

MINNESOTA

EDUCATOR

DECEMBER 2019/JANUARY 2020

**MEET OUR 2019-20
ESP OF THE YEAR:
YASMIN MURIDI,
ST. PAUL**

**WINONA TEACHERS,
ASPIRING EDUCATORS
LEARN FROM EACH OTHER**



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EDUCATORS AND STUDENTS

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*COVER PHOTO: Education Minnesota's
2019-20 ESP of the Year, Yasmin Muridi,
poses in the hallway of her school, Four
Seasons A+ Elementary in St. Paul.*

CELEBRATE REFERENDUM WINS, THEN LET'S FULLY FUND SCHOOLS

Educators in more than 40 school districts around the state went to their neighbors with a simple proposition. Will you raise your taxes to provide the students in your community with a better education?

The voters overwhelmingly said yes. More than 80 percent of the various funding questions were approved. The hard work of thousands of educators who campaigned for their schools paid off. Tens of thousands of Minnesota students will benefit.

Without question, that's good news. But it's not the only story from Election Day 2019. There's another story. It's not so good.

It's the reason why we need to keep fighting for fully funding public education through more equitable means—but first some highlights.

Voters in White Bear Lake approved one of the largest bond referendums in state history—\$326 million for building projects in the fast-growing and overcrowded district.

In Worthington, the voters signed off on a new intermediate and elementary school. It was their sixth try in seven years in which a bloc of the community is struggling to accept the growing racial diversity of the city.

Rochester passed a \$171 million bond issue for new construction. School officials in Moorhead will build a new high school. Voters in Alexandria approved a 10-year operating levy.

According to an analysis by Education Minnesota, local voters throughout Minnesota approved \$133 million in annual operating revenue and another \$1.31 billion in new construction and repairs. For comparison, Gov. Tim Walz and the Minnesota Legislature increased education funding by \$540 million earlier this year.

Unfortunately, every successful referendum shifts a little more of the burden for paying for public education to Main Street Minnesotans when the multi-millionaires and most powerful corporations already aren't paying their fair share. This is especially shocking when we remember the wealthiest few are enjoying massive tax breaks doled out by President Donald Trump and his Congress just two years ago.

We could chalk it up to another example of the greedy few rigging the rules in their favor and leaving working people to pick up the pieces, but that explanation is incomplete. This is happening as our schools are rapidly diversifying by race and through immigration. The opportunity gaps between white students and students of color—and wealthy students and students in poverty—are shocking and unacceptable.

Yet Minnesota educators are working in a discriminatory system of education funding defended and perpetuated by a few members of the Legislature.

I say to them: If you hold elected office and refuse to raise the revenue from your privileged constituents that Minnesota's students desperately need to succeed, you are part of the problem. You own a piece of Minnesota's opportunity gap. You're responsible, too.

It's time for our federal and state governments to get serious about providing the resources educators need to prepare our students for successful lives, from smaller classes, to sufficient support staff, to full-service community schools, to high-quality preschool and affordable post-secondary education.

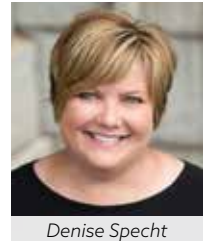
But those resources must be raised equitably. Those who can afford to pay more, should pay more. It's unfair and unsustainable to keep passing the responsibility for educating our state's children to our farmers, small business owners and working families through local levies.

So let's celebrate all those winning levy campaigns. Then let's start organizing and pushing our leaders to fully fund public education the right way.

Together,



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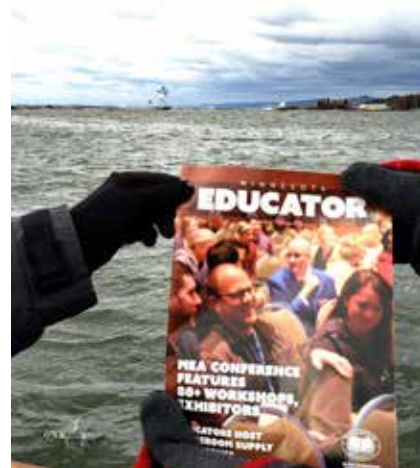
Where are you reading your Minnesota Educator?

Congratulations, Melissa Williams from Richfield, for being this issue's winning submission!

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 Target gift card!

Submissions are due Jan. 6. Happy reading!



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!



Members in the news!

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

Our school districts need people who are trained in the mental health professions to do the work of mental health professionals. We could fill a day with 'can I talk to you after class?'

