

# M I N N E S O T A EDUCATOR

OCTOBER / NOVEMBER 2025



**MEA Conference returns  
Oct. 16 with more  
relicensure classes**

***New poll shows pay, pensions, health care,  
burnout remain member priorities***



THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS

# MEMBERS WANT TO KNOW

## *ESI Sponsored Financial Services Partner*



Navigating Your Financial Future

## YOUR GUIDE TO 403(b) RETIREMENT SAVINGS

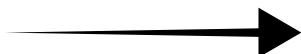
### WHY IT MATTERS

- REDUCE YOUR TAXABLE INCOME
- CONTRIBUTIONS TO FIT YOUR BUDGET
- MAY INCLUDE EMPLOYER MATCHING

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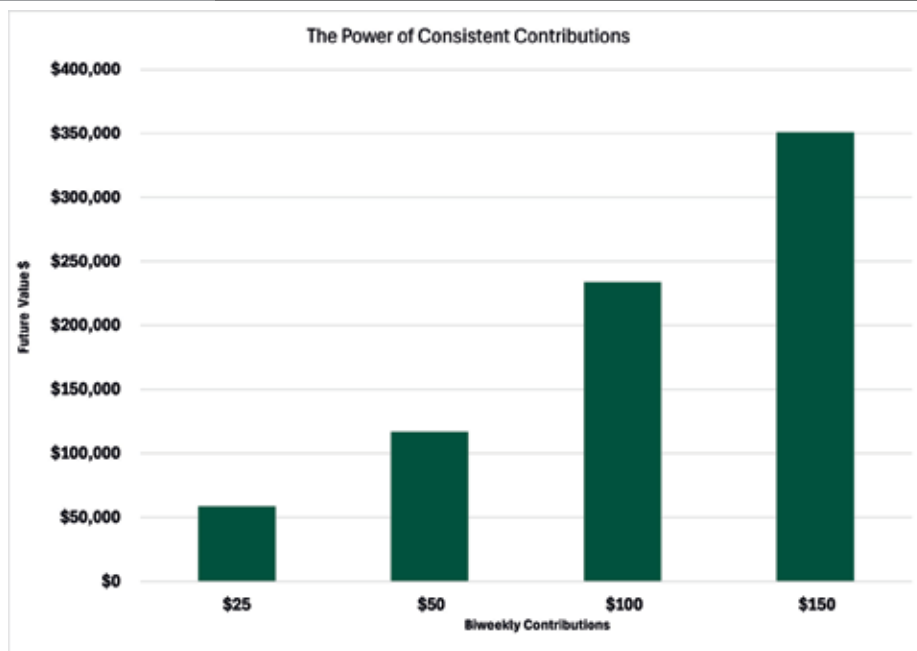
- CHOOSE YOUR CONTRIBUTION AMOUNT
- SELECT INVESTMENT OPTIONS
- WATCH YOUR SAVINGS GROW

### WATCH YOUR RETIREMENT SAVINGS GROW!



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**THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS**

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#### For general inquiries and business at the state headquarters:

Phone: 800-652-9073 or 651-227-9541  
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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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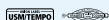
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## Welcome back! Let's get to work for educators and students

I've never met an educator who wanted to simultaneously welcome back students in September and start working toward a November election, but that's where we are in dozens of Minnesota school districts.

Voters in about 30 school districts will elect school board members this fall. Together, these districts educate more than 217,000 students—one in four statewide. We're fighting for candidates who will improve working conditions and compensation. We're still working against MAGA candidates who want to whitewash history and blame LGBTQ+ students for society's problems.

Since the national groups backing these candidates moved into Minnesota 2021, our union and allies have turned back most MAGA candidates. Every loss this fall would put fringe views closer to school board majorities.

Beyond the headline-grabbing board races, 62 districts are asking voters to raise property taxes through levies—four times the typical number for an odd year. These elections will affect nearly one in five public school students and directly affect the lives of struggling educators.

I hear stories about health care costs increasing 18%, 20%, even 39% year-over-year in our districts. That means hundreds of dollars less in take home pay. Special education and other service costs are spiraling, too. No wonder districts are scrambling.

This is happening during a statewide educator shortage. More than 80% of districts report difficulty hiring qualified educators. Compensation tops the list of problems, with burnout close behind.

The status quo is unsustainable. Retreating on pay, pensions and health care is unacceptable. That's why I'm encouraging every educator to get involved this fall.

We have a choice: Shape our profession's future or let others decide for us. When educators stay home, we surrender our expertise to those who've never managed a classroom or tutored a student. When we vote and volunteer, we protect what we've built and advance what our students deserve.

The math is simple. In close school board races, educator turnout often decides winners—and your vote multiplies when you bring friends, family and neighbors who trust educators' judgment about education.

If you have an election in your district, volunteer and vote. If not, make calls or join colleagues for door knocks and literature drops. Every effort matters, and now is the time.

I fear the window for passing levies is rapidly closing. This may be our last real chance for a while. The full effects of President Trump's budget haven't registered with voters yet, but they will in 2026.

Once Minnesotans face other taxes rising to save struggling hospitals, health insurance costs climbing, inflation ticking up from tariffs and the inevitable hit to the farm economy from trade wars, voter appetite for any levy increases will disappear.

Public school budgets could tighten further. Trump's preliminary 2026 education budget would combine Title I plus 18 other programs into a single block grant—then cut that grant by \$4.5 billion.

While it's always hard for educators to find energy for campaigns, there's more help this year. Education Minnesota members increased our PAC budget specifically to provide resources for winning local elections and improving teaching and learning conditions. But money won't win without educators doing the work. We are the profession that shapes Minnesota's future—literally. Almost every Minnesota politician, engineer, doctor, farmer and small business owner learned to read and count in our classrooms. Now it's time to shape our own future.

This isn't just about better working conditions, though we deserve them. This is about whether public education remains strong enough to serve students and sustain educators. The choice is ours, and the moment is now.

