2020 SDEA Representative Assembly
April 3–4, 2020 | Drifters Bar & Grille Conference Center | Fort Pierre, SD

**Friday, April 3**
- 7:00 pm Registration Opens
- 8:15 pm Listening Session—Local leaders with Executive Director Richard Kern
- 8:30 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
  - Nominations
    - SDEA President
    - SDEA Vice President
    - NEA Director
  - NEA Fund for Children & Public Education
- 11:00 pm Recess
- 7:30 pm Registration Opens
- 8:00 am 2nd Business Session
  - Report of the Executive Director, Richard Kern
  - Report of the NEA Director, Paula McMahan
  - Keynote: Lily Eskelsen Garcia, NEA President
- 12:00 pm Lunch
- 1:30 pm 4th Business Session
  - Final Credentials Report
  - New Business Items
  - 2021 Legislative Agenda
  - Sine die Adjournment

**Saturday, April 4**
- 7:00 pm Registration Opens
- 8:15 pm Listening Session—Local leaders with Executive Director Richard Kern
- 8:30 pm 1st Business Session
  - Pledge of Allegiance
  - Introductions
  - Adoption of Rules of Order
  - Adoption of the Agenda
  - Treasurer’s Report
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  - State of the Association Mary McCorkle, SDEA President
  - Nominations
    - SDEA President
    - SDEA Vice President
    - NEA Director
  - NEA Fund for Children & Public Education
- 11:00 pm Recess

**Report of Task Forces**
- Reapportionment Task Force
- Fiscal Review Task Force

**Report of Committees**
- Friend of Education
- Human & Civil Rights
- Scholarship Committee

**Strong Public Schools presentation**

**Presentation of the SDEA Strategic Budget & Hearing**

**Registration closes**

**3rd Business Session**
- Bylaw Amendments
- 2020 South Dakota Teacher of the Year Amanda Harris
- 12:00 pm Lunch
- Acknowledgement of Honored Guests
  - Friend of Education Award
  - HCR—Taking a Stand; Making a Difference
  - HCR—SueAnn Big Crow Memorial Award
  - ESP of the Year Award
  - ECE of the Year Award
- 1:30 pm 4th Business Session
  - Final Credentials Report
  - New Business Items
  - 2021 Legislative Agenda
  - Sine die Adjournment

Most documents necessary for the 2020 SDEA RA can be found at http://www.sdea.org/sdea-representative-assembly
Our Voice — Our Power

All of us go into education because we want to make a difference. We want to impact our students, our schools and our communities and we want to make certain that our students have everything they need to be successful. We spend our days, our evenings and our weekends planning, preparing and thinking about our students. For many of us we have our kids (family) and our “kids.” We carry them with us in our hearts while they are in our classroom, and long after they have left our classrooms. It is the nature of who we are and what we do.

What more do our students need from us? They need our activism and they need our voice. In the world we live in, it’s no longer possible to keep our work and our passion confined to the classroom or our school. We have to take that passion to the public, to the community, to those who make policy.

Educator voice holds tremendous power. Survey after survey show that communities support their educators and believe educators have their students’ best interests at heart. When we combine the support of our communities and add it to our voices, we unleash power. Power yields results; sometimes not all at once, but slowly over time.

There is a movement growing. We have seen educators all across SD wearing Red for Ed on a regular basis and publicizing it proudly. We have seen SFEA step forward and use their voice to engage their colleagues and community. They exercised their power to make a public statement about what students need and the importance of keeping the promise to fund education according to statute. Educators “walked in” to their schools for their students while proudly using their voices. Harrisburg is following the example set by SFEA. Educator voice is growing louder and being more visible…and that’s as it should be. Change will not happen any other way.

Change doesn’t happen because the state organization says it should happen. It happens with educator voice at the local level beginning the movement, becoming visible, raising their voices on behalf of their students. Change happens when local after local steps out into the light and speak their truth about what they as education experts know to be right and fair and just. Change happens when educators and communities join together to pressure those who make policy to join the cause and then work to vote them out of the office they hold if they will not support public education.

