



Spring - AFT Organizing Committee  
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Dear Member:

It is exciting that we announce our new campaign to become an official, autonomous and fully chartered local of the 1.7-million member American Federation of Teacher, AFL-CIO (AFT). Over the past several years, Spring AFT leaders and members have worked tirelessly, and with great commitment, to build a solid organizational foundation and an undeniable employee voice for Spring ISD employees. We have opened a local office and continued to increase our support and advocacy for Spring ISD employees, and the Spring ISD community. Over the last year Spring AFT's major victories include the largest pay raise in Spring ISD history and teacher incentives for STAAR/EOC science/social studies and STAAR ALT Teachers. Through our United We Thrive Campaign Spring AFT successfully advocated for a \$500 increase to the yearly retention stipend, and the continued availability of 2 wellness days for all Spring ISD employees. Additionally Reading Academy modules can now be done at a location of your choosing. Our campaign will move us forward to do bigger and better things!

In the beginning, local activists met with AFT representatives to discuss our vision to create a strong teacher led employee organization. One which not only represented Spring ISD employees, but truly understood what it takes to create institutional power at the campus and district levels. AFT agreed to work with us to achieve our goals, and now we have a unique opportunity to speak with each of our members about the benefits of becoming a chartered local. Throughout this campaign, we hope that each member shares with us their vision of having a strong voice in the decision-making process and supports taking our organization to the next level to grow even stronger. Now is our time to THRIVE as a powerful local union.

By becoming a chartered local, Spring AFT members will be better positioned to engage in local political campaigns, which includes electing members to the district's Board of Trustees. It is this involvement that will allow us to essentially elect our own bosses and to garner support for issues important to our members. If we truly believe we can make a difference in the lives of our students, then we must become more influential in the decision-making process to create a pro-teacher/pro-student working environment - giving our students a quality education and our school employees the respect we deserve.

At our May 2024 Union Social (date/time/location TBD), each member will have an opportunity to vote by ballot to charter our union, including a vote to ratify our local constitution. As we move closer to that date, we hope that we will have an opportunity to speak with each member about the new benefits that will accompany being a chartered local and share with everyone our plans for the future. Spring AFT is a democratically led organization. Every member matters. If you support having a strong voice as a Spring ISD employee to help improve our public schools, then change starts with you. Vote yes to charter in May 2024!

Sincerely,

Spring AFT Organizing Committee

*Yolanda Merritt*  
Spring AFT - Chair

*Michael Wright*  
Spring AFT - Co- Chair

*Cristal Johnson*  
Spring AFT - Treasurer

*Paul Chubinskiy*  
Spring AFT - Secretary

*Cabreatha Thomas*

*Gary Novick*

*Thomas Osuna*