

M I N N E S O T A

EDUCATOR

DECEMBER 2022 / JANUARY 2023

**ESP of the Year KimEl
Henry leads important
restorative practices work**

**Pro-public education
candidates win statewide**



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

Free MEA Online class fulfills new requirement for cooperating teachers!

**Find the class and more information on MEA Online
at [www.educationminnesota.org/resources/
professional-development/mea-online](http://www.educationminnesota.org/resources/professional-development/mea-online).**

The Minnesota Professional Educator Licensing and Standards Board adopted a new rule for teacher preparation programs that requires each cooperating teacher paired with a candidate during student teaching and practicum "has completed professional development in coaching strategies for adult learners."

Cooperating teachers now have to have completed this professional development course by this fall, if they are hosting a teacher candidate.

Education Minnesota partnered with the Minnesota Association of College of Teacher Education to create a training that would be available to our members at no cost.

The training was developed by Education Minnesota members and staff and representatives from MACTE. It is available on MEA Online, and can be accessed and completed whenever is most convenient for participants. The training provides an overview of adult coaching strategies and offers best practices via theory as well as in the form of interviews with current cooperating teachers and teacher candidates.

The class is about an hour long and is only available on MEA Online. Members can access it and take it at their own pace.

The content is based on very basic principles of adult learning through videos and questions. Members will also receive a CEU after completing the course.





THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

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resources, go to www.educationminnesota.org.

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The Minnesota Educator is published for members
to share news about education issues and training
opportunities for educators as well as union and political
news that affects public education in Minnesota.

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Hope returns after extraordinary election work by educators

What a difference an election makes.

After an unprecedented effort by Minnesota educators during a midterm election, supporters of public education will now control the state House and Senate. Our endorsed candidate for governor, Tim Walz, will return for a second term.

It's been nearly 10 years since public education allies were in power and I can't remember when so many influential individuals were current or former educators, including three of the education committee chairs and the governor himself.

It didn't happen by accident. In more than 1,000 worksites across Minnesota this year, educators came together at union-organized events to share stories, research the candidates and make plans to vote.

Those meetings showed the creativity of educators. The meeting themes included:

- Unlimited bacon, to anyone achin', to get involved in the democratic process.
- Dough-nut forget to vote!
- An event with Crumbl cookies was called: "Don't let democracy crumble."

Despite all the challenges we've faced so far this year, educators still found the energy to creatively motivate and support each other through the democratic process.

We did it because we know public education needs to change and we know how. Within 48 hours of the election results, our union called a news conference to present our E-12 priorities for the next Legislature.

First, we want the time and resources to give every student personal attention. We're overworked and understaffed at a time when students affected by the pandemic need more from their educators—not less.

Second, students and educators deserve healthy places to learn and work. That means fully staffed mental health teams and a sustainable balance between work and home for educators. It also means buildings with air conditioning, functioning windows and roofs that don't leak.

Third, every Minnesota student deserves a great educator. Schools across the state don't provide

enough compensation to recruit and retain trained educators, especially educators of color.

And the state needs to improve educator pensions. We need a system that will encourage educators to spend their careers in the classroom until retirement at a reasonable age. What we have now isn't working.

When those themes are broken down into bills and budgets, it will amount to a multi-year, multi-billion dollar increase for public education. For the first time in a decade, we're optimistic.

The 2022 elections were also the second year in a row that school board elections were dominated by a national agenda pushed by big money groups.

Educators campaigned for safe, welcoming and effective schools for all, including our LGBTQ+ students. We worked to preserve the freedom of students to learn a more complete history of the nation, good and bad.

Those values put us in conflict with some candidates and led to some of the most divisive and misleading school board campaigns ever. Even so, the candidates endorsed by local unions won about 60 percent of their races.

In 2023, we need to make sure the politicians who campaigned on fully funding education deliver on their promises. At the local level, we need to help our communities come together after the divisive school board races.

There are good reasons to believe educators can do both and the learning and working environments in our worksites will show it.

Together,



Twitter: @DeniseSpecht



Denise Specht

Foundation grant available for collaborative work with nonprofits

The Education Minnesota Foundation for Excellence in Teaching and Learning has a unique grant for local unions wanting to work with nonprofits seeking to encourage and support broad-based efforts to effect meaningful, long-lasting change in the policies and practices that shape teaching and learning.

The IMPACT Grant program consists of awards for theme-based, renewable projects with second-year funding contingent on progress toward the goal demonstrated in year one. IMPACT Grant projects must be coordinated by an active member who has teamed up with a nonprofit organization or their local union/school district.

Approximately \$15,000 is available for one year. The budget should reflect a one-year project. For more information, go to www.edmnfoundation.org. The application deadline is Jan. 6.

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!



Where are you reading your Minnesota Educator?



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

We love seeing all of the places where you are reading your Minnesota Educator!

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!

Educators in the news!

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

“

You cannot teach a student unless they feel safe. They want to know, ‘Will you respect my culture? Will you connect with me?’

