

OMAHA EDUCATION ASSOCIATION

GOALS & OBJECTIVES

- I. Improve Economic Security of Members
 - A. To provide retirement benefits at a rate of 60% of salary after 30 years.
 - B. To secure employee retraining and medical benefits for loss of position due to RIF with special considerations to those approaching retirement age who could be deemed unemployable.
 - C. To achieve at least a \$35,000 average teacher salary.
 - D. To secure Board of Education contributions on health insurance for early incentive retirees.
 - E. To reduce the number of years of service needed to qualify for payment of family insurance benefits.
 - F. To secure an optional insurance program above the basic coverage.
 - G. To maintain an ongoing financial and investment training program and to provide for better understanding of retirement, insurance, and salary information for members.
 - H. To maintain continuous research on salary, retirement, and insurance programs.
 - I. To encourage membership input in terms of benefit and salary needs.
 - J. To improve the increments of career teachers and increase the percentage of longevity pay.
 - K. To educate OEA members and the public on economic issues.
 - L. To secure increased fringe benefits.
- II. Promote A Strong United Education Association
 - A. To promote good communication on all levels.
 - B. To achieve the maximum attainable membership.
 - C. To develop a strong organizational structure.
 - D. To provide leadership training opportunities for Association members.
 - E. To promote awareness of OEA affiliates and services available through the organization.
 - F. To promote good working relationships with the School Board and Superintendent.
 - G. To maintain and strengthen the financial security of the Association.
 - H. To provide opportunities for general membership involvement in Association activities.

- I. To create opportunities for the OEA Officers and the OEA Board to interact with the membership.
 - J. To increase public awareness of the OEA as an organization.
 - K. To develop incentives to become involved as a committee member, A/R, or elected leader.
 - L. To develop the opportunity for A/R's to be more effective at A/R Assembly and in the building.
- III. Promote Governmental and Legislative Support for Public Education
- A. To involve at least 20% of the membership in political campaigns.
 - B. To continually update the local candidates' screening, recommendations, and evaluation process.
 - C. To provide the resources necessary to promote or defeat identified local and state ballot issues.
 - D. To elect at least a majority of school board members and state senators (local) who are recommended by and are responsive to the Association.
 - E. To coordinate with NSEA to provide resources to help elect recommended candidates in statewide and federal elections.
 - F. To enroll at least 50% of the membership as \$12 annual contributors to NEA-PAC; and enroll at least 75% of the membership as \$12 annual contributors to OEA-PAC.
 - G. To increase the visibility of Association membership in the political process.
 - H. To cooperate and coordinate with the legislative and congressional contact teams.
 - I. To involve at least 25% of the members in lobbying efforts.
 - J. To implement a system for adopting Association positions on needed changes in school board policy, legislation, and governmental rules and regulations.
 - K. To promote coalitions with other pro-education lobbying groups.
 - L. To encourage maximum participation by members in the voting process.
 - M. To increase member and public awareness of political issues relating to education and the voting records of candidates.
 - N. To train at least 20% of the membership in campaign and lobbying skills.
 - O. To work toward changing the method used for funding education.
 - P. To promote membership acceptance of Association involvement in political action and support for recommended candidates.
 - Q. To increase member involvement in political parties.

IV. Establish a Positive Public Image for all Educators

- A. To coordinate the public relations campaigns of NEA, NSEA, and OEA.
- B. To develop a comprehensive and ongoing public relations program.
- C. To recognize community efforts aiding public education.
- D. To improve the self-image of educators.
- E. To involve parents and community in public education.
- F. To cooperate with community groups on issues which contribute to the attainment of the goals established by the Association.
- G. To develop and encourage the use of individual public relations skills.
- H. To encourage individual educators to become involved in the community.
- I. To inform the public of education issues and the needs of public schools.

V. Promote and Protect Human and Civil Rights

- A. To support affirmative action in the Omaha Public Schools.
- B. To encourage minority members to become involved in Association activities at all levels.
- C. To support statutory and constitutional guarantees of human and civil rights.
- D. To promote teacher and student awareness of human and civil rights and provide activities in the areas of multicultural and human awareness.
- E. To develop a program for peer assistance for teachers needing classroom support.
- F. To develop relationships with human and civil rights organizations.
- G. To recognize human rights advocates.

VI. Promote and Develop Professional Excellence

- A. To increase OEA involvement in teacher preparation programs.
- B. To increase OEA involvement in the evaluation of and planning for the curriculum in the Omaha Public Schools.
- C. To increase OEA input in professional development.
- D. To secure optimal working conditions for Omaha Public School educators.
- E. To provide strategies for the personal development of membership.

- F. To develop Association positions on instructional issues.
- G. To furnish opportunities for personal and professional growth.
- H. To encourage membership and involvement in professional organizations.
- I. To maintain and promote a positive professional attitude.
- J. To encourage adoption of more strict guidelines for teaching in endorsed fields.
- K. To reduce intrusions into instructional time.

VII. Protect the Professional Rights of Members

- A. To secure a grievance procedure that has binding arbitration as a final step.
- B. To secure legislation that will clarify permanent employee rights.
- C. To improve counseling and legal services to members in areas of job security.
- D. To secure a RIF policy that has seniority as the major component and provides ethnic minority guarantees.
- E. To increase awareness of the professional rights and responsibilities of each member and of Association services in these areas.
- F. To secure a transfer policy which gives employees bidding rights for vacant positions whether they are involuntarily transferred as a result of a building reduction or requesting a transfer.
- G. To inform the public and Association members of the evaluation and certification processes and their implementation.
- H. To protect the right of educators to evaluate student performance without unreasonable external pressure.
- I. To develop with the School District a mutually satisfactory set of criteria and a process for educator evaluation.