

I. Call to Order and Introductions

The Omaha Education Association AR Assembly meeting was called to order at 4:48 pm by President Kathy Poehling. Pledge of Allegiance, Land Acknowledgement and the OEA Mission and Vision Statement
Motion to accept the agenda with flexibility. Motion (*Josh McDougall/Amanda Kloke*).

II. Minutes

The minutes of the November 14th, 2023, AR Assembly meeting was approved as printed. Motion (*Jana Deaver/Shannon Heng*).

III. Information Items

A. President's Report.

1. Discussion on Article III amendment
2. Instructional Advocacy Survey
 - a) Winner Vanessa Macias-Palomar \$25 gift card
3. The December Board Meeting moved from Dec 13 to Dec 20.
 - a) Jenny Benson presenting
4. NewGen Karaoke December 21, 2023
 - a) ALL Welcome – encourage nonmembers, young/new teachers, current members.
 - b) Recommended to put on social media and will be sent on Constant Contact.
5. Phone Bank scheduled January 13, 2024
 - a) Call potential and new hires about a breakfast Saturday February 10, 2023
6. School Board Contact Team
 - a) Training January 6, 2024, 10am
 - b) Ideally have 3-4 members per board member
 - c) Discuss issues with district; topics decided at this meeting.
7. Membership Committee Co-Chair Katie Cameron
 - a) Jan/Feb goal 50 new members
 - b) Beginning January 1, 2024, member costs prorated, only pay dues for the rest of the year.
 - c) Ad Hoc Sped January 11, 2024 (special ed teachers encouraged to attend)
 - d) January 26, 2024, Board Games and Chili Cook Off
 - e) February 10, 2024, New Hire Breakfast
 - f) February 23, 2024, Music Bingo
 - g) April TBD Day of Relaxation and Joy

B. Speaker Lee Perez

1. Awarded State Teacher of the Year in 2022
2. Encouraged by working relationship with OEA President Kathy Poehling
3. Working on a retention program for OPS teachers.
4. Currently recruiting teachers for district at recruiting events and will continue in 2024.

C. Organizational Specialist Kathie Garabrandt

1. Just One begins January 1, 2024

- a) Only use Just One Form or Online. Just One forms emailed to all AR's with attachments.
- b) Registration problems let Kathie know. Teachers cannot be represented if they join after an incident. Kathie will pick up applications at schools.

IV. Member Concerns

- A. How to identify which Associate Reps are in their first 7 years. Plan to ask Teresa to assist with this.
- B. Increased communication regarding the positive things OEA is doing.

V. Secondary Concerns

A. Truancies/Tardies/Absent Students

- 1. Let SSL know; each school should have an attendance team.

B. Building Safety regarding lockdowns, teacher trainings

- 1. Kathie Garabrandt stated every school should have a safety committee. Ask the principal who is the committee and when do they meet.

C. School not allowing bathroom passes, is this personal rights issue?

- 1. Kathie Garabrandt said to send email to dean and nurse. She does not recommend denying them the restrooms.

D. Student disenrollment issues.

E. Concern how stipends are paid for coaches, club teachers, theater teachers, etc.

VI. Elementary Concerns

A. Behavioral Issues/Lack of Discipline

- 1. Kathie has had discussions with District to have a safety plan for staff.

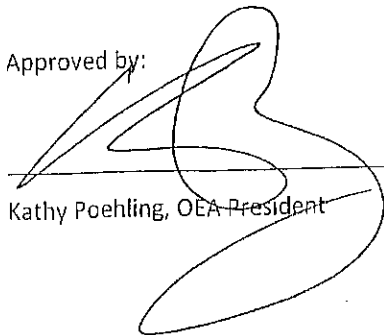
B. Extra Duty Pay concerns.

C. Kathy Poehling asked if anyone would be willing to participate in an organizing project after January, regarding assaults on teachers.

VII. Adjournment

- A. The meeting was adjourned at 6:12p.m.

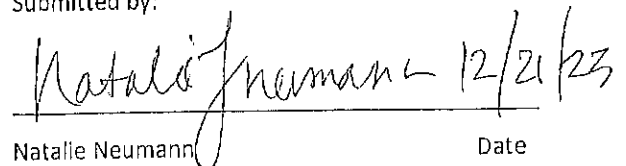
Approved by:



Kathy Poehling, OEA President

12/21/23
Date

Submitted by:



Natalie Neumann

12/21/23
Date