

Millard Education Association  
Board of Directors Meeting  
Zoom Link:

<https://mpsomaha-org.zoom.us/j/94305027476?pwd=TnRyYlZhQmJKcmo5bFFIbHBnWlUzd09>

October 23rd, 2020 - 5:15 pm

Meeting called to order at 5:18 p.m.

In attendance ~ JeffS, ChrisJ, KathieG, AndyI, MarshaE, StacieKP, JeffG, TimR, ZacW, ReyneeS, BonnieP, BrettK, DianaW

Absent: none

- I. Presentation from Dr. Sutfin ~ snapshot of data shared from the last couple of days with the latest from this morning.
  - A. Triangle image with school, county, national and state ~ when data analysis started, risk dials at moderate and high risk of spread level...50/50 model and additional data collected. Risk dial measures factors from a community health standpoint, not school opening or not (i.e., overall Douglas county, etc.).
  - B. Present day ~ more emphasis on local/school data. Current Douglas is red while Sarpy is Moderate/High. Cases by age groups ~ biggest is 20-29 age group. School ages make up 6% and less. Specific zip codes to MPS ~ 137, 135, & 144. 137 = 63% recovered. 135 = 64% recovered, which is up from a month before. 144 = 61% recovered. Today 5677 active cases in Douglas, 1% of the population have the virus.
  - C. To get to the other side we have to go through the virus to get through the virus ~ herd immunity and herd immunity with vaccination. We are done with a 5K of ultramarathon. Need to slow the spread. Schools in Douglas County ~ transmission rate in school is 1.6%. Masking, cleaning protocols, handwashing...are working because procedures are followed.
  - D. MPS will ~ temp close classrooms, grade level, or bldg and switch to remote learning for that setting. Committed to keeping schools open at 100% for as long as we can and continuing to make data driven decisions/responding to data and continuing support to personnel. 54 staff members with Covid since the beginning of the school year have recovered, 22 active cases currently = .55% of adults have active cases. 32 people quarantining (.93%). 168 students who have recovered, 34 active cases (.14% of the student body).
  - E. Disruption in classrooms - surface cleaning, hand washing, mask wearing, & remote learners (sometimes). Direct disruption = 481 elem classrooms, 6 + teacher cases and 475 not disrupted/indirectly disrupted. 688 MS classrooms ~ 9 + teacher cases/classes disrupted and 679 not disrupted or indirectly disrupted.
  - F. No student to staff transmissions. Families are responding appropriately for the most part. Hard part ~ community is bringing + cases in
  - G. Don't have all the data we want ~ testing protocols, etc. Don't have random testing of all students and staff. Schools are not super-spreader sites. Rises in cases in the community reflected in school. Demographic factors impact rate of infections ~ multi-generational housing, manual labor.... Schools are the safest

place for kids but are they for the adults? Have to anticipate cases, the need to close classrooms, etc. How do we get the community to help use and adhere to safety protocols? We have to slow the spread until the vaccination is available. Worried about stress on personnel.

