

MINNESOTA

EDUCATOR

DECEMBER 2018 / JANUARY 2019

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ESP OF THE YEAR,
MELISSA TERPSTRA!



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EDUCATORS AND STUDENTS

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issues and training opportunities for educators
as well as union and political news that
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COVER PHOTO: Governor-elect and
Lieutenant Governor-elect Tim Walz and Peggy
Flanagan celebrate after declaring victory
at the Minnesota DFL Election Night party
at the Intercontinental Hotel in St. Paul.

BUILD ON MOMENTUM FOR POSITIVE CHANGE

Nearly two years ago, Education Minnesota began to redefine what politics could mean for educators in schools and worksites all over the state. The first step was to show the link between elections and the working lives of educators for any member who didn't see it.

We knew it was a problem because about 33,000 of our colleagues did not vote in the last midterm election in 2014. So we began making plans to organize and energize tens of thousands of educators to seek out and support candidates who would, in turn, support students and educators.

So far, so good.

On Nov. 6, Minnesotans overwhelmingly elected Tim Walz, a classroom teacher with 20 years of experience, as their next governor. Walz will serve with another former teacher—State Auditor-elect Julie Blaha—and a labor-friendly attorney general and secretary of state.

Minnesotans also elected enough pro-education candidates to flip control of the state House, in the process rejecting incumbents with ties to the corporate-backed American Legislative Exchange Council and to recent attacks on due process and teacher licensure.

Thousands of educators can feel proud of their part in these electoral victories, but our goal as a union has always been bigger than a single Election Day. We wanted to build our collective power by strengthening relationships

between educators, and then use that power to improve lives.

From the most engaging gubernatorial endorsement process in our union's history, to the training and equipping of more than 2,000 worksite action leaders, to a get-out-the-vote effort that was the envy of every political organization in Minnesota, we learned an important lesson about coming together.

No matter our differences, educators want many of the same things for their students, including smaller class sizes, to ensure safety through sufficient staffing, more access to mental health services and less emphasis on standardized testing, to name just a few.

Educators also want similar changes for themselves, no matter where we live, such as affordable health care, fair compensation for our work, a voice in the workplace, freedom to negotiate collectively, a secure retirement and relief from education debt.

And we learned from research funded in part by Education Minnesota that educators and other Minnesotans were sick and tired of politicians trying to divide us against each other by scapegoating people because of their race, how they prayed, who they loved or what country they were born in.

The tactics of shame-and-blame have always been about distracting voters from the actions of the wealthy few who rig the rules in their own favor.

Dog whistle politics has worked for many years in many places, but in 2018, educators and our allies proved Minnesotans were greater than fear.

Neither our demands for our students or ourselves, nor a rejection of the politics of division, were necessarily aligned to a single political party—although more DFL candidates unquestionably supported our goals this year.

Instead, as the legendary union leader Samuel Gompers once said, "We must be partisan for a principle and not for a party."

That principle is that candidates who received our support during the campaigns must earn it again in office. No educators I know went door knocking in the sleet, or made calls until their voices were hoarse, for the victory party. We did it to move an agenda.

Educators will be called on in 2019 to help enact policies that lift up students and educators. We can be part of the solution by sharing our stories and expertise. We can remind our friends how hard we worked to elect them—and we can hold them accountable if they forget.

We now have the momentum and strength to make real changes.

Together,



Twitter: @DeniseSpecht



Denise Specht

Nominations open for our 2019 Human Rights Award

Do you know an Education Minnesota member who has worked to protect the human and civil rights of educators or students? A local union that has worked to build partnerships with communities of color? A member who has promoted educational opportunity for physically and/or mentally challenged students?

You can help recognize the work of members, local unions or intermediate organizations on issues like those by nominating them for the Education Minnesota Human Rights Award.

Submit nominations by Friday, Dec. 28 for the 2019 award.

Learn more about the award criteria and how to nominate a deserving educator, local union or IO at www.educationminnesota.org/news/awards/human-rights-award.

Where are you reading your Minnesota Educator?

Congratulations, Claire Hamblin from Moorhead for being this issue's winning submission!

Hamblin, and her mother Devera Warner, who is also an educator, brought their magazine to the top of the Space Needle!

Email a photo to educator@edmn.org or share it on social media using #mneducator of where you are reading your Minnesota Educator to be entered into a drawing to **win a \$50 gift card!**

Submissions are due Jan. 4. Happy reading!



Getting social!

Educators use social media as a way to connect with their communities, colleagues and the world. We will feature posts from Education Minnesota members and locals each issue! Make sure to follow Education Minnesota on Facebook, Twitter, Instagram, Snapchat, YouTube and Pinterest!



Abby Taubert, a teacher in Pipestone and @misstgradethree on Instagram, reads a picture book every day with her class and refers back to them as they learn a new comprehension skill.

Members in the news!

Education Minnesota members are often interviewed in their local newspapers or TV station. We will feature a quote each issue!



I felt like my livelihood and the level of quality education I'm able to provide my students is on the line.



