

**Millard Education Association  
Representative Council Meeting  
MPS Foundation Office—5225 S. 159<sup>th</sup> Ave  
Monday, May 6, 2019  
4:30 p.m.**

**Minutes**

Meeting called to order at 4:33 p.m.

I. Agenda Revisions/Additions ~ adopt as submitted.

II. Routine Matters

1. Approval of the April BR Minutes ~ approved as submitted.
2. Approval of Financial Report – Treasurer’s Report ~ approved as submitted.

III. Information Items

1. Negotiations Report—Tim ~ ALMOST DONE! District accepted last week – agreement in principal – still ironing out language, total package agreed upon, 2 year contract. Will have it done by end of the school year. Free to share that it’s a 2 year agreement. Video and PDF will be emailed out and Negotiations Team will host 2 mtgs – MNHS & MSHS. There will NOT be an additional day in our contract. 80% did not think an additional day would be helpful. Survey provided the hard evidence that the Team was speaking for the membership.
2. Early Enrollment continues through May 31 ~ Please continue to talk with colleagues that might be potential members (never have been part of NSEA or any other state association). So many times, they say they haven’t been asked. We have to ask! They would start paying in October by EFT, but would have member benefits starting the day they sign up.
3. FMLA and Snow Days ~ We had 9 members that were ready to move forward with a grievance against the district because the district was going to take away 2 days from their leave bank, even though for the rest of us we were forgiven the 5<sup>th</sup> and 6<sup>th</sup> snow day. Even if you had put in for a day off, they didn’t charge you for that day. With a grievance, you have 10 business days to submit your grievance. We were on day 9 when Paul went and requested a meeting with Kevin Chick. Paul shared that when talking with NSEA legal team, they said that it was discrimination against those on FMLA and the only thing they could do is if they charged everyone two days. Paul shared that interpretation with Kevin as well as sharing that this wasn’t communicated with those before taking FMLA. Within 30 minutes of the meeting, Kevin texted stating that “Due to the uniqueness of the weather year, we will give on the FMLA grievance. If any docking already occurred, we will reimburse (we don’t think it did, but we are checking). No future docking will take place. Jake is working on an email to send to the affected employees. We will also work on a communication in our FMLA process so people know of this possible situation at the beginning of the year. Thanks for bringing this to me today.”. This was a huge win for the 10 members that contacted us, as well as the 35 educators that were out on FMLA. If you know of anyone currently out on FMLA, be sure to ask them if they are a member and if not, if they would like to consider joining because of the MEA work on behalf of those out on FMLA.
4. Summer MEA Events ~
  - a. June 17<sup>th</sup>—Chris/Marsha/Kathie ~ Paddy McGowan’s 45<sup>th</sup> and Center. All BRs and BD invited as well as new teacher hires and 1<sup>st</sup> year teachers. Flyer coming out to share. Love to see everyone there. 1) \$20 an hour to make calls from MEA office – send an email to Andy if interested & reading message from a script. 2) Will use HUSTLE app.
  - b. Aug 2<sup>nd</sup>—BR Training and New Teacher Luncheon MSHS ~ 1) BR Training 10am and 2) New Teacher Luncheon 11:20am-12:20pm Lunch is provided.
5. NSEA-University—July 15-18, 2018 at the UNL Innovation Campus
  - a. <https://www.nsea.org/NSEAU>
  - b. Go now to the website and register ~ full gamut of options to attend. Can 1, 2, or 3 days.
  - c. Mileage and ½ your hotel room will be covered by NSEA
6. BR Stipends
  - a. The following people have made at least 4 of the 5 BR Meetings and earned their \$50 stipend. ~ Lauri Cork, Sarah Haver, Diane Howard, Julie Jernstrom, Anne Pane, & Shanna Wilwerding. Also tonight ~ Kerri Brodersen, Grant Christiansen, Amanda Gehrke, and Jeff Gehrke.
  - b. Next year just a reminder ~ You can win the stipend by attending 4 of the 5 BR meetings during a semester as well as having a quarterly meeting with your principal.
  - c. Paul will have a conversation with Kevin Chick if principal does not want to participate in a mtg.
7. 2019-2020 MEA Budget ~ \$5 increase in local dues. Hoping to have over 1000 FT members. Highlighted line items are changes. Rent, internet, NSEA staff, Pres. Salary, BR stipends, BD & Neg Team dues/stipends, professional fees, tax preparation, meals, RA, change in attendees/numbers to conferences...saving \$9000 w/RA, metro reimburses surveys, new teacher luncheon monies from NSEA, grants. Membership gifts ~ time to change to other things? Open to ideas.

8. Additional Topics? Sharon – MEA Retired ~ 7/4/2019 11:30 Valentino's 108<sup>th</sup> and M Streets. RSVP to Sharon – 402-350-9873 or email to [tjbrown@msn.com](mailto:tjbrown@msn.com). They do fun activities on 1<sup>st</sup> day of school. Can join now for lifetime membership even though you aren't retired.

#### IV. Action Items/Unfinished Business

1. Summer 2019 MEA Scholarships ~ motion to accept scholarship winners by Marsha, second by Jeff. Motion carries.
2. 2019-2020 MEA Budget ~ Kathie motioned to accept on behalf of committee. Motion carries.
3. Additional Items ~ none

#### V. Reports

##### A. President's Report

1. Good things at DA. DC mtg for NEA Directors to prepare for RA.
2. Calendar of Events ~ a) May 6<sup>th</sup> BR Meeting and School Board; b) May 7<sup>th</sup> Nurse Negotiations; c) May 8<sup>th</sup> MPS Employee Recognition; d) May 9<sup>th</sup> PROCOM cancelled, will be holding Negotiations instead; e) May 9<sup>th</sup> Metro Presidents Meeting; f) May 10<sup>th</sup> MPS Budget Planning; g) May 10<sup>th</sup> Foundation Hall of Fame 6:30 p.m. Embassy Suites ~ still seats available at MEA table – if interested, 3-4 seats open – contact Paul; h) May 13<sup>th</sup> School Board; i) May 16<sup>th</sup> Foundation Board Meeting; j) May 16<sup>th</sup> Metro District Meeting; k) May 19<sup>th</sup> Doane Panel on Lobbying in Nebraska w/Stacy Jolly; l) May 20<sup>th</sup> BofD; m) May 20<sup>th</sup> School Board; and n) May 21<sup>st</sup> Foundation Event at CMS ~ The Cove.

##### B. Vice President's Report ~ no report.

##### C. Treasurer's Report (Financial Statement) ~ nothing further.

##### D. NSEA Organizational Specialist Report ~ goal was 18 new members between Oct and now – met goal. We have 20 new ~ up 9 members from last year at this time. June 17<sup>th</sup> is membership activity without membership push – 1<sup>st</sup> contact to associate with people who care about kids. No 1:1 conversations – just show up & have a good time.

##### E. NSEA/Metro Board Report ~ mtgs coming up this summer.

##### F. LCCC/Legislative Report ~ continue to pay attention to debates.

##### G. GRC ~ no report.

#### VI. Attachments

1. April 2019 BR Minutes
2. April 2019 Financial Statement

#### VII. Future Agenda Items

Meeting adjourned ~ 5:28 p.m.

Respectfully submitted, Chris Janovec – Recording Secretary