



Throughout the history of our educator-led union, our contract has been carefully negotiated to protect educators' professional expertise to meet the needs of their students. Our current health and employment crisis has magnified enduring systemic issues often placed on educators and is causing an attempt by management to ignore our protections. We're asking educators to protect their time by giving the following statement to anyone attempting to violate their educator rights:

To Whom It May Concern:

As a professional educator, I value my work, my personal time, and my rights. In order to meet the needs of students, I am entitled to contractually-protected discretionary time so that I may plan lessons, grade, and perform other professional responsibilities.

Because I value my students and the essential preparation time, I need to provide them with the best instruction, I am respectfully declining the added responsibility (and contract violation) noted below:

- [] **Required/Implied Requirement to Substitute for a Class or Receive Deployed Students**
Violation of, but not limited to, CBA Article 39
- [] **Work During Preparation Period on work that was not at my discretion**
Violation of, but not limited to, CBA Article 20
- [] **Work During the Eighth Hour on work that was not at my discretion**
Violation of, but not limited to, CBA Article 20
- [] **Work After the Eighth Hour**
Violation of, but not limited to, CBA Article 20

Educators are being asked to continue to give up their time during these unprecedented times, yet this act ignores the additional stress this adds to our lives. If you support me as an educator, you will advocate for Fresno Unified to adopt FTA's proposals to address educator concerns, which advocates for our district to implement the structures I need to best serve my students.

If you would like to discuss this matter further, please contact the FTA Associate Executive Directors via email:

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