

I. Call to Order and Introductions

The Omaha Education Association AR Assembly meeting was called to order at 4:30 pm by President Robert Miller at the OEA Office, 4202 So. 57 Street, Omaha, Nebraska.

Robert introduced Marty Hodge of Horace Mann and thanked him for providing the pizza for tonight's meeting. Marty announced they are again sponsoring a contest for ARs who ask them to come to their buildings. Each time you ask them to come the AR will receive a \$25 Amazon gift card as a thank you. At the end of the year, they will take the names of all those who received a \$25 gift card and draw for five \$100 Amazon gift cards.

Marty also announced that Horace Mann has acquired a company that offers supplemental insurance policies, similar to what AFLAC offers. This is another service they can now offer to teachers. He asked that the fliers in today's packets get posted in the buildings.

Mary Oestmann, NEA Member Benefits Financial Planning Specialist—Mary spoke briefly about tax season and ways to save money on your taxes. You can make contributions to your Roth IRA until April 15th and save money on your 2019 taxes. She also shared that if teachers use the online H&R Block tax product, you will receive a 40% discount for the service and if you go to an H&R Block office, they will give you a \$25 discount on your for the service.

II. Minutes

The minutes of the January 14, 2020 AR Assembly meeting were approved as printed. Motion (*Anne King/Faith Johnson*) Motion carried

III. Information Items

A. President's Report.

1. *Laurels Night Awards*—Laurels Night will be held on May 3, 2020 at a new location this year. We have chosen the Culinary Arts Program located at the Metro Community College Fort Omaha Campus. The students in the program do participate with the food prep. Fliers for all the awards are included in the AR packets today. Please post them in your buildings. Contact Lorrie if you need additional copies of award nomination forms.
2. *OEA Elections-Nominations from the floor*
 - a) ***Vice President-Advocacy 2020-2023 (three-year term):*** Kathy Poehling was nominated. There were no further nominations so, according to Article 2, Section 10, of the Bylaws, in the event there is only one candidate for an elective office, the candidate shall be declared elected for that position. Therefore, *Kathy Poehling* was declared elected.
 - b) ***Senior High Board Rep (1) 2020-2022 term:*** There were two nominations, Katie Cameron, Benson High, and Molly Davies, Central High. Both names will appear on the ballot for senior high election that runs from 2/25/20 to 3/3/20.
 - c) ***Senior High Board Rep (1) 2020-2023 term*** There were two nominations, Amy Purdy, Burke High and Michael Emmer, TAC Independent Studies. Both names will appear on the ballot for senior high election that runs from 2/25/20 to 3/3/20.
 - d) ***Middle Level Board Reps 2020-2023 term:*** Paula Aguirre, Marrs, and Amy Smith, Marrs, were nominated. Both names will appear on the ballot for middle level election that runs from 2/25/20 to 3/3/20.
 - e) ***Elementary Level Board Reps, 2020-2022 term (2):*** Octavia Butler, Gomez Heritage and Chris Richardson, Jefferson were nominated. There were no further nominations so, according to Article 2, Section 10, of the Bylaws, in the event there is only one candidate for an elective office, the candidate shall be declared elected for that position. Therefore, *Octavia Butler and Chris Richardson* were declared elected.
 - f) ***Elementary Level Board Reps, 2020-2023 term (2):*** Amanda Kloke, Gateway and Terri Childers, Franklin, were nominated. There were no further nominations so, according to

Article 2, Section 10, of the Bylaws, in the event there is only one candidate for an elective office, the candidate shall be declared elected for that position. Therefore, *Amanda Kloke and Terri Childers* were declared elected.

