

# OCEA NEWS

## Message from the President

Wow, time is flying by. I can scarcely believe that it is almost the end of the 2017-2018 school year. State testing will soon be over and we can all sail smoothly toward summer. Have fun with your field trips and end of May activities. Thank you for all you do everyday.

**-Cindy Williams**

### Did You Know?

Our collective voice and our ability to be the drivers of our profession are at risk. We already knew this was the case and what we're up against, but it's interesting to read in [detail](#). Please become informed.

### Suicide Prevention: Sad but Necessary!

Suicide ideation has sadly become a big issue for many of our students lately. Training to help students deal with emotional crises is available. Please contact [Laura Poore](#) or [Teresa Kaufman](#) if you are interested in training and other resources.

We hope to sponsor professional development on youth mental health facilitated by Cathy Poppen and Maureen Palaoro next year so let us know if you would be interested in attending. Details will come in the Fall.

### OEA/RA

OCEA recently sent 9 delegates to the Oregon Education Association Representative Assembly held April 27th & 28th. The nearby meeting was well attended and eventful. Among the attendees from associations around the state were our OCEA's very own Brenda Roland, Cindy Williams, Megan Christopher, Joel Pearson, Rebecca Miller, Wendy Miller, Maura Ridings, Nikki Harvey, and Melissa Berg. A big THANK YOU to the OCEA delegates for their time and dedication!

Your representatives gave an entire weekend to ensure that your voice was heard when it came time to set a direction for our state association. We will give you a link to the OEA RA information for this year as soon as it is available.

## Congratulations to Our Retirees

Congrats to our 2018 Retirees!

We salute our colleagues who will be retiring this year. Their dedication and varied contributions have touched the lives of so many over the years.

We wish you well and will miss you.

Members:

Martha Wilson  
Connie Olson  
Caren Blass  
Bill Nugent  
Liz Wong  
Nancy Storm  
Cindy Williams  
Karen Cook  
Shawn Love

Admin:

Kristen Kovack-Sievers  
Carol Sanders

Please let us know if we are missing anyone who is retiring that is not listed here. We also wish happy trails to our staff members who are not retiring, but are leaving OCSD. You too will be missed.

## Disrupted Learning Forums

Right now, many of our students are entering our classrooms not ready to learn. From homelessness, trauma, unmet mental health needs and others, challenging behaviors are disrupting learning for all students. At the same time, class sizes are growing, resources are shrinking, and educators are being asked to do more with less. **OEA is hosting town hall forums across the state to increase awareness of this issue and work toward building safe, inclusive, and welcoming classrooms for all students.** As educators and as an organization, we are deeply committed to the success of each and every student, and we work hard every day to support all students. This spring and fall, OEA will host a series of 10-12 community forums. Oregon Deputy Superintendent of Public Instruction Colt Gill has committed to attending all three spring forums, and several fall events. For dates and more info, click [here](#).

## Contract Corner

**We have gotten quite a few questions asking how vacancies are filled in our district. Here are some answers to common questions about postings. The first thing that happens is the District takes a look at building needs and considers the following:**

1. What vacancies are in the district and where are they?
2. Who is coming back from a leave of absence and what are they qualified to teach? People coming back from leaves have to be placed first.
3. Requested transfers are considered to see if qualified people are available to fill the vacancies.
4. Once people coming back from leaves and in district transfer requests are taken care of, the district reassesses their needs and goes from there.
5. Jobs are "posted" based on the needs of the District. If it is determined there is an adequate candidate pool from current employees, the District may choose to only post internally, however, the District gets to make the decision (Management Rights).
6. Employees do not receive preferential treatment whether the posting is internal, external, or both.
7. Internal vs. external - indicates who can apply, it is not an indicator of preference as to who gets hired. It is not a sequential process.
8. Current employees are welcome to apply for any position for which they are qualified.
9. The District does not have an obligation to you as a current employee, however, it is typical that as a current employee you are more likely than not to get an interview.
10. The district makes the final hiring decision
11. Remember; all vacancies can only be filled by people who have the correct qualifications.
12. Be sure you let your administrator and John Ogden know when you are interested in changing assignments through out each year so they can keep you in mind when vacancies occur.

## Thank You Building Reps

Your reps, their time, big results...for YOU! Your Association Building Reps, Executive Board, and various committee members, Bargaining, Political Action, OEA-RA Delegates, etc. have volunteered many hours on your behalf. We appreciate them and want to share some of the many things your Association Reps do for you:

- Communicate OEA and local information to you
- Gather info from buildings to bring to Rep Meetings
- Update membership rosters
- Attend and run meetings and trainings
- Advocate for and advise members of their rights and responsibilities
- Provide support to members to resolve issues within the building
- Work with the building administrator to communicate the climate and morale of the building membership
- The list goes on and is dependent on your building's needs and number of reps your building has.

They've worked hard for you all year.

Please take a moment to thank your reps and let them know if you have questions, concerns, celebrations or ideas for professional development. Our ability to serve you depends on communication. Please consider being a Building Rep next year, especially if your building is currently without a Building Rep. We would like to have one Building Rep for every 10 members in each building. Remember, the more the merrier and the lighter the load.