RISING UP

APRIL’S WALKOUT WINS THE DAY FOR PUBLIC EDUCATION
Your involvement will help change our world

By Alicia Priest
OEA President

Here’s the reality for our students and why it is imperative to continue to use our voices to advocate for them, for ourselves and for the future of our state … and I realize you already know this, but here goes:

Nearly 20 percent of Oklahoma schools are educating their students only four days a week. Teachers continue to leave the profession and the state. The teacher shortage has resulted in almost 2,000 emergency certified teachers. World languages and fine arts classes have been eliminated. Advanced Placement classes have been eliminated.

We see the impact the shortage has on students in the form of skyrocketing class sizes in schools of every size and in every region of Oklahoma. Chemistry labs that previously had 25 students are now crammed with 40 and can’t safely conduct experiments – even if they had the supplies to do them.

Our members took that philosophy to heart and have filed to run for office. Educators are lifelong learners who want the best for their students and their communities. That is the kind of candidate we want to elect.

We must put in some sweat equity for them – walking and knocking on doors for them (or driving the candidate or a team if walking is not possible). Volunteer to do data entry or whatever clerical help they need. Then, we must VOTE on June 26. Then, continue our work through the general election in November. We can’t just want change, we must BE the change.

I am up for it and will be working to make that vision a reality. Will you join me?

By Alicia Priest
OEA President

Teachers are moving their own desks into storage because they can’t fit enough student desks into their classroom. Our children deserve to have the classroom opportunities to explore, experiment and figure out what excites and motivates them. We must do better. We deserve better. Our students certainly deserve better!

There is a pathway forward to help our students and that is being engaged. Gandhi is credited as saying, “Be the change you wish to see in the world.” Forty-eight of our issues. I urge you to help with those – AND attend them.

Once we find those candidates who are willing to be our education champions, we must put in some sweat equity for them – walking and knocking on doors for them (or driving the candidate or a team if walking is not possible). Volunteer to do data entry or whatever clerical help they need. Then, we must VOTE on June 26. Then, continue our work through the general election in November. We can’t just want change, we must BE the change.

OEA members make a difference every day they walk into the school, the bus barn, the maintenance facility or the administration building. Now, we need to muster the same energy in electing candidates who are willing to be the change we need for our selves, our students and our state.

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The 2018 Education Caucus

Nearly 800 Oklahomans filed to run for office this year—the highest number of candidates in state history. Of those, OEA has identified 112 candidates who are educators, education support professionals, administrators, retirees or Oklahoma with an immediate family member who works in education. Education candidates stretch across the state and across party lines, and 48 are current members of OEA. Here’s a quick look at the profile of education candidates, along with a list of those identified by OEA.

Anyone missing? Email info@oea.org.

The 2018 Education Caucus Candidates

OEA members are in bold red.

• Angela Graham, D-Sand Springs, Dist. 34
• Tonya Rudick, R-Eucha, Dist. 5

Democrats: 65

Republicans: 44

Libertarians: 1

Independents: 2

OEA Membership

Members: 48

Non-Members: 64

Political Party

Democrats: 65

Republicans: 44

Libertarians: 1

Independents: 2

OEA Connected

The 2018 Education Caucus

9-day walkout creates historic education funding package

By Doug Folks

Taking a step back and sorting through everything that happened leading up to and during the April 2018 walkout, it’s impossible to disagree with the results.

Thanks to the advocacy efforts of teachers, support professionals, administrators, students, parents and even the general public, Oklahoma public education will see the largest funding influx in state history for Fiscal Year 2019.

• Teachers are going to get an average raise of $6,100—largest salary increase in history.

• For only the second time in history, support professionals will receive a state-mandated pay raise.

• Schools will receive an increase of $50 million through the formula for general operations.

• In all, nearly a half billion dollars is going to public education in just one year.

