



# MINNESOTA EDUCATOR

A publication for the members of Education Minnesota

November 2016

## THEY CAME, THEY SAW, THEY LEARNED

The 2016 MEA conference brought excitement and learning to thousands of Minnesota educators from across the state. Educators learned about student engagement and culturally responsive teaching. They also took away classroom tips for online interventions and calming breathing exercises.

**Read more on page 3.**

## Program offers student loan forgiveness options that work

While going back to school for the second master's degree she needed for her special education work in Willmar, Tracy Detloff worried about her student debt. Then she remembered a brief mention of loan forgiveness programs at a local union meeting.

"I researched and found national programs to help," she said.

After being approved for loan forgiveness programs, Detloff decided to pass on her knowledge.

"I became a Central Lakes United IO board member and people would ask me to help," she said. "I started presenting one or twice

a year."

That's where Education Minnesota came in and, with Detloff's guidance, created the Degrees, Not Debt training program.

"We have done 76 trainings so far," said Bridget Moore, Education Minnesota organizer. "It's important because student debt is a huge burden for many educators and there is a lot of misinformation about forgiveness options and relief."

The training is available for any local union, IO or membership group. This year, the training is expanding to include a "debt clinic" where

people can also get one-on-one guidance on what program they qualify for and how to apply.

"It's incredibly difficult to navigate, and this training walks through each option and their specific eligibility requirements," said Moore.

Minnesota ranks fifth in the nation for student debt, with the average student debt load at \$30,894 for state college students.

"It's a huge issue," said Detloff. "People are seeing it in every magazine. These programs and this training is reachable for everybody."

There are currently four programs available to

**For more information about loan forgiveness options or to sign-up for a Degrees, Not Debt training, go to [www.educationminnesota.org/advocacy/Degrees-Not-Debt](http://www.educationminnesota.org/advocacy/Degrees-Not-Debt).**

educators to qualify for some loan forgiveness.

Teacher Loan Forgiveness is a federal program designed to support teachers who have taught for five consecutive years and work in a low-income school, meaning that 30 percent or more of students qualify for free or reduced lunch.

Teacher Loan Forgiveness provides one-time money: \$5,000 in loan forgiveness to educators who work in

our Title I schools. Some teachers who work in special education, secondary science or secondary math may actually qualify for \$17,500 in relief.

Public Service Loan Forgiveness is another federal program available to all school district employees who work full-time and have federal direct loans. To be eligible, you must make or

**Degrees, Not Debt, page 7**

### WE WANT TO HEAR FROM YOU!

Read our articles about Education Minnesota's Degrees, Not Debt program and MEA conference. Then answer the question, "What professional development opportunity or training would you like to see your union start to offer or offer more?" and send it to us via email, Twitter or Facebook to be entered into a drawing for a \$25 Target gift card.

Email us at [educator@edmn.org](mailto:educator@edmn.org) or post on Twitter or Facebook using #MNEducator. Find us on Facebook at Education Minnesota and on Twitter @EducationMN.

Congratulations to last month's contest winner, **Kari Skildum** of St. Paul. See a selection of answers to last month's question on page 2.

### INSIDE THIS ISSUE...

Education Minnesota President Denise Specht discusses the importance of strong public schools in a strong democracy. **Page 2**

Read about why Education Minnesota members are not just learning at MEA workshops, but also doing the presenting. **Page 3**

Educators joined U.S. Rep. Keith Ellison earlier this month to call out bullying in the presidential election. **Page 4**

Education Minnesota's endorsed candidates grid. **Page 5**

Resources available for support of LGBTQ students and bullying prevention. **Page 7**

Two spots open for election on TRA Board. **Page 9**

Educators focus on social justice issues at recent fair. **Page 10**

New Foundation grantee focuses on mentorship. **Page 11**

Grants available for new members interested in retention of those new to the profession. Opportunities. **Page 12**

*The Election 2016 coverage in this issue is an independent expenditure prepared and paid for by Education Minnesota PAC, 41 Sherburne Ave., St. Paul, MN 55103 in support of named candidates. The independent expenditure material is not approved by the candidates nor are the candidates responsible for it.*



# Strong schools are a prerequisite for a healthy democracy

The news stories about the presidential campaign in my social media feeds the past few weeks are filled with shocking words and a view of women that's both offensive and depressing. There are heartbreaking accounts of how the campaign rhetoric has hurt our students, particularly girls, immigrant families and people who follow the Muslim faith.

I keep thinking about how I would talk about this campaign with my students at Golden Lake Elementary School in the Centennial School District.

Unfortunately, there has been almost no news coverage about public education during this campaign. Only a story or two covered the candidate's positions on E-12 schools, a few more examined plans to reduce the costs of higher education. This is too bad. Public education plays a vital role in the future of our country.

I know this might sound corny, but a little idealism could be a good antidote to the last weeks of the campaign. So I'll say it. I'll advocate for public education. The democratic process is still the best tool for fixing the challenges facing our state



Denise Specht, president

and our nation. Strong public schools are the lifeblood of that democracy.

Increasing the number of well-informed citizens voting from their hearts and minds is the solution to most problems in our government. Just as we all need clean air, drinkable water and safe food, a healthy democracy needs its citizens to act on the knowledge that comes from a well-rounded education.

Educators accepted that responsibility when we become teachers, education support professionals, professors, instructors and all other jobs within the public schools. After all, during the school year, we're entrusted

with one of every six people in Minnesota. And that's just in E-12 schools.

Many of those students were born in foreign countries, or are the children of immigrants. Fifteen percent of students speak a language other than English at home. Listen during passing time in the school hallways and you will hear conversations flavored with words from Spanish, Somali, Hmong, Vietnamese, Karen, Arabic, Russian and many more languages.

Many immigrant students came to America because their parents wanted to give them a better life. Those parents trust us to help turn their dreams for their children into reality. On a much bigger scale, the state and federal governments invest billions of dollars a year for us to educate Minnesota's young people.

Educators prepare individuals for the workforce and the state economy, but that's not all we do. Collectively, educators move our country toward that "more perfect union" by giving our students the tools to think clearly and by showing them possibilities to pursue.

For example, we want our students to be free to follow their dreams, but what they don't know about, they can't dream about. Exposing students to many areas of knowledge must be part of our mission and another reason to resist the narrowing of the curriculum we've recently seen.

Our country can only be free if all its citizens can think critically about its future. If a well-rounded education is available only to a few privileged voters, the rest of our nation will become more vulnerable to slick manipulators. Everyone will suffer on Election Day.

It is one reason Education Minnesota fights so hard for the resources to offer equitable opportunities to all students, regardless of their ZIP code. It's also why Education Minnesota has been active in reducing the costs of college, which we call the "Degrees, Not Debt" campaign.

Soaring tuition and crushing loans are threats to our nation because they deny access to educational opportunities—just as surely as formal bans by race and gender did generations ago. When cost puts a college

education out of reach for so many people, it widens the gap between rich and poor. If the best-paying jobs only go to the people with the best educations, then the best educations are only available to families with the best-paying jobs.

It's not fair. It's not sustainable. And it's a long way from the American ideal.

The campaigns will be just wrapping up when this edition of The Educator is mailed. America will soon have a new president. Minnesota will have a new state Legislature. All the education groups will start positioning themselves for the next debate on how our schools should work.

When those education talks begin, I hope everyone inside public schools can remember we have an awesome responsibility because of what we do. And what we do is one of the most important jobs out there. Put simply: We make Americans.

