

OEA Speaks

OLYMPIA EDUCATION ASSOCIATION

1619 STATE AVENUE NE, OLYMPIA, WA 98506

PHONE: 360-352-5255 ~ FAX: 360-352-7361 ~ WEBSITE: WWW.OLYEA.ORG

President's Corner – November 2019

Unanimous Vote. Don't see that much in our political world, but it happened twice at OEA in October. First the Executive Board voted unanimously to take a contract amendment to the Representative Council, where it was also passed unanimously.



The amendment was to add an Executive Board position. The position is called Director for Racial and Social Justice. The purpose of the position is

to invite/encourage/include an educator of color voice in the Olympia Education Association. OEA acknowledges the low involvement of educators of color and created this position to rectify the situation. We also know the number of educators of color in the Olympia School District are low and we hope with this position we make our union an inviting place for educators of color to work and thrive. This will add an eighth person to the Executive Board.

In addition to adding this position we have also started an Educators of Color Network, which is serving as a support group. This group meets once a month and its sole purpose is to talk, encourage, and share experiences. Future meetings dates are 11/18, 12/9, 1/13, 2/10, 3/9, 4/20, and 5/11.

Now that the position is created, we need to fill it. Jodi will take nominations through January 22. You can nominate yourself or another member (please talk to the member before you nominate). If one person is nominated, that person will be appointed to finish the term,

which ends at the end of the school year in 2022. If two or more people are nominated, the candidates will write a short biography and we will run a special election in January. We hope to have the position filled and functioning by the February Executive Board meeting. We cannot exclude any member from applying but our intent is to get an educator of color voice on the Executive Board.

Interested? This would be a 2 ½ year commitment. The position would be put in the same election cycle as the rest of the Executive Board whose terms end in 2022. Executive Board members attend two required meetings a month, one is with the other seven members of the Executive Board, and we meet at the OEA office at 4:15 on the first Wednesday of the month. The other meeting is the Representative Council, which has 1-6 reps from each school depending on size. This group is around 30 people and meets the third Wednesday of the month at WEA Chinook in Tumwater. There will be other opportunities for involvement, but two meetings a month is the basic requirement. The position also includes a \$300 stipend.

Jodi Boe, OEA President
Jodi.boe@washingtonea.org

Do you need an Attorney?

If you need a lawyer, WEA provides members with attorney services at a discounted hourly rate for personal legal matters that are not employment related. Participating attorneys will provide each member with two 30-minute consultation sessions during each school year period. These two free consultations are taken



Upcoming Calendar

Nov. 13 – Rep Council, 4:15, WEA-C
Nov. 18 – Educators of Color, 4-6, OEA
Nov. 25 – LGBTQ+, 4-6, OEA
Nov. 25 – School Board, 6:30, Lincoln
Nov. 27-29 – Thanksgiving Holiday, No school
Dec. 2 – New Teacher Social, 4-6 drop in, Beerwerks
Dec. 4 – Exec Board, 4:15, OEA
Dec. 9 – Educators of Color, 4-6, OEA
Dec. 11 – Rep Council, 4:15, WEA-C
Dec. 16 – LGBTQ+, 4-6, OEA
Dec. 16 – School Board, 6:30, Knox
Dec. 23-Jan. 3 – Winter Break, No school



separately and deal with two different questions.

This benefit allows you to discuss your problem with an attorney to determine whether you need additional legal services. (Some restrictions may apply.) If you need additional services and your problem falls within any of the areas listed below, the attorney's fees are discounted 30%:

- Real Estate Matters
- Wills and Estates
- Domestic Relations
- Consumer Protection
- Traffic Violations (including DUI)

The participating law firm in our area is Morgan Hill (360-357-5700). When calling, please identify yourself as a WEA member.


Peer Support Program

Do you want to improve your professional practices or expand your current content knowledge?

Would you like to receive help and advice from a fellow practitioner on classroom management, special education issues, time management or organizational skills?

Would you like to improve your skills in an area in which you have experienced difficulty?

If so, try WEA Chinook's *Peer Support Program*.

- Request an application from WEA Chinook or your local association president, or visit the WEA-Chinook website.
- A *Peer Support Program* coordinator will interview touch base with you to get additional information that will help to select an appropriate mentor match. 
- The applicant and mentor will determine how to best proceed based on the applicants' identified needs. Paid release time can be requested for classroom visits, and a stipend is made available to the mentor.
- All assistance is provided with competence, concern, and confidentiality!

Whether a colleague has suggested you look into the *Peer Support Program* or you have decided on your own to participate, all it takes is filling out a brief application.

A great opportunity to secure professional success is here for all WEA Chinook members. Give WEA Chinook a call at 360-943-1776 or visit www.wea-chinook.org and download the application.

The Weather Outside is Frightful

During this time of the year, it's important to fully understand the intent of contract language that we have relating to inclement weather and reporting to work.

You are expected to report to work on time; however, the District and the Association are concerned that individuals get to work safely. If the cars driving in front of your house are sliding into ditches or trees are falling across the



road, common sense says to wait until conditions improve. However, you must arrive at work no later than 30 minutes before students are due

to arrive.

If you don't get to work because of inclement weather conditions, you may use emergency leave (after calling in).