The hurdles that had to be cleared to gain that funding were much higher than any other state. One of the country’s most conservative legislatures needed 75 percent of its members to pass new taxes. That has never happened in state history, not even with thousands threatened to close schools, and then made good on that threat.

“We accomplished this spring is unprecedented and is being recognized across the country as a sign that teachers can make a huge difference with a collective voice,” said President Alicia Priest.

A Long Time in the Making

Educators have been talking about walking out of their classrooms for a couple of years, but that grew louder as the legislature made promises to fund a significant teacher pay raise only to fail in 2016 and 2017. OEA was listening to the frustration of its members. At the 2017 Delegate Assembly, Executive Director David DuVall’s state of the association speech called for the membership to begin a steady drum beat to pressure the legislature.

We would increase the speed and noise level of that drum beat, he said, building to a significant action at the legislature in 2018.

In June 2017, the OEA Board of Directors and staff began discussing the potential of a walkout. That fall, the governor called the legislature into special session after it failed to fund education during the regular session. A plan to provide teacher raises, as well as fund other state agencies in bad need of funding, failed in December by just six votes in the House.

A coalition of Oklahoman’s top businessmen invited OEA to join the Step Up Coalition in January. With DuVall at the table representing education, the group hammered out a deal with legislative leaders to give teachers a $5,000 raise. Sadly, the Step Up plan failed miserably in the second special session.

“When the Step Up plan failed, you could just feel our members’ frustration had reach a boiling point. Over the years we had spent the state’s need for equity, pushed two separate state questions to increase education funding and joined different coalitions to find solutions. At the same time, a push from the state’s most influential business leaders, the legislature could still not find the political will to get something done,” Priest said.

“Everything we had tried went ignored, but now our members were more determined than ever to be heard.”

Continued on next page
The legislature thought these bills would prevent thou- sands of teachers, ESPs, and parents from coming to the state from surround- ing the Capitol in April,” Priest said. “It was the real threat of thousands of students not get- ting to school and parents having to make adjustments that finally got them to see the need to meet our demands.”

The day after passing HB1010xx, the hotel/motel tax was repealed, further damaging trust in the legislature. While acknowledging the job in passing the slate of bills, OEA renewed its call for schools to close beginning April 2. Priest announced that the walkout would focus on funding for OEA’s second and third years of the Together We’re Stronger plan.

9 Days in April

Even with the commitment of 200 schools and a loud, constant chant on social media, it was impossible to predict how many people would show up on that first day. April 2 was cool and windy, and at times wet. Still, the weather did not stop nearly 30,000 people from filling the Capitol and marching around the building. Outlets from across the state set up a media city east of the Capitol grounds and MSNBC/NBC and CNN camped out on the fourth floor rotunda, covering the events. OEA also passed a third-party advertising bill, which was then shared with participants watching monitors outside the House gallery on the fourth floor.

The highway patrol began closing floors of the Capitol as they filled up, several days as early as 8:30 a.m., while hundreds lined up outside to get in to visit with legislators. Communication in and around the Capitol was spotty at best with thousands trying to tap into the free WiFi system.

The weather did not match the enthusiasm of those addressing the Capitol and marching around the Capitol was spotty at best with hundreds lined up outside to get in to visit with legislators. Communication in and around the Capitol was spotty at best with thousands trying to tap into the free WiFi system. Most of the time they were unable to connect.

Legislatively, things moved quickly over the first three days of the walkout. The governor signed the teacher pay raise bill and other bills passed the fore- fore. The House and the Senate passed a gaming compact expansion, referred to as “ball and dice,” to allow for Vegas-style roulette and craps in Oklahoma casinos. They also passed a tax on third-party retailers on Amazon.com. Together, the two bills added nearly $45 million to the state’s general revenue.

While educators didn’t yet know it, by the end of the first week, legislators had done all they would do that session to increase revenue for education and the budget. The education budget had been passed, teachers had their raises and schools were set to receive new money in general revenue, including a line item of $30 million for text books.

