

**WHEN & WHERE**

October 28  
PACE

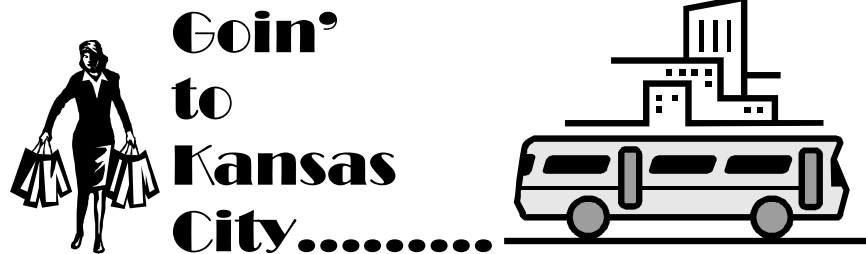
November 6  
Governance Committee

November 8  
I Can Do It Training  
8:30 a.m. - 4:00 p.m.

November 11  
A/R Assembly  
Wilson Middle School  
4:15 p.m.

November 12  
Instruction Advocacy

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



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

**Saturday, December 6th - \$27.00 per person**  
Leave OEA @ 7:00 a.m.  
4202 S. 57th Street

**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 the 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 Independence Mall  
and the other to Oak Park Mall in Overland Park, KS.  
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.

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Visit us on the web at:  
[www.omahaoea.org](http://www.omahaoea.org)

**ANNUAL OEA SHOPPING TRIP**  
December 6, 2008

Please reserve my seat for the OEA Annual Kansas City Shopping Trip.  
*Please designate one person in your group as the contact person, with a working home or cell phone number, in the event that we have to cancel due to weather.*

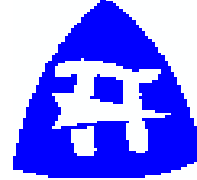
Name \_\_\_\_\_ School \_\_\_\_\_  
Designated contact person home or cell phone # \_\_\_\_\_

Name \_\_\_\_\_ School \_\_\_\_\_

Name \_\_\_\_\_ School \_\_\_\_\_

Name \_\_\_\_\_ School \_\_\_\_\_

Select one: Independence Mall \_\_\_\_\_ Oak Park Mall \_\_\_\_\_  
**Enclosed is my check for \$27.00 per person**  
(checks made payable to Omaha Education Association)  
**Must be received at the OEA by November 6, 2008 at:**  
Omaha Education Association, 4202 S. 57th St., Omaha, NE 68117



**OEA** *Tip-Off*

October 24, 2008

HOW DO I CHECK THE LEAVE DAY ACCRUAL ON MY PAYSTUB?



We have had a number of calls regarding the accumulation of sick and personal days and how those are reflected on your paystub. The following information was provided by Vickie Schwartz, Director of Compensation and Benefits. The language regarding sick leave can be found on page 36 and 37 of the Master Agreement (posted in the OEA First Class folder). If you have questions, please contact the Compensation and Benefits office at TAC, 557-2110.

Ten month certificated employees who work 190 duty days earn 10 sick days every August. Sick days from the prior year can carry over to the next school year. Ten month employees who work 190 duty days are able to accrue up to 90 sick days. Employees that have accrued 90 sick days at the beginning of the school year and use a sick day, are able to accrue one day per month of employment for the months remaining during the fiscal year. The total amount of days they can accrue is the difference of the amount they earned and the amount they are usually entitled to earn. This means that if an employee uses a sick day, the sick day reduces the employee's sick balance, however, a sick day is added back to the sick day balance for that month. This is represented in the sick leave balance section of the paycheck as an adjustment.


Certificated staff members that have a remaining personal day balance at the end of the school year

roll their unused personal days to their sick day balance. This is done in whole day increments. For example, if an employee has 1.5 personal days remaining at the end of the school year, 1 day will be added to the sick leave balance as an adjustment. If the employee has already accumulated 90 sick days, the personal day rolls into the "other" day field shown on the employee's paycheck. Employees are entitled to accrue 30 "other" days that can be paid as sick days through the accumulated sick leave conversion plan at retirement.

A certificated staff member who has accrued the maximum allotment of sick days at the end of the school year and who has had perfect attendance for the entire school year is entitled to receive two additional days that are added to their "other" day field shown on the employee's paycheck. Please note that these days are also subject to the 30 day maximum accrual.

