

And Now... We Rally

1 message

GCAE <info@gcae4me.org>
 Reply-To: info@gcae4me.org
 To: gcaenc@gmail.com

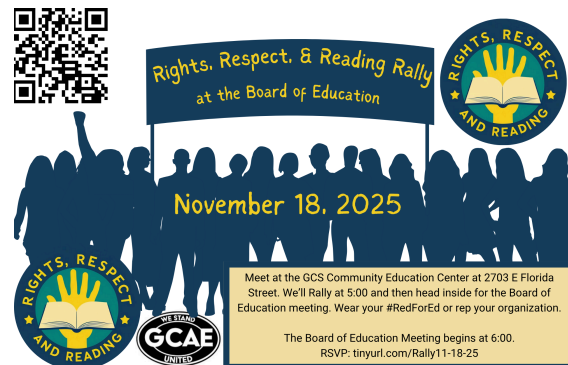
Wed, Nov 12, 2025 at 8:01 AM



November 12, 2025

On Monday night, 68 of your coworkers met with GCS leadership to talk budgets and commitments.

At that Big Team Meeting, workers shared powerful stories related to our petition demands. Our district leaders made some commitments to meeting those demands. YOUR commitment as a worker to showing up and showing out is what's going to move the needle now, so **we'll see you at the Rally on Tuesday!**



And don't forget to sign and share the petition: <http://tinyurl.com/GCAEpetition25>

Summary of Big Team Meeting:

- Workers: 68
 - Storytellers: 5
 - Facilitators: 6
- GCS Leaders: 9
 - Invited Leaders: Superintendent Whitney Oakley, Chief Financial Officer Tyler Beck, Board of Education Chair Deena Hayes, Board of Education Vice Chair Bettye

- Jenkins, Board of Education At-Large Rep Alan Sherouse
 - Other Leaders: Deputy Superintendent of Business & Operations Julius Monk, Chief of Staff Sonya Stephens, Deputy Chief of HR Alison Coker, Chief of Communications Tracey Helton
- Asks of GCS Leadership: 8
 - Join GCAE as a member.
 - Support adoption of a resolution that requires the school district to provide public information on how federal and state cuts are impacting education for GCS students.
 - Meet with GCAE leadership by the end of November to schedule a time to meet with Guilford delegation state and federal representatives.
 - Support adoption of a resolution that would require the district to provide "active bystander" training to make sure witnesses to immigration arrests know how to help defend the Constitutional rights of people being targeted.
 - Support adoption of a resolution that stands against book banning.
 - As we are currently in over-compliance or pre-compliance with HB 805 (passed) and HB 636 (not yet passed), meet with a team of librarians and classroom teachers by December 19 to review Board policy and how it can be implemented in the least restrictive way for students and teachers.
 - Commit to using at least \$3 million for classified staff raises in the budget reconciliation.
 - Commit to using the low wealth supplement (once it is received from the state budget) to target veteran teacher pay.
- Superintendent Oakley abstained from committing, but Board Members Hayes, Jenkins, and Sherouse committed to all asks.
- During the district's budget presentation, we learned that the reconciliation budget that the Board of Education will review on Tuesday will include \$3 million in raises for classified staff with a focus on school nutrition workers and workers in grades 54-62. *These grades currently have starting hourly pay between \$15.96 and \$16.38.*
- We also learned that the low wealth supplement for certified staff has *not yet* passed at the state level.

As we face no budget from our state legislators and cuts from the federal level, we know that our local fight for public schools is more important than ever. We need our local leaders to stand shoulder to shoulder with workers to speak truth and demand action. [See you Tuesday to follow through on our demands!](#)

How is your building doing on organizing for the Rights, Respect, and Reading campaign? We have just DAYS left to make a difference. Check the Tracker at tinyurl.com/RRRtracker

The BEST way to get plugged in with the campaign and start organizing your coworkers is to come to the next [Organizing Committee meeting on November 13!](#)

