

OUEA E-Newsletter for February 2020

This is an electronic e-mail complete with hyperlinks to enhance usefulness and efficiency of information.

Happy New Year!

PN- Personal Necessity Days Explained (Article 3.500)

You are entitled to ten and half days of sick leave to be used during the school year. Of those days, up to seven (7) may be used for Personal Necessity (PN).

When you personally are ill, have a medical appointment, or anything related to your personal health (dentist, therapy, etc.) then when you request a day off, use Personal Illness. However, if your child is sick, you have a plumbing situation, a car problem, or anything that necessitates you to be absent from work, you are to choose the code of PN- Personal Necessity. Note, you are not permitted to take a PN day to seek other employment, actually work a second job, nor extend a weekend or vacation.

Additionally, OUSD is now asking everyone that takes a PN day to complete an absence affidavit in which you are to explain which contract number and the reason for your absence. If you receive this, you are not being targeted. On that form, where it asks the reason for your absence, you should simply write, "Personal Necessity." That's it. There is no contract language requiring more than that. (reprinted from [OUEA Newsletter Issue 5, January/ February 2017-2018](#))

Orange County Classical Academy Charter/ December 19th, 2019 OUSD School Board meeting

As many of you know, OUEA joined parents, CSEA, community partners, OUSD students and the OUSD Staff in urging our school board to deny the charter petition of the Orange County Classical Academy. Over 75 of our members attended and spoke at the December school board meeting carrying signs and supporting the message. After over 50 speakers and several hours of discussion, the OUSD board voted 4-3 to approve this charter. That vote was at about 1:20 am. A summary of that evening can be found here at the local paper, the [Foothills Sentry](#). OUEA thanks our members and community partners who supported us in this fight. The Trustees who voted in favor of the charter were President John Ortega, Alexia Deligianni-Brydges, Brenda Lebsack, and Rick Ledesma. Ortega, Deligianni, and Lebsack are up for re-election this November. Board members Yamasaki, Moffat, and Erickson voted against the charter petition.

OUEA will monitor the Orange County Classical Academy as it evolves, or fails to deliver on their promises.

To see video of segments from that meeting, visit our [OUEA YouTube channel](#).

Black History Month Kicks off with Black Lives Matter at School

[Black History Month](#) brings opportunities to celebrate the vast contributions of African Americans while also engaging in critical reflection with our students about our history. See below for resources to help lead conversations in the classroom and beyond.

- Black History Month Lessons & Resources, [NEA](#)
- Roundup of Resources via [California Educator](#)

Momentum Continues for Schools & Communities First

Shout-out to everyone gathering signatures for this historic measure and to everyone who raised their voices together on social media for Education Awareness Week last week! With every conversation and signature gathered, we are one step closer to victory for our students.

/CYMI/ California SPI Tony Thurmond joined other elected officials and [endorsed Schools & Communities First last week](#) and signed a petition to put it on the ballot.

Please see your site rep or call the OUEA Office for more information or to obtain petitions.

Presidential Election 2020

Your national union, the NEA, has created a user friendly resource to help you compare current candidates for President of the United States. This is a great resource to see how they compare on issues important to educators, and our nation. Visit the site [NEA Strong Public Schools 2020](#).

March Election



Voting has changed in Orange County this year. In March, we will vote for members of the Orange County Board of Education as well as primary elections. To find out if you are registered to vote, or how to vote this year, visit [Orange County Registrar of Voters](#). If you want to register to vote, change your party affiliation, or address click here <https://www.ocvote.com/registration/register-to-vote/>

OUEA General Election

We are still accepting nominations for the positions on our OUEA Executive Board. The positions are Elementary Segment Director, Special Segment Director, and CTA State Council Representative (2 seats open). See your OUEA bulletin board or site rep for more

information. Deadline for nominations is Friday, February 21st. We will hold elections at sites March 17-25th.

January OUEA Representative Council

We would like to recognize Site Reps who represented their members at the January Rep Council. Those sites are: Anaheim Hills, California, Cambridge, Canyon Rim, Chapman Hills, Crescent, Esplanade, Fairhaven , Fletcher, Handy, Imperial, Jordan, Lampson, La Veta, Linda Vista, McPherson, Nohl Canyon, Olive, Palmyra, Panorama, Prospect, Serrano, Sycamore, Taft, Villa Park El. – Portola, Yorba, Canyon HS, El Modena HS, Orange HS, Richland HS; Alt. Education, Canyon Hills, Pre-K, Speech Language Pathologists, Mental Health Counselors, and Psychologists

The following OUEA sites were not represented: Running Springs ES, West Orange ES, Cerro Villa MS, El Rancho MS, Santiago MS, Villa Park HS, VAPA, Nurses, and the District Office

Weingarten Rights

As a union member, you should be aware of your Weingarten Rights. You may read the following script if meeting with an administrator and you feel it is disciplinary in any way.

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

Social Media

Follow us on Instagram at #oueastrong
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