”

– Abdullahi Khalif, a school social worker at Gideon Pond Elementary in Burnsville, in a Sept. 29 *Sahan Journal* article “Students, staff say cultural competency is key for Minnesota educators.” The article talks about the proposed cultural competency standard for educators and its opponents, who are part of a national attack on inclusive, welcoming schools.

Minneapolis ESP KimEl Henry honored for her work making sure all students are seen, heard, valued

KimEl Henry can be found walking the halls of Andersen United Middle School in Minneapolis every day with an important task—making sure every student feels respected, seen and heard.

As the restorative practices and dean team lead, Henry's job is to work with scholars and staff in restorative circles and facilitate mediations to help everyone repair harm when needed, and to build relationships. Henry also helps staff, scholars and families learn about and understand the importance of restorative practices versus punitive measures.

The dedication Henry puts into this work is a big part of why she was named Education Minnesota's 2022-23 Education Support Professional of the Year.

Henry has been working in Minneapolis Public Schools for 20 years. She has been a youth coordinator, associate educator and has been in her current role for more than two years.

Education is not something Henry pursued as a career originally, but after her family pushed her to try it, she found her calling.

"I wanted to go to culinary school and own my own restaurant," said Henry. "My aunt worked in Minneapolis Public Schools for 33 years and my mom, who also was in education, encouraged me to try it. And once I got here, I knew this is where I am supposed to be."

Henry did also complete culinary school and does catering as a second job.

Henry also didn't seek out her role as restorative practices lead, but it was another opportunity that found her.

"I was already doing the work," she said. "Then the opportunities came up to be a dean team lead and now restorative practices and dean team lead and people identified me as someone already working in these areas to take on the role."

Henry's main focus is the scholars, she says, but she also works to help the staff and administration in creating welcoming and supportive environments where the kids stay in the buildings as much as possible.

"Working with the kids, it's about hearing their story and helping them advocate for their voice," she said. "Sometimes they are left unheard and that's not OK. When we ask questions of them, we can get the information we need and let them be heard in a comfortable way."

If something were to happen in her building, Henry helps do an investigation. She helps do interviews and get statements and stories from those involved and who witnessed it.

"Then we look at where we can fix and repair harm," she said. "Do we do a circle? Do we do mediation? Is there a way to keep the kids in school? When we're talking it out, a person is less likely to quickly say a student should be suspended."

These programs were especially important as Andersen recently transitioned from a K-8 school to a 6-8 middle school.

"Ms. Henry's leadership developed our systems of support for behavior at the macro level," said Teresa Gloppen, an eighth-grade teacher at Andersen, in a nomination letter for this award. "Her consistency has created a behavioral system that moves beyond punitive consequences and truly seeks to teach and restore. She collaborates with teachers, staff, administration and families in order to create an environment that encourages all students to reflect and learn."



Part of KimEl Henry's work is to be in the hallways connecting with students and building important relationships.

Keeping a focus on supportive relationships over punitive punishments is key to Henry's work.

"Building relationships is what makes this work," Henry said. "We need buy-in for this important work to work. And people in our school really understand the importance."

Henry sees those relationships also impacting student success in school.

"It is also helping students learn the importance of building relationships in a kind, welcoming way and taking time out to breathe before they reflect on an issue that is bothering them," she said. "I also work on breathing exercises with them to show them that it's okay to pause and breathe before they react. As a result, not only are scholars more likely to have better relationships, they are also less likely to engage in physical and verbal altercations that would have resulted in them spending time out of the classroom."

Henry is trained in mindfulness, which she employs throughout her work to maintain supportive learning and working environments for all scholars and staff, including herself.

"Learning about mindfulness and self-care and practicing it every day has made a difference in the way I am able to be present for staff, scholars and their families, especially since much of my day is spent with people who are going through a difficult time," Henry said, as part of her award portfolio essays.

Supporting ESPs across the district, especially those who do the behavioral support work and staff of color, has been an important aspect of Henry's work and advocacy.

"ESPs who provide behavior support as a part of student support teams are often high-turnover positions," Henry said. "I am proud of the team that I have led for the past few years because we have several ESPs on our team that have been on the team for many years. The work that my team of ESPs provides at Andersen is respected and highlights the importance of our oftentimes difficult job. Something that is very important to me is ensuring that our scholars and families feel like they belong. That is why I have regularly advocated for hiring more staff that represent our student population."



KimEl Henry's restorative practices office at Andersen United Middle School in Minneapolis is filled with supportive words, photos and graphics to help students and staff feel welcomed and heard.

Henry went on strike last spring as a member of the Minneapolis Federation of Teachers and Education Support Professionals.

"We really became a community during the strike," she said. "We had staff teams before, but we were a whole school community during the strike and it was so beautiful."

Henry says the fight for additional compensation and stability for ESPs and the staff of color retention were important pieces for her on the strike lines.

"Kids need the support and they need to see themselves represented in the educators working with them," she said.

Henry's impact on her students is not only recognized by receiving this award, but is seen and felt throughout the district.