OEA’s initial demand to the legislature was $560 million in year one of the three-year Together We’re Stronger plan. The legislature had delivered $495 million – 94 percent of the initial ask.

No other revenue bill was being seri- ously considered as 50,000 people showed up on the second Wednesday of the month.

The education crowd lobbed and chanted for a capital gains bill to be heard in the House. The Senate had already passed it, but House leadership refused to hear the bill. Some called for a reform to state income tax, but it fell on deaf ears in both houses.

The walkout received a big burst of enthusiasm on Tuesday the 10th when a group comprised mostly of Tulsa teachers arrived at the Capitol after walking 110 miles over seven days from Tulsa to join the effort. Forty-eight walked the entire route, and teachers from other districts joined for different legs.

Ending the Walkout

By Wednesday the 11th, crowds were beginning to thin and most schools were making plans to bring their teachers home. The Republican majority leaders in the Senate by now had told Priest, Vice Presi- dent Katherine Bishop and DuVall that, under no circumstances, would they hear any more revenue-raising bills. Media coverage and the support in communities was not quite as positive as it was early in the walkout.

Both Houses had announced they would work an abbreviated schedule on Thursday the 12th and adjourn for a three-day weekend. It was a typical, mid-April schedule, and another sign that legislators were moving away from education to other business.

The OEA Board met Thursday morn- ing, as they had several times during the walkout. After a good deal of discussion and debate, a consensus decided that edu- cators had accomplished all that they could with this legislature and it was time to go back to work. Late that afternoon, Priest announced the decision to the packed media conference.

During her remarks, she mentioned a survey of OEA members found a majority felt no more could be accomplished by a walkout. A great deal has been said about that survey.

Many people said they didn’t re- ceive it and doubted its validity. It was sent only to home emails of members who had provided those addresses. OEA ultimately chose not to release the survey because it was not scientific, but also because it was not a deter- mining factor in ending the walkout.

“We talked with our members at the end of every day of the walkout through a texting service called ‘Hustle,’” Priest said. “We talked with our board members constantly throughout the nine days. We pulled information from Trendency sur- veys, followed social media and talked with people at the Capitol. It was very clear by Thursday that the walkout had accomplished all that it could. When we called for the walkout, we announced a three-year plan. In just nine days, we had achieved almost all that we asked for in one year.”

Priest made it clear in her statement to the media that OEA and its members were not done. They would continue to lobby until the end of the session, and would shift significant attention and effort to electing bet- ter legislators in 2018.

“As the face of the OEA and our main spokesperson, Alicia has received a lot of criticism for ending the walkout before some thought we should,” said Executive Director DuVall. “She didn’t make that decision on her own, she was just the messenger. We decid- ed as an organization we needed to shift our efforts away from a walkout and in another direction. We had constant input from our Board of Directors and the members they represent as well as from NEA of- ficials who had helped us before and throughout the walkout.”

DuVall pointed to the bottom line – historic raises and nearly $500 million in new education funding – and encouraged members to savor what they accom- plished. At the same time, he understands why some remain frustrated with how the walkout ended.

“In 1990, when we walked out in sup- port of HB1017, and as we’ve seen in other states this year where teachers have closed schools and marched at their state capitols, we had a different message. It was the real feeling that we were being left behind. We walked away from a walkout and the state from surround- ing the Capitol. Now, OEA is looking to the primaries on June 26 and gearing up to fight a veto referendum that will ask voters to repeal HB1010xx, the main revenue raising bill of the session. With more than 10 candi- dates with education ties running for office, the November general election will be important.

Regardless of who wins in Novem- ber, OEA members will be back at the Capitol on the first Monday in February 2019, working to accomplish Year Two of the Together We’re Stronger plan. And at the directive of Delegate Assem- bly New Business Item 85/14, OEA will “support a statewide concerted advocacy effort” at the Capitol if education is not funded by April 1.
ills that created new funding streams for education and raises for teachers and support professionals for the first time in 10 years highlighted a historic legislative session. But other education-related measures passed, as well. Here is an overview of the most important bills from the session. You can see the complete list of education bills at okea.org/2018session.