The power of SDEA lies in the strength, the visibility and voice of each and every local. Power lies whenever educators come together and move their concerns from concerns to action. Power depends on speaking up and out; it needs activism. Power will not find us; we will find it…and our students and our schools will be better for it.

Mary J. McCorkle

Questions or Concerns
Contact a UniServ Director today! 800-529-0090  |  605-224-9263

Lisa Ali  ext. 311  
Western UniServ Director  
lisa.ali@sdea.org

Ahrien T. Johnson  ext. 510  
EGL UniServ Director  
ahrien.johnson@sdea.org

Ryan Rolfs  
Eastern Prairie UniServ Director  
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Philip Moore  
SEE UniServ Director  
philip.moore@sdea.org

Amy Woolston  ext. 214  
Interim Plains UniServ Director  
amy.woolston@sdea.org
**2020 STATE CONFERENCE**

**SDEA ASPIRING EDUCATORS**

**APRIL 17-18**

Black Hills State University

This year’s theme:

“Teaching the Diverse Classroom”

Professional Learning Opportunities Include:

- Trauma’s Effect on the Brain
- Best Practices for Increasing Literacy
- Advocating for Your Students
- Using Mindfulness in Your Classroom
- Your Union, Your Voice

Questions? Contact:
Ryan Rolfs, Student Program Director
800-529-0090 | 605-224-9263 | ryan.rolfs@sdea.org

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### SOUTH DAKOTA EDUCATION ASSOCIATION STATEMENT OF FUNCTIONAL EXPENSES (with cumulative totals for the year ended August 31, 2018)

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This year’s theme:

"Teaching the Diverse Classroom"
Executive Office Position

President

Linda Stevens
My heart is in teaching. I have been an educator longer than I have been anything else in life. SDEA was formed to be an educator’s professional organization and I believe that only an educator, who has been in the classroom day after day, has the first-hand experience necessary to lead SDEA. For 42 years I have taught in small and large school districts as a special education teacher and in the elementary school. As a third-generation educator, I have been active in our state and national organizations, having been a member of NEA/SDEA for 44 years. I was elected twice as a delegate to the NEA Representative Assembly. I am a SDEA “Honored Women Educator” inductee. As President of YEA, I have served on our negotiation team and represented our members at an impasse administrative hearing in Pierre. Please vote for me to be the next President of SDEA.

Jennifer Bergan
Why me? Why now?
As your president, I am willing to do the hard work to unite teachers, support staff, and clerical together as educators who make a difference in the lives of our students. During my 27 years as a member, I have been involved in the association in many ways and in doing so, SDEA has given me a chance to grow professionally. Now it is my turn to support others and lead this association forward.

The future of this organization is too important to believe that we can continue doing what we have always done. As professionals, it is time to demand that we be treated as professionals. We need to change the narrative about all education professionals. We need to command respect from our government leaders and our communities. As an association, we need to stand together and lead for our students.

The future is now!

Loren Paul
I have worked in service of our members for over 26 years on staff at SDEA, and I am now a classified member in the Pierre School District.

Through my work at SDEA, I have formed relationships with local and state leaders and have proven my commitment to providing real value to members.

Your voices should be the driving force behind our association, and I promise to listen to YOU, the members, so we can work together to positively impact both students and educators across our state.

As President, I will ensure our association has a strong, visible presence in all arenas where decisions are made about education—from the bargaining table to the capitol.

Our organization needs to bring our profession together as one voice. A vote for Loren Paul for President, Stephanie Hageman for Vice President, and Dana Livermont for NEA Director does that.

