

WHEN & WHERE

September 1
Septemberfest Parade
Assemble at 16th and Cass
9:00 a.m.

September 3
OEA Board Meeting
4:30 p.m.

September 4
Membership Committee
EMAC

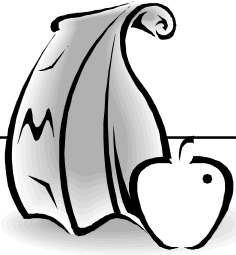
September 9
AR Assembly
Wilson Middle School
4:15 p.m.

September 10
Instruction Advocacy Committee

September 11
Governance Committee
PACE

All meetings begin at 4:15 p.m.
@ OEA unless otherwise noted.

Know Your Contract: Duty Free Lunch



The question is often asked, "Should I be getting a 30-minute duty-free lunch?" YES! Nebraska Rev. State Stat. 79-125.10 states: "Every school district shall provide each teacher with an uninterrupted lunch period of not less than thirty minutes each school day, and no teacher shall be assigned teaching, supervisory, or other duties during such lunch period."

It is up to individual teachers to bring this to the attention of their supervisors. Anytime a member has a concern, the first person they need to talk to is the person directly in charge of the situation. If you cannot get the result you had hoped for, you can consider taking the concern to the next level of administration with the assistance of OEA. Contact OEA to learn the process.

Back To School Special!

SIMPLY SMARTER HOMES

2 bedroom, 2-2 1/2bath, 2 car garage
Starting at \$109,900

Buy a townhome in August & September and close within 30 days and receive

\$1000 Visa gift card and \$1000 in free upgrades
(Offer good for Omaha Education Association Members Only)

2 locations in Omaha...

STONE CREEK-168TH & FORT
Dennis McGuire @ 212-2698
or Melissa Dubas @ 917-1043

FALCON RIDGE-180TH & HARRISON
Mindy Kimble @ 926-9928
or April Williams @ 301-3012

TRITON HOMES
www.TritonHomesUSA.com • www.MySpace.com/TritonHomes

CBSHOME

Vacancies on OEA Board of Directors = Opportunity for You!

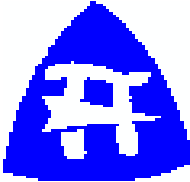
One Elementary School representative position on the OEA Board of Directors was vacated June 3, 2008. The original term of this two-year position was 2008-2010.

One Middle School representative position on the OEA Board of Directors was vacated April 15, 2008. The original term of this position was 2007-2009.

According to the Bylaws of the Omaha Education Association, any vacancy on the OEA Board shall be filled for the current Association year at the next regular meeting of the Representative Assembly. The election will, therefore, be held at the September 9th AR Assembly to fill these positions.

Candidates for the Board of Directors shall have completed a minimum of one year active membership in the Omaha Education Association. No person may be a candidate for election to more than one office on the Board of Directors.

Please notify your Association Representative or Maddie Fennell (346-0400) if you are interested in being nominated to fill either of these seats on the OEA Board for the remainder of this school year!



OEA *Tip-Off*

August 29, 2008

SO, WHAT SHOULD I WEAR TODAY?

By Maddie Fennell, OEA President and Janice Garnett, Assistant Superintendent of Human Resources

Many years ago the Omaha Education Association and the Board of Education bargained language into the contract that addresses the need for educators to dress appropriately: "The cooperation and good judgment of all employees in the matter of dress helps to ensure a proper image for students and a businesslike appearance for visitors to the school. No printed guideline on acceptable dress can anticipate every possibility. The principals and/or supervisory personnel who are in the best position to make judgment concerning the appropriateness of the attire should provide necessary counseling and correction as the need occurs."

This summer the OPS Board of Education directed administrative staff to begin putting greater emphasis and guidelines into place regarding appropriate dress for all OPS employees. The School Board desires a professional image of all staff that communicates to students, parents and the community that a positive, professional workforce is in place in our district.

