



August 24, 2007

Dear Mr. Whitlow:

We would like to take this opportunity to explain our position in regards to the “inclement weather day” of August 24<sup>th</sup> 2007. As an association, we totally understand the situation this school system is in due to the *No Child Left Behind Act of 2001*. We agree that all school system employees should continue to make every effort towards improving our school system as we have for many years. We also believe that if we are being asked to do work above and beyond the call of duty, we should be compensated accordingly.

The Robertson County Education Association and The Robertson County School Board reached an agreement with the previous director in 2004 that specifically stated that when students were excused from school due to inclement weather, the teachers and support staff would likewise be excused. Mr. Meador sent a memorandum to all school employees explaining this agreement. We did not amend the contract because Mr. Meador stated “I’ll take care of it.” And we believed the system would support that decision. We are extremely disappointed that you did not support that decision today.

Additionally, each educator in Robertson County works additional time each day, which allows the school system to “bank” snow days. By the teachers working this additional time, the school system essentially receives eleven “free” work days from its employees. Asking the school system employees to come to work on a snow day is

essentially asking them to work for free. Contrary to Mr. Whitlow's opinion, the employees of this school system do not get a "free paid day off" every snow day. These are days we have already worked.

We regret that the Director of Schools' decisions for August 24<sup>th</sup> have dampened the morale of the school employees of this county and have created negative publicity for Robertson County Schools. We also request that the Robertson County School System act immediately to rectify the inappropriate decision of asking its employees to work on an "inclement weather day." This can be done by changing August 24<sup>th</sup> from an "inclement weather day" to an administrative day. By doing so, that will eliminate an administrative day which is currently scheduled at the end of the year. If that is not possible, we ask that each school employee be paid for an additional school day.

Sincerely,

Justin C. Grimes  
RCEA President