Vice-President

Stephanie Hageman
I have been in education for over 20 years and am a proven leader for our members in many ways. I currently serve as SDEA Board Member for EGL, EGL Unit Chair, and Lead Negotiator for Watertown Education Association. I am passionate about advocating for educators, students, and our profession. I work hard to ensure the voice of our members is heard at the national, state, and local levels. As a member of the Executive Leadership team, my voice will continue to be your voice. As Vice President, I will help SDEA build new leaders throughout our organization, support locals in bargaining and local issues they face, and provide strong, relevant professional development for both classified and certified members.

Our organization needs to bring our profession together as one voice. A vote for Loren Paul for President, Stephanie Hageman for Vice President, and Dana Livermont for NEA Director does that.

NEA Director

Leslie Crow
Our communities need more educated Native American individuals to inspire them, and as NEA Director I can create more positive growth and meaning in our children lives as well as for our future generations. I am committed to...
providing a strong presence in state and national decision-making.

I can provide a lens of knowledge to our schools as well as bring diversity to the leadership roles of our public school systems. I believe as NEA Director, we (SDEA) will shine light on the importance of education for our families and community members like never before. I sincerely believe I can make a positive impact as a whole through leadership experiences as NEA Director.

As a true South Dakotan, I am committed to embracing positive change and creating an equitable perspective for our organization. My aim is to contribute to the growth of SDEA for educators across South Dakota.

Dana Livermont

As a member for over 10 years, I have grown as a leader through many association roles, including Rapid City Education Association negotiator, Vice President, and Co-President, Western Unit Vice Chair, and SDEA Board Member for Western.

SDEA’s power comes from engaging our members and serving their needs. As a part of a new leadership team, we can grow a stronger association—one built with a vision, transparency, and shared decision-making.

As NEA Director, I will be a conduit to share NEA resources and opportunities with SDEA and its members. I promise to be a strong voice for our unique state at the national level and on Capitol Hill—one that represents ALL our members, certified and classified alike.

Our organization needs to bring our profession together as one voice. A vote for Loren Paul for President, Stephanie Hageman for Vice President, and Dana Livermont for NEA Director does that.

Board of Directors

**ESP At-Large**

Heather Harmon

Homeschool mom, substitute, and current paraprofessional. ALL staff are important for a students’ success. I’ve served at local negotiations and RA delegate at state/national levels. I’m your current ESP At-Large; I’d like to continue serving all ESPs of SD. I know what it means to work hard and be undervalued.

Western

position open

Plains

Tess L. Canet

I am running for re-election to the Board of Directors for the Plains Unit because I have a strong belief in the success of our association. I believe advocacy for our association and that our members deserve someone who will speak up for them.

Doyle Johnson

My name is Doyle Johnson. I am a Social Studies teacher and Head Wrestling Coach at Andes Central High School. I am also a certified High School Football Official, and a volunteer coach for Special Olympics South Dakota. I am married, with two children, Cameron and Megan.

**EGL**

position open

**Eastern Prairie**

additional position open

Dawn Wiebers

I (Dawn Wiebers) am running for the 2 Year Eastern Prairie Board of Directors Position. I want to continue enhancing my professional goals, stay involved with state issues; continue assisting Eastern Prairie members and my local members through this SDEA Board Position.

**SEE**

Sue May

I’m running for the SEE Board of Directors. I’m completing my first year on the board representing SEE. I’ve served in my local as Co-President. I enjoy my involvement in SDEA leadership trainings. I would appreciate the opportunity to continue representing the locals in SEE on the Board of Directors.
NEA RA Delegate

**Western**
**Curt Anderson**
My name is Curt Anderson I’ve been teaching for twenty 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

**David Sommers**
I would love the opportunity to represent both my Unit and the State at the NEA RA in Atlanta this year. I believe it very important to stay in tune with the vital issues facing teachers in our country. Thank you for your consideration.

**Heather Harmon**
I would like to attend the NEA RA as a state representative this year. I attended last year as a local and would like more experience as I now know the ropes and can focus even further and take advantage of trainings as well as connections available.