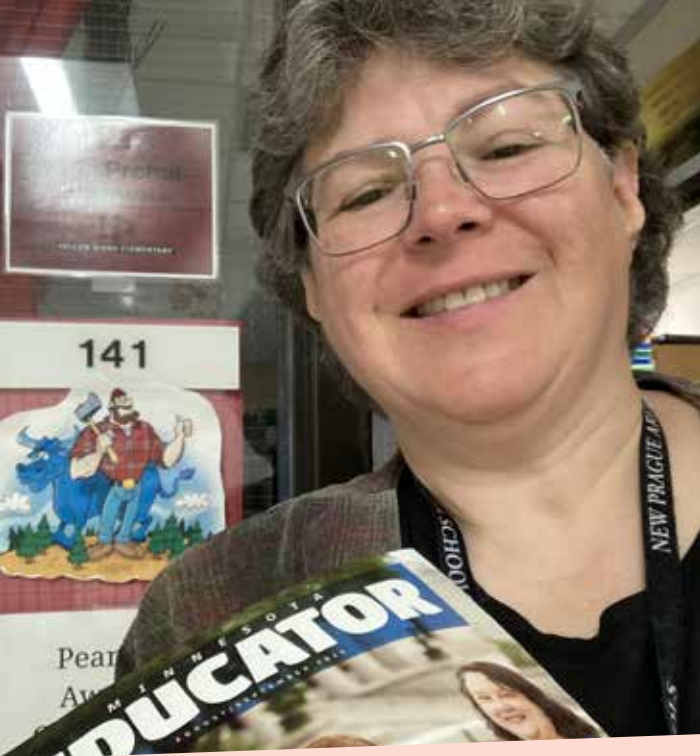
Let's show them what Minnesota educators can do when we step up.

In unity,

*Monica*



Monica Byron



### **Congratulations to Jodi Prchal of New Prague for being this month's contest winner!**

We love seeing all the places you read your Minnesota Educator. Send a photo of where you're reading your Educator to [educator@edmn.org](mailto:educator@edmn.org) to be entered into a drawing! Please include your name, your district or local and a one-sentence description of where you are reading.

The winner will receive a \$50 Target gift card and be featured in the next issue of the Minnesota Educator. Happy reading!

*Jodi reads her Educator while prepping for her new grade level and moving classrooms.*



## **Educators in the news**

**“We can teach them curriculum without what we are purchasing, but [the kids] spend so much time in our rooms and we want them to feel safe and comfortable. It is the extras that we put in to make it an experience that makes them feel loved and safe.”**

*Fergus Falls Education Association member Katie Lillis in an Aug. 22 KSTP article titled, “Teachers face rising costs to keep classrooms stocked.”*

## **Getting social!**

Stay connected with Education Minnesota by following us on our social media channels!

-  [facebook.com/educationminnesota](https://facebook.com/educationminnesota)
-  [@educationminnesota](https://www.instagram.com/educationminnesota)
-  [@educationMN](https://twitter.com/educationMN)
-  [@educationminnesota](https://www.tiktok.com/@educationminnesota)

## **Connect with your local!**

Each issue, we will select a couple of local unions' social media pages to highlight. Make sure to give them a follow to stay up to date on what's happening at the local level.

### **Follow Education Minnesota Barnum on Facebook:**

-  [facebook.com/edmnbarnum](https://facebook.com/edmnbarnum)

### **Follow Education Minnesota-Roseville on Facebook:**

-  [facebook.com/edmnroseville](https://facebook.com/edmnroseville)

# Annual MEA conference returns this October

## Now featuring even more relicensure classes!

Education Minnesota's annual MEA conference will be held Thursday, Oct. 17 at the St. Paul RiverCentre. This event, which is the union's largest professional development conference, will feature dozens of workshops and exhibitors.

### Details

- The MEA conference is only open to aspiring educators and Education Minnesota members.
- All attendees must register by Friday, Oct. 11. Classes fill up quickly, so we recommend registering as early as possible.
- Attendee check-in begins at 7:30 a.m.
- General session: 9:00 a.m.
- Workshops: 10:45 a.m.-4:45 p.m.
- Parking: the closest parking ramps are RiverCentre Ramp, 150 W. Kellogg Blvd; Science Museum of Minnesota, 120 W. Kellogg Blvd; Lawson Ramp, 11 5th St. West. More parking options are available at [www.stpaul.gov/parking-saint-paul](http://www.stpaul.gov/parking-saint-paul)
- For MEA attendees, free childcare is available for children ages 6 months-12 years. You can register when you register for the conference.
- Attendees may be able to earn continuing education credit for attending MEA. Some workshops may help fulfill relicensure requirements. After MEA, Education Minnesota will email you an attendance certificate for the sessions you attended. Please check with your district on whether you will receive credit.

### Don't miss MEA's keynote speaker Dr. Anton Treuer

This year's MEA keynote will feature Dr. Anton Treuer (pronounced troy-er), professor of Ojibwe at Bemidji State University and prolific author and speaker. He earned a B.A. from Princeton University and an M.A. and Ph.D. from the University of Minnesota. He is the editor of the Oshkaabewis (pronounced o-shkaah-baywis) Native Journal, the only academic journal of the Ojibwe language.

Dr. Treuer is a member of the governing boards for the Minnesota State Historical Society and Waadookodaading Ojibwe Language Institute. He is actively building an Ojibwe teacher training program at Bemidji State University. In 2018, he was named Guardian of Culture and Lifeways and recipient of the Pathfinder Award from the Association of Tribal Archives, Libraries and Museums.

Dr. Treuer has sat on many organizational boards and received numerous prestigious awards and fellowships, including ones from the American Philosophical Society, the National Endowment for the Humanities, the National Science Foundation, the Bush Foundation, the First Nations Development Institute, and the John Simon Guggenheim Foundation. His published works include:

- Where Wolves Don't Die.
- Everything You Wanted to Know About Indians but Were Afraid to Ask.
- The Language Warrior's Manifesto: How to Keep Our Languages Alive No Matter the Odds.
- The Cultural Toolbox: Traditional Ojibwe Living in the Modern World.
- Warrior Nation: A History of the Red Lake Ojibwe.
- Ojibwe in Minnesota.
- The Assassination of Hole in the Day.
- Atlas of Indian Nations.
- The Indian Wars: Battles, Bloodshed, and the Fight for Freedom on the American Frontier.
- Awesiinyensag.



Dr. Anton Treuer

## MEA exhibitors

The MEA conference includes an exhibit hall with vendors who are interested in sharing information, freebies and discounts with attendees. The exhibit hall will be open during the conference from 7:30 a.m.-2:30 p.m. on the same ballroom level as the workshops at the Saint Paul RiverCentre.

