

M I N N E S O T A

EDUCATOR

OCTOBER/NOVEMBER 2019

**MEA CONFERENCE
FEATURES
80+ WORKSHOPS,
EXHIBITORS**

**EDUCATORS HOST
CLASSROOM SUPPLY
WAREHOUSE**



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

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- Opportunities announced in October
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Contact one of our Business Development
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THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

October/November 2019 – Volume 22, No. 2

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resources, go to www.educationminnesota.org.

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The Minnesota Educator is published for
members to share news about education
issues and training opportunities for educators
as well as union and political news that
affects public education in Minnesota.

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COVER PHOTO: Education Minnesota members
network and talk about their new learnings
before a session at the 2018 MEA Conference.

TAKE PRIDE IN YOUR PRACTICE

Minnesota educators take pride in their practice.

That pride has made our public schools some of the best in the nation. It's what drives educators to demand a voice in their workplaces and insist on a fair return on our work. It is what moves us to collaborate with colleagues and seek out high-quality professional development.

I believe that pride in what, where and how we educate the students of Minnesota will enable our schools to adapt to the changing needs of a diversifying student body. But, as always, success will start with the teachers, education support professionals and other educators in the worksites every day.

One of the most important areas of professional development right now is in cultural competency, a term for the techniques and training educators use to help us become better educators for students of different races, cultures and gender identities.

The statistics are well known. About 95 percent of Minnesota teachers are white, while about a third of our students are people of color. The disparity is smaller when education support professionals are included, but the mismatch is still there.

Race is not the only issue. Students are more willing to identify their gender as non-binary. Educators agree all students deserve our respect,

but it's also true many educators need help navigating issues around gender identity.

In response, Education Minnesota is now offering an eight-hour course in cultural competency training, developed by many of the same people who created our union's successful program called F.I.R.E, or Facing Inequities and Racism in Education.

The training includes modules on the need for equity in our society, the power of language to hurt and heal, and guided introspection about the implicit biases we all carry. Finally, participants will leave with an action plan for improving their practice with students and their relationships with their peers.

Education Minnesota believes this training includes all the content for cultural competency required for relicensure in the 2017 teacher licensure law, although local continuing education committees have the final authority to accept or deny submissions. Check with local leaders if you have questions.

Our union will be offering the training at regional sessions this school year. Local presidents and field staff will receive the details. The course will also be in our professional development book.

Eight hours may seem like a long time for a class required for relicensure, but this one is worth it.

This class can make us better educators for the students who need us the most.

Becoming a more supportive and welcoming colleague to an LGBTQ educator, or an educator of color, will not fix Minnesota's problems retaining educators—but it will help.

Some districts will offer abbreviated cultural competency training. Some districts may even say the training isn't necessary if an educator's summative evaluation didn't require it. I'm very concerned about bypassing or shortchanging this important professional development.

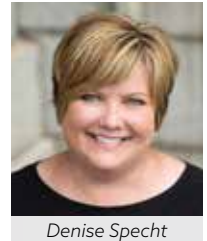
There's reason to believe shoddy training in implicit bias could backfire and reinforce stereotypes we're trying to shed. If that happens, it's a problem for individual educators and could be a disaster for our union's statewide efforts to close achievement gaps and retain a more diverse workforce of educators.

Minnesota educators have always sought excellent professional development, but I believe there's never been a time when we've needed this particular training more than now. It's time to show the pride in our practice, skip the shortcuts and commit to becoming the best we can be for all our students.

Together,



Twitter: @DeniseSpecht



Denise Specht

Social justice resources available online

Education Minnesota has compiled resources for educators to help you teach, and talk to and advocate for students of all backgrounds.

Included are tips on how to talk with—and advocate for—students of color, immigrant/refugee students and transgender students, as well as bullying resources and suicide prevention information.

We have collected these resources from our national unions and other partners, but are always looking for more. Please check out the website and let us know if you have any other information you would like to share with your colleagues, or if you have ideas for other topics you would like to see included.

Find all of the current resources at www.educationminnesota.org/resources/in-the-classroom/student-safety.

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!

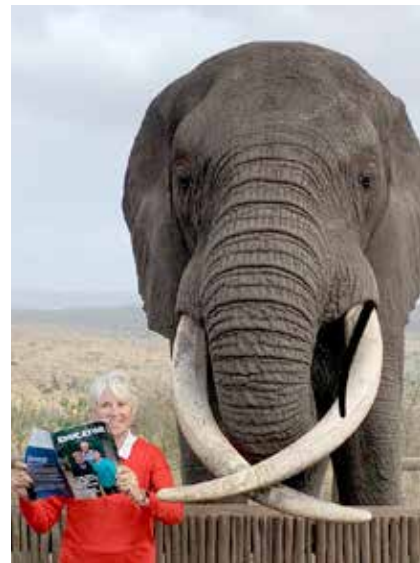


Where are you reading your Minnesota Educator?

Congratulations, Jean Albrightson from Minneapolis, for being this issue's winning submission!

You don't have to go all the way to Africa to win! We love seeing all of the places where you are reading your Minnesota Educator! See more photos on page 20.

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 Nov. 8. Happy reading!



Members in the news!

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

We put those in there to support mindfulness in our building. It's an extension of our classrooms.

All teachers do some kind of breathing and movement with students already, so we really want mindfulness to be a part of our school culture.

— Jane Brill, a school social worker at Forest Hills Elementary in Eden Prairie, in a story on KSTP-TV. Forest Hills added a sensory path to their floor, including a rainbow of colors leading to a good intention or goal to pursue. The wall has yoga poses and breathing techniques for students to follow, with a focus on mindfulness.

CLASSROOM SUPPLY WAREHOUSE EVENT HELPS EDUCATORS STOCK UP

A room full of books, classroom decorations, furniture, bins and more that you can take for free?

