



*Approved January 15, 2022*

## **Education Minnesota Governing Board Hybrid Meeting Minutes of December 11, 2021**

**Members present (v = Virtual):** Amy Aho (v), Jamie Alsleben, Todd Andrix (v), Heather Bakke, Jerry Bellefeuille, Bernie Burnham, Monica Byron, Greta Callahan, Annette Davis, Michelle Dennard, Geneva Dorsey, Wendy Drugge-Wuensch, Michelle Farnum, Ryan Fiereck, Marty Fridgen, Michelle Gottberg, Jodi Hansen (v), Janelle Hart, Al Helgerson, Jana Hedlund (v), Jessie Holm, Valerie Holthus, Julie Jagusch, Cindy Kluempke (v), Tammy Knapper, Joan Lancour (v), Gretchen Long, Carrie Lucking, Maureen Morrow, Ellen Olsen, Bety Rios-Christensen (v), Judy Rohde, Ryan Roseen (v), Tammy Roth (v), Rodney Rowe, Kate Schmidt, Ben Schwanke, Marty Scofield, Jared Simpson (v), Denise Specht, Dylan Steberg, Mark Swenson (v), Kim Thole, Leah VanDassor, Stacey Vanderport, Matthew Wilmes, Kelly Wilson

**Members absent:** Linda Howe-Wensel, Yasmin Muridi

**Staff present:** David Aron, Sarah Derdoski, Kevion Ellis (v), Janel Engesser, Lisa Enwright, Rob Gardner, Allison LaBree, Shelley MacDonald, Kathi Mitchelleti (v), Bridgette Moore (v), Shane Patrick, Dan Rivera, Mike Roehl, Kate Lynne Snyder (v), Althebra Williams

**Guests:** Sara Gjerdrum,

### **PRELIMINARY MATTERS:**

**Call to order:** President Denise Specht called the meeting of the Education Minnesota Governing Board to order at 9:07 a.m.

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

**M-1 Moved, using unanimous consent, without objection, to certify the election results in At-Large Zone 5.**

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

<b>At-Large Zone 5</b>	<b>Michelle Gottberg</b>
<b>EMAE President</b>	<b>Dylan Steberg</b>

**M-3 Moved, using unanimous consent, without objection, to approve the agenda as presented with flexibility.**

**Consent agenda:**

**M-4 Moved, using unanimous consent, without objection, to approve the following items on the consent agenda as presented:**

- **Minutes of October 2, 2021 Governing Board Meeting**
- **Committee Appointments**

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

- The officers have been engaged in a Listening Tour visiting IOs across the state. President Specht shared the IO Listening Tour dashboard. Along with some of the high lights of the information that has been being shared at the various meetings.
- Vice President Bernie Burnham is running for MN AFL-CIO president and an election will be held on December 14, 2021.
- 2022 Representative Convention will be held at the St. Paul RiverCentre April 22-23, 2022. We are hoping for an-in person event with a reception off-site. All action items, amendments to statements of principle, and legislative agenda items will be due April 1, 2022 in order to give delegates time to prepare for the convention.

**M-5 Greta Callahan moved with a second from Tammy Knapper that pursuant to Education Minnesota Bylaws, Article VII, Section 8 (b), in the event Vice President Burnham is elected as President of the Minnesota AFL-CIO, the Governing Board will fill the vacancy for the remainder of the term (through June 30, 2022) in the following manner:**

1. **Any current Education Minnesota Governing Board member who is an active member of Education Minnesota is eligible to fill the vacant position, except members who are candidates for the next term of the Vice President position. In addition, this person must be available on or shortly after February 1 to take on all the duties of the Vice President.**
2. **Interested members will announce their interest by submitting written notice to the President no later than January 3, 2022.**
3. **If there is only one interested member, the Executive Committee will meet as soon as practicable to appoint that person as Interim Vice President, in which case paragraph 6 will apply.**
4. **If there is more than one eligible Governing Board member interested in serving as interim Vice President, the Governing Board will meet on January 15, 2022 to hear from interested members about the reasons for their interest and their qualifications.**
5. **Following the interviews, all Governing Board members eligible to vote and present at the meeting (either in person or virtually) members will:**
  - a. **Indicate their preference anonymously on an electronic form. If no candidate receives more than 50 percent of preference votes of voting Governing Board members via the electronic form, the lowest vote receiving candidate will be eliminated, and a new vote will be held until a candidate receives more than 50 percent of the preference vote; and**

