

**EASTERN OREGON UNISERV COUNCIL
DRAFT PROGRAM
Fiscal Year 2019-2020**

OBJECTIVE	NARRATIVE	WHEN	WHO	WHERE	Budget
<u>GOAL I - EDUCATIONAL EXCELLENCE</u>					
<u>1.1 Instructional Concerns</u>					
1.1.1	Educate and update locals on impacts of Oregon Education Policies.	August, as needed	UniServ Consultant & Council Leadership	County Meetings & Council Meetings	\$0
1.1.2	Report any local District activity.	Throughout year	Local Presidents	Consultant	\$0
1.1.3	Encourage all locals to donate \$1 per member to the OEA Foundation. All members to donate \$1 per month.	Council Meetings, throughout year	Council & Local Leadership	Council Meetings	\$0
1.1.4	Encourage all locals to participate in Read Across America activities. Award ten \$100 grants to locals to promote and enhance students' reading options	Observed March 1, 2019	Council & Local Leadership	Consultant	\$500
<u>1.1.5</u>	Promising Practices Grant: For Council's Professional Development Training (Option #2)	October 2018	All Members	Council Meeting	\$1,000
<u>1.2 Participation</u>					
1.2.1	Prepare members to serve as experts on educational issues	Throughout year	Council	Council meetings, trainings & newsletters	See 3.2.4
1.2.2	Report/train on TSPC licensure changes	As needed	OEA Staff/TSPC Commissioner	Council Meetings, Trainings	\$0
<u>1.3 Reference System</u>					
1.3.1	Monitor and publicize activities/decisions of State/Federal agencies	Throughout year	UniServ Consultant	Council Meetings	\$0

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<u>1.4 Safe Schools</u>					
1.4.1	Locals to seek input into district policies/practices	Throughout year	Local Executive Committees	Locals	\$0
<u>GOAL II - EDUCATIONAL ADVOCACY</u>					
<u>2.1 Student Advocacy</u>					
2.1.1	Encourage locals to recruit student teachers	August	Council & Local Leadership	In Locals	\$0
<u>2.2 Low-Cost Access to Higher Education</u>					
<u>2.3 Promotion</u>					
2.3.1	American Education Week, promote local/ Council activities	November 12-16, 2018	Council	Council Meetings, Newsletters	\$0
2.3.2	National Educational Support Personnel Day, promote local/Council activities; award \$25 Amazon Gift card to one member of each Eastern Oregon UniServ ESP Local (3 total); names drawn at office by Admin. Assistan	November 14, 2018	Council	Digital, Council Meetings, Newsletter	\$120
2.3.3	Teacher Appreciation Week, award \$25 Amazon Gift card to one member of each Eastern Oregon UniServ Local (22 total); names drawn at office by Admin. Assistant & announced at Spring Social dinner	Week: May 6-10, 2019; Day: May 7, 2019	Council	Council Meetings, Newsletters	\$650
<u>2.4 Response to Critics</u>					
2.4.1	Public Relation training from OEA Center for Teaching & Learning	As Needed	Council & UniServ Consultant		\$0
<u>2.5 Community Participation</u>					
2.5.1	Promote PR as part of local program	August	UniServ Consultant & Council Leadership	Summer County Meetings	\$0
<u>2.6 Community College System</u>					

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<u>2.7 Issue Coalitions</u>					
2.7.1	Update leadership on effect of Legislative issues and activities	Throughout year	UniServ Consultant & Leadership	Council Meetings, Newsletters	\$0
2.7.2	Review Ballot Measures and election strategies (as needed)	Throughout year	UniServ Consultant & Leadership		
2.7.3	Conduct Ballot Measure campaigns	As needed	Council	Campaign	\$0
2.7.4	Coalition Building	Ongoing	Council		\$0
2.7.5	Support ongoing political activities called by OEA	Ongoing	Council		\$0
<u>2.8 Elections</u>					
2.8.1	Encourage local participation in elections, Board meetings/budgeting	Throughout year	UniServ Consultant, Council Leadership & Local Leaders	Advocacy Conference & Locals	\$0
2.8.2	Publish legislative impact information	Throughout year	UniServ Consultant & Administrative Asst.	Newsletters	\$0
2.8.3	Screen candidates for local legislative positions and make recommendations to the members	March	Council	Council Meetings	\$0
2.8.4	Encourage locals to attend the bi-annual OEA PIE Convention	As needed	UniServ Consultant & Administrative Asst.	Newsletters	\$0
<u>GOAL III - EMPLOYEE RIGHTS</u>					
<u>3.1 Employee Rights</u>					
3.1.1a	Advocate "Strong support to OEA members in Eastern Oregon" Theme	Ongoing	UniServ Consultant & Council Leadership	Council Meetings; Newsletters, Flyers	\$0
3.1.1b	Stress Council theme as part of "Welcome Back" newsletter	August	Council Executive Committee	Newsletter	\$0