Educators in and around the Mankato area have access to that every year, thanks to the Minnesota Valley Uniserv intermediate organization and their teacher warehouse event.

MVU members donate their used classroom items throughout the year, either things they are done using or items from retired teachers cleaning out their classrooms.

The used goods get set out in the conference room at the Education Minnesota office in Mankato and educators are invited to come in and take whatever they want.

"As much as they can fit in their car, they can take," said Lisa Jackson, an elementary teacher

in Mankato who helped launch the project with MVU. "First we thought we should give out bags and limit it, but we want them to take as much as they want. We have people stacking up stuff outside the building, because they don't want people to take from their pile. People love it."

While open to all members of MVU, the warehouse is open for the first few hours just to new educators. MVU officers are there to welcome attendees and answer questions about membership.

"We had a few new teachers come in and start taking stuff but then say the dues were too high," Jackson said. "So we told them this was a benefit of membership and talked about the value of belonging and they were interested in signing up."

This was the fourth year MVU has hosted the event, at which they also serve light refreshments and provide space for people to network with each other. Other member benefit services, like United Educators Credit Union, have tables. MVU also gave people reusable bags and umbrellas with their logo on it.

"We had maybe 20-30 people come the first year. This year, we had 65," said Jackson.

The reactions from attendees is nothing but gratitude, said Brandee Shoemaker, a teacher in Maple River who chaired the event for MVU this year.

"New teachers are leaving with two to three bags or boxes full, with huge smiles on their faces," she said. "They always leave thanking us several times and telling us how much



The Minnesota Valley Uniserv's teacher warehouse event gives educators a chance to donate unused items throughout the year and then come to find new resources from their colleagues to start off the new year each fall.

better they feel about their classrooms now that they have the extra resources."

Donations have ranged from kid's books to furniture. They have had a classroom mailbox system and tables and chairs donated, too.

"When looking for donations, retiring and veteran teachers are always happy to part with treasures, knowing that they are going to other teachers," said Shoemaker.

MVU sends out flyers to its members reminding them about the donations, especially at the end of the year.

After the first year, they received so many donations that Jackson

decided to rent a storage unit.

"It makes it easy to collect things throughout the year and just pile it up," she said. "You just need to find a good place to store it. We get donations throughout the school year as people retire or even just clean."

At the end of the sale, the organizers go through what's left, save anything they think will still be good next year, recycle any old manuals with dated information and donate other items.

"We also know what stuff we have set out before and know if it doesn't go after a few years, to get rid of it," Jackson said.

MVU always holds the event during the first week of new teacher workshops.

"We promote it with flyers and share it on social media," said Jackson. "We have really great mentors in my district who promote it big time during workshops."

Jackson hopes to continue the event and expand it.

"We plan to open it up to all Education Minnesota members next year," she said. "If you can get here, you can come."

She also hopes to get a partner to provide new items for people to take as well.

EDUCATOR APPRECIATION NIGHT

SUNDAY, OCTOBER 20 • 4:00 PM

Presented by



TOYOTA

Teachers are so important for future generations and teaching can often be a thankless job. The Wild know that and want to show our educators just how much we appreciate them by dedicating an entire night to teachers!

PACKAGE INCLUDES



- Special edition t-shirt
- On-ice photo opportunity
- Raffle prizes
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For questions or to purchase a group of (8) or more tickets, please contact:
Alena Jasinski, 651-312-3405,
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ROCHESTER PARAS SETTLE FIRST CONTRACT AS PART OF EDUCATION MINNESOTA

The paraprofessional staff in Rochester voted to join Education Minnesota in 2018 and have now settled their first contract, receiving a retirement benefit match for the first time and about a \$1 an hour pay increase.

"It's a great start," said Laura Denney, a paraprofessional who served on the negotiations

Before joining Education Minnesota, the unit had negotiated with the district but they didn't ever feel they had much power at the table.

"Before, we didn't do any prep or training," said Lauren Allen, a paraprofessional who had negotiated previously and served on this negotiations team.

"We kind of just showed up."

with a proposal, said Allen.

"We never had data to back us up before," she said.

The district and union met many times and entered mediation before reaching an agreement.

"We definitely got way more than what we did in the past," said Allen. "We got about \$1 an hour for every member. Usually,

"The district wanted us to make sure we knew they were powerful. But with Education Minnesota there, we knew we were powerful, too."

team for the Rochester Paraprofessional Association. "For years, we have not gotten what we deserve. I hope we can create a new relationship with the district that they see us as professionals and valuable and be compensated in that way."

In addition to the 401(k)/403(b) match and the pay raise, the contract also gives them two seats on the district's professional development committee, which they never had before, and some important language around safety.

As a local of Education Minnesota, the negotiations team received training and had three staff people—their field staff, an organizer and a negotiations specialist—with them throughout the entire process.

"The district wanted us to make sure we knew they were powerful," said Denney. "But with Education Minnesota there, we knew we were powerful, too."

Previously, they would just have to take the district at their word when they were presented

we would get 11-12 cents. I don't think we would have gotten that without mediation."

Throughout the bargaining process, the local was signing up members and engaging them in activities to support the negotiations team.

"The settlement committee worked really hard to get members all throughout this year," said Janel Monson, a paraprofessional who previously served as the union president.

"We're at 53 percent now, and we'll start back up this year to get



Rochester Paraprofessional Association members wore union shirts to work to support their negotiations team during bargaining.

even more members signed up."

The settlement committee hosted social events, ordered T-shirts and organized members to attend a board meeting.

"We had never done anything like that before," said Monson.

Monson said the group is working hard to get a union representative in every building.

"My building is at 99 percent membership," she said. "They are there when you call them. They show up at meetings. We want that everywhere."

"As members that have now gone through this, we need to express to people who aren't members, how much of a difference that this union had made," said Denney.

The union also worked hard on engagement with members around voting on the contract.

