



The purpose of the OCEA shall be to represent its members in collective bargaining, serve as the local voice for education, promote professional excellence among educators, gain recognition of the basic importance of the teacher in the learning process, protect the rights of the educators and advance their interests and welfare, secure professional autonomy, unite educators for effective citizenship, promote and protect human and civil rights, involve as many members as possible in the operation of the Association and to otherwise act for the common good of the members.

## Message from the President

I hope everyone is enjoying our recent sunny days. The sun reminds me we are already heading toward the end of the school year. Realizing we have fewer than 35 work days left this year brings both anxiety and pressure to get so much done in these few remaining days. It would seem that the bees you may see are not the only ones buzzing with activity. Speaking of activity, please make time to attend your building's 10-minute meeting your Building Reps hold each month and be sure to read their emails too.. You will be hearing more about upcoming contract negotiations and the A Better Oregon petition drive along with other things shared at each Rep Council meeting. As you feel the pressure to finish testing & prepare students and yourself for next year, please remember to breathe and know that you are doing a great job. As we go forward, enjoy the time with your colleagues and students and please let us know how our Association can best serve you. Here's to a great spring for all of you: One filled with happiness, good health and tasks marked off checklists.

Lastly, A big thank you to all of you for helping your colleagues daily. Remember, "No one is more cherished in this world than someone who lightens the burden of another." -Anonymous

-Cindy Williams

Phone:: 503-785-7838

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

## Negotiations Have Begun

We have begun negotiations with the district. While we are encouraged to be at the table, it is very early in the process. Please keep an eye on your email because updates will be given regularly as we proceed. The mission of the team is to negotiate a contract that addresses fair wages and benefits, good working conditions, a safe environment, and maintains the dignity and integrity of all OCEA members. Thank you to all the members who spoke up and responded to the Bargaining Priorities Survey. While we didn't hear from many of you (103/427) we did look at your priorities to help inform our intentions for this year's contract. We are continuing our Listening Campaign and will be in your building soon. Please be ready to speak with our volunteer listeners. Your voice matters !!

## Listening Campaign Continues:

We have had a great time meeting and listening to our members. We are continuing our listening efforts but will probably not make it to all of our buildings before the end of the year, so please email your responses to us answering the following questions;

1. When thinking about your job, school, and OCSD, what's going well?
2. What are the challenges you face in those three arenas or what PD would you like?
3. Are there ways that your colleagues in OCEA Leadership could support you?
4. In your school, who do you trust/listen to/respect the most?

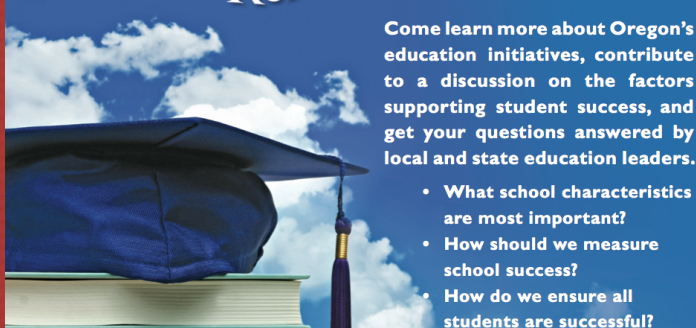
Feel free to email any of the Building Reps or Contract Maintenance Committee members with your thoughts or concerns.

## OCEA Members Going the Extra Mile

I want to take a moment to recognize all the hard work that is happening around us by our fellow Association members. We have members serving on numerous teams and committees around our district, representing what is best for students and educators at all levels and departments. As various discussions continue with District and community members, I am confident that we are the ones most qualified to advocate for and defend practices and policies that lead to a sound, responsible, and appropriate education for all.

A big thank you to all of the OEA/RA delegates, Rene Barnhardt, Alex Foz, Bethany Taft, Brenda Roland, Cindy Williams, Cori Carroll, Dawn Spahn, Dillon Daniel-Hoffman, Joel Pearson, and Sarah Black, who gave up their time Friday evening, April 15<sup>th</sup> and all day, Saturday, April 16<sup>th</sup> to represent all of us at the OEA Rep. Assembly. Here is an example of the topics discussed at this year's RA. ESSA, OEA's General Fund Budget, Bylaws/Policies, Legal Defense, \*Legislative Special Ed\*, Resolutions, State Agencies/Ed. Issues, SAP Oversight, Equity, Diversity & Social Justice, New Educator, Statewide Org Task Force/Better Oregon, OEBC, and Ballot Measures. Contact one of the delegates if you want more info.

You're invited to **Reimagine** Education in Oregon



Come learn more about Oregon's education initiatives, contribute to a discussion on the factors supporting student success, and get your questions answered by local and state education leaders.

- What school characteristics are most important?
- How should we measure school success?
- How do we ensure all students are successful?

Join Us & Help Reimagine Education!  
Local Events May 12th & 16th. [Click HERE](#) to learn more!

## SUBS, SUBS, AND....NO SUBS!

We are aware of the sub shortage. The district is aware of the sub shortage. There appears to be a shortage everywhere. We are trying to address as much of this issue as we can. As you prepare for a sub please remember to:

1. Plan in advance if at all possible. We know unexpected things come up, but put in requests as soon as you know about an absence. The sooner you request, the better your chance of having it filled.
2. Make sure your lesson plans are thorough and prep is completed. Don't forget to let them know where the adult bathrooms are, where your emergency (fire, earthquake, etc) plan is, class list, write up forms, etc. I know this seems silly, but the little things we know in our sleep are the accidental things we forget to tell subs. We want the subs we do have to come back. Do what you can to make their job easier and the day smoother for your students.

