2019 SDEA Representative Assembly

**April 5-6 | Drifters Bar & Grille Conference Center in Fort Pierre, SD**

**Friday | April 5, 2019**

- **7:00 pm** Registration Opens
  - Drifters Bar & Grille Conference Center, Fort Pierre, SD
- **8:15 pm** Q & A—Local Presidents with Executive Director Richard Kern
- **8:45 pm** 1st Business Session
  - Pledge of Allegiance
  - Introductions
  - Adoption of Rules of Order
  - Adoption of the Agenda
  - Treasurer's Report
  - Preliminary Credentials Report
  - State of the Association
  - Mary McCorkle, SDEA President
  - Report of Task Forces
    - Aspiring Educator to Active Member Task Force
    - Dues Task Force
  - Nominations
  - SDEA Treasurer
  - NEA Fund for Children & Public Education
- **10:30 pm** Recess
- **Reception**

**Saturday | April 6, 2019**

- **8:30 am** Registration Opens
- **10:30 am** 2nd Business Session
  - Report of the Executive Director, Richard Kern
  - Report of the NEA Director, Paula McMahan
  - Report of Committees
    - Friend of Education
    - Human & Civil Rights
    - Scholarship Committee
    - Larry Mintzlaff Award
  - 2019 South Dakota Teacher of the Year, Erica Boomsma
  - Bylaw Amendments
  - Keynote: Hanna Vaandering, NEA Executive Committee
- **11:30 am** Lunch
  - Acknowledgement of Honored Guests
  - Friend of Education Award
  - Human and Civil Rights Award
  - ESP of the Year Award
  - Larry Mintzlaff Memorial Lifetime Award
- **1:30 pm** Final Credentials Report
  - New Business Items
  - 2020 Legislative Agenda
  - Sine die Adjournment

Most documents necessary for the 2019 SDEA RA can be found at http://www.sdea.org/sdea-representative-assembly
The teaching of civics is a hot education topic in the 2019 Legislative Session. You will not hear educators arguing that teaching more on the subject is a bad thing. We believe students should have every opportunity to learn more about all levels of government and U.S. History. It is good that state leaders want to foster a better citizenry. Many of the concerns expressed by legislators are already addressed in South Dakota’s Content Standards for Social Science, but as educators, we always welcome opportunities for constructive dialog on how we can all do better for students. However, we do not want our leaders to lose sight of the other pressing needs we see in our schools and classrooms, and we also want lawmakers to keep in mind that how we work to meet these challenges can be a civics lesson in and of itself.

First, we need to focus attention to challenges facing schools as they serve Special Education students. This past summer, an interim study committee convened to look at issues with the state’s Extraordinary Cost Fund for special education. Legislators who took on this task quickly discovered the problems facing special education go beyond this fund. Schools are seeing a growing number of students needing services, there is a shortage of special education teachers, and funding from the federal level is falling way short of the promise made by Congress. The interim committee produced three bills for lawmakers to consider that begin to address problems they discovered; and while this legislation is not receiving the same attention as the civics legislation, it is just as important.

Next, educators across the state are sounding the alarm on a growing mental health crisis in our schools. They are seeking more supports for students who are dealing with anxiety, depression and other mental health issues that interfere with learning. Educators are asking for more training and help with better strategies that support their students and connect them and their families to community mental health services. Educators are ready and willing to work with all levels of government to take this crisis head on.

Finally, a report by the National School Counselors Association and the National Association for College Admission Counseling, shows that South Dakota’s student to school counselor ratio is 402 to 1. Why does this matter? The State Board of Education Standards recently adopted new high school graduation requirements, which are intended to give students more options as they prepare to be college and career ready. However, these new requirements make access to school counselors even more important. If we want to make sure students are on the right path we must provide schools with the resources to improve that ratio. More school counselors to support our students is a must.

Additional civics classes and citizenship tests are certainly tools schools can use to help students develop a better understanding of our government, but having parents, educators, schools, communities and state leaders all working together to tackle the challenges outlined above might be the ultimate civics lesson—not just for students, but for every citizen of this state. It’s what our students need, and it is what they deserve.

Want to lend your voice to the debate?

