

Millard Education Association
Representative Council Meeting
February 7th, 2022, 4:30 pm

Mtg called to order at 4:32 p.m.

- I. Adoption of the January 2022 Financial Report ~ motion carries.
- II. Adoption of the January 2022 Minutes ~ motion carries
- III. Information Items
 - A. Superintendent Search Update & Question Input ~ no questions about Covid will be posed. Thoughts shared via chat and verbally. Relationship with current locals? Tim reached out to local presidents too. Support for full time counselors / use of points for counselors, specialists, etc.? Persons of color? Culturally responsive teaching? Retainment and recruitment of teachers? Not ignoring retention issues/OPS threw a bar out that we have to catch up. 2 broad silos - salary and benefits AND non-money issues. Boundary conversation needs to be revisited? Lack of site groupings/half-time positions cause teachers to be spread too thin? What do they see as issues in Millard? What do you have to focus on if you get the job? Tim would like to provide a summary of how interviews went. Will have a candidate by Friday this week. Zoom in to hear mtg on Thursday 2/10. Thoughts on paraprofessionals? Thoughts on curriculum beyond core? Thoughts about frequency of assessments? Tim has 2 main points during the interview ~ find best fit and planting seeds for whoever comes in. Forward any other ideas by Wed a.m. at 7:30.
 - B. Membership - Just One Campaign ~ Bldg visits this week with OS's, NSEA staff, and MEA staff to Wheeler, Bryan, Cody, MNMS, ... Moved membership outreach week to February due to sub issues in January (down to 2 or 3 unfilled vs 30 like last month). Just one runs until 2/28. Normally debrief after each school visit. Trying to get 24 new members. Will try to do activities each month for the rest of the year starting in March for membership outreach/gathering.
 - C. DA / RA ~ DA 4/22&23 in Lincoln - block dates out if you think you may want to attend. Award nominations are due by this Friday. Early educator...etc. On the NSEA website. We have 21 delegate spots. RA is in July in Chicago and you have to attend DA if you want to do RA. We get 7 RA delegates. Presentation is fluid right now ~ planning on in-person but format will change if needed.
 - D. Strategic Planning Update ~ started the process in fall, got feedback from members, and then BofD discussed the ones mentioned the most. Will work with NSEA Communications to formalize: Advocacy ~ Access to Elementary Plan Time (full-time counselors, start and stop times, psychologists for all schools), Expanding benefits, expanding leave, Middle School Format, Supporting SPED (time, compensation, etc.), Workdays, Paraprofessional compensation...Outreach ideas ~ more visibility, improve social media presence, new round of t-shirts, more feedback, regular monthly newsletter, bulletin board,

communication to all staff re: what MEA has done recently 1x/quarter-need to sell ourselves and celebrate what has gotten done, updating website...

IV. Action Items

- A. MEA Elections ~ simple process, no challenges to positions for BofD so no elections are needed. Electronic vote conducted ~ positions ratified.
- B. Additional action items? None

V. Reports

- A. President's Report ~ 1) Re: Covid leave - continuing to push the district to expand Covid leave (closed daycares, other district classroom shut down, etc.). Covid leave has saved 630 sick days in our district. 2) No presentation from Matt Hayes tonight - larger committee will meet this Saturday at 10 a.m., will close up negotiations much earlier this year. Addressing salary schedule comparisons with PLV, Gretna, Elkhorn and Bellevue. We have the best benefits but want to move forward with salary without taking anything from benefits. Retention is a priority - mid and late career folks. 3) Tim will send out private emails from his NSEA email from this point forward. Group can be charged for their request ~ \$4000 was estimated for the current ask. 4) Unicameral testimony - American Rescue Plan ~ governor had only one educator issue - use pandemic money by creating \$2000 vouchers for private schools and/or tutoring / Tim suggested using the funds to get more of the public school staff available since they have to support the private schools anyway. 5) Remote learning days ~ DSAC came to Tim with the idea. 30 unfilled sub job average, 52 on snow day - since then 2-3 to 5 tops if not 0. Covid numbers are plummeting too. March is not set in stone - will make changes if needed. Remote days - be mindful of what is posted on social media. District getting pushback from the public. Could impact what is taken off of plates or future calendar discussions. 6) Superintendent search and 7) membership outreach discussed above.
- B. Vice President's Report ~ working on bulletin boards on Friday this week - send ideas to Stacy via email.
- C. Treasurer's Report ~ no additional report
- D. NSEA Organizational Specialist Report ~ Andy at member right issues at WCS. Written report submitted. We are on front end
- E. Metro Board ~ election nominations capped as of yesterday. Marsha running for President. 3 running for NSEA board seats. Voting ends on 3/6. Will have DA pre-caucus. Candidates may speak at next BR mtg.
- F. NSEA Board ~ next meeting is 3/19. Gov't Relations Committee - go to Capital Update to get email re: positions on legislative bills every Friday. Can testify in person and/or send letters to senators. NSEA Legislative Dinner 2/23 at Champions Club. Contact Cathy Schapman at NSEA if interested ~ Cathy.Schapmann@nsea.org Paul Schulte is running for NEA Director.

VI. Future Agenda Items ~ None

Meeting adjourned 5:43 p.,m.

Respectfully submitted, Chris Janovec ~ Recording Secretary