- H. Questions ~ gatherings held at HS = can't shut down everything, very strict safety guidelines with size of group/social distancing, cleaning afterwards. Period of immunity ~ no one knows exactly. Directly disrupted classroom #s before shutting down a school = if we can't staff a building would be a factor. Blomstedt teacher panel & instructional hours = teacher work days are result of this/chunking days and still need asmt data (i.e., MAP), no decisions about CFAs. Data re: lack of substitutes = highest # was 23 - hope to hire student teachers and get retired teachers for 2nd semester. Re: para subs ~ workforce shortage, working with Chamber. Cold weather & eating inside = ideas for breakfast/lunch and amount of time?
- II. Presentation from Aaron Schurevich (Building Rep, Millard North) ~ DSAC negligent. Need public vote of membership to proceed with no confidence vote and the removal of leadership due to examples of misleading staff, suppressing test data, and improper practices and undermined protocols.
- III. COVID Discussion:
  - A. Take away from membership emails ~ teacher stress and accountability but lack of teacher support, S isn't understanding the stress, an elem is 50/50 for in person vs remote ~ teachers can't do it long term, district buzzwords are painful, district testing requirements are too much, no trust between admin and staff - decisions made behind closed doors to please the community and government, toxic positivity getting old, false reporting is a concern of many, mental health issues are higher, how do we alleviate numbers during breakfast and lunch/kids in classrooms?, students mental health & engagement/push to raise scores - not addressing, any conversations about teachers leaving at semester?, knowing schools not the safest place for adults ~ hazard pay, lowering asmt expectations, etc., retaining/recruiting and incentivizing subs but not teachers, equity of time - sped teachers and students vs those that aren't, days if exposed a 2nd time - yes if exposed from work = refer questions to Andy, CARES ACT expires 12/31, bldg principals asked to generate a list of people in their bldg that could sub at another bldg in a pinch/Andy & Tim are looking into ~ district can assign, teacher can voice concerns, work days are at the wrong time for MS, need more information about hours
  - B. Where's the center of membership concerns ~ people don't have confidence in data/don't have accurate information/don't trust or have faith in #s and leadership, teachers are at a breaking point, burden is on teachers
  - C. Is the admin being told how to help teachers? - some bldgs are better than others
  - D. Sutfin and Schurevich comments ~ some of A's comments about spread and S's data conflict, mixed message about allowing community in, data not transparent, information that contributes to spread, redefinition of COMMUNITY DIAL, need happy medium with A's suggestion - push back a bit more/not be part of good old

boys club, MAP is not the asmt that teachers are concerned about, need to jump on false reporting/reporting errors are being charged by public, we are not an isolated bubble, the days from teacher panel/S's comment,

- E. Going forward ~ 1) contact OWH ~ MEA make public acknowledgement of (a) testing accuracy #s, (b) teacher stress or breaking points, and (c) feelings of abandonment by community and need to pony up to help; 2) rapid on-site testing is needed using Ricket's CARES ACT monies; and 3) communication to members what we are planning long-term ~ remote only teachers, etc. / need to tell our stories
- IV. Adoption of the October 2020 Financial Report ~ motion to adopt, no objections
- V. Adoption of the September 2020 Board of Directors Minutes ~ motion to adopt, no objections
- VI. Information Items
  - A. Membership Plan ~ need a game plan to target nonmembers, mtg at 5:30 Monday 10/26. Up 3 since last mtg.
  - B. Building Admin Meetings Update ~ Tim to check in with BRs about meetings with principals.
  - C. Foundation Staff Campaign ~ none this year/not right to ask teachers to give money when they are already giving so much.
  - D. NSEA Guidance ~ MPS doing some but not all. Testing, data, reducing minutes, remote guidelines, etc.
  - E. Negotiations ~ closing committee selection this week.
  - F. CORE Fund ~ started 10/12. Becky is a point of contact or use form on websites. 9 people have requested funds. Tim and Becky are the only ones who see information.
  - G. Tim will check with the Foundation about donations.
- VII. Action Items
  - A. President's Hours ~ motion to accept September hours by JeffS, second by KathieG. No objections; motion carries.
- VIII. Reports
  - A. President's Report ~ trying to address long-term solution for concurrent-remote teachers at elem, then MS, and lastly HS. People should reach out to Tim with data issues, exposures at work, etc. Frustrated that people are not being honest or transparent and are undermining efforts about Covid spread. Vast majority of members are doing what they should.
  - B. Vice President's Report ~ no report.
  - C. Treasurer's Report ~ financials submitted. No additional report.
  - D. NSEA Organizational Specialist Report ~ covered above.
  - E. Metro Board ~ last mtg much improved. Jenni and Maddie on mtg and answered questions.
  - F. NSEA Board ~ mtg last Saturday. NSEA remote due to + cases. Still have signs at OEA for Joe and Kamala. \$20 hours to do phone calls. PAC money reviewed. Virtual senator's dinner coming after the election (11/30 for us). New Ed grant for membership outreach. Micro-trainings will start at each mtg. Maddie sharing

information about strikes - misdemeanor in NE which could result in fines and/or loss of job. NSEA not in support of surveillance testing. Budget amended. NEA members shared, EMAC shared.

IX. Future Agenda Items

Meeting adjourned, 8 p.m.

Respectfully submitted, Chris Janovec ~ Recording Secretary