Together,

Twitter: @DeniseSpecht

## What is the biggest hurdle in recruitment, retention today?

*In last month's Minnesota Educator, we introduced the "we want to hear from you" contest and received responses from all over the state via email and Twitter. Here is a selection of the answers. Look on page 1 for this month's question and how to submit an answer. Your answer enters you into a drawing for a \$25 Target gift card!*

"I read the article about retention and the wage gap. Though I agree that the wage gap is an issue as I know teachers working multiple jobs to make a living, I believe the real issue for retention and recruitment has more to do with the obstacles teachers face that make us feel unsuccessful. Student behaviors that go way beyond anything teachers are trained to handle, and expectations that teachers need to be available, on call 24/7, leave teachers with unbalanced lives and burnout." — Ellen Dischinger, Hopkins Education Association

"Recruitment and retention begins with comparable salaries and respect." — David Higley, Education Minnesota-Edina

"Recruitment—The PUBLIC opinion of teachers. There are still so many out there that feel teachers have it easy—summers off, get too many paid holidays, paid too much, have a pension. Teachers are not looked at as professionals. Retention—reality sets in—little or no support for new teachers or teachers in general especially from administration and the district office. We need to help our new teachers. They need support each and every day. And we need to appreciate our experienced teachers." — Linda Lindahl, Elk River Education Association

"Student discipline is the biggest hurdle in recruitment and retention of educators today!" — Laurie Meyers, Minneapolis Federation of Teachers

"I think pay is certainly an issue. As an associate educator, we have to have two years of college. I do, but know many that can't afford this to work part-time, and get either no raise or like the teachers this year 1 percent that doesn't come close to making up for the costs that go up for everyone. I also don't think school staff are always treated with respect from the

community. I hear lots of "must be nice to have three months off." They have no idea that it's not really three months anymore and it also is unpaid." — Linda Case, Minneapolis Federation of Teachers ESPs

"The biggest hurdle in recruiting and retaining teachers is salary. The gap between teacher's pay and comparable professional jobs continues to grow. This is especially true in the area of science. Example: A chemist earns much more than a high school chemistry teacher, which is also true with physics." — Marianne Olson, Education Minnesota Retired

"The biggest hurdle in recruitment and retention of educators is that each year more and more responsibilities and expectations are added to the teacher workload without anything being taking off the plate. This just results in longer working hours each year. I wouldn't even want to spend the time to find out what my "hourly" rate is since it would probably be so low." — Kari Skildum, St. Paul Federation of Teachers

"Teacher shortage for open positions." — Cynthia Hanson, Lake of the Woods Education Association

### MINNESOTA EDUCATOR

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By web: [www.educationminnesota.org](http://www.educationminnesota.org) and choose the Contact Us link to send a change of address.

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# MEA focuses on boosting profession, teacher voice

“Students can’t dream about what they don’t know about.”

That quote from Education Minnesota President Denise Specht’s keynote address at the MEA conference Oct. 20 summed up why so many educators attended the two-day event. The professional development offered boosted the educators’ knowledge, which they will then pass on to their students.

Attendees listened to Specht, 2016 Minnesota Teacher of the Year Abdul Wright and journalist and author Dana Goldstein during the keynote session.

Specht spoke about the big job of educators—making a difference and making Americans.

“If the candidates in this election won’t talk about public education, I will. Public education is a vital part of what makes America great, and each of you are a vital part of public education,” she said. “Our country cannot be free unless our citizens can think wisely and critically. Demand the best from your students because one day our nation may need the best from them.”

Wright spoke about what a huge responsibility and privilege it is to be a teacher. “We in this room are more

than teachers. We are nurses. We are counselors. We are cheerleaders. We are builders of dreams and destroyers of negativity. Most of you are probably teachers because of a great teacher. We’re here to honor great teachers because great teachers never really die,” he said.

Goldstein spoke about the history of the teaching profession, the same subject of her New York Times bestseller “The Teacher Wars: A History of America’s Most Embattled Profession.”

“Teachers are not angels or villains, they are professionals,” she said.

She also talked about the demand for data-driven school reform being limited.

“We have typically done education reform to teachers, not with teachers,” Goldstein said. “Things like teacher performance evaluations have been tried for decades and just haven’t worked.”

Goldstein described how teacher working conditions have mattered throughout history.

“When teachers have all of the resources they need, test scores go up,” she said.

The rest of conference was filled with mini-keynote speakers who highlighted adverse childhood experiences, how to



create engaged classrooms and cultural competency and equity.

“If we’re able to successfully connect with all kids, it matters,” said Dr. Anton Treuer, Ojibwe professor at Bemidji State University.

Dr. Tina Boogren introduced attendees to the four questions associated with student engagement and how to set the stage for positive answers to each of them: How do I feel? Am I interested? Is this important?

Can I do this?

“We need to create safe, nurturing, engaging school environments for students, especially those affected by trauma,” said Nancy Riestenberg, restorative practices specialist at Minnesota Department of Education, and Mark Sander, senior clinical psychologist for Hennepin County and the director of school mental health for Hennepin County and Minneapolis Public Schools, in their mini-keynote on the adverse childhood

experiences study (ACES) and resiliency.

Thursday and Friday also offered more than 100 workshops on student issues, classroom resources and teacher effectiveness.

Educators also went through the hundreds of booths during Thursday’s exhibit hall, including a job fair, field trip library and General Motors educator discount area.

## Educators bring their expertise to MEA workshops

While the MEA conference is a place for educators to receive high-quality professional development, it is also a place for educators to share lessons, ideas and knowledge by presenting a workshop.

“Having teachers present to other teachers is important because as an educator, you want to hear from ‘book-smart,’ research-based presenters and from ‘boots on the ground’ people who are actually doing these things in their classroom,” said Kristi Corens, a seventh-grade life science teacher in Wayzata, who presented on getting students outside of practicing inquiry and scientific methods. “MEA gives educators a chance to go to both types of sessions. It is also important for teachers to share with each other what works and what doesn’t work because we can all use each other’s experiences to be better educators.”

Corens said she feels the variety of choices at MEA is what makes it so valuable, and why she wanted to share her area of expertise in science methods.

“I think it is an important topic for educators of Minnesota because it connects what students are doing in class to the broader picture of what scientists do,” she said. “It is important for students to see how science is relevant in their lives and possibly see themselves as a scientist someday. The session

I am presenting gives teachers tools to help their students participate in hands-on and minds-on scientific inquiry.”

Sharing their knowledge with educators from throughout the state was especially important to Ingrid Miera and Joni Anderson, English language learner education support professionals at Fair Oaks Elementary in the Osseo school district. Since professional development is often limited for ESPs, having a place like MEA to attend is important, and also important for ESPs to be involved with presenting.

“When ESPs get trained, they like having ESPs do the training,” said Anderson. “We can speak to their work. We bring a different perspective.”

Miera and Anderson presented three times throughout the two-day conference. One session focused on how ESPs can receive the Minnesota paraprofessional, which is a certification they see as a huge boost to the profession of paraprofessional. They also presented their session, “Equality vs. Equity, Language and Culture, Cultural Sensitivity and Academic Achievement: What Are They All About?” twice, because they want to do as much as possible to advocate for English learners.

“That’s where our heart is, that’s why we want to be at MEA,” said Anderson.



“We want attendees to experience what it is like to be in the shoes of EL students,” said Miera. “We want them to be in the situation, so they can be a little more sensitive to the EL’s needs.”

For Katy Nelson, International Baccalaureate Middle Years Programme coordinator at Robbinsdale Middle School, presenting at MEA this year was all about sharing her passion.

Nelson presented a workshop on concept-based curriculum and instruction.

“In Minnesota, we truly focus on teaching our standards. We have that focus, so we sometimes lose the students,” she said. “(Concept-based instruction) is a refreshing

way to approach that. When you teach students to think, you’re synthesizing fact and skills. They rely on their thinking skills when they are taking those tests.”

Lori Breidenbach, a teacher in the graduation incentives program at Hopkins High School, was just finishing her certification to be a VoiceThread instructor when the opportunity to present at MEA arose.