— Cassidy Baker, an early childhood special education teacher in the Mounds View district, on why she got involved in the union's worksite action leaders election program, in an Oct. 29 Minneapolis Star Tribune article

TEACHER, EDUCATION ADVOCATE TAKE GOVERNOR'S OFFICE

A high school social studies teacher was elected governor of Minnesota on Nov. 6, along with a long-time education advocate as his lieutenant governor.

Tim Walz and Peggy Flanagan will take office in January after a campaign largely focused on education.

Educators across the state played a huge part in the election results.

"(This win) is in no small part because of what you did," said Walz, in a video message to Education Minnesota members on Election Night. "I'm proud to stand with you. I'm proud of the work that you did. Now the work begins where we lift up our teachers, we fully fund education and we put the joy back in the classrooms. That's what this effort was. That's what this election was about."

Walz spent 20 years as a teacher and coach in Mankato Public Schools before spending 12 years as a U.S. Representative for Congressional District 1 in southern Minnesota.

"We look forward to working with Tim to fully fund public education, lower the cost of high-quality health care and make Minnesota a great place for working families," Education Minnesota President Denise Specht said.

Also headed to the governor's office is Peggy Flanagan, the first Indigenous woman elected to statewide office in Minnesota. She has been an advocate for children her entire career and understands the value of public education.

Flanagan was a Minneapolis School Board member, organizer for Wellstone Action and executive director of the Children's Defense Fund-Minnesota, as well as a state representative.

Walz-Flanagan on the issues

During the campaign and throughout Education Minnesota's endorsement process, Tim Walz and Peggy Flanagan shared these thoughts on top education and labor issues.



SCHOOL FUNDING

Fully fund special education costs. Index the education budget to inflation. Simplify the funding formula. Increase levy assistance for low-property wealth districts. Support a progressive tax system in which the wealthiest pay their fair share and increased funds are put toward schools.

SUPPORT FOR UNIONS

Protect the right to collectively bargain. Make sure defined-benefit pensions are supported and defended. Never allow Minnesota to become a "right to work" state. Support teacher tenure and due-process rights.

REDUCING THE OPPORTUNITY GAP

Expand full-service community schools. Expand access to culturally relevant curriculum and resources that teach school skills. Reduce class sizes. Give students of color exposure to careers in STEM. Universal pre-K. Recruit and retain educators of color, including loan forgiveness programs and funding for expanding equity coaching and restorative practices.

HIGHER EDUCATION

Incentivize college and career pathway high schools where schools partner with higher education institutions to offer a two-year degree upon completion of high school. Provide two years tuition-free education at Minnesota state institutions for individuals whose families make less than \$125,000 a year. Move back to the state paying two-thirds the cost of attendance at a state college or university.



MINNESOTA'S MATH TEACHER — STATE AUDITOR-ELECT, JULIE BLAHA

A second teacher was elected to statewide office on Nov. 6. Julie Blaha, a math teacher and former president of Anoka Hennepin-Education Minnesota and secretary-treasurer of the Minnesota AFL-CIO, is Minnesota's next state auditor.

"Julie Blaha once said that when politicians are willing to call anything they don't like 'fake news' and fear-mongering on race and religion is a routine campaign tactic, wouldn't it be nice to have a state auditor you can trust to play it straight with the numbers and explain the issues as a good teacher would?," Education Minnesota President Denise Specht said. "Minnesotans answered her questions with a resounding 'yes.'"

The mission of the Office of the State Auditor is to oversee local government finances for Minnesota taxpayers by helping to ensure financial integrity and accountability in local governmental financial activities, according to the office's official website.

The State Auditor has oversight responsibility for all units of local government, including:

- counties, cities and townships
- school districts
- fire relief association pension funds
- housing and redevelopment authorities
- port authorities
- soil and water conservation districts
- approximately 150 other special districts.

One of the most important duties of the auditor's office is to make sure local governments, including schools, are spending our tax money correctly.

As educators, we want the public to trust in the integrity of government, both cities and schools. The auditor's office can help ensure that.

In her questionnaire for Education Minnesota's endorsement, Blaha said the state auditor should support public education.

"I want to pursue a relationship with the Minnesota Department of Education to build tools to help parents, students, community members, and elected officials understand how school funds impact results," she said.

FUNDING, CAMPAIGN PROMISES TO FILL LEGISLATIVE SESSION

The 2019 Minnesota legislative session will begin Jan. 8 and with a new governor, a new Democratic majority in the House and a funding bill to be worked on, it promises to be a busy few months.

Education was at the forefront of Gov.-elect Tim Walz's campaign, as well as a lot of the Minnesota House candidates.

Top issues for the session will most likely be increasing the funding formula, including tying increases to inflation, expanding the full-service, community schools program and more resources for school safety and mental health services.

Educators across the state who participated in Education Minnesota's worksite action leader program talked about the issues that were important to them when deciding which candidates to support in the election, and that they want to see the newly-elected leaders focus on at the Capitol.

