

Miller's Memos

Greetings! As you are picking up speed in the classroom, so has the OEA been busy working on your behalf. First and foremost, thank you for all you do as an educator. This new "Miller's Memos" will be a platform where I will be able to share with you the things OEA is working on. My goal is to have something out every two weeks, after the OPS Board meeting. Though, it may not be long it will be small pieces of information that you can share with our members and possibly begin a dialog with each other.

- With a new year brings a change in the contract: NEW to the Contract
 - **Sick days:** Teachers may now accumulate up to 127 sick days. In past years, only 120 sick days could be accrued. In addition, there is no limit on the number of days used for the illness of immediate family members. Previously, this was restricted to 8 days per year. *Unused* personal days will *no longer* roll over into your sick leave bank. (See p. 19-20 of the Master Agreement)
 - **Bereavement Leave:** *Notice of the need* for bereavement must be given to your supervisor within 5 days following the death of the family member. This new language accommodates for services that take place outside the 5-day period.
 - **Elementary Extra Duty/Lost Plan Time:** Specialists (Art, Library science, PE, Music) will now receive compensation for lost plan time due to a lack of substitute teacher. In previous contracts, specialists did not receive compensation for covering classes. (See p. 12 of the Master Agreement)
 - **Secondary Extra Duty:** Stipends have been added for Culinary Arts, Assistant Band Directors, and Educator's Rising. (See p. 14 of the Master Agreement)
- Professional Committee (ProCom), this is a committee that came out of negotiations and will address concerns that both sides agree on. The first was the Parent/Teacher Conference Schedule. There are 24 folks on this committee (12 District folks and 12 OEA Members). There was small glitch in the first meeting, but I believe it was addressed.
- Our membership events are still going strong, we are up in membership and the forms keep coming in. Please, continue to have those one-on-one conversations, they make a HUGE difference. Don't forget to ASK the educator to join!
- The current contract we are in is a 1-year contract. That means we can start the process again! Your Comp and Benefits Committee and Negotiation Team have been putting in many hours to get prepped and ready to negotiate with the District. Your AR will be tasked at the first AR meeting to ask Members and Nonmembers to complete a survey. This survey will be a paper form and upon completing it you will receive a token of our appreciation. Remember your VOICE MATTERS, so be sure to fill it out and remember the team is listening to you!
- You might notice a format change in your paycheck layout. OEA is offering an event, "How to Read Your Paycheck." Be sure to keep a watchful eye on your information. Make sure you are on the right step, getting the LSI you have earned, and your days are accounted for correctly. This event is set for Wednesday, September 19th. Hope to see you there!

We are here for you! Please, contact me if you have questions or concerns. My number is 402-515-4882 or email is Robert.miller@nsea.org

In Solidarity,

Robert