"One thing has stayed constant—the endless love she has for her students, their families and the Andersen community as a whole," said Adam Love, Minneapolis Public Schools equity and school climate coordinator. "Henry's commitment, passion and care is without a doubt second to none."

Henry now becomes Education Minnesota's nominee to the National Education Association's ESP of the Year award. She receives \$1,200, an iPad courtesy of Education Minnesota ESI and an all-expense paid trip to the NEA's ESP professional development conference.



Gov. Tim Walz and Lt. Gov. Peggy Flanagan, along with their families, speak to the crowd at the Minnesota DFL election night party. Walz and Flanagan won reelection with a message of fully funding public education.

Walz reelected, pro-public education, pro-union majorities win in Minnesota House, Senate

Minnesota will have pro-public education majorities in the Minnesota House and Senate, as well as former teachers in the governor's and state auditor's office again. The results of Election 2022 show the impact of educators getting involved all across the state.

On Nov. 8, Minnesota reelected our teacher governor, Tim Walz, and Minnesota's math teacher, State Auditor Julie Blaha, as well as Attorney General Keith Ellison and Secretary of State Steve Simon. The Minnesota House retained its pro-public education, pro-union majority and the Minnesota Senate was flipped to a pro-public education, pro-union majority as well.

"Minnesotans voted for a vision of Minnesota in which everyone has the freedom to send their children to fully funded public schools, no matter their race or ZIP code," President Denise Specht said in a news release the day after the election. "The mandate is clear for the governor and the leadership of the House and Senate to come together and pass the multi-billion-dollar investment in public schools needed to provide every student with personal attention from their educators, a healthy learning environment and access to world-class educators in every classroom. The voters—and educators—of Minnesota expect nothing less."

Specht said Minnesota's educators worked harder on this year's campaign than any midterm election she could remember.

"Thousands of educators took time away from their personal lives to talk to colleagues before and after school to make sure they understood the stakes and the candidates. Many reached out to their communities

to knock on doors, make calls and deliver literature," she said. "We did it even though many of us were exhausted. From Rochester to the Red River, educators are frustrated by the lack of resources for our students—from understaffed schools, to shortages of mental health counselors, to the lack of classes like technical education. The only way forward is electing leaders who share our vision for what public education and the education profession can be, making the wealthiest corporations start paying what they truly owe in taxes, and holding the politicians accountable for providing the schools our students deserve."

The Minnesota House kept their pro-public education majority, and two Education Minnesota members, Mary Frances Clardy, a teacher in St. Paul, and Josiah Hill, a former local president in Stillwater, won their first election to the Minnesota House. Clardy and Hill join former education support professional Cheryl Youakim, who will serve as education finance chair, and former teacher Gene Pelowski Jr., who will chair the higher education committee.

The Minnesota Senate flipped control to education-friendly legislators. One notable change is the Senate's most recent Education Committee Chair, Roger Chamberlain from Lino Lakes, lost his reelection bid to teacher and former Education Minnesota member Heather Gustafson. Gustafson joins other educators and Mary Kunesh and Steve Cwodzinski in the Senate, who will serve as education finance and policy committee chairs, respectively. Sen. Omar Fetah will chair the Senate higher education committee.



Education Minnesota-Laporte Teachers



Education Richfield



WE DID IT!!

Educators voted and elected pro-public education majorities in Minnesota!



#EdMNVotesInAction

Education Minnesota members across the state got involved with this election because they knew public education and collective bargaining were on the ballot.

More than 150 members served as local union GOTV leaders and hundreds more served as worksite action leaders, planning fun events to encourage voting and talking to their colleagues about why this election was so important.



White Bear Lake Area Educators



Winona Education Association



Wrenshall Education Association

Legislative session work will include major funding asks

The 2023 Minnesota Legislature convenes Jan. 3, and with pro-public education majorities in both the House and Senate, Education Minnesota will be pushing them to pass the multi-billion-dollar investment in public schools needed to support educators, schools and students across the state.

With a projected budget surplus and 2023 being a funding year at the Capitol, Education Minnesota already held a press conference sharing initial ideas about what our schools need from the Legislature this session. Education Minnesota's official legislative agenda will be released on our website, social media channels and in other communications this December after approved by the Governing Board.

Fully funding education will be at the core of the message to legislators.

"The learning and working conditions in Minnesota schools are not acceptable and educators are demanding better," said President Denise Specht, at a press conference after the election, which can be found on Education Minnesota's Facebook videos page. "This year saw huge engagement in the political process by educators all across the state because we have huge funding needs in public education."

When Education Minnesota began talking about fully funding education in 2019, it was estimated then to require a \$4.3 billion investment above what was currently spent on education.

"That was before the mental trauma the pandemic inflicted on our students. It was also before inflation

started to rise two years ago, eliminating most of the per-pupil funding increases under Gov. Dayton and Gov. Walz's first term," said Specht. "Fully funding public education in Minnesota will mean a sustained, multi-billion-dollar increase in the money the state provides to its school districts."

