



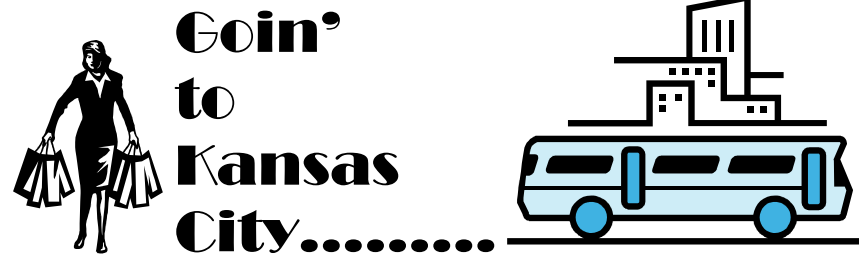
WHEN & WHERE

October 27, 2007
Outreach to Teach
7:30 a.m.-11:30 a.m.
Indian Hill Elementary

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

OEA on-line Calendar

<http://omahaoea.org/members/calendar.htm>



The OEA is once again sponsoring the annual shopping trip to
Kansas City

Saturday, December 1st - \$24.00 per person
Leave OEA @ 7:00 a.m.
4202 S. 57th Street
(49 passenger occupancy bus)

Reservations must be made by sending your payment to:
OEA; attn: Lorrie Stuto
Deadline: November 6th
NO REFUND\$ after November 6th.

Transportation by Heartland Coaches

7:00 a.m.-Buses depart from OEA parking lot
(doughnuts will be provided, bring your own thermos of coffee or drink of choice).
Upon arrival in Kansas City, one bus heads to Crown Center Mall
and the other to Independence Mall.
3:00 p.m.-Buses pick up passengers at respective malls
and head to the Plaza for dinner and more shopping.
8:00 p.m.-See the lights in the Plaza and head back to Omaha.
Arrive in Omaha at OEA at approximately midnight.

OEA Tip-Off

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

Direct inquiries to:

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Visit us on the web at:

www.omahaoea.org

ANNUAL OEA SHOPPING TRIP

December 1, 2007

Please reserve my seat for the OEA Annual Kansas City Shopping Trip.

Name _____ School _____

Name _____ School _____

Name _____ School _____

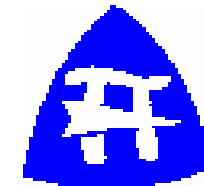
Name _____ School _____

Select one: Independence Mall _____ Crown Center _____

Enclosed is my check for \$24.00 per person
(checks made payable to Omaha Education Association)

Must be received at the OEA by November 6, 2007 at:

Omaha Education Association, 4202 S. 57th St., Omaha, NE 68117



OEA

Tip-Off

October 23, 2007

WHO INTERPRETS YOUR CONTRACT?

BY MADDIE FENNELL

I have gotten a few calls and emails over the last few weeks that have begun with "My school secretary said that I only get 3 days of bereavement leave" or "My principal said that she can call meetings during my plan time".

You would never think of allowing someone to interpret the Master Agreement when it comes to your salary, so why would you allow them to interpret any of the other provisions guaranteed through your Master Agreement?

This has led me to ask the question: Who interprets your contract? In other words, how do you know what rights you do or do not have?

First of all, you have a copy of the Master Agreement; it's that goldenrod booklet that was passed out to you a few weeks ago. I know you were up to your eyeballs getting the school year off to a good start, so you didn't have time to drop everything and read all 50+ pages. Below I am going to highlight some passages of the Master Agreement that you should be a little more familiar with; these are things that we frequently get asked questions about.

The next step is to ask your AR. At each AR meeting we discuss or highlight parts of the contract that ARs need to know about.

But what about those items that you still aren't so sure about? What about things like bereavement leave for an ex-spouse, or being told that you are required to attend a meeting on Saturday?

That's when you need to call OEA. We negotiated your Master Agreement and we work with the district to ensure that your Master Agreement is being upheld. If you have a question about what your rights are and you can't find a clear answer in the Master Agreement, call us. Don't rely on others who only have a passing knowledge (and sometimes that knowledge is being passed by word of mouth or past practice, not by actually reading the Master Agreement).

I have had several members call lately saying "I hate to bother you after 5." My cell number (871-6575) is on the answering machine for a reason: I know you are busy during the day and

can't always get away to call the OEA. You can also send me an email (maddie.fennell@nsea.org) and I will respond to you within 24 hours.

Here are a few things in our Master Agreement that everyone should keep in mind:



Personal leave (pg. 34)
"Personal leave cannot be requested 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 except for the following reasons:" (see pg. 34-35 of your Master Agreement for the list)
Our personal leave provision has been broadened over the years so that you simply have to call sub-finder to take a personal day. However, some days must be requested in writing as noted above.

Sick Leave (pg. 36)
"Eight (8) days per year of the employee's accumulated sick leave may be used for the illness of an immediate family member. Immediate family member will include the employee's spouse, children, parents in a care facility, or an individual who is a permanent resident in the employee's home or for whom the employee has specific legal responsibility."

If you need to take more than 8 days, call the OEA and find out about the provisions offered to you under the Family Medical Leave Act.