Lobby Line provides you with tools to contact your legislators while they are in Pierre and back home in their districts.

SIGN UP TODAY
Trainings on Request

All sessions work for K-12 certified teachers.

Blue sessions — ESP
Green sessions — COHE
Orange — Both

**DOMAIN 1**
Planning and Preparation

Assessment Blueprints (1 ½ hours)
Writing Quality Assessment Items and Balancing Assessments (1 hour)

Using Depth of Knowledge in Assessments (1 hour)

Writing/Identifying Quality Rubrics (1 hour)

SLO Success! Professional Conversation Training as the Keystone to the SLO Process (2 hours)

Differentiated SLOs (1 hour)

Oceti Sakowin Essential Understandings (1 hour +)

**DOMAIN 2**
Classroom Environment

True Colors (2–4 hours)
I Can Do It (1–15 hours)
Teach, But Don’t Touch (45 minutes)
First Years, Great Career! (1 hour +)

Trauma-Informed Classroom (1 hour +)
Understanding the Impact of Poverty on Students and Families (2 + hours)

**DOMAIN 3**
Instruction

Plickers/Kahoot (1 hour for either topic)
Instructional Coaching (4 hours +)

EdCamps

Breakout Boxes (1 hour +)

**DOMAIN 4**
Professional Responsibilities

Protecting Yourself and Your Career on the Internet (1–1 ½ hours)

Become your own SPED advocate for yourself and your students (2 hours)

Review of Ethics (1–1 ½ hours)

Jump Start! (15 hours)

SD Teacher Effectiveness Model (1–2 hours)

Micro-Credentialing
(at least 10 hours per credential)

Visit
sdea.org/professionaldevelopment
for a full description of the trainings listed above.

To schedule a training, contact rich.mittelstedt@sdea.org or call 1-800-529-0090.

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President: Mary J. McCorkle
Executive Director: Richard Kern
Communications Director: Sandra Waltman
Communications Specialist: Rebecca Uhrig
Kim Soldatke
To be the treasurer of SDEA is an awesome responsibility and honor that takes diligence, commitment and passion among other skills. Education and our Association are my passion. I have taught middle school students in Sioux Falls for 27 years. My son is a 4th grade teacher in Belle Fourche, while my daughter is an elementary Special Education teacher in Alcester. Public education and the long term success of SDEA are extremely important to me. I encourage you to ask questions and offer ideas to continue moving our organization forward. Together we are stronger. It will be an honor to continue to serve as your SDEA Treasurer.

Lisa Jennings
Let me put my years of local, state and national association experience to work for you. I know the importance of having educators, in every category, involved in the discussions that happen around the direction of public education and I promise to represent you to the best of my ability.

Danyelle Cleveland
If selected to serve on the SDEA/NEA Board of Directors, I would advocate for our profession through meaningful conversations with members of the BOD and SDEA. I believe I will be successful in assisting our organization to empower and support local associations, leaders, and members. Thank you for your consideration.

Brett Klopp
I am running to be a Board of Director’s Member of the Western Unit. I am doing so because I am a young teacher and want to start out my career strong by learning about and being a part of as much as I can to become a better educator.

Stephanie Hageman
I have had the great fortune of working with K-12 and COHE members across the state as current EGL President. I would be honored to continue to advocate for and be the voice of these members at the state level by serving on the SDEA Board of Directors.

Charles Arseneault
I believe in strong leadership roles and that is why I am submitting my name as a candidate for a Western Unit Board of Directors position. I believe I have valuable assets that I can contribute to SDEA. Please vote for me as a Western Unit BOD member.

Lisa Jennings
Let me put my years of local, state and national association experience to work for you. I know the importance of having educators, in every category, involved in the discussions that happen around the direction of public education and I promise to represent you to the best of my ability.

Garrett Priest
I’m Garrett Priest and am running for the Board of Director position for the EGL unit. I work as a teacher and coach at Watertown High School. I have experience as a coach, advisor, school board member, and small business owner. I am in my fifth year of teaching.

Greg Murley
I am Greg Murley, I am currently the President of the Aberdeen Education Association. I teach at Holgate Middle School. I also am the head cross country and track coach. I am running for the SDEA Board to promote transparency and fiscal responsibility.