Second Special Session Legislation

Passed concurrently with the 2018 regular legislative session.

HB1010xx – Increases the tax on ciga-
retes, motor vehicle fuel, gross production tax on oil and gas and hotel stays.

HB1011xx – Caps the itemized deduc-
tion allowable on an Oklahoma income tax return at $17,000, excluding charitable contributions and medical expenses.

HB 1099xx – Repeals the sections of HB1010xx relating to the hotel tax.

HB1023xx – Increases the state teacher minimum salary schedule from $5,001 to $8,395, depending on years of service and level of education.

HB1024xx – Increases state employee salaries by $750 to $2,000, depending on current salary.

HB1026xx – Increases salaries of full-time education support professionals by $1,250.

2018 Regular Session

Career Readiness

SB 1171 – Creates the Work-Based Learning Program through the Governor’s Council on Workforce and Economic De-
velopment, with the goal of increasing the number of apprenticeships and jobs.

Certification

HB 3309 – Renames resident teach-
ers to inductees and allows inductees to be traditional, alternative or emergency certified teachers. State Board of Educa-
tion may promulgate rules for adminis-
tration of the induction program. SB 980 – Creates new optional teacher certifications through the State Depart-
ment of Education for those who want to go over and above regular certification.

It will be implemented in certain districts through a pilot program. The categories are lead teacher and master teacher, both entail additional duties and additional compensation. At this time, there is no state funding, so districts that participate will have to fund it themselves. SB 1074 – Sets qualifications and requirements to be licensed as a speech pathologist or audiologist. Permits issuance of a temporary license to qualified persons.

Concurrent Enrollment

SB 1196 – Authorizes high school students meeting eligibility requirements to take concurrent enrollment classes at any institution within the state’s system of higher education. Increases the number of hours a junior in high school can take concurrently to nine hours, as long as the program is fully funded.

Consolidation

HB 1334 – Allows the school board of a consoli-
dated or annexed district to transfer real property to a housing authority. Previous-
ly they could only transfer to a political subdivision or to higher education.

Curriculum

HB 3221 – Requires State Department of Edu-
cation to adopt a timeline for transition to electronic rather than printed assess-
ments. Requires information about Juneteenth be included in social studies curriculum.

SB 1370 – Authorizes high school students to meet one of their math credits required for graduation by completing a one-year, full-time, three-credit hour career and technology program that leads to an indus-
try credential/certificate or college credit.

SB 1566 – The Oklahoma Tourism and Recreation Department may coor-
dinate with the Oklahoma Historical Society and the State Department of Edu-
cation to develop educational programs and materials for Oklahoma schools that promote learning both by reading about and visiting historical sites throughout the State of Oklahoma.

Funding

SB 1198 – Requires the Oklahoma Tax Commission to include on each individual income or corporate tax return form an opportunity for the taxpayer to donate for the benefit of the Public School Classroom Support Revolving Fund.

SB 170 – Constitutional amendment referred to a vote of the people to expand the permitted use for certain ad valorem taxes levied by a school district for build-
ings to include use for operations.

SB 1398 – Expands the definition of the school building fund to include opera-

tions should the language in SJR 70 be approved by voters.

Graduation

HB 2911 – Specifies that in installing postsecondary career options as part of the Individual Career and Academic Plan, schools must include military careers, apprenticeship programs and career and technology programs leading to certifica-
tion or licensure.

Insurance

SB 1015 – Allows employees of an employer service provider contracted with a school district who perform func-
tions that would otherwise be performed by school district employees to qualify for the flexible benefit allowance.

OHALP

HB 392 – Requires OHALP funds to be returned if a student withdraws from a course prior to the add/drop date.

