

**Highlights**  
October 17<sup>th</sup>, 2011

- Brad Burwell of Vintage Financial discussed seminars this year that will be out in the buildings. Please look for the date and times that Vintage will be at your building for a free seminar on Financial Wellness.
- Our Representative Council was trained by NSEA on the role of the association's officers and delivery of member right's services.
- If you are interested in attending the Western Region Leadership Conference in Oklahoma City on January 20-22 please let Molly know by Monday, November 7<sup>th</sup>.
- There was discussion about the MEA supporting the Bond Issue per the electronic vote. Official voting results were shared with the representatives. Discussion about the mail-in ballot and the yard signs followed.
- The Representative Council approved the Negotiations Team. The members will be:
  - Matt Heys – Chief Negotiator
  - Tyler Berzina – Statistician
  - Molly Erickson – President
  - Paul Schulte – Vice President
  - Tim Royers – Recorder
- The bargaining team gave a very detailed picture of what bargaining will focus on this year. The committee will meet and a survey will be distributed electronically early in November.

MEA Representative Council Meeting: October 17, 2011

President Molly Erickson called the meeting to order at 4:30 p.m.

**I. Information/Introductions**

- A. Brad Burwell- Vintage Financial
  - 1. Their goal is to do one financial literacy meeting/workshop in each building in the district in the next five months.
  - 2. Building reps are being asked to share meeting information with members by forwarding and posting a flier.
- B. Trish Guinan and Jackee Wise- NSEA
  - 1. Role of Local Association Officers in the Delivery of Member Rights Services
    - a. If a BR or a member has any questions or concerns, he/she should contact Molly Erickson or Jackee Wise. Molly/Jackee will work their way up the NSEA tree, if needed, to get answers and support for members.
    - b. Members DO NOT need to go through a BR to contact Molly/Jackee. They can call them directly.
    - c. A member should contact Molly/Jackee to obtain an attorney before talking to law enforcement.

**II. Agenda Revisions**

- A. None

**III. Routine Matters**

- A. Approval of September 12, 2011 Rep. Council Minutes
- B. Approval of Financial Report- Treasurer's Report

**IV. Leadership Training**

- A. Constituency Groups

**V. Leadership/Staff Reports**

- A. President's Report
  - 1. Wellness water bottles have been distributed.
  - 2. Building Bright Futures is having a community event on Monday, November 7<sup>th</sup> from 4-6 p.m. at the Ramada Plaza Hotel and Convention Center.
  - 3. Wellness: Molly has attended several meetings getting ready for the launch of Wellness on October 1st. MEA has had a lot of input through Molly, Matt Heys, and Mark McGuire (legal council, NSEA) in developing the consent form, health questionnaire and physician's form.
  - 4. Extra Duty Committee: A large committee meeting was held and a survey has been created. The survey was sent to head coaches and responses are still coming in. Molly will be meeting at buildings with the head coaches at the beginning of October and then the large committee will meet again the week of October 17th. They will also be reviewing assistant coaches, weight trainers, and aquatics directors at the high school as well as middle school coaching positions this year.
  - 5. Alternative Compensation Committee: This NSEA committee had a WebEx meeting on September 17th. The discussion focused primarily on how successful bargaining was in the spring to get language into contracts in regards to alternative compensation. The State Board of Education is developing teacher and principal standards. October is the first reading on the new possible rule or policy. There was talk about having a session at the bargaining conference in October in regards to the bargaining calendar, performance pay, and State Board of Education professional standards. Other discussion focused on working with the NASB and NCSA to create a plan to help locals meet the requirements of LB 1014.
- B. Vice-President's Report
  - 1. ProCom

- a. Bond issue
  - i. \$140 million bond issue, mail in ballots due in November. Money for security would include swipe cards, camera buzzer systems for entrances, pagers that alert staff if a door is ajar. Technology focus would be on the infrastructure of the network as well as adding six drops per room. Summer projects will be taken out of the general fund and moved to the bond, which would be about \$5 million a year. Artificial turf is not only for practice fields but also for band, soccer, PE classes, and other curricular areas. Curriculum adoption would also be a critical issue with the funding. Principals are delivering the messages at buildings staff meetings and PTO meetings instead of central staff.
- b. School Calendar
  - ii. The district has been focusing on this issue for the last two years. The district wants to be above the Learning Community average and hopefully above the mean across the state. Elementary buildings have concerns about adding the extra time, especially at the early primary years. The Calendar Committee will meet soon. The School Board has asked Angelo Passerelli to develop a calendar that starts early enough in August so the school year will be done by Memorial Day; the committee will look into adjusting school breaks to accommodate the request.
- c. Wellness
  - iii. The website launch will be October 1st. The communication out to the staff was definitely an issue, and it's going to be hard to backtrack. Dr. Sutfin interpreted the contract to state that we are essentially in a 90/10 insurance model and that if employees participate in the wellness plan, the district will pay 100%. So to get 100% family and individual coverage, the employee must complete the wellness plan. The program is intended to be helpful, not punitive. The Wellness Plan was in the district strategic plan but was implemented through negotiations. The Wellness Plan is available to spouses as well but not required at this time.