Pam Wells
I would be honored to be able to continue as a Director on the SDEA Board for the Plains Unit. The past two years on the Board have provided opportunities for me to learn about the Association and promote its work in my unit. I would appreciate your vote.
SOUTHEAST EDUCATORS

2-YEAR TERM
Martin Sieverding
(Statement not available)

1-YEAR TERM
Sue May
I have been a member of Yankton EA/SDEA for 21 years. I have served my local on negotiations and as Co-President the last two years. I regularly attend SEE meetings and statewide leadership trainings. I would welcome the opportunity to represent educators on the SDEA board.

Tony Martinet
(Statement not available)

Lisa Jennings
I believe in the mission of SDEA/NEA and would like to be your voice at the NEA RA. I have the knowledge and experience to represent all educators at the national level. It would be an honor to serve in this capacity for the students and educators of South Dakota.

MINORITY AT-LARGE
Curt Anderson
(Statement not available)

COHE
Mark Geary
(Statement not available)

NEA/RA Delegates Candidates:

EASTERN PRAIRIE
Virginia Colgan
To serve South Dakota teachers as NEA RA delegate for 2019, I will use my two years of experience as a previous RA delegate to take an active role. I will use writing skills and ability to network to benefit South Dakota students and teachers.

Jennifer Bergan Gabor
It would be an honor to represent SDEA at the NEA RA. As one of the representatives for Eastern Prairie on the SDEA BOD, as well as a local leaders, I feel that I have the best interests for all levels of the association.

Tony Martinet
(Statement not available)

Lisa Jennings
I believe in the mission of SDEA/NEA and would like to be your voice at the NEA RA. I have the knowledge and experience to represent all educators at the national level. It would be an honor to serve in this capacity for the students and educators of South Dakota.

WESTERN
Dana Livermont
Our delegation at the NEA RA is small. That’s why it is so important for us to elect strong, advocating voices to speak for South Dakota. I am up for the challenge and would be honored to again represent my fellow members at the NEA RA in 2019.

Brett Klopp
I am running to be an NEA/RA Delegate for the Western Unit. I wish to be involved in discussions and debates concerning the future of the association and its implementation towards the betterment of teachers’ lives and by extension to the success of students.

CURT ANDERSON
My name is Curt Anderson I’ve been teaching for nineteen years. I’m a 2nd grade teacher at Rockyford school Oglala Lakota County Schools. I have attended the NEA annual meeting for the past three years. I would be proud to attend again and represent our state.

Thanks Curt Anderson

NEA/RA Delegate-At-Large
(Statements listed above)

Stephanie Hageman
Brett Klopp
Dana Livermont
Virginia Colgan
Pam Wells
Stephanie Hunter
Jennifer Bergan Gabor
Curt Anderson
Lisa Jennings
Tony Martinet

SDEA Board of Directors Meeting Minutes can now be found online at: https://bit.ly/2PwangL
Bylaw Proposals

PROPOSAL 1
Article V. Dues
SECTION 2. ACTIVE MEMBERSHIP IN EDUCATIONAL SUPPORT POSITIONS DUES. The dues for active members in full time educational support positions, as verified by the local association, shall be one-half (40%) of full, active certified membership dues. The dues for active members in educational support positions employed .51 through .75 shall be three-fourths the full time educational support positions dues, and those employed .26 through .50 shall be one half the full time educational support position dues. Educational Support Position members in their first year of employment in a public K-12 institution shall pay one-half of the applicable state membership dues rate. Thereafter, they shall pay full applicable state membership.

Submitted by: Dues Task Force
Bylaws Committee Position: Do Pass
Board Position: Do Pass
Rationale: This amendment to the Bylaws brings the SDEA dues for ESP into better alignment with SD ESP salaries.