— Fosston music teacher Paul Peltier said in a KARE 11 interview "Student survey: Mental health issues rising" on Oct. 17. The Minnesota Student Survey released this fall says more Minnesota students than ever report having long-term mental health, behavioral or emotional problems.

ESP OF THE YEAR WELCOMES STUDENTS, FAMILIES AND COMMUNITIES INTO SCHOOL

Two years ago, a mother dropped her children off at Four Seasons A+ Elementary School in St. Paul and asked to use the restroom. Yasmin Muridi, a bilingual family liaison at the school, saw her and asked if everything was OK. After a brief conversation, Muridi discovered the family was just evicted from their home and had spent the night in their car. So she got to work.

Muridi talked with the school social worker, went to the county, connected them with a local church and helped them find a home. The children are still at Four Seasons and are thriving, Muridi said.

"The community helped them. I just helped bring them together," Muridi said.

Bringing the community together is what Muridi does every day and is big reason why she was named Education Minnesota's 2019-20 Education Support Professional of the Year.

Muridi has been a bilingual education assistant and family liaison in St. Paul Public Schools since 2014.

There is no "typical day" for her, Muridi says, but every morning she checks in with her students to make sure they made it to school and are doing well. She always has her phone with her, as she receives calls from parents at all hours of the day and night.



Education Minnesota's 2019-20 ESP of the Year, Yasmin Muridi (left), talks with kindergarten teacher Patty Nelson while working together at Four Seasons A+ Elementary in St. Paul.

She has helped parents find the urgent care clinic closest to their home, coordinate transportation, and works to build the bridge between home and school for families, many of whom are new to the country.

"This fulfills my life to see parents have the right resources," Muridi said. "I connect them with what they need, but then I also help them be independent and be an advocate for their kids."

This is much more than a job for Muridi, and the extra hours and financial resources she spends to help her community and school do not go unnoticed.

"She goes above and beyond the educational work," said Patty Nelson, a kindergarten teacher at Four Seasons.

"She buys toys and food. She comes to us to find out what worksheets or activities the students might need. She gives anything and all to the kids."

Nelson and Muridi work together to connect with families through the St. Paul Federation of Educators' Parent Teacher Home Visit program. Muridi is also a trainer with the program.

"She knows what home visits mean to our families," said Nelson. "And she keeps

the families involved."

Muridi knows that first connection with families can be an important piece of a child's educational success.

"Going to a home visit can change everything," she said. "They see a person who cares about them, who wants to know them. I can talk with the students in a very personal way. I know their pets. We have that bond we didn't have before."

Muridi also takes those visits as an opportunity to talk to parents about the importance of early education.

"In the summer, I knock on the doors of families I worked with and make sure they register younger children for pre-K," she said. "We are not paid for that, but we want our communities to have those opportunities."

Muridi also helps direct the Academic Parent Teacher Teams (APTT) conference program with the district. This model brings in families multiple times a year for a longer, more collaborative way of doing conferences.

"Because of the trust families have in Yasmin, her school had one of the highest turnout rates last year," said SPFE President Nick Faber, in his recommendation letter to the award selection committee.

Muridi sets up the conferences, orders food, organizes transportation and child care and makes sure the events run smoothly.

Muridi has also created events at Four Seasons. She has organized a cultural fashion show, a

traditional dance and music event and a Ramadan meal.

Muridi started the Ramadan meal because she knew Muslim families might miss out on the school's spring musical because they would be preparing and sharing a meal that evening. She bought all of the food for the first event which was attended by 50 people. The next year, those families brought in food and invited others from the community. Then the school opened it up to any family to attend. This year they had more than 500 people come and celebrate.

"When we talk about the Four Seasons family, a lot of people only see what's inside with these walls," said Holly Magner, a science teacher at the school. "I've never seen an ESP take on this leadership role of bringing the community into the family. It extends it so deeply. She has taken it to the next level of partnering with families."

Muridi makes every family feel welcome, said Magner.

"She has a family liaison superpower," Magner said. "We can do our best teaching when we know Yasmin is there with us. She has the bond and respect in the community. She is a partner in their education. They will learn more and feel a part of this school, because she cares and will build that bridge."

Muridi's community building doesn't stop with her work in her school.

She works as an interpreter for other area school activities and meetings. Muridi speaks Somali,

English, Arabic and French.