### *Exhibitors who will be at the conference*

Aft Member Benefits	International Festival of Minnesota, Ifest-MN	Rogers Behavioral Health
Anaphylaxis & Food Allergy	Islamic Resouce Group	Schatz Benefit Group
Association of Minnesota (AFAA)	Magers And Quinn Booksellers	Security Benefit
Animal Rights Coalition	Make-A-Wish Minnesota	Securus ID
Augsburg University	Mental Health Minnesota	SpEd Forms LLC
Avid Center	Minitex	Teaching Channel
Ballet Co.Laboratory	Minneapolis Institute Of Art	The WAVE Coalition
BC Tees	Minnesota Agriculture in the Classroom	Think2Perform Research Inst.
Bell Museum	Minnesota Children's Museum	Tradition Mortgage
Bethel University	Minnesota Department of Education	Twin Cities Pbs (Tpt)
Camp Fire Minnesota	Minnesota DNR	University of Minnesota College of Education and Human Development
Comparion Insurance Agency	Minnesota DOT	University of St. Thomas, School of Education
Compas	Minnesota Zoo	University of Wisconsin Stout
Concordia University	MN Historical Society	Urban Boatbuilders
Courage Coalition	NEA Member Benefits	Valleyfair
Duck Cup Memorial	North Ballet Academy	Walker Art Center
Education Minnesota	Ordway Center for the Performing Arts	Wells Fargo Home Mortgage
Educators Lifetime Solutions (ELS)	Project Momentum - Ssc	Wilderness Inquiry
EFS Advisors	Proserva	Winona State University Graduate Studies
Expedition Credit Union	Public Employees Insurance Program (PEIP)	YMCA Of The North
Field Trip Adventures	Pwelc - Youth Eco Solutions	Youth for Human Rights
Girl Scouts Lakes And Pines		Youth Frontiers
Gratitude In The Classroom		
Great Lakes Indian Fish & Wildlife Commission (GLIFWC)		

## MEA workshops: Oct. 16

Location	9-10:30 a.m.	10:45-11:45 a.m.	11:45-12:45 p.m.	12:45-1:45 p.m.
Ballroom A	General session and keynote speaker	Learning from Ojibwe Authors and Illustrators	Lunch break	An Introduction to Supporting 2SLGBTQIA+ Communities   Evidence-Based Strategies for Improving School Climate
Ballroom B		Trauma, Equity, and Crisis: Integrated Interventions for All Educators		TAG Superhero Academy
Ballroom C		Aspiring Ed and Early Career Networking Space: Aspire to Retire		Aspiring Ed and Early Career Networking Space: Table Chats
Ballroom D		EMAC Affinity Space		EMAC Affinity Space
Room 1				
Room 2		Navigating Narratives: Establishing Classroom Culture for Socioacademic Success		Supporting Minds in the Classroom: Understanding Student Mental Health and DBT-Informed Strategies
Room 3		Games, Games, Games! Quick Activities for Big Thinking		Behavior Contracts to Support Students with Challenging Behavior
Room 4		When Can I Afford to Retire? TRA/PERA		Your AI, Your Way: Make a Custom GPT That Knows Your Classroom
Room 5		Improving Body Image and Preventing Eating Disorders in K-12 Students		Utilizing Low Initiatives/Team Building Activities to Improve Student Interaction, Teamwork & Leadership Skills, and Overall Physical/Mental Health
Room 6		Supporting Striving Readers: 4th Grade and Beyond		Where Reading, Math & Community Come Together — So Every Student Can Thrive
Room 7		Growing Minds in the Garden!		Teaching Smarter, Not Harder: Streamlining Language Instruction for Educators
Room 8		Licensing and Standards with PELSB: Where We Are, Where We're Going		Using Puppets and Plays to Explore Children's Mental Health with Speaking Out Collective
Room 9		How to Enhance Your Profession and Classroom with a Grant		Q&A with Teacher of the Year finalists
Room 10		Reading (Relicensure)*		Reading (Relicensure)*
Room 11		English Learners (Relicensure)*		English Learners (Relicensure)*
Room 12		Student Mental Health (Relicensure)*		Student Mental Health (Relicensure)*
Room 13		Positive Behavior Interventions & Accommodations/Modifications (Relicensure)*		Positive Behavior Interventions & Accommodations/Modifications (Relicensure)*
Room 14		Suicide Prevention (Relicensure)*		Suicide Prevention (Relicensure)*
Room 15		American Indian History and Culture (Relicensure)*		American Indian History and Culture (Relicensure)*

Schedule subject to change. Go to [www.educationminnesota.org](http://www.educationminnesota.org) for more information.

2:00-3:00 p.m.	3:15-4:15 p.m.	Location
Intersectionality & 2SLGBTQIA+ Communities	Empowering Educators: Building a Climate of Compassion	Ballroom A
Rooted in Humanity: Healthy Engagement Practices for Students and Caregivers in Urban Classrooms	The Step Beyond the Book Club: Equity Team Development	Ballroom B
Aspiring Ed and Early Career Networking Space: Degrees, Not Debt	Aspiring Ed and Early Career Networking Space: Start Your Own Chapter/GOTV art build	Ballroom C
EMAC Affinity Space	EMAC Affinity Space	Ballroom D
		Room 1
Utilizing WICOR to Increase Student Agency and Educational Rigor	Unlocking Team Potential: Using the Enneagram in the Workplace	Room 2
School Boards and Their Impact on the Classroom: What Every Teacher Should Know	"Suit the Action to the Word": activating your classroom with Theater in Focus from the Guthrie Theater	Room 3
Awesome AI-Powered Projects for Elementary Learners	AI-Powered Behavior Support: Using Generative Tools to Create Individualized Classroom Interventions	Room 4
Cultivating Unconditional Belonging with Culturally Validating Pedagogy & Leadership (CVP/L)	Sharing Gratitude in the Classroom - Tools for Promoting Connection and Community	Room 5
Finding Coherence in the Midst of Classroom Chaos	Boost Number Sense AND Practice Math Facts	Room 6
Introduction to eLibrary Minnesota: Free Digital Resources for Your Classroom	Utilizing Media in the Classroom: An Approach for Teaching Minnesota Stories	Room 7
Using Storytelling and the Arts to Explore African American History in Minnesota: 1850-present day	Filling the Seats: Practices and Perspectives to Enhance Student Attendance	Room 8
Teachers and ESPs: Building a Collaborative Working Relationship	"Making Scientists Through Making Art"	Room 9
Reading (Relicensure)*	Reading (Relicensure)*	Room 10
English Learners (Relicensure)*	English Learners (Relicensure)*	Room 11
Student Mental Health (Relicensure)*	Student Mental Health (Relicensure)*	Room 12
Positive Behavior Interventions & Accommodations/Modifications (Relicensure)*	Positive Behavior Interventions & Accommodations/Modifications (Relicensure)*	Room 13
Suicide Prevention (Relicensure)*	Suicide Prevention (Relicensure)*	Room 14
American Indian History and Culture (Relicensure)*	American Indian History and Culture (Relicensure)*	Room 15