**Plains**
**Pam Wells**
I would appreciate your support and vote to be a delegate to the 2020 NEA-RA. Serving as a delegate in 2018 was a privilege and I would like to be a voice for the Plains Unit or At-Large again this year. Thank you for your vote!

**Doyle Johnson**
My name is Doyle Johnson. I am a Social Studies teacher and Head Wrestling Coach at Andes Central High School. I am also a certified High School Football Official, and a volunteer coach for Special Olympics South Dakota. I am married, with two children, Cameron and Megan.

**Krista McCorkle**
I previously have been an active voice in discussions at the NEA RA. This is an opportunity to continue to advocate for public education at the national level. At the NEA RA, I want to work towards providing the best education for all of our students.

**Leslie Crow**
My priority is a high-quality education for students and teachers alike. I am committed to embracing positive change and an equitable perspective for our organization. My aim is to contribute to the growth of SDEA for educators across South Dakota.

**Loren Paul**
I would be honored to represent the members of SDEA at the NEA RA in 2020. SDEA is a member driven organization, and I feel I would be a good representative as I have spent the last 13 years in the field working on ESP, K-12, and Higher Education issues.

**Plains**
**EGL**
**Stephanie Hageman**
I would be honored to serve on the South Dakota Delegation at the NEA-RA. You have allowed me to represent you in this capacity the past two years and will use my experience to ensure the voice of all South Dakota educators is heard at the national level.

**Eastern Prairie**
**Tony Martinet**
I am the local president in Sioux Falls.

I have been honored to represent South Dakota on the NEA Resolutions Committee for the past two years. I want to continue to bring South Dakota’s voice to the national level and bring important information from the RA back to SDEA members.

**Danyelle Cleveland**
I would be honored to represent our members at this year’s NEA RA. Having been active at the local level and currently serving on the state BOD, the opportunity to attend my first RA would allow me to strengthen my skills in serving all members in SD.

**Jennifer Bergan Gabor**
I want to represent Eastern Prairie at the NEA-RA. Many issues that have been discussed and voted on at other NEA-RAs are slowly finding their way to SD. Gaining a better understanding of what other states deal with is important, and by working with them, we can grow in SD.

**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.

**SEE**
**Kayla Sylvester**
I’m an early-career educator. I previously taught at a colony and first-grade. I’m currently Yankton’s ESL specialist. I’m active in SDEA. I serve on Epic, the Racial and Social-Justice Advisory Council, and attended the NEA Leaders for Just Schools training. I’d like to bring a fresh perspective to the RA.
Chelsea Hauger
I have been a special education teacher and SDEA member for seven years. I am in my first year as YEA Co-President. I would love to be able to attend the RA and represent our state to help us continue to build a strong association.

Jamie VanWinkle
My name is Jamie VanWinkle. I am Yankton Education Association’s Co-President. It would be an honor to represent SDEA and SEE at the NEA RA. I have the knowledge and experience to represent all educators at the national level. I want to be a voice for South Dakota.

Linda Stevens
I’ve had the privilege of serving as a NEA/RA Delegate. I’d like to represent SDEA in 2020. I’ve been a member of NEA/SDEA my entire teaching career. I’m presently a YEA teacher in Yankton. My experience at the NEA/RA was informative and invigorating! I’d be proud to represent SDEA again.

Minority At-Large
(Statements listed above)

Curt Anderson
Leslie Crow

At-Large
(Statements listed above except as listed below)

Loren Paul
Jamie VanWinkle
Dana Livermont

It has been such a privilege to represent SD and our members at NEA Representative Assembly in past years, and it would be a great honor to serve for you in 2020. I pledge to do my best to reflect the values of you and our students as a delegate.

Rule 7. NEW BUSINESS:
New business items shall be submitted in writing to the presiding officer no later than 10:30 a.m., Saturday SDEA President no later than 3PM CST on the Monday prior to the opening of the Representative Assembly. An NBI must also include a statement of the SDEA strategic goal to which it aligns. Prior to action on a properly submitted new business item (NBI), the NBI shall be reviewed by the Protocol Committee to determine clarity and to determine if the SDEA Treasurer for a preliminary estimate of the cost of the NBI or if the NBI is covered in the proposed budget. Any New Business item not submitted according to the above requirements but submitted before the close of the first business session will require a two-thirds majority vote for consideration and a two-thirds majority vote for passage.