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

**OEA Political Action! Get Involved Now!!**



**To receive political updates and  
volunteer information, register at:**  
[www.omahaOEA.org](http://www.omahaOEA.org)

## Reporting of Possible Child Abuse or Neglect

As educators, we have a responsibility to report suspected child abuse or neglect. We have posted a complete OPS memo on Reporting Child Abuse and Neglect, but we want to highlight:

- Even though some building staff may be concerned about how reporting an abuse situation may affect their relationship with the student and her/his parents, the law clearly states a report must be made if a staff person suspects abuse.
- The reluctance by staff to make a report is understandable. To lessen this discomfort, the District's procedures direct staff to report suspicions or information to the principal. If the principal and Student Personnel Assistant decide that a child abuse case does not exist and do not make a report, the reporting staff member may contact the appropriate law enforcement agency if he/she continues to feel there is a case of child abuse or neglect.
- Staff should be able to recognize the basic indicators of abuse in order to make educated observations and opinions. When in doubt, staff should always inform the principal.
- Staff should be aware that questioning the student prior to reporting to the principal may interfere with any subsequent investigation.
- Staff should not attempt to intervene by contacting parents regarding suspected abuse. This may alert the parent or perpetrator and give them an opportunity to cover their actions and/or be more covert in their abuse.
- Principals must use their discretion whether to interview the student for further information. If statements or evidence observed by staff indicates abuse, the Student Personnel Assistant should be contacted immediately. A student should be subjected to interviews as few times as possible.
- According to law enforcement, if there are any questions as to whether sufficient information exists to substantiate a report, further observation and interviews should be done by the Student Personnel Assistant. Specific information is necessary in determining the occurrence of a criminal offense and involvement by law enforcement.

## Threat Assessment Workshop

Do you know who your building threat assessment coordinator is? Do you know who is on the threat assessment team? What should be considered as a reportable threat? What do you do if you feel that the threat wasn't handled appropriately?

OEA and OPS are sponsoring a threat assessment workshop for teachers. The purpose is to provide buildings with the knowledge and understanding of the types and levels of threats, the threat assessment process and the importance and process for follow-up intervention.



**Brad Spicer, CEO of Safe Plans Corporation will provide information on:**

1. A comprehensive approach to threat assessment
2. The Safe School Initiative findings regarding school threats
3. Implementing OPS' School Threat Assessment Process
4. A Practical exercise

The workshop will be held on Saturday, November 15<sup>th</sup> from 8:00 a.m. to 11:30 a.m. at Buffett Magnet Center. To register, please call Cindy Stone at 557-2198 or email [cynthia.stone@ops.org](mailto:cynthia.stone@ops.org).

## Sabbatical Opportunity for all OPS Teachers: Community Organizing to Shape Schools that Work for All

All Omaha Public School teachers are invited to attend an orientation on a sabbatical opportunity to work as an education organizer in an Omaha public school. The orientation will take place on Wednesday, November 12<sup>th</sup> at 7:00 p.m. at the TAC building, room 5072.

The orientation will be led by Mr. Ernesto Cortes Jr., Executive Director of the Southwest region of the Industrial Areas Foundation. The IAF is an organizing network with a 50 year track record of organizing for social change in America.

The orientation will cover how the principles and practices of broad-based community organizing can be utilized to:

- Increase parental and community engagement in schools
- Transform local school culture from bureaucratic to relational
- Win concrete, specific improvements to local school communities

Sabbaticals are being offered in a partnership between OPS and Omaha Together One Community with funding from the Ford Foundation. Teachers accepted into the sabbatical program will continue to receive full salary, benefits and maintain local school positions.

Minority and Bi-lingual candidates are STRONGLY encouraged to apply! If you have questions or to make a reservation, please call Pat Caffrey at 321-9668 or the OTOC Office at 344-4401.

### **Contract Language on Sabbatical Leave (Section DD.7)**

#### **7. Sabbatical Leave**

After seven (7) years of service in the Omaha Public Schools, a professional employee upon written application and the approval of the Superintendent of Schools may be granted a year's leave of absence. Such a sabbatical must involve professional growth of the individual and to be in the interest of improved education in the School District of Omaha. Half pay will be granted upon guarantee that the employee will return to the school system for at least two years of service at the end of such leave of absence. If a sufficient number of qualified applicants are available, it is recommended consideration be given to granting four of the six annual sabbatical leaves to classroom teachers.

## Special Education Forums

Janice Garnett, Assistant Superintendent for Human Resources, is calling together a Task Force for Special Education that will focus on recruitment and retention. We believe that this is an excellent opportunity to bring to light the concerns of our Special Education members. We will be holding 3 forums to solicit member input; that information will be shared with the Task Force at their first meeting on November 18<sup>th</sup>. The Forums will be held at OEA as noted below; if the specific date for your grade level doesn't work for you, please feel free to come to one of the other forums to share your concerns.

*High School October 23<sup>rd</sup>, 4:15pm  
Elementary School October 30<sup>th</sup>, 4:15pm  
Middle School November 6<sup>th</sup>, 4:15pm*