Classes highlighted and noted with an \* cover one of the state's teacher relicensure areas.

## Professional development opportunities for education support professionals at MEA

October's MEA conference has many great workshops and sessions for education support professionals. Below is a description of some of the offerings that are available at the MEA conference and through MEA Online.

### Teachers and ESPs: building a collaborative working environment

This course provides an overview of the history and evolution of our two unique professions and highlights strategic differences both inside and outside the classroom for our licensed and non-licensed educators. Participants will leave this session with tangible strategies that help us maximize our collective impact in schools while building an environment together that fosters better outcomes for our students.

### Finding coherence in the midst of classroom chaos

Coherence is an optimal state where the mind, body and emotions all work together in balanced alignment. Among the many benefits are greater resilience and energy levels, and increased clarity under pressure. Educators around the world leverage coherence

to manage their stress and create a positive climate for learning.

Other courses of interest that benefit all members include:

- How to enhance your profession and classroom with a grant.
- Empowering educators: building a climate of compassion.

And more!

Can't make it? No problem! MEA Online offers several free professional development opportunities that are accessible from anywhere. Plus, this portal includes access to the National Education Association's online training.

MEA Online trainings that are designed for ESPs include:

- Certified Negotiator Program for Education Support Professionals.
- ESP Costing Spreadsheet.

See all available trainings at [meaonline.learnupon.com](http://meaonline.learnupon.com).

## Apply for funding to attend the AFT Convention

The American Federation of Teachers (AFT) will hold its biennial convention July 16-19 at the Walter E. Washington Convention Center in Washington, D.C. This convention is the most important policymaking body for the AFT. Delegates will consider an array of issues through resolutions as well as constitution and bylaw measures.

Delegates also will elect the AFT president, secretary-treasurer, executive vice president and the vice presidents for the national union.

Education Minnesota will provide funding for one local delegate from each election district, one ESP local delegate, and one Aspiring Educator local delegate (total of 28 funded delegates).

Local presidents will receive an information packet from the AFT that includes a tentative schedule, hotel information and conference forms.

**To be eligible, members must first be elected from their local as a local delegate.** Local members who would like to apply for state funding should go online to [www.edmn.me/AFT2026](http://www.edmn.me/AFT2026) and complete the funding interest form by Dec. 12.

Names of state funded local delegates will be selected by a drawing in the last week of January. Funding includes airfare, hotel accommodations and meals along with additional convention expenses.

For questions on state funding, contact Janel Engesser at 800-652-9073 ext. 4867, 651-292-4867 or [janel.engesser@edmn.org](mailto:janel.engesser@edmn.org).

## Pay, pensions, health care, burnout remain top priorities in member poll

A recent poll of Education Minnesota members found that improvements to pay, pensions, health care affordability and burnout continue to be top priorities.

The poll, commissioned by the union, interviewed 5,201 members through both online and phone surveys from July 14-21.

Educator burnout continues to top the list of concerns, and though it has declined by 10 percentage points since 2023, it remains high. Members are more concerned about educator burnout than the educator shortage: 92% of members surveyed this year expressed concern about burnout, while 84% voiced concerns about the educator shortage. Burnout concerns remain highest among education support professionals and members in the Twin Cities suburbs.

According to the poll, reducing the educator shortage has dropped to a second-tier priority behind affordable and quality health insurance, teacher salaries and providing educators and students a safe place to learn.

### **Increasing health care costs**

Members voiced strong concerns about the rising costs of health care and believe it is the top issue Education Minnesota should prioritize: 89% of members said that ensuring every educator has affordable quality health insurance is a top or high priority. Seventy-two percent of members' health insurance costs have increased since last year and half of members surveyed said the amount they pay for health insurance is not affordable.

Forty-nine percent of members said they put off a doctor's appointment or medical care because they worried about being able to afford the cost.

### **Educator pay**

Concerns around pay have declined somewhat in recent years. In 2023, 71% of members said they were very concerned about educator pay, but only 59% of educators said they were very concerned in 2025.

### **By the numbers:**

- 92%** *Concerned about educator burnout.*
- 89%** *Cite affordable health care as top priority.*
- 72%** *Favor changes to retirement benefits from 2025 pension bill.*
- 65%** *Rated Education Minnesota's job performance positively.*

### **Education Minnesota's policy priority: one large health insurance pool**

To help alleviate increasing health care costs for educators, Education Minnesota has proposed one large health insurance pool for all public school employees in the state. Moving all school employees into one large state-run insurance pool would give the state the leverage and management efficiency to reduce costs, maintain strong health insurance coverage and free up district-level resources from navigating health insurance. It would take out millions of dollars of waste and stabilize insurance for school districts of every size and in every region of the state. A majority of members support our proposal for one large insurance pool.

Much of this decrease in concern is due to strong bargaining during 2023-24 contract negotiations. Our members' bold approach to bargaining, coupled with historic investments from the Legislature into public education, allowed Education Minnesota locals to bargain the largest raises of many members' careers.

Respondents named increasing salaries as their second highest priority behind ensuring access to affordable health insurance.

## Pension improvements

Further pension improvements remain a concern for members, but due to the 2025 pension reform bill, the intensity of concern has decreased since 2023. In this survey, 59% of respondents said they were very concerned about pensions, compared to 67% who said they were very concerned in 2023.