“I’ve always wanted to present at MEA,” she said. “A conference like this that is statewide, reaching so many people, is so energizing and renewing. I remember attending this conference in my first year of teaching. I remember thinking this is so great that you can talk

to other teachers, make connections and come away with new ideas to bring back. It reconfirms that this is what you want to do. I like the energy. It’s very validating.”

Breidenbach’s workshop looked at the VoiceThread application in a classroom as a way to continue to interact with students, no matter what the setting.

It’s important for educators to be involved in creating the content and presenting at conferences like this, she said.

“An opportunity like this is reminding us that we’re all working toward the same goals. We are seen as professionals,” said Breidenbach.



# Educators call for an end to bullying in election

Educators joined U.S. Rep. Keith Ellison and bullying expert Dr. Walter Roberts at a news conference Oct. 3 to reject the bullying and hate speech defining the presidential election, citing its effect on Minnesota children.

October marked National Bullying Prevention Month and Minnesota educators joined others around the country to call for an end to bullying in politics—specifically by one of the presidential candidates.

“This is the time to call out Mr. Trump. Minnesota cannot reward bullying, racial profiling and scapegoating,” Education Minnesota President Denise Specht said. “Today, you will hear from educators about how students are reacting to Trump. Some are confused. Some feel threatened. Some are learning to be bullies themselves. The Southern Poverty Law Center calls it the ‘Trump Effect.’ I call it something we need to keep far away from impressionable children.”

Specht and Ellison stressed this wasn’t about taking sides in the election or Democrat vs. Republican, but about the future of the nation and well-being of students.

“If you care about giving



all students what they need to succeed. If you care about closing opportunity gaps, not widening them. Then we’re asking you to stand with us and say this: ‘Mr. Trump, you cannot bully your way to the White House,’” Specht said.

The three Minnesota educators who spoke focused on what they are hearing in their classrooms.

“The essence of the discourse in this election has devolved into a toxic, verbal battle that carries significant consequences for our children and youth. Either it breeds fear or sanctions similar behavior,” said Anne Lindgren, a speech language pathologist in Anoka-Hennepin schools. “The ability to understand nuanced language or take another’s perspective, or realize that the world is not a ‘literal’ place, are all abilities that are being developed well into adulthood and not

fully formed at this age. So, what is said and how it is communicated is important. Words matter.”

Amy Hewett-Olatunde, 2015 Minnesota Teacher of the Year and English language learner teacher at LEAP High School in St. Paul, which is comprised of all immigrant students, said children are being exposed to a climate of uncertainty, anxiety, hatred, discrimination and ignorance.

“For many of my students and students across this state, there is a very real fear about their safety and the safety of their families if the worst case scenario would become reality. They left countries that denied them all of these for a better life,” she said.

“Silence enables. Avoidance segregates. Hatred destroys.”

When Juanita Ortiz’s students started talking about hate speech, she encouraged them to think about how they

## EVERY VOTE COUNTS – REGISTER, FIND POLLING PLACE, VOTE NOV. 8

The Minnesota Secretary of State’s office offers resources on registration and how to vote on or before Election Day.

### Registration

If you have moved or changed your name, you’ll need to re-register to vote.

Registration or registration updates are both available at your polling place on Election Day. Proof of residence will be required.

### Find your polling place

Go to <http://pollfinder.sos.state.mn.us/> to see where you vote, get a map and directions, view a map of your precinct and see what candidates and questions are on your ballot.

might make change.

“They said, ‘But we’re just kids,’” said Ortiz, an English language learner and Latino culture teacher in St. Paul. “Children asking adults to uphold democracy is powerful.”

Ellison said that while Trump didn’t invent bullying, he accelerated it.

“When that toxic rhetoric spills into schools, it becomes a problem,” he said.


Roberts, a professor of counselor education at Minnesota State University, Mankato, said children pick up on the larger messages of what people say, not just the words.

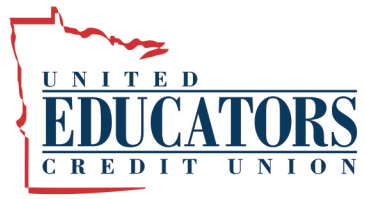
“While there will always be differences of political

opinion—that is as it should be in a vibrant democracy—the expression of those opinions must always be respectful and mindful that this is a nation of immigrants and that we have gained from that diversity of collective wisdom. Somewhere in this country today may well be the child who will grow up to discover a cure for cancer, if given the full measure of educational opportunity. I daresay, when that day arrives, none of us will care about the color of that child’s skin, sexual identity or religion.”

“Children can’t learn if they don’t feel safe,” he said.

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# Education Minnesota endorsed candidates

Here are the candidates endorsed by Education Minnesota for election on Nov. 8. Education Minnesota is asking members to get involved with the election to help get pro-education candidates elected. Stay informed and find ways to be active at [www.educationminnesota.org/advocacy/election2016](http://www.educationminnesota.org/advocacy/election2016).

## U.S. HOUSE OF REPRESENTATIVES

District	Name
1	Tim Walz
2	Angie Craig

District	Name
4	Betty McCollum
5	Keith Ellison

District	Name
7	Collin Peterson
8	Rick Nolan

## MINNESOTA SENATE

District	Name	Hometown
1	Kip Fontaine	Mentor
2	Rod Skoe	Clearbrook
3	Tom Bakk	Cook
4	Kent Eken	Twin Valley
5	Tom Saxhaug	Grand Rapids
6	David Tomassoni	Chisholm
7	Erik Simonson	Duluth
8	Shawn Olson	Alexandria
9	Jason Weinerman	Little Falls
10	Tiffany Stenglein	Brainerd
11	Tony Lourey	Kerrick
12	Russ Hinrichs	Alexandria
13	Michael Willemssen	Sauk Rapids
14	Dan Wolgamott	St. Cloud
17	Lyle Koenen	Clara City
18	Amy Wilde	Dassel
19	Nick Frentz	Mankato
20	Kevin Dahle	Northfield
21	Matt Schmit	Red Wing
22	Brian Abrahamson	Luverne

District	Name	Hometown
24	Vicki Jensen	Owatonna
26	Rich Wright	Rochester
27	Dan Sparks	Austin
28	Jeremy Miller	Winona
29	Janice Kittok	Delano
31	Ricky Englund	Bethel
32	Tim Nelson	Cambridge
35	Jim Abeler	Anoka
36	John Hoffman	Champlin
37	Jerry Newton	Coon Rapids
38	Pat Davern	Lino Lakes
40	Chris Eaton	Brooklyn Center
41	Carolyn Laine	Columbia Heights
42	Jason Isaacson	Shoreview
43	Chuck Wiger	Maplewood
44	Deb Calvert	Minnetonka
45	Ann Rest	New Hope
46	Ron Latz	St. Louis Park
47	Darryl Scarborough	Chaska
48	Steve Cwodzinski	Eden Prairie

District	Name	Hometown
49	Melisa Franzen	Edina
50	Melissa Wiklund	Bloomington
51	Jim Carlson	Eagan
52	Matt Klein	Mendota Heights
53	Susan Kent	Woodbury
54	Dan Schoen	St. Paul Park
56	Phil Sterner	Burnsville
57	Greg Clausen	Apple Valley
58	Matt Little	Lakeville
59	Bobby Joe Champion	Minneapolis
60	Kari Dziedzic	Minneapolis
61	Scott Dibble	Minneapolis
62	Jeff Hayden	Minneapolis
63	Patricia Torres Ray	Minneapolis
64	Dick Cohen	St. Paul
65	Sandy Pappas	St. Paul
66	John Marty	Roseville
67	Foung Hawj	St. Paul

