



*Approved December 12, 2020*

## **Education Minnesota Governing Board Virtual (Zoom) Meeting Minutes of Oct. 3, 2020**

**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, Michelle Farnum, Ryan Fiereck, Marty Fridgen, Jodi Hansen, Jana Hedlund, Al Helgerson, Jessie Holm, Julie Jagusch, Tammy Knapper, Cindy Kluempke, Joan Lancour, Maureen Morrow, Yasmin Muridi, Ellen Olsen, Judy Rhode, Bety Rios-Christensen, Ryan Roseen, Rodney Rowe, Scott Schaefer, Kate Schmidt, Marty Scofield, Jared Simpson, Denise Specht, Stacey Vanderport, Matthew Wilmes, Kelly Wilson

**Members absent:** Nick Faber, Valerie Holthus, Linda Howe-Wensel, Tammy Roth, Ben Schwanke, Rob Simonich, Mark Swenson

**Staff present:** Rob Gardner, Sara Gjerdrum, Allison LaBree, Carrie Lucking, Meg Luger, Shelley MacDonald, Kathi Micheletti, Bridgette Moore, Shane Patrick, Dan Rivera, Mike Roehl, Jessica Schmidt

**Guests:**

### **PRELIMINARY MATTERS:**

**Call to order:** President Denise Specht called the meeting of the Education Minnesota Governing Board to order at 9:30 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.

**M-2** Moved, using unanimous consent, without objection, to seat the following new board members:

**NEA Director: Marty Scofield**  
**NEA Retired Director: Judy Rohde**

**Consent agenda:**

**M-3** Moved, using unanimous consent, without objection, to approve the following items on the consent agenda as presented:

- Minutes of July 21-22, 2020 Virtual Governing Board Meeting
- Minutes of July 31, 2020 Virtual Governing Board Meeting

**President's report:** President Specht reported on the following (full report on file):

- Moving forward as a board during the pandemic:
  - Recommendation to suspend Friday evening meetings and agree to use Saturday meetings as efficiently and effectively as we can.

- Governing Board Committees: Ask chairs of committees to think about the charges and the work and how is it best to get the work done.
- Board voted to have regular informal Zoom check in's every other Saturday morning.
- Informed the board that virtual meetings will continue until such time that the executive order is amended.

**Vice President's report:** Vice President Burnham reported on the following:

- New Educator Campaign: Campaign around engaging locals of various sizes, which is being funded by a NEA grant. Stipends are provided for organizer positions. Dan Rivera, Field Manager, is leading this project. Three locals are currently participating, The five goals that they will be working on are:
  - To acquire a list of all new employees in the district
  - Engage all new hires before any meetings begin
  - Make a membership ask at every new employee orientation
  - Have one-to-one conversations at every worksite
  - Use data to plan follow ups with every new hire

**M-4 Bernie Burnham moved, with an OFS committee second, using unanimous consent, without objection, to approve the Organizing for Settlement Fund grants as presented:**

1. **Approval of a grant in the amount of \$2,875.26 (80% of \$3,594.08 allowable expenses) to Buffalo – Lake Hector – Stewart Education Association for unusual negotiation expenses.**
2. **Approval of a grant in the amount of \$799.21 (80% of \$999.01 allowable expenses) to South Koochiching – Rainy River Education Association for unusual negotiation expenses.**
3. **Approval of a grant in the amount of \$105,400.00 (80% of \$132,000.00 allowable expenses) to St. Paul Federation of Teachers for unusual negotiation expenses.**

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

- Rodney Rowe presented the Conflict of Interest Policy and board members were asked to fill out and return the Conflict of Interest Questionnaire by prepaid envelope.
- CFO Mike Roehl walked the board through the Financial Dashboard.

**Exec Director's Report:** Executive Director Sara Gjerdrum reported on the following:

- Racial Equity work within Education Minnesota:
  - ODHW is currently working on training sessions with staff. Cultural Competency training for staff is in the beginning stages.
  - Equity Pilot with Anti-Racism Project: Currently, three locals (Prior Lake, Savage and St. Croix) are putting together a pilot program for Anti-Racism.
  - Racial Equity Organizer: position has been posted and closes next week and interviews will take place after that.
- Midwest New Teacher Support Project – A project lead by a team of Midwest Executive Directors are designing a prototype, beginning to engage investors, raising money to pilot, and build capacity to implement a technology-based subject-matter mentorship program for new teachers. The group has raised a million dollars so far. They have formed a creation group to see what implementation of the project will look like. Jess Davis, 2019 Teacher of the Year, and other Education Minnesota members and staff are involved. The pandemic has put this project on hold temporarily.
- PELS: The committee discussed an incident that occurred at a previous PELS meeting. Recommendation: Send a letter to the chair and to Gov. Walz explaining our dissatisfaction and deep concern who is overseeing licensure on organization letterhead.

