



Call to Action: Support Our Negotiations Team in Bargaining our new contract!

Fellow Members,

Our current contract negotiations are reaching a critical phase, and it is time for our collective strength to be visible and heard. The negotiations team is working tirelessly to secure a fair contract that respects the hard work you do every day, but we need your help to show the school board the unwavering unity of our membership.

As you have all heard, the district has a budget shortfall next year. We are still looking for money to be in our salary schedule and an adequate increase to the district's portion of the insurance increase. However, we are still negotiating the time of day.

We know the district is looking at shortening the student day by 20 minutes but want us to stay the same duty day to have time for PLCs, team planning, and professional development. We believe that if they shorten the student day by 20 minutes, they should shorten our day by 20 minutes.

We need you to take the following two essential actions before December 17th:

1. **Show up:** Stand with US on December 17th at 5 pm when we negotiate with the district. your physical presence makes a difference. It sends a powerful, non-verbal message to the board that every member is invested in these negotiations. When you come, remember to wear red.
2. **Speak out:** Personal stories are powerful. We are asking members to email the entire school board before December 17th, and explain, in your own words, what the 20 minutes of time would mean to your daily life and your family.

Your email should include the following:

1. **Subject Line Idea:** Support a Fair Contract: Why 20 Minutes Matter
2. **A statement of your profession/role.** (I am a teacher at _____ school.
3. **Your personal explanation of the impact** Focus on how that 20 minutes of time would improve planning, student interaction, or work-life balance.

(That extra 20 minutes would allow me to make two phone calls to parents. or I could use those 20 minutes to finally eat lunch or go to a Dr. appointment.)

4. A polite request for them to support the union's proposal.

Your participation in these two actions is vital to achieving the contract we deserve. Let's make our voices resonate on December 17th.

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In Solidarity,
The OEA Negotiations Team

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