

Millard Education Association
Board of Directors Meeting
MEA Office
Omaha, NE
September 26, 2011

Attending: Molly Erickson- President, Paul Schulte- Vice-President, Tom Whisinnand- Treasurer, Erin Shirmang-Ward- Recording Secretary, Melissa Brendel- Elementary Director, Marsha Edquist- Elementary Director, Becky Scherbring- Elementary Director, Jason Boatwright- Middle School Director, Jason Weber-Middle School Director, Tim Royers- High School Director, Kim Secora- At-Large Director, Reynee Shanahan- At-Large Director, Jackee Wise- UniServ Director

Excused: Paul Gabel- High School Director,

Vice-President Paul Schulte called the meeting to order at 4:36 p.m.

I. Agenda Revisions/Adoption of Agenda

- A. Action Item E: Remove Update Strategic Plan and replace with Appointment of participants for NCUEA and Western Region
- B. Move Action Item B to the beginning of the meeting without objection.

II. Information Items

- A. Membership Update
 - a. We are down about 30 members.
 - b. Paperwork is still coming in and is due November 4th. Molly and Jackee are still visiting buildings.
 - c. Molly and Jackee will meet with the nurses to share information to see if they want to join the MEA.
- B. Bond Issue Update
 - a. Molly sent out the unofficial results and an overwhelming majority of Board members and Building Reps support the bond issue. The MEA is contributing \$2500 from our PAC fund and the NSEA PAC will match the funds. The district has asked the MEA to ask members to register to vote and to get informed on the issue.

III. Action Items/Unfinished Business

- A. Drop Requests (Executive Session)
 - a. Moved (Royers/Boatwright) to go into Executive Session at 5:04 p.m. Motion carried.
 - b. Moved (Royers/Erickson) to come out of Executive Session at 5:19 p.m. Motion carried.
 - c. Motion to deny Request #1 and approve Request #2 (Whisinnand/Secora).
 - d. Motion to split Requests #1 and #2 (Royers/Scherbring). Motion carried.
 - e. Motion to deny Request #1 (Whisinnand/Secora). Motion carried.
 - f. Motion to accept Request #2: Motion (Whisinnand/Secora). Motion carried.

- g. Motion to reconsider Request #2 (Shanahan/Whisinnand).
 - h. Motion (Shanahan/Whisinnand) to move into Executive Session at 5:26 p.m.
 - i. Motion (Whisinnand/Royers) to come out of Executive Session at 5:32 p.m.
 - j. Motion to reconsider (Shanahan/Whisinnand). Motion denied.
 - k. Molly will communicate with the maker of the Drop Request #2 and ask for additional information.
- B. Negotiations Team Recommendation
- a. The team will meet on Saturday, October 29th to develop the Negotiations Survey.
 - b. The team will be utilized more than in the past to get more feedback from members.
 - c. Moved (Whisinnand/Weber) to approve the negotiations team. Motion carried.
- C. Proposed Update on Policy 4100
- a. Motion (Erickson/Edquist) to adopt the changes in language. Motion carried.
- D. Proposed Policy 3440
- a. Motion to table the discussion until the October board meeting (Whisinnand/Royers). Motion carried
- E. NCUEA and Western Region
- a. NCUEA: November 30th-December 3rd in Orlando, FL; two board members can attend.
 - b. Western Region Leadership Conference: January 18th-20th in Oklahoma City, OK; two board members and one BR can attend.

IV. Reports

- A. President's Report
- a. 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.
 - b. 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.
 - c. 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

a. ProCom

i. Bond issue

1. \$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.

ii. School Calendar

1. 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.

iii. Wellness

1. 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. Treasurer's Report (Financial Statement)

D. UniServ Report: No report

E. NSEA/Metro District

a. NSEA

- i. Paul and Molly 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. The Board recommended the NEA PAC Council support Ben Nelson in his 2012 Senate campaign. MEA was approved for matching funds to support the Millard bond campaign. Paul was appointed to serve on the Personnel/Administrative Evaluation, RA Planning, and Resolutions Committees. Molly will chair the RA Planning Committee and serve on the Membership and Alternative Compensation Committees. Our next meeting will be October 15, 2011.

b. Metro District

- i. The Metro District will be hosting a legislative dinner with the senators that represent the Metro area on November 12th. The Metro Board met with Jerry Hoffman to discuss some of the topics that will be critical in the legislature this year. One of the hot topics will be the retirement system for Nebraska. MEA will be very proactive in working with local senators to hopefully find solutions that will preserve the retirement system.
- ii. Paul Schulte will be working with the Metro Committee to develop a flyer that shows all the Metro District leadership. This will be similar to what other districts produce to hand out to the members in their areas. He will also be working with the Bylaws Committee to update the Metro Bylaws. They will be meeting as a committee at the October 6th meeting to get started on proposed bylaws changes.

F. LCCC/Legislative Report

a. Discussion on Redistricting of Sub-Councils

- i. 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.
- ii. 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.
- iii. 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.

b. Discussion on Funds given by the LCCC

- i. 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.
- ii. 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.
- c. Update on Poverty/LEP Plans
- i. 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.
 - ii. 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.
- d. Discussion on Bond Issues for MPS and EPS
- i. Both districts gave an update on their bond issues. Both will be by mail-in ballot at the end of October into early November.
- e. Next Meeting will be held on Tuesday, October 25th at 2:00 pm. Location is TBD.
- f. 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.

V. Future Agenda Items

- A. Focus Group/Strategic Plan
- B. Committee Charges

The meeting was adjourned at 6:15 p.m.

Respectfully Submitted,
Erin Shirmang-Ward, Secretary