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3.1.2	Conduct general advocacy/legal/political training for leaders	Throughout year	Staff	Advocacy Conference	See 3.1.5b & See 5.2.8
3.1.3a	Notify UniServ Consultant of all potential grievance, legal and contract maintenance situations	Throughout year	Local grievance rep(s)	Locals to UniServ Consultant	\$0
3.1.3b	Publish advocacy/grievance trainings	Throughout year	UniServ Consultant & Administrative Asst.	Councils Meetings	\$0
3.1.4a	Grievance and contract maintenance and consultation	As needed throughout year	UniServ Consultant meeting with grievant(s) and grievance rep(s)	Locals & UniServ Consultant	\$0
3.1.4b	Conduct local grievance training	Upon Request	Requested by Leadership, Conducted by UniServ Consultant	Locals	\$0
3.1.5	Empower locals. Encourage and support new/young members to attend Fall KickOff Social (spouses invited) and members attending the fall social will enter for basket raffle.	October 25, 2018	UniServ Consultant, Council Leadership, Locals, Flyers & Email	Haines Steakhouse	\$150
3.1.6	Invite new members to Council Meetings	Throughout year	Council/Local Presidents	Council Meetings, Newsletters	\$0
<u>3.2 Bargaining/Political Action</u>					
3.2.1	Review of bargaining status of each local	Regular Council Meetings	Council Leadership & UniServ Consultant	Council Meetings	\$0
3.2.2	Promote Council Bargaining Goals	Throughout year	Council Leadership & UniServ Consultant	Council Meetings, Locals	\$0
3.2.3	Conduct and support local bargaining and training	Throughout year	UniServ Consultant & Council Leadership		\$0
3.2.4	Conduct Annual Professional Development training	23-Feb-19	UniServ Consultant & Council Leadership	Wildhorse Resort	\$6,000

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3.2.5a	Bargaining teams analyze local contracts in comparison to Statewide Goals & Minimum Standards	As needed	Local Bargaining Teams and/or County Bargaining Groups	Summer County Meetings & Locals	See 3.2.3
3.2.5b	Compile and publish Council contract comparisons	Ongoing	UniServ Consultant & Administrative Asst.	Pendleton UniServ Office	\$0
3.2.6a	Notify locals and promote attendance at Fall Leadership Retreat	NOT PLANNED FOR 2018-19	UniServ Consultant, Administrative Asst. & Council Leadership		\$0
3.2.6b	Send local bargaining teams & support committees to Fall Leadership Retreat	NOT PLANNED FOR 2018-19	Local Executive Committees		See 5.2.8
3.2.7a	Promote budget process awareness in locals	Ongoing	UniServ Consultant	Council Meetings	\$0
3.2.7b	Encourage locals attend and input at School Budget meetings	During School Budget process	Local Presidents	In Locals	\$0
3.2.8a	Locals input information for newsletters	Throughout bargaining season	Local Bargaining Teams	Locals to UniServ Consultant	\$0
3.2.8b	Publish bargaining information through newsletters	Throughout year	UniServ Consultant & Administrative Asst.	Pendleton UniServ Office	\$0
<u>3.3 OEA/NEA Member Benefits</u>					
3.3.1	OEA/NEA Member Benefits promotional information included in newsletters	Throughout year	UniServ Consultant & Administrative Asst.	Pendleton UniServ Office	\$0

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<u>GOAL IV - PROFESSIONAL EXCELLENCE</u>					
<u>4.1 Instructional Advocacy</u>					
<u>4.2 IPD Programs</u>					
4.2.1	Promote local PDU programs	As needed	UniServ Council	From Council to Locals	\$0
4.2.2	Conduct Professional Development training	February 23, 2019	Council, Consultant, Dr. Michael Sedler	Wildhorse Resort	See 3.2.4
<u>4.3 Professional Preparation</u>					
<u>4.4 Self-Governance</u>					
<u>4.5 Coping with Workplace Stress</u>					
4.5.1	Stress Tips in newsletters	Starting in October; then every other month	UniServ Consultant & Administrative Asst.	Administrative Assistant-Pendleton UniServ Office	\$0
<u>4.6 Technology</u>					
4.6.1	Encourage locals to develop websites and link them to OEA	Ongoing	Council & Local Leadership	Locals	\$0
4.6.2	Encourage OEA to provide technology that will increase access for eastern Oregon locals	Ongoing	Council & Local Leadership	Locals	\$0
<u>GOAL V - ORGANIZATIONAL EXCELLENCE</u>					
<u>5.1 Membership</u>					
5.1.1	Contact, promote and recruit students and student teachers	Ongoing	UniServ Consultant, Local Leaders	Locals & area colleges	\$0
5.1.2a	Contact and recruit new teachers/employees	Ongoing	Local membership reps	Locals	\$0
5.1.2b	Contact and recruit non-members	Ongoing	Local membership reps	Locals	\$0
5.1.2c	Advocate OEA membership	Throughout year	UniServ Consultant & Council Leadership	Locals, personal contact & flyers	\$0
5.1.2d	Discuss membership advocacy and training	August	UniServ Consultant & Council Leadership	County Meetings, Leadership Retreat	\$0