Because it was summer when the vote took place and they wanted to make sure everyone had a chance to vote on the contract, leaders knew they had to try something different. They used online voting software and shared links with people, walking them through

the process if need be.

"It saved us money and was mostly well received by members," said Michael Baumgartner, the new union president. "We even had a member vote from Japan while on vacation. Efficiency and technology will save us our hard-earned money, and bring our local into the future."

It took about a year to settle the first contract, so the local will be back at the table again soon.

"We'll still keep working toward a living wage," said Allen. "The district has acknowledged that they have a problem with attracting and keeping paras. Our point is that it's the pay. They know that too, but they seem to think they can't get there."

"The district is doing a lot of outreach in the media to hire. There are 65 openings (at the start of the school year)," said Denney. "We can use that as a bargaining chip."



Rochester paraprofessionals held a social event before a school board meeting, where they stayed and packed the room to show their solidarity during bargaining.

FACULTY HIRING HALL BRINGS HISTORIC UNION IDEA TO HIGHER EDUCATION WORK

As a faculty member at Normandale Community College, Robert Frame knows that sometimes a staffing opening gets filled when department chairs or deans ask other faculty, "Do you know anyone?"

That gave Frame an idea.

Hiring halls have been used in labor unions throughout history to share job openings with union members and create referrals for employers. They began, and are common, in the trade unions.

"There is sometimes a need to find possibilities to hire. The hiring hall is designed to be the union making that step easy," said Frame, a history instructor who has studied labor unions as part of American history. "Back to its roots, the connection is the employers let their locals know how many positions they need and the union makes that connection with employees."

Frame is also the chair of Minnesota State College Faculty's committee on temporary faculty and brought the idea of doing a hiring hall for contingent faculty to his union's leadership. It was approved at the union's delegate assembly last spring.

Contingent faculty means staff who are in temporary, adjunct or non-tenure track positions.

"Temporary employment ends up being a long haul for some people. This is an opportunity

for our members to find positions to get a more livable level of work," Frame said.

"Even though MSCF is very unique in that we have one contract for both part-time and full-time faculty, stability of work is still elusive for temporary faculty," said MSCF President Matt Williams. "Instead of merely conceding this reality, Robert and other members of the committee on temporary faculty found a way to use their union to address a real issue they faced."

MSCF members who are contingent will now be able to sign up for the hiring hall on the union's website, www.msclfmn.org/contingent-faculty.

Members will fill in their name, credential field, what they have taught or what they can teach, if they are interested in teaching on a campus or an online course, and where they would be interested in teaching.

MSCF staff compile the list and send it out to campuses twice a year. The union sent out the first list this fall.

"We want to make sure people can get signed up but also get it to deans at the right time," Frame said.

On his campus, Frame said there is excitement around the idea. Williams agrees.

"Early reactions have been extremely positive, and what

I am most excited about is that it has expanded people's perceptions about what a union can do," Williams said. "Given the sobering statistics about contingent labor in academia across this country, we know we are not done in this area. Can MSCF be an active, national leader in addressing the issues contingent faculty face? Our success with the hiring hall gives me confidence that we can."

The hope is that MSCF chapter presidents on each campus will also have a copy of the list and be in communication with the appropriate deans, department chairs and the campus human resources department to answer any questions and make sure they have the information they need.

"A lot of temporary staff I have talked to are happy that it might get them a better idea of their workload in the future," Frame said.

The committee on temporary faculty is one of MSCF's newer standing committees. Contingent faculty make up a healthy group of MSCF's membership, so creating a committee to make sure their needs were addressed was well-received.

"The hiring hall was a tangible project for our committee to work on," said Frame. "I'm really pleased that it is up and running."

2019 MEA CONFERENCE

The 2019 Minnesota Educator Academy (MEA) conference Oct. 17 features a lineup of more than 80 workshops and almost 100 educational exhibits.

What to expect this year

- The conference and exhibit hall is one day only and open to Education Minnesota members and aspiring educators.
- Thursday's general session starts at 8 a.m. and workshops start at 9:30 a.m. Register in advance at www.educationminnesota.org/events/mea. Same-day registration will be available starting at 7 a.m. if space allows.
- Check the workshop grid inside this special section, then head to www.educationminnesota.org/events/mea for full details.
- Our exhibit hall will be on the ballroom level and is open 7:30 a.m.-3 p.m.
- Interested in networking with your peers? Space will be available in Room 2 from 11:45 a.m. to 4:30 p.m. to dive deeper into your new learnings.

Quick facts

When: 7 a.m.-4:30 p.m., Thursday, Oct. 17.

Where: Saint Paul RiverCentre, 175 Kellogg Blvd., St. Paul.

Admission: Free and open to Education Minnesota members and aspiring educators only.

General session: 8-9:15 a.m.

Workshops: 9:30 a.m.-4:30 p.m.

Exhibits: 7:30 a.m.-3 p.m.

To get to Saint Paul RiverCentre

- From I-94 eastbound: Exit on Marion/Kellogg Blvd. or Fifth St.
- From I-94 westbound: Exit on Kellogg Blvd.; follow to RiverCentre.
- From I-35E northbound: Exit on Kellogg Blvd., going east.
- From I-35E southbound: Exit on Wacouta St.; turn right on Kellogg Blvd.

Closest parking ramps

- RiverCentre Ramp, 150 W. Kellogg Blvd.
- Science Museum of Minnesota, 120 W. Kellogg Blvd.
- Smith Avenue Transit Center, 145 N. Smith Ave.

Dr. Eddie Moore Jr. to keynote on racial justice

Ballrooms A and B
8-9:15 a.m.

Dr. Eddie Moore Jr. will talk about why racial justice work is the work of all of us.

Moore is the co-founder and director of The Privilege Institute and The National White Privilege Conference, which provide opportunities and possibilities for research, publications, speaking and collaborations by those committed to true social and institutional change.

