



Welcome to 2023

Welcome Back – There **IS** a lot to catch up on.

As you finish the second week of the semester, there has been a lot going on in education and at the OEA. Read on to see what you might have missed and how you can engage in our shared advocacy. This update is long, but FULL. Please read to the end.

What is going on in the Unicameral?

Are you ready for the public to have online access to your classroom activities and exams? Are you concerned about public dollars going to private schools? Do you believe the state needs to do more to attract & retain teachers? Do you want the NDE eliminated and replaced with a governor appointee? These are all topics of bills that have been submitted to the Nebraska Legislature for this term.

If you are willing to join the fight to defend public education in the state please consider becoming more involved in the politics of education by attending the next **PACE** (Political Action Committee for Education) meeting on January 19, 2023 starting at 4:45pm.

PACE is kicking off 2023 with an online panel to inform and provide action steps to members. *We will meet via Zoom from 4:45 pm - 5:45 pm.* On January 19. The panel will consist of Brian Mikkelsen (NSEA lobbyist), Dunixi Guereca (Executive Director, [Stand for Schools](#)) & other special guests.

Register by emailing or calling Caitlin at the OEA office (Caitlin.Oconnor@nsea.org / 402-346-0400) A link to the meeting will be sent to all who have registered.

All members event! Have fun and mingle with each other and our local leaders! Winter Open House – Friday, January 20, 2022 (6:00pm-8:00pm) at [Benson Theatre](#), plan to attend, enjoy casual conversation with leaders of the community, district, and state. Light appetizers, coffee, tea, and water will be provided. A cash bar will be available. Use the provided link to register ([Winter Open House Registration](#))

Negotiations

Here is the latest update from your Negotiator:

Hello Friends! We are not finished but nearing the end. We negotiated Monday and Thursday this week and sent the district team back to the Board with some counter proposals. The process is going smoothly and we should be done with negotiation this month and then head to member education and the ratification process. We will have live and Zoom options for members. Some details...

- The district has proposed a three year contract - each year money is added to the base (year 1 = \$1000, year 2 = \$5500, year 3 = \$1000). The money flows through the salary schedule so no matter where you are on the salary schedule, it would be a significant increase.
- The district has proposed they increase their share of our health insurance premiums, and has built in a 5% increase of that cost annually. This would be a significant improvement for all health benefit elections, though it is still short of what the Association has proposed. The district has refused our proposal that we have the option of a high deductible plan through the EHA, a plan other districts use with great savings and success. Their justification is that “someone is going to get hurt.” This is deeply dissatisfying and will continue to be a subject of advocacy for the OEA.
- The district has proposed that special educators receive an additional 2% for the extra work required to complete their job, an increase from the current 5%. SLP state and national certification will have a higher level of reimbursement with no cap.
- The district has given a “hard NO” on additional Early Childhood plan time and additional Elementary Plan time. This means they won’t negotiate it with us in terms of daily plan time. As per statute and precedent in our state, these are managerial rights and they do not have to negotiate plan time. That does not mean they could not- they choose not to. We are disappointed and pushing ahead with an idea for increased plan and prep days for elementary and early childhood sites.
- At a time when transportation is at its most challenging, the district has proposed increasing the level of auto liability for educators who transport students and shifting more toward the educator. We have refused to change this language. It is the desire of the OEA to not have educators transport students in personal vehicles and that the language be removed from the contract. We can share many reasons why when we have education sessions prior to ratification.
- Extra duty pay tables are still being debated, both for rates that affect us all and extracurricular stipends. The OEA proposed an offer, the district countered and the OEA came back with a counter to the district offer.

Once the negotiations are finished, we will begin member education on the contract. Then, we will vote. Peace! Molly Davies and your OEA Negotiations Team
If you know of anyone who is not a member and would like to have a say in the process, please encourage them to join the OEA now by providing them the following link: [JOIN THE OEA](#). If they join and use your name as a referral, you will receive a gift as an appreciation. Please read about the “Just One Campaign”.

JUST ONE Membership Recruiting

The Just ONE membership drive is currently taking place and will end on February 28th.

There are a few incentives being offered to members for every new member that is recruited.

For every member that gets one non-member to join, each will get \$25.00 (Recruiter gets \$25, New member gets \$25). For every member that gets three or more non-members to join, the recruiting member will have local association dues paid (Recruiter gets local dues paid, new member gets \$25).

