

Millard Education Association
Representative Council Meeting
January 10th, 2022, 4:30 pm

Meeting called to order at 4:34 p.m.

- I. [Adoption of the December 2021 Financial Report](#) ~ approved as submitted
- II. Information Items
 - A. Membership Plan ~ Just One campaign has started. End of month will do a member outreach campaign with reduced rates aka “Blitz” to target two MS and elementaries ~ BMS, NMS, KMS, and COD, HIT, NEI, BRY, REA, and WHE. District is working with us to provide subs for union leave. 13th ~ dinner and meeting explaining process. Need volunteers to assist Organizational Specialists, be available in the lounge, lunch provided. Email Marsha if interested in assisting. \$2.50 to 5 a month for most paras or as high as \$10 a month. Tim will send rate sheets with para dues and teacher dues. Second thing ~ 1/27/22 - Susan Estes will be NE to talk about member benefits - will arrange a benefits gathering with financial, health, etc.
<https://mail.google.com/mail/u/0/#inbox/WhctKKXPbfqQcgHLSKvwTWHXXfQJWkRSThZtStjNpgJmBQLKrxKJhjrSLgPMqLGNZHnqHB?projector=1&messagePartId=0.1>
 - B. ProCom Debrief ~ 1st topic - concerns about testing, amount of time it's taking - i.e., School City. District realizes it is overwhelming. 2nd topic - programs of choice not synching with testing. Should we have another platform for testing? Retention and recruitment issues are accelerating. Should we start having more conversations with students? Starting educational clubs at MS's to feed more students in the Education Academy. Talking with Foundation about doubling the academy up to 50 students and after school experience/job with KidsNet. Also partnering with NSEA to get compensation when completing student teaching. With increasing education academy enrollment, we hope students of color will become teachers of color ~ students haven't had a teacher of color to emulate.
 - C. Negotiations Update ~ 3 formal offers from both sides so far with 4 formal presentations (district countering in real time this year - anxious to get done). Closer with the total package than we have ever been at this point in the year. District trying to figure out our bottom line and we are trying to figure out their top line. Atmosphere has been cordial with a few hiccups only - much more positive feel and small victories. Internally, we are working through spreadsheet, especially with recruitment internally. All of this info can be shared with members. Will have a 2nd large committee meeting. Will have a vote before May - much sooner.
 - D. Elections Update ~ Members can notify Reynee Shanahan if a member wants to run for a role on the Board of Directors. If a position is contested, members will have time to address everyone at rep bldg. If the position is not contested, no

vote needed. The Vice President will run point on elections if a member runs for President. Will complete action items about ESP members and they will also be included in voting.

III. Action Items

- A. [Constitution Changes](#) ~ Board recommended changes via electronic delivery last month - modify constitution to have at least one paraprofessional member on Board of Directors and dedicated ESP members on Representative Council also. Motion brought forward by BofD. Questions or comments? No further discussion needed. Vote conducted ~ motion carried.
- B. Additional action items? NONE

IV. Reports

- A. President's Report ~ last month, attended NCEUA in CA. Good to hear challenges, success stories, talk strategies, salary, calendar adjustments, etc. Have pieces for groups in MPS. Visiting KMS this Thursday. Others next week to check in with members. Adjustments made to EAP - 10 counseling visits are available if you have district insurance. DA and RA - state meeting in April in Lincoln to discuss by-laws, etc. and then national meeting this summer in Chicago in July. MEA strategic planning - BofD will bring recommendations forward. Will be shared with the Rep Council in Feb. Mtg with foundation on tuition for education academy students. Mtg with Kevin Chick re: MS, calendar, and supporting special ed (teachers, school psychs, etc.) groups. Supt search - window closed last Monday. Will have 3 finalists by the end of the month. 3 different groups will have opportunities to interview / meet with finalists. Watch personal email addresses for specific legislative bills. Excited about Senator Blood's bill to use Covid money to give stipend to all school staff for remaining with schools. Covid - working on 4 levels - \$ sitting at state level, access to testing, have partnership with Total Wellness - tim will talk with HR about how to use vouchers. Pushing city council about masking requirements, district about cleaning/drinking fountains, hard for members to think district is supportive when Covid restrictions are lessening. Playing catch up with new Covid leave and booster requirements. Douglas County 163 positives for every 1000 people. Haven't seen the spike yet. MLK and P/T conf concerns have been shared with Tim. Endemic phase is coming.
- B. Vice President's Report ~ No additional report.
- C. Treasurer's Report ~ No additional report.
- D. NSEA Organizational Specialist Report ~ Save the date for NSEA-U - starting JULY 12th - need member presenters. Let Andy know if you or someone you know would be willing to present ~ <https://www.nsea.org/nseau>. Down 22 members from where we were at the end of last March. Will surpass with great membership work being done!
- E. Metro Board ~ Sign up for Capital Updates from NSEA. Check out The Voice for district positions. Mtg on 28th.

F. NSEA Board ~ Congratulations to Paul Schulte on NSEA board assignment!
Next meeting is on the 22nd.

V. Future Agenda Items ~ None

Meeting adjourned at 5:40 p.m.

Respectfully submitted, Chris Janovec ~ Recording Secretary