- b. Consider a motion to appoint the first candidate to receive more than 50 percent of the preference vote.
6. The appointed individual will begin their term as Interim Vice President on or shortly after February 1, 2022, and shall serve through June 30, 2022. During the interim, this individual will temporarily resign from their position on the Governing Board, but if elected to another term on the Governing Board, will return to their Governing Board position on July 1, 2022.

**Motion carried.**

**Vice President’s Report:** Vice President Bernie Burnham reported on the following items:

**M-6 Bernie Burnham moved with a second from Todd Andrix to approve the Organizing for Settlement Fund items as presented:**

**GRANTS**

1. Approval of a grant in the amount of \$10,205.30 (80% of \$12,756.62 allowable expenses) to Education Minnesota-Fillmore Central for unusual negotiation expenses.
2. Approval of a grant in the amount of \$5,331.40 (80% of \$6,664.25 of allowable expenses) to Sibley East Education Association for unusual negotiation expenses.
3. Approval of a grant in the amount of \$5,294.48 (80% of \$6,618.10 of allowable expenses) to Litchfield Education Association for unusual negotiation expenses.
4. Approval of a grant in the amount of \$5,522.92 (80% of \$6,903.65 of allowable expenses) to St. Croix River Education District for unusual negotiation expenses.
5. Approval of a grant in the amount of \$6,353.00 (80% of \$7,941.25 of allowable expenses) to Lake City Education Association for unusual negotiations expenses.
6. Approval of a grant in the amount of \$639.25 (80% of \$799.06 of allowable expenses) to River Valley Education Association-Houston Chapter for unusual negotiations expenses.
7. Approval of a grant in the amount of \$43,616.41 (80% of \$54,520.51 of allowable expenses) to Minnetonka Teachers Association for unusual negotiations expenses.

**Motion carried.**

- Proposed changes to the Organizing for Settlement Fund Handbook:
  - Add important information to remember to the inside front cover.
  - Insert “Unusual expenses are those expenses not currently in the local’s budget.” in paragraph 1 on page 5.
  - Insert “excluding those currently released” in paragraph 7 on page 6

**M-7 Bernie Burnham moved with a second from Ryan Fioreck to accept the proposed changes to the Organizing for Settlement Fund Handbook as presented.**

**Motion carried.**

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

- Chief Financial Officer Mike Roehl walked the board through the Financial Dashboard.
- Secretary-Treasurer Rowe reported on the work of the Dues Review Committee to date. The committee has reviewed the OFS assessment, Foundation Assessment and the continuous membership multiplier. They will be making a recommendation to lower the current 0.015 multiplier to 0.0125. They still are looking at the ABE/ECFE dues concern, ESP dues levels and parity with the teacher/faculty levels and the dues cap. The committee will finish their work in time to have any bylaw proposals in by the deadline of January 12.

**M-8 Rodney Rowe moved with a committee second to approve a \$5,000 donation from contingency to the Education Minnesota Brooklyn Center local for their fund raising of meal packs for students.**

**Motion carried.**

**Executive Director's Report:** Executive Director Carrie Lucking reported on the following (full report on file):

- Welcome to Athelgra Williams, Education Minnesota's new Director of Diversity, Equity and Inclusion.
- The work of the board from the October meeting has been reflected in the elaborated organizational goals in the priority areas. If anyone has adjustments to the goals, please let Carrie know.