Muridi also has taken Citizens Academy classes with the Saint Paul Police Department and works with youth, especially young women, in her community through that program to ensure they are safe and successful.

She is leader in her community organizations for Indigenous women and women of color, with the Horn of Africa Community organization, her Mosque and many more organizations.

Muridi has also been a member of SPFE's executive board and negotiations team. She also helps coordinate and teach professional development through the union.

"Yasmin lives the values of traditional, professional and social justice unionism," said SPFE member and leader Ellen Olsen in her recommendation letter. "I am better, and Saint Paul Federation of Educators is better, for all of her involvement."

For Muridi, she says she is following the example her mother set for her.

"She went around in our community," she said. "She would go advocate for anyone. She was always helping."

In her application for the ESP of the Year award, Muridi wrote that she wants to see those families and students she works with find their pathway with confidence.

"I'm going to move mountains for them," she said.

Muridi now becomes Education Minnesota's nominee for the National Education Association's ESP of the Year award.



Winona Education Association member Luke Merchlewitz (right) welcomes current Winona Public Schools teachers and Winona State University Aspiring Educators to the first of three fellowships the two groups have planned for the year.

BUILDING BRIDGES BETWEEN TEACHERS, ASPIRING EDUCATORS

Winona, Minnesota has often been a place of firsts in education.

The idea for a statewide teachers association was born there. Winona State University was the first teaching college west of the Mississippi. And now, the Winona Education Association and Winona State University Aspiring Educators are starting a new first—a three-part fellowship to connect current teachers with college students studying to be teachers.

"We have student teaching and field experience," said Alisa Becker-Dunn, chapter president of the Winona State University Aspiring Educators.

"This allows us to have a connection, more one-on-one to ask advice, instead of them just observing us."

The fellowship started the Friday of MEA weekend, Oct. 18, with dozens of Winona Education Association members heading over to Winona State for a meet-and-greet and tour of the university's new Education Village buildings. In the winter, the college students will tour Winona middle or high school and have more opportunities to connect with teachers. Then in the spring, teachers will head back to the

university for another discussion.

"The question really became, 'Why aren't we doing anything together?'" said WEA member Luke Merchlewitz who approached the college and Becker-Dunn about creating this partnership. "We want to welcome them into our profession."

Becker-Dunn, as well as the Aspiring Educator chapter advisor and education professor Dr. Rhea Walker, jumped at the chance to create a community between the two groups.

"This will be a two-way street," said Becker-Dunn. "We will get to know so much more about what this career is going to be like. This is what we have been looking for."

More than 50 students attended the first session. The students guided the WEA members on the tour of the new Education Village buildings, broken into groups by subject area they teach or plan to teach.

"We didn't have to talk the students into coming," said Walker. "They really want to talk with current teachers."

Students can receive a certificate for attending all three sessions. Walker also said there is a plan for a joint bus to attend the union's MEA conference next fall, too. Merchlewitz also invited all of the college students to attend the WEA's celebration during American Education Week.

As for the next fellowship

session, Merchlewitz had the college students write down questions they wanted the WEA members to address.

"We want to make sure we can help with what you really need," he said. "Every WEA member is here to help you."

The WEA members already see how they can learn from the WSU students, too.

"On the tour, I saw they were using a projection system I just got in my classroom, so I was able to ask what software they used," said WEA President Scott Halverson.

Halverson said the students had great questions as they toured the buildings and he hopes that this partnership will help them be successful educators and union members.

"We grouped together as math teachers and the math majors, but they instantly started asking us about how

to create relationships with students and colleagues," he said. "We're finding our new teachers understand the need for our advocacy and they want to know more about it."

WSU students Danielle Youngberg and Jayde Grass were grateful for the opportunity to connect with current teachers, and learn more about how a school district like Winona works.

"I knew it would be great to build these connections," said Youngberg.

"I'm already seeing differences and similarities between the district I attended and here," said Grass. "It's good to learn about different districts."

WEA member Theresa Pearson said building connections like these could be vital for the future of the profession.

"We need this, and we need it to be good," she said.



Winona State University aspiring educators showed Winona Education Association members around their new Education Village buildings on campus, including Donna J. Helble Hall (pictured here) which was named after a former Winona teacher and professor who donated money to create this learning community.

EARLY CAREER EDUCATOR GRADUATE COURSE LOOKS TO KEEP TEACHERS IN PROFESSION

Recent national research has found that more than 40 percent of teachers leave the profession in the first five years.

