



Approved February 27, 2021

Education Minnesota Governing Board Virtual (Zoom) Meeting Minutes of December 12, 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, Nick Faber, Michelle Farnum, Ryan Fierrick, Marty Fridgen, Jodi Hansen, Jana Hedlund, Al Helgerson, Jessie Holm, Valerie Holthus, Linda Howe-Wensel, Julie Jagusch, Cindy Kluempke, Tammy Knapper, Joan Lancour, Maureen Morrow, Yasmin Muridi, Ellen Olsen, Bety Rios-Christensen, Judy Rohde, Ryan Roseen, Tammy Roth, Rodney Rowe, Scott Schaefer, Kate Schmidt, Ben Schwanke, Marty Scofield, Rob Simonich, Jared Simpson, Denise Specht, Mark Swenson, Stacey Vanderport, Matthew Wilmes, Kelly Wilson

Members absent:

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: Lori Best

PRELIMINARY MATTERS:

Call to order: President Denise Specht called the meeting of the Education Minnesota Governing Board to order at 9:15 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 October 3, 2020 Virtual Governing Board Meeting**
- **Committee appointments**

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

- Executive Committee took action recently to amend the Financial Policy to provide a \$100 taxable stipend to each board member for each virtual governing board meeting attended.
- President Specht recently participated on Governor Walz's Education Roundtable. The work has concluded and the group submitted an education agenda that would have a strong impact on students and families of Minnesota which she will share when it is finalized.
- President Specht was elected to serve on the NEA Budget Committee and the first meeting will be next week.

- Education Minnesota has realized savings due to the pandemic and has been able provide additional local support via grants. The Leadership Team recently sent out letters of thanks to local presidents and IO Leaders with a small token of appreciation in the form of a gift card.
- Thursday calls for leaders continue and are now adding bi-weekly ESP leader calls.
- Collective Bargaining and Organizing Conference (CBOC) registration will open next week; the event will be open and free to all members, with a focus on bargaining for the common good.
- The 2021 Representative Convention will be virtual. The Peterson-Schaubach and We Are One award nominations open on December 15.

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

- New Educator Campaign:
 - Continues to move forward even as learning models shift.
 - Three pilot locals recruited thirteen new educator organizers that have been trained and are working with new members.
 - Osakis has one trained NEO (New Educator Organizer) focused on recruiting the five new hires; 4 have become members.
 - Spring Lake Park has six trained NEOs and has recruited 40 new hires.
 - St. Cloud has six trained NEOs and has recruited 100% of the 72 new hires.
 - Work will shift from recruitment to engagement over the winter.
- President Specht asked Vice President Burnham to sit on AFL-CIO Racial Justice committee and she was elected co-chair.
- Vice President Burnham recently met with various AFT PPC groups around mental health needs.

M-3 Bernie Burnham moved, with an Organizing for Settlement committee second, using unanimous consent, without objection, to approve the Organizing for Settlement Fund items as presented:

Loans

1. Approval of a grant in the amount of \$63,500.00 to Education Minnesota – Osseo for unusual negotiation expenses.

Grants

1. Approval of a grant in the amount of \$6,858.06 (80% of \$8,572.58 allowable expenses) to Forest Lake Education Association for unusual negotiation expenses.

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

- CFO Mike Roehl walked the board through the Financial Dashboard.
- CFO Roehl provided an overview of membership drops and dues revocations for 2020 and compared 2020 membership to historical numbers.

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

- Education Minnesota is working with Race Forward, a collaboration funded by AFT and NEA that will increase internal capacity and commitment and build on racial equity work already done by Education Minnesota.
 - Project Goal: Conduct a racial equity assessment to create a racial justice plan.
 - Two teams: Operations team comprised of staff and Vice President Burnham and the Racial Justice Planning Committee (RJPC) comprised of five leaders and six staff.
 - Leaders interested in participating on the (RJPC) should fill out the short nomination form.

Unfinished Business

Goal Updates:

Racial and Social Justice: Allison LaBree, provided an update on the work being done in this goal area. Key points included:

- Much of this work is driven by our AIP.
- Opportunities for self-reflection and education including the MEA Conference, equity-centered courses available on MEA Online, and prioritized online PD development through a racial and social justice lens.
- Opportunities to Collaborate with other including EMAC listening sessions, kick off of the 4th REA Cohort, African American Educator forum book study Q & A with Dr. Bettina Love, and Local Equity Pilot.
- Opportunities to Examine Systems including forming a Racial Equity Agenda for the 2021 session, the CBOC will focus on bargaining for the common good, and the first EPIC project in partnership is nearing completion.

EPIC Overview: Allison LaBree, Manager of Professional Practice, Research and Organizing, provided the board an overview of the EPIC paper on care and education that is currently being finalized. Key points included:

- Evolution in thinking because of community partnerships.
- Goal: Increasing access to equitable and high quality care and education for Minnesota's birth-4-year olds and raising up the workforce dedicated to that work.
- Recommendations include:
 - Creating a new state agency: The Minnesota Department of Early Care and Education.
 - Create early care and education hubs.
 - Create a sustainable funding source.
 - Create a community needs assessment tool.
 - Fund regional hubs sufficiently.
 - Create a funding mechanism to immediately raise the wages of the birth-4 workforce.