Pay

HB 2009 – Requires the State Depart-
ment of Education to annually publish on its website within one click of the home-
page information listing increases in sala-
daries, wages, rates of pay, fringe benefits or changes in job class if that change resulted in an increase in pay or benefits.

Payroll Deduction

HB 960 – Requires that payroll deduc-
tions for pay or initiation or termination of association membership be accepted via email or fax.

Retirement

HB 1340 – Provides public retirees a one-time stipend that is the lesser amount of 2 percent of their gross annual retire-
ment benefit or $1,000. (Average teacher stipend will be approximately $300.)

Safe Schools

SB 950 – Requires schools to allow a student to possess and self-apply sun-
screen that is regulated by the Food and Drug Administration without the written authorization of a parent, legal guardian or physician. Permits a school nurse or designated school employee to assist a student in applying sunscreen, with writ-
ten parental permission.

SB 1287 – Prohibits consolidation of a school’s Safe School Committee with its Healthy Fit School Advisory Commit-
tee. Redefines bullying.

SB 1150 – Mandates school employees and board members report any threats or threatening behavior towards employees, personnel or property. Mandates employ-
ers suspecting abuse or neglect to report to the Department of Human Services and local law enforcement.

School Boards

HB 330 – Sets the date for school board general elections on the first Tues-
day of April each year. Primary elections set for the second Tuesday of February each year are null if there is a presidential primary and then it will be set on that date. If there are only two candidates, they will be on the general election ballot. If there are more than two candidates, they will be on the primary election ballot. If a candidate receives more than 50 percent, they will be elected to the office from the primary. If not, the top two performers will be on the general election ballot.

HB 3117 – Requires school boards to declare a seat vacant within 60 days of a member failing to complete instructional and continuing education requirements.

Special Needs

SB 929 – Updates some labels of im-
pairments that affect students with disabil-
ities. Defines hearing impairment (separate from deafness), orthopedic impairment, autism and traumatic brain injury. Specifies calculations for each new condition within the weighted pupil category.

Standards

SB 3311 – Requires inclusion of the U.S. naturalization test into subject matter standards for history, social studies and U.S. government courses. Requires gov-
ernment classes to include civics lectures defined as the study of rights and duties of Oklahoma and U.S. citizens and how each respective government works.

Task Forces

HB 3313 – Adds a speech-language pathologist, appointed by the Speaker, to the Dyslexia and Education Task Force.

Testing

SB 1197 – Changes the performance bands when reporting standardized test re-

sults, brings them in alignment with NAEP for comparability purposes, including ad-
vanced, proficient, basic and below basic.
Delegates build on momentum of April walkout

Building off the momentum of a historic school closure and walkout, delegates to the 2018 OEA Delegate Assembly spent two days at the end of April setting the course for the association for next year.

Photos adorn the walls of the Embassy Suites in Norman, providing a visual timeline of activity that lead up to the nine-day walkout during the first two weeks of April. Starting from 2014 when OEA members helped oust then-State Superintendent Janet Barresi all the way through the walkout, the pictures reminded delegates of just how far the association has come in a short time. At the end of the pictorial timeline sat a paper “parking lot” where delegates added sticky notes of actions they planned to take over the next year to continue building on the Together We’re Stronger campaign.

With 238 registered delegates (and 32 guests), the annual meeting highlighted the democratic process the association is known for. More than a dozen new business items were debated and voted on. OEA’s 2018-19 budget was passed, including an amendment that considers whether the teacher pay raises in March and voted on. OEA’s 2018-19 budget was passed, including an amendment to take over the next year to continue building on the “parking lot” where delegates added sticky notes of actions they planned to take over the next year to continue building on the Together We’re Stronger campaign.

Below is a list of action items passed by the delegates.

Standing Rules Amendment #1 – I move the results of any arbitration of ongoing or upcoming disputes with the Oklahoma Teachers Retirement System to be provided on the OEA’s website.

