

**Millard Education Association
Representative Council Meeting
Millard Public Schools Foundation
5225 S. 159th Ave.
Monday, December 1, 2014
4:30 p.m.**

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	Jason Boatwright	B of D
Reynee Shanahan	B of D	Sabine Fleshner	B of D
Lauri Cork	Ackerman	Katie Chramosta	Aldrich
Nitra Arlton-Doyle	Cottonwood	Georgia Johnson	Disney
Ally Varner	Hitchcock	Elizabeth Engelbart	Morton
Kate McGee	Reagan	Deanna Kuhn	Reeder
Tonya Dykstra	Sandoz	Amy Thalken	Beadle
Jill Kimbrough	Beadle	Josh Hennagir	Central
Kathie Garabrandt	Central	Patty O'Connor	North Middle
Sharon Williamson	Russell	Dave Patten	North High
Natasha Ludwig Page	West High	Nathan Seggerman	West High
Dana Blakely	West High		

Minutes

- I. Guest Speakers
 - A. Amber Cameron from First Nebraska Educators Credit Union
 - B. Todd Adams from Horace Mann
 - C. Cluster Group Meetings "
 1. Insurance issues for spouses employed by the district " maybe a sheet with information?
 2. Sub shortage " Paul talked with DSAC recently, will readdress at Dec mtg – esp para subs
 3. Students without appropriate school services, needs more support for children with intellectual disabilities, children with LDs are not getting their assistance when a student with an intellectual disability pulls away adult supports
 4. Concern over MEA-PAC endorsement of candidates, discussion over supporting candidates vs. staying neutral in races. Our focus should be to cultivate some educationally trained running mates
 5. Work day requirements by administration
 6. Strategic Planning conversations starting in buildings
- II. Agenda Revisions/Additions
- III. Routine Matters
 - A. Approval of November 2014 Rep Council minutes " approved as submitted
 - B. Approval of Financial Report – Treasurer's Report " approved as submitted
- IV. Information Items
 - A. Membership "
 1. Nov 10th meeting– need ideas for teacher gifts for March Teacher Appreciation, pass on to Marsha
 2. NEA board mtg and discussion about membership – down less than 2%, NE is holding its own compared to other states; movement to EFT is impacting other states
 - B. Metro Senators Dinner Follow-up " 11/18 dinner with metro senators – educational issues discussed " lots of agreement and interest of Millard issues; common core or consistency amongst state curriculum is supported by one due to students moving between states and districts, college career readiness

- C. NSEA Retired Presentation on Dec 8th, 4:30pm at the Foundation Office " Roger Rea
- D. PROCOM Agenda Topics
 - 1. Selective Abandonment " money shortfall of nearly \$3 million in 2015-16 and then another \$3 million in 2016-17, need to explore programs that can be modified/cut...district has a funneling process to present to board
 - 2. SPED program overview
 - 3. Others " sub discussion with Kevin and Jim, work day vs staff development
- E. Delegate Assembly 2015—April 24th-25th, 2015 in Lincoln " 14 to 16 positions to fill, please mark your calendars to attend
- F. MEA Board of Directors Opening—Elementary Position " Amy Lucas has taken a leave of absence & resigning from the board; accept nominations on January 5th
- G. MEA Spring Scholarships—Due Dec 15th, 2015 " draw on 12/16, submit if you are taking college classes
- H. Crystal Apple Award Nominations—Due Dec 12th, 2015 " 1st quarter award to Bob Marceau, Andersen Middle School
- I. Other Topics " none

V. Action Items/Unfinished Business

- A. Other Action Items " none
- B.

VI. Reports

- A. President's Report " NCUEA fall conference in Nashville this week, negotiations tomorrow night & 2 more mtgs before winter break – want things in place to hopefully present to membership in January
- B. Vice President's Report " none
- C. Treasurer's Report (Financial Statement) " none
- D. NSEA Organizational Specialist Report " Mandy discussed due process procedures for BRs in bldg and the various ways the district can respond:
 - 1. Letter of summary, signature required stating that you read, have 7 days to respond (Mandy will help with this);
 - 2. Letter of reprimand, goes in your file but is not shared with other districts if you leave, dire language included for legal reasons/due process;
 - 3. Intensive assistance – means there are deficiencies in your performance and the district is questioning your employment, should be a plan to remediate or improve – if plan is written as though the district is looking to fire, NSEA attorneys are involved, usually a team of people to help; and
 - 4. Intensive assistance continues into a 2nd year, probably meeting with district and NSEA every 3 weeks
 - 5. If something does not feel right, always feel comfortable to call Mandy
 - 6. Can make an appt to visit HR to see what is in your file with Mandy
 - 7. Criminal issues are outside NSEA; contact Mandy to be put in touch with legal team
- E. NSEA/Metro Board Report " mtg in January
- F. LCCC/Legislative Report " will be a busy, short session; need to watch issues closely
- G. GRC

VII. Attachments

- A. November 2014 BR Council Minutes
- B. November 2014 Financial Statement
- C. November 2014 Board of Directors Minutes

VIII. Future Agenda Items " none Mtg

concluded at 5:38

Respectfully submitted, Chris Janovec