Those issues included:

- Addressing special education caseloads and paperwork.
- Funding the special education cross-subsidy.
- Affordable and accessible health care.
- Living wages for education support professionals.
- Recruitment and retention of educators, especially educators of color.
- Education debt and affordable college.

Read about how you can help advocate for these issues at the local and state level with your colleagues on page 7.

THANK YOU TO OUR WORKSITE ACTION LEADERS ACROSS THE STATE!

More than 2,000 educators across the state were trained as worksite action leaders this year. The worksite action leaders heard that more than 33,000 educators did not vote in 2014, and stepped up to change that. Through creative signs, food, one-on-one conversations and more,

the worksite action leaders talked with their colleagues about why voting is so important.

While we won't have the 2018 numbers until early next year, we know that through our worksite action leader program, educators were pledging to vote in record numbers.



Minneapolis, Minnesota State College Faculty and Mounds View educators all took part in worksite action leader activities to motivate their colleagues to vote. They joined educators from across the state in this effort.

STAY INFORMED, GET INVOLVED THIS LEGISLATIVE SESSION

The 2019 Minnesota legislative session begins Jan. 8 and must end May 20.

SHARE YOUR STORY AT A LOBBY DAY

Educators are the best people to tell the stories of what is happening in Minnesota schools and Education Minnesota has a way for its members to meet with legislators face to face. All local unions or member groups can sign up for a lobby day. Education Minnesota will set up appointments with the legislators in your area, provide you a short briefing on what is happening at the Capitol and provide you resources for how to share your story effectively. Substitute, mileage and food reimbursements are available. For more information, go to www.educationminnesota.org/advocacy/at-the-legislature/details-on-lobby-days.

MEET WITH YOUR LEGISLATORS WHEN THEY ARE BACK IN YOUR DISTRICT

While most of the policy takes shape at the Capitol, legislators are often working in the districts they represent. Watch your legislators' schedules to see when they are in the district and if they are having any public meetings. Invite your local legislator to your school and classroom. The more they can see and hear about what is going on in their local schools, the more likely they might be to fight for what you need. If locals or members want to schedule a formal meeting with a legislator while they are in the district, contact your Education Minnesota field staff. Don't know who your local legislator is? Find out at our Policy Action Center at www.educationminnesota.org/policyactioncenter.

RAISE YOUR VOICE BY TESTIFYING AT A HEARING

Committee hearings are a focal point of the legislative process at the Capitol and give educators the chance to share their stories and make their voices heard. Contact Education Minnesota's lobby team at lobbyteam@edmn.org if you're interested in testifying before a legislative committee. The team can help you prepare your remarks, make sure you're on the agenda and get you to the right place at the right time.



ECCE and ABE teachers met with Sen. Jerry Newton during a lobby day in 2017.

VISIT, USE THE POLICY ACTION CENTER

Education Minnesota's Policy Action Center website, www.educationminnesota.org/policyactioncenter, is designed to keep members informed on important education issues, help them find and track legislation, connect with members of U.S. Congress and state legislators and give them the tools needed to be a successful education advocate. Members can send emails to their legislators, either with provided messages on certain topics or their own messages.

READ THE CAPITOL CONNECTION WEEKLY E-NEWSLETTER

Every Monday during the legislative session, Education Minnesota sends an e-newsletter called Capitol Connection to all members for whom we have email addresses. Capitol Connection summarizes the most recent actions affecting public education at the Legislature, and looks ahead to upcoming activities. It's an inside look at how legislative work affects our schools and students. If you're an Education Minnesota member and don't receive Capitol Connection but would like to, contact webmaster@edmn.org and put Capitol Connection in the subject line.

CONNECT WITH HUSTLE TEXT ALERTS

If you have given Education Minnesota your cellphone number, you may start receiving texts about legislative issues that need your attention or action. If you receive a text, you will be able to write back and engage in a conversation about how to get involved and active.

2018 ESP OF THE YEAR BRINGS A CALMING PRESENCE TO HER STUDENTS, SCHOOL

Melissa Terpstra has always known she was born to help people.

"I've always had a knack for helping people," she said. "I'd like to credit my mom for that. I always tell people I get it from her."

So when an opportunity to work in the school district she graduated from arose, she took it and hasn't looked back since.

Terpstra has been a paraprofessional in St. Peter Public Schools since 2003 and was recently named Education Minnesota's 2018 Education Support Professional of the Year.

"I love what I do and I do what I love," she said. "I would not trade my job for anything in the world."

Terpstra is the thinking room supervisor at St. Peter Middle School, a job she also did at South Elementary in the district.

She has about a dozen students come in every morning and "check in."

"They start their day off coming to me," Terpstra said. "We go through how their day is going to go. They have a sheet they carry with them and if they find they are having a hard time throughout the day, they come in and we chat. I have a lot of

kids that come in here who just need a break."

Students can do their classroom work in the thinking room throughout the day, if they need a quiet space to concentrate. Terpstra helps them with their work if they need any assistance.

"At the end of the day, they 'check out,'" she said. "We talk about how their day went and what, if anything, they can do better tomorrow."

