



Approved April 24, 2020

Education Minnesota Governing Board Meeting Minutes of February 28, 2020

Members present (M=Mondo): Amy Aho, Jamie Alsleben, Todd Andrix, Heather Bakke, Megan Bartel, Jerome Bellefeuille, Bernie Burnham, Greta Callahan, Annette Davis, Michelle Dennard, Geneva Dorsey, Michelle Farnum, Ryan Fiereck, Marty Fridgen, Al Helgerson, Jessie Holm, Linda Howe-Wensel, Brenda Johnson, Cindy Kluempke, Maureen Morrow, Ellen Olsen, Bety Rios-Christensen, Tammy Roth, Rodney Rowe, Kate Schmidt, Rob Simonich, Jared Simpson, Denise Specht, Mark Swenson, Delene Thomas-Sanders (M), Stacey Vanderport, Michelle Wiese, Matthew Wilmes.

Members absent: Shelli Arneson, Monica Byron, Joe Cerar, Wendy Drugge, Nick Faber, Jodi Hansen, Julie Jagusch, Ryan Roseen, Stella Sandager, Scott Schaefer, Ben Schwanke, Sue Snyder, Marshall Thompson.

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

Guests: Jonathan Kim, Angela Osuji.

PRELIMINARY MATTERS:

Call to order: President Denise Specht called the meeting of the Education Minnesota Governing Board to order at 7:00 p.m.

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

Agenda:

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

Cultural Competency Training: The governing board engaged in Cultural Competency training with Jonathan Kim and Angela Osuji

Recess: The board recessed at 9:00 p.m.



Minutes are unofficial until approved by the Governing Board at their next meeting

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Members absent: Shelli Arneson, Wendy Drugge, Julie Jagusch, Brenda Johnson, Ryan Roseen, Stella Sandager.

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

Guests: Mark Petersen, Anna Anderson

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.

Consent agenda:

- M-2 Moved, using unanimous consent, without objection, the following items on the consent agenda as presented for approval along with the addition of Election District T results:**
- **Minutes of December 13-14, 2019 Governing Board Meeting**
 - **RC Committee appointments**
 - **NEA RA Delegates and Student Delegates**
 - **Approval of new local: Education Minnesota – Crookston Instructional Assistants**
 - **Approval of new local: Education Minnesota – Clinton-Graceville-Beardsley Education Support Professionals**

Recess: At 9:30 a.m. the board recessed and reconvened as the Education Minnesota Properties Board.

Education Minnesota Properties convened at 9:30 a.m.

Properties Audit: Anna Anderson from Harrington Langer presented the Properties Audit. Key points included:

- Unmodified, clean audit opinion
- Net assets increased slightly from the previous year

M-1 Moved using unanimous consent, without objection to receive and file the Education Minnesota Properties audit and management letter dated August 31, 2019.

ESI Report: Shelley MacDonald, Director of ESI, and Peter Eckhoff, Chair of the ESI Board of Directors, presented the Annual Report to Stockholders. Key points included:

- A background summary of what ESI is and provides for members
- Program sponsorship process
- Overview of the Advisory Committee and Board of Directors along with current board vacancies.
- 2018-19 Financial strength
- Member Benefit Ambassador Program

Properties Update: Shane Patrick, Human Resources Director, provided a properties update. Key Points included:

- Security system overhaul
- Exterior lighting and signage has been update and minor interior upkeep
- New facilities supervisor to help plan future upkeep – plan will be presented at a future meeting keeping in mind that we have to be looking at roof repairs, windows and our HVAC system.
- Ramsey County tax value of 41 Sherburne is roughly at 4.5 million dollars

Education Minnesota Properties adjourned at 9:52 a.m.

Reconvene: The meeting of the Education Minnesota Governing Board was reconvened by President Denise Specht at 9:52 a.m.

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

- Anna Anderson of Harrington Langer presented the Education Minnesota audit:
 - Unmodified, clean audit opinion.
 - Overall assets increased slightly, liabilities also increased.
- Marshall Thompson, chair of the audit committee, brought forth the recommendation from the audit committee that the governing board explore ways to increase training capacity for both staff and governing board members around identifying fraud and organizational irregularities that occur such as the past community experts paying dues and ESP dues.