Plug In and Build YOUR Union

Organizing Committee

Thursday, November 13

Register

tinyurl.com/GCAEOC11-13-25

5:30-7:30 PM

Virtual

**Rights, Respect, and
Reading Rally (RRRRally!)**

tinyurl.com/Rally11-18-25

Tuesday, November 18

5:00 PM

GCS Community Education
Center

Register

**Parent & Community Allies
Meet-Up**

[mobilize.us/ncae/event/8663
08/](https://mobilize.us/ncae/event/866308/)

Tuesday, December 2

6:00-7:30 PM

Oden Brewing Company

Register

GCAE Mass Meeting

[tinyurl.com/GCAEmass12-4-
25](https://tinyurl.com/GCAEmass12-4-25)

Thursday, December 4

5:30-7:30 PM

Smith High School

Register

**Retirement Workshop with
Colleen** (Email
gcaenc@gmail.com to
register.)

Monday, December 8

6:30 PM

Virtual

Register

Have a Building Meeting!

any time in November

at YOUR work site!

Sample Agenda

**Take a #RedForEd Group
Photo**

Every Wednesday

at YOUR work site!

How To #RedForEd

Need some union swag? Check out the [GCAE Shirt Shop!](#)

Constitutional Amendments Proposal from GCAE Executive Board

[These Constitutional amendments](#) are proposed to the membership body of GCAE by the Executive Board of Directors of GCAE via email on October 1, 2025. This email shall serve as written notice to the membership body of the proposed amendments.

After a period of sixty (60) days, GCAE members will vote to ratify the proposed amendments via electronic ballot. The electronic ballot shall open no earlier than December 4, 2025, and close no earlier than December 18, 2025.

Any amendments affecting electoral processes or procedures will not affect the 2026 union election.

Ratification requires two-thirds approval of members who participate in the vote.

Comments or questions about the proposed amendments may be submitted to gcaenc@gmail.com.

Direct link to amendments document: tinyurl.com/GCAEamend25

Ways to Plug In with NCAE & NEA:

GCAE is the local affiliate of our state union, NCAE, and our national union, NEA. The following opportunities are available for all GCAE members ready to learn one more thing, take one more step, or dig just a little bit deeper.

- **NEA American Education Week**
 - November 17-21
 - Information: <https://www.nea.org/AmericanEducationWeek>
- **NEA Online Training: Using the Power of the Union to Stand for Immigrant Student Rights**
 - Wednesday, November 19, 6:00-7:00 PM
 - Virtual
 - Register: <https://www.nea.org/professional-excellence/professional-learning/resources/online-training-how-fight-back-immigrant-rights>
- **NCAE Schoolhouse Voices (for parents & families of public school students!)**
 - Thursday, November 20, 6:00-7:30 PM
 - Virtual
 - Register: <https://www.mobilize.us/ncae/event/854110/>
- **NEA Webinar - Brave & Resilient: Supporting Student & Educator Mental Health when the Government Attacks Immigrant Communities**
 - Thursday, November 20, 7:00 PM
 - Virtual
 - Register: <https://www.nea.org/professional-excellence/professional-learning/resources/webinar-brave-resilient-supporting-student-educator-mental-health-when-government-attacks-immigrant>
- **Freedom to Read Statewide Convening**
 - Monday, December 1, 6:00-7:30 PM
 - Virtual
 - Register: <https://tinyurl.com/NCAEfreesom12-1-25>
- **NCAE Conference Grant Application**
 - Grants up to \$500 will be awarded, pending application approval. Application deadlines are as follows:

- NEA Conference on Racial and Social Justice-February 1, 2026
 - [Application Form](#)
 - **Connect with NCAE & NEA**
 - Fill out: <http://join.nea.org/north-carolina/connect>
-

Ways to Plug In with Our Community Partners:

- **Public School Strong Training**
 - Tuesday, November 18, 7:00-8:30 PM
 - Virtual
 - Register: <https://www.mobilize.us/downhomenc/event/557516/>
 - **Operation Turkey (Greensboro)**
 - November 26-27
 - Volunteers needed!
 - More information: <https://www.operationturkey.com/locations/greensboro/>
-

Join GCAE

GCAE
Campaign
Central

GCAE on
Facebook

GCAE on
Instagram

Sent via [ActionNetwork.org](https://www.actionnetwork.org). To update your email address, change your name or address, or to stop receiving emails from Guilford County Association of Educators , please [click here](#).