Terpstra says that while she helps students on a daily basis, she also knows she is helping the teachers.

She knows that ESPs all over the state not only help students, but teachers and everyone else in their school, every day.

"We do a variety of things in the school," she said. "I'm not sure what our school would look like if we didn't have ESPs. We go hand-in-hand with teachers."

St. Peter Superintendent Paul Peterson summarized what all her colleagues shared about Terpstra in his recommendation letter for her award nomination: "What I have found is the key ingredient to success



within schools and working with students is authenticity, and this is something that Missy brings to her job every single day and every single year."

Terpstra is so passionate about her career, it has led her son, Austin Petersen, to also work as a paraprofessional in the same school.

"To see her come home and keep working on school stuff or union stuff makes me so proud of her," Petersen said. "It's great to be able to follow in her footsteps."

Terpstra does spend time on union work, both as the president of the district's ESP local and as a board member of the Minnesota Valley Uniserv, her local intermediate organization.

"It's nice to be an ESP voice on the (MVU) board," she said. "Before there wasn't always classes for ESPs at the professional development events, but I can speak up to make sure we are represented."

Having a voice and having it heard is the most important piece of unionism for Terpstra.

"It doesn't matter who you are—teacher, para, cook, custodian—it doesn't matter. You are a part of the union family," she said.

As the new Minnesota ESP of the Year, Terpstra will receive an Apple iPad and a \$1,000 honorarium. She will also be nominated for the National Education Association's ESP of the Year and will receive an all-expenses paid trip to Las Vegas for the awards ceremony in March.

"ESP's are often the first people that interact with our students each day and the last ones to say goodbye," said Education Minnesota Vice President Paul Mueller, who presented Terpstra with her award. "A big piece of our students' successes is the personal interaction that ESP's can give them, in and out of the classroom. I don't think anyone knows that more than our 2018 Education Support Professional of the Year Melissa Terpstra."

The winner of the Education Support Professional of the Year award is selected by a five-member selection committee that includes three leaders of Education Minnesota, the winner in the previous year and a representative of an external organization, which was United Educators Credit Union this year.



Education Minnesota Vice President Paul Mueller presented 2018 ESP of the Year Melissa Terpstra with her award during a ceremony at her school Nov. 14.



Terpstra supervises the thinking room at St. Peter Middle School.

SCHOOL SOCIAL WORKERS CELEBRATE 50 YEARS

The Minnesota School Social Workers Association celebrated its 50th anniversary at its annual fall conference in October.

The association created a historical display for the conference, which members could go through to receive a continuing education credit.

Christy McCoy, a social worker in St. Paul who presented on that history during the keynote session, said that while they were celebrating the past, she also wanted to look to the future.

"We need to honor the past," said McCoy.

"But we really put the onus on each

social worker in the room to think about what changes they want to make."

McCoy said because of school social workers' knowledge and expertise, they are leaders, and she wants everyone to take on that role.

"We already advocate for students and families in our districts. We are often at the forefront of student safety and crisis management," she said. "Now, how can we take that leadership and the value of school social work out into the community?"

That leadership and advocacy has been the center of the MSSWA since its creation in 1968.

The MSSWA held its first meeting with 85 charter members after several school social workers attended the Midwest Council Conference in Illinois and returned with excitement over starting a Minnesota association.

Now, the MSSWA has 500 members and focuses on networking and providing resources and a voice for members.

School social work services

School social workers work collaboratively with other pupil services personnel—school psychologists, school nurses, school counselors and chemical health specialists—to provide assessment, diagnosis, counseling, educational, therapeutic and other necessary services, as part of a comprehensive program to meet student needs.

As mental health professionals and practitioners, school social workers are dual licensed by the Board of Social Work and the Minnesota Department of Education.



Each year, the Minnesota School Social Workers Association celebrates School Social Work Week. At its 50th anniversary celebration, the MSSWA highlighted the week's promotional posters.

TEAM UP

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SHAKOPEE SEED PROGRAM PLANTS EQUITY, DIVERSITY CHANGES

When Shakopee educators were given the opportunity to pilot a districtwide equity and diversity team, they jumped at the chance.

"We wanted to get a group of educators together, moving them forward with their racial equity knowledge," said Amy Engler, a high school teacher who has worked with Education Minnesota's Racial Equity Advocate and F.I.R.E. program.

"We wanted to show teacher growth and show growth in classrooms and community."

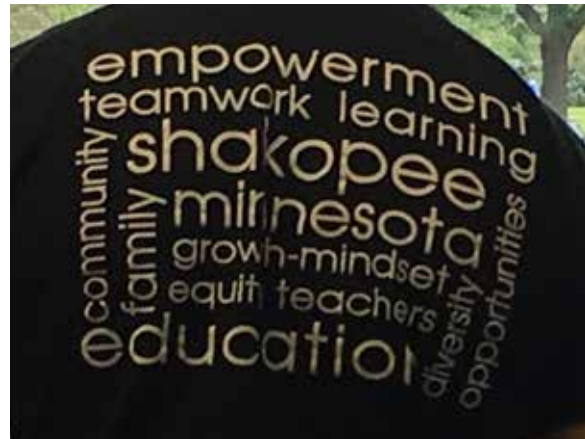
The Shakopee Educators for Equity and Diversity, or SEED, formed and put out an application for all staff members to join. Twelve people showed an interest and their group hit the ground running.

