



Colleagues,

Some information to share:

- **Evaluations:** During the pandemic, the Nebraska Department of Education allowed districts to waive evaluation of non-probationary teachers. OPS has it in policy on how to handle evaluations, which has resulted in additional steps. OEA has requested that the district waive the evaluations of those teachers. There is a process to amend policy changes, that includes multiple readings and a final vote. Resolution 20-008 was passed on November 16, 2020 waiving evaluations for non-probationary teachers. What does this mean? If you were on cycle to be evaluated this year, the evaluation is waived, and you will not be evaluated for the next three years. However, the district does have the ability to evaluate if your performance warrants an evaluation. If you are probationary (teachers in years 1-3), you will still be evaluated following the procedure currently in policy.
- **Facebook LIVE with Dr. Lowe:** The district has been guided by the medical team of UNMC on how to best address the safety measures in reference to COVID. NSEA will facilitate a Facebook live with Dr. Lowe on Thursday at 8:00 p.m. to address the concerns from educators. You are encouraged to attend and listen to guidance and reasoning for various measures being taken. Check out the NSEA Facebook page to have a watch party.
- **Metro Senator Event:** The traditional Senator's Dinner will be looking a little different this year as it has gone VIRTUAL! You are encouraged to attend the November 30 event to talk to

State Senators and State Board of Education members. It will take place on Monday, November 30th at 6:30 via ZOOM.

Please contact Cathy Schapmann at cathy.schapmann@nsea.org to make your reservation.

- **Clarification on Pacing Guide:** We have heard from our members that due to the current 3:2 model, the pacing guides are being prioritized over student progress. The district has allowed flexibility with the pacing guides. You still must instruct using grade level standards and the District's curriculum while working toward mastery of the standards. Some things may take longer to get covered; teachers need to use their professional judgement based on the students' performance on mastery of content from the district's provided curriculum. If there are concerns with your status with curriculum, have a conversation with the administration regarding student progress.
- **Board of Education Remarks:** I spoke at the BoE meeting last night and shared our concerns on several issues. [Click here](#) to see full statement.
 - Snow/Inclement Weather Days
 - Workload
 - Teacher Retention
 - Coverage
- **Negotiations:** Your negotiation team is heading into the second session with the district. The session will be recorded, and you will get a constant contact with the link. Be sure to have your member ID available. Call the office or email lorrie.krejci@nsea.org if you need your ID. You will need to provide some information to us before you are given your ID number as we need to make sure you are who you say you are!
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During the month of November, people often focus on things that they are thankful for. I am thankful for the unsung heroes, the educators. You all have done a job that no one else could do and I am grateful for each one of you.

Be well,

Robert
OEA President