Conference highlights

FREE CHILD CARE FOR MEMBERS

7:30 a.m.-4:45 p.m. Ballroom H.

Education Minnesota is offering free child care for members during the MEA conference. Registration is required, so sign up now at www.educationminnesota.org/events/mea/child-care.

HELP US PROMOTE MEA!

Post on Instagram and Twitter about your favorite MEA moments using #MEAmn19 for a chance to win a 256GB iPad Pro. Each post counts as one entry.

TAKE CREDIT

You may be able to earn general continuing education credit for attending the MEA conference. Pick up an attendance certificate at the end of any workshop you attend. In addition, some sessions might help you fulfill state relicensure requirements in reading instruction, identifying early-onset mental illness in students, positive behavioral interventions, English language learners and suicide prevention. Check with your district's continuing education committee on whether you will receive credit.

CONTINUED ON PAGE 12

MEA WORKSHOPS: OCT. 17

Location	8-9:15 a.m.	9:30-10:30 a.m.	10:45-11:45 a.m.
Ballroom A	General session and keynote speaker		Stop Talking, Nobody's Listening: The Power of Dialogue for ALL Learners
Ballroom B			Stop Sex-Trafficking
Ballroom C		Panel with Minnesota Teacher of the Year and finalists	Question, Persuade, Refer (QPR)
Ballroom D		Overcoming ADHD and Executive Functioning Barriers in the Classroom	Combating ACEs with REACH and Trauma-Informed/Responsive Education
Room 1		When Can I Afford to Retire?	Financial Concerns for Women
Room 2		Teaching Better, Teaching Digitally: What's Happening in Randolph, Minnesota	LGBTQ+ Networking
Room 3		It's Not Magic, It's Science!	Why Outdoors? Why Not?
Room 4		Taking Autism to School	Deepen Comprehending with Digital Tools
Room 5		Union Leadership Under F.I.R.E.	Union Leadership Under F.I.R.E.
Room 6		The Rock 'n' Read Project: Raise Reading With Evidence-Based Singing Strategies	Want to Teach Reading and Math? Try Singing!
Room 7		Bullying Prevention: What Educators Need to Know	Work With English Learners? We Have Strategies for You!
Room 8		The Guide for White Women Who Teach Black Boys	Stepping Through Climate Science
Room 9		REA Workshop	REA Workshop
Room 10		Action Research the Pro Pay 1-2-3 Way	Action Research the Pro Pay 1-2-3 Way
Room 11		Anti-Bias Education: The Foundation of Culturally Responsive Teaching	Preventing Identity-Based Bullying Through Anti-Bias Education
Room 12		Supporting Students With ASD in the Secondary Mainstream Classroom	National Board Certification: Is Now the Time for You to Join the Growing Ranks of Accomplished Teachers?
Room 13		Rethinking Challenging Kids: Collaborative Problem Solving in the Classroom	Teaching Across Permanency: Adoption and Foster Care in the Classroom
Room 14		NAEP Questions Tool: The Great Unknown Resource for Educators	Putting Positive Behavioral Interventions and Supports into Practice
Room 15		In Living Color	Cockroaches, Toads and Turtles, Oh My! Using Animals Inside and Outside the Classroom to Foster Student-Led Investigations

Schedule subject to change. Go to www.educationminnesota.org for more information.

Lunch break

12-1 p.m.	1-2 p.m.	2:15-3:15 p.m.	3:30-4:30 p.m.	Location
	Part 1: Is ADHD Real?	Part 2: If ADHD Is Real, How Do We Handle It in the Classroom?	Dyslexia in the Classroom	Ballroom A
	Suicide Prevention	Behavior Management Strategies to Create Calm Out of Chaos	Not My First Classroom: Supporting Experienced Teachers in New Roles	Ballroom B
	Calming the Anxious Heart: Creating a Culture of Peace in the Classroom	More Time to Teach: Responding to Student Behavior	Psychiatric Aspects of Student Violence-Recognition, Intervention and Prevention	Ballroom C
	Building Cultural Competency Through Culturally Responsive Teaching	Catch of the Day? Not Today!	Storytelling: The Untold Story	Ballroom D
	Using Your Membership to the Max: Member Benefits	Financial Planning: Where Do I Start?	Move Mindfully for Early Education	Room 1
	Open Networking	Open Networking	Open Networking	Room 2
	Climate Change Resources to Support New Minnesota Science Standards	Muslims in the Classroom: Practical Advice for Educators	Educating About Islam: Practical Advice for Building Bridges in the Classroom	Room 3
	Gifted Students in the Regular Classroom	Impact Teaching: The Experiential Way	Theatre Games for the Classroom	Room 4
	Union Leadership Under F.I.R.E.	Union Leadership Under F.I.R.E.	Union Leadership Under F.I.R.E.	Room 5
	Improving Student Achievement Using Digital, Competency-Based Scoring Rubrics	Where People Live: Using Culturally Relevant Pedagogy With Primary Sources	Cultivating Student Growth With Agriculture!	Room 6
	Reading for Meaning — Fluently	Surefire Ways for Engaging Adolescent Readers	The Scoop on Suffixes for Reading and Spelling	Room 7
	Practical Guidance for New(er) Educators	Next Steps Toward Trauma-Informed Schools	English Learners	Room 8
	REA Workshop	REA Workshop	REA Workshop	Room 9
	Teaching with Objects	Introduction to Privilege: Who's Right? Who's Left?	Keep Calm and Teach On	Room 10
	Hacking Early Learning	Testing 1-2-3: A Teacher Website for Assessment and Data Use in the Classroom	Introducing the 2019 Minnesota Science Standards	Room 11
	Writing Across the Curriculum: Arts and Academics	Unlock Literacy Through Movement	Engage Students with Dakota and Ojibwe Resources	Room 12
	Robotics for All Elementary Students 3+	Power from the Wind	Financial Literacy: Parents Do Matter	Room 13
	What, When, How: The New Minnesota K-12 Arts Standards	Alternate Assessment Overview and Application	National Geographic's Geo-Inquiry Process	Room 14
	Dyslexia vs. Learning Disability: What's the Difference?	Fraction Essentials	What to Expect from a Maltreatment Investigation	Room 15

DONATE BOOKS AND SCHOOL SUPPLIES FOR CHILDREN IN NEED

Donate new and gently used books and school supplies for children in need. The drive is organized by Education Minnesota Community Outreach. Bring donations to the Community Outreach booth

outside Ballrooms A and E.