Educators know their working conditions and students' learning conditions are impacted by the funding and policies determined at the Capitol.

"Every single thing we do every day in our classrooms, campuses, offices, buses and lunchrooms is in the political realm," said Osseo math teacher and Education Minnesota Political Action Committee Chair Ternesha Burroughs, at the post-election press conference. "How many kids we have in our classes, curriculum purchases, the recruitment and retention of enough staff to properly run the building is all decided by the politicians in the state and federal Capitol buildings."

Increased funding can help districts lower class sizes, increase mental health support staff and provide the tools for educators to do their jobs effectively.

"We need the resources so our students can be successful in their daily lives, both inside and outside of school," said St. Cloud Education Association President Chris Erickson at the press conference.

A core part of Education Minnesota's demands at the Capitol will be around getting necessary investments in educational support professionals. Districts across the state are struggling to hire and retain staff in these positions, especially after the pandemic. The Legislature can pass more funding for salary increases, policies around dedicated training and changes to allow hourly staff to be eligible for unemployment insurance in the summer.

"Our ESPs deserve a living wage," said Catina Taylor, ESP chapter president of the Minneapolis Federation of Teachers and Education Support Professionals, at the press conference. "Our students deserve stability and to know who they are going to see in those positions next year."



Wrenshall media specialist Chloe Swanson spoke about what investments her students need at a Nov. 10 press conference with other Education Minnesota members and President Denise Specht.

While Education Minnesota's complete legislative agenda and bill language will be finalized in early December, Specht shared general topics and themes she knows will be included at the post-election press conference.

Those topics include:

- The time and resources to give every student personal attention. Educators are overworked and understaffed at a time when students affected by the pandemic need more from their educators—not less.
- Students and educators deserve healthy places to learn and work. That means fully staffed mental health teams and a sustainable balance between work and home. It also means roofs that don't leak, functioning windows, heat in the winter and air conditioning in the summer.
- Every Minnesota student deserves a great educator. Schools across the state can't staff up because they don't provide enough compensation to recruit and retain educators, especially educators of color.
- Pensions. Minnesota needs a program that will encourage educators to spend their careers in the classroom until retirement at a reasonable age. What we have now isn't working.

How to stay informed, get involved this legislative session

This legislative session with pro-public education majorities in both the Senate and House means educators need to be involved with the legislative process now more than ever before. We can win what we, our students and our schools need if we hold elected officials accountable. Educators are the most effective advocates for public schools!

Share your story at a lobby day

- Local union and intermediate organization lobby days can be scheduled through your union and IO leadership and Education Minnesota staff. We will be hosting several issue-based lobby days, in addition to local lobby days, which are open to all active members. Topics to be determined. More information will be available soon on our website on how to sign up.

Meet with legislators when they are back in their district

- Watch your legislators' schedules to see when they are in the district and if they are having any public meetings. Invite your local legislator to your school, campuses and classroom, in a safe way. The more they can see and hear about what is going on in their local schools, the more likely they might be to fight for what you need. If locals or members want to schedule a formal meeting with the legislator, contact your Education Minnesota field staff. Education Minnesota also plans to host regional meetings with legislators. Watch for more information about those meetings to be shared in emails and on our website and social media channels.

Raise your voice by testifying at a hearing

- Committee hearings are a focal point of the legislative process at the Capitol and give educators the chance to share their stories and make their voices heard. Contact Education Minnesota's lobby team at lobbyteam@edmn.org if you're interested in testifying. The team can help you prepare your remarks and make sure you are where you need to be.

Read the Capitol Connection e-newsletter

- Every Monday during the legislative session, Education Minnesota sends an e-newsletter called Capitol Connection to all members. Capitol Connection summarizes the most recent actions affecting public education at the Legislature, and looks ahead to upcoming issues, hearings and activities. If you're a member and don't receive Capitol Connection once the session begins, contact webmaster@edmn.org and put Capitol Connection in the subject line.

Pension advocacy work ramps up after election thanks to new legislative opportunities

Education Minnesota's Pension Advocacy Plan moves into its next phase with the election providing an opportunity to get to work on pension improvements.

Pro-public education and pro-union majorities in the House and Senate, as well as in the governor's office, means we have the chance to push for bills on pension improvements and funding.

Education Minnesota has now moved into phase two of our member-led advocacy plan.

The Teachers Retirement Association board will need to be pushed to do the following:

- Discuss improvements to member benefits.
- Discuss the costs and get actuarial estimates for improvements.
- Recommend and support benefit improvements.
- Recommend and support increased funding from the state of Minnesota for improvements.

Education Minnesota staff are already working closely with legislators to author pension bills for improvements and funding. Educators interested in helping pass this legislation should watch for chances to engage with your local legislators as well as lobby at the Capitol or in virtual conversations with lawmakers to share your stories and motivate them to take action.

A reminder that Education Minnesota has members in multiple pension plans and there are discussions about them as well. In addition, our fellow public employee groups have shared that they are planning to push for action on their pensions, too.