## MINNESOTA HOUSE OF REPRESENTATIVES

District	Name	Hometown
1A	George Bass	Thief River Falls
1B	Mike Moore	Fosston
2B	Bryan Klabunde	Waubun
3A	Rob Ecklund	International Falls
3B	Mary Murphy	Hermantown
4A	Ben Lien	Moorhead
4B	Paul Marquart	Dilworth
5A	John Persell	Bemidji
5B	Tom Anzels	Balsam Township
6A	Julie Sandstede	Hibbing
6B	Jason Metsa	Virginia
7A	Jennifer Schultz	Duluth
7B	Liz Olson	Duluth
8B	Gail Kulp	Alexandria
9A	Meg Litts	Staples
9B	Dustin Simmonds	Little Falls
10A	Quinn Nystrom	Baxter
10B	Erin Wagner	Aitkin
11A	Mike Sundin	Esko
11B	Tom Jones	Mora
12A	Jay McNamar	Elbow Lake
13A	Anne Buckvold	St. Joseph
14A	Aric Putnam	St. Cloud
14B	Zach Dorholt	St. Cloud
15A	Kent Lestrud	Princeton
15B	Karla Scapanski	Sauk Rapids
16A	Al Kruse	Marshall
16B	Austin Grossenburg	New Ulm
17A	Andrew Falk	Murdock
17B	Mary Sawatzky	Willmar
18A	Dean Urdahl	Grove City
18B	Darrel Mosel	Gaylord
19A	Clark Johnson	North Mankato
19B	Jack Considine	Mankato
20B	David Bly	Northfield
21A	Lisa Bayley	Red Wing
21B	Elise Diesslin	Elgin
22B	Kirby Kruse	Windom
23A	Zac Huntley	Blue Earth

District	Name	Hometown
24A	Bev Cashman	Owatonna
24B	Patti Fritz	Faribault
25A	Linda Walbruch	Mantorville
25B	Duane Sauke	Rochester
26A	Tina Liebling	Rochester
26B	John Wayne Austinson	Eyota
27A	Gary Schindler	Albert Lea
27B	Jeanne Poppe	Austin
28B	Greg Davids	Preston
29B	Steve Kilburn	Buffalo
30A	Sarah Hamlin	Elk River
30B	Margaret Fernandez	St. Michael
31A	Sarah Udvig	St. Francis
31B	Susan Larson	Ham Lake
32A	Paul Gammel	Fish Lake Township
32B	Laurie Warner	North Branch
35A	Andy Hillebregt	Ramsey
36A	Kevin Parker	Coon Rapids
36B	Melissa Hortman	Brooklyn Park
37A	Erin Koegel	Spring Lake Park
37B	Susan Witt	Blaine
38B	Ami Wazlawik	White Bear Lake
39A	Jody Anderson	Stillwater
39B	Alan Kantrud	Lake Elmo
40A	Mike Nelson	Brooklyn Park
40B	Deb Hilstrom	Brooklyn Center
41A	Connie Bernardy	Fridley
41B	Mary Kunesch-Podein	New Brighton
42A	Barb Yarusso	Shoreview
42B	Jamie Becker-Finn	Roseville
43A	Peter Fischer	Maplewood
43B	Leon Lillie	North St. Paul
44A	Ginny Klevorn	Plymouth
44B	Jon Applebaum	Minnetonka
45A	Lyndon Carlson	Crystal
45B	Mike Freiberg	Golden Valley
46A	Peggy Flanagan	St. Louis Park
46B	Cheryl Youakim	Hopkins
47B	Jane Montemayor	Excelsior

District	Name	Hometown
48A	Laurie Pryor	Minnetonka
49A	Ron Erhardt	Edina
49B	Paul Rosenthal	Edina
50A	Linda Slocum	Richfield
50B	Andrew Carlson	Bloomington
51A	Sandra Masin	Eagan
51B	Laurie Halverson	Eagan
52A	Rick Hansen	South St. Paul
52B	Mary T’Kach	Inver Grove Heights
53A	JoAnn Ward	Woodbury
53B	Alberder Gillespie	Woodbury
54A	Jen Peterson	Cottage Grove
54B	Don Slaten	Hastings
55A	Mary Hernandez	Shakopee
55B	Cecilia Haakenson	Prior Lake
56A	Jared Christensen	Burnsville
56B	Lindsey Port	Burnsville
57A	Erin Maye Quade	Apple Valley
57B	John Huot	Rosemount
58A	LeAnn Weikle	Lakeville
58B	Marla Vagts	Farmington
59A	Fue Lee	Minneapolis
59B	Ray Dehn	Minneapolis
60A	Diane Loeffler	Minneapolis
60B	Ilhan Omar	Minneapolis
61A	Frank Hornstein	Minneapolis
61B	Paul Thissen	Minneapolis
62A	Karen Clark	Minneapolis
62B	Susan Allen	Minneapolis
63A	Jim Davnie	Minneapolis
63B	Jean Wagenius	Minneapolis
64A	Erin Murphy	St. Paul
64B	Dave Pinto	St. Paul
65A	Rena Moran	St. Paul
65B	Carlos Mariani	St. Paul
66A	Alice Hausman	St. Paul
66B	John Lesch	St. Paul
67A	Tim Mahoney	St. Paul
67B	Sheldon Johnson	St. Paul



# Education Minnesota election material

## FILING FORM FOR GOVERNING BOARD AT-LARGE

*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 Zone:** \_\_\_\_\_  
*(three-year term: July 1, 2017, to June 30, 2020)*  
All election zone positions to be filled: 1 through 8.  
Election zone map located at [www.educationminnesota.org](http://www.educationminnesota.org).

### Candidate Information

Mailing Address: \_\_\_\_\_  
City/State/ZIP: \_\_\_\_\_  
Local: \_\_\_\_\_ School Phone: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*(For official use only)*

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_  
Membership was verified on \_\_\_\_\_ by \_\_\_\_\_

**DEADLINE: 11:59 P.M. DEC. 9, 2016**

**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](mailto: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 on the Education Minnesota website. The photo and statement  
must be submitted using the online submission form at [www.educationminnesota.org](http://www.educationminnesota.org).  
Statement and photo must be received by Dec. 20, 2016.*

## FILING FORM FOR GOVERNING BOARD AT-LARGE VACANCY

*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 At-Large**  
*(two positions to be filled; remainder of three-year term:  
July 1, 2017, to June 30, 2019)*

### Candidate Information

Mailing Address: \_\_\_\_\_  
City/State/ZIP: \_\_\_\_\_  
Local: \_\_\_\_\_ School Phone: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*(For official use only)*

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_  
Membership was verified on \_\_\_\_\_ by \_\_\_\_\_

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must be submitted using the online submission form at [www.educationminnesota.org](http://www.educationminnesota.org).  
Statement and photo must be received by Dec. 20, 2016.*

## FILING FORM FOR GOVERNING BOARD ESP

*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 ESP**  
*(two positions to be filled; three-year term: July 1, 2017, to June 30, 2020)*

### Candidate Information

Mailing Address: \_\_\_\_\_  
City/State/ZIP: \_\_\_\_\_  
Local: \_\_\_\_\_ School Phone: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*(For official use only)*

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_  
Membership was verified on \_\_\_\_\_ by \_\_\_\_\_

**DEADLINE: 11:59 P.M. DEC. 9, 2016**

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in these publications and on the Education Minnesota website. The photo and statement  
must be submitted using the online submission form at [www.educationminnesota.org](http://www.educationminnesota.org).  
Statement and photo must be received by Dec. 20, 2016.*

## FILING FORM FOR GOVERNING BOARD HIGHER ED/STATEWIDE AFFILIATE

*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 Higher Ed/Statewide Affiliate**  
*(one position to be filled; three-year term: July 1, 2017, to June 30, 2020)*

### Candidate Information

Mailing Address: \_\_\_\_\_  
City/State/ZIP: \_\_\_\_\_  
Local: \_\_\_\_\_ School Phone: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_  
Email: \_\_\_\_\_  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*(For official use only)*

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_  
Membership was verified on \_\_\_\_\_ by \_\_\_\_\_

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or scan and email to [elections.committee@edmn.org](mailto:elections.committee@edmn.org).**

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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 on the Education Minnesota website. The photo and statement  
must be submitted using the online submission form at [www.educationminnesota.org](http://www.educationminnesota.org).  
Statement and photo must be received by Dec. 20, 2016.*



# Resources for bullying prevention, LGBTQ support

October was National Bullying Prevention Month and many educators struggle with how to best support LGBTQ students and deal with the bullying that often comes along with a student sharing their whole self in a school environment.