School supplies and monetary donations will go to Kids in Need, which provides school supplies to teachers in high-poverty schools and a backpack program that delivers supplies to children in rural areas. You can donate money online at www.kinf.org/donate.

FLU SHOTS

9 a.m.-1 p.m. Outside Rooms 11-15.

Flu shots are available at the Minnesota Visiting Nurse Agency table in the exhibit hall. MVNA accepts most major insurance plans with presentation of an insurance card. Otherwise, the cost is \$38.

MEA EXHIBITORS *(as of press time, subject to change)*

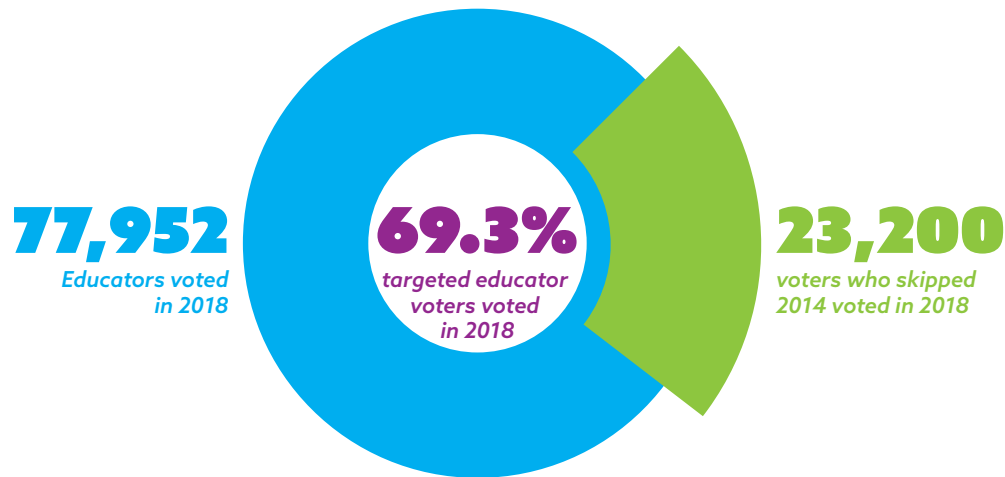
AFT Member Benefits
Alpha Delta Kappa International Honorary Organization for Women Educators
AMAZEworks
American Lung Association in Minnesota
Anaphylaxis and Food Allergy Association of Minnesota (AFAA)
Animal Rights Coalition
Augsburg University
Bemidji State University: School of Graduate Studies
BestPrep
CARE Counseling
Change to Chill by Allina Health
Civil Air Patrol
Climate Generation: A Will Steger Legacy
Concordia University, St. Paul
Disability Hub MN
Eagle Bluff Environmental Learning Center
Education Minnesota Aspiring and Early Career Educators
Education Minnesota Community Outreach
Education Minnesota ESI
Education Minnesota Foundation for Excellence in Teaching and Learning
Education Minnesota Member Engagement
Education Minnesota Membership
Education Minnesota Photo Booth
Education Minnesota Political and Legislative Advocacy
Education Minnesota Professional Development and Training
Education Minnesota Retired
Educators Lifetime Solutions/Life and LTC
EFS Advisors
Epilepsy Foundation of Minnesota
Global Atlantic

Great Lakes Indian Fish and Wildlife Commission
Greg Preslicka, Mural Artist
Hamline University: School of Education
High School Mock Trial Program
Infinite Campus
Islamic Resource Group
Lysol
Mackin
McDonald's Minnesota Co-op
Melrose Center
Minitex
Minnesota Agriculture in the Classroom
Minnesota Children's Museum
Minnesota Council on Economic Education
Minnesota Department of Education
Minnesota Educators of the Gifted and Talented
Minnesota Field Trip & Activity Library
Minnesota Forest Industries
Minnesota Health Insurance Network
Minnesota Historical Society
Minnesota Historical Society Press
Minnesota Humanities Center
Minnesota Opera
Minnesota Science Teachers Association
Minnesota State Engineering Center of Excellence
Minnesota State Fire Marshal
Minnesota State University, Mankato: College of Education
Minnesota Zoo
NEA Member Benefits
NEA Members Auto and Home Insurance: California Casualty
Nickelodeon Universe
North Central States Regional Council of Carpenters
Nystrom & Associates
Orway Center for Performing Arts

PerksConnect
Perpich Center for Arts Education
PrairieCare Child & Family Fund
Proof Alliance
Public Employees Insurance Program
Rogers Behavioral Health
Science Museum of Minnesota
SEA LIFE at Mall of America
Security Benefit
Securus ID
St. Catherine University
St. Cloud State University: School of Education
St. Cloud State University: School of Graduate Studies
Stages Theatre Company
Star Tribune Newspaper
Taconite Rocks!
Tanadoona: Camp Fire Minnesota
Teachers Retirement Association
The College of St. Scholastica
The Raptor Center/Bell Museum
Tradition Mortgage
Travelers Auto and Home Insurance Program
Twin Cities PBS
Twin Cities Transcendental Meditation
United Educators Credit Union
University of Minnesota: College of Education and Human Development
University of Minnesota Extension: Youth and Money
University of Northwestern, St. Paul
University of St. Thomas: School of Education
Valleyfair
Walker Art Center
Winona State University: School of Graduate Studies
World Savvy
YMCA of the Greater Twin Cities
Youth for Human Rights

RESULTS OF OUR CAMPAIGN 2018 WORKSITE ACTION LEADER PROGRAM

77,952 educators voted in the 2018 election, including **23,200** who skipped the last midterm election in 2014. **69.3 percent** of educator voters targeted by our worksite action leader program voted on (or before) Nov. 6, 2018!