"We have gone to different speakers and trainings in Minnesota," Engler said. "We have started talking about what stands out for us in our circles, classrooms and community."

SEED members outlined goals and what they saw as their district's biggest needs, and created an action plan for how to achieve them.

But they also wanted to make sure the group didn't get ahead of the rest of their colleagues in the district.

"We're mindful in the idea of pushback," said Engler. "We reached out to our equity staff and asked how we can be supportive. We met with



administrators to make sure they are on the same page. We met with the union leadership. We took our superintendent to lunch to explain what we're doing. He was understanding and supportive."

Through their work and talking with others, Engler says other staff are already reaching out and asking how they can get involved.

All of the members of SEED are focused on bringing equity into the district in a meaningful way that positively affects student learning.

"This is my 20th year in Shakopee," said Holly Hales, a high school teacher. "The district grew in diversity quickly. We didn't have a chance to plan and adjust for how fast the community grew, which has created a need for us to build understanding."

Thom Amundsen, an 18-year high school teacher in the district, agreed that a districtwide diversity program is long overdue.

"We have an exceptional base of colleagues and staff that are there for the children," he said. "We just need to allow ourselves to be open to the answers and try to find the right route."

Each of the SEED members are working on a project in their school or content area.

Anna Bonderson is working on updating the prayer room at the high school.

Statewide support for equity, diversity programs available

The Minnesota Educator Academy's Anti-Racism Program, Facing Inequities and Racism in Education (F.I.R.E.), was created by Education Minnesota to establish a comprehensive, systemic and sustainable framework to support all educators in developing a mindset of racial equity, in an effort to empower educator voice in advocating for racial justice.

Learn more about the program and how to get involved at www.educationminnesota.org/resources/minnesota-educator-academy/MEA-Fire.



The Shakopee Educators for Equity and Diversity members include Amy Engler, Uli Rodriguez, Thom Amundsen, Jackie Schaaf, Kyla Drammeh, Nathan Moldenhauer, Jenny Ames, Ashley Walker, Anna Bonderson and Holly Hales.

"My goal is to have four or five Muslim students design the room," Bonderson said. "We currently have a system that is inadequate. We are also working on creating a Muslim Student Advisory Group."

Ashley Walker is going to host a cooking class this year, focusing on healthy recipes from different parts of the world.

"I'm working with the local HyVee to get the ingredients and then someone will come in and teach about the culture and food," she said. "It's going to be open to the whole community."

While these projects are just a small start to changing the culture of the district and its communities, that is how all major changes happen, said Uli Rodriguez, a leader of the SEED group and part of Education Minnesota's Racial Equity Advocates and F.I.R.E. program.

"The work here is making it work for you all," he said. "Don't wait for the consultant or your equity team to do the work for you. This is teacher-led. Everybody has a voice."

Elementary school teacher Kyla Drammeh agreed with that sentiment and would push educators in other districts to start small, like the SEED program is doing.

"Don't expect immediate change," she said. "You want to start an equity team and want everyone to change right away? Tiny baby steps will get you to where you want to be."



The Shakopee Educators for Equity and Diversity met at Education Minnesota's St. Paul office this summer to work on plans for their projects throughout the school year.

EDUCATION MINNESOTA MEMBER HONOR ROLL

National award winners:

Tom Rademacher from St. Anthony-New Brighton was recently given the 2018 National Summit for Courageous Conversation Learning and Teaching Award.

Anna Dutke from Prior Lake-Savage was given the Presidential Innovation Award for Environmental Educators from the U.S. Environmental Protection Agency.

The Minnesota Council of Social Studies named their 2018 Teachers of the Year:

- Middle School Teacher of the Year:
Connor Murphy, South St. Paul
- High School Teacher of the Year:
Molly Keenan, St. Paul

The Art Educators of Minnesota named their 2018 award winners:

- Elementary Art Educator of the Year:
Amy Muehlenhardt, Mankato
- Middle School Art Educator of the Year:
Ann Phillipi, Anoka-Hennepin
- High School Art Educator of the Year:
Nathan Knick, Alexandria

The Minnesota School Counselors Association honored their 2018 award winners:

- Middle School Counselor of the Year:
Richard Mack, St. Paul
- Secondary Counselor of the Year:
Mary Beech, Murray County Central
- Multi-level Counselor of the Year:
Cynthia Celandier, Kelliher

The Minnesota Council on Economic Education honored their 3M- and Thrivent Financial-sponsored award winners. The following educators were honored:

- 3M Economic Educator of the Year Award:
Adam Rushmeyer, Melrose
- 3M Rising Star in Economics Award:
Steve Jents, St. Paul
- 3M Innovative Economic Educator Award:
Jeremy Miller, Cambridge-Isanti
- Thrivent Financial Personal Finance Leadership Award: **David Braaten**, Hopkins
- Thrivent Financial Personal Finance Educator Awards: **Hannah Swaden**, Hopkins

The Minnesota Science Teachers Association honored their 2018 award winners:

- Elementary Science Teaching Award:
Carrie Ehn, Robbinsdale
- Secondary School Science Teaching Award:
Nora Gathje, Chatfield

The WEM Foundation and Synergy & Leadership Exchange announced their 2018 Outstanding Educator Awards:

- Athletic Coach Awards: **Chris Goebel**, Mora, and **Mark Lagergren**, Central Public Schools
- Academic Challenge Coach Award:
Amanda Anderson, St. Cloud
- Ethics in Education Awards: **Megan Schimek**, Pine Island, and **Melanie Urban**, Maple River
- Teacher Achievement Awards:
Stephen Chapin, St. James; **Susanne Collins**, Roseville; and **Melanie Olson**, Buffalo



The MREA Educator of Excellence winners were honored at a banquet, Nov. 13. The winners are (from left) Lois Lewis, Lisa Coborn, Tyler Warren and Bob Bonin.

RURAL EDUCATORS AWARDED

The Minnesota Rural Education Association announced its third annual Educator of Excellence Award honorees. The award was created to recognize, reward and promote excellence in education that achieves the highest outcomes for greater Minnesota students.

Four awards are given out each year, one to each of MREA's membership zones—north, south, north central and south central.

The four honorees were selected earlier this year and honored at a banquet in November. They include:

- Lois Lewis, a family and consumer sciences teacher at South Koochiching-Rainy River Schools.
- Lisa Coborn, an area learning center coordinator at Park Rapids Public Schools.
- Tyler Warren, an agriculture teacher at Eden Valley-Watkins High School.
- Bob Bonin, a welding academy teacher and small engines automotive teacher at Fairmont Area Schools.

Read more about the honorees and why they were selected, as well how to nominate an educator for the 2019 award at www.mreavoice.org/awards/#educators-of-excellence.

TWO TRA BOARD SEATS UP FOR ELECTION

The Teachers Retirement Association Board of Trustees is seeking candidates to fill two active-member seats on the board.

The terms of now-retired St. Cloud teacher Mary Broderick and Osseo math teacher Marshall Thompson expire June 30, 2019. There are no term limits for board members. The new four-year terms for these positions will begin July 1.

Trustees meet about six times a year to oversee the administration of the pension fund. Special

meetings might be held at the call of the board president or of any three members. Board members act as fiduciaries of the TRA plan in accordance with Minnesota statute and are subject to state economic interest disclosures.

To request an election application, call TRA at 651-296-2409 or 800-657-3669. The application is also available at www.minnesotatra.org. Applications must be received at TRA by Dec. 21.

In March, eligible active members will receive election information, including a ballot and biographical overview of each candidate. Only active members are eligible to vote for active-member board positions. Voting will begin mid-March and ends April 26, 2019. Election results will be reviewed and certified by the TRA Board of Trustees on June 12, 2019 and published immediately thereafter on www.minnesotatra.org.

Education Minnesota members who want to screen for the union's endorsement can contact Jodee Buhr at jodee.buhr@edmn.org or 651-292-4830 by Dec. 21.

1 IN 26

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FILING FORM FOR OFFICER

This form must be filed with the Office of the Elections Committee of Education Minnesota. Please print clearly.

I, _____, wish to file for the following position:

OR

I, _____, wish to nominate _____ for the following position:

You may only select one position:

____ **PRESIDENT** ____ **VICE PRESIDENT** ____ **SECRETARY-TREASURER**

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cellphone: _____ School phone: _____

Signature: _____ Date: _____

Deadline is 11:59 p.m. Dec. 14, 2018.

Return completed form by fax to: 651-767-1266, or mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103, or scan and email to elections.committee@edmn.org. Note: Education Minnesota includes an insert of all candidates in the Minnesota Educator published prior to the election in April and in a Voter Guide distributed at the Representative Convention. Candidates may submit a photo and statement for inclusion in these publications and the Education Minnesota website. The photo and statement must be submitted using the online submission form at www.educationminnesota.org. Statement and photo must be submitted by **Dec. 20, 2018**.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

FILING FORM FOR NEA DIRECTOR

This form must be filed with the Office of the Elections Committee of Education Minnesota. Please print clearly.

I, _____, wish to file for the following position:

OR

I, _____, wish to nominate _____ for the following position:

____ **NEA DIRECTOR** (position 1) ____ **NEA DIRECTOR** (position 2)

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cellphone: _____ School phone: _____

Signature: _____ Date: _____

Deadline is 11:59 p.m. Dec. 14, 2018.

