



Approved July 19, 2021

Education Minnesota Governing Board Virtual (Zoom) Meeting Minutes of May 22, 2021

Members present: Amy Aho, Jamie Alsleben, Todd Andrix, Shelli Arneson, Heather Bakke, Megan Bartel, Jerry Bellefeuille, Bernie Burnham, Monica Byron, Greta Callahan, Joe Cerar, Annette Davis, Michelle Dennard, Geneva Dorsey, Wendy Drugge-Wuensch, Nick Faber, Michelle Farnum, Ryan Fierrick, Marty Fridgen, Jodi Hansen, Jana Hedlund, Al Helgerson, Jessie Holm, Valerie Holthus, Julie Jagusch, Cindy Kluempke, Tammy Knapper, Joan Lancour, Maureen Morrow, Yasmin Muridi, Ellen Olsen, Bety Rios-Christensen, Judy Rohde, Ryan Roseen, Rodney Rowe, Scott Schaefer, Kate Schmidt, Ben Schwanke, Marty Scofield, Rob Simonich, Denise Specht, Mark Swenson, Stacey Vanderport, Matthew Wilmes, Kelly Wilson

Members absent: Linda Howe-Wensel, Tammy Roth, Jared Simpson

Staff present: David Aron, Lisa Enwright, Rob Gardner, Sara Gjerdrum, Allison LaBree, Carrie Lucking, Shelley MacDonald, Kathi Micheletti, Bridget Moore, Shane Patrick, Dan Rivera, Mike Roehl

Guests: Peter Eckhoff

PRELIMINARY MATTERS:

Call to order: President Denise Specht called the meeting of the Education Minnesota Governing Board to order at 9:01 a.m.

Roll call: Recorded by Secretary-Treasurer Rodney Rowe as noted above.

M-1 Moved, using unanimous consent, without objection, to approve the agenda as presented with flexibility.

Consent agenda:

M-2 Moved, using unanimous consent, without objection, to approve the following items on the consent agenda as presented:

- **Minutes of April 23, 2021 Virtual Governing Board Meeting**
- **Foundation Board Appointments**

President's Report: President Denise Specht presented on the following (full report on file):

- Representative Convention update – pleased with attendance, will talk about learnings at upcoming board meetings including possibility of virtual attendance in the future.
- Recognition of outgoing board members Nick Faber and Megan Bartel.

M-3 Moved, using unanimous consent, without objection, to appoint Leah Vandassor to fill the vacancy in Election District O for the term expiring June 30, 2022.

Vice President's report: Vice President Burnham presented the Organizing for Settlement action items.

M-4 Moved, using unanimous consent, without objection to approve the Organizing for Settlement Fund items as presented:

Loans

1. Approval of a loan in the amount of \$24,292.00 to Goodhue Education Association for unusual negotiation expenses.

Grants

1. Approval of a grant in the amount of \$9,280.38 (80% of \$11,600.48 allowable expenses) to Education Minnesota - Buffalo for unusual negotiation expenses.
2. Approval of a grant in the amount of \$4,629.14 (80% of \$5,786.42 allowable expenses) to Education Minnesota Jordan for unusual negotiation expenses.
3. Approval of a grant in the amount of \$30,923.22 (80% of \$38,654.03 allowable expenses) to Minneapolis Federation of Teachers for unusual negotiation expenses.

Grant only (no outstanding loan)

1. Approval of a grant in the amount of \$1,858.06 (80% of \$2,322.57 allowable expenses) to Maple Lake Federation of Teachers for unusual negotiation expenses.

Motion carried.

Secretary-Treasurer's Report: Secretary-Treasurer Rodney Rowe reported on the following (full report on file):

- Chief Financial Officer Mike Roehl walked the board through the Financial Dashboard.

Executive Director's Report: Executive Director Sara Gjerdrum reported on the following (full report on file):

- Update on New Teacher Support Project – Educators Leading the Profession; currently looking for virtual instructional coaches
- Announced she will retire on November 19, 2021. Leadership team will be preparing for the transition over the coming months.

Unfinished Business

Dues Structure: Secretary-Treasurer Rowe reviewed the State Dues Structure and rationale with the board.

M-5 Rodney Rowe moved, with a committee second, to approve the 2021-2022 State Dues Structure.

Motion carried.

Education Minnesota 990: CFO Mike Roehl summarized and answered questions in regards to the information in the Education Minnesota 990.

M- 6 Rodney Rowe moved, with second from Joe Cerar, to file the Education Minnesota 990 with the IRS on or after Monday, June 7, 2021.

Motion carried.

Recess: At 9:58 a.m. the board recessed and reconvened as the Education Minnesota Properties Board.

Education Minnesota Properties convened 9:58 a.m.

Properties Update: ESI Chairperson, Peter Eckhoff, presented the ESI Annual Report.

Education Minnesota Properties 990: CFO Mike Roehl summarized and answered questions in regards to the information in the Education Minnesota Properties 990.

M-1 Rodney Rowe moved, with a second from Todd Andrix, to file the Education Minnesota Properties 990 with the IRS on or after Monday, June 7, 2021.