Members are also more satisfied with retirement benefits: in 2025, a majority of members (56%) are satisfied with their retirement benefits, compared to only 43% who were satisfied with them in 2023. This increase in satisfaction is due to the 2025 pension reform bill, which provided more flexible retirement options for many educators.

## PAC dues support local election assistance

The Education Minnesota Political Action Committee is funded by \$30 donations from members, separate from dues, and goes towards building political power through supporting pro-public education, pro-labor candidates and elected officials at all levels of government. The PAC is one of the union's most powerful tools to bring educator voices into state and local politics.

Nowhere is this more important than at the local level – particularly in school board races. We elect our bosses when we vote for school board, and who sits on the school board impacts everything from salary, to budget, to length of the school year, benefits, pensions, testing and more.

In recent years, Minnesota has seen an unprecedented influx of anti-public education school board candidates supported by groups like the Minnesota Parents' Alliance, Moms for Liberty and the Minnesota Child Protection League (an anti-LGBTQ hate group). These candidates run on platforms seeking to limit students' freedom to learn, whitewash history, prevent certain students from feeling safe and welcome in their classrooms and weaken unions.

These anti-public education groups, funded by billionaires with near-limitless financial resources, have already begun recruiting school board candidates

## Education Minnesota job performance

Two-thirds of members rate Education Minnesota's job performance positively, and nearly two-thirds of members said Education Minnesota was effective at advocating for better pay, pensions and health care. Members were supportive of our union's pension changes and endorsed our plan to reduce health care costs through bargaining as a single, statewide pool.

Education Minnesota will continue to advocate for better pay, further pension improvements, more affordable health care and steps to reduce educator burnout. For more information, visit our website at [educationminnesota.org](https://educationminnesota.org).

for this cycle. While we do not have their bottomless financial resources, we do have the collective power of our union and public trust in educators. It is up to us to use every tool at our disposal to fight back against these attacks on our public schools and elect school board members who will support students and educators.

Your PAC donations help make that happen.

## What does the PAC Board do?

The PAC Board is made up of volunteer members from across the state and includes a member from each of the union election districts.

The PAC Board determines how the endorsement process will work. Currently, the process requires candidates to fill out a questionnaire and meet with educators from their area for an interview. Those educators recommend a candidate for endorsement in state races, which is then approved by the PAC Board.

## How are PAC dollars spent?

A significant portion of the budget goes to member organizing and support for local elections, such as school board races and referenda.

PAC funding for school board and referenda includes direct mail sent to voters in the district, stipends for phone bank coordinators and additional funds for food

and incidentals incurred by members while doing campaign work.

This year, we have a record number of referenda campaigns for tax levies to support local school districts. Local levies are particularly important because they allow communities full control over how the money is raised or spent, without strings or directives that come with federal and state dollars.

A robust voter outreach program is key to effectively fighting back against anti-public education groups, and when Education Minnesota endorses, candidates win. When locals use PAC funds to make endorsements and carry out a strong voter outreach plan, the candidates we support win more than 75 percent of the time.

**Why is voter outreach so important?**

Politics impacts so much of our members' daily lives. When pro-public education, pro-labor elected officials are in power, public-school employees can focus on what they do best—educating—instead of worrying about whether extremist, anti-public education leaders will try to slash their funding and stall contract negotiations.

If local unions get involved in school board elections, we can ensure that our schools are represented by individuals who share our goal of providing the public schools that Minnesota students and educators deserve.

Learn more at [edmnvotes.org](http://edmnvotes.org).

**What does politics have to do with my classroom?**

**Who makes the decisions on these important issues?**

Your salary	School board, union
School budget	School board
Class size/workload	School board, state Legislature, governor
Length of school year	School board, state Legislature, governor
Health benefits	School board, union
Due process	School board, state Legislature, governor
Retirement benefits	School board, state Legislature, governor
Testing	Federal, state, school board
Hiring practices	School board, state Legislature, governor
Teaching credentials	Federal, state, governor
Standards	State board, state, federal
Unemployment compensation	Federal, state, governor
Textbooks	State, school board
Negotiated contracts in higher education	State Legislature, local union, governor
Higher education credentialing	Governor
Campus repairs and upgrades	State Legislature

## Filing open for NEA RA delegates, Education Minnesota Governing Board, NEA director positions

The candidate filing for National Education Association director 3 is now open. Candidate filings for Education Minnesota's Governing Board election zone positions will open Nov. 3.

The current term for NEA director 3 now filled by Marty Scofield will expire Aug. 31, 2026. 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. 12.

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. The governing board meets throughout the year to set dues, adopt a budget and carry out directives passed at the annual meeting.

The current three-year terms for all 11 seats will expire June 30, 2026. Candidates for the next three-year term (July 1, 2026-June 20, 2029) will file by submitting the filing form by Dec. 12.

During the filing period, all of these forms are also available to complete and submit electronically on the Education Minnesota website.

### **Delegate selection for 2026 NEA Representative Assembly opens Nov. 3**

The National Education Association Representative Assembly, the major decision-making body for the NEA, is scheduled to be held July 3-7, 2026, in Denver, Colorado.

All active Education Minnesota members are eligible to run to be a state-credentialed delegate for the NEA RA. The filing period opens on Nov. 3 and closes Dec. 12. Do not submit the forms before the filing period begins. Forms are also available to complete and submit electronically on the Education Minnesota website.

Elections will take place on a date in a 15-day window (weekdays only) beginning Feb. 16 and ending Mar. 6, 2026.

Nominations for state-credentialed aspiring educator delegates open Nov. 3 and close Feb. 15. Elections will take place at the 2026 Aspiring Educator Leadership Spring Workshop.

### **Funding information for state-credentialed delegates**

To receive funding, state-credentialed delegates must attend 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 200 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 Marty Fridgen at [marty.fridgen@edmn.org](mailto:marty.fridgen@edmn.org).

