

**I. Call to Order**

The Omaha Education Association AR Assembly meeting was called to order via Zoom at 4:45 pm by President Robert Miller.

**II. Minutes**

The minutes of the February 11, 2020 AR Assembly meeting were approved as printed. Motion (*Kristi Svacina/Amy Smith*)

**III. Action Item**

- A. Approval of 2020-2021 Budget—A review of the adoption of the Budget process, the budget was given in February, questions were asked in March and voting is to take place in April. Since, the AR meeting was cancelled due to COVID-19, questions were asked to be submitted electronically to Robert. There were no submissions in March. In the absence of Tracy Hartman-Bradly, Chair of the Ad Hoc Finance Committee, Robert reviewed the budget for 2020-2021, noting a few changes from the previous fiscal year, such as needing to increase the Teacher Partner expense paid to the district for the President's salary, OEA Leadership training budget was reduced to reflect use, cost of AR Assemblies decreased due Robert and staff setting up and taking down the room each month. As we enter another negotiations year, the line item was increased to reflect the needs of the committee and the team. There was no discussion. Motion (*Amy Pignatore/Paula Aguirre*) to approve the budget. Motion carried.

**IV. Information Items**

A. **President's Report.**

1. *Virtual Learning*—Robert complimented all the members on how well the virtual learning was going, especially given that there was little to no time to prepare for the transition. Even the kids with no computer access are doing well with the learning packets that are being provided. He noted the district is being flexible about how you reach your kids to suit the needs of your population. The information sent out by Susan Christopherson and Donna Dobson was intended to be a guide and suggestions, not a mandate of how to teach, as virtual learning is a new concept for everyone.
2. *Early Enrollment*—The early enrollment forms are now available on the OEA website. You can also contact Lorrie and she can send one to you. Remember, only those who have not been members in the past are eligible to enroll. Open enrollment runs through May 31, 2020.
3. *Laurels Night*—Due to the social distancing mandates still in place, OEA has rescheduled Laurels Night. It is important to OEA to honor our members, so Laurels night is now set for September 13, 2020. It will still be held at the Culinary Arts Building on the Fort Omaha Campus of Metro Community College.
4. *AR Elections*— Since teachers are not in the buildings, the AR Elections will need to wait until the new school year begins in August.
5. *AR Incentive Form*—Completed AR Incentive forms for 2019-2020 are due at the OEA office by May 15, 2020. There is no mail service to the buildings by the TAC mail room at this time. You can scan and email your form, fax it to 402-346-0400, sent through US mail to the OEA office or you can drop them off at OEA and just slip it in the mail slot at the front door if no one is in the office.
6. *Critical Info:*
  - a) *New Teacher Lunch*—The OPS New Teacher lunch is still scheduled for August 5, 2020. However, the venue and format have yet to be determined. OEA will still require at least 60 volunteers, so please type your name into the chat for Liz to mark you down as a volunteer. You can also email Lorrie if you decide you are able to volunteer.

- b) AR Training and Registration—**CHANGE IN DATE!!!** AR Training will be held on June 9, 2020. If you know or think you might be an AR for your building in the fall, please plan on attending the training. Even if you have attended in the past, we ask that everyone attend yearly as there are always updates and changes and we want everyone to be on the same page.
- 7. *NSEA Delegate Assembly*—Robert noted that DA will be virtual this year, due to social distancing. Please go to the NSEA website for more details. There will be a “test run” of DA on April 22<sup>nd</sup> and all delegates are encouraged to sign on to the test.

## B. Staff Report

- 1. Q&A – Guidelines and requirements for Staff meetings have not changed, so only two meetings, two times per month after duty hours can be held and 60 minutes in duration. Staff are required to keep student/parent contact logs should include all attempts at contact, whether successful or not. Most principals are asking that contact logs are maintained digitally to make it easy to share with them. If your principal asks you to change the format you are using to maintain your logs, you do not have to go back and re-create what you have done; just change to new format going forward. The contact logs are necessary to present to the state Department of Education to verify the teaching being done during this time.  
  
