a schedule of synchronous-only professional development.

I am just as frustrated with this as are each of you. The professional development schedule set forth by OPS is NOT what was agreed upon. OEA never approved or negotiated this plan in ANY way. If you hear otherwise from friends and colleagues, please inform them of the facts.

Here, then, are some of the important facts:

- OPS has the right to change the calendar.
- The Association has responsibility to respond to and negotiate the economic impact of such changes for our members.
- When we became aware of the error, OEA immediately reached out to the school district administration to express our serious concerns.
- I have personally met with the OEA Board of Directors, OEA legal counsel and our negotiations team to update them in this process.
- I am sending out messages to membership via Constant Contact to update you all.

In this remote working environment, each of these actions take extra time.

Our next step is to meet with school district leadership to request that the professional development plan be restated to reflect the asynchronous approach that was agreed to, and allowing all staff to complete the needed hours.

Above all, remember this: **Your OEA continues to fight for you—to improve working conditions and to provide you with the tools you need to best serve your students during this pandemic.**

Robert
OEA President