(A form for submission of NBIs can be viewed and submitted at sdea.org)

I Spy a Superhero!
All educators are superheroes. You use your superpowers to accomplish a lot, often in a short amount of time, including reading the Educators Advocate from cover to cover. For that, you shall be rewarded. How? Use your superpower vision to spy the hidden SDEA superhero icon hidden somewhere in this issue. Once you find it, take out your phone, snap a picture and send it to us to win an SDEA Superheroes T-Shirt. The first 50 SDEA members to find the icon will receive a t-shirt! Send us your photo via SDEA’s app or by visiting sdea.org and click on the Superhero icon. Good luck!

EXAMPLE of the icon that can be found in this issue.
Proposal 1
Article V. Dues
SECTION 1. ACTIVE MEMBERSHIP DUES.

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 fulltime 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 for fulltime active certified members starting in February.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: This Bylaw amendment adds clarifying language to make sure the intent of the Bylaw is clear.

Proposal 2
Article IV. Membership

SECTION 9. ALLY MEMBERSHIP. Ally membership is open to individuals who support the principles and goals of the Association and who are not eligible for any other class of membership.

Ally Membership shall entitle the member to benefits to be specified by the Board of Directors except that Ally membership shall not allow governance rights in SDEA/NEA legal rights, UniServ assistance nor liability protection from the Association.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: This Bylaw creates the South Dakota equivalent of the new NEA Ally Member category created by the 2019 NEA RA. If adopted, existing Sections 9 to 11 will be renumbered accordingly to allow the Ally category to be placed appropriately within Article IV.

Proposal 3

SECTION 8. ALLY MEMBERSHIP DUES. The dues for Ally members shall be $50.00 per year.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: This Bylaw creates the dues amount for the newly created Ally membership category. If adopted, existing Section 8 will be renumbered to allow the newly created dues category to be appropriately placed in Article V.

Proposal 4
Article XII. Local Associations

SECTION 4. BYLAWS AND OFFICERS. Each local education association shall adopt bylaws consistent with the bylaws of the Association. Local bylaws shall be updated every five years. Each local shall elect a president and a treasurer, and those officers as deemed necessary by the local association. Each local shall elect a delegate or delegates to the representative assembly as provided in the bylaws. All officers and delegates shall be members of the local education association and the Association. Each local shall maintain effective contact with the Association by submitting to the Association president the name of its president by July 1, and a list of its other officers by October 1, and of delegates by March 1. Each local shall maintain on file with the Association a current copy of its bylaws and provide such other information as the board of directors may require.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: This amendment will allow additional time in which to conduct a run-off election. Currently, approximately 21 days of the current allowed 45 days are used just for the election.
Proposal 6

Article IX. Nominations and Elections

SECTION 2. VOTING. The referendum balloting on officers, UniServ representatives, at-large Representatives, and NEA delegates shall be conducted within a period of sixteen days after the close of the annual meeting of the representative assembly. Voting shall be by printed ballot or electronic means and the order of the ballot shall be determined by lot. The president shall be responsible for the preparation and distribution of ballots to members eligible to vote before the close of the annual meeting of the representative assembly. An all member publication containing information on all candidates appearing on the ballot shall be mailed and available on-line to each member prior to balloting. On-line balloting will cease at midnight CST on the sixteenth day after the close of the annual meeting of the representative assembly. Ballots received by the posted date of ballot counting shall be counted. The paper ballots shall be returned to the Association Headquarters office postmarked before midnight of the sixteenth day after the close of the annual meeting of the representative assembly. Hand delivered ballots must be delivered to the Association Headquarters office prior to midnight on the sixteenth day after the close of the annual meeting of the representative assembly.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: If Proposal 6 is adopted, the date on which the Elections Committee meets would no longer be based on when the ballots are postmarked but would rather be based on when the actual election is held. This amendment coordinates that date with the election period designated in Article IX, Nominations and Elections, Section 2, Voting.