GOTV voters at worksites
WITHOUT worksite action leaders

8.5%
higher turnout

GOTV voters at worksites
WITH worksite action leaders

10.5%
higher turnout

GOTV voters at worksites
WITH worksite action leaders and
FULL engagement programs

15.1%
higher turnout

Our staff and members compiled tens of thousands of data points from our 2018 campaign efforts so that we could analyze the impact of the worksite action leader program.

As was widely reported, general public voter turnout in the 2018 general election was historic for a midterm election, and Minnesota voters had the highest participation in the nation.

However, we wanted to find out how the incredible efforts of the 2018 worksite action leaders may have increased the educator vote specifically.

We found that educators voted at higher rates than the general

public. Most promising in our data analysis was the indication that educators at worksites with highly active worksite action leaders had the greatest bump above expected voter turnout.

Educators identified as “get out the vote” voters showed up to the polls at higher rates, especially if they were at a site with a worksite action leader:

- GOTV voters at worksites **without a worksite action leader: 8.5 percent higher turnout** than similar general public GOTV voters.
- GOTV voters at worksites **with worksite action leaders: at least 10.5 percent higher turnout**

than similar general public GOTV voters.

- GOTV voters at worksites **with worksite action leaders who completed full voter engagement programs including one-on-one conversations, voter pledge cards and voter engagement activities: 15.1 percent higher turnout** than similar general public GOTV voters.

To learn more about voter turnout in your workplace or local union, email public.affairs@edmn.org, and save the date for the 2020 Education Minnesota political action conference to be held in the Twin Cities Jan. 31-Feb. 1.

STATE OF MINNESOTA
MINNESOTA EDUCATOR
 Bi-monthly
 Education Minnesota, 41 Shelburne Ave., St. Paul, Ramsey County, MN 55103-2119
 Kiewit Schoolcraft, 41 Shelburne Ave., St. Paul, Ramsey County, MN 55103-2119
 Same as above
 Education Minnesota
 Education Minnesota

09/01/2019		
83,289	83,135	
83,074	83,920	
0	0	
0	0	
65	65	
83,139	83,985	
0	0	
0	0	
0	0	
0	0	
0	0	
83,139	83,985	
150	150	
83,289	84,135	
100	100	

UNITED STATES
MINNESOTA EDUCATOR
 Bi-monthly
 Education Minnesota, 41 Shelburne Ave., St. Paul, Ramsey County, MN 55103-2119
 Kiewit Schoolcraft, 41 Shelburne Ave., St. Paul, Ramsey County, MN 55103-2119
 Same as above
 Education Minnesota
 Education Minnesota

Get yours at our MEA booth!

NEW! Leaf Identification Booklets

Informative booklets that identify trees and include pockets into which leaves can be inserted!
 Papermaking Kits and posters will also be available at our booth.

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 TreezyDoesIt.com



Educating for a changing world.

Explore our programs:

- **Doctorate of Education**
- **Administrative licensure**
- **Master's degrees:** education, literacy education, natural science and environmental education, and teaching English to speakers of other languages (TESOL)
- **Additional licenses and certificates** in areas such as autism spectrum disorder (ASD), bullying prevention, ESL, and reading
- **Continuing studies courses:** more than 40 offerings each term

Find out how you can take the lead with your students at hamline.edu/educators.

Enter to Win an Academic Award



\$2,500 Giveaway

We greatly appreciate your dedication to helping future generations.
That's why we are bringing back our **Academic Award**.
One lucky winner will receive \$2,500 to purchase
school supplies for their students.
Good Luck!

ENTER TODAY!

EducatorsAcademicAward.com/NEA

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nea **Member
Benefits**
in partnership with



California Casualty

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 2-6, 2020, in Atlanta, GA.

OR

I, _____, wish to nominate _____ for state
credentials to the NEA RA to be held July 2-6, 2020, in Atlanta, GA.

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: _____ Cell phone: _____ Work phone: _____
Work email: _____ Personal email: _____

Do not submit before filing period begins on Nov. 4. Deadline is 11:59 p.m. Dec. 13, 2019.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103 or by fax to: 651-767-1266. 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. 19, 2019**.

(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 2-6, 2020, in Atlanta, GA. I further certify that the nominee is eligible for state credentials as a delegate from:

STUDENT

(must be an Education Minnesota Aspiring Educator member)

Please complete the following information:

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

Do not submit before filing period begins on Nov. 4. Deadline is 11:59 p.m. Feb. 15, 2020.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: Office of the Elections Committee, Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103 or by fax to: 651-767-1266. 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, 2020**.

(For official use only)

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

DELEGATE SELECTION FOR 2020 NEA RA

The National Education Association Representative Assembly, the major decision-making body for the NEA, will take place next July 2-6 in Atlanta, GA.

All active Education Minnesota members are eligible to run to be a state-credentialed delegate for the NEA RA. The filing period opens on Nov. 4 and closes Dec. 13.

Elections will take place in local districts during the 15-day window beginning Feb. 3 and ending Feb. 21. 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. 4 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 July 2 through adjournment the night of July 6. 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.

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 Convention. Local presidents will receive information. If you have any questions around the small local grant program, please contact Jessica Schmidt, jessica.schmidt@edmn.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: _____ Email: _____

Home phone: _____ Cell phone: _____ Work phone: _____

Signature: _____ Date: _____

Deadline is 11:59 p.m. Dec. 13, 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. 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, 2019**.