M-3 Moved by Marshall Thompson with an audit committee second to receive and file the Education Minnesota audit and management letter dated August 31, 2019.

Motion carried.

- CFO Roehl presented the Financial Dashboard dated February 2, 2020. Currently, we are slightly above on the revenue and the expenses. The expenses are slightly above due to certain programs that have already been paid in full due to the time that they occur throughout the year. Overall we are right on track for February.

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

- The leadership team is attending regional IO meetings around the state to discuss building unity around fully funding education.
- Education Minnesota is convening a Unity Table of 25 people to drive the Unity campaign and make go-time decisions if necessary.

- Nick Faber updated the board on the SPFE: 82% authorized a strike last week, currently in mediation. Sticking points are multi-lingual supports, mental health supports, more EL and special ed support, as well as wages and benefits. Collecting letters of support online.
- AFT Executive Council voted to support three presidential candidates (Biden, Sanders, Warren). NEA will be holding a phone call the Sunday following Super Tuesday to update.
- Upcoming Governing Board meeting at the Representative Convention, two hours on Friday, April 24 to take positions on action items. Reminded board members of specific voting rights dependent on how they attend the RC.
- Sending a large team of staff and governance to the White Privilege Conference in April
- Updated the board around the current financial issues that are taking place in regards to the Southwest ALC. This is a good time to remind everyone to make sure to revisit compliance requirements at all levels of the organization.

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

- Organizing for Settlement put together a video recently to send out ahead of assessments to help speed up the process.

M-4 Bernie Burnham moved, seconded by Todd Andrix, to approve the crisis fund loans and grants as presented:

LOANS

1. **Approval of a loan in the amount of \$24,973.00 to Education Minnesota Willmar for unusual negotiation expenses.**

GRANTS

1. **Approval of a grant in the amount of \$964.83 (80% of \$1,206.04 allowable expenses) to Belle Plaine Assistants and School Related Personnel for unusual negotiation expenses.**
2. **Approval of a grant in the amount of \$4,318.37 (80% of \$5,397.96 allowable expenses) to Forest Lake Association of Educational Paraprofessionals for unusual negotiation expenses.**
3. **Approval of a grant in the amount of \$4,012.60 (80% of \$5,015.75 allowable expenses) to North Branch Education Association for unusual negotiation expenses.**
4. **Approval of a grant in the amount of \$658.75 (80% of \$823.44 allowable expenses) to NRHEG Para-Professional Association for unusual negotiation expenses.**
5. **Approval of a grant in the amount of \$2,661.97 (80% of \$3,327.46 allowable expenses) to Sleepy Eye Education Association for unusual negotiation expenses.**
6. **Approval of a grant in the amount of \$517.62 (80% of \$647.02 allowable expenses) to Education Minnesota Paraprofessional Educators of St. Peter for unusual negotiation expenses.**
7. **Approval of a grant in the amount of \$8,865.70 (80% of \$11,082.13 allowable expenses) to Education Lake Superior for unusual negotiation expenses.**

Motion carried.

Executive Director's report: Executive Director Sara Gjerdrum reported on the following:

- 2020 Census to start in March – two staff have met with the Complete Count Committee. Critical to get correct numbers to keep legislative seats and community programming dollars. Reported on what is underway within Education Minnesota to get the word out.
- The Midwest Teacher Support Project is underway and is looking for 10 pilot locals in first ring suburb and 10 in rural areas with 10+ new teachers to look at improvement in practice over 3 years.
- Update on the temporary staffing and backfill process for Campaign/Unity 2021.

Unfinished Business:

Goal 1 – Professional & Social Justice: Allison LaBree, Interim Professional Practice Manager, gave an update on Goal 1. Key points included how many members have been trained in our re licensure courses, including Cultural Competency trainings. Additional measures being taken to meet this goal include an EPIC paper underway on Pre-K and creating additional tracking mechanisms such as heat maps and pathway documents.

Goal 2 – Local Power and Membership: Rob Gardner, Field Manager, gave an update on Goal 2. Key points included:

- Rostering will be happening on a monthly, ongoing basis beginning in January, and we have heard from 100% of our locals.
- Our data is getting better; we are working on data requests with PELSB to attempt to better our potential member data.
- Net gain of 7,557 members, 281 drops processed in 125 locals.
- Early enrollment kick off in April.