Proposal 8

Article XII. Local Associations

SECTION 3. COMPOSITION. Except as provided in Section 5, local education associations shall be composed of all active and/or active-ESP members of the Association within (a) an independent school district, (b) a common school district, (c) a private, parochial, or federal school, (d) any institution of higher education, or (e) the Division of Elementary and Secondary Education or other educational agencies which employ persons who qualify for active or active-ESP membership. Districts or institutions may combine at their discretion to form larger local education associations.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: If Proposal 8 is adopted, this section of the bylaws becomes moot and should be deleted. If adopted, the remaining section in Article XII would be renumbered accordingly.
Proposal 10

Article VII. Officers and Board of Directors

SECTION 3. QUALIFICATIONS OF OFFICERS AND BOARD OF DIRECTORS. All officers, UniServ representatives, at large representatives, and the state NEA director of this Association shall hold active, active-ESP, or retired membership where available.

Each candidate for president must supply evidence to the Association that arrangements have been made to allow service as a full time president.

Each UniServ representative on the board of directors must be employed in the Association UniServ unit represented, and be elected by the Association members in that UniServ unit. If the institution in which the UniServ representative is employed has territory in more than one Association UniServ unit, the representative shall be considered to be employed in the Association UniServ unit in which the chief administrative office of the institution is located. The position on the board of directors of a UniServ representative who ceases to be employed in the Association UniServ unit represented shall be declared vacant and shall be filled as provided by the bylaws.

At large representatives must be employed in the category for which they were elected to serve. The COHE At-large representative and the ESP At-large representative must be employed in the category for which they were elected to serve. The Minority At-large representative position is open to any active, active-ESP, or retired member.

Elected officers of the Association, with the exception of the president, must relinquish office when employed full time by the Association.

No person may be a candidate for more than one position for an officer of the Association. UniServ representative, at-large representative, or state NEA director of the Association.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This change is to make sure SDEA’s election of its delegates to the NEA RA follows the LMRDA (Labor Management Reporting and Disclosure Act) which NEA is required to follow. The ethnic minority delegate position cannot be limited to just those who self-identify as ethnic minority; rather the position must be open to all active members.

Proposal 11

Article IX. Nominations and Elections

SECTION 4. NEA DELEGATES. The voting members of each unit shall elect one or two delegate(s) depending on member composition in each unit, for a total of seven to attend the NEA Representative Assembly as state delegates. Additionally, one state delegate position shall represent SDEA’s ethnic minority members but is open to any active or active-ESP member, and shall be designated for an ethnic minority member to be elected by all active, active-ESP, and retired members of the state.

The remaining delegates needed to fill the Association allocation shall be elected by all active, active-ESP, and retired members of the state on the referendum ballot.

Unit composition shall be determined annually by the SDEA/NEA Board of Directors to meet the one person, one vote criterion. Such determination shall be based on the previous year’s membership and be published no later than December 1 of a given membership year.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This change is to make sure SDEA’s election of its delegates to the NEA RA follows the LMRDA (Labor Management Reporting and Disclosure Act) which NEA is required to follow. The ethnic minority delegate position cannot be limited to just those who self-identify as ethnic minority; rather the position must be open to all active members.
for the remainder of the membership year. Active membership may also be terminated at the discretion of the state president and the executive director; or by the board of directors for: (a) non payment of membership dues, (b) failure to meet membership requirements, or (c) denial or revocation of membership pursuant to Article IV, Section 9.