Return completed form by fax to: 651-767-1266, or mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103, or scan and email to elections.committee@edmn.org. Note: Education Minnesota includes an insert of all candidates in the Minnesota Educator published prior to the election in April and in a Voter Guide distributed at the Representative Convention. Candidates may submit a photo and statement for inclusion in these publications and the Education Minnesota website. The photo and statement must be submitted using the online submission form at www.educationminnesota.org. Statement and photo must be submitted by **Dec. 20, 2018**.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

FILING FORM FOR NEA RA STATE-CREDENTIALIALED DELEGATE

This form must be filed with the Office of the Elections Committee of Education Minnesota. Please print clearly.

I, _____, hereby submit my name for state
credentials to the NEA RA to be held July 2-7, 2019, in Houston, TX.

OR

I, _____, wish to nominate _____ for state
credentials to the NEA RA to be held July 2-7, 2019, in Houston, TX.

I further certify that the nominee is eligible for state credentials as a delegate from:

_____ **Active Member - Election District:** _____ (K-12; statewide affiliates; and school-related personnel)

_____ **Category 2** (inactive NEA life member and not an Education Minnesota Retired member)

Please complete the following information:

Name: _____ Local: _____
Home address: _____ City/State/ZIP: _____
Home phone: _____ Cellphone: _____ School phone: _____
School email: _____ Personal email: _____

Do not submit before filing period begins on Nov. 5. Deadline is 11:59 p.m. Dec. 14, 2018.

Return completed form by fax to: 651-767-1266, or mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103, or scan and email to elections.committee@edmn.org. If you do not receive confirmation of receipt within seven days after submitting, inquire by email to elections.committee@edmn.org. Note: Candidates may submit a photo and statement for inclusion on the Education Minnesota website. The photo and statement must be submitted using the online submission form at www.educationminnesota.org. Statement and photo must be submitted by **Dec. 20, 2018**.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

FILING FORM FOR NEA RA STATE-CREDENTIALIALED DELEGATE - STUDENT

This form must be filed with the Office of the Elections Committee of Education Minnesota. Please print clearly.

I hereby submit my name for state credentials to the NEA RA to be held July 2-7, 2019, in
Houston, TX. I further certify that the nominee is eligible for state credentials as a delegate from:

STUDENT

(must be an Education Minnesota Student Program member)

Please complete the following information:

Name: _____ College: _____
School address: _____ City/State/ZIP: _____
Home phone: _____ Cellphone: _____ School phone: _____
School email: _____ Personal email: _____
Summer address: _____ City/State/ZIP: _____

Do not submit before filing period begins on Nov. 5. Deadline is 11:59 p.m. Feb. 15, 2019.

Return completed form by fax to: 651-767-1266, or mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103, or scan and email to elections.committee@edmn.org. If you do not receive confirmation of receipt within seven days after submitting, inquire by email to elections.committee@edmn.org. Note: Candidates may submit a photo and statement for inclusion on the Education Minnesota website. The photo and statement must be submitted using the online submission form at www.educationminnesota.org. Statement and photo must be submitted by **Feb. 21, 2019**.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

DELEGATE SELECTION FOR 2019 NEA RA

The National Education Association Representative Assembly, the major decision-making body for the NEA, will take place next July 2-7 in Houston.

All active Education Minnesota members are eligible to run for state-credentialed delegate for the NEA RA. Filings open Nov. 5 and close Dec. 14.

Elections will take place in local districts during the 15-day window beginning Feb. 4 and ending Feb. 22. Elections will be held on weekdays only during this period.

Ballots will be mailed the last week of January to all local presidents in districts where an election is necessary.

Nominations for state-credentialed student delegates open Nov. 5 and close Feb. 15. Elections will take place on a date to be determined in April, if necessary.

FUNDING INFORMATION FOR STATE-CREDENTIALLED DELEGATES

To receive funding, state-credentialed delegates must be in attendance for the entire Representative Assembly, beginning with the first caucus meeting on July 2 through adjournment the night of July 7. State-credentialed delegates are expected to attend all caucus meetings and to be on the convention floor for all proceedings.

Funding includes: Airfare—travel arrangements to be made through the designated travel agent and direct-billed to Education Minnesota (alternative transportation will be reimbursed up to a predetermined amount); the cost of a double-occupancy room at the delegation hotel (to be direct-billed) for an authorized number of nights; and reimbursement for meals and other convention-related expenses (with original itemized receipts). Substitute costs for state delegates

working in year-round school settings will be covered as outlined in the Education Minnesota Financial Policy for Governance and Members.

Mileage to and from the airport is reimbursable at 20 cents a mile, along with the cost of airport parking.

No funding is available for Category 2 delegates, those who are retired or inactive members.

Filing forms for state-credentialed and student delegates are printed on the opposite page.

FUNDING FOR SMALL LOCALS

This is a funding program aimed at helping locals with 150 or fewer members send a delegate to the Representative Assembly or the American Federation of Teachers TEACH Conference. Local presidents will receive information and details about how to apply.

FILING FORM FOR GOVERNING BOARD – ELECTION DISTRICT

This form must be filed with the Office of the Elections Committee of Education Minnesota. Please print clearly.