### **Unfinished Business:**

**Constitutional Amendment:** General Counsel David Aron gave a brief presentation on the proposed constitutional amendment and what is currently happening around the proposal. It has now been around for multiple years and they are working at getting supporters signed on now. This upcoming legislative session is critical for them as if they hope to get it on the next ballot in order for it to be considered. We have made progress on getting more of the legislators to understand the impact this amendment has on education in the form that it is currently written and why they should oppose it. We will need to keep close watch on this as this session progresses and do what is necessary to make sure that it does not get on the ballot for consideration.

### **Priority Updates:**

**Racial Equity:** Manager of Professional Practice Research and Organizing, Allison LaBree, presented on the FIRE Program. The FIRE program touches on all of the organizational goals. It helps build local capacity to establish and sustain equity teams or do equity work within locals and support locals in responding to incidents of racism. It sustains and grows the Racial Equity Advocate program and develops and delivers high-quality professional development. It helps inform bargaining language and support for advancing racial equity across collective bargaining agreements.

**RJPC:** The Racial Justice Planning Committee (RJPC) has been continuing to meet to draft a plan for the organization and recently identified many similarities with the Affirmative Involvement Plan (AIP). Members of the RJPC and members of EMAC are meeting to determine how we move forward from this point with the goal of creating one plan that encompasses the work done by both groups.

**Full Funding/Union of Strong Unions:** Director of Field Services Rob Gardner presented on the importance of full funding in relation to bargaining and building strong locals. 46.4% of our teacher locals are settled currently. There is an increased gap between the percentage on the salary schedule and the outrageous rate of inflation, meaning many are taking pay cuts overall.

Recess: The board recessed for lunch at 12:03 p.m.

At 12:50 p.m. the board reconvened.

**New Business:**

**Legislative Agenda:** Director of Public Affairs, Kathi Micheletti, and Lobbyists Kate Lynne Snyder and Kevion Ellis, walked the board through the proposed changes in the 2022 Legislative Agenda.

**M- 9 Moved using unanimous consent, without objection, to approve the 2022 Legislative Agenda as presented with additions around: 1) acknowledging a decline in teacher prep programs/shortage of people entering the profession; 2) retaining educators of color; 3) fine tuning the narrative around Tier 1 teachers; and 4) the effect of charter schools on enrollment, funding impact, and the lack of accountability.**

**Motion carried.**

**Legal Services Policy:** General Council, David Aaron, walked the board through the proposed changes that were being recommend to the policy in regards to adding a section on Long Term Disability language.

**M-10 Moved by President Denise Specht, seconded by Kate Schmidt, and using unanimous consent, without objection, to approve the recommend changes to the Legal Services Policy as presented.**

**Motion carried.**

**Committee Reports:**

**Personnel Committee:** Committee member Ryan Fiereck reported on the work of the personnel committee and brought forth the following motions for the board's approval.

**M-11 Moved by Ryan Fiereck, with a committee second, to approve the reclassification of Kathi Micheletti as the Director of Public Affairs at grade 2, step 1 of the Executive Staff Salary Schedule retroactive to November 22, 2021.**

**Motion carried.**

**M-12 Moved by Ryan Fiereck, with a committee second, to approve of an offer of employment to Brett Dahlseid as Part-time Field Staff at a rate of \$33.13 per hour of the FY22 TEMPO agreement.**

**Motion carried.**

**M-13 Moved by Ryan Fiereck, with a committee second, that the Personnel Committee conduct exit interviews with an outgoing Education Minnesota officer or executive director within 6 months of the conclusion of their position.**

**Motion carried.**

**Open Forum:**

Marty Fridgen, NEA Director, reported that the NEA RA will not be held in Dallas this summer and that they are currently looking at Chicago or Las Vegas as alternative locations. The board of directors will be going back to in person meetings this coming February.

Heather Bakke, thanked everyone on the board who had reached out to her during the passing of her father.

**Adjourn:** The board adjourned at 2:01 p.m.