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5.1.3	Encourage members to attend Council meetings as well as local association meetings	Ongoing	UniServ Consultant & Council Leadership	Locals, personal contact & flyers	\$5,000
5.1.4	Local information/promotion visitations	On request	UniServ Consultant & Council Leadership	Locals	\$0
<u>5.2 Building Locals</u>					
5.2.1a	Notify locals and promote attendance at County Back-to-School Meetings	August 2018	UniServ Consultant, Administrative Asst. & Council Leadership	At a local eatery in each County with dinner provided	\$0
5.2.1b	Encourage locals to send local officers and building reps to County Back-to-School Meetings	August 2018	Local Leadership	At a local eatery in each County with dinner provided	\$0
5.2.1c	Conduct County Back-to School Meetings	August 2018	UniServ Consultant & Council Leadership	At a local eatery in each County with dinner provided	\$1,100
5.2.2a	Review Council proposed Goals	Jun-19	UniServ Consultant & Council Leadership	Pendleton UniServ Office	\$0
5.2.2b	Adopt Council Goals	September Council Mtg	Council	Ontario @ Feista Guadalajara 7p (MDT)	\$0
5.2.2c	Review and evaluate Goals	As needed	Council	Council Meetings	\$0
5.2.2d	Initiate 2019-2020 planning	June 10, 2019	UniServ Consultant & Council Leadership	Pendleton UniServ Office	\$0
5.2.3	Incorporate information/training programs into some Council meetings	Throughout year	UniServ Consultant	Council Meetings	\$0
5.2.4	Notify locals and promote attendance to EOUC Fall Leadership Retreat	NOT PLANNED FOR 2018-19	UniServ Consultant, Administrative Asst. & Council Leadership		\$0
5.2.5	Conduct social activities	October & May	Executive Committee	Haines Steakhouse	\$5,000

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5.2.6	Conduct Council election	May	Election Committee	Locals/Council Meeting	\$0
5.2.7	Locals elect 2019-2020 local officers by May 1	April	Locals	Locals	\$0
5.2.8	Identify potential leaders and send to Regional Fall Leadership Retreat	NOT PLANNED FOR 2018-19	UniServ Consultant		\$0
5.2.9	Promote attendance at OEA/NEA Conferences/Legislative Events/OEA statewide events/EOUC events Subs for Eastern Oregon UniServ representation	Ongoing	UniServ Consultant	Council Meetings	\$1,000
<u>5.3 Member Participation</u>					
5.3.1	Notify locals and promote attendance at PRAM and OEA RA	Ongoing	Council, UniServ Consultant & Administrative Asst.	Council Meetings, Flyers, Phone	\$0
5.3.2	Elect delegates to OEA Rep Assembly	February/March	Local Executive Committees	Locals	\$0
5.3.3	Conduct Council PRAM	April 4, 2019	OEA Leadership	Haines Steakhouse	\$1,000
5.3.4	OEA RA Delegates' Reimbursement	April 26-27, 2019	Council	Jantzen Beach	\$5,000
5.3.5	OEA RA Refreshments/Foundation Gift	April 26-27, 2019	Council	Jantzen Beach	\$250
<u>5.4 Financial Strength</u>					
5.4.1	Monitor and report on membership dues process	Throughout year	UniServ Administrative Asst.	Pendleton UniServ Office	\$0
5.4.2a	Encourage adequate local dues to support programs and workshops	August	UniServ Consultant & Council Leadership	Summer County Meetings	\$0
5.4.2b	Encourage locals to levy dues adequate to support programs and workshop participation	September	Local Executive Committees	Locals	\$0

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5.4.3	Executive Committee Expenses (retirements)	Ongoing	Council Leadership	Council Meetings	\$250
5.4.4	Encourage/train locals to establish balanced budgets and to file tax forms as per Council Constitution/Bylaws & Federal requirements	September/October	UniServ Consultant & Council Leadership	Summer County Meetings	\$0
5.4.5	Encourage local leadership and Treasurers to attend Treasurers' Training	<u>NOT KNOWN AT THIS TIME</u>	UniServ Consultant & Local Leaders	Locals, Council Meetings	\$0
5.4.6	Provide EOUC Officers with annual Honoraria based on 2/3 attendance, at minimum, to scheduled Council meetings	June Planning Meeting	P = \$575; VP = \$500; SEC = \$500; TREAS = \$575	Pendleton UniServ Office	\$2,150
<u>5.5 OEA PIE</u>					
5.5.1	Encourage local PAC contributions through visitations	August through November	UniServ Consultant & Council Leadership	Locals	\$0
5.5.2	PAC updates	Throughout year	Council PIE Representative	Council Meetings	\$0
5.5.3a	PAC Drive/Promotion	August through November	Local Membership Recruiters	Locals	\$0
5.5.3b	Local membership/PAC training and distribution of materials to local reps	August	UniServ Consultant with local presidents and membership reps	UniServ Consultant, Council Leadership & Local Presidents	\$0
5.5.3c	Distribute membership/PAC materials to members	August	Local membership reps	Locals	\$0