Submitted by: Bylaws Committee
Board Position: Do Pass
Rationale: The Janus decision makes it risky to compel a member to maintain his/her membership if that member wishes to drop membership. However, the member can be required to continue to pay his/her dues obligation for the remainder of the membership year after a drop window even if membership has been dropped. The proposed amendments make that distinction; i.e., membership can be dropped at any time; however the dues obligation continues to live on if membership is not dropped during the drop window.

Proposal 13
Article IV. Membership
SECTION 4. STUDENT ASPIRING EDUCATOR MEMBERSHIP. Any student in an accredited teacher training program of a South Dakota college or university, who is not actively engaged in educational work, may become a student aspiring educator member upon the payment of annual dues. Student aspiring educator members shall receive the official publication of the Association, and may attend meetings of the Association. They shall have such other rights and privileges as determined by the board of directors.

No person may hold student aspiring educator membership in the Association who does not also hold membership in an affiliated local association, where available, and in the National Education Association, in the appropriate category.

Article XIII. Representative Assembly
SECTION 2. DELEGATES.

C. Student Association delegates to the representative assembly shall be apportioned according to total student Association membership per campus as of March 15, as shown by Association records for the current membership year, one delegate being allowed for the first thirty members and one delegate for each additional thirty members or major fraction thereof. Each campus with ten members shall be guaranteed one delegate.

Submitted by: Arianna Nelson
Bylaws Committee Position: Do Pass
Board Position: Do Pass
Rationale: Associations are made up of a combination of many voices and having an equitable amount of voice from members of all ages and categories is an integral part of the success of this Association.

Proposal 15
Article IV. Membership
SECTION 4. STUDENT MEMBERSHIP. Any student in an accredited teacher training program of a South Dakota college or university, who is not actively engaged in educational work, may become a student member upon the payment of annual dues. Student members shall receive the official publication of the Association, shall have voting privileges, and may attend meetings of the Association. They shall have such other rights and privileges as determined by the board of directors.

Board Position: Do Pass
Rationale: These changes reflect state bylaws consistent with the statewide program bylaws formerly called the student program.

Proposal 14
Article XIII. Representative Assembly
SECTION 2. DELEGATES.

C. Student Association delegates to the representative assembly shall be apportioned according to total student Association membership per campus as of March 15, February 1, as shown by Association records for the current membership year, one delegate being allowed for the first thirty members and one delegate for each additional thirty members or major fraction thereof. Each campus with ten members shall be guaranteed one delegate.

Submitted by: Arianna Nelson
Bylaws Committee Position: Do Pass
Board Position: Do Pass
Rationale: Associations are made up of a combination of many voices and having an equitable amount of voice from members of all ages and categories is an integral part of the success of this Association.
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 disability, ethnicity, gender, gender identity, race, religion, sexual orientation and socioeconomic status.
• SDEA supports funding or programs that empower schools and communities to collaborate in providing critical social services to students and their families who are economically challenged.

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 and needs.
• 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.
• Taxpayer dollars that are directed to public schools which are held accountable, address a specific need, are transparent, and allow for innovation without jeopardizing the promise of the state funding formula, i.e., SDEA does not support charter schools or voucher programs.
• 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 funding for the programs and resources needed to address the change in compulsory attendance.
• Legislation promoting enhanced teacher quality through instructional leadership, rigorous and responsive teacher preparation programs, quality mentoring and sound professional development programs that support South Dakota professional teacher standards.
• 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.
• SDEA supports measures to enhance English language learner programs that provide the necessary tools and resources to give all students access to an equitable education.
• SDEA supports legislation and policies that allows for true academic freedom which ensures that students and faculty are allowed the free exchange of ideas without interference from the State.

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 SDRS Pension Trust Fund sustainability. These efforts shall include, but not be limited to, building a coalition including all organized employee groups covered under SDRS.
• Legislation that ensures that there are collectively bargained salaries and in-centives to attract and retain quality educators.
• Legislation that supports enhanced compensation systems that are locally bargained, based on multiple measures, resulting in improved instruction and/or effectiveness and encouraging teacher collaboration, not