Education Minnesota has been working on educator retention legislation at the state Capitol, including producing a research paper on recruitment and retention strategies. But now the union has created a space for early career educators to network and learn best practices for addressing issues related to staying in the profession.

The Early Career Teacher Seminar launched this fall, and is a partnership between Education Minnesota and Metropolitan State University. The class is funded through a grant from the National Education Association.

"The union wants to provide support for these educators and address some of the things these educators face," said Vicki Turner, Education Minnesota education issues specialist who teaches the course. "When you first start teaching, you don't have all your tools, but you have yourself. And if you know yourself, you can build yourself as a teacher and get those tools you need to do the best you can for your students."

This course set out to provide early career teachers who are within their first five years of teaching support in creating work/life balance; instructional strategies; classroom management;

building relationships with students, families and colleagues; cultural awareness and understanding the roles of building professionals.

"This is different than the professional development that we normally offer," said Turner. "This is building up to something, a behavior change project. At the end of the course, they are going to develop a behavior plan to see what they are going to do differently and work on to be a better teacher."

There are 25 educators from across the state in this fall's course. They attended five classes and received three graduate credits and 10 continuing education units.

In between the classes, the participants journal, as well as continue to connect with each other. They are reading "Onward: Cultivating Emotional Resilience in Educators," by Elena Aguilar and are using a workbook that goes along with the text.

Turner leads the class but also brings in outside speakers, including Education Minnesota's Facing Inequities and Racism in Education program staff; administrators and specialists on advanced differentiation.

In preparing for the course, Turner sent out a survey to

teachers in their first three to five years and brainstormed other topics with Education Minnesota members. She took the main areas of concern and what veteran educators said they wished they had learned to create the discussion topics.

"We know we need to work with kids' social-emotional learning because that's how they are going to achieve," she said. "We knew teachers needed to also have social-emotional learning, too."

For the early career educators, the class has been a way to connect with other people like them.

"I found a camaraderie I was looking for," said Katelyn Westlund, a second-year teacher from Blackduck. "I heard about the class from my local union and figured I had nothing to lose and everything to gain. I'm already getting a lot out of it."

Bryan McFaul has been teaching for four years, and worked as a paraprofessional for many years before that. He said he had been thinking about leaving the profession, but decided to try this class to see if he could develop any tools to help him not get to the point of leaving.

"I wanted to see if I could find what I am missing for



Education Minnesota's first Early Career Teacher Seminar met on a Saturday in September. The graduate course, facilitated by Education Minnesota Education Issues Specialist Vicki Turner (center), looks to give new teachers the tools they need to be successful.

me to have these thoughts of leaving," he said.

Being proactive to fight burnout is also why Brianna Dietz, a teacher in North St. Paul-Maplewood-Oakdale, took the class.

"My first year was rough," she said. "I needed something. It is really great to be meeting people going through the same thing."

"I want to teach for a long time," said Angela Johnson, a first-year teacher in Minneapolis. "I want a work/life balance and I want to be the best I can be."

Not only are the educators finding ways to improve themselves, but also bring things back to their classroom.

"I am learning about work/life balance," said Kim Le, a fourth-year teacher in Minneapolis.

"But I'm also taking little tidbits to bring back into the classroom for behavior management."

"I'm hoping this brings a new energy into my teaching," said Westlund. "It's also nice knowing I'm not alone and other people feel this way. We're not on an island."

Applications are open for the second Early Career Teacher Seminar. The course will take place once a month from January to May, with classes taking place at Education Minnesota's St. Paul office. Participants will receive three graduate credits from Metropolitan State University. Go to bit.ly/36P902v for more information or to apply by Dec. 15.

EDUCATION MINNESOTA MEMBER HONOR ROLL

Presidential Awards for Excellence in Mathematics and Science Teaching, and Science, Mathematics and Engineering Mentoring

Education Minnesota members were recently named recipients of the Presidential Awards for Excellence in Mathematics and Science Teaching, the highest award given by the U.S. government to kindergarten through 12th grade teachers of mathematics and science.

- **Stacy Bartlett**, Stillwater
- **Patricia Haugh**, Mahtomedi
- **David McGill**, St. Paul
- **Eugenia Paulus**, North Hennepin Community College, was also awarded the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring, which recognizes the critical roles mentors play outside the traditional classroom setting in the academic and professional development of the future STEM workforce.

Environmental education awards

Jen Heyer, Eden Prairie, was awarded the 2019 Presidential Innovation Award for Environmental Educators, awarded by the U.S. Environmental Protection Agency, as well Environmental Educator of the Year Award by the Minnesota Association for Environmental Education.

