Your Union at Work

2022-23 Progress on Education Minnesota's Organizational Priorities

Racial Equity and Social Justice

Co-create equitable schools and anti-racist unions that welcome all students and educators, no matter their color, orientation, economic status, abilities or ZIP code.

Full Funding for Strong Public Schools

Establish a full and permanent funding system for public schools that guarantees students and educators have the resources they need to deliver the education our students deserve — from early education to secondary.

Strong Locals

Empower locals and members working collectively to be strong, trusted advocates for public education at the local and state levels.



Sponsored first
ever "Uplifting Voices"
conference, professional
development and networking
focused entirely on racial equity
and social justice issues within
education and our unions.

Racial
Equity Advocates
(REA) program has
trained over 130 members
across the state working to
dismantle systemic racism in their
schools through professional
development, peer support
and restorative justice
efforts.

Supported locals developing local equity teams and plans.

Collective Bargaining and Organizing Conference continued to offer training on bargaining with an equity mindset.

Supported educators and locals who were attacked for inclusive practices.

Supported other unions, including the Minnesota Nurses' Association, in strike efforts.

Racial Equity and Social Justice

Co-create equitable schools and anti-racist unions that welcome all students and educators, no matter their color, orientation, economic status, abilities or ZIP code.

Established new Jewish and re-established LGBTQ+ affinity groups.

Increased collaboration with community organizations throughout the state doing social justice work that share our union values.

Supported record number of locals in defeating anti-CRT slates of school board candidates, winning over 60% of these races.

Created and expanded equity bargaining resources.

Negotiations staff engaged with a network of locals working to bargain equity issues in their contracts. Member of Color affinity groups planned and executed first-ever Member of Color Summit in October 2022. Eliminated the exclusion on Tier 1s and early childhood/pre-K teachers from the teacher bargaining unit, extended continuing contract/tenure rights to ECFE and ABE teachers.

Won significant improvements to tiered licensure system.

Held a 600+ person rally, virtual town halls with LCPR chair and pension bill sponsors, sent 12,000+ emails to legislators and organized a pension march to advocate for pension improvements.

Successfully lobbied for legislation to make Minnesota the first state in the country to allow ESPs to access unemployment insurance during the summer.

Successfully lobbied legislative leadership to get pension improvements back on the table at the end of session.

Successful election outcome with a trifecta of pro-public education office holders for first time since 2012. Full Funding for Strong Public Schools

Establish a full and permanent funding system for public schools that guarantees students and educators have the resources they need to deliver the education our students deserve — from early education to secondary.

Won Student Support Services, mental health support and educator of color recruitment and retention support.

Nearly all of the ongoing budget surplus - \$5.5 of \$6.5 billion invested in education – including per-pupil funding formula increases of 4 and 2 percent in the next two years.

Won huge investment in special education and English learner funding.

Held several Days of Action on critical issues, such as ESP training and support.

Brought 700+ members to the Capitol in person for lobby days.

Won significant investment in full service community schools and student mental health priorities. Provided strong representation and in-depth guidance to every affiliated local on a wide variety of negotiations, member rights, organizing and professional practice issues.

Supported locals in creating membership organizing plans for 2022-23.

Membership data project:
Education Minnesota staff
used data requests and updated
rosters to better reflect all
potential members working in
districts throughout the state.

Updated and streamlined member rights (MRA), negotiator (CNP), and organizing (LCAT) trainings. Early enrollment campaign to encourage potential members to join at no cost to the member from April-August.

Re-envisioned Emerging
Leaders program as Union
Leadership Development Program,
greatly expanding leadership
training opportunities.

Strong Locals

Empower locals and members working collectively to be strong, trusted advocates for public education at the local and state levels.

Governing Board committee dispersed \$400,000 in relational organizing grants to 60 locals across the state.

Education Minnesota staff attorneys represented locals or individual members in 354 cases, including 276 contract grievances during 22-23 membership year. Organizers worked with 30 locals on ongoing memberengagement planning and implementation as part of the Capacity-Building Program.

Offered and expanded
Building Resilience and
Voice in Early Career Educators
(BRAVE) program to support new
members in building culturally
responsive classrooms and
developing advocacy skills.

Expanded communication via EdMN votes and during the legislative session with new action alerts.

Developed new bargaining resources on educator recruitment and retention.