Stay up to date on what is happening around educator pensions by signing up for Education Minnesota's Pensions Update e-newsletter. Sign up and learn more about the advocacy plan at www.educationminnesota.org/advocacy/at-the-legislature/pensions.



Play The Stock Market Game this Spring!

In the **Stock Market Game (SMG)**, students work in teams to manage a \$100,000 online investment portfolio of stocks, bonds, and mutual funds, while applying math, business, personal finance, and economics concepts.



SMG is no cost thanks to funding from the FINRA Investor Education Foundation and other sponsors! Many teachers are also eligible to receive a \$50 incentive!

Ready to play? Contact Stephanie at smusgrove@bestprep.org

Student Benefits

- ~Gain business, financial literacy, math, critical thinking, and research skills
- ~Accessible anywhere with a device and internet
- ~SMG is a competition!
- ~Learn skills and concepts that can be used academically, professionally, and personally

Teacher Benefits

- ~Supplements curriculum and other units
- ~No limit to how many students can participate
- ~Access to dozens of lessons and resources
- ~No stock market experience needed
- ~Quick training sessions available with BestPrep staff
- ~Two sessions available: Jan. 17-April 28 or March 6-May 26

More unions get involved in local elections than ever before

Education Minnesota saw more of its local unions get involved in school board and levy and referendum elections than ever before this fall. Unfortunately, those results were less than sweeping for pro-educator and pro-funding schools, but Education Minnesota members worked hard and made differences in many areas.

Many locals wanted to get involved, especially in school board races, because they saw other organized groups in communities or even as part of national campaigns get involved.

From holding candidate forums to making recommendations and endorsements and running a full program of mailings and phone banks, educators across the state saw the need to get involved in the elections that most directly impact their work and their students. Congratulations and thank you to all of you who participated, no matter the result.

"The endorsements by educators were usually a sign the candidate was focused on real challenges facing schools—like shortages of educators and mental health professionals—and favored welcoming, supportive learning environments for every student," Education Minnesota President Denise Specht said. "It's great to see people like that volunteering to serve in the difficult but rewarding role of school board member."

Minnesota saw an organized, well-funded national campaign come into our school board races, mostly through the Minnesota Parents Alliance and its anti-union founders. While districts saw some of those candidates win, most districts where local unions got involved were able to hold off on those candidates taking a majority of the board. In those districts where our members did direct campaign work for endorsed candidates supported by Education Minnesota, those candidates won 64 percent of the seats - 56 out of 87 seats.

"We started seeing echoes of the national issues recently facing public education in our local politics and we as Education Minnesota-Wrenshall wanted to have a voice in how our district supports our students' learning, ensuring that there is nothing standing in the way of every student's ability to feel loved, supported and welcomed in their learning environment," said



Local union leaders who got involved in school board elections shared their stories about why at a press conference after the election which can be found on Education Minnesota's Facebook videos page.

Wrenshall media specialist Chloe Swanson, in a press conference after the election, about why her local union hosted a community forum and invited all of the candidates to participate.

Minnesota voters also cast ballots on local levy referendums in more than 20 school districts, with mixed results.

"Many Minnesotans are frustrated by the fact that for 20 years the state government has been steadily shifting the cost of paying for public schools to local taxpayers," Specht said. "Who can blame them? We need the state government to step up and fully fund public education in Minnesota."

Education Minnesota helped support 26 local unions who worked in support of their referendum elections. Where Education Minnesota assisted locals, they passed 51 percent of questions and 62 percent of our locals passed at least one question.

Education Minnesota is proud to support these efforts through our Political Action Committee funds. If your district is having an election for a levy, referendum or school board, please reach out to your field staff and learn more about how your union can help you with financial and people power. Locals who have 90 percent of members who contribute to the PAC and do not ask for a refund are eligible for matching funds.

Learn more about Education Minnesota's local election assistance program at www.educationminnesota.org/advocacy/edmnvotes/local-elections.



Marcia Howard, first vice president of the Minneapolis Federation of Teachers, spoke to EMAC Summit attendees about why she is involved in the union and encouraged all in attendance to make sure their voices are heard.

First annual EMAC Summit brings educators of color together from across state

Education Minnesota's first-ever EMAC Summit was held Oct. 20-21 with dozens of educators of color from around the state coming together to network, share and learn.

Organizers plan to make this an annual event, as part of the work being done by Education Minnesota's Ethnic Minority Affairs Committee and the educators of color affinity groups.

Osseo math teacher Ternesha Burroughs brought the idea to Education Minnesota staff and fellow members of color on the Ethnic Minority Affairs Committee after seeing members of color coming together in dedicated caucus spaces at the National Education Association's annual Representative Assembly.

"I said, 'How come we don't have a convening space like that?' We wanted to have a dedicated space for any member of color to come," she said.