OEA sent all ARs a copy of the district developed Staff Dress and Personal Appearance Power Point that was shared with principals and supervisors at their opening meetings. The Power Point and conversation addressed specifically:

- The only body piercing allowed by the district is the ears. All other piercings must be removed or covered up.
- Small tattoos are fine, but tattoos that are distracting or inappropriate must be covered. If you can't wear it on a t-shirt, you can't show it as a tattoo.
- Your principal may still allow spirit days and may allow jeans, but you should wear a school or district shirt with your clean, un-torn jeans.
- Specific Inappropriate Dress as outlined by the district includes:
 - Flip Flops or Crocs
 - Skorts, short skirts
 - Jeans—any denim pants
 - Leggings, tights (except under skirts, dresses or jumpers)
 - Shorts – including walking or sports shorts
 - Halter tops, midriff tops, muscle shirts, leotards and tank tops
 - Clothing which exposes the back, waist, midriff or undergarments
 - Warm up pants or sweat suits
 - T-shirts
 - Overalls



The district understands that there needs to be some latitude in these guidelines to allow for the varying responsibilities of each job. OEA and OPS are also in agreement that there is a difference between outlining professional dress and individuals exerting their own sense of style or personal preference on others. **If you feel that your administrator is not interpreting the dress code appropriately, you should first talk with them. If the problem is not resolved, you can contact Ed Virant at Human Resources or Maddie Fennell at OEA.**

Calling All Association Reps! (ARs)
Do you want to know what to know how to help members solve problems in your building?
Do you want to know the hot issues this year?
Do you want to enjoy a great Barbeque?

Attend the AR Training!
Tuesday, Sept. 9th, 4:15pm
Wilson Middle School
52nd and F Street

OEA Tip-Off

The OEA *Tip-Off* is a bi-monthly publication printed for members of the Omaha Education Association.

Sue Perkins,
Communications Specialist

Direct Inquiries to:
Maddie Fennell, Editor
maddie.fennell@nsea.org
402-346-0400

Eddie Ventura,
Information Coordinator
Edward.Ventura@ops.org

Visit us on the web at:
www.omahaoea.org

**Every Decision in Education
Is a Political Decision!**

OEA Political Action! Get Involved Now!!



**To receive political updates and
volunteer information, register at:**

http://omahaoea.org/political_action.htm

CAN I GET FIRED FOR THAT?

All decisions regarding education are political decisions and the OEA believes it is important to be part of the decisions that shape our very careers. However, OPS Board policy dictates our activities during political campaigns. The excerpts below are from OPS board policy and MUST be followed. For the entire text, see the Board Policy book in your building. If you have further questions, please call OEA.

B) ...employees may not engage in political activity during the time they are engaged in the performance of their official duties...

C) At no time may the political activity of an employee of the School District of Omaha infringe upon the political activities of students, parents of students, or fellow employees...

1) Use of School Materials: School materials, including paper, stationery, duplicating machines, postage, interoffice mail facilities, and other similar items, may not be used to support or oppose any candidate for public office or to take a position in favor of or in opposition to any particular stand on an election issue...

2) Use of School Time: Employees of the School District of Omaha may not engage in any activities in support of or in opposition to any candidate for public office or take any stand on an election issue during the time they are engaged in the performance of their official duties...

3) Use of School Property: Property of the School District of Omaha, including all bulletin boards and walls, may not be used in any manner to support or oppose any candidate for public office or to take a position on any election issue...

4) ...Any public endorsement by an employee of the School District of Omaha in support of or in opposition to any candidate for public office or any stand on an election issue may not identify the employee as associated with the School District of Omaha...

AND as part of our Master Contract:

III. NON-NEGOTIATED SECTION

D) Use of School Facilities

4) The Association will be allowed to place notices, circulars, or other material (exclusive of local, state, and national political campaign material) dealing with activities or concerns of the Association on a bulletin board located in faculty lounges and other such places as designated by the building principal.

PERSONAL LEAVE INFORMATION

The Personal Leave provision in the Master Agreement allows members of the OEA bargaining unit to take personal leave (two days per year, one day per semester for first year employees) on most days each year for any personal business.

However, to obtain Personal Leave during the first five student contact days, or the last ten contracted days, or on days immediately preceding or following a district observed federal or school holiday and/or recess period, a staff member must submit for approval, in writing, on the appropriate form. The form lists 14 reasons (see IV DD 5 in the Master Agreement, pages 34-35) that qualify for Personal Leave on these days.

The OEA has identified the following 2008-09 dates as those for which the personal leave form with 14 reasons should be used: August 29, September 2 (Labor Day); November 26, December 1 (Thanksgiving); December 19, January 5 (Winter Break); January 16, 20 (Martin Luther King Day); February 13, 17 (Presidents' Day); April 3, 13 (Spring Recess); May 13 to the 27 (last ten contracted days).