Bereavement Leave (pg. 33)
Basically, **remember pg. 33** of your Master Agreement when it comes to bereavement. There is a listing of who is an immediate relative, and for those you get 4 days of bereavement. Your bereavement must begin within 5 days of the death. If you have to travel a minimum of 200 miles, you can have an additional day. For any other near relative (not on the list) you have one day of bereavement leave without loss of pay and an additional day if you have to travel a minimum of 200 miles.

Plan Time a Collaborative Approach

A joint OEA/OPS committee established the following Guiding Principles for Elementary T.E.A.M. Planning:

- **Collaborative planning that includes all certified staff (teachers, administration, and district office personnel).**
- **Activities should be student focused and aligned with building initiatives, goals and needs.**

The current Master Agreement includes a provision regarding team planning that applies to all levels.

The Master Agreement states:

“A staff may collaboratively decide to engage in professional consultations which include team reflection on teaching strategies and student achievement, during a portion of said planning time. No meetings, inservices or activities required by the administration can occur during plan time.”

The staff in each building should have a collaborative discussion each year to reach a decision on what needs to occur during T.E.A.M. Planning.

Elementary teachers have designated T.E.A.M. Planning days per the following language: *“Effective with the 2006-07 school year, at least 1,080 minutes during the school year shall be set aside for the use of team planning activities that would be cooperatively decided by the administrative and teaching staff, and would include, but not be limited to, team reflection on teaching strategies and student achievement.”*



October 25th ELEMENTARY T.E.A.M. PLANNING DAY

A joint OEA/OPS committee agreed that each building should participate in a collaborative process to select the content of T.E.A.M. planning days.

The Master Agreement requires that a collaborative discussion among ALL staff take place prior to the selection of activities or discussion topics for the elementary T.E.A.M. planning days. A memo which included potential topics was sent to each building. Some of the suggestions are included below:

Possible Topics for Discussion

- | | |
|---|---|
| <ul style="list-style-type: none"> • Confer on writing samples and scoring • Analyze individual CRT progress — develop a plan for improvement • Collaborate with specialists (Music, SPED, PE, ESL) enhances students educational experience • Confer with ESL & Resource staff members on student progress and accommodations • Plan the transition for the next grade level • Develop and evaluate differentiated lesson plans • Assess current programs, strategies and instruction • Discuss common discipline issues and how to address • Review test delivery & preparation • Share ideas between experienced and new staff | <ul style="list-style-type: none"> • Share team members' expertise: in-service, training, educational opportunities, professional reading • Work with paraprofessionals to maximize their efforts • Create long range plans for assessments and curriculum • Brainstorm ideas to foster more parental support • Review team reflections on teaching strategies |
|---|---|



It is everyone's responsibility to see to it that this portion of the Master Agreement is upheld. Talk to your building administration and ask that a collaborative discussion be held at the next staff meeting to discuss the agenda for the October 25th T.E.A.M. planning day.



The Japan Fulbright Memorial Fund (JFMF) Teacher Program, sponsored by the Government of Japan, provides American primary and secondary school teachers and administrators with fully-funded short-term study tours of Japan. The program is designed to increase understanding between the people of Japan and the United States by inviting U.S. elementary and secondary educators to visit Japan and share their experiences with fellow Americans upon their return. JFMF participants travel to Japan with other outstanding educators, learn about Japanese culture and education, and return to implement a self-designed plan to share their knowledge and experience with their students, colleagues and community.

JFMF will send up to 400 educators to Japan in 2008 to take part in the educationally and culturally enriching program.

The deadline for the 2008 JFMF competition is December 10, 2007.

Those interested may apply via the online application at www.iie.org/jfmf.

To request more information, additional materials, or if you have any questions, please contact 1-888-527-2636 or jfmf@iie.org.

YOUR DUES DOLLARS AT WORK

During the first couple months of the school year, Dennis Gehringer, OEA Executive Director, and Tim Krapp, OEA UniServ Director, fielded calls from members, answered questions, and helped problem solve for members in the following areas:

- Accommodation
- Allegation of Inappropriate Conduct
- Assignment
- Attendance at New Teacher Institute
- Character Witness
- Child Rearing Leave
- Coaching/Extra Duty Contract
- Contract/Placement/Pay
- Detention Duty
- Employment
- ESP Questions
- Extra Duty Pay
- Fire/Insurance Claim
- Health Insurance
- Liability Insurance
- Long-Term-Disability
- Medical COLA
- Meeting Needs of Orthopedic Impaired Children
- Membership
- NEA Credit Card Rate
- NEA Resolution
- NSEA Legal Assistance
- Payment for Accumulated Sick Leave
- Plan Time/Staff Meetings
- Principal/Staff Conflict
- Principal/Teacher Conflict



- Professional Leave
- Resigned/Rejoin
- Retirement Questions
- Return from Leave of Absence
- Salary/Placement Corrections
- Sick Days Accumulation
- Sick Days Summer School
- Sick Leave
- Students Needing Extra Assistance
- Team Plan
- Transfer Process
- Transfer/Leave of Absence
- Workmen's Compensation
- Written Response to Appraisal
- Summative Evaluation

CONFIDENTIALITY
Remember
ALL calls are confidential.
OEA will only act on your
behalf if you give us
permission to do so.