A dedicated space for educators of color is important as Minnesota works to recruit and retain more educators of color to reflect our diverse student population. Currently, only 4 percent of Minnesota's teachers identify as people of color. Research shows that students of color perform better academically when they are exposed to teachers of their race and ethnicity, and white students benefit from having teachers of color, as well.

Additional support and networking with peers from across the state can help keep educators of color in the profession, especially those who are isolated as the only person of color in their district. Educators of color are leaving education at higher rates than their white counterparts. According to a report by the RAND Corporation, Black teachers were more than twice as likely as other teachers to say they planned to leave their jobs at the end of the 2020-21 school

year. That trend has been around before the pandemic. A Learning Policy Institute report in 2019 said that 19 percent of teachers of color move schools or leave the profession annually, compared to 15 percent of white teachers.

That is why the first night of the EMAC Summit focused on time for educators to connect, network and socialize with each other.

"Amazing Native American student leaders opened up our EMAC Summit with a powerful land acknowledgement, sharing their history," said EMAC Chair and Minneapolis educator Geneva Dorsey.

President Denise Specht and Vice President Monica Byron, the union's first Black statewide elected leader, joined the group Thursday night to welcome them and speak to the importance of the union hosting the event.

Friday featured a variety of breakout sessions, as well as a keynote session and healing circle in the morning. Breakout session topics included community organizing, member rights, running for union office, a legislative panel, local union governance, grant writing and leadership for education support professionals.

The 2022 Minnesota Teacher of the Year, the first Asian American Pacific Islander to receive the honor and the only licensed teacher of color in the Onamia School District, Sarah Lancaster also spoke and took part in the summit.

Marcia Howard, first vice president for the teacher chapter of the Minneapolis Federation of Teachers and Education Support Professionals, spoke at lunch about the importance of being involved in your union.

"We are the union," she said. "It is your local. It is your union."

Annette Davis, a teacher in Robbinsdale who helped plan the summit, said it felt great to see the event come together.

"We are bringing in more people who look like us who don't know the power of the union and they are going to leave wanting more," she said. "There aren't many opportunities that we are doing to get to do this, so our resources at Education Minnesota and the NEA and AFT can help us lead the way to make this happen and continue."

The legislative panel featured Burroughs, who also serves as the Education Minnesota Political Action Committee chair, and Rep. Cedrick Frazier. The discussion included a robust question-and-answer section around voting and education bills at the state Legislature.

Burroughs said the first year was great and she is hopeful the event will continue to grow in future years.

"Our first EMAC Summit was a powerful success," said Dorsey.



Education Minnesota Community Organizer Jesus Ramirez facilitated a breakout session on the history and importance of labor unions' connections to communities of color.



Education Minnesota Field Staff Bonita Jones (far left) spoke to members about member rights work in unions and other ways to get active at the local level.



Members of the League of Latinx Educators (from left) Doris Schulz, Gisela Santiago, Maribel Zuniga and Lastenia Jenifer Bates attended the conference together.

Bargaining and Organizing Conference in January to focus on member empowerment

Education Minnesota's 2023 Collective Bargaining and Organizing Conference looks to give members the tools they need to fight for what their students and themselves need.

The conference will be held Jan. 20-21 at the Saint Paul RiverCentre. Every two years, negotiators, organizers and advocates come together at this event to learn critical organizing skills, build powerful local plans to unify our members to demand what our students and educators need from the Legislature, and prepare to bargain for those resources in our locals.

The conference will kick off with a keynote featuring a panel of leaders from Education Minnesota locals talking about how their members have fought for their real worth and did not settle for less than they deserve.

Attendees will all attend an important session on getting more members involved in the bargaining process called "open bargaining." Opening up bargaining to your members and even the public can feel risky, but it can bring great rewards through increased member engagement, leadership development, and more powerful contract campaigns. In this session, participants will talk about why this is an important tactic and how to move toward more open bargaining successfully.

Another highlighted session is on contract campaigns and escalation. This session will focus on building and implementing the components of a successful contract campaign. Participants will work through creating an

escalation plan where actions increase in visibility and risk and puts added pressure on decision-makers for educators to win on issues members care about.

Other sessions that have been popular in previous years include settlement costing, school finance, digital organizing, bargaining research and more.

The CBOC is open to all active Education Minnesota members. You do not need to be a current member of your local bargaining team or organizing committee to participate.

The registration fee is \$90 per member. Two members from every local may attend the conference at no charge. In addition to the two initial members, Education Minnesota will waive the fee for up to two more members if they identify as BIPOC or LGBTQ+ or if they are within the first five years of their education career. Financial assistance is available for those locals who request it.

Learn more about the conference and register at www.educationminnesota.org/members-only/bargaining/trainings.

There are also course offerings on bargaining and organizing on Education Minnesota's online learning platform MEA Online for members to complete at their own pace.

Collective Bargaining and Organizing Conference open to all active members!

The registration fee is \$90 per member. Two members from every local may attend the conference at no charge. In addition to the two initial members, Education Minnesota will waive the fee for up to two more members if they identify as BIPOC or LGBTQ+ or if they are within the first five years of their education career. Financial assistance is available for those locals who request it.