## Filing Form for Governing Board – At-Large 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 – At-Large Election Zone:** \_\_\_\_\_

*Three-year term: July 1, 2026, to June 30, 2029. Election maps located at [www.educationminnesota.org](http://www.educationminnesota.org).*

### Candidate information

Mailing address: \_\_\_\_\_ City/State/ZIP: \_\_\_\_\_

Local: \_\_\_\_\_ Personal email: \_\_\_\_\_

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_ Work phone: \_\_\_\_\_

**Do not submit before filing period begins on Nov. 3. Deadline is 11:59 p.m. Dec. 12, 2025.**

*Scan and email completed form to [elections.committee@edmn.org](mailto: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](mailto: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](http://www.educationminnesota.org) by Dec. 19, 2025.*

*(For official use only)*

*This filing form was received on \_\_\_\_\_ by \_\_\_\_\_. Membership was verified on \_\_\_\_\_ by \_\_\_\_\_.*

## 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: \_\_\_\_\_ Personal email: \_\_\_\_\_

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_ Work phone: \_\_\_\_\_

**Do not submit before filing period begins on June 1. Deadline is 11:59 p.m. Dec. 12, 2025.**

*Scan and email completed form to [elections.committee@edmn.org](mailto: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](mailto: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](http://www.educationminnesota.org) by Dec. 19, 2025.*

*(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, 2026, to June 30, 2029. Election maps located at [www.educationminnesota.org](http://www.educationminnesota.org).

#### Candidate information

Mailing address: \_\_\_\_\_ City/State/ZIP: \_\_\_\_\_

Local: \_\_\_\_\_ Personal email: \_\_\_\_\_

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_ Work phone: \_\_\_\_\_

**Do not submit before filing period begins on Nov. 3. Deadline is 11:59 p.m. Dec. 12, 2025.**

Scan and email completed form to [elections.committee@edmn.org](mailto: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](mailto: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](http://www.educationminnesota.org) by Dec. 19, 2025.

(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, 2026, to June 30, 2029. Election maps located at [www.educationminnesota.org](http://www.educationminnesota.org).

#### Candidate information

Mailing address: \_\_\_\_\_ City/State/ZIP: \_\_\_\_\_

Local: \_\_\_\_\_ Personal email: \_\_\_\_\_

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_ Work phone: \_\_\_\_\_

**Do not submit before filing period begins on Nov. 3. Deadline is 11:59 p.m. Dec. 12, 2025.**

Scan and email completed form to [elections.committee@edmn.org](mailto: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](mailto: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](http://www.educationminnesota.org) by Dec. 19, 2025.

(For official use only)

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_. Membership was verified on \_\_\_\_\_ by \_\_\_\_\_.

## Filing Form for NEA RA State-Credentialed Delegate: Aspiring Educator

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 3-7, 2026 in Denver.

I further certify that the nominee is eligible for state credentials as a delegate from:

### Aspiring Educator

(must be an Education Minnesota Aspiring Educator member)

#### Please complete the following information:

Name: \_\_\_\_\_ College: \_\_\_\_\_  
 School address: \_\_\_\_\_ City/State/ZIP: \_\_\_\_\_  
 Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_  
 School email: \_\_\_\_\_ Personal email: \_\_\_\_\_  
 Summer address: \_\_\_\_\_ City/State/ZIP: \_\_\_\_\_

**Do not submit before filing period begins on Nov. 3. Deadline is 11:59 p.m. Feb. 15, 2026.**

Scan and email completed form to [elections.committee@edmn.org](mailto: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](mailto: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](http://www.educationminnesota.org) by **Feb. 20, 2026**.

(For official use only)

This filing form was received on \_\_\_\_\_ by \_\_\_\_\_. Membership was verified on \_\_\_\_\_ by \_\_\_\_\_.

## 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 3-7, 2026 in Denver.

OR

I, \_\_\_\_\_, wish to nominate \_\_\_\_\_ for state credentials to the NEA RA  
to be held July 3-7, 2026 in Denver. 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. 3. Deadline is 11:59 p.m. Dec. 12, 2025.**

Scan and email completed form to [elections.committee@edmn.org](mailto: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](mailto: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](http://www.educationminnesota.org) by **Dec. 19, 2025**.

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This filing form was received on \_\_\_\_\_ by \_\_\_\_\_. Membership was verified on \_\_\_\_\_ by \_\_\_\_\_.

## Employment protections for federal vs. state employees: Where the path diverges

*By Meg Luger-Nikolai, Attorney*

The first eight months of the Trump Administration have been marked by a rapid thinning of the ranks of federal employees. That reduction in force has ranged from voluntary to extremely involuntary. This has resulted in the loss of experience and expertise in agencies like the Department of Education, the Equal Employment Opportunity Commission, the National Labor Relations Board and others.

This is, in a word, calamitous for the millions of Americans, young and old, who depend on the federal government for a range of services. Those services include ensuring that special education funding is disbursed in a timely fashion, monitoring the safety of our food supply and drinking water, and other government functions that most people do not consider to be luxuries. One might reasonably worry about how far this can go—can state employees be terminated and dismissed as easily as their federal counterparts?

Fortunately, the answer to this is no, because public employees in Minnesota have a range of job protections that help to limit arbitrary firings. Many of these protections are created by statute, and so it is critical that employees and union members in Minnesota continue to ensure that their representatives will protect their right to employment—which is often synonymous with their right to raise a family and care for themselves.

### ***The limits of federal protections when employees see the writing on the wall***

Prior to January 2025, many Americans rightly considered federal jobs to be among the most secure. Employees were protected by a robust civil service act, and many federal employees had the ability to join unions organized under the Civil Services Reform Act of 1978. On Jan. 28, the Office of Personnel Management sent a letter to 2 million federal employees requesting that they resign immediately in exchange for continued pay through this September. Indeed, they were asked

**This Legal Briefs column, written by Education Minnesota attorneys, is one of an occasional series on legal developments that affect educators.**

to decide that day whether they wanted to leave their jobs.

The offer fell short of what a competent employment attorney would consider to be a clear offer, as there were a number of conditions left unclear. Still, as many as 75,000 employees did accept this “offer.” The window to accept an indeterminate and seemingly conditional severance offer closed on Feb. 12. Unions representing federal employees and employees themselves challenged this confusing, disorganized attempt at creating a “retirement” incentive, but some employees understandably had no interest in continuing to work in an undeniably chaotic environment.

