



## What Do I Need to Know Right Now?

Hello Educators!

We are just a few short days away from greeting our students. There are a few things that I think you should be made aware as we, together, embark on a new and exciting school year. First, money.

As you may have heard, your board put together a series of remedies for the challenges of this school year and presented them to the district in the spring. Though not all of our concerns were addressed, we were successful in significant ways.

The stipends proposed in May were approved by the OPS board and the NDE. **Good news, you each will be receiving the stipends.** Full-time employees will receive \$4500 and part-time employees will receive \$2250. You will receive 3 payments during the 2022-2023 and 2023-2024 school year (September 1, December 1, and May 15). Please be aware that since this is classified as compensation, taxes, retirement and the like will be deducted from each check. The stipend will only be paid to current employees.

**Coverage for loss of plan** in the absence of a substitute will now be paid at a rate of **\$50 per hour**. If you cover for a teacher for 90 minutes you will be compensated \$75; if you cover for a teacher for 45 minutes you will be compensated with \$37.50 for your loss of plan. If you take on students from another elementary class, the amount per hour you are working with to calculate how much teachers are paid is now **\$50 per hour**. Please make sure you are

communicating with your building if you think you are not being paid correctly, and then asking us for help if needed.

As negotiated previously, the stipend for an **average is \$4300 per semester**. If you are teaching a **hybrid class** to include students at other buildings, you will be paid a stipend of **\$2150 per semester**.

You are now encouraged to conduct **home visits** with your students throughout the year. These are optional and need to be authorized by an administrator. If you wish to conduct a home visit you will be required to take another colleague along (safety reasons). You and your colleague will be compensated each at a rate of **\$30 per visit** maxing out at 10 per semester. You can fill out the paperwork to be paid mileage. This is available in your school office.

We did not get everything we asked for, but we also feel it is important for you to know that we asked, and that we will continue to ask and to advocate as we head into negotiations this fall. Here are some examples of what we asked for that were not accepted: \$2500 stipends for mandatory reassignment, additional curriculum writing money for teachers given incomplete curriculum (some departments have funding for this and you should ask your administrator if you are in this position), \$2500 stipends for class sizes exceeding 18 for early childhood, 22 for elementary, and 40 for secondary, \$2500 stipends for special educators with excessive caseloads, and early release days for planning and preparation. All these topics will return when we bargain this fall. We are in a tough fight, and we won't win every battle, but we are not deterred.

As you get your classrooms set up and organized for the students, please know that your contracted time is 35 minutes beyond the student day. Typically for secondary educators, duty hours are 7:25am until 3:15pm. Elementary educators' duty time is 8:35am until 4:15pm. Please discuss with your building administration to clarify what the expectations are for your building as principals have the ability to allocate the 35 minutes in a way that matches needs.

The OEA will be holding 101 sessions on various topics throughout the school year. The first will be over Infinite Campus and how

to maximize your work with little effort. Watch the calendar of events for when those will be held.

I know there has been a lot of information that has been thrown at you both figuratively and literally. As you get into your year, make sure you are meeting as members in the buildings, sharing your ideas and concerns with your Association Representatives (ARs) so that our board of directors is aware and so we can act on your behalf. **We will have an all member meeting on October 11<sup>th</sup>, location TBA, at 4:30pm. Please mark your calendars!**

Please know that I am here with fantastic OEA staff to support you as best we can to make your job easier.

The office phone is 402-346-0400. **Caitlin.OConnor@nsea.org** is our office receptionist and membership coordinator.

You may contact me via phone at 712-308-5144 or by email at **Michelle.Settlemyer@nsea.org**. I will be beginning building visits next week and I love to be invited and to bring you treats, so send me an email!

Should you have any concerns at the secondary level you may contact Liz Figueroa via phone at 402-651-4287 or by email **Elizabeth.Figueroa@nsea.org**.

Any concerns at the elementary level you may contact Kathie Garabrandt via phone at 402-676-3245 or by email at **Kathie.Garabrandt@nsea.org**.

In Solidarity,  
Michelle

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