Learn more about the conference and register at www.educationminnesota.org/members-only/bargaining/trainings.

Filing open for governing board, NEA director positions

Members interested in leadership positions within their state and national union should consider running for a seat on Education Minnesota's Governing Board and the National Education Association's Board of Directors.

The candidate filing for National Education Association director 3, as well as candidate filings for Education Minnesota's Governing Board election zone, at-large ESP and at-large Higher Ed/Statewide Affiliate positions are now open.

The current term for NEA director 3, now filled by Marty Scofield, will expire Aug. 31, 2023. As a top decision-making body, the NEA Board of Directors includes at least one director from each state affiliate, as well as representatives from retired members, aspiring educators, at-large representatives of ethnic minorities, administrators, teachers in higher education, and active members employed in ESP positions. Candidates for this position will file a form by Dec. 9.

Education Minnesota is governed by an elected board, made up of a member from each of the union's

eight election zones and three at-large positions. Our governing board meets throughout the year to set dues, adopt a budget and carry out directives passed at the annual representative convention.

The current three-year terms for all 11 seats will expire June 30, 2023. Candidates for the next three-year term (July 1, 2023-June 20, 2026) will file by submitting the filing form by Dec. 9.

All of these forms are also available to complete and submit electronically on the Education Minnesota website.

If you would like to learn more about who currently represents you on the Education Minnesota Governing Board or who is currently an NEA Director, go to www.educationminnesota.org/about-us/who-we-are/#our-leaders.

Filing Form for NEA Director

This form must be filed with 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:

☐ **NEA Director (Position 3)**

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cell phone: _____ Work phone: _____

Deadline is 11:59 p.m. Dec. 9, 2022.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: 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: 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 by Dec. 9, 2022.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

Filing Form for Governing Board At-Large ESP

This form must be filed with 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

Three-year term: July 1, 2023, to June 30, 2026. Election maps located at www.educationminnesota.org.

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cell phone: _____ Work phone: _____

Deadline is 11:59 p.m. Dec. 9, 2022.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: 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: 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 by Dec. 9, 2022.

(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 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

Three-year term: July 1, 2023, to June 30, 2026. Election maps located at www.educationminnesota.org.

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cell phone: _____ Work phone: _____

Deadline is 11:59 p.m. Dec. 9, 2022.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: 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: 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 by Dec. 9, 2022.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

Filing Form for Governing Board – Election Zone

This form must be filed with 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 – Election Zone: _____

Three-year term: July 1, 2023, to June 30, 2026. Election maps located at www.educationminnesota.org.

Candidate information

Mailing address: _____ City/State/ZIP: _____

Local: _____ Email: _____

Home phone: _____ Cell phone: _____ Work phone: _____

Deadline is 11:59 p.m. Dec. 9, 2022.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: 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 by Dec. 9, 2022.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

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15

Delegate selection for 2023 NEA RA in Florida now open

The National Education Association Representative Assembly, the major decision-making body for the NEA, is scheduled for July 2-6, 2023, in Orlando, Florida.

All active Education Minnesota members are eligible to run to be a state-credentialed delegate. The filing period closes Dec. 9. Forms are also available on the Education Minnesota website.

Nominations for state-credentialed student delegates close Feb. 15.

Elections will take place in local districts and in the aspiring educator program during the 15-day window beginning Feb. 20 and ending Mar. 10. 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.

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 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 information for small locals

A funding program is available to help 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 Vice President Monica Byron at monica.byron@edmn.org.

Filing Form for NEA RA State-Credentialed Delegate

This form must be filed with 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, 2023, in Orlando, FL.

OR

I, _____, wish to nominate _____ for state credentials to the NEA RA to be held July 2-6, 2023, in Orlando, FL. 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: _____

Deadline is 11:59 p.m. Dec. 9, 2022.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: 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 by Dec. 9, 2022.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

Filing Form for NEA RA State-Credentialed Delegate: Student

This form must be filed with 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, 2023, in Orlando, FL.

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: _____

Deadline is 11:59 p.m. Feb. 15, 2023.

Scan and email completed form to elections.committee@edmn.org, submit by mail to: 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 by Feb. 15, 2023.

(For official use only)

This filing form was received on _____ by _____. Membership was verified on _____ by _____.

2023 AFT TEACH professional development conference as a state-funded attendee applications due Dec. 9

The American Federation of Teachers' TEACH (Together Educating America's Children) Conference, a biennial event devoted to professional development, will be held July 20-23 in Washington, D.C.

Education Minnesota will provide funding for one member from each election district, as well as one statewide/higher education member and one education support professional member, to attend the conference. Members who would like to apply for state funding should complete the form found at <https://cvent.me/2OmVPG> by Friday, Dec. 9.

The conference brings together educators, union leaders, administrators, activists, and civic and community leaders for high-quality professional learning workshops. TEACH will also provide innovative work, exciting demonstrations of the latest educational technology, thought-provoking keynote speakers and much more.