- g) ***Nominations for NSEA Delegate Assembly (53)*** The President and Vice Presidents, being duly elected attend by virtue of office. – Katie Cameron, James Goetz, Katrina Jacobberger, Faith Johnson, Kristy Lee, Joshua McDougall, Molly Davies, Paula Aguirre, Panyoua Yang, Monica Wynne, Meeghan Hartfield, Kim Ferris, Kim Talamantes, Halley Taylor, Cathie Armbeck-Hughes, Cathy Scurlock, Micole Harms-Brazell, Octavia Butler, Terrell Matthews, Kathleen Matthews, Kim Gardiner, Lori Krebs, Stacie Stevens, Tatiana Eskridge, Maria Talty, Connie Navratil, , Alicia Graham, Jena Burns, Sherry Brodkey, Terri Childers, Michael Emmer, Anne King, Amanda Kloke, Laura Lagana, Jacqelle Lane, Amber Mulligan, Carrie Pratt, Amy Purdy, Amy Smith, John Snell, Eddie Ventura, and Diana Casey. In all, 42 members were nominated for 53 delegate positions, so no election will be needed as our delegation will not be full. All nominees will be contacted to consent to the nomination.
- h) ***Nominations for NEA Representative Assembly (16):*** The President and Vice Presidents, being duly elected attend by virtue of office. RA. Nominations: Paula Aguirre, Sherry Brodkey, Jena Burns, Octavia Butler, Katie Cameron, Terri Childers, Molly Davies, Michael Emmer, Kim Ferris, Kim Gardiner, James Goetz, Meeghan Hartfield, Katrina Jacobberger, Faith Johnson, Anne King, Kristy Lee, John Snell, Stacie Stevens, Kim Talamantes, Halley Taylor, Eddie Ventura, Panyoua Yang, Tatiana Eskridge and Sasha Cervants. All nominees must be contacted to consent to the nomination. If an election is needed will depend on how many accept the nomination.
3. ***OEA-CAF Board Nominations—Two At Large positions, 2020-2022—***Eddie Ventura and Faith Johnson were nominated. There were no further nominations. In accordance with the OEA-CAF Bylaws, Section V, No. 7 “In the event there is no more than one candidate for each of the elective position(s), the candidate(s) shall be declared elected to the position(s).” Therefore, *Eddie Ventura and Faith Johnson* were declared elected.
4. ***Election Review Board—***An Election Review Board is elected in the event of any infractions of the campaign rules. Robert nominated Amy Noon, Kristy Lee, Cathie Armbeck Hughes, and Michael Emmer. Motion (*Chris Richardson/Deb Counter*) Motion carried
5. ***Nominating Committee—***In the event no one is nominated for an elected OEA position, the nominating committee will secure a candidate. Robert nominated Katie Cameron, Sherry Brodkey, Carol Nelson, Deb Counter and Monica Wynne. Motion (*Faith Johnson/Jim Goetz*) Motion carried
6. ***Summer School—***OPS will now be requiring teachers to clock in and out for duty days during summer school and it can be done from your computer.
7. ***Membership Update-Just One Campaign—***25 new members so far. At this time, we have more than any local in the state.
8. ***Proposed 2020-2021 Budget—***The proposed 2020-2021 Budget was given to all ARs in their packets today. Tracy Hartman-Bradley, Vice President, Member Benefits, reviewed the changes to the budget. All discussion/questions regarding the budget will occur at the March 17, 2020 AR meeting.
9. ***Committee Updates—***Robert reminded everyone that all committees are looking for members to participate. PACE will be conducting interviews of the candidates for the OPS School Board and is asking any interested members to contact Cathie Armbeck-Hughes or Robert if you want to participate. Being on an interview team is open to all members, not just ARs and we encourage members to get involved. Brian Mikkelsen, NSEA Government Relations will be training the interview teams, so don’t let lack of experience stop you from getting on a team. Robert noted there is a Retirement Seminar on February 20th at OEA that still has space available. Contact Lorrie if you would like to attend.
10. ***Giving Back to ARs: Where is Miller?*** Robert enjoyed his day teaching at Field Club last month and his next assignment will be at King Elementary.
11. ***Blended Learning Opportunities for Middle and Senior high teachers—***Chris Richardson of the OEA Board spoke about this program that is funded through an NEA grant. He has enough teachers for the

elementary level but is looking for two more middle school teachers and four more high school teachers. Please contact Chris or the OEA if you are interested.

