

# OCEA NEWS

## Message from the President

As you can imagine, this message has morphed many times since I began writing it over the past few weeks. The beginning of 2018 has reminded me how important it is to be truly present for our students, each other, and our community. We are educating today's youth during some very difficult times under some very challenging circumstances. I cannot adequately express how important it is for you to take good care of yourself and your colleagues. Student and district safety is being taken care of at a systems level. My concerns are for your emotional safety, well-being, and positive working environment. Be kind to yourself and your colleagues. We don't always know what each person is dealing with, so please be patient and let us know if you think we can be of service to you, a colleague, or your building. Please know that you are important, what you do is important, and how you feel is important. Your OCEA is here for you. Please reach out if you need anything at all. You matter!!

**-Cindy Williams**

### Important Dates

Check out the [OCEA website](#) for important upcoming dates!

### 2018-2019 Bargaining

Brent Leong and the Bargaining Team are preparing to enter active conversations with the district related to next year's contract.

### Employee Support Resources

OCEA – [cindy.williams@orecity.k12.or.us](mailto:cindy.williams@orecity.k12.or.us)

### Employee Assistance Program (EAP)

provides services to help people privately resolve problems that may interfere with work, family, and other areas of life.

### [Oregon Education Association](#)

### [National Education Association](#)

## KUDOS!

- Ms. Berry from McLoughlin Elementary won first place in the Winter Wonderland art contest at PIR! Thanks to the Sunshine Division and McLoughlin families for making this possible!
- Congrats to the Barbara Drennan Promising Practices Grant winners: Michelle Blanchard and Sarah Black!
- OCHS Science Teachers, led by Chris Hedeem, have been working to align the curriculum with NGSS. Way to go Science Team!
- Vanessa Mohler of Holcomb Elementary was the winner of a grant to purchase technology devices for her classroom.

## Disrupted Learning Environments:

How have behavioral challenges and dealing with unmet student needs changed the work you do? What solutions would you suggest to help ensure that all students are able to learn in a safe space? Every day during February and early March, we plan to hand-deliver a story from one of our members to Oregon legislators. Your stories are a crucial part of the work that the OEA lobby team will accomplish this session.

We can't do this without your help!

Click [here](#) to share your story.

## Why Join a Union?

Without a union, employers can change your pay and working conditions at any time as long as they do not violate certain laws, like the minimum wage. Once you form a union, your employer cannot make changes in your working conditions unless they are negotiated with you as union members. A 2011 study of teachers unions found that collective bargaining increased starting salaries by 3.9 percent, and added an additional 5.4 percent over the first five years of a teacher's career. Click [here](#) to find out more!

## TELL Survey

OEA and OCEA encourage every teacher to invest some time to complete the TELL survey. We need 50% of OCEA members to respond before our responses are considered! The TELL survey documents & analyzes how teachers & other educators view teaching and learning conditions. Your administrator will provide the code to access the survey.

## Volunteers Needed!

March 1st - 3rd is the Oregon FIRST Robotics District Competition this year at CAIS. We need as much help as we can get! The first step is to sign up to volunteer at the [Competition Page](#) or contact [Debbie Kerr](#) with specific questions.

## Want to make an impact?

Nominations are open for OEA Rep Assembly- April 27-28 @ Jansen Beach. OCEA has 6 open delegate positions. Send us your nominations; sample ballots will be sent out Feb 24 - Mar 1. Voting will take place Mar 2 - 8. Send your nominations to your Building Rep, Brenda Roland, or Brent Leong.

## OEA-PAC Convention

[Register](#) today for the 2018 Convention if you want the opportunity to meet your candidates for federal and state offices!

## Observation Cycle Update

Which observation cycle are you in? It's important to keep yourself updated and current with the number of observations you are required to complete. Check TalentEd to confirm your observation requirements and review feedback from your administrator. Respond to the attached comments with your own opinions and responses.

Once you have signed the TalentEd form, it indicates that you have received and reviewed the form. Our evaluation model is a coaching model so make sure you are maximizing your opportunities to have meaningful discussions with your administrator. One of the most important pieces to our evaluation process is the feedback and/or conversation after observations. This entry into Talent Ed and feedback to you should occur within 72 hours of your observation. Please contact your administrator if you haven't gotten feedback in that time frame. Contact OCEA if you have any questions.

## SOCIAL MEDIA

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



## CONTRACT TRIVIA

Congratulations to **Douglas Thomas** correctly answered December's Contract Trivia question

**Question:** Which Article of the contract describes the ability to wear pins and other symbols of membership in the Association or its affiliates?

**Answer:** Article 4 Paragraph F

**Question:** After a complaint is received, within how many working days should the administrator and educator meet to discuss the complaint?

Email [Cindy Williams](#) or [Jamie Voelker](#) with your response.