Full Funding: Carrie Lucking, Director of Government Relations and Communications, provided the board an update on the organization's Full Funding goal:

- A reminder of our goals vs the reality of the electoral outcomes
- An overview of the intensity and strength of our various programs this year
- Theory of Change: If we can build and engage our members and partners around issues we can create equitable schools that welcome every child and dismantle systems of oppression that prevent children from access a great public education
 - The current, more challenging landscape includes: 1 seat GOP majority + 2 democrats became independent and now caucus with the GOP
 - Gazelka is planning to run for Governor
 - Loss of seats in House
 - Impact on theory of change
 - Worst case could be cuts to public education funding, mid spectrum would be no change, best case would be lots of revenue with no cuts or shifts
 - Need enrollment stabilization to avoid budget cuts at district level
 - Our new goal is to get as much of a best-case outcome as possible
 - To accomplish the new goal, we need to make it worse to be intransigent and prevent progress than it is to make a deal at the legislature. To do that, we will:
 - Build local capacity to act on local issues 50% of targeted locals engage in a local action by June 1, 2021
 - Build to statewide emergency mobilization in defense of public education. By May 1: Recruit 50,000 member and ally commitments to support public

education funding through emergency mobilization; obtain resolutions of support from 50% of targeted school boards.

- We have several structures in place to help the work including: Coalition – We make MN; Partnerships – Kids Count on Us, EPIC paper; EdMN Agenda.

Legislative Update: Kathi Micheletti, Manager of Government Relations and Communications, gave the board legislative update:

- Education Chairs are now Roger Chamberlain, Jim Davnie and Ruth Richardson
- November budget forecast showed surplus unexpectedly; due to consumer spending up and state spending on education down due to a decrease in enrollment. Next forecast due in February.
- 2021 Legislative session begins January 5 and ends May 18. State budget must be set or risk state shutdown.
- 2021 Education Minnesota priorities:
 - Fully funding public schools:
 - Smaller class sizes. More support staff. Greater access to mental health resources.
 - Formula, SPED, FCSC, Equity aid, Student support services, attract and retain TOC, ESPs – training and wages.
 - Policy:
 - Tiered licensure
 - Union/worker freedoms – ECFE/ABE parity; expand mandatory subjects of bargaining, update laws re: employee access
 - “COVID slide”
 - Threats to our priorities include:
 - Return to school “come hell or high water”
 - Vouchers
 - Constitutional amendment
 - Senate republicans

Kathi presented the changes to the 2021 Legislative Agenda.

M- 4 Moved, using unanimous consent, without objection, to approve the legislative agenda as presented.

Union of Strong Unions:

Elections Committee Recommendations: Lori Best, Elections Chair, presented the Elections Committee recommended changes to the Elections Rules, including the following:

- Page 2; will bring forward at the RC as well as change to the Bylaws
- Page 4; reflect changes in publication schedule and updated website availability
- Page 6; clarifying in-person and virtual events (campaign lit)
- Page 8-11; updates to events and procedures to comply with LMRDA, virtual vs. in-person events throughout the rules
- Page 13; mail-in ballot compliance with LMRDA
- Page 18; compliance verbiage with LMRDA

M-5 Lori Best moved, with an Elections Committee second, using unanimous consent, without objection, to approve the recommend changes to the Education Minnesota Election Rules as presented.

New Business:

Personnel Committee Report: Chair of the Personnel Committee, Joe Cerar presented recommendations from the Personnel Committee.

M-6 Joe Cerar moves with a committee second to approve an offer of employment to Rose Lendt as a full-time regular Field Staff in the Windom office. Ms. Lendt will be placed at TEMPO Salary Schedule step 1, with an annualized salary of \$91,988, with an anticipated start date of January 4, 2021.

Motion carried.

M-7 Joe Cerar moves with a committee second to approve an offer of employment to Blake Plankers as a full-time regular Field Staff in the Detroit Lakes office. Mr. Plankers will be placed at TEMPO Salary Schedule step 1, with an annualized salary of \$91,988, with an anticipated start date of January 19, 2021.

Motion carried.

Human Rights Committee Report: Maureen Morrow presented a recommendation from the Human Rights Committee:

M-8 Maureen Morrow moved, with a committee second, to approve the AIP as presented for submission to the NEA for the purpose of fulfilling our deadline commitments around 3-1-G goals.

Motion carried.

Open Forum:

Marty Scofield – NEA Directors will be meeting to discuss how to proceed with NEA in July. President Pringle will bring a recommendation for virtual RA on Thursday. Working with state affiliates to figure out how to best do this to do more action. Exploring different scenarios. Board would like to see a google form or similar for input to NEA Directors. Let Denise know if there is anything to be helpful by Thursday.

Michelle Dennard – Thank you, blessed to be surrounded by great leaders who have prepared her to be ESP of the Year.

Heather Bakke – Thank you to everyone that helped with legislative campaign from EdMN. Lots of support.

Matthew Wilmes – Representative Convention governing board meeting. It is on the calendar, if we do need to meet as a board, requests that the meeting time not be during the workday.

Megan Bartel – EMAE shirts for sale, 3 or 4 days to purchase, check out Facebook page.

Denise – Likely educators will be called back. If you have ideas what our positions will be around this in addition to what our current positions are – cannot go back to normal and pretend like nothing happened. Give Denise a call, a text, email if you have any ideas. Robust discussion about the return to the classroom. Lots of kids have been distance learning for so long. Social emotional pieces need to be looked at before returning to classrooms.

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