

Millard Education Association Board of Directors Meeting  
MEA Office Omaha, NE  
November 25, 2019

In attendance ~ Paul, Marsha, Kathie, Andy, Stacy, Zac, Jeff, Bonnie, Tim, Reynee, Chris, Jen

Absent ~

Mtg called to order at 7 p.m.

I. Adoption of October 2019 Board of Directors Minutes ~ motion to adopt by Tim, second by Stacy. No discussion. Motion carried.

II. Adoption of the November 2019 Treasurer's Report ~ motion to adopt by Reynee, second by Jeff. No discussion. Motion carried.

III. Information Items

A. Membership Plan—Marsha

1. MEA New Teacher Event Evaluation ~ only 1 of 2 that RSVP'd attended after many Hustles and phone calls. NGEN, Member Rights, and Reading Paychecks/Insurance presentations.
2. January Blitz ~ target MNHS, CMS, NMS, Cody, Reeder, Ackerman, Neihardt. January 21st-24th. Split teams to various. More information at Dec BofD mtg. Be thinking about participating so subs can be arranged - calling, hustling, and part of a team with NSEA. 12/10 - membership mtg and possible training. Will arrange date for big training, possibly 1/20/19.

B. NSEA Children's Fund Campaign ~ Poster coming out to BRs and BofDs. \$5 early out pass (approved by Sutfin) but can also do other incentives. Checking for brochures to distribute and will include amount that has been covered over last 5 years.

C. Bylaws/Constitution Committee Meetings—Kathy and Tim ~ mtg after 12/2 BR mtg.

D. PROCOM

1. School Bond Election
2. Winter Weather Plans
3. Other topics? ~ Tim - staffing and classroom numbers. Mid-year hires at some bldgs. HR plan. Only 8 positions added of 32 attrited out. Jeff ~ counselor conversations? Discussed with Sutfin and Chick but can addressed further with school board interviews via the questions. Jeff ~ inclusion of LGBTQ+ protections? MPS one of the only districts not including. OPS has because of city ordinance - Douglas County only. MPS not obligated to follow since they have schools in Sarpy County. Trying to address through legislature. Not fair that LBGTQ+ could be fired. If we want to recruit Millennials, need to support. Add this to School Board interviews?

E. MPS Staff Mental Health ~ keep talking about it, School Board interviews.

ILovePublicSchools - community partnership with agency to support adult mental health that Dr. Jelkin talked about? Hasn't happened. EMAC just talked about school to prison pipeline and need for school counselors. Paul will email Dr. Jelkin. Still a reactive vs proactive approach - lots of things the district could do for teacher mental health.

Behavior not managed well in bldgs. No consequences for behavior, unless possibly if it involves another student. Teachers not coming back. Good kids are impacted.

Approach is not working. Overland Park school visit for AP - neat approach to students and behavior. Sub-shortages - retired teachers don't want it due to student behavior.

Behavior programming not developed for teens. Teachers doing discipline. Behavior is across the metro. Policy 10000 and admin 'hands off' is not helping. At what point is a kid not appropriate for public education? Only so many spots for students who need that level of support.

F. Admin out of the building ~ Paul will remind about conversations.

G. MEA BofD Sponsoring a Project Wee Care Family ~ \$10 each. Give money to Paul on Monday.

H. Additional items? - None

#### IV. Action Items

A. President's Hours ~ motion to approve by Tim, second by Stacy. No discussion.

Motion carried. Paul abstained.

B. Additional Action Items? - None

#### V. Reports

A. President's Report ~ 11/26 - NSEA Bargaining; 11/26 - RMS MS Veteran Event; 11/27 - Extra Duty mtg w/MPS; 12/2 - NSEA Bargaining; 12/2 - BR mtg; 12/2 - School Board; 12/3 - Foundation Event; 12/4-7 - NCUEA Conf in Savannah; 12/9 - MEA Exec mtg; 12/10 - Membership Mtg; 12/11 - NSEA Exec mtg; 12/12 - ProCom; 12/16 - NSEA New Ed mtg; 12/16 - MEA BofD

B. Vice-President's Report - no report.

C. Treasurer's Report (Financial Statement) - shared.

D. NSEA Organizing Specialist Report - submitted in writing. Big thanks to membership team. Gained 2, only 22 different from May. Metro Senator's Dinner was a hit - go if you can.

E. NSEA/Metro District—next meeting is (NSEA—Dec 13-14) (Metro District—Jan 16)

F. Legislative Report ~ session starts in January. Good conversation with Senator Lathrop re: school mental health, counselors in every elementary school.

G. Committee Reports (GRC, Membership, Elections, Negotiations, Budget) ~ have team started for elections.

#### VI. Future Agenda Items - none

Mtg adjourned 7:54 p.m.

Respectfully submitted, Chris Janovec - Recording Secretary