Deb Schlueter, Pine River-Backus, was also named Environmental Educator of the Year Award by the Minnesota Association for Environmental Education.

World Language Teacher of the Year

Pang Yang, a Hmong language and literacy teacher in Osseo, was named the 2019 World Language Teacher of the Year by the Minnesota Council on the Teaching of Languages and Cultures.

School Social Worker of the Year

Molly Cirillo, Hastings, was named the School Social Worker of the Year by the Minnesota School Social Workers Association.



Chelsey Tulgren (left) was honored as a Women in Public Service Rising Star by Hamline University. Tulgren is pictured with fellow educator, Vicki Lambert.

Hamline University's Women in Public Service Rising Star Award

Chelsey Tulgren, who teaches adult basic education at the Stillwater Correctional Facility, received Hamline University's Women in Public Service Rising Star Award in November. The award is designed to recognize women in public service with 10 or fewer years of service who are already making their mark in working toward the public good.

The Minnesota Council of Social Studies named their 2019 Teachers of the Year:

- Elementary: **Angela Bianco**, White Bear Lake
- Middle: **Michele Melius**, Waconia
- High: **Jessica Felosi**, Grand Rapids

The Minnesota School Counselors Association honored their 2019 award winners:

- Middle School: **Sandra Mortensen**, Bloomington

The Art Educators of Minnesota honored their 2019 art educators of the year:

- Elementary: **Leah Schultz**, Elk River
- Middle: **Molly Wiste**, Bemidji
- High: **Shanda Landes**, Glencoe-Silver Lake

The Minnesota Science Teachers Association honored their 2019 award winners:

- Secondary: **Laura Unterholzner**, Rochester

RURAL EDUCATORS AWARDED

The Minnesota Rural Education Association announced its fourth annual Educator of Excellence Award honorees. The award was created to recognize, reward and promote excellence in education that achieves the highest outcomes for greater Minnesota students.

Four awards are given out each year, one to each of MREA's membership zones—north, south, north central and south central.

The four honorees were selected earlier this year and honored at a banquet in November. They include:

- **Jessica Strom**, math teacher, Win-E-Mac Schools.
- **Ryan Larson**, Dragon Academy instructor, Pine City Public Schools.
- **Tony McGee**, science teacher, Plainview-Elgin-Millville Schools.
- **Patrick Merrick**, science teacher, Westbrook-Walnut Grove Schools.



MREA Educator of Excellence Award winners (from left) Patrick Merrick, Education Commissioner Mary Cathryn Ricker, Ryan Larson, Tony McGee and Jessica Strom.

Read more about the honorees and why they were selected, as well how to nominate an educator for the 2020 award at www.mreavoice.org/awards/#educators-of-excellence.



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MSCF SETTLEMENT CLOSES OUT WITH \$1.6 MILLION IN CLAIMS

More than 250 Minnesota State College Faculty union members have filed \$1.6 million worth of claims for lost wages as part of a settlement reached in May with the Minnesota State system of colleges and universities.

There were 23 claims for \$15,000 or more. The average claim was about \$6,200.

MSCF President Matt Williams said that while the large dollar amount will grab people's attention, the big takeaway is the more than 700 one-on-one conversations union leadership and staff had with its members.

"Most of the meetings resulted in no claims, but people were so grateful that people would be willing to sit down and work together," Williams said.

The 30-60 minute meetings were not just about the settlement, Williams said.

"We heard about what they are concerned about, what matters to them, wondering what's going to happen for the future educators," he said. "It was magical."

The wage dispute involved how the college system calculated the pay for faculty members with certain job assignments, such as teaching in flex labs, independent studies and internships, or who performed duties as department chairs.

For Jane Bassuk, an art teacher at North Hennepin Community College, finding out she had a claim was a surprise.

"I was so surprised by the fact that I wasn't paid correctly," she said.

Bassuk is grateful to her union for fighting to right this wrong.

"I appreciate being a part of the union," she said. "This shows how important unions are for the health of this country."

The settlement agreement created a process for faculty



to recover back pay for the 2016-17 and 2017-18 academic years. The settlement also mandated that the system make certain changes to ensure that it correctly compensates its faculty in the future.

For Williams, the settlement is big, but the fact that the system office is now paying people properly is just as important.

"This set up that they have to change this going forward," he said. "This will always

be benefiting people."