### AFT's Share My Lesson digital resources

The American Federation of Teachers' Share My Lesson has launched new digital resources designed to support educators in providing safe classroom environments for LGBTQ students. The expanded bullying prevention collection includes teaching resources, information and guidance for teachers and parents, as well as content from prominent partners such as the Anti-Defamation League, the Bully Project and Teaching Tolerance. Resources include lesson plans, developing inclusive classroom materials, creating safe spaces in a school environment, modules on how to handle bullying in the classroom and suicide prevention presentations.

The collection can be found at <http://sharemylesson.com/collections/bullying-prevention-resources>.

### NEA's Bully Free: It Starts with Me campaign

The National Education Association's campaign offers resources and research on

how educators can identify, intervene and advocate to create bully-free schools and the critical role that school climate plays in bullying prevention. The campaign also puts a focus on education support professionals and the vital role they play in bullying prevention efforts.

Toolkits, videos, social media images and a pledge to change your school climate are all available at [www.nea.org/bullyfree](http://www.nea.org/bullyfree).

### NEA social justice campaign

NEA EdJustice engages and mobilizes activists in the fight for racial, social and economic justice in public education. Readers will find ways they can advocate for educators, students, families and communities. This site includes stories about issues such as LGBTQ students, bullying, English language learners, immigration, voting rights, opportunities for all, racial justice and ending the school-to-prison pipeline.

Learn more, take action on these issues or sign up for an e-newsletter by visiting [www.neaeducation.org](http://www.neaeducation.org).

### Guides on transgender students' rights

The National Center for Lesbian Rights (NCLR) and Gender Spectrum, along with Human Rights Campaign Foundation, the American Civil Liberties Union and the National Education

Association, have produced Schools in Transition: A Guide for Supporting Transgender Students in K-12 Schools. The guide is a roadmap for educators and parents to provide safe and supportive environments for all transgender students, offering practical advice, field-tested tips and narratives of real experiences from students and educators.

To read more about the project or view the guide, go to <http://neatoday.org/2015/10/08/schools-in-transition-a-guide-to-support-transgender-students-in-k-12>.

The NEA's general counsel office has created a Legal Guidance on Transgender Students' Rights. Transgender student rights is an emerging area of law. The most effective way for institutions to comply with their legal obligations is to develop effective policies that take into account the legal rights of transgender students and treat such students with dignity and respect. Although guidance documents and model policies differ somewhat, all of them agree on certain actions that schools and school districts should take to comply with their obligations toward transgender students.

To read the guide, go to [www.nea.org/assets/docs/20184\\_Transgender%20Guide\\_v4.pdf](http://www.nea.org/assets/docs/20184_Transgender%20Guide_v4.pdf).

### GLSEN resources on creating safe, supportive environments

GLSEN is a national education organization focused on ensuring safe and affirming schools for LGBTQ students. They have an educator network mailing list for those interested in receiving a monthly newsletter that highlights resources and news. The group also offers professional development and educator resources. Online resources include educator guides, lesson plans on bullying, bias and diversity and LGBTQ-inclusive curriculum.

Resources include a toolkit to create a respectful space for elementary schools, including respectful learning plans, lesson alignment, lessons on family diversity, educator responses and respectful recess and physical education spaces. GLSEN also has a facebook group for GSA advisors called GLSEN Educators Forum.

To sign up for the mailing list or to access resources, go to [www.glsen.org](http://www.glsen.org).

### HRC's welcoming schools program

HRC Welcoming Schools is a comprehensive approach to creating respectful and supportive elementary schools with resources and professional development to embrace family diversity, create LGBTQ-inclusive

schools, prevent bias-based bullying and gender stereotyping and support transgender and gender-expansive students. The program features a starter kit for those interested in creating a welcoming school environment, which includes lesson plans, books and tips. Also available online are resources to help educators answer challenging questions and tips to integrate books into curriculum that reflect diversity.

To see all the resources, go to [www.welcomingschools.org](http://www.welcomingschools.org).

### GSA Network resources for organizing a school group

The Genders and Sexualities Alliance Network is a support network for grassroots, youth-led groups and GSAs, empowering them to educate their schools and communities, advocate for just policies that protect LGBTQ youth from harassment and violence, and organize in coalition with other youth groups across identity lines to address broader issues of oppression.

The network offers resources for how to start a club as a student or advisor and how to focus on student leadership development.

Learn more about the GSA Network at [www.gsanetwork.org](http://www.gsanetwork.org).

## 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

### Candidate Information

Mailing Address: \_\_\_\_\_

City/State/ZIP: \_\_\_\_\_

Local: \_\_\_\_\_ School Phone: \_\_\_\_\_

Home Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*(For official use only)*

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_

Membership was verified on \_\_\_\_\_ by \_\_\_\_\_

**DEADLINE: 11:59 P.M. DEC. 9, 2016**

**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](mailto:elections.committee@edmn.org).**

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## Degrees, Not Debt *from page 1*

have made 120 on-time payments since October 2007 on an income-driven repayment plan. After those qualifying payments are made, the remaining principal and interest is forgiven. The requirements can appear technical and complicated, but the Degrees, Not Debt trainers can help.

The SELF Refi is a new student loan refinancing program that allows thousands of Minnesotans to refinance their student debt through the state to get a better interest rate. This program is available for qualifying loans where the student is the borrower. Parent PLUS loans are not eligible.

The Minnesota Teacher Shortage Loan Forgiveness program was created in the last legislative session. The application period is currently closed but will reopen again next spring. Teachers who work in a specific subject area or economic development region in the state are eligible to receive \$1,000 each year, up to \$5,000 over five years.

"Teachers don't ever get a bonus. This is our bonus," said Detloff. "The paperwork takes five minutes to fill out."

Because of both the teacher loan forgiveness and public service loan forgiveness programs, Detloff's payments were cut by three-fourths.

"My payments went from \$700 a month to between \$150 and \$199,"

she said. "I should be done with my payments in the next year, when it would have taken me almost 15 before."

And there are many other educators who have taken the training that have also benefitted.

"When I was going to school, I didn't know how much debt I would be in. My mindset was, get done, I want to teach," said Staretta Ann Taylor-Cooper, a pre-kindergarten teacher from St. Paul. "I am so thankful that I attended the Degrees, Not Debt training. My union gave me accurate information that I needed at the right time. A burden has been lifted. I've found a solution that works."

Heather Carlson, a special education teacher in Waconia, qualified for the Teacher Loan Forgiveness program and received \$17,500 to pay off the remainder of her loans. She had tried to get the information herself, but ended up frustrated.

After attending the Degrees, Not Debt training in her district, she saw some potential.

"I really appreciated the presentation. If it wouldn't have been in my district, I probably wouldn't have gone," Carlson said. "But the support was crucial. I don't have these thousands of dollars holding me back. There's a relief in feeling that I can move forward."



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FILING FORM FOR  
NEA RA STATE-CREDENTIALLED 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 June 30-July 5, 2017, in Boston, MA.