PROPOSAL 2
Article V. Dues
SECTION 2. ACTIVE MEMBERSHIP IN EDUCATIONAL SUPPORT POSITIONS DUES. The dues for active members in full time educational support positions, as verified by the local association, shall be one-half of full, active membership dues. The dues for active members in educational support positions employed .51 through .75 shall be three-fourths the full time educational support positions dues, and those employed .26 through .50 shall be one half the full time educational support position dues. Educational Support Position members in their first year of employment in a public K-12 institution shall pay one-half of the applicable state membership dues rate. Thereafter, they shall pay full applicable state membership dues.

Submitted by: Dues Task Force
Bylaws Committee Position: Do Pass
Board Position: Do Pass
Rationale: This amendment to the Bylaws brings the SDEA dues for ESP into better alignment with SD ESP salaries.

PROPOSAL 3
Article V. Dues
SECTION 1. ACTIVE MEMBERSHIP DUES. The dues for active membership shall be 0.00909 times the average annual South Dakota teacher salary (any fractional dollar shall be rounded to the nearest whole dollar). The average annual South Dakota teacher salary will be determined as follows: for 2019-20, the 2018 ranking for South Dakota from the 2019 NEA Rankings and Estimates publication will be used; for 2020-21, the average of the 2018 ranking and the 2019 ranking from the 2020 NEA Rankings and Estimates publication will be used; for 2021-22, the average of the 2018 ranking, the 2019 ranking and the 2020 ranking from the 2021 NEA Rankings and Estimates publication will be used. Thereafter, the average of the immediate past three years’ rankings shall be used. Any yearly increase shall be capped at 2.5%. There shall be a freeze in dues for any given year in which the average for that year is lower than the previous year. Starting in 2023-24 and every five years thereafter, a task force shall be convened to address adjustments to the dues calculation. The dues for active membership shall increase by 3% every other year. Increases will occur on odd numbered school year, beginning 2019-2020. The dues shall be rounded to the nearest dollar amount.

Submitted by: Dues Task Force
Bylaws Committee Position: Do Pass
Board Position: Do Pass
Rationale: This amendment to the Bylaws brings the SDEA dues for ESP into better alignment with SD ESP salaries.

PROPOSAL 4
Article V. Dues

The membership dues for persons eligible for active membership who are regularly employed for less than the normal schedule for a full-time employee as verified by the local association, shall be as follows: .5 FTE or less than one half; .51 through .75 FTE three fourths, and .76 FTE and greater full membership dues as set in this article. Teachers in their first year of career employment shall pay one-half of the applicable state membership dues rate. Thereafter they shall pay full applicable state membership dues rate.

Submitted by: Dues Task Force
Bylaws Committee Position: Do Pass
Board Position: Do Pass
Rationale: This amendment to the Bylaws brings the SDEA dues for ESP into better alignment with SD ESP salaries.
Proposal 5

Article VII. Officers and Board of Directors

Section 1. Officers. The elected officers of the Association shall be active, active-ESP, or retired members and shall consist of a president, a vice president, and a treasurer. The president shall be a full-time officer and shall receive a first-year salary equal to 4/3 of the highest step (excluding any off-schedule salaries) of the SDEA/NEA professional staff salary schedule on January 15 in the year of the president’s first election. Thereafter, the yearly increase shall be 3% through the end of the president’s term(s) with appropriate expense allowances to be determined by the board of directors.

At any time prior to the final adoption of the budget, the SDEA Board of Directors, acting on a request by the president may approve a salary increase which is less than that required in this provision. If the SDEA Board of Directors approves the president’s request for a lower salary, any increase for a given year, the increase for the following year will be based on that lower salary increase.

Proposal 6

Article VII. Officers and Board of Directors

Section 1. Officers. The elected officers of the Association shall be active, active-ESP, or retired members and shall consist of a president, a vice president, and a treasurer. The president shall be a full-time officer and shall receive a first-year salary equal to 4/3 of the highest step (excluding any off-schedule salaries) of the SDEA/NEA professional staff salary schedule on January 15 in the prior year of the president’s first election. Thereafter, the yearly increase shall be 3% through the end of the president’s term(s) with appropriate expense allowances to be determined by the board of directors.

At any time prior to the final adoption of the budget, the SDEA Board of Directors, acting on a request by the president may approve a salary increase which is less than that required in this provision. If the SDEA Board of Directors approves the president’s request for a lower salary, any increase for a given year, the increase for the following year will be based on that lower salary increase.