NBI #4 – I move that the OEA develop and maintain a legislative voting record that we make available for our members during and after Oklahoma legislative session indicating how each legislator has voted on key OEA identified issues.

NBI #8 – I move that the OEA update and modernize the Association website.

NBI #9 – I move that the OEA develop a video series explaining the duties and structure of the Delegate Assembly, the Board of Directors, and the Governance arm of the association, including a portion dealing with Robert’s Rules of Order. This video series shall be approved by the Board of Directors before being highlighted on the website. A transcript of these videos shall be made available on the website.

NBI #10 – I move that the OEA take the lead in urging a calendar revision in school districts for the upcoming school year and each year thereafter where school will not be in session on general election day in November.

NBI #11 – I move that because OEA is a member-driven organization and understands the frustration of members who feel left out of major decisions, that the OEA Board commit to spending the next year to design and/or implement a process, system or mechanism to contact each local president and receive a response in a timely manner.

See “NBIs” on Page 10

From Your Counsel

Summer is document checkup time

Keep copies all of your professional records

By Richard Wilkinson
OEA General Counsel

ow that we’ve reached summer, it is a good time to remember what school-related and employment documents you should keep in a separately maintained permanent file.

School employees often have the mind-set that since the school district or applicable state agency has copies of these documents, it is not necessary for the school employee to keep separate copies of documents related to their careers. However, it is not uncommon for school-related and employment documents to get misplaced or even lost and it is also not uncommon for a school district to request employee requests for the production of such documents, particularly when there is an employment dispute.

Unfortunately, it is also uncommon for school employees to misplaced or discard the necessary documentation to verify any claims of disparate pay on a salary schedule, discrepancy in salary or benefit amounts, some other employment dispute with a local school district, or a dispute with the Oklahoma Teachers Retirement System (OTRS) regarding years of experience or contribution amounts.

Annual Contracts & Payroll Documents

You should annually review your annual employment contract and any related employee information worksheet provided by the school district. These documents will provide an explanation of your years of experience, placement on a salary schedule, fringe benefits, dollar amounts of salary and fringe benefits that were paid in cash, and other important information about your total compensation. You should also annually review your placement on a salary schedule as well as the corresponding compensation that is reflected in your annual contract and any related employee information worksheet.

You should also keep a copy of each payroll document provided you by the school district for each pay period. You should review your payroll documents to make sure that you are in fact being compensated at the level and in the manner reflected in your annual contract and any related employee information worksheet.

Catching mistakes early and in the same fiscal year that an underpayment occurs is critical to resolving those issues without the necessity of formal litigation. If a mistake is discovered in a subsequent fiscal year, a school district is prohibited from using current fiscal year funds to pay for an obligation created in a prior fiscal year and litigation is required to obtain a judgment against the school district for any amounts that were not paid in a prior fiscal year. The same is true for payroll mistakes that result in an overpayment to the school employee. It is much easier for a school district to manage those issues as soon as they occur, but particularly during the fiscal year that the overpayment occurs.

Teacher Retirement Status

Periodically reviewing your teacher retirement status is also a good practice. Sometimes mistakes occur and required contributions are not made or calculated correctly. This can lead to a local school district paying more. Mistakes in years of experience and in employment status (full-time or part-time) are also relatively common when reporting information to OTRS.

Discovering these problems on the eve of retirement can result in a diminished benefit, or at the very least, significant frustration in resolving the discrepancy between the school district(s) and OTRS. There are limitations on how far back you can litigate a mistake in contribution amounts paid to OTRS on your behalf and catching those mistakes as early as possible will help in reaching a favorable resolution of those discrepancies.

OTRS welcomes status inquiries from members of the retirement system and also recommends periodic review of your status with the system to ensure that any errors can be promptly and efficiently corrected. You should check your status with OTRS at least every five years (particularly if you have worked in multiple school districts) to verify that proper contributions have been/are being made and that you are credited with the proper years of service.