B. Staff Report

1. Membership—Marlene reminded ARs that membership opportunities for the 2019-2020 school year will end on February 29, 2020. No new memberships are allowed during the month of March and in April we begin early enrollment for the 2020-2021 school year. We are offering reduced dues for the remainder of this school year, so encourage your colleagues to join now and enjoy the dues break.
2. Marlene noted that the transfer window has closed and there is no options for applying for one at this time.
3. OPS Board Policy Review – Liz briefly reviewed and recommended that they each be printed and posted on your OEA Bulletin boards in your buildings as a daily reminder.
 - a) Board Policy 4025, Professional Boundaries Between Teachers and Students—This is a common policy referred to when a member is called to HR.
 - b) Board Policy 4190, Ethics—This policy is essentially the Nebraska Ethical Standards that you are given when you receive your teaching certificate.
 - c) Board Policy 5421 Restraint—Physical restraint is prohibited in all but a few, select programs. Please review to refresh your memory if you are in doubt.
 - d) Tri-State Summit—Professional development being offered in Sioux City IA titled *Creating Thriving Learning Environments for All Students*. It is a collaboration between South Dakota Education Association, Nebraska State Education Association, Iowa State Education Association and Northwest Area Education Agency. It will be held on Saturday March 7, 2020 and the cost is \$25 for Education Association Members and \$50 for nonmembers. Register at the link <http://www.cvent.com/d/xhqhhr>.

IV. Member Concerns

A. Secondary Concerns

- a) Is it possible that buildings will continue to see principals get “shuffled” around?
- b) Discussions are continuing with the district about Infinite Campus questions regarding the discipline tab.
- c) One AR asked if you can be asked to cover a class when the grading window is open, and the answer is “Yes.” The district has the right to assign work.
- d) The process is taking some time for background checks for substitutes, so don’t expect the sub hiring process to move rapidly. Even if they taught in the district previously, the process is the same.

B. Elementary Concerns

- a) Students hurting other students is a concern. Robert noted teachers should complete an office referral to create a paper trail. If your principal is not responsive contact their supervisor, explaining your concerns. Marlene reminded teachers that this is part of what LB147 addresses and contacting your senator could help move the bill forward.
- b) Teachers and students do not have to report on April 10th, which is the day given back by the district due to calendar changes in the contract.
- c) Kids are being pulled from art and music classes to make up tests in other subjects. Robert stated he would have a conversation with Charles to ensure everyone is on the same page about the importance of the specials classes.
- d) Concerns about principals bullying teachers. Marlene would be happy to attend a meeting with you and your principal to outline your concerns. However, it is important in any conversation with your principal that you remain calm, and professional, acknowledging that they are in charge of the building.

- e) Are there rules around who can do Fidelity checks and where? Any member of the MTSSB team can do a Fidelity check. Robert will confirm this with Charles.
- f) Lesson plan checks by principals; Can it be an overall check or just by subject?
- g) Member shared a concern about multiple science curriculum staff in the building on Fridays and visiting various classrooms. Is this considered a normal occurrence? This is not uncommon, and they will switch up buildings where they are meeting. Robert stated he would check into how they determine which buildings they will have their meetings at.
- h) Can a literacy facilitator ask to meet with a teacher during their plan time? Teachers can't say no to the meeting but can determine how long the length of the meeting, so it does not use up the entire plan time.

V. Adjournment

A. The meeting adjourned at 5:43p.m.

The next AR meeting will be held on **March 17, 2020**, the third Tuesday of the month due to Spring Break.

Approved by:

Submitted by:

Robert Miller, OEA President

Date

Lorrie L. Krejci