OR

I, \_\_\_\_\_, wish to nominate \_\_\_\_\_, for state credentials to the NEA RA to be held June 30-July 5, 2017, in Boston, MA.

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/Cell Phone: \_\_\_\_\_

School Phone: \_\_\_\_\_

School Email: \_\_\_\_\_

Personal Email: \_\_\_\_\_

\_\_\_\_\_

(Optional information for internal use)

\_\_\_\_\_ American Indian/Alaskan Native \_\_\_\_\_ Caucasian (not Spanish origin)  
\_\_\_\_\_ Black \_\_\_\_\_ Native Hawaiian/Pacific Islander  
\_\_\_\_\_ Hispanic \_\_\_\_\_ Other  
\_\_\_\_\_ Asian

First Time Delegate? Yes \_\_\_\_\_ No \_\_\_\_\_

PreK-12 \_\_\_\_\_ Higher Ed \_\_\_\_\_ ESP \_\_\_\_\_

DEADLINE: DEC. 9, 2016 (11:59 P.M.)

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: Education Minnesota includes an insert of all candidates for each election district in the Minnesota Educator published prior to the election. Candidates may submit a photo and statement for inclusion in this publication and 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, 2016.

FILING FORM FOR  
NEA RA STATE-CREDENTIALLED 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 as a candidate for state credentials to the NEA RA to be held June 30-July 5, 2017, in Boston, MA. I further certify that I am 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: \_\_\_\_\_

School Phone: \_\_\_\_\_

Home/Cell Phone: \_\_\_\_\_

School Email: \_\_\_\_\_

Personal Email: \_\_\_\_\_

Summer Address: \_\_\_\_\_

City/State/ZIP: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ American Indian/Alaskan Native \_\_\_\_\_ Caucasian (not Spanish origin)  
\_\_\_\_\_ Black \_\_\_\_\_ Native Hawaiian/Pacific Islander  
\_\_\_\_\_ Hispanic \_\_\_\_\_ Other  
\_\_\_\_\_ Asian

First Time Delegate? Yes \_\_\_\_\_ No \_\_\_\_\_

DEADLINE: FEB. 15, 2017 (11:59 P.M.)

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 Mar. 3, 2017.

Delegate selection  
for 2017 NEA RA

The National Education Association Representative Assembly, the major decision-making body for the NEA, will take place June 30-July 5 in Boston.

“Delegates bring their voices to the representative assembly and shape the actions and policies of the NEA,” Education Minnesota President Denise Specht said.

“The convention celebrates excellence in our profession and provides an opportunity to connect with educators from across the country.”

All active Education Minnesota members are eligible to run to be a state-credentialed delegate for the NEA RA. Filings open Nov. 7 and close Dec. 9.

Elections will take place in local districts during the 15-day window beginning Feb. 6 and ending Feb. 24. 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. 3 and close Feb. 15. Elections will take place on a date to be determined in April, if necessary.

Funding information for  
state-credentialed delegates

To receive funding, state-credentialed delegates must be in attendance for the entire Representative Assembly, beginning with the first caucus meeting on June 30 through adjournment the night of July 5. 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 up to \$560 (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 this page.

Funding for small locals

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

Two TRA 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 Rob Gardner, high school English teacher on leave in the Edina school district and current field manager with Education Minnesota, and Mary Supple, a sixth-grade math teacher at Richfield Middle School, expire June 30, 2017. There are no term limits for board members. The new four-year terms for these positions will begin July 1.

Trustees meet about seven 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 also 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. 23.

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.

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



# Focus put on social justice issues at metro education fair

Mid-October brings about numerous professional development opportunities for educators, and many educators went to Patrick Henry High School Oct. 21 to focus on social justice issues in the classroom at the Twin Cities Social Justice Education Fair.

Put on by the Industrial Workers of the World, the fair brings together educators, students, parents and community members from across the metro to collaborate, network, and organize social justice in education.

“I’m glad to see new voices pushing for this,” said Amy Andrezejewski, a speech language clinician at Elizabeth Hall Elementary in Minneapolis, who attended. “I think this is a good opportunity to get professional development opportunities on equity.”

Andrezejewski decided to come to the conference for discussions on school resource officers and the school-to-prison pipeline, as well as networking with other educators.

“Our schools are facing similar challenges,” she said. “We’re having different conversations about race in my school and I want to learn more. I want to be able to bring some of this back to

my students.”

Stephanie Pastrana, a Spanish teacher at Robbinsdale Middle School, came to the fair for the same reasons.

“This is a space to discuss real issues going on in our schools,” she said. “We as educators need to help come up with an action plan and be intentional on implementation.”

Pastrana was also hopeful to network with other educators who are seeing similar issues in their classrooms across the Twin Cities.

“We can’t just keep up with the status quo,” she said. “We have to keep up with the changing system.”

Other Education Minnesota members were involved in presenting sessions.

Simon Smedberg and Londel French, education support professionals in Minneapolis Public Schools, presented a session on workplace bullying, what it is and how to fight it.

“The bullying narrative has changed for students, but not necessarily for adults,” said French. “Workplace bullying is a big issue. If we as educators take the opportunity to organize around it, we can help.”

The Minneapolis Federation of Teachers



Minneapolis Federation of Teachers ESP member Londel French talks with attendees about the union.

local union also had an informational table at the event.

“We have new leadership and we are trying to get as much exposure as possible,” said French, especially about the ESP unit that has been working on increasing membership numbers since the summer. “This is another place to meet educators where they already are and introduce ourselves.”

Members of the Anoka-Hennepin Teachers of Color Coalition also presented a workshop on their mentoring program, which is reaching out to new and student educators of color in the district and connecting them to other educators of color for support.

Justin Grinage, Vanhtha Rasavong, Verna Wong and Meng Yang are all educators



Members of the Anoka-Hennepin Teachers of Color Coalition shared the successes of their mentorship program at the Twin Cities Social Justice Education Fair.

in the district and leaders of the coalition, which is run through the local union, Anoka-Hennepin Education Minnesota.

“With the support and backing of the union, we can be successful,” said Yang, an English teacher and AVID program coordinator at Champlin Park High School.

Recruitment and retention of teachers of color is a national issue, which is why the group is hoping mentorship will help keep them in the profession.

“We want to find out things, like why teachers of color don’t apply in certain areas of the state,” Yang said.

Grinage said he was hopeful the session at this fair might introduce potential partnerships.

“So many of us are working on this, but we’re isolated

across the state,” he said.

“We have current and former mentees who will be sharing their struggles and successes in starting to work in education,” said Yang. “But they have been finding that working with other teachers of color has positively impacted their work.”

The fair also featured sessions for students who were interested in being active in social justice issues. Students from Patrick Henry High School were part of the planning committee.

This was the fifth-annual fair. For more information or to watch for information about next year’s event, go to <https://tcedfair.org>.

# TEAM UP WITH CALIFORNIA CASUALTY

Give your athletes a sporting chance with a Thomas R. Brown Athletics Grant. Apply to receive **\$1,000 to \$3,000** for your middle or high school’s team.

The California Casualty Thomas R. Brown Athletics Grant was established to provide support to public middle and high school sports programs impacted by reduced budgets.

As an employee of the school and a member of the National Education Association (NEA), you can apply for a grant award for your school’s sports program.

Applications received through January 13, 2017 will qualify for 2017 consideration. Recipients will be announced in April 2017.

To apply for a grant, go to:  
**CalCasAthleticsGrant.com**

Grants not available in AK, HI, MA, MI, NY and WI. Please visit CalCasAthleticsGrant.com for full program rules.  
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# New Foundation grantee focuses on expanded mentorship

The ASPIRE Mentor Program is working hard on developing a one-on-one mentoring program, and with funds from the Education Minnesota Foundation for Excellence in Teaching and Learning, it is continuing to expand its reach.