All local presidents should receive an information packet from the AFT that includes a tentative schedule, hotel and conference registration forms. The AFT plans to begin mailing packets in mid-April. Local presidents who have not received information by May 1 can contact Laura Brown at AFT at 202-393-6389 or lbrown@aft.org. For more information about the conference, go to www.aft.org/teach.

The selection of state-funded participants will be made the week of Dec. 12-16, and those awarded funding will be notified and sent the necessary information. Priority will be given to first-time attendees. Funding includes conference registration, airfare, hotel accommodations and meals.

All members are welcome to attend at their own expense.

If you have questions, contact Janel Engesser at 800-652-9073 ext. 4867, 651-292-4867 or by email at janel.engesser@edmn.org.

Professional development

Youth mental health first aid training

Project AWARE will be hosting free, virtual trainings Dec. 9 and Dec. 16. Youth Mental Health First Aid (YMHFA) Training introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a five-step action plan for how to help young people. By the end of the training, participants will be able to recognize and respond to the signs of mental health or addiction-related challenges or crises in young people age 12-18. YMHFA meets the educator suicide prevention/mental illness training requirement per MN statute 122A.187 as determined by districts. For more information, go to www.education.mn.gov/MDE/dse/safe/CSMHS/aware.

Earth Science Teacher Education Project

Professional development for high school earth science teachers and sixth-grade teachers is available through Minnesota's Earth Science Teacher Education Project. ESTEP is available at little to no cost to educators thanks to grant funding. The ESTEP sixth grade professional development is a one week, bootcamp style, regional workshop that incorporates earth and space science content. The high school offering is also a one week, bootcamp style workshop that focuses on a specific set of earth and space science benchmarks and the teaching strategies you will need to start making the shift to science sense-making with your students. For more information on the offerings, locations and registration, go to www.mnsta.org/cgi/page.cgi/ESTEP.html

Classroom resources

Academic enrichment opportunities guide

Looking for new ideas to ignite your students' passion for learning? Reach for the Stars is a guide listing more than 130 academic enrichment programs and activities to supplement classroom learning and help students discover and develop their interests, passions and talents. Reach for the Stars is updated yearly as public service from Synergy & Leadership Exchange and the Minnesota Academic League. Download a free PDF at www.synergyexchange.org/reach-for-the-stars.

Climate change resources available

Climate Generation, a climate education and action nonprofit, is offering free resources for this year's climate change negotiations at COP27 (conference of the parties) in Egypt. Resources include live webinar share backs from their Window into COP27 delegates on the ground in Egypt, a Window into COP27 digest, an updated COP educator toolkit, and more. To see more about what is available, go to www.climategen.org/resources/36087/cop-educator-toolkit.

Grants

Financial literacy grants available

The Expedition Credit Union 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. 16. Go to www.expeditioncu.com/about/expedition-foundation.html for more information on the grants and how to apply.

Expedition Credit Union scholarships

The Expedition Credit Union 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 Expedition Credit Union members and plan on attending college in the fall of 2023. The deadline for these awards is Feb. 3. Application requirements and instructions on how to apply are available at www.expeditioncu.com/about/expedition-foundation.html.

MEMBERS WANT TO KNOW

Benefits and services for members!

Winter to do list

- Register for your complimentary ID Theft Recovery Plan at www.educationminnesota.securusid.com.
- Create an NEA Member Benefits account at www.neamb.com/connect.
- Explore an ESI, NEA or AFT member benefit of interest:
 - Talk to a financial advisor
 - Auto insurance quote
 - Travel
 - Shopping discounts
 - AT&T wireless discount

Member Benefit websites:

- esi.educationminnesota.org
- www.neamb.com/connect
- www.aft.org/member-benefits

41 Sherburne Ave., St. Paul, MN 55103 651-292-4856 800-642-4624

esi.educationminnesota.org esi@edmn.org

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TRA Board applications now open

Two seats on the Teachers Retirement Association Board are up for election in 2023. Applications are due Dec. 16 and voting will begin March 2023.

- *The two board members will be elected to four-year terms. The terms for these positions begin July 1, 2023. Applications are available online at www.minnesotatra.org/board. To request that TRA mail you an application, call 651-296-2409 or 800-657-3669.*
- *Eligible members will receive ballots and candidate biographies in March 2023. Only active members are eligible to vote for active member board positions.*
- *The TRA Board meets around eight times a year to oversee the administration of the pension fund. Board meetings are open to the public and subject to the Minnesota Open Meeting Law. Some of the major board responsibilities include: establish rules, policies and procedures for administering the plan; approve an annual budget; retain an actuary to assess the financial status of the plan; determine member appeals; and appoint the executive director. The TRA Board has no investment responsibility. TRA assets are managed by the State Board of Investment.*

Education Minnesota encourages members to apply for these important positions on the TRA Board. Education Minnesota will be holding screenings for endorsements as we have done in previous TRA elections. Members who apply will receive information on how to participate in the member-led endorsement process.