Due will be prorated:

Join between, today, January 13, 2023 and February 12, 2023 dues \$70.08 per month through July. Join between February 13, 2023 and February 28, 2023 dues \$84.10 per month through July

Elections

The 2023 OEA General Election and NSEA Delegate Election will be held February 21-March 1, 2023. Elected positions in this cycle include OEA Vice President-Advocacy, OEA Board of Director members, NEA Representative Assembly delegates, and NSEA Delegate Assembly delegates. Candidates for the OEA Board of Directors are required to have at least one year of active membership in the OEA (Bylaws Article II, Section 6).

Candidates may be secured in any one of the following ways:

1. By personal filing of the candidate for office. Personal filing of the candidate, in writing, must be received by the OEA President by 5:00 p.m. on Monday, February 6, 2023.
2. By nomination from the floor of the February 14th Representative Assembly. Only Association Representatives can make nominations. A Consent of Candidate form *must* be received from all individuals who are nominated from the floor of the Representative Assembly by Wednesday, February 15th.
3. By filing with the Nominating Committee. In the event no one is nominated for an elective position, a nomination committee shall secure at least one candidate for each elective position. The OEA Nominating Committee shall be elected from the floor of the February 8h Representative Assembly. A Consent of Candidate form must be received from all individuals who are selected by the Nominating Committee prior to accepting the Committee's filing.

The following positions are open for election in 2023:

Vice President Advocacy (3-year term 2023-2026). The entire membership votes for this position.

(Two) Elementary members (3-year term 2023-2026). Only Elementary members vote for these positions.

(One) Middle Level member (3-year term 2023-2026). Only Middle School members vote for this position.

(Two) Secondary Level members (3-year term 2023-2026). Only High School members vote for these positions.

(One) Alternative/TAC member (3-year term 2023-2026). Only Alternative / TAC members vote for this position.

Delegates to the NEA Convention (1-year term 2023). The President and both Vice Presidents serve as delegates by virtue of their office; therefore, at least 7 classroom educator delegates can be elected this year. *

Delegates to the NSEA Delegate Assembly (1-year term 2022). The President and both Vice Presidents serve as delegates by virtue of their office; therefore, at least 27 delegates can be elected. *

* At time of publication exact delegate numbers were not available

CAF Elections- In accordance with the OEA-Children Action Fund (CAF) Articles, an election will be held for two (2) members-at-large to serve on the OEA-CAF Board of Directors. You must be a contributor to CAF (Children's Action Fund) to run for these positions.

Transfer process:

The transfer window is closed. All teacher transfer request applications must have been submitted by the January 9, 2023, deadline.

An application for transfer does not guarantee interviews or offers.

AN OFFICIAL TRANSFER INTERVIEW OR OFFER WILL ONLY COME FROM HR.

If an offer is made it is the expectation that the teacher will either accept or decline the offer in writing (emails are acceptable) within one business day.

Timeline:

January 17, 2023 – March 31, 2023: Transfer Window is OPEN – principals may review resumes and request interviews through HR. All interviews must be concluded by March 30, 2023. Transfer offers will be made through HR. The last opportunity for an offer to be made is March 31, 2023.

April 3, 2023 and beyond: Email notifications will be sent to all transfer applicants who were not selected for transfers notifying them that the process has closed.

Committees

Meetings will be held at the OEA offices with a start time of 4:45pm. Visit the website for further committee information: www.Omahaoea.org

Upcoming Meetings

1/14 Retirement Seminar (10:00am via Zoom)

1/18 Membership

1/19 PACE – via ZOOM

2/2 Public and Community Relations

2/7 Retirement Seminar (6:00pm via Zoom)

2/8 Instructional Advocacy

OEA Tip -Off

Use the provided link to read the last edition [OEA Tip-Off January 2023](#)

As I close, know that we are here to support you as needed. Please reach out with your concerns. Kathie, Liz and I are here to assist you as we can.

In Solidarity,
Michelle

Benson Theatre

Winter Open House Registration

January Tip-Off

Omaha Education Association | 4202 South 57 Street, Omaha, NE 68117-1349

[Unsubscribe gloria.bustillos@nsea.org](mailto:gloria.bustillos@nsea.org)

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