**M-5 Denise Specht moved, using unanimous consent, without objection, to send a letter from the Education Minnesota Governing Board to Governor Walz expressing the dissatisfaction and deep concern over the members overseeing licensure on PELSB given the recent interactions.**

- Member survey: Carrie Lucking presented the member survey results, which closed on Monday. Carrie presented the data along with the caveats and potential hypotheses around the data.

### **Unfinished Business**

**Statements of Principles:** Denise presented the Statements of Principle document.

**M-5 Denise Specht moved, using unanimous consent, without objection, to approve the Statements of Principle as presented with a commitment to continued conversation within a sub-committee. Any additional changes will then be brought forward to the Governing Board and/or to the 2021 Representative Convention.**

The board recessed for lunch at 11:28 a.m.

Board members were invited to stay online over the lunch break to participate in a discussion around the first two podcasts of Nice White Parents.

The board reconvened at 12:30 p.m.

### **Education Minnesota Goals**

Denise presented the updated Governing Board goals document. The committee agreed to rename the goals so they are not numbered. At the next Governing Board meeting, the board will discuss how to assess these goals to monitor alliance and progress.

**M-6 Denise Specht moved, using unanimous consent, without objection, to adopt the goals as presented and amend as necessary in the future.**

#### **Goal 1: Equity/Anti-Racism**

Allison LaBree, Manager Professional Practice and Research, overviewed the Governing Board goal of Equity/Anti-Racism. Allison described opportunities for self-reflection and education including online PD options available. The FIRE program is also adding new PD options and LGBTQ+ training will be coming in the next few weeks. Education Minnesota will have live offerings at MEA on anti-racist and equity-based tracks. Education Minnesota is also working with community partners on these issues.

#### **Goal 2: Member Engagement**

Rob Gardner, Director of Field Services, presented around two pieces of member engagement: the campaign (WAL's) and Re-Opening Issues. Rob addressed the current activities occurring from the Center of the American Experiment. The board was reminded of the September window for members to be able to drop their membership and discontinue dues deduction. As of Sept. 30, there were 257 drops. There were no significant clusters or patterns from the drops. Looking to better track the number of locals involved in school board races.

#### **Goal 3: Funding for schools where all students succeed**

Carrie Lucking, Director of Policy & Public Affairs, presented the push for funding to tackle the roots of educational injustice (systemic racism and chronic underfunding). Carrie presented organizing strategies to tackle the local crises that exist. Education Minnesota will be supporting locals for GOTV events.

## **New Business:**

**Personnel Committee Report:** Chair of the Personnel Committee, Joe Cerar presented a recommendation from the Personnel Committee

**M - 7 Joe Cerar moved with a committee second to approve an offer of employment to Kari Rehrauer as a full-time regular Field Staff in the Brooklyn Park office. Ms. Rehrauer will remain placed at TEMPO salary schedule Step 1, with an annualized salary of \$91,998.**

The board was informed that the Personnel Committee will meet in the upcoming weeks to discuss Executive Staff and Associate Executive Staff agreements. Recommendations from the Personnel Committee will go to the Executive Committee. An optional session for the Governing Board to review the proposal will also be available after the Personnel Committee meets.

The board moved to executive session at 1:43 p.m.

The board moved to rise and report from executive session at 2:04 p.m.

**M-8 Moved by Marty Fridgen, with a committee second, to set the President's salary at \$193,500.00, effective July 1, 2020.**

**Motion carried with 3 abstentions: Denise Specht, Bernie Burnham, Rodney Rowe**

**M-9 Moved by Marty Fridgen, with a committee second, to approve the presented changes, and edits to the Officer Compensation and Benefits Policy.**

**Motion carried with 3 abstentions: Denise Specht, Bernie Burnham, Rodney Rowe**

**M-10 Moved by Marty Fridgen, with a committee second, to set the Executive Director's salary for the 20-21 fiscal year at \$100.00 less than the President's salary, \$193,400.00.**

**Motion carried.**

Vice President Bernie Burnham shared with the board the officer goals for the upcoming year and how they are tied into the three main goals set by the board. The officer goals will be focused on racial equity work and bring in others that we have relationships with, and helping members who are running for office.

## **Open Forum:**

Ellen Olsen – Reported on the NEA ESP Career Continuum work and the survey that is being conducted asking the ESP to fill out what their work currently consists of. Please share the survey with your ESP's so that they can complete it.

Joan Lancour – Requested that we create and post an affiliation chart so that members know what organizations they are all members of once they join as a member.

**Adjourn:** The meeting adjourned at 2:14 p.m.