Proposal 7

Article V. Dues

Section 1. Active Membership Dues. The dues for active membership shall increase by 3% every other year. Increases will occur on odd numbered school year, beginning 2019-2020. The dues shall be rounded to the nearest dollar amount.

The membership dues for persons eligible for active membership who are regularly employed for less than the normal schedule for a full-time employee as verified by the local association, shall be as follows: .5 FTE or less than one half, .61 through .75 FTE three fourths, and .76 FTE and greater full membership dues as set in this article. Teachers in their first year of career employment shall pay one-half of the applicable state membership dues rate. Thereafter they shall pay full applicable state membership dues rate.

The dues for active certified members employed at a public technical institute and not eligible for membership through any other educational assignment, as verified by the local association, shall be three fourths of active certified membership dues. Members at technical institutions paying the reduced membership dues are not eligible for dues reduction because of FTE but would be eligible for the provisions of prorated dues starting in February.
Submitted by: Sioux Falls Education Association Executive Team
Bylaws Committee Position: Do Not Pass
Board Position: No Position
Rationale: Two years ago, technical schools in South Dakota lost the right to collectively bargain. This impacted many locals as well as the state association with a severe decline in membership. The recommended decrease in dues acknowledges that some of the resources and supports of the association may not be available to educators at technical schools, but it still requires that potential members make a commitment to the association. There are still organizing resources we can provide as an association beyond just bargaining, and the dues reduction is one step towards reengaging with potential members at technical schools as a means of leveraging those resources.

PROPOSAL 8
Article XV. Association Staff
SECTION 1. MEMBERSHIP AND EMPLOYMENT. The board of directors shall employ an executive director and, acting upon the executive director's recommendations, additional personnel necessary for the efficient operation of the Association. An evaluation of the Executive Director shall be conducted on even years of his or her contract, beginning on the second year. The evaluation will be conducted by the president and two (2) non-executive members of the Board of Directors representing different units with input from local presidents from the 10 locals with highest membership and all staff.

Submitted by: Rapid City Education Association Executive Team
Bylaws Committee Position: Do Not Pass
Board Position: Do Not Pass
Rationale: A great executive director can take our Association to an optimum level whereas a poor performing executive director can be detrimental to our Association’s success. Hence to ensure he or she is performing to the expectations of our members, we need to gauge our executive director’s performance. By analyzing the performance of every employee, including our executive director, our members will know about how they are executing our mission, vision, and strategic goals. Evaluation is a basic expectation in education and all employees in our Association should be held to the same standard.

PROPOSAL 9
Article XV. Association Staff
SECTION 1. MEMBERSHIP AND EMPLOYMENT. The board of directors shall employ an executive director and, acting upon the executive director’s recommendations, additional personnel necessary for the efficient operation of the Association. After the initial hiring contract for the Executive Director, a contract cannot be extended or renewed until an evaluation has been completed and the SDEA Representative Assembly has been held.

Submitted by: Rapid City Education Association Executive Team
Bylaws Committee Position: Do Not Pass
Board Position: Do Not Pass
Rationale: The Executive Director, like all employees, should demonstrate performance in order to continue employment with our Association. This is an expectation in any high-functioning work environment, including education. The members of SDEA are the true employers of the Executive Director. By waiting until after the Representative Assembly, the members have a forum to voice concerns or accolades and have input on this important role in our Association.

PROPOSAL 10
Article XV. Association Staff
SECTION 2. POWERS AND DUTIES OF THE EXECUTIVE DIRECTOR. The executive director shall be the chief administrator of the Association with powers and duties usually assigned to such position and as prescribed by the board of directors. Management and evaluation of all SDEA staff shall be the sole responsibility of the Executive Director and cannot be delegated to other employees or management staff.

Submitted by: Rapid City Education Association Executive Team
Bylaws Committee Position: Do Not Pass
Board Position: Do Not Pass
Rationale: SDEA currently has seven PSO positions and five SDSO positions. The management of these 12 employees has been spread to three individuals, creating a management heavy staff structure with little accountability. By moving all management under the Executive Directors, staff will have clear and non-competing direction in execution of our mission, vision, and strategic goals. There is also be a higher level of accountability for staff performance and work place climate.