The program is sponsored by the Gamma Xi Lambda chapter of the Alpha Phi Alpha Fraternity, Inc. The chapter is an alumni network for the fraternity and the mentoring program is a huge part of what they do. The program focuses on African-American adults mentoring African-American young men.

“Ours is a newly envisioned program of something from the past,” said Carlos Sneed, program coordinator. “We want to infuse new ideas into an existing mentorship program.”

The program applied for the foundation’s Affinity Grant last year, which is a category intended for organizations that work closely with Minnesota educators and students in order to eliminate disparities so that all students can learn. Sneed found out about the grant through one of his mentors, Education Minnesota member Jonathan Jones, who thought it would be a great partnership.

Sneed said the program

is using the grant money to expand its community development activities.

Currently, the program has 15 mentors and about 20 mentees ranging from middle to high school age. The mentors meet one-on-one with the mentees, participate in monthly activities as a group and consult with parents and school staff.

“When they meet one-on-one, they can go on a walk, get coffee, go to a movie. One mentor is teaching is mentee how to swim, ride a bike, shop at a farmer’s market and then learn to cook,” Sneed said.

The grant funds have been used to expand their group activities and focus those activities on exposing the youth to things they might not normally be exposed to in their everyday lives.

“We want to expand their horizons beyond the serious, academic and social issues. We want them to have cultural and political experiences as well. We went to a Minnesota Twins game.

We’re going to a performance at Penumbra Theatre. We are hoping to do a retreat. We’ve attended the Science Museum’s exhibit on race,” said Sneed.

The program also has lessons on values, etiquette, personal hygiene, going from high school to college and college to career.

“We are using some of the funds to help get them some professional clothes, and then teach them how to tie ties,” Sneed said.

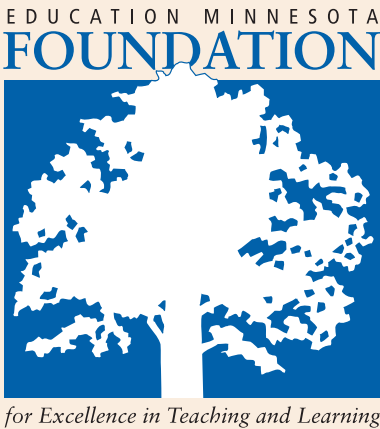
And through all of these activities, Sneed and the other mentors have seen a difference.

“Their confidence and level of engagement with each other has grown,” he said. “Their ability to share their opinion and experience and engage in critical dialogue has grown. The comradery between the mentees has increased with going to the Twin game. It’s about finding their voice.”

Sneed hopes to continue the relationship with the foundation and explore

## FOUNDATION GRANT DEADLINES APPROACH

The Education Minnesota Foundation for Excellence in Teaching and Learning offers grants for classroom teachers (all levels, all disciplines), post-secondary faculty, education support professionals and nonprofit organizations that share our goals. A scholarship is also offered for licensed teachers obtaining National Board Certification.



Applications for the following professional development grants—classroom, higher education and education support professionals—and the National Board Certification scholarships and Affinity grants are due Nov. 3.

The Bruce Vento Science Educator Professional Development and classroom project applications are due Dec. 9. The IMPACT grant application is due Jan. 13. The second round of professional development grants, as well as classroom technology and second-year classroom grants, are due April 3.

For more information or to apply, go to [www.educationminnesota.org/resources/grants/foundation](http://www.educationminnesota.org/resources/grants/foundation).

more ways to partner with Education Minnesota.

“We can learn a lot from teachers too. We would love to connect on youth development and

academic resources.”

If you are interested in getting involved, you can contact the program at [gxl@alphamn.org](mailto:gxl@alphamn.org).

# MEMBERS WANT TO KNOW

Please join us for one of the following FREE workshops:

## Financial/Retirement Planning Essentials for Members of All Ages

### TRA/PERA

**Nov. 15**  
Eagan Community Center

**Nov. 17**  
Rose Vine Hall at Grumpy’s Roseville

**Nov. 29**  
Minnetonka Community Center

**Dec. 1**  
Maple Grove Community Center

### PERA only

**Dec 8**  
Education Minnesota-Brooklyn Park  
9210 Wyoming Ave N. Ste. #200  
Brooklyn Park, MN

**4:15-4:45 – Registration/Exhibits**  
**4:45-7:00 – Workshop/Boxed Lunch/Prizes**

### Topics include:

#### Pension

- ▶ Understanding your pension TRA/PERA
- ▶ Pension fund performance

Presented by: Chuck Elliott, Education Minnesota ESI Retirement Consultant  
Lyle Nelson, Education Minnesota ESI Retirement Consultant

#### Planning

- ▶ What can you expect from Social Security?
- ▶ Tax-deferred and tax-free savings, asset allocation/management/diversification/performance 403(b) match and severance payment options
- ▶ Health Insurance options in retirement

Presented by: EFS Advisors

#### Protection

- ▶ What is your financial vulnerability with long-term illness?
- ▶ How can you protect your assets and savings?

Presented by: Educators Lifetime Solutions

## Financial Planning for Beginners/Next Gen

**Nov. 10**  
Maple Tavern  
9375 Deerwood Lane N.  
Maple Grove

**Dec. 6**  
Old Chicago  
14998 Glazier Ave.  
Apple Valley

**4:15-4:45 – Registration/Exhibits**  
**4:45-6:15 – Workshop/Boxed Lunch/Prizes**

### Topics include:

**How can you manage your paycheck to have the money you need today and plan for a secure future?**

- ▶ Learn the importance of budgeting and smart debt management techniques.
- ▶ How much will a \$50 per check contribution amount to in 30 years?
- ▶ I have heard of a 401(k), but what is a 403(b) and why should I contribute to one?
- ▶ How does a Roth work, and is it the best for me?
- ▶ Learn the value of your defined benefit pension.

## LIMITED SEATING, RESERVATIONS REQUIRED

RSVP to Deborah Skog at 651-292-4856 or [deborah.skog@edmn.org](mailto:deborah.skog@edmn.org). Please leave your name(s), phone number and which session you would like to attend. Spouses/Guests Welcome.



41 Sherburne Ave., St. Paul, MN 55103 651-292-4856 800-642-4624 [esi.educationminnesota.org](http://esi.educationminnesota.org) [esi@edmn.org](mailto:esi@edmn.org)

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# EDUCATION MINNESOTA OPPORTUNITIES

### Early career engagement grants available

Education Minnesota wants to hear from educators who are new to the profession and new to the union. Polling data has shown that new educators often feel overwhelmed, isolated and alone, and as your statewide union, we want to help change that.

Education Minnesota’s Early Career Contest is seeking ideas about how to support new educators, provide space for them to support one another and engage with their local union. Five to 10 grants of up to \$2,000 will be given to the best ideas on how to excite, support, engage and help early-career educators.

A possible grant idea could be a series of networking

happy hours to share stories and solutions for challenges new educators in a local are facing in their classrooms.

Applicants must be members of Education Minnesota who are in the first five years of their career. Submitted applications can be from one person or a team of educators. Projects must take place in the 2016-17 school year. All project grantees must take part in an evaluation, assessment and share the results of their project.

To apply, educators must fill out an online form with a description of the project and a budget.

Applications are due Nov. 23 and can be submitted by going to <http://bit.ly/edmnthought16>.

The submissions will be judged based only on the project description and budget by a committee of Education Minnesota staff and members.

Participants will be notified of their application status by Dec. 14 and the first two-thirds of the funds will be awarded Jan. 1. The last one-third of the funds will be released after project evaluations are completed.

For questions about the grant process, contact Carrie Lucking, director of Education Minnesota’s Policy, Outreach and Research department at [carrie.lucking@edmn.org](mailto:carrie.lucking@edmn.org) or 800-652-9073, ext. 4886.