See “Document checkup” on Page 10
Document checkup

Continued from Page 9

Maintaining your employment and financial records from the school district(s) can also help verify employment status and contribution amounts to OTRS in the event those records no longer exist at the local district level. You would be surprised how often that occurs, particularly with many school districts now adopting retention policies that may only retain documents for a 10-year period.

Evaluations, PDPs

You should keep all copies of your evaluations, any plans for improvement or personal development plans, as well as your responses and any follow-up documentation to those plans. You should also keep copies of any individual teaching portfolio or other documentation so that you can effectively question and correct an erroneous evaluation and/or protect yourself from any adverse employment action that is based on a defective evaluative process.

These documents are becoming more and more difficult to timely obtain from school districts when adverse employment action does occur and it is important that you separately retain complete copies of all of these documents so that you can properly respond or assess any recommendations for adverse employment action.

Certifications

Finally, you should keep records of your certification and other credentials from the State Department of Education. You should obviously check the expiration date of your current certificate so that you can make application for your certificate renewal in ample time to avoid a lapse certificate at the beginning of a school year. And, remember that if you have any unresolved tax issues with the Oklahoma Tax Commission, those must be resolved (or a resolution agreement in place) prior to a new certificate being approved. Those issues can take time to resolve, so don’t wait until the last minute to start the process or you may be faced with beginning a school year without a valid teaching certificate and be placed in a substitute position (and paid accordingly) until you obtain a valid certificate.

You have a right to all of the documents mentioned above and school districts are required to provide these documents to you. Even though these documents will be kept by a school district in a personnel and/or payroll file, it is important that you also keep complete copies of these documents. You also have the right to check the accuracy of your information with the SDE and OTRS to ensure that there are no mistakes. You can avoid the frustration of trying to verify any disputed salary placement, fringe benefit or retirement contributions if you have kept complete copies of these documents.

Your OEA Regional Advocacy UniServ Specialist can assist you with deciphering any of these documents and can also arrange for a “How to Read Your Paycheck” training for your local to assist employees in understanding their paycheck and in verifying accuracy of salary placement, fringe benefit calculations and retirement contributions.

NBI promoting MLK Day, budget amendments win approval

Continued from Page 9

NBI #13 – I move that the Oklahoma Education Association, through its local units, encourage local school districts to close school on Martin Luther King Jr. Day. (passed unanimously.)

NBI #5/14 – I move that the Oklahoma Education Association will support a statewide concerted advocacy effort for public education funding during the 2019 legislative session if year 2 of our demands as outlined in the "Together We're Stronger" plan have not been met by April 1st.

Resolution Amendment #1 – I move that Resolution III-33 Science Education be amended by addition of "using the science and engineering practices" after the phrase "scientific inquiry.

Budget Amendment #1 – I move that the OEA Delegate Assembly amend the Proposed 2018-19 OEA Budget as follows:

1) The certified dues amount will be calculated upon the minimum salary schedule contained in HB1023xx and multiplied by the .00877 factor unless there is a judicial determination that the salary calculation using the minimum salary schedule contained in HB1023xx multiplied by the .00877 factor remains in effect; and

2) The dues earmarked for the Media Campaign and Ballot Initiative and Crisis Funds shall be $5 for certified and $3 for support as long as the certified dues schedule is stayed pending the outcome of any referendum, and in such case the certified dues amount shall revert back to $277 for the period that the provisions of HB1023xx are not in effect.

3) Thirty six thousand dollars shall be allocated to the local incentive rebate line items and the remaining dues dollars derived from the dues calculation using the minimum salary schedule contained in HB1023xx multiplied by the .00877 factor shall be reflected under the Together We're Stronger and related line items in the 2018-19 OEA Budget.

