

Dear UEA Leaders,

I'm being inundated with questions about what's happening next week. You may be as well. This is uncharted territory for all of us. Right now, there are more unknowns than knowns.

I spoke this morning with State Superintendent Syd Dickson. I expressed to her some of the concerns I'm hearing from our members. She shares the same concerns and we will be working to resolve them. It's my understanding, the State Board will be sending a message to all teachers on Monday with additional information. Also, **see the attached email Supt. Dickson sent to all superintendents this morning.**

#### **Here are a few things we know—**

- There will be no disruption in payroll for teachers and other school employees.
- All school employees are expected to report for work on Monday. Employees unable to report for work should contact their supervisor.
- Students will have the opportunity to continue learning.
- Monday and Tuesday are set aside to work out details. Our members should take this opportunity to coordinate with local administrators to determine how the next two weeks will look.
- One size does not fit all...details may be very different in each district, in each school and even in each classroom.
- Supt. Dickson sent a letter to all Utah superintendents this morning (**see attached**) with guidance. That guidance includes: "Ensure that educators who are more susceptible due to compromised immune systems, pregnant or elderly, are given considerations to telework," "Be mindful of child-care needs and allow teachers to bring their own children should they have those needs," **"Be flexible and work with your associations,"** "Determine what policies might need to be temporarily waived to accommodate this unusual circumstance."
- Utah is full of resourceful, talented, caring teachers who will make this work!

#### **Things we don't know—**

- Pretty much everything else 😊

#### **Recommendations—**

As you can understand, this situation is evolving. Thank you to those who have reached out with ideas about what we as UEA leaders can do. Here are a few ideas to share:

- **Send an email to your members letting them know their association is there to help.** I sent a [message to all members](#) last evening. Perhaps you could coordinate a message to members with your school district administration. I've attached a draft of one that Park City Education Association sent to their members as an idea.
- **Post messages of teacher support.** I posted a [message on the UEA website and UEA Facebook page](#) earlier today. You can share that message or post your own.
- **Start negotiations.** One association told me they may take this as an opportunity to begin their negotiations. Great idea!
- **Share ideas and messages.** If you have a great idea or example of communication in your association (like the Park City email), share. Email to [mike.kelley@myuea.org](mailto:mike.kelley@myuea.org). We'll share whatever we get.
- **Watch for additional guidance.** This includes a legal and negotiations advisory from UEA next week.

No doubt this will be a challenging time for all of us. Fortunately, we have the power of our association to get us all through.

Thanks again for all you do to support our family of UEA members!

Sincerely,

***Heidi***

**#RedForEd**

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