Planning Time and Duty Free Lunch

Every certificated staff member is entitled to planning time and a duty free lunch during the workday. Although planning time contract language varies depending upon grade level taught, the duty free thirty-minute lunch is consistent across all grade levels. If you are not receiving your thirty-minute duty free lunch or planning time on a consistent, daily basis contact your OEA building representative.

There are times when an immediate supervisor may ask a certificated staff member to use planning time for a different purpose, or a member may need to use his or her planning time for a different purpose. Here is the contract language for those situations:

Present practice includes the latitude for a teacher to use preparation time for an important need other than class preparation and for administrators to request a teacher to use preparation time for other than personal preparation purposes. It is understood that this latitude is intended to cover occasions occurring infrequently during the school year.

Money Matters!

Make sure you are being compensated if:

- You are in overload
- You moved to a new classroom or building
- You are brand new to the profession
- You are an itinerant educator
- You are eligible for Experience Days (year 22 and above)
- You write IEPs
- You evaluate students for new special education services and you are in overload
- You were a presenter for staff development



- You had additional conferences during conference week
- You subbed for another educator during your planning time

Speak with your OEA Building Rep if you have questions about any of the areas listed above.

Winners

With grant money from WEA Chinook, OEA has been rewarding members who come to rep council and 10 minutes building meetings. At the September meeting building reps were given a WEA lanyard and Halli Aaron from Madison won a bag of lanyards to take back to her building. In October, Kate Cross and Cami Anderson won \$27 gift cards to Well 80 in the WEA-PAC contest. \$27 is how much one pays per year to be a WEA-PAC member. Also in October, all building reps got a notebook/pen set from WEA and Nancy Major from Pioneer and John Baranksi from WMS won a bag of notebooks to take back to their buildings. OEA is fun. You win stuff.



Professional Growth Plan through OSPI

25 **free** clock hours a year. OSPI has a free and easy way for you to collect your clock hours. This is from the OSPI website.

“Professional Growth Plans (PGPs) are job-embedded, self direction professional development. In a PGP, educators set their own goals, align them to certification standards design an action plan, and collect evidence documenting their growth towards achieving their goals. Educators reflect on the process. There is no cost to an educator for a PGP. Clock hours earned through a Professional Growth Plan may be eligible for salary advancement.”

These PGPs can be written for things you are already doing. The examples they include are: student growth goals for a focus evaluation, working on a team to improve school climate, attending an out of state seminar.

You may complete one per year between July 1 and June 30. You need a review from another certified Washington educator. For tons more information and the PGP template go to pesb.wa.gov/home/workforce/developing-current-educators/professional-growth-plans.



Nominations open for Rep Assemblies

It is time to nominate yourself or another member to be a delegate at the WEA Representative Assembly April 16-18, 2020 at the Spokane Convention Center. This is a great way to get involved in your union. It is a lot of work, long days and nights, but you learn a ton and we always have a good time. OEA can send 11 delegates. Hotel is paid. We pay for double occupancy if you want your own room you pay extra. Last year it was about \$100 a night for your own room. You will need a sub for two days. You are given a food stipend. New this year, we are going to rent a van and all drive together. This will save the union some money, have fewer cars on the road, and be fun. If you choose to drive yourself, you will not be compensated for mileage. In order to nominate yourself or another member: email Jodi at jodi.boe@washingtonea.org or let your building rep know. We will have open nominations at the **December 11th** and **January 22nd** rep council meetings.

OEA sends 4 delegates to the NEA conference. This year it is in Atlanta, Georgia, July 1-6. This is the big time. Spokane is homey with around 1,000 delegates from the state of Washington. Atlanta will have closer to 10,000 delegates from all over the country. I attended the NEA in Washington, DC in 2016. It was life changing. Lily Eskelsen Garcia is a powerful leader. Sitting in a room with 10,000 other educators making decisions through the democratic process is electrifying. While Spokane is more of a group effort, for the national convention you are given your stipend then you make your own arrangements for flights, hotels, and food. WEA and OEA will help match you with a roommate, if you would like. You can travel with other local delegates or you can

extend your stay (at your own expense) to explore the Atlanta area. Nomination timeline is the same as the WEA conference.

Recent NEA Attendees who could answer any questions you may have.

Year	Location	Current OEA Members
2016	Washington, DC	Jodi Boe, OEA; Caitlin Donnelly, CHS
2017	Boston	Jenny Morgan, CHS; Caitlin Donnelly, CHS; Karina Champion, ORLA
2018	Minneapolis	Katie Savinski, WMS
2019	Houston	Katie Savinski, WMS; Randy Weeks, OHS
2020	Atlanta	? could be you ?

Student/Educator Focus Group on Climate Change Mitigation

Hilary Seidel, OSD School Board Member, is working on a Student/Educator focus group around climate change. OEA needs to send 2-3 educators. The first meeting is November 18th from 5:30-8pm in the OSD Board Room. As I am sure you are all well aware, this is not just a science teacher issue. I am not discouraging science teachers from attending in any way, I am just encouraging everyone else. If you are interested and able to attend that first meeting please email Jodi at jodi.boe@washingtonea.org. If you have any questions please email Hilary at hseidel@osd.wednet.edu.

Local Support

Big shout out to our additional local support!