Motion carried.

Education Minnesota Properties adjourned at 10:22 a.m.

Reconvene: The meeting of the Education Minnesota Governing Board was reconvened by President Denise Specht at 10:22 a.m.

Goal Updates:

Racial Equity:

RJPC Survey: Allison LaBree, Manager of Professional Practice Research, Outreach and Organizing, updated the board on the recent survey that has been sent out by the Racial Justice Planning Committee (RJPC). The survey was developed to think about what our equity goals are and how to advance them. The survey was sent to board members, staff and a group of BIPOC members. We are looking for honest, authentic answers.

Support for Locals: Allison LaBree, Manager of Professional Practice Research, Outreach and Organizing, presented on racial and social justice local support. There has been an increase in incidents in locals, so Education Minnesota put together some tools to help support locals. Resources included:

- FIRE Team: a cross departmental team to support local FIRE programs
- Social Justice Rapid Response Team: supports locals when questions or incidents occur, resources available for equity audits and examining climate before, during and after
- Learning for Justice: Speak up at School, Speak up!, Responding to Hate and Bias at School

Full Funding:

Campaign Report: Director of Policy and Public Affairs, Carrie Lucking, and Manager of Communications and Government Relations, Kathi Micheletti, gave an update on the campaign and the 2021 session. Key points included:

- A review of the theory of change around the campaign, legislative landscape and goals
- Update of actual vs. potential outcomes: \$525M for 2021-23 but enrollment stabilization, compensatory aid, public pre-k and full service community schools not funded, yet.
- Lots of policy issues are still on the table such as distance learning, prep time, licensure, bargaining, seniority, teachers of color, dedicated funding for SPED, EL, vouchers
- Review of accomplishments and campaign efforts
- Targeted work into June will include patch-through phone calls, petition e-delivery, and work in specific districts
- Achieving full funding will require a multi-year effort and will re-orient to working toward big goals, incremental progress

Union of Strong Unions:

Charter School Organizing: Bridget Moore, Lead Organizer, presented on the charter school organizing going on with Hiawatha Academy Workers Union (HAWU) and Great River School Union (GRSU):

- Both campaigns had established organizing committees prior to EdMN support, have very equity focused visions, and goals for elections by end of the school year
- Organized under NLRB, will be wall-to-wall units
- HAWU notified leadership on May 3 and filed NLRB petition, there has been an employer/board fight, ballots will be mailed soon and tallied June 10
- GRSU notified leadership April 30, asked for voluntary recognition then filed NLRB petition, will have in-person vote June 3

Bargaining: Rob Gardner, Director of Field Services, updated the board on bargaining issues in the field. We still have some ESP locals that have not settled from last fall. Bloomington ESPs have gone for two years without a contract. Local Leader Zooms will move to Monday mornings this summer with bargaining as a focus.

New Business:

Legislative Position Statements: Manager of Communications and Government Relations, Kathi Micheletti, presented the changes to the Legislative Position Statements.

M-7 Moved, using unanimous consent, without objection, to approve the Legislative Position Statements as presented.

Motion carried.

Committee Reports:

Personnel: Joe Cerar, Chair of the Personnel Committee, let the board know that in keeping with prior practice, we will wait for The Education Minnesota Professional Organization (TEMPO) to ratify the tentative agreement before bringing it forward to the Governing Board. Therefore, recommendation for approval will be brought forward at the July meeting.

Director of Field Services Rob Gardner and Director of Policy and Public Affairs Carrie Lucking updated the committee on the ongoing Field and Organizing Studies. Key points included:

- The governing board has set big goals – our staff structure must be designed to meet those goals.
- Conducted a member-centric study; field and organizing are separate but collaborative teams
- Findings include relationships are critical and foundational; there are opportunities for improvement
- EdMN excels at fundamental unionism
- No shared definition of “organizing” within the organization; need to shift our organizing model as we will always be organizing in some form.

Organizational Integrity: There was discussion around whether the Local Time Enhancement Grants would be continued into the next fiscal year since the two year pilot project concluded at the end of this year. In order for locals to plan accordingly for next year it is recommend that we make a commitment that can be shared now so locals know how to proceed in their planning.

M-8 Moved by Denise Specht, with a committee second, that the Governing Board include a \$700,000.00 line item in the FY2022 budget for the continuation of the Local Time Enhancement Grant Program.

Motion carried.

Open Forum:

Julie Jagusch: Thank you for efforts in keeping members informed about retired/continuous membership.

Megan Bartel: If you want to connect to the colleges in your area - that would be fabulous! Aspiring Educators are the future! Thank you for the time on the board, it was a wonderful two years. Welcome the new president at the July meeting.

Denise Specht: Encouraged board members to view the link to the recording of Awards Ceremony. We celebrated two years' of awardees – such a wonderful evening! Congratulations to all of the awardees. July meeting in Duluth – logistics coming. Encourage people to sign up for the State Fair booth!

Adjourn: The meeting adjourned at 12:33 p.m.