### ABOUT THIS PAGE

The Minnesota Educator provides opportunities listings on this page as a member service, highlighting the free and low-cost professional development the union provides. The page also lists conferences, training and resources of possible interest. Readers interested in pursuing an opportunity should check it out carefully. The Educator tries to include only legitimate, useful opportunities that support education practice.

**To submit an opportunity:**

- Send a complete description of your opportunity to [educator@edmn.org](mailto:educator@edmn.org).
- Send your item by the first Friday of the month to be considered for the next month’s Opportunities page. Include daytime contact information.

## PROFESSIONAL DEVELOPMENT

### Free elections workshop Nov. 5

The Minnesota Historical Society is offering a free workshop Nov. 5 at the Minnesota History Center, called “Shaping America’s Elections.” The content of this workshop will cover various U.S. elections, so it will be helpful for history teachers in middle and high school. Participants will discuss political media through the lens of shared American values and the inherent tensions that exist between them, and explore methods for guiding students to understand political rhetoric from the election of 1800 to the modern day.

For more information or to register, go to <http://education.mnhs.org/node/11687>.

### Primary sources workshops offered across Minnesota, Wisconsin for free

The Minnesota Historical Society has received a Teaching with Primary Sources grant from the Library of Congress to support inquiry-based instruction in K-12 classrooms. Regional workshops will take place throughout Minnesota and Wisconsin from 9 a.m. to 3 p.m. on various Saturdays. Workshops are free, but registration is required and limited to the first 25 teachers. Teachers who attend the full day receive lunch, continuing education units and a stipend.

Visit <http://education.mnhs.org/loc/workshops> to find the workshop closest to you. If a workshop fills up, grant partners will start a waiting list. Contact Jessica Ellison at [jessica.ellison@mnhs.org](mailto:jessica.ellison@mnhs.org) with questions about the Minnesota regional workshops.

### TIES 2016 education technology conference

The TIES 2016 Education Technology Conference will take place at the Hyatt Regency Minneapolis Dec. 10-13. Over the course of four days, attendees will have access to information and resources covering hundreds of educational technology-related topics. Presenters have hands-on experience with the subjects they address and attendees will leave ready to hit the ground running with students and staff. From Makerspaces and Google apps to professional development and digital portfolios, TIES 2016 workshops and seminars shed new light on innovative classroom technologies.

For more information or to register, go to <http://ties2016.ties.k12.mn.us>.

### Youth Frontiers workshop, concert for educators

Youth Frontiers is a nonprofit organization whose mission is to partner with schools to build communities where students thrive socially, emotionally and academically. The organization offers one-day retreats on values like kindness, courage, respect and responsibility for students in fourth–12th grades. We also offer educator retreats to help schools support their educators and create cohesive teams all focused in a common direction— their students.

Upcoming opportunities include a complimentary concert and brunch for educators Nov. 20, which will feature Youth Frontier musicians, and the Purpose Conference Dec. 6, an opportunity for educators to focus on why they do the work.

For more information or to register, go to [www.youthfrontiers.org/events](http://www.youthfrontiers.org/events).

### Urban Leadership Academy workshops

The Urban Leadership Academy, from the Department of Organizational Leadership, Policy and Development at the University of Minnesota’s College of Education and Human Development, has a number of professional development offerings for educators in the next few months. Included is a workshop called Achieving Equity through Culturally Responsive Teaching on Nov. 10, and Cultivating Community and Voice in the Classroom with Dr. Rashne Jehangir on Dec. 14. Both of these events are at the TIES event center in St. Paul.

For more information, to see more offerings or to register, go to [www.cehd.umn.edu/olpd](http://www.cehd.umn.edu/olpd) and look for Upcoming Events.

## CLASSROOM RESOURCES

### Mill City Museum field trip scholarships available

The Mill City Museum offers a wide range of educational opportunities for Minnesota’s K-12 students. Thanks to the support of the McKnight Foundation, with additional support from the Cowles Fund, Mill City Museum is able to offer free museum admission and partially subsidized busing for students from qualified public schools. To qualify, schools must be from the Twin Cities metro area, have 50 percent or more of students enrolled in the federal free or reduced lunch program and visit the museum in January, February or March.

For more information visit <http://millcitymuseum.org/mill-city-mcknight-foundation-scholarship>. Call 612-341-7556 or email [mcmschedulingoffice@mnhs.org](mailto:mcmschedulingoffice@mnhs.org) for details or to register.

## GRANTS AND AWARDS

### United Educators Credit Union education grants

The United Educators Foundation is offering up to \$2,000 in grants during its ninth annual Financial Education Grant program. Grant funds will be awarded via a check of up to \$500 to teachers, departments or schools who are promoting financial literacy to their students. Submitted applications should support instruction of content related to budgeting, credit, money management, economics, saving and investing or other personal finance topics. All grades K-12 and subjects at accredited Minnesota schools are eligible to apply, and the application deadline is Dec. 16. Funds will be awarded in early 2017 to be used during the 2016-17 school year.

For additional details and to download an application, visit [www.uecu.coop/scholarship](http://www.uecu.coop/scholarship).

### DirectTV technology grant

Directpackages.com, a DirectTV authorized dealer, is giving three \$1,000 gift cards for educators to spend on technology in the classroom. Applicants need to write an essay about the impact new classroom technology could have for you and your students. The top three submissions featuring the most innovative and beneficial uses for classroom technology will win. Entries are due Feb. 24.

For more information or to apply, go to [www.directpackages.com/teachers-grant/](http://www.directpackages.com/teachers-grant/).

### Kennedy Center, Sondheim inspirational teacher awards

Each year, the Kennedy Center/Stephen Sondheim Inspirational Teacher Awards ask for nominations from the general public and notable public figures, providing the opportunity to submit stories about teachers and professors who made a significant difference in their lives. A select number of these teachers will each receive the Kennedy Center/Stephen Sondheim Inspirational Teacher Award and \$10,000 in appreciation for their contributions to the field of teaching. Nominations will be accepted until Dec. 31.

For more information or to register, go to <http://education.kennedy-center.org/education/sondheim>.

### Minnesota State Arts Board grant program

Minnesota State Arts Board’s grant program called Arts Learning offers schools \$5,000-\$150,000 in funding to support arts learning experiences for their students. Projects must provide participatory learning and engage learners with skilled teaching artists and high-quality artistic experiences. Last year, we funded about \$3 million in Arts Learning grants. Many of the grantees were schools or school districts and many of them were teaching artists or organizations providing arts programming in schools. The grant deadline for the next round is in February. Application information will be available online in November.

For more information or to apply, go to [www.arts.state.mn.us/grants](http://www.arts.state.mn.us/grants).

## DIGITAL RESOURCES

### Verizon app challenge

The app challenge, part of Verizon Innovative Learning, is a nationwide contest in which middle and high school students are challenged to develop concepts for mobile apps that solve a problem in their community. It’s a unique, hands-on activity that teaches collaboration, critical thinking, problem solving and entrepreneurship, as well as STEM skills and coding. The students must be in grades 6 through 12, and the teams must have five to seven members plus their adviser. Submissions need to include an essay and three-minute video.

For more information or to see how to apply, go to <http://appchallenge.tsaweb.org/>.

### Scholastic teaching resources blog

The Scholastic blog, Top Teaching, is filled with lesson ideas, classroom strategies, book lists, videos and reproducible materials. Veteran teachers from around the country author the content, with new things posted on an almost-daily basis. Recent posts include five tips for a simple STEM lesson, the power of interest and independent study, guided reading toolkits and 10 tips for project-based learning.

For more information or to see to offerings, go to [www.scholastic.com/teachers/teaching-ideas](http://www.scholastic.com/teachers/teaching-ideas).