I, _____, wish to file for the following position:

OR

I, _____, wish to nominate _____ for the following position:

GOVERNING BOARD – ELECTION DISTRICT: _____

(Three-year term: July 1, 2019, to June 30, 2022. Election district map located at www.educationminnesota.org.)

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cellphone: _____ School phone: _____

Signature: _____ Date: _____

Do not submit before filing period begins on Nov. 5. Deadline is 11:59 p.m. Dec. 14, 2018.

Return completed form by fax to: 651-767-1266, or mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103, or scan and email to elections.committee@edmn.org. If you do not receive confirmation of receipt within seven days after submitting, inquire by email to elections.committee@edmn.org. Note: Candidates may submit a photo and statement for inclusion on the Education Minnesota website. The photo and statement must be submitted using the online submission form at www.educationminnesota.org. Statement and photo must be submitted by **Dec. 20, 2018**.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

REGISTER NOW FOR 2019 EMERGING LEADERS PROGRAM

Education Minnesota's Emerging Leaders program is now accepting applications for its summer 2019 training.

The program looks to build the skills of tomorrow's union leaders. The training will be held June 18-20 at the College of St. Benedict in St. Joseph.

Attendees will learn to identify aspects of quality leadership, develop their own leadership potential, understand personality and generational differences, explore leadership opportunities within the union, develop the

ability to engage members one-on-one, embrace diversity in the workplace, manage conflict for positive outcomes, know the issues which have faced educators in the past and lead educators to face the issues of tomorrow.

"I have taken many leadership trainings and attended many conferences, but out of all of them, this is the most valuable, relevant and applicable at all levels of leadership. This is a 'must' training for all local leaders—especially valuable, post *Janus*," said Georgia Miller-Kamara,

Intermediate District 287.

Registration is free, but space is limited. Education Minnesota reserves the right to limit the number of registrants from the same local. Meals, lodging and all training materials are covered as well.

Registration will remain open until all spaces are filled or until May 5, whichever is sooner.

For more information, go to www.educationminnesota.org/advocacy/Union-U/emerging-leaders-program.

Professional development

ASCD FREE WEBINARS

ASCD's free webinar series brings experts in the field of education to your computer screen. Webinars address topics like student engagement, classroom technology and instructional strategies. Go to www.ascd.org/professional-development/webinars.aspx to see all of the offerings.

Classroom resources

YOUNG WRITERS CONTEST

The Secret Kids Contest is a chance for students to win a book deal and to become a published author and see their own book on sale in bookstores and libraries across the country. There are three entry levels: elementary, middle and high school. The

deadline to enter is Jan. 1. Go to www.anancygeebook.com and click on Secret Kids Contest for more information.

FREE WEBINAR, TOOLKIT ON SOCIAL-EMOTIONAL LEARNING

First Book Marketplace offers a collection of books that promote character development, as well as a free webinar on using children's books to develop social and emotional learning and a free trauma toolkit to support students who have experienced stress or trauma. Go to www.fbmarketplace.org/sel-hub to see all of the resources.

Grants

FINANCIAL LITERACY GRANTS AVAILABLE

United Educators Foundation will provide up to \$2,000 in grants to teachers, departments or schools to support financial

literacy efforts with their students. Submitted applications should support instruction of content related to budgeting, credit, money management, economics, saving and investing, or other personal finance topics. Applications for grants must be postmarked by Dec. 14. Go to www.uecu.coop/about-us/united-educators-foundation.html for more information on the grants and how to apply.

UNITED EDUCATORS SCHOLARSHIPS

United Educators Foundation will grant one \$2,000 Educator Award, one \$1,500 Education Major Award and three \$1,000 Student Awards. The deadline for these awards is Feb. 1. Application requirements and instructions on how to apply are available at www.uecu.coop/about-us/united-educators-foundation.html.

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NEA Complimentary Life Insurance



As a member of Education Minnesota, NEA provides active members:

- Up to \$1,000 life insurance
- Up to \$5,000 AD&D
- \$50,000 AD&D while on the job or engaged in association activities
- \$150,000 AD&D for unlawful homicide at work

Make sure you register and name your beneficiary by visiting www.neamb.com or call 800-637-4636

Learn about more benefits from ESI including discount programs, insurance and health and financial services at esi.educationminnesota.org



41 Sherburne Ave., St. Paul, MN 55103 651-292-4856 800-642-4624

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2019 COLLECTIVE BARGAINING AND ORGANIZING CONFERENCE

Education Minnesota's 2019 Collective Bargaining and Organizing Conference will take place Feb. 1-2 at the DoubleTree by Hilton Bloomington-Minneapolis South.

This conference will be an important kickoff to 2019-21 contract negotiations for teachers and will offer valuable information for ESP locals who are either negotiating or preparing to negotiate.

The 2019 conference is designed to expand not only the scope of our bargaining, but also the number of members who are working to advance the process. Content strands include negotiations fundamentals, organizing for power and student-centered advocacy.

Go to <https://educationminnesota.org/members-only/bargaining/conference> for more details about the conference, financial assistance information and how to register.