SDEA Members Only
Log into MyNEA360 to join the “SDEA Members Only” group to access SDEA/NEA member only documents and information.
New users will need to create a MyNEA360 profile in order to be verified as an SDEA member.
2019 is off and running!  We really have a busy time ahead of us.

Upcoming Pre-Retired Seminars:

**Saturday, Feb. 23rd**  
Yankton | Pizza Ranch  
10:30am — 2:30pm

**Saturday, Mar. 23rd**  
Sioux Falls | East 10th Pizza Ranch  
10:30am — 2:00pm

**Saturday, Mar. 30th**  
Rapid City | Best Western Ramkota Hotel

These ‘free’ seminars include lunch. Presentations include: South Dakota Retirement System, legal topics, investment suggestions, and other topics of importance to ‘new Retirees’. Question and Answer time is built in as well.

SDEA-Retired Annual Meeting is scheduled for Friday the 5th of April at RedRossa — starting at 2 p.m. CT. Included in the normal business of the Association will be the election for three year terms of the Secretary and President.

Scholarship Eligibility, keep in mind a change in eligibility for college scholarships offered by SDEA. The Board of Directors just voted to extend scholarship eligibility to grandchildren of SDEA members.  A first!! By the way, if you have not paid your ‘local’ $10 dues for fiscal year 2018–2019 it is not too late to do so. (Aren’t ‘fiscal years’ confusing?  I still think of it as ‘the School year’.)  Costs do keep rising as we all well know. (You can still send your dues to SDEA-Retired, PO Box 62, Pierre, SD 57501)

Finally, you can rest assured your SDEA and SDEA-Retired will be working hard during session to make sure our voices for education are heard.

May 2019 be kind to you and yours!

Thank you for all your contributions to students and education over the years.

John R Salladay, SDEA-Retired President

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**NOMINEES NEEDED**

Nominees for the Honored Women Educators Award need to be or have been teachers in the state of South Dakota. They need to currently belong to SDEA or have been a member while they were teaching.

People wishing to nominate candidates should contact Deanell Backlund at dqbacklund@yahoo.com for more information.

Winner must be to a South Dakota student who is seeking a degree in education.

Applicants are required to write a short essay explaining their reasons for wanting to become a teacher. Students interested in applying should contact Deanell Backlund at dqbacklund@yahoo.com.

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Questions? Contact:

Loren Paul, Retired Program Coordinator  
411 E. Capitol | Pierre, SD 57501  
800-529-0090 ext. 131 | 605-224-9263 ext. 131 | loren.paul@sdea.org.
ENSURING CHILDREN’S HEALTH AND SAFETY
SDEA/NEA supports:

- Sufficient funding provided by the state and other sources to ensure that buildings are secure, structurally and environmentally safe and meet 21st century instructional needs.
- A drug-free, tobacco-free, and weapon-free learning environment.
- Funding based on current costs, not averages, for serving those with disabilities (ages birth–21)
- The requirement that school districts provide safe and well-regulated transportation or reimbursement to parents/guardians for transportation of students to and from public school.
- A learning environment free from intimidation, bullying, harassment, and violence.
- A learning environment with access to certified counselors, social workers, mental health professionals, and appropriate medical and nutritional personnel.
- Access to statewide resources focused on meeting the needs of the whole child, including mental, emotional and behavioral needs.
- Equipping education professionals with the skills to recognize the mental, emotional and behavioral needs of the whole child, and the ability to connect their students with the appropriate resources to address those needs.
- A learning environment free from discrimination based on socioeconomic status, race, religion, ethnicity, gender, gender identity, and sexual orientation.

PREPARING STUDENTS FOR JOBS OF THE FUTURE
SDEA/NEA supports:

- Broad-based curriculum and research based standards supported by a complement of services that prepare students for life-long learning.
- The implementation of career and technical preparation programs that position students for jobs of the future.
- State funding for post-secondary scholarships across a broad spectrum of student abilities.
- Development of a comprehensive plan to determine individual student growth.