### ***The limits of judicial protections***

The next phase of the reduction of the federal workforce demonstrated the power that the executive branch can take for itself when the Supreme Court refuses to intervene, even in the face of violations of statutory, common and constitutional law. While the fork in the road “offer” was pending, the president issued the “Workforce Executive Order,” which froze hiring and ordered agencies to implement reductions in force. Initial RIFs covered probationary employees—including employees who were only probationary as a result of having been promoted in the last 12 months. Many of these RIFs significantly compromised the operations of the agencies in which they occurred, including at USAID, which saw 100% of its staff cut, and the Department of Education, which lost 33% of its staff.

Individual employees, unions and other interested parties brought suit. Initially, they were successful in

district court, where judges found that the terminations and layoffs constituted overreach, particularly to the extent that they prevented agencies from carrying out the duties delegated to them by Congress. In short, the RIFs violated federal law because they effectively made it impossible for agencies to comply with legislative requirements.

The Trump Administration's effort to thin the lower ranks of the federal workforce was paired with a firing spree that resulted in the termination of agency heads and board members who have had the temerity to enforce employee labor rights (Gwynne Wilcox of the NLRB), hiring protections for federal employees (Cathy Harris of the Merit System Protection Board), consumer safety protections (Mary Boyle of the Consumer Product Safety Commission) and the rights of internal whistleblowers in federal government (Hampton Dellinger of the Office of Special Counsel).

Like unions and rank and file employees, the heads and board members of agencies who were terminated found initial success in challenging these terminations as contrary to the for-cause protections that Congress had created for them in the enabling legislation for their respective agencies. Numerous district court and court of appeals judges found that these employment protections were permissible in accordance with the Supreme Court's decision in *Humphrey's Executor v. United States*, which has been the case law governing the legality of for-cause protections for individuals leading independent agencies like the NLRB, the Merit System Protections Board and the Federal Trade Commission since 1935.

Unions and individual plaintiffs who prevailed at the district court and, later, in a court of appeals, have typically received injunctive relief. In other words, courts have issued preliminary rulings preventing the Trump Administration from undertaking an unlawful act. Unfortunately, these injunctions have met a buzz saw in the form of the Supreme Court's emergency docket—colloquially known as the “shadow docket.”

Time and time again, the Supreme Court has dissolved injunctions that district court judges put in place in order to preserve the parties' interests ahead of a full

trial. When the Supreme Court issues an order on the shadow docket, there is no opinion, only bare emergency relief and the dissenting opinions of justices in disagreement. As of this writing, the Supreme Court has not overruled *Humphrey's Executor*—an action that will invalidate dozens of laws creating employment protections for appointed heads of independent agencies. However, the Court has dissolved so many injunctions issued pursuant to that case that the Trump Administration has been largely permitted to behave as if that case is no longer good law.

### **The view from Minnesota**

Public employees in Minnesota are unlikely to experience the tumult that federal employees have experienced since January. This is in large part because Minnesota has a robust system of labor and civil service protections. It also has a clear delineation between at-will appointments in agencies and the employment status of rank-and-file governmental workers. Finally, Minnesota has responsible executive and judicial branches that are dedicated to carrying out legislative mandates with fidelity.

Unlike the Civil Services Reform Act, which has provisions that arguably limit employee rights to form a bargaining unit, Minnesota's Public Employment Labor Relations Act has expansive jurisdiction and permits the creation of bargaining units for nearly all public employees. Importantly, PELRA contains protections that effectively prevent public employers from unilaterally decertifying or refusing to recognize existing exclusive representatives. PELRA also provides a significant degree of protection for individuals seeking to organize a union and to advocate in support of its goals. Minnesota Statutes Section 179A.06 enumerates these and other rights:

- The employee's right to express their views about their working conditions and those of their colleagues.
- The right of public employees to organize and form a union.
- The right of organized employees to bargain collectively to create a labor agreement that identifies their working conditions.

- The right of public employees to engage in concerted activity to make their workplace better.

These rights are clear and sacrosanct, and unions and employees may enforce them in an administrative process that is also a creation of statute, not a rule or executive order.

In addition to the protections of PELRA, the employment of state workers in Minnesota is governed by the provisions of Chapter 43A, which contains robust protections for applicants and employees alike. This stands in stark contrast to federal employees, whose access to civil service protections is controlled by regulations that are easier to modify than legislation. Ultimately, it would take an act of the Legislature to strip state and local public employees of the job protections that they have earned through faithful and diligent service to the people of Minnesota. Arguably, this was also the case for federal workers, because dozens of district court and court of appeals judges have identified statutory and regulatory protections that should have prevented their unceremonious terminations. A critical difference in Minnesota is that we have not had, and do not currently have, an executive leader who is willing to trammel the rights of public servants in plain violation of the law. Were that to occur, the Minnesota Supreme Court would not simply bless

that reality with a series of unexplained and unsigned orders just to avoid a conflict with the executive branch that, in this case, naturally comes with the full and faithful performance of their duties.

None of this is to say that public employees in state, county and municipal employment can never face reductions in force. In the event of a budget shortfall in state or local government, Minnesota public employers may need to lay employees off—but they would have to do so in accordance with collectively bargained layoff provisions for unionized staff. Moreover, reductions in force could also trigger an obligation to bargain collectively. The vast majority of Minnesota's public employers understand and honor these obligations. In instances in which that is not the case, employees and their unions have access to Minnesota courts and the Public Employment Relations Board to ensure that employees enjoy the protections of state law.

Federal employees and their unions are continuing to fight hard to vindicate their rights. They are up against an indifferent Supreme Court and an executive intent on scaling down necessary services. Public employees in Minnesota are unlikely to experience this combination of barriers to justice. However, none of these workplace protections came without dogged advocacy, and we can only protect them with continued vigilance and political engagement.

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b. Paid Circulation (By Mail and Other Means)		
1. Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above normal rate, advertiser's paid copies, and exchange copies)	76,504	76,500
2. Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	0	0
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e. Total Free or Nominal Rate Distribution (Sum of 1d(1), (2), (3), and (4))	0	0
f. Total Distribution (Sum of 1c and 1e)	76,504	76,500
g. Copies not Distributed (See instructions to Publishers #4 page 43)	150	150
h. Total (Sum of 1f and g)	76,654	76,650
i. Paid Print (PS Form 3526, July 2014 (Page 1 of 4) (See instructions page 4) PSN: 7520-01-000-9001)	100	100

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d. Paid Print (Sum of 10i and 14a)	100	100

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☒ The publication is a general publication; publication of this statement is required. Will be printed in issue **10/15/25** nearest to this publication.

