



WHEN & WHERE

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.

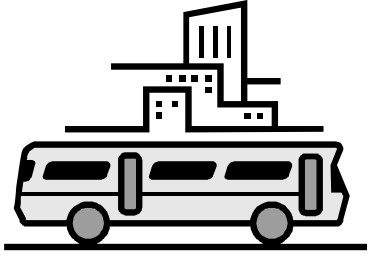
November 12
Instructional Advocacy

November 19
OEA CAF

November 20
Member Benefits Committee
Compensation & Benefits Committee

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

Goin'
to
Kansas
City.....



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 11th
NO REFUND\$ after November 11th.

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.

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

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 _____

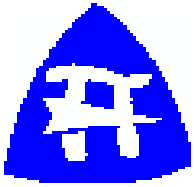
Select one: Independence Mall _____ Oak Park Mall _____

Enclosed is my check for \$27.00 per person

(checks made payable to Omaha Education Association)

Must be received at the OEA by November 11, 2008 at:

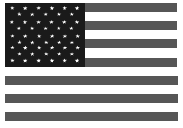
Omaha Education Association, 4202 S. 57th St., Omaha, NE 68117



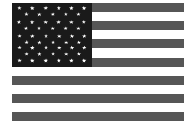
OEA

Tip-Off

November 7, 2008



**CONGRATULATIONS TO WINNING
OEA RECOMMENDED CANDIDATES!**



President - Barack Obama

Nebraska State Legislature Candidates

District #5 - Heath Mello

District #7 - Jeremy Nordquist

District #9 - Gwen Howard

District #11 - Brenda Council

District #13 - Tanya Cook

State Board of Education

Rebecca Valdez



Learning Community Coordinating Council

LC District 1 - Rick Werkheiser

LC District 2 - Justin Wayne

LC District 3 - Lorraine Chang

LC District 4 - Rick Kolowski

LC District 5 - John Synowiecki

LC District 6 - Jim Thompson

Omaha Public Schools Board of Education

District #2 - Freddie Gray

District #4 - Nancy Huston

District #10 - Kersten Borer

District #12 - Sandra Kostos-Jensen

SABBATICAL FOR COMMUNITY ORGANIZING OPPORTUNITY

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

Sabbaticals are being offered in a partnership between OPS and Omaha Together One Community (OTOC) 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.

Threat Assessment Workshop

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 process for follow-up intervention.

The workshop will be held on Saturday, November 15th 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.

School Employee File Folder

Recently the OEA mailed all members a "School Employee File Folder" that listed important documents that you should keep. It is important that you have a "paper trail" of both your accomplishments and the problems that you deal with during the school year. As part of your appraisal process, you have the right to add documents to your end-of-year appraisal documentation that is sent to TAC. If you didn't receive the "School Employee File Folder," please email brian.eilderts@nsea.org.

OEA Retirement Benefits Workshop Scheduled for December 3rd

Will you know enough about your benefits to make an informed decision about the many options you have at retirement? OEA-Retired and the OEA Retirement Committee will host a workshop on retirement benefits on Wednesday, December 3, to help you make an informed decision. The workshop will be held at the OEA office, 4202 S. 57th Street. The workshop will start at 4:15 p.m. and last until approximately 6:00 p.m. If you need directions to the OEA Office, you can request directions when you make your reservation. Coffee and cookies will be provided.

Roger Rea, member of both the OEA-Retired organization and the OEA Retirement Committee, will again lead the session, and will present information on:

- How to estimate your retirement benefits
- Which of the six payment options might be best for you
- What are the buy-in and buy-back provisions
- Key items to remember as you prepare for retirement
- Health insurance after you retire
- The benefits of belonging to the Retired organizations



Mark your calendar now for December 3rd, and plan to attend this important informational session. The more you know about your retirement benefits, the better prepared you will be when you actually do decide to retire. Please call or email Lorrie at the OEA (346-0400, lorrie.stuto@nsea.org) to reserve a place at the workshop. Bring a friend, bring your spouse, and take advantage of this opportunity to prepare wisely for your retirement.

What Discounts Do YOU Need?

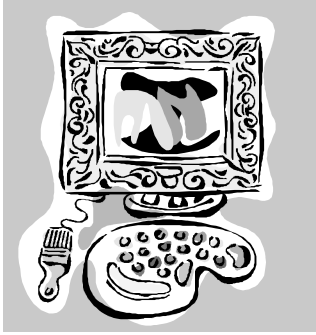
The Member Benefits Committee has been charged with the task of saving members money! They are currently reviewing programs, such as vision and short term disability insurance, that can be offered to OEA members at a discounted price using the buying potential of our combined membership. If you have ideas for other savings or want to help review these programs, please join the Committee at their next meeting on November 20th at 4:15p at OEA, or register for more information on the Committee at www.omahaOEA.org

What Do YOU Want In Your Next Contract?

The Compensation and Benefits Committee is currently working to develop the negotiations package for our next contract and they need your input! Please join the Committee at their next meeting on November 6th at 4:15p at OEA, or register for more information on the committee at www.omahaOEA.org.

Picturing America

The NEA has partnered with the National Endowment for the Humanities to make sure that our members know of “Picturing America.” It is an excellent resource for art and American history, and it is free to your school. The goal of **Picturing America** is to promote the teaching, study and understanding of American art and history. Public, private, parochial, and charter schools and home school consortia (K-12), as well as public library systems and school districts, are invited to apply for **Picturing America**, an education initiative that provides a collection of large-scale laminated reproductions depicting works of American art, as well as other educational information on American art and history.



Online applications will be accepted August 4–November 14, 2008.

For more information about **Picturing America**, including the artwork featured and the online application, visit <http://picturingamerica.neh.gov>.

Alternative Compensation

Our current salary schedule, which allows additional compensation primarily through college credit hours and classroom longevity, does not reflect the complexity and diversity of the skills, knowledge and results that are necessary to meet the needs of today’s students. Alternative Compensation is a means of paying teachers for the work that they do based on criteria that is determined by a team (which will include OEA members).

Alternative compensation is not merit pay. Merit pay was closely tied to arbitrary measures of student achievement and only allowed a limited pool of teachers to access funds. The arbitrary measures did not take into account where a student was academically when they began the year or what their potential for individual achievement was (i.e., special education students). The limited funding also caused teachers to compete; where teachers compete, students lose. Teaching is a collaborative profession that thrives on a collegial relationship focused on student success.

Alternative compensation needs to be individualized to the school district. A team determines what skills and knowledge attained by a teacher, or what programs developed, should be credited for additional compensation. A team must define what those criteria are for the myriad of teaching positions that contribute to student success; not just the classroom teacher, but specialists who teach physical education, library, music, art, etc. Then they must develop an assessment to judge the effectiveness of those criteria.

Any alternative compensation plan must:

- 1. Bring in new, substantial and sustainable funding.**
- 2. Not be based solely upon student performance.**
- 3. Be negotiated and voted on.**