STRENGTHENING PUBLIC EDUCATION
SDEA/NEA supports:

- Providing adequate state funding to South Dakota preK-12 public schools so that South Dakota’s school districts can offer competitive salaries and benefits for school employees and can provide students with 21st century opportunities to learn.
- Providing adequate state funding so that South Dakota’s post-secondary public institutions can attract and retain high quality faculty, and that will make post-secondary education, including technical, undergraduate and graduate education, affordable for South Dakota students.
- Through existing resources, SDEA/NEA will work with state legislators to ensure that the state’s funding formula for k-12 education meets the needs of all school districts in South Dakota and allows all districts to grant meaningful salary and benefit increases to teachers and education support professionals.
- Legislation requiring school district accountability measures for state aid funding.
- Keeping public dollars for public education students.
- The use of accreditation standards by the State Board of Education in the school accreditation process.
- Efforts to have appropriately certified and endorsed educators in all positions.
- The limitation on the amount of money school districts can maintain or carry over in their fund balances.
- A long-term solution, which includes a balanced tax structure, to fund public education in South Dakota.
- School terms that include student contact days and/or hours, professional development/curriculum days and family conferences.
- The rejection of any taxation plans that adversely affect education funding.
- A full-time all-day kindergarten program.
- Sufficient time, funding, and resources to provide professional development to address changes required by the implementation of state/federally mandated initiatives.
- Efforts to expand Early Childhood Education programs.
- Efforts to ensure all Kindergarten students are at least five years old at the start of the school year.
• Student assessments that inform instruction and improve student learning. Such assessments should provide for multiple measures of learning, including measures that assess higher order thinking skills.

RESPECTING EDUCATION EMPLOYEES

SDEA/NEA supports:
• Increasing the salaries of all education employees to the regional average or above.
• Legislation that provides necessary funding for school districts to fund health benefits for public school employees.
• Efforts to strengthen collective bargaining rights and to achieve greater equity at the bargaining table (i.e. binding arbitration.)
• Legislation that would require rationale be given on decisions by the South Dakota Department of Labor regarding bargaining issues.
• Efforts and legislation to maintain and/or increase the South Dakota Retirement System benefit factor and/or to protect the SD Retirement System Trust Fund sustainability. These efforts shall include, but not be limited to, building a coalition including all organized employee groups covered under SDRS.

Rules of Order

Rule 7. NEW BUSINESS: New business items shall be submitted in writing to the presiding officer no later than 10:30 a.m., Saturday. Prior to action on a properly submitted NBI, the NBI shall be submitted to the SDEA Treasurer for a preliminary estimate of the cost of the item or determination if the NBI is covered in the proposed budget. A two-thirds majority vote shall be required for adoption of any new business items not submitted in writing to the presiding officer prior to the start of the first business session. Not in printed form prior to the Representative Assembly.

Educational Innovation Grant

The SDEA/NEA Educational Innovation Grant Program provides grants to members in support of innovative educational and student-oriented projects. The grant program funds new member-led projects. It does not fund projects on an on-going basis. The SDEA/NEA Educational Innovation Grants give preference to proposals that address student achievement, cultural diversity issues, include community partnerships, and can be duplicated by others. Grant applications can be found at www.neafoundation.org.

Deadline: May 1, 2019
February
25 Western Unit meeting — Rapid City office
23 Pre-retirement seminar — Yankton
26 & 27 Lobby Days (Tuesday Evening and Wednesday)

March
2 Read Across America
2-3 True Colors training of trainers — Sioux Falls
9 EdCamp — Rapid City
13 Last Day of SD Legislature
15-17 NEA Leadership Summit — Denver
19 SEE mini RA
23 Plains mini RA
25 EGL mini RA
25 Western mini RA
23 Pre-retirement seminar — Sioux Falls
28 Eastern Prairie mini RA
29 Veto Day
30 Pre-retirement seminar — Rapid City
31 Board of Directors conference call – 7pm

April
4-5 SDEA Board of Directors meeting
5-6 SDEA RA
7 SDEA Election voting starts
19 Good Friday (offices closed)
22 SDEA Election voting ends
22 Easter Monday (offices closed)