## OCSLA InvenTeam Wins MIT EXCITE Award

### Win Moves Team Into Next Round of Invention-Based Competition

Over the past school year, OCSLA has joined the Lemelson-MIT initiative for young inventors. Lemelson was an inventor who lived in Portland and patented over 600 inventions making him one of the most prolific inventors in American history. He created a foundation to support invention education that MIT runs. OCSLA is a part of the JV-inventteams which is a project/inquiry based curriculum to get kids doing things hands on. Dan Semrad, an OCSLA teacher was able to go to MIT with OCSLA on their February trip to provide MIT with feedback on the JV-inventteams program. Through this trip, he learned about the competitive Inventteams grant and even though it was a short deadline (the week after he got back), he was encouraged to apply. In the first round of applications (which is where OCSLA is now) 35 educators/mentors from across the nation are selected as "Excite Award" recipients and are invited to MIT for a week in June when the current Inventteams will be displaying their year long projects and inventions (Eureka Fest). During this week at MIT they will be working with the folks there to finalize their invention proposals and prepare for the final applications. Ultimately 15 teams will be selected to receive funding and support from the foundation and MIT to complete a year long invention project of their choosing. OCSLA is excited to be selected and all are looking forward to spending time at MIT working with not only their staff, but also meeting the current teams and students and seeing what they have accomplished. Dan is confident of their chances of making it through the second round and is optimistic that CAIS will have an Inventteam next year. For more info on this exciting initiative check out the link: <http://lemelson.mit.edu/inventteams>

### CAIS Hosts Robotics Competition & Wins Awards, Grants

CAIS hosted a robotics tournament earlier this month and over 30 teams attended. CAIS won two awards: Gracious Professionalism and Creativity Award. Our team grew in numbers this year, so they are developing different ways in which students can be involved: design team, engineer team, drive team, marketing, fundraising, business. It is an amazing way for students to use all sorts of skills. CAIS won a grant we applied for and just received 3 3D printers. We are going to use them to enrich lessons for students that produce quality work ahead of schedule. They will be able to go through the process of designing an object then use the technology to create a prototype.

## CONTRACT TRIVIA

Congrats to Lindsey MacKender of McLoughlin who found the correct answer to last month's question. Here are the 10 rights of Management as listed in the contract:

1. The right to determine location of the schools and other facilities of the school system, including the right to establish new facilities and to relocate or close old facilities.
2. The determination of the financial policies of the District, including the general accounting procedures, inventory of supplies and equipment procedures, and public relations.
3. The determination of the management, supervisory, or administrative positions.
4. The maintenance of discipline and control and use of the school system property and facilities.
5. The determination of safety, health and property protection measures where legal responsibility of the District or other governmental unit is involved.
6. The determination of the size of the working force, the allocation, and assignment of work to employees.
7. The determination of the layout and the equipment to be used.
8. The right to control school activities.
9. The right to schedule classes and assign workloads.
10. The right to make assignments for all programs of an extracurricular nature

**Here is April's Question:** What does our Contract say, if anything, about class size?  
Be the first to email [CindyWilliams](mailto:CindyWilliams@orecity.k12.or.us) w/ the correct answer and you could win a prize.

## OCEA OFFICERS

### President:

Cindy Williams- McLoughlin Elem.

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

OCEA Office Phone: 7838

### Vice President:

Cathy Poppen- Ogden Middle

[cathy.poppen@orecity.k12.or.us](mailto:cathy.poppen@orecity.k12.or.us)

Phone: 8945

### Secretary:

Julie Lee Barr- Gaffney Lane

[julie.lee-barr@orecity.k12.or.us](mailto:julie.lee-barr@orecity.k12.or.us)

Phone: 8600

### Treasurer:

Cori Carroll- McLoughlin Elem.

[cori.carroll@orecity.k12.or.us](mailto:cori.carroll@orecity.k12.or.us)

Phone: 8650

### OCEA Chairs

**Communication-** Mike Haliski

Phone: 8391

**Contract Maint.-** Cindy Williams

**Insurance-** Jan Snyder

Phone: 8405

**Membership/Soc.-** Brent Leong

Phone: 8900

**Political Action-** Alex Foz & Dillon

Daniel-Hoffman

### Contract Maintenance Committee

Allan Brown, Dawn Spahn, Cathy

Poppen, Cindy Williams, Karen Jenkins

& Brent Leong.

**Bargaining Team:** A. Brown, D. Daniel-

Hoffman, B. Leong, L. Flood, E. Mathiot,

J. Lee-Barr, T. Buckner, C. Williams &

Chair-K. Jenkins

## Summer Leadership Conference Registration Open Now!

Please join us at Sunriver for a great conference, July 26-28, 2016

### Tracks:

- Sound Design: How Quality Assessment Practices Empower Meaningful Student Learning
- Unite, Inspire, Lead: Empowering Educators for Social Justice Activism
- Building a Better Oregon
- Strong Leaders, Strong Locals

For more info and to register go to:

<https://www.oregoned.org/whats-new/2016-summer-leadership-conference>