## C. LCCC Report

### 1. Discussion on Redistricting of Sub-Councils

- a. Discussion in executive session related to the responsibilities to comply with the law in regards to districts. After coming out of executive session the sub-council gave authority to have three scenarios drawn up for possible new districts. Full council will be given these scenarios in October and will vote on the districts in November.
- b. Mr. Pate expressed his concern about going into executive session for this purpose. He did not feel as though this complied with the open meeting law and in order to be transparent with the public everything needs to be done in open meeting unless it deals with litigation or contract. Both Mr. Kolowski and Mr. Stilwell assured Mr. Pate that all future boundary discussions would happen in open meeting.
- c. Dr. Baker discussed that Elkhorn is the only district that is split with OPS being the only exception. He mentioned that being in one district in the future would be helpful and to please consider when reviewing possible new boundaries.

### 2. Discussion on Funds given by the LCCC

- a. There is an additional \$91,596 available for MPS and EPS for their Elementary Learning Center programs. Both districts do summer programs with this money. In the past the districts have split the money 86% for MPS and 14% for EPS. This money is to be used to supplement an existing program funded by the LCCC. They will do the same thing and submit a new report to Renee Franklin before the October 20th LCCC meeting.

- b. There was a question about how these ELC programs are being evaluated. Evaluations will be presented to the ELC Task Force on November 2nd and those results shared with the LCCC at the November meeting.
  - 3. Update on Poverty/LEP Plans
    - a. The plans are not due until October 15th yet Millard has submitted their plan and Elkhorn had their plan ready to present. Mr. Stilwill wants to review the plans, create a summary page and have the sub-councils review the summary. The entire plan would then be made available as needed. Sub-council 4 will vote on the approval of the plans at the October meeting and the full council will vote on the plan in November.
    - b. Mr. Stilwill discussed with the superintendents the week before about removing this requirement from the legislation. Districts must submit this report to the state and also to the LCCC. Do we need to have this extra step since the LCCC does not hold districts accountable in regards to anything that is in the specific plan? This is something that Mr. Stilwill will continue to investigate.
  - 4. Discussion on Bond Issues for MPS and EPS
    - a. Both districts gave an update on their bond issues. Both will be by mail-in ballot at the end of October into early November.
  - 5. Next Meeting will be held on Tuesday, October 25th at 2:00 pm. Location is TBD.
  - 6. LCCC Showcase for Program Funding will be held on October 5th at 3:00 pm at the UNO Alumni Center and is open to the public.
- D. NSEA Board Report
  - 1. Molly and Paul attended the NSEA Board of Directors training before the September meeting. Jerry Hoffman and Brian Mikkelsen talked about the 2012 legislative issues as well as some of the important elections. The Board reviewed the state legislative questionnaire and made recommendations on some of the changes to the questions before it's sent out to candidates.
  - 2. The Board recommended the NEA PAC Council support Ben Nelson in his 2012 Senate campaign.
  - 3. MEA was approved for matching funds to support the Millard bond campaign.
  - 4. Paul was appointed to serve on the Personnel/Administrative Evaluation, RA Planning, and Resolutions Committees.
  - 5. Molly will chair the RA Planning Committee and serve on the Membership and Alternative Compensation Committees.
  - 6. The next meeting will be October 15, 2011.

## **VI. Information Items**

- A. Western Region Leadership Conference – Oklahoma City, OK on January 20-22
  - 1. There is a spot for an interested BR.
  - 2. Becky Scherbring and Paul Schulte from the Board of Directors will be attending.
- B. Bond Issue Update
  - 1. Yard signs are available. If you support the bond issue you are encouraged to display one.
  - 2. Community forums are coming up and the district is worried about a large number of negative voices. Members who support the bond issue are asked to attend the meetings.
- C. Membership Update
  - 1. The MEA is down about 40 members.
  - 2. The NSEA is down 400 members across the state.
- D. Bond Vote Results
  - 1. 91% of voting BRs and Board of Directors support the bond issue.
  - 2. Voting results can be shared with members.

## **VII. Action Items**

- A. Approval of Proposed Negotiations Team
  - 1. Motion from the Board of Directors to accept the Negotiations Team (see below). Motion carried.

2. Negotiations Team

- a. Matt Heys (MWHS), Chief Negotiator
- b. Tyler Berzina (MWHS), Statistician
- c. Molly Erickson (MEA), President
- d. Paul Schulte (Disney), Vice-President
- e. Tim Royers (MWHS), Recorder

3. Motion to close debate and vote on the Negotiations Team (Royers/Horpedahl).

Motion carried.

B. First Reading of Proposed Policy 4100

The meeting was adjourned at 6:02 p.m.

The Board of Directors met after the Representative Council meeting.

I. Drop Requests

- A. Two drop requests were reviewed. The requester of one of those was present and addressed the Board. The Board voted to accept drop request # 1 (vote: 7 for, 1 against, 1 abstention).
- B. The Board voted to deny drop request #2 (vote: 7 votes for, zero votes against, and two abstentions).

II. Student Scholarships

- A. The Board did a review of the student scholarship that is run through the Millard Public Schools Foundation. The form will be changed to include Horizon High School with no impact to the current budget. The form will officially come to the MEA Board on October 24th and to the BRs on November 14th.

III. Wellness Committee

- A. There was a request from the Wellness Committee for the MEA to provide snacks for two of the four Wellness Champions Meetings; the district would provide for the other two.
- B. The Board was not comfortable using dues dollars to pay for these snacks for the district. Molly will communicate this back to the committee at their next meeting.

Respectfully Submitted,  
Erin Shirmang-Ward, Secretary