(For official use only)

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

Political Action Committee Refund Request

Thousands of members of Education Minnesota decide to contribute to the union's political action committee. The PAC is one of our main tools to bring the educator voice to the policy debate by electing people who will listen. Those PAC dollars are used to win local levies and to back candidates and organizations that support lower class sizes, high standards and professional educators.

In accordance with Education Minnesota Bylaw Article 2, Section 3, Subd. b, I hereby request the following:

____ Please refund to me \$25 of my contribution to Education Minnesota's dues that will be contributed to the general account of Education Minnesota Political Action Committee for the 2019-20 academic year.

ALL OF THE FOLLOWING FIELDS ARE REQUIRED. PLEASE PRINT LEGIBLY.

Name: _____

Last 4 digits of SS#: _____

Address: _____

City, State, ZIP: _____

Local/Affiliate: _____

Signature: _____

Date: _____

A request for refund of the Education Minnesota Political Action Committee contribution will not affect membership rights or benefits. Retired members are not assessed, thus do not qualify for the refund.

DEADLINE FOR REFUNDS:

Refund requests MUST be received by the Education Minnesota Political Action fund:

- 1) By Oct. 31 for continuing members; or
- 2) Within 30 days of signing a membership application for new members.

CHECKS WILL NOT BE MAILED UNTIL THE END OF NOVEMBER, AFTER ALL FORMS HAVE BEEN PROCESSED.

NO PHOTOCOPIES ACCEPTED.

Return this form to:
Education Minnesota Accounting Department
Attn: Refund Request
41 Sherburne Ave.
St. Paul, MN 55103-2196

Education Minnesota Foundation for Excellence in Teaching and Learning Refund Request

Contributions to this foundation will provide financial support for innovative programs initiated by Education Minnesota members, locals and affiliates that promote educational access for learners and excellence in teaching. Grants also support professional development for education support professionals and higher education faculty.

In accordance with Education Minnesota Bylaw Article 2, Section 3, Subd. c, I hereby request the following:

____ Please refund to me \$ ____ (maximum \$5) of my Education Minnesota foundation assessment that will be contributed to the Education Minnesota Foundation for Excellence in Teaching and Learning for the 2019-20 academic year.

ALL OF THE FOLLOWING FIELDS ARE REQUIRED. PLEASE PRINT LEGIBLY.

Name: _____

Last 4 digits of SS#: _____

Address: _____

City, State, ZIP: _____

Local/Affiliate: _____

Signature: _____

Date: _____

A request for refund of the Education Minnesota Foundation for Excellence in Teaching and Learning assessment will not affect Education Minnesota membership rights or benefits but will make you ineligible to receive a grant from this foundation. Retired members are not assessed, thus do not qualify for the refund.

DEADLINE FOR REFUNDS:

Refund requests must be received by the Education Minnesota Foundation for Excellence in Teaching and Learning:

- 1) By Oct. 31 for continuing members; or
- 2) Within 30 days of signing a membership application for new members.

CHECKS WILL NOT BE MAILED UNTIL THE END OF NOVEMBER, AFTER ALL FORMS HAVE BEEN PROCESSED.

NO PHOTOCOPIES ACCEPTED.

Return this form to:
Education Minnesota Accounting Department
Attn: Refund Request
41 Sherburne Ave.
St. Paul, MN 55103-2196

Classroom resources

STUDENT PROGRAM, ACTIVITY RESOURCE

Reach for the Stars is a guide listing more than 120 academic enrichment programs and activities to supplement classroom learning. Reach for the Stars is available as a service from Synergy & Leadership Exchange and the Minnesota Academic League. Download a free PDF at www.synergyexchange.org or request a print copy by emailing reach@synergyexchange.org.

NATIONAL WWI DIGITAL DATABASE

The National WWI Museum and Memorial has a free online database for educators looking for materials to teach about the war. The database includes articles, lesson plans, videos, classwork documents and primary sources from the National WWI Museum and Memorial, presented in collaboration with the United States World War One Centennial Commission. For more information or to see the database, go to www.theworldwar.org/education.

SOCIAL JUSTICE RESOURCES

The website, We Are Teachers, has compiled a list of 21 free resources for social justice lesson plans, including curriculum planning resources, social media influencers, podcasts and classroom activities. There are also student-focused activities and workshops for both educators and administrators. The website also asks for additional resources, if educators have more ideas. See the listing at www.weareteachers.com/social-justice-lesson-plans-resources.

Grants

MINNESOTA TEACHER CANDIDATE GRANTS

The Minnesota Teacher Candidate Grant provides postsecondary financial assistance to eligible students enrolled in Minnesota teacher preparation programs during one term in which the student is completing a required 12-week or more student teaching experience. The program has two goals—to encourage individuals, particularly those who belong to a racial or ethnic group underrepresented in the Minnesota teacher workforce, to become teachers, and to encourage students to teach in Minnesota in designated license field and geographical shortage areas. On a funds available basis, selected undergraduate and graduate

students may receive awards of up to \$7,500 for one term. The spring/summer application deadline is Dec. 13. For more information, requirements and application materials, go to www.ohe.state.mn.us/mPg.cfm?pageID=2248.

BEHAVIORAL HEALTH, WELLNESS GRANT

The Minnesota Departments of Human Services and Management and Budget are looking to partner with school districts or collaboratives of schools to offer a social and emotional learning based curriculum to promote positive mental health and prevent substance use. This evidenced-based curriculum works by developing students' social and self-management skills. The grant would offer a three-year evidence-based behavioral health and wellness curriculum called LifeSkills Training to middle school students beginning in fall 2020. The final date to apply is Nov. 15, but may be close if a high number of applicants have already been submitted. For more information on the program or how to apply, go to <https://mn.gov/mmb/behavioral-wellness>.