Budget Amendment #2 – I move that Center for Governance Personnel: Salaries and Fringes - "Salaries and fringe benefits (employer taxes, employee life, medical and disability insurance) for President, Vice President, Executive Director and 2 Administrative Assistants. Includes retirement for President and Vice President. Striking out“ housing allowance.

Moore’s Wilma Bunting gives the ESP Committee report. (Photo by Doug Fols.)

Through the SOEA, education majors at Oklahoma colleges and universities enjoy great professional development and networking opportunities that prepare them to hit the ground running on their very first day in a classroom.

The state’s oldest and largest education association, OEA is recognized as the voice of public education. It’s members include certified educators, support professionals and administrators. Research-based professional development, protection on and off the job and political advocacy enrich all careers.

OREA provides education employees a way to continue promoting public education after their active careers are over. County units take on community service projects and the statewide organization lobbies for better pension benefits and to protect the retirement system.

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NEA Member Benefits has teamed up with Sallie Mae®, provider of the NEA® Smart Option Student Loan® Program, to offer NEA members a chance to win $5,000 cash! It’s our way of rewarding you for your dedication and helping you further your own educational pursuits. Now through July 31, 2018, enter each month at www.neamb.com. If you’re the lucky $5,000 winner, you could choose to fund professional development courses for yourself, cover some of your expenses toward National Board Certification, or even help family members with their college tuition!

To enter, visit www.neamb.com or call the NEA Member Service Center at 1-800-637-4636

The NEA® Smart Option Student Loan® by Sallie Mae® offers competitive rates and the flexibility of three repayment options to help you finance school-certified education costs not covered by scholarships, grants and federal loans.

To learn more, visit us at neamb.com/sl or call 1-866-898-5198.

*No purchase necessary. Void where prohibited. Odds of winning depend on the number of entries received. Ends July 31, 2018. For Official Rules, visit neamb.com/s/o. NEA Member Benefits Corporation reserves the right to cancel this promotion at any time. Applicant and co-applicant must meet all credit criteria. Smart Option Student Loan is subject to Sallie Mae Bank credit approval. Student must be at least 18 years old at the time of application. For a full description of NEA’s financial services, visit our website at neamb.com. NEA Member Benefits Corporation and its subsidiaries are not affiliated with or an extension service of the National Education Association (NEA), the membership service arm of NEA. © American Fidelity Assurance Company 2018. All rights reserved. SALLIE MAE RESERVES THE RIGHT TO MODIFY OR DISCONTINUE PRODUCTS, SERVICES, AND BENEFITS AT ANY TIME WITHOUT NOTICE. NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA’s Member Benefits Corporation.
Make reservations today for Your Regional Summer Leadership Event!

**Northeast Leadership Day**
Wednesday, July 25
Registration: 8 a.m., Conference 9 a.m. - 4 p.m.
Northeast Tech Center, Claremore, OK
Cost $10.00
Register via email Tina Townsend at ttownsend@okea.org

**Northwest Leadership Day**
Tuesday, July 17, 2018, 8:30 AM – 3:00 PM
Canadian Valley Tech Center
6505 East US HWY 66, El Reno, OK
Register via email to Lilia Ocampo at locampo@okea.org
or online at https://www.eventbrite.com/e/oea-nw-summer-leadership-tickets-46127045234

**Southeast New Leaders and Leadership Day**
New Leaders
Thursday, July 19; 10 a.m. – 4 p.m.
SE Leadership Day
Friday, July 20, 2018 – 9:30 a.m. – 4 p.m.
Both events at
Lucy Smith Center, McAlester High School
1 Buffalo Drive, McAlester
Register via email to Kim Holley at kholley@okea.org

**Southwest Leadership Training**
Friday, July 20, 2018
Registration: 8 a.m., Conference 9 a.m. - 4 p.m.
Red River Technology Center
3300 W. Bois D’Arc, Duncan
Register via email to Mary Robison at mrobison@okea.org, call 800-522-8091 x358.