

Millard Education Association
Board of Directors Meeting
MEA Office Omaha, NE
Mar 30, 2020
4pm

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

Absent ~ none

I. Adoption of February 2020 Board of Directors Minutes ~ approved as submitted.

II. Adoption of the March 2020 Treasurer's Report ~ approved as submitted.

III. Information Items

A. Membership Plan--Marsha/Andy ~ game plan for next steps started, will finalize tomorrow.

1. Early Enrollment ~ starts 4/1 and runs through July 31. Andy will find a list of members that we need to contact via the phone. Enroll now, start paying next Oct, and get all services (NSEA) except legal IF they have never been a member before.
2. Plan for June coming - need to find dates.
3. List of potential members ready to be forwarded to Paul, Marsha, and Tim. Will make sure it mentions whether they have been a member before.
4. Member Emergency Fund 501C3 Setup ~ use funds from member gifts to start paperwork. Will start in June.

B. Bylaws/Constitution Committee Meetings--Kathie/Tim

1. Final Recommendations to the BofD ~ 1st Reading. Will send an email to each for our review.
 - a. Proposed changes to constitution ~ membership no longer paired with VP, added power to recall board members, and regularly reviewing by-laws every other year.
 - b. By-laws ~ membership on committees, stipends to board members, process of who is on committees and expectations for representation/goals/etc., social media under communication cmte, BofD attendance, removal of BofD members if ghosting, policy for regional groups, BR expectations/mtgs/boards in schools/maximum 2 bldgs/etc., recall of elected officials, nomination procedures and processes, balloting procedures for contested elections, and state office will verify election outcomes.
 - c. Should we have a discussion about what meetings need to look like during a pandemic? Yes it should be considered. Confidentiality in executive sessions needs to be addressed.

C. 2020-2021 Budget Recommendation--Kathie

1. Mtg on Thursday p.m. last week as budget committee.
2. Office expenses stay about the same but need to add money in for buying needed supplies for the incoming president (computer, business cards, etc.) and rent may increase.
3. Communication - internet website maintenance ~ will look for cheaper website provider.. Unanimous is the current provider. LMRDA compliance required. NSEA currently uses Unanimous for their elections.
4. Copier expense stays the same and NSEA staff negotiations are continuing but on hold because can't currently meet. Placeholder stays until we have final numbers..
5. President's salary and benefits change to Tim's. Compensation for after hours meetings, procom subs if needed.
6. Stipends ~ bldg stipend for 43 BRs, BofD for local dues, cmte chair stipends, rec stipend stays for budget cmte, Chief Negotiator clarified. Should statisticians and recorders get stipend in non-negotiation years? Paul recommends yes.
7. Fees ~ no changes, continue membership and tax preparation.
8. Office meals and miles ~ reimbursement to the president and mileage should stay the same.
9. Awards, banquet, scholarships, gifts, etc. ~ stays the same. Added meals back into mtgs for next year. OS currently pays for a new teacher luncheon.

10. Member promotions, incentives, scholarships stay the same. Elections - survey monkey and subscription ~ same. Conferences ~ one pot of money to use for 2 people at NCEUA and discretionary travel funds. RA stays the same. Operations stay the same.

D. PROCOM Report

1. MPS School Bond ~ 6 of 9 community tours completed. Not well attended - probably means there is support for bond. Postcards coming out for BRs and BofD to assist with.
2. Legislative Update ~ LB974 re: school funding, LB147 for NSEA = Everything on hold.
3. Covid19 Pandemic Plan ~ We were at green but now that has changed.

E. DA/RA Delegates

1. DA elections on March 26-30 - closed at 2 today. Paul has DA reps - everyone who ran can attend. 17 of 20 spots filled.
2. DA will be held April 25, 2020 by zoom
3. More details will be coming from NSEA
4. RA elections on March 26-30 - closed at 2. RA Reps - Paul, Tim, Stacie, Becky, Christina, Jeff, and Aaron will attend. Kathie is a NSEA delegate. Yano will be an alternate.
5. DA and RA election results ratified by BofD tonight, then BRs on April 6th - Paul will notify.

