



March 13, 2020

Dear SEA Members,

First, thank you for all of your work this past week. From rushing to put student work together on Wednesday to organizing meal support for your communities in the days following, our educators have been models of community leadership in these uncertain times. You have literally been on the front line of this outbreak and have done so while keeping student learning at the center of your work and also ensuring the health and well-being of our school communities...thank you!

Since the initial closure was announced, SEA has been engaging with the district on the many impacts this event will have on our members and larger school communities. This includes the impacts on:

- **Employee benefits including pay, health care, personal/sick leave, and employment security for all bargaining unit employees (certificated, paraprofessional, SAEOP, and substitutes).**
- **Workload and work expectations now that the closure is extended for 6 weeks; next week we will be working with SPS to determine expectations for all represented employees. We will be sending out a survey for member input and be working with your SEA department leadership as this develops.**
- **Timelines outlined in our CBA, including evaluations, budgets, investigations, and grievances.**
- **Support for our students and families including meal/childcare support, ongoing home support for students learning, and advocacy at the local and state level to mitigate the impacts this pandemic will have on our highest need populations.**

We will be updating the [SEA website](#) and [Facebook page](#).

For the next week we will also be sending members daily email updates regarding the critical questions we are currently working to address.

In Solidarity,

**Michael S. Tamayo**  
SEA President

**Gwendolyn Jimerson**  
SEA Vice-President