FARM TO SCHOOL GRANTS

AGRI Farm to School Grants support Minnesota school districts that want to process and serve Minnesota agricultural products. Grants are intended to help create plans that identify specific equipment, tools, training or policies that school districts need, and help schools buy equipment they need to buy, prepare and serve more Minnesota grown and raised food. There are two different grants available. Applications are due Nov. 7. For more information on the program and how to apply, go to www.mda.state.mn.us/business-dev-loans-grants/agri-farm-school-grants.

WHIRLPOOL COMMERCIAL LAUNDRY DISCOUNTS

The Whirlpool Care Counts™ laundry program allows schools to apply for discounted washers and dryers to help students have access to clean clothes. Through the program, a designated leader helps identify students and families to participate and anonymously tracks their loads of laundry, attendance and grades throughout the school year. Applications are open only to elementary schools at this time. Learn more about the program or nominate your school at www.whirlpool.com/care-counts.

First 2019-20 Education Minnesota Foundation grant deadlines approaching

The Education Minnesota Foundation for Excellence in Teaching and Learning has multiple grants with a deadline approaching. For details about the grants and how to apply, go to www.edmnfoundation.org.

BRUCE VENTO SCIENCE EDUCATOR GRANT

For educators who teach science as part of their day and want to acquire and share new skills and knowledge; this grant may also fund equipment or materials needed in science classrooms. Awarded twice a year. **Deadlines: Nov. 1 and April 3**

PROFESSIONAL DEVELOPMENT GRANTS FOR TEACHERS, ESPS AND HIGHER EDUCATION FACULTY

Awarded twice a year, ESPs and teachers may request up to \$1,500, and higher education faculty may request up to \$3,000.

Educators may also submit a Professional Development Grant application for a group of members to either attend professional development or be trained at their worksite. **Deadlines: Nov. 1 and April 3**

NATIONAL BOARD CERTIFIED TEACHERS SCHOLARSHIP

Members can receive \$500 per component, up to \$1,000 total. **Deadline: Nov. 1**

CLASSROOM-FOCUSED GRANTS

Applicants may request up to \$3,000. **Deadline: Dec. 6**

SECOND-YEAR CLASSROOM GRANTS

Applicants may request up to \$3,000. **Deadline: April 3**

IMPACT GRANT

IMPACT Grant projects must be coordinated by an active member of Education Minnesota who has teamed up with a nonprofit organization or their local union/school district. Approximately \$15,000 is available for one year. The budget should reflect a one-year project. **Deadline: Jan. 10**

Where were people reading their Minnesota Educator? Read more about our contest on page 3!



Anne Jarvis, Northfield



Melissa Williams, Richfield



Tracey Weaver, Lakeville

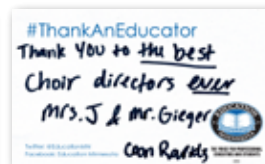
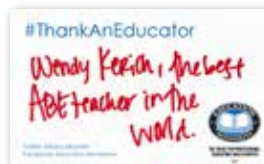


Stacy Collins, Waseca

#Thank an educator!

Education Minnesota once again hosted a booth at the Minnesota State Fair, where people could receive a free photo calendar, as well as thank educators who were influential in their lives on Post-it notes.

This year, we printed 15,392 calendars and collected thousands and thousands of #ThankAnEducator notes! We will feature a selection of these notes in each issue of the Minnesota Educator this year. Keep an eye out for your name! And thank you to the member volunteers who staffed the booth for the 12-day run of the fair!



MEMBERS WANT TO KNOW

ESI AT MEA

Register early to attend an ESI seminar at MEA

ESI supports Education Minnesota members by helping maximize their dollars, plan for the future, and protect their loved ones through programs, services and education.

Every year, approximately 3,000 members attend an ESI seminar. In addition, over 33,000 members participate in ESI Member Benefit programs.

Whether you are in early in your career, right in the middle of it, or near retirement, there is a seminar for you. Take time to attend one at the Minnesota Educator Academy on Oct. 17.

**Pick up your
2019 MEA
bag at the
ESI table**

ESI seminars at MEA

When can I Afford to Retire

9:30-10:30 a.m., Room 1

Financial Concerns for Women

10:45-11:45 a.m., Room 1

Using membership to the max: Member benefits

1-2 p.m., Room 1

Financial Education for Members Who Do Not Know Where to Start

2:15-3:15 p.m., Room 1

**Visit the expanded exhibit area in ballrooms E-G and
ballroom level hallways!**

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

esi.educationminnesota.org esi@edmn.org

*Paid for by ESI, not by dues. ESI is self-supporting: revenues provide benefits, service and consumer education for members.
What do YOU want to know? Send questions to esi@edmn.org.*





THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

Education Minnesota
41 Sherburne Ave.
St. Paul, MN 55103

Teacher of the Year nominations open

Nominations open Sept. 30 for the 2020 Minnesota Teacher of the Year award, and remain open through Nov. 15.

Nominations can be submitted online by accessing a simple nomination form on www.educationminnesota.org.

Eligible nominees must meet these criteria:

- *Teach in a public or nonpublic Pre-K through 12th-grade school or ECFE or Adult Basic Education program, working at least 50 percent of the time directly with students.*
- *Hold a bachelor's degree and a Minnesota teaching license.*
- *Have completed five years of teaching by the nomination deadline.*
- *Intend to teach during the 2020-21 school year.*

The Minnesota Teacher of the Year is in its 56th year as the state's official recognition program honoring excellence in education.

Education Minnesota organizes and underwrites the program, which means the union handles only the business of running the program, not the selection process.

Program and award support also comes from Education Minnesota ESI, Educators Lifetime Solutions, EFS Advisors, the Harvard Club of Minnesota Foundation, McDonald's Restaurants of Minnesota, SMART Technologies and United Educators Credit Union.

Find out more about the selection process, eligibility, past recipients and more at www.educationminnesota.org/news/awards/teacher-of-the-year.