☐ Publication not required.

16. Signature and Title of Editor, Publisher, Business Manager, or Owner

*Heaven Kaase* Date: **09/15/2025**

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

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## Education Minnesota mourns loss of Ternesha Burroughs

Burroughs was president of Education Minnesota-OSSEO, a former governing board member and chair of the Education Minnesota PAC

Education Minnesota members mourn the loss of Ternesha Burroughs, who passed unexpectedly in August.

Burroughs, a high school math teacher at Park Center Senior High School, was deeply involved in the union, serving as president of Education Minnesota-OSSEO since 2023 and on the Education Minnesota PAC Board since 2018. She also served as chair of the PAC Board.

Burroughs was a strong advocate for her colleagues. She was a member of Education Minnesota's Degrees, Not Debt team, which works to help members access PSLF and other student debt relief. She testified before the Legislature on many issues, including pensions and health care.

"She led with love, courage, and a vision for a better future for our schools and community," EM-OSSEO said in a statement.

## Political Action Committee Refund Request

Thousands of members of Education Minnesota choose to contribute to the union's political action committee.

The PAC is one of our main tools to bring educators' voices to the policy debate by electing people who will listen. Those PAC dollars go back to local unions to help them win school board and levy elections, as well as support pro-public education candidates at the local and state levels.

In accordance with Education Minnesota Bylaw Article 2, Section 3, Subd. b, I hereby request the following:

\_\_\_\_\_ Please refund to me my \$30 PAC assessment that would otherwise be contributed to the general account of Education Minnesota Political Action Committee for the 2025-26 academic year.

Non-U.S. citizens should request this refund.

**ALL OF THE FOLLOWING FIELDS ARE  
REQUIRED. PLEASE PRINT LEGIBLY.**

Name: \_\_\_\_\_

Email address: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, ZIP: \_\_\_\_\_

Local/Affiliate: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

A request for refund of the Education Minnesota Political Action Committee assessment will not affect membership rights or benefits. Retired, reserve, substitute and student members are not assessed, thus do not qualify for the refund.

### **DEADLINE FOR REFUNDS:**

Refund requests MUST be received by Education Minnesota:

- 1) By Oct. 31 for continuing members; or
- 2) Within 30 days of signing a membership application for new members.

**Checks will not be mailed until  
the end of November, after all  
forms have been processed.**

**ORIGINAL SIGNATURE NEEDED.**

Return this form to:  
Education Minnesota Accounting Department  
Attn: Refund Request  
41 Sherburne Ave.  
St. Paul, MN 55103-2196

## Education Minnesota Foundation for Excellence in Teaching and Learning Refund Request

Contributions to this foundation will provide financial support for innovative programs initiated by Education Minnesota members, locals and affiliates that promote educational access for learners and excellence in teaching. Grants also support professional development for education support professionals and higher education faculty.

In accordance with Education Minnesota Bylaw Article 2, Section 3, Subd. c, I hereby request the following:

\_\_\_\_\_ Please refund to me my \$5 foundation assessment that would otherwise be contributed to the Education Minnesota Foundation for Excellence in Teaching and Learning for the 2025-26 academic year.

**ALL OF THE FOLLOWING FIELDS ARE  
REQUIRED. PLEASE PRINT LEGIBLY.**

Name: \_\_\_\_\_

Email address: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, ZIP: \_\_\_\_\_

Local/Affiliate: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

A request for refund of the Education Minnesota Foundation for Excellence in Teaching and Learning assessment will not affect Education Minnesota membership rights or benefits, however, it will make you ineligible to receive a grant from this foundation during this academic year. Retired, reserve, substitute and student members are not assessed, and thus do not qualify for the refund.

### **DEADLINE FOR REFUNDS:**

Refund requests must be received by the Education Minnesota Foundation for Excellence in Teaching and Learning:

- 1) By Oct. 31 for continuing members; or
- 2) Within 30 days of signing a membership application for new members.

**Checks will not be mailed until  
the end of November, after all  
forms have been processed.**

**ORIGINAL SIGNATURE NEEDED.**

Return this form to:  
Education Minnesota Accounting Department  
Attn: Refund Request  
41 Sherburne Ave.  
St. Paul, MN 55103-2196



# NEA Member<sup>\*</sup> Exclusive

## A Trusted and Valuable Benefit

As an NEA member, did you know you receive \$1,000 of term life insurance at **no cost** to you? You're already enrolled in the NEA® Complimentary Life Insurance Plan, but it's a good time to make sure you've selected a beneficiary.

When you do, you can have some peace of mind that your loved ones will receive their benefit in a time of need. This unique benefit helps ensure educators like you have additional coverage beyond what may be provided through your district. It's just one of the many ways your union membership works hard for you.

**Scan the code or go to  
[neamb.com/mycomp](https://neamb.com/mycomp) for a  
quick and easy path to update  
your beneficiary information.**



**\*Must maintain NEA membership.** This coverage is offered to Active, Reserve and Staff members, as well as to Life and Retired members who are actively employed in education.  
DT261025



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

THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS

# ***Teacher of the Year nominations are open!***

## ***Nominations for Teacher of the Year are open until November 1.***

Eligible nominees must meet these criteria:

- *Teach in a public or nonpublic Pre-K through 12th-grade school or ECFE or Adult Basic Education program, working at least 50 percent of the time directly with students.*
- *Hold a bachelor's degree and a Minnesota teaching license.*
- *Have completed at least five full years of teaching by the nomination deadline.*
- *Intend to teach in Minnesota during the 2026-27 school year.*

The Minnesota Teacher of the Year is in its 62nd year as the state's official recognition program honoring excellence in education.

The Minnesota Teacher of the Year represents the profession as an advocate for education and spokesperson for teachers. The recipient makes presentations, meets with policymakers and attends frequent meetings.

Education Minnesota organizes and underwrites the program, which means the union handles only the business of running the program, not the selection process.

***Find out more about the  
selection process, eligibility,  
past recipients and more at  
[www.educationminnesota.org/news/awards-and-honors/teacher-of-the-year](http://www.educationminnesota.org/news/awards-and-honors/teacher-of-the-year).***

2026 Minnesota  
**TEACHER**  
of the **YEAR**  
62nd Anniversary