Personal Leave may be granted in excess of two days, but loss of full pay will result for any days beyond the two Personal Leave days provided. A letter to Human Resources should accompany such a request.

If you have any questions about these contract provisions, call Dennis or Tim at the OEA (346-0400).



Join OEA members marching in the
Labor Day parade on September 1st.

Our theme: "Teaching - It's a Labor of Love"

If you need information contact
OEA at 346-0400

or email parade organizer Maria Walinski
at maria.walinski@ops.org

Parade Information:

- We will assemble at 16th and Cass at 9:00am.
- Please wear OEA gear...or OPS gear... or your SCHOOL gear
- Children and pets are welcome to walk with us!

**Join us in celebrating our profession!
Let's march together and show Omaha our
A+ team!**



Do you want to have your voice heard? Do you want to shape the work of OEA? Become a committee member!

YOU are the OEA. Our strength is in the collective wisdom and creativity of our members. We need you to share your talents with us by serving on one of the committees outlined below.

What do you have to do? Come to a meeting! Most committees meet monthly, but some focus their activity during certain times of the year. If you want more information, simply contact the chairperson.

The dates for the first meetings are listed below. All meetings are at OEA at 4:15pm. Future committee dates will be published in the Tip-Off.

Compensation and Benefits Meeting: September 25th

If you want to work on salaries, what's in the master contract, this year's negotiations, and have input into the long term discussion on alternative compensation, you need to join the C&B Committee!
Chris Proulx chris.proulx@ops.org
Wakonda 457-6737

Ethnic Minority Affairs Meeting: September 4th

We know we need more minority teachers, but we also need more minority leaders in the Association! EMAC encourages ethnic minority participation in all levels of Association work, recommends honorees for the Human Relations Award, and advises OEA leadership on issues of special significance to our ethnic minority members.
Rosita Force rosita.force@ops.org
Franklin 554-8508

Instructional Advocacy Meeting: September 10th

Are you already serving on an OPS instructional committee but wanted to be an OEA voice on that committee? Do you want to help train new teachers? Do you have burning instructional issues (class size? Curriculum?) that you feel need to be addressed. Then this is the Committee for you!
Michelle Tebbe michelle.tebbe@ops.org
Harrison 554-8535

Governance Meeting: September 11th

Are you a dot the i's and cross the t's kind of person? The Governance Committee is responsible for reviewing our Bylaws and Policies, recommending changes and conducting elections.
Phyllis Christiansen phyllis.christiansen@ops.org
Gomez Heritage 898-2801

Member Benefits Meeting: September 18th

Do you wish we had vision insurance, short term disability or other benefits for being an OEA member? Do you wish you knew more about NEA Member Benefits or the NSEA Access card? This committee is responsible for reviewing vendor offers, recommending programs to the OEA Board, and letting members know what benefits are available to them.

Kristi Stamp kristi.stamp@ops.org
Fullerton 498-2787

Membership Meeting: September 4th

We can't do it without you! We need creative people to help us design membership recruitment activities and welcome new teachers.

Deidra Washington deidra.washington@ops.org
TAC 557-2618

Political Action Committee - PACE Meeting: September 11th

Every decision in education is a political decision so we need to elect people who are going to support education! This is going to be a busy fall and we need all hands on deck to get pro-education candidates elected in November.

Ernestine Ventura ernestine.ventura@ops.org
Gomez Heritage 898-2801

Retirement Meeting: watch the Tip-Off or contact the chairs

Are you ready to *financially* enjoy your retirement? The retirement committee not only receives regular reports regarding the Omaha School Employees Retirement System (OSERS) but they also provide programs to help individuals plan for their retirement.

Lance Purdy lance.purdy@ops.org
Northwest High 557-3500J
John Young john.young@ops.org
South High 557-3600

Professional and Community Relations: PCR First EVENT: Septemberfest Parade, Sept. 1st, 9am, 16th & Cass

Are you a circle who loves to promote education as a great profession? Join this Committee and work on parades, Read Across America, Laurel's Night, the Kansas City shopping trip and community service projects.

Rose Pope rose.pope@ops.org
Druid Hill 451-8225

