



To: Our Colleagues, Students' Families, Administrators, ORVA Board of Directors, Students and Community;

We, the undersigned, are a group of dedicated and passionate educators at Oregon Virtual Academy, organizing our union, ORVA Educators United (OEU) with the American Federation of Teachers. OEU is a union of professionals that values excellence in education. We are committed to forming our collaborative, effective, proactive and self-governing union in order to fulfill the mission of ORVA, based upon the following core values:

- Staff continuity and retention as an important factor in providing a relationship-based and nurturing environment for ORVA students and families.
- Competitive and transparent salary and compensation structures that ensure effective retention and recruitment of highly effective educators.
- Fostering explicit care and connection amongst and between all ORVA staff members.
- Exemplary service to our diverse population of students throughout Oregon.
- Fostering a collaborative culture of trust and continuous improvement.
- Prioritizing student achievement to best prepare our students for success in careers, college and citizenship, using researched-based, student-centered curriculum.
- Equitable distribution of workload in order to foster a climate that prioritizes teaching and learning for our students.
- Just cause and due process rights so that we can advocate for ourselves, our community and our students without fear.

We believe it is essential for us to establish a unified and collective voice that will provide fully transparent governance, institute and maintain fair and just practices, and create equity in decision-making, with the goal of ensuring the quality of our students' education. For all of these reasons we stand together in organizing our union.

It is our sincere hope that you, the ORVA Leadership Team and Board of Directors, will react positively to our decision, acknowledging the benefits of a stable and dedicated staff and committing to work with us to strengthen our school through the remaining steps of this process.

Sincerely,

ORVA Educators United

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