F. Covid19 eLearning

1. How do you feel it's going? ~ some bldgs are making it too hard/overwhelming to parents/tons of emails from parents, Way too much at middle level. Thankful that zoom is not required because it's not developmentally appropriate. Feels manageable. No direction about grading yet. Some schools are already grading. Assignments and technology are over their heads. How do we balance so parents aren't overwhelmed. Families are in crisis. SPED teachers dealing with different things and parents contacting the principal. Some elementaries are going class by class. The SPED tracking documents are overwhelming in addition to teaching responses. No time to plan, teach, record, contact parents, etc. Meetings are running smoothly. Will have to reach back out to parents once signatures are required.
2. What are you hearing from colleagues? ~ staff wondering about phases. Question about the amount of time required by students. It's too much/too many lessons, differences between levels and various programming. Some are going okay - but equity between depts and balance b/n bldgs. Other HS doing 3 hours per day which is more than other 2 HS's - equity. Principal going to bat and asking for input. Admin good at calming people down. Hard for parent and teacher roles if that is your house. Screen time is an issue. Asked the admin about adjusting the schedule and it won't be allowed. Zoom bogged down with demand. Definitely equity issues. Evaluative conversations are being shared. Preparation for World Languages and numbers of kids with grading and staying on top of everything and now are considered a core class instead of an exploratory. Can't have the same expectations as core teachers because we have twice the students. What's coming down the pike? Putting in tons of hours. Rationale for core vs exploratory? Give feedback 2-3 times/week. Impossible with numbers. Kids having trouble getting on zoom mtgs.
3. Recommendations for the district? ~ phases? Need to explain to staff Paul not included in communications. Forward any communications to Paul. Some principals working with staff to develop a good plan. Talked about evaluation conversations happening. - only one plan of improvement; principals will do virtual walk-throughs but grace will be given and no teacher will be terminated based on current technology teachers. Questions about grading across levels but no directive from district yet. Spring conference conversations are overwhelming teachers. Individual districts are doing very different - MPS is going above and beyond - Kevin talking more with Phipps. How do SPED hours transfer to actual hours required? Paul is trying to stay on top of what DofE is recommending. More answers will be coming.
4. Give yourself grace. Share member concerns with principals so we have multiple voices. Families, teachers, and students are in crisis. Is the admin giving grace to teachers like we are doing for parents?
5. Can we have a planning day each week? Why did we dive in so quickly with starting?

G. MEA Office

1. Becky will be in the office twice a month to take care of bills and reconcile accounts

2. Becky is currently working remotely from home and checking voicemail on regular basis
3. Recommending that Becky and I sign checks for now
4. I will be in the office periodically when I need to handle things in the office, print, sign checks, etc.
5. Becky, Andy, and I are always available for questions. For Becky, please try email first, then cell phone. Becky is available 8:30am-5pm. Andy and I are available outside normal hours if it's an emergency.
 - a. Becky 402-290-8298 becky.scherbring@nsea.org within 8:30 to 5.
 - b. Andy 402-713-9169 andy.isaacson@nsea.org
 - c. Paul 402-516-2018 meapresident@hotmail.com or pmschult@mpsomaha.org

H. MEA President's Dinner ~ Reaching out to Michael Croker. What should we do as an organization? Honor retirees?

J. Additional items? None

IV. Action Items

- A. President's Hours ~ motion to approve by Bret, second by Jeff. Paul abstained from voting. Motion carries.
- B. DA and RA Election Results ~ motion to approve by Election Chair, Reynee, second by Tim. No further discussion. Motion carries.
- C. Executive Session—Possible Drop Request ~ para contacted Paul after initially contacting NSEA. No motion at this time. Paras will continue their membership.
- D. Additional Action Items? None

V. Reports

- A. President's Report
 1. April 1--NSEA Legal Review Committee (member hearing and petition to NSEA for termination); April 6--BR Meeting; April 9--Sutfin/Chick Zoom; April 9--Metro District Meeting; April 15--Capitol District Caucus; April 16--Elkhorn District Caucus; April 20--MEA Exec Team Zoom; April 20--School Board; April 23--Sutfin/Chick Zoom; April 24--NSEA Board Meeting Zoom; April 25--NSEA DA; April 27--MEA BofD; and April 28-May 3--NEA Board Meeting Zoom
 2. Caucus has been canceled. DA will be interesting.
 3. No decision about the school board yet. Governor waived public mtg laws.
- B. Vice-President's Report ~ attended meetings on March 5th and 6th, discussed changes re: TSAC and NCAT due to changes with NDE mtgs. Will share info once it is cleaned up.
- C. Treasurer's Report (Financial Statement) ~ nothing additional.
- D. NSEA Organizing Specialist Report ~
 1. Paul sent out a report to BofD.
 2. Early Enrollment - April and May. List coming out re: potential members.
 3. Teacher TV - recommend everyone gets involved in it. NEWS CHANNEL NEBRASKA Cox 116. Link to form to volunteer to teach a class. Fluent Spanish lessons coming soon via Telemundo.
 4. Live Facebook events on Sunday evenings.
- E. NSEA/Metro District—next meeting is (NSEA—April 24th zoom) (Metro District—April 9th 5:30pm zoom)
- F. F. Legislative Report ~ on hold.
- G. Committee Reports (GRC, Membership, Elections, Negotiations, Budget) ~ no other information to share.

VI. Future Agenda Items ~ none

Mtg adjourned at 6:21 p.m.

Respectfully submitted ~ Chris Janovec, Recording Secretary