

Millard Education Association
Representative Council Meeting
October 4th, 2021, 4:30 pm

Mtg called to order at 4:30 p.m.

- I. Agenda Revisions/Additions ~ none
- II. Routine Items
 - A. Adoption of the September 2021 Financial Report
 - B. Adoption of the September 2021 Minutes
- III. Information Items
 - A. Membership Update ~ Cmte meets tomorrow night at Chili's at Oakview at 4:30. October 21st event at Inner Rail flyer coming. Trunk or Treat on 10/31 3:30-5, TBD parking lot. Trivia Night 11/13, may be at Addy's. Great response to movie event on 9/25 - will plan on another, perhaps with nonmembers and members. NEA Grant earned for a movie event. Metro Presidents met last Wednesday - down 45 members = need conversations with nonmembers. Reach out if you need assistance making contact. Not too late to join. Cannot use district email to solicit members - can answer questions if they seek info. Just One campaign starts in January. Link to join ~ <https://www.mynea360.org/s/join-now>
 - B. ProCom Debrief ~ 9/7 day discussed and perspectives were collected. 70% or more teachers thought it was a good use of time. Room for improvement at 2ndary level for specialists. If you have specific bldg feedback, share with Tim. Remember work days throughout the year are work from home days if you want. Covid data days will have to be renegotiated if they want to continue them.
 - C. Paras ~ know para shortage is continuing. Contract was approved. Mtg with EPAM leaders after today's meeting. May need to take action. Tim will let us know when to talk more with paras.
 - D. Sub Shortage ~ #1 issue Tim is hearing about right now. August - still strong, only 5-6 unfilled jobs across district. Mid Sept - sub questions started. 20 unfilled last week, as high as 30 one day. Admin doesn't help to cover all bldgs. Absences are up from 10/1/20 to 10/2/21. Considering hiring more floater subs. Keeping an eye on it. Tim is willing to assist if it's a planned absence.
 - E. COVID (Days, Booster Shots) ~ No district wants to be the first to offer coverage for breakthrough cases in addition to teachers with kids that have to quarantine because classrooms had to go remote. Will be retroactive if it goes through. BOOSTERS - Pfizer is approved for educators. Douglas County Health dragging their feet. If anyone asks, you can go to local pharmacies to get your booster. Clinics set up at some of our middle schools.
 - F. Microgrants ~ using repropursed money from MEA gifts. Awarded \$2900 elementary thru high school teachers. Working to get every grant approved by teaming with funding partners. Can still apply.
- IV. Action Items

V. Reports

- A. President's Report ~ Teaching history at UNO this coming spring; will log hours as negative so it doesn't interrupt current role. Summoned to jury duty this week. Foundation Staff Campaign wrapped up last week - waiting for final amounts but we think we hit the goals. Visited Disney and Bryan last week. Out to RMS this week. Negotiations are starting to ramp up. Will be contacting coaches for extra duty conversations and reach out to coaches that aren't currently members. Preparing bargaining surveys. Will have an all call for a large negotiation cmte of members. 1st calendar meeting last week ~ 3 pieces discussed = Time (dismissal, work days don't fix; more work days, especially in spring; and could afford to lose student days). Burnout is a big concern right now. Last 16 days, I have talked to at least one person about not returning/staying in education.
- B. Vice President's Report ~ No report.
- C. Treasurer's Report ~ No report.
- D. NSEA Organizational Specialist Report ~ Submitted written report to Tim that can be shared. Teacher night at the Durham and movie event last week - well received. Needs are different now ~ teachers have tired hearing about self-care. Give yourself permission to cut back. Support your teachers. Principals under a great deal of stress too. Continue to speak up and/or reach out about issues.
- E. Metro Board ~ Next meeting is 10/19.
- F. NSEA Board ~ Next meeting is 10/22 & 23.

VI. Future Agenda Items ~ none

Meeting adjourned at 5:20 p.m. ~ Respectfully submitted, CJanovec - Recording Secretary