Goal 3 – Campaign 2020: Kathi Micheletti gave a legislative update. Key points included:

- \$1.5M budget surplus
- Not likely to see much happen during this legislative session due to a divided legislature and short session.
- Ed MN legislative priorities include funding for ESPs, fixes to tiered licensure, ECFE licensure
- Kashkari/Page amendment update: A bill has been introduced in the house, will likely be introduced in the senate this week.

Carrie Lucking, Interim Director of Public Affairs and Policy, Research & Outreach, gave an update on Goal 3. Key points included:

- If we are successful, we can achieve a pro-education trifecta in Minnesota
- 3 key benchmarks: Election 2020, full funding 2021, bargaining 2021
- Goals: Flip the senate and keep the house, elect a democratic president and re-elect Tina Smith and Angie Craig at the federal level
- Metrics for success – how we make this happen
- Unity Summit debrief and takeaways
- What is next – become a WAL, worksite actions, organizing in worksites

New business:

Proposed Constitution and Bylaws amendments: Mark Petersen, Chair of the Constitution and Bylaws committee, presented the proposed amendments on behalf of the committee and was in attendance while the board reviewed the proposals.

M-5 Moved by, Ryan Fierek, seconded by Marty Fridgen, to take a position of support for proposed Bylaw Amendment 1.

33 Yes 0 No 0 Abstain
Motion carried.

M-6 Moved by Matthew Wilmes, seconded by Marty Fridgen, to take a position of support for proposed Bylaw Amendment 2.

35 Yes 0 No 0 Abstain
Motion carried.

M-7 Moved by Rodney Rowe, seconded by Marty Fridgen, to take a position of support for proposed Bylaw Amendment 3.

36 Yes 0 No 0 Abstain
Motion carried.

M-8 Moved by Bernie Burnham, seconded by Cindy Kluempke, to take a position of support for proposed Bylaw Amendment 3.

35 Yes 0 No 0 Abstain
Motion carried.

M-9 Moved by Bernie Burnham, seconded by Kate Schmidt, to take a position of support for proposed Bylaw Amendment 3.

34 Yes 0 No 0 Abstain
Motion carried.

Committee Reports:

At 1:32 p.m., using unanimous consent without objection, the board moved into executive session.

At 1:56 p.m., using unanimous consent without objection, the board moved to rise and report.

Personnel Committee:

M-10 Moved by Marty Fridgen, with a committee second, to approve the hire of Jodi Meyer for the full-time Field Staff position in the St. Cloud office at an annualized salary of \$93,797.20, which is step 2 of the TEMPO wage schedule.

Motion carried.

M-11 Moved by Marty Fridgen, with a committee second, to approve the reclassification of the Executive Assistant to the Vice President & Secretary Treasurer from AES grade level 8 to AES grade level 7 as recommended from the classification review. This would change the annualized salary for the employee currently in this position from \$67,688.92 (lane 8, step 4) to \$69,784.00 (lane 8, step 1), retroactive to December 17, 2019.

Motion carried.

Zone and Election District Conversations: The board engaged in small group conversations.

Open forum:

Sue Snyder: Community Outreach will be collecting toiletries and non-perishable food items at the Representative Convention.

Rodney Rowe: Nellie Stone Johnson dinner on March 19. We will have a table with 10 seats available. An email will be sent out this week.

Ryan Fioreck: Requested an update on UTSWC negotiations. Marty Fridgen provided one: Rough go with administration and school board. Working-to-Rule, the letter from administration has been circulated. Would like to thank everyone for support, especially Meg and David in legal for help, Kieren and Chris in PA and support at the rally from leadership.

Heather Bakke: At the NEA Board meeting it was discussed that the Native American and Alaska Native caucus would like folks to boycott games at the stadium during the RA. Read Across America is rebranding without Cat in the Hat. Would like people to read diverse books to reflect diverse students. Website has tons of resources.

Ellen Olsen: Follow up to Read Across America – The agreement with Dr. Seuss Foundation expired, but if you google “Dr. Seuss racist” all sorts of problems comes up that was the impetus for change.

Geneva Dorsey: Inquired if Nellie Stone Johnson was soliciting donations for baskets at this time. Not at this time.

Megan Bartel: Katie Lillis would like everyone to know she misses everyone.

Adjourn: The meeting adjourned at 2:39 p.m.