Teachers have also noticed when contacting parents, they are calling disconnected numbers and have emails bouncing back as undeliverable. Continue to document these attempts, but also let your principals and, if appropriate, the social worker in your building, know about the issue.
- 2. Social Media Policy — Liz reminded members not to be posting anything to social media while you are on contract hours. Even though everyone’s teaching looks different right now, you are still obligated for your duty hours and posting to social media can only cause problems for you. Members are also not allowed to take a second job during contract hours, even if you flex your hours.
- 3. Webinars – NSEA continues to offer webinars on various topics, but they also now include Covid-19 topics. To find all the active and archived webinars, go to [www.nsea.org/WebinarTopics](http://www.nsea.org/WebinarTopics).
- 4. Teacher TV – Marlene reminded members of “Teacher TV” currently being broadcast on the News Channel Nebraska across the state. Elementary lessons are from 9-11 a.m. and Secondary lessons are from 1-3 p.m. Lessons are also available on Telemundo if you are having difficulty teaching any of your Spanish speaking students. She encouraged members who have lessons to go to the link; <https://www.nsea.org/volunteer>. Robert noted that OPS is supportive of this program and there are many excellent lessons being taught. You are asked not to use district material that has been copyrighted for OPS during these lessons.
- 5. Resignations— They are still due by 5:00 p.m. on May 1<sup>st</sup>. That deadline has not changed.

## V. Member Concerns

- A. Members had questions about what the duty day looks like when many are also home schooling their own children. Discussion followed.
- B. What is grading going to look like, for example in senior high science classes where course standards have not been met? Robert stated we still don’t know the district’s final plan for grading, but he will check into it.
- C. Sign Language Interpreters are having problems using TEAMS for communicating with their students. It freezes too often, and the kids lose the visual of the signing. Several indicated to Robert that ZOOM is more effective as it doesn’t have the freezing problems, but when they ask for it, they are redirected back to TEAMS. Robert will check with Charles about this.
- D. If you need interpreters and your building does not have a designated one, you always have the option of using the Language Line. There is a list of all the Bilingual Liaisons on the OPS website or you can contact Liz at [Elizabeth.figueroa@nsea.org](mailto:Elizabeth.figueroa@nsea.org) and she can put you in touch with one. Liz noted that the Bilingual Liaisons have experienced a significant uptick in their workloads due to the pandemic, so please be patient and be respectful of their time. They are frequently working after hours for emergency calls.
- E. Duty hours are still dictated by the contract and board policy. There are also varying expectations by principals which complicates the issue. OPS has an expectation that teachers are available during contract

hours and you must adhere to the criteria set by your team or principal. You must also set aside two static hours, without changes, to answer emails from parents, administrators and other teachers. But you are not required to be tied to technology every minute of the day.

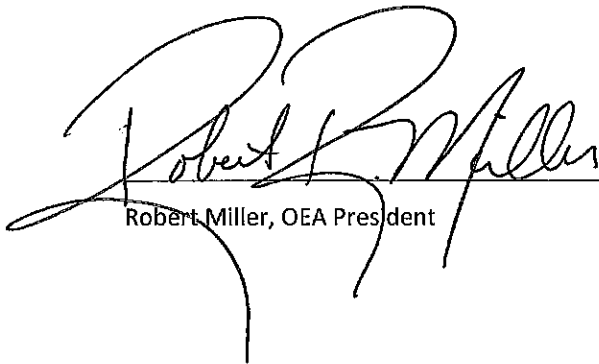
- F. Special Education teachers are being bombarded with meetings, IEP's and amendments to the IEPs. There had been some hope of amended directives coming from the Federal Department of Education for the current virtual learning environment, but that hasn't happened. Special Education teachers must continue to adhere to the current standards in place. Robert will address with Charles.
- G. Currently, we have no word on summer school. Robert believes it will be cancelled or virtual but will update everyone as soon as he knows something definite.
- H. Some districts, such as Millard are shortening the 19-20 school year. Will OPS be doing the same? Robert noted that this would be decided by the OPS Board of Education and would be announced when a decision is reached.

**VI. Adjournment**

- A. The meeting adjourned at 5:43p.m.
- B. The next meeting will be held on May 12, 2020

Approved by:

Submitted by:

  
Robert Miller, OEA President

4/27/2020  
Date

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Lorrie L. Krejci