

Millard Education Association  
Rep Council Meeting  
MEA Office  
Omaha, NE  
March 2, 2015

Attendance:

| <u>NAME</u>         | <u>BUILDING</u> | <u>NAME</u>       | <u>BUILDING</u> |
|---------------------|-----------------|-------------------|-----------------|
| Paul Schulte        | President       | Marsha Edquist    | Vice Pres       |
| Chris Janovec       | Rec Secretary   | Tom Whisinnand    | Treasurer       |
| Melissa Brendel     | B of D          | Deanna Kuhn       | B of D          |
| Reynee Shanahan     | B of D          | Jill Classen      | Abbott          |
| Katie Chramosta     | Aldrich         | Fran Solomon      | Cather          |
| Nitra Arlton-Doyle  | Cottonwood      | Georgia Johnson   | Disney          |
| Elizabeth Engelbart | Morton          | Kate McGee        | Reagan          |
| Tonya Dykstra       | Sandoz          | Brett Struck      | Upchurch        |
| Jen Seeger          | Wheeler         | Gayle Jeffers     | Beadle          |
| Amy Thalken         | Beadle          | Jill Kimbrough    | Beadle          |
| Josh Hennagir       | Central         | Kathie Garabrandt | Central         |
| Patty O'Connor      | North Middle    | Sharon Williamson | Russell         |
| Kathy Markin        | Russell         | Dave Patten       | North High      |
| Leslie Wilkinson    | West High       | Dana Blakely      | West High       |

Mtg called to order at 4:30 for Dr. Phipps' presentation

- I. Reminder that nominations for open positions will close when the mtg starts after Dr. Phipps presentation.
- II. Staff Evaluation presentation ~ Heather Phipps: MIM revised last year and approved by the School Board; new teacher evaluation and R-MIM will start next year. Supporting resource provided; it is not a rubric for the evaluation process or included in documents re: MIM or evaluations. Feedback? Professionalism – ethical behaviors, professional carriage, etc. Paul shared that it will be difficult to be “DISTINGUISHED”. “UNSATISFACTORY” in one domain, may be a plan to assist you from administration – but this is not an intensive assistance plan. Maybe semantics ~ unsatisfactory versus needs improvement? 3 different categories of teacher placement – continuous growth will include cycles of instruction and data – appraisal is the 3<sup>rd</sup>.

Mtg called to order at 5:10

- III. Paul explained the process of distributing teacher appreciation gifts during before and after school times. Has some freebies from the Millard Business Association that were donated and will get them out some time this month.
- IV. Adoption of the Rep Council February 2015 Minutes ~ approved as submitted
- V. Adoption of the February 2015 Treasurer's Report ~ approved as submitted
- VI. Information Items
  - A. Membership Update—Marsha ~ pens distributed. Have more information about what we are doing for the Children's Fund. Thanks for all that you do.
  - B. MEA Board of Directors, DA and RA Nominations – now closed. Still two openings for elementary positions as well as one high school position. Unopposed races for Vice President, Treasurer, Elementary At-Large, & Middle School Director
  - C. Pro-Com Agenda –
    1. feedback about conferences ~ People want a full day, could MLK be switched for President's Day staff development....other topics?
    2. Sub situation? Quality of substitutes? Para substitutes are an issue. Need to pay more? Site plan on a Friday – 30 in one bldg at one time? Good decision? How hard is it to get a job or a substitute position? Student teachers are dying to work and are excluded from sub lists.
  - D. NSEA Children's Fund Campaign – Jeans Days ~ Dr. Sutfin is allowing jeans days ~ \$3 for 1 day, \$5 for 2 days. For anyone, not just MEA members. Please advertise it as that.
  - E. Metro District Summer Retreat – June 6<sup>th</sup> at UNO ~ open to all members; diversity topics are the focus (ELL, ethnic minorities, LBGQT, bullying); may be asked to help fund it
  - F. Budget Committee Meeting Date—3/25 at Panera at 5:30 – finances are depleting, local dues have not been raised in last 10 years. Recommendations to BD on 3/31.

G. Other topics?

VII. Action Items

- A. Policy 4100 ~ 1<sup>st</sup> Reading
- B. No other items

VIII. Reports

A. President's Report ~

1. Read Across America – let Paul know if you want him to read to your class
2. SEAN – moving to President and President Elect, trying to build consistency and continuity
3. Foundation Action Plan mtgs last week and this week
4. Judging culinary competitions
5. Attending district's mental health-community resource meetings
6. MEA Student Scholarship winners chosen
7. Need nominations for MEA awards

B. Vice-President's Report ~ NSEA board mtg this week, committee work for DA

C. Treasurer's Report (Financial Statement) ~ no verbal report

D. NSEA Organizing Specialist Report ~

1. Shared scenario regarding teacher told to write and sign an affidavit and/or statement that described an event – need help to get word out – teachers do not need to sign affidavit, say 'no'. Affidavit is legally binding. Call Mandy first. Questions – insubordination? Saying no for the time being until you can talk to NSEA. SRO has no more right to ask either.
2. Same for depositions.
3. Emails?
4. Do we need to be careful about pictures?
5. Mandatory reporting – may need future discussion

E. NSEA/Metro District—next meeting is (NSEA—March 7, 2015) (Metro—March 19, 2015)

F. LCCC; Legislative Report ~ few MPS teachers going tomorrow to Senator's Dinner.

G. GRC – No reports

IX. Future Agenda Items ~ encourage members to listen / attend board mtgs, we should consider a response from MEA regarding some of the comments.

Meeting called at 6:02 p.m.

Respectfully submitted, Chris Janovec