Under terms of the agreement, faculty members were required to file their claims by Oct. 31. A referee selected by both parties will review any disputed claims over the next two months.

The union began filing grievances for the pay calculations in 2010, asserting that Minnesota State was not following the contract the two sides had negotiated together. In 2016, the union took the grievances to binding arbitration. The arbitrator ruled for the union.

In 2017, the union filed an unfair labor practices lawsuit in Ramsey County District Court alleging Minnesota State violated the law by refusing to comply with the arbitrator's decision. The settlement signed May 22 resolved that lawsuit.

The one-on-one conversations also resulted in other issues for the union to look into on the campuses they visited.

"We got an unprecedented look at what was out there. We want to make sure our one contract is followed uniformly across the state," Williams said. "That has been the bedrock of this organization. The value of the work is equal. It speaks to our history. It's the aspirational value that we're in pursuit of."

2020 ELECTION AND BEYOND: UNITING IN A MOVEMENT FOR OUR STUDENTS, PUBLIC SCHOOLS

Education Minnesota reshaped its election work in 2018, focusing on getting out the vote at the worksite level. While the union still supported pro-public education candidates, the focus on activism and building power at the worksite was the core of our electoral success.

As we look to 2020, voting is still a high priority. And through our democracy, and especially our union, we have the collective power to defeat Trumpism in 2020 and win a public education system in 2021 that can prevent Trumpism for the next generation.

That will only happen when Minnesota's public school system is fully funded and educators can wholly and completely meet the needs of students without an ongoing struggle for necessities like a well-rounded curriculum, student supports and small class sizes.

Uniting in a movement around the public schools, which are a public good for everyone no matter where you come from or what you look like, will be at the crux of our 2020 electoral work and the next two legislative sessions.

The power of the educator vote only translates into real changes for students and for our democracy with a visionary movement in our workplaces and within our communities. Only this way will we reverse decades of underfunding and inequality, and build a truly inclusive, multi-racial democracy for future generations. Across the country, #RedForEd organizing is showing time and again that the public is with educators.

THAT'S WHY THIS IS OUR MINNESOTA PLAN FOR DEMOCRACY AND PUBLIC EDUCATION FOR 2020-21:

- Get out 100 percent of the educator vote for public education on Nov. 3, 2020.
- Collectively engage at least 33,000 parents and community voters in the election and beyond.
- Unite our co-workers and communities in a statewide movement for full funding of public education in the spring of 2021.

If you and your co-workers are looking for a meaningful and powerful way to take a stand for your students, here is what you can do to be a part of this movement right now:

- **Register online for the upcoming leadership summit for democracy, unity and worksite action, our 2020 Education Minnesota political conference, in Bloomington Jan. 31-Feb. 2 at www.educationminnesota.org/advocacy/EdMNVotes/Political-conference.**

The summit will be the place for educators to learn about the tools you'll need to develop worksite teams to build unity around electing pro-public education candidates in the 2020 election and fight for fully funding schools in the 2021 legislative session.

The summit will also feature a public meeting with key elected officials.

- **Talk to your union building rep, steward or worksite action leaders about what fully funded schools would mean to the students you serve.**
- **Share your commitment with educators on social media using #edmnvotes.**



The MEA conference also served as the first meeting of the third cohort of Education Minnesota Racial Equity Advocates. The group will meet multiple times throughout the year.

MEA CONFERENCE 2019

The 2019 Minnesota Educator Academy conference at the Saint Paul RiverCentre Oct. 17 drew more than 1,500 educators and college students studying to be educators.

This year's conference featured keynote speaker Dr. Eddie Moore Jr., who spoke about why racial justice work is the work of all of us, no matter where we live or who we know.

Moore's session, which took place in multiple RiverCentre ballrooms, was filled to capacity.

"Integration without preparation does not work," said Moore. "We need to ask ourselves, are we ready to do this work?"

The conference featured more than 90 workshops on a wide variety of education issues. A majority of the workshops focused on the content areas teachers need in order to renew their license every five years.

Workshops with the largest attendance focused on student mental health, which is a relicensure requirement but also an area educators have spoken out about needing more resources on at the local, state and national level.

This year, the conference included a march organized by Minnesota Educators Against ICE, called "Classrooms Not Cages." Hundreds of educators marched from the RiverCentre to Rice Park.

Educators who spoke upon arrival at Rice Park said educators have always been on the front lines for their students, and now is the time to be on the front lines for our immigrant students.



Hundreds of educators marched from the RiverCentre to Rice Park in an event organized by Minnesota Educators Against ICE, called "Classrooms Not Cages."

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.

All active Education Minnesota members are eligible to run to be a state-credentialed delegate for the NEA RA. The filing period closes Dec. 13. The filing form is below.

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 closes Feb. 15. Elections will take place in April, if necessary. The filing form can be found on the next page.

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 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-CREDENTIALLED 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 _____.

FILING FORM FOR GOVERNING BOARD AT-LARGE ESP VACANCY

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:

GOVERNING BOARD AT-LARGE ESP

(Two three-year term positions to be filled; term begins upon certification.)

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 _____.

FILING FORM FOR GOVERNING BOARD AT-LARGE HIGHER ED/STATEWIDE AFFILIATE

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:

GOVERNING BOARD AT-LARGE HIGHER ED/STATEWIDE AFFILIATE

(One three-year term position to be filled; term begins upon certification.)

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 _____.

FILING FORM FOR GOVERNING BOARD AT-LARGE ZONES VACANCY

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:

GOVERNING BOARD AT-LARGE ZONES

(You may only select one zone)

____ **ZONE 1** ____ **ZONE 2** ____ **ZONE 3** ____ **ZONE 4**
____ **ZONE 5** ____ **ZONE 6** ____ **ZONE 7** ____ **ZONE 8**

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 _____.

To find which At-Large Zone your local union is in, go to www.educationminnesota.org/members-only/elections/Election-Rules. You must be logged in to see this page.

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® Auto and Home Insurance Program

nea **Member
Benefits**
in partnership with



California Casualty

Professional development

IMPACT EDUCATION CONFERENCE BY SOURCEWELL

The Impact Education Conference by Sourcewell Technology, formerly the TIES Conference, will take place Dec. 14-17 at the Hyatt Regency Minneapolis. The conference features keynote speakers, workshops, an exhibit hall and preconference workshops. Topics range from AR/VR, Google tools, sparking creativity in the classroom, mentoring, flipped learning and digital feedback. Registration fees range from \$289 to \$429, with preconference workshops at an additional cost. For more information on the conference and how to register, go to <https://impact.sourcewelltech.org>.

Classroom resources

FREE HEALTH EDUCATION CURRICULUM

We Can! is a collaboration between the National Heart, Lung, and Blood Institute; the National Institute of Diabetes and Digestive and Kidney Diseases; the Eunice Kennedy Shriver National Institute of Child Health and Human Development; and the National Cancer Institute. The website offers resources, curriculum, worksheets and tools to help students eat right, get active, reduce screen time and more. To see all of the online resources, go to www.nhlbi.nih.gov/health/educational/wecan.

Grants

MINNESOTA HISTORICAL SOCIETY FIELD TRIP GRANTS

The Minnesota Historical Society offers multiple scholarships, grants and subsidies to support schools' admission and transportation costs to visit historical sites.

- Dahlberg Scholarships offer financial assistance for admission and the Legacy Field Trip Support Fund helps offset transportation for schools with 25 percent or more students enrolled in the Federal Free and Reduced Lunch Program.
- MacMillan Field Trip Grants Program to help offset transportation and lodging costs to schools in Greater Minnesota.
- The McKnight Foundation Scholarship offers financial assistance to offset transportation costs and provides free admission to Mill City Museum

for metro-area public schools. Limited to visits in January, February and March.

Funds for all of these grants are limited and will be awarded on a first-come, first-served basis. For more information on available funding and how to apply, go to education.mnhs.org/subsidies.

FINANCIAL LITERACY GRANTS AVAILABLE

United Educators Foundation will provide up to a \$500 grant to teachers, departments or schools to support financial literacy efforts with their students. Submitted applications should support instruction of content related to budgeting; credit; money management; economics; saving and investing; or other personal finance topics. Applications for grants must be postmarked by Dec. 13. Go to www.uecu.coop/about/united-educators-foundation.html for more information on the grants and how to apply.

UNITED EDUCATORS SCHOLARSHIPS

United Educators Foundation will grant one \$2,000 Educator Award for educators who wish to attend an accredited institution for professional development, one \$1,500 Education Major Award for current college students studying education and three \$1,000 Student Awards to high school students who are members or dependents of United Educators Credit Union members and plan on attending college in the fall of 2020. The deadline for these awards is Feb. 7. Application requirements and instructions on how to apply are available at www.uecu.coop/about/united-educators-foundation.html.

Employment assistance

DISLOCATED WORKER PROGRAM

The state's Dislocated Worker Program offers employment and training services for eligible workers who are unemployed through no fault of their own. Working one-on-one with a counselor, you'll develop a plan that may include career planning and counseling, job search and placement services, training and other support services. You can apply for the Dislocated Worker Program as soon as you have been notified of a permanent layoff or termination. More information can be found at www.educationminnesota.org/resources/find-a-job/Layoff-resources.

Training available for new leaders

Education Minnesota is committed to working with locals to identify and prepare members to become the union leaders of tomorrow through our Emerging Leaders Program.

WE NEED UNION MEMBERS WHO ARE:

- Interested in becoming leaders within their profession.
- Team players and eager to learn.
- Ready to develop their potential beyond the classroom.
- Committed to improving the profession.
- Ready to mobilize their fellow members.

OUR CURRICULUM WILL EMPOWER PARTICIPANTS TO:

- Identify aspects of quality leadership.
- Develop their own leadership potential.
- Understand and work with different personality types.
- Explore leadership opportunities within the union.
- Develop the ability to engage members one on one.
- Network with colleagues from across the state.
- Embrace diversity in the workplace.
- Manage conflict for positive outcomes.
- Know the issues which have faced educators in the past.
- Lead educators to face the issues of tomorrow.

"It is a comprehensive overview of everything the union does which helped me know how I might get more involved," said Sara McKeever, Sauk Rapids-Rice Education Association, who went through the training.

The 2020 Emerging Leaders Program will take place June 16-18 at the College of St. Benedict in St. Joseph, Minnesota.

Registration now open, but space is limited. The training, meals, lodging and mileage are covered.

Go to www.educationminnesota.org/advocacy/Union-U/emerging-leaders-program to register.

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



Jodi Prchal, New Prague



Morgan Losure, MSU-Mankato



Centennial Education Association members

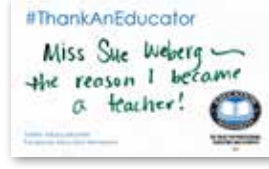
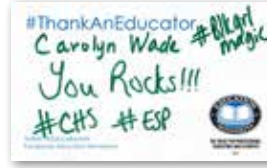
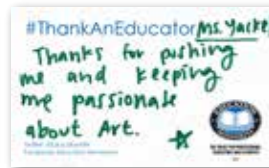
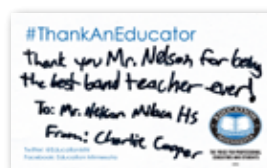


Rachel Dockter, New York Mills

#Thank an educator!

Education Minnesota hosts 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.

We will feature a selection of these notes in each issue of the Minnesota Educator this year. Keep an eye out for your name!



MEMBERS WANT TO KNOW

PROTECTION FOR YOU AND YOUR FAMILY

Identity



Did you know:

- According to Javelin Strategy, the number of identity theft victims was 14.4 million in 2018 and can result in lower credit scores and monetary loss
- 75% of identity theft victims reported being severely distressed by the misuse of their information according to the Identity Theft Resource Center
- On average it takes 6 months and 200 hours to recover from an identity theft event

How we can help:

- No cost identity theft recover plan for active members, paid for by ESI Member Benefits
- Upgrade to family coverage for as little as \$3/month
- Other members including retired, students, substitutes and more can purchase plans at negotiated discount rates

Visit www.educationminnesota.securusid.com

or call 612-238-0340 | 877-833-9041

to register or purchase coverage

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.*



ESI



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

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

New loan forgiveness program tools available soon

Education Minnesota's partnership with the loan forgiveness program Summer is expanding.

As a member, you have free access to the service, which has already helped more than 470 Minnesota educators who had a total debt estimate of \$8 million.

Based on the feedback of our members, Summer is now adding a loan consolidation tool.

Through Summer, members were able to get assistance in developing an income-driven repayment plan and submit for the federal Public Service Loan Forgiveness program.

Summer also can help members find out what savings programs they are eligible for, compare options side-by-side and help members enroll in programs – all online.

One of our Education Minnesota members is on track to save \$884 a month by using the income-driven repayment plan, which will save him more than \$80,000 on his loans overall.

Minnesota was the first state to roll out the program, in conjunction with the American Federation of Teachers. Members will need to sign in with their Education Minnesota member ID number.

To get started, visit Education Minnesota's signup page at www.meetsummer.org/education-minnesota.