

OCEA NEWS

Message from the President

Next year will be upon us before we know it. Please take a few minutes to reflect on how your year is going. Now is the time to be proactive and make suggestions if you don't agree with whatever might be happening while plans for next year are being formulated. What are your thoughts about the proposed 2018-19 calendar? Do you know what your building's focus is for next year? Judging or being reactive in the face of what may be going on can undermine efforts to help guide things in a better direction. Be cognizant of decisions that are being made in your building as there are likely things that are working great as well as things you would like to see changed. Be sure to contact your administrator, building rep., team leader, or someone on Exec. if you have suggestions. It is our responsibility to stay informed and engaged. Let's say you like certain types of schedules or something your building is currently doing, encourage your administrator to continue in that direction. Please be proactive and part of the process so we can avoid having to be reactive later. I hope you have a restful & rejuvenating Spring Break.

-Cindy Williams

Opt Out?

Many of us in the course of conferences come across parents eager to learn more about whether they can opt their students out of the Smarter Balanced assessment (SBAC). While we CANNOT advocate for a parent to opt their child out, we can let them know that they can research their rights. If you would like more information on the efforts to change the testing landscape, including details related to opting out, check out the OEA website [here](#).

Why Are Unions Important?

OCSD's Becky Miller shared her past experience with OEA about why unions matter! Check it out [here](#).

Safety Temperature Check Feedback

Thank you to everyone who responded to my recent safety temperature check. I feel very reassured that we are safer than one might suppose. The main themes shared with me are below and they have been shared with our District Administration. Many positive steps are being taken to address our concerns. Student and staff safety is a definite priority in our district. You may be seeing more locked doors and reviews of safety protocols at staff meetings as part of the response to national events and our questions. Some of the big ticket items cannot be "fixed" all at once because of the high cost involved but know that all of our thoughts have been shared and the district is listening.

Key Trends or Questions:

Do we lock internal doors? Doors capable of locking?

Outside doors propped open often – multiple sites

Front office vulnerable and easy public access to buildings and fields

Response to crisis? – off site meeting place?

Practice needed at various times in various settings.

Review protocols – who is in charge of what and when?

Expense challenges and people worried their requests have not been addressed.

Leadership Opportunities: OCEA Needs You!!

We will elect our 2018-2019 OCEA Officers, Executive Board, and Rep. Council in April. President, Vice-President, Treasurer, and Secretary will all be open and are one year terms. In addition to our Executive Council, we have Building Representatives at a ratio of one per 20 members (or fraction thereof) who make up our Rep. Council. Your building should also be holding elections for building reps for next year. Candidates must be active members and can be nominated with consent or self-declaration.

There is nothing more important than growing our leadership ranks. The more of us that are involved, the stronger we are! "Our lives begin to end the day we become silent about things that matter". ~MLK Jr.

Problem Solving- Bargaining Update from Brent Leong:

The updated salary schedule for 2017 - 2018 that represents the 2% COLA that has taken effect March 1, 2018. The updated salary schedule includes a 2% increase for extra duty positions on the extra duty schedule. The extra duty schedule increase takes effect with any payments for extra duty activities from March 1, 2018 on.

I would also like to clarify some rumors that have been shared with me concerning the 2018 - 2019 school year. In a recent budget meeting and in other forums the district has been sharing that they anticipate a \$1.5 - \$2.0 MIL budget shortfall for the 2018 - 2019 school year.

As many of you are aware, Oregon City School District has continued to have budget shortfalls for the past 7 - 9 years and has continually focused on covering these shortfalls in a variety of ways including lowering the ending fund balance, using additional income funds (Measure 98), asking employee groups to take furlough days, freezes to medical cap increases and reductions to tuition reimbursement to name a few. I want to share that the Oregon City School District and the Oregon City Education Association are not currently collective bargaining or problem solving at this time. We have a contract in place till June 30, 2018. Any speculation that we as an employee group will and have agreed to any furlough days to help cover the \$1.5 - \$2.0 MIL budget shortfall for 2018 - 2019 is just that . . . speculation.

We as an association will be expecting the district to really look over their budget for the 2018 - 2019 school year and beyond to see where savings can be made including looking at staffing, programs, and facilities, at all levels.

As an association, we will be reaching out to each of you in the coming months to hear from you and to share how each of you can get involved to support our association and profession in making sure that we are adequately compensated and appreciated for the work that we do daily to educate and support the students of Oregon City.

Thank you for all that each of you do daily as educators.

Share Your Story

Wow, it is hard to believe Spring Break is so close at hand. Some of us are already immersed in the annual grind of Smarter Balanced assessments, AP testing at the high schools, and preparing our end of the year plans. Even as we all work tirelessly each new day, we continue to persevere and do more so that our students have the education they deserve. We have people traveling to meaningful trainings and creating their own professional development. There are teachers serving on various committees to help determine curriculum, calendars, and policies that affect our schools. Additionally, we have individuals working on programs that reward and directly showcase the incredible work we do every day. With the stories I hear all the time, one might think the proverbial towel was about to be thrown. Instead, I believe that together more than ever we are standing up for public education in Oregon. We all know that when you push educators hard enough, they will begin to push back. What is really happening is as our voice continues to be heard, we are being given a place at the podium. When opportunities arise, please take a moment to tell those around you what you need, or how your time should be spent, or why what you do every day is important. Tell your story to OEA. This [link](#) will help you share your story.

Brenda Roland of Redland shared her story:

"Each year, the number of students affected by trauma increases. Our counselors are not full time and as my class size increases, my ability to provide individual attention decreases. The classroom isn't exclusively about academics anymore; it's about meeting each child's social and emotional needs."

A Busy Time of Year:

This is a busy time of year and many people are wondering about their teaching assignment for next year. Please be an active participant in our staffing process. Now is when you can discuss next year with your administrator. You can also request transfers. Asking for a transfer isn't a guarantee you want to move nor is it a guarantee that you will move. You can explain you'd be open to the idea depending on jobs that open up. You need to make sure you are aware of the [job openings page](#) on the District website that alerts people of openings too. This is also the time to double check your contract to make sure you know which step you are on next year and turn in any official transcripts for horizontal movement on the salary schedule as soon as you complete your coursework and get your grades. Check out Article 13 of the contract for full details on transfers.

SOCIAL MEDIA: One more thing that's keeping me busy is dealing with member concerns. Just an FYI...PLEASE be careful about "over-sharing" on social media...especially FaceBook, Twitter, Instagram, Snapchat, etc. Your personal life is a PRIVATE matter, but when you go PUBLIC, your social media action can have consequences that you may not appreciate! It is important to model the behavior we expect from students, Be Respectful, Be Responsible, and Be Safe! Thanks for all that you do for kids each day.

Labor Management: Current Topics

OCEA has been working on several issues in our Labor Management meetings. Some of the topics include:

- Internal transfer and vacancy postings**
- Various leave issues**
- Prep and planning time**
- Miscellaneous workload issues**
- Student behavior and safety in the classroom**
- Safety protocols**
- Evaluations**

SOCIAL MEDIA

Check out the OCEA
[Facebook](#) page!



CONTRACT TRIVIA

Congratulations to Michelle Blanchard for answering the Jan/Feb trivia question. Question: After a complaint is received, within how many working days should the administrator and educator meet to discuss the complaint? Answer: 10 working days

Question: Will you get paid extra for moving if you request an assignment or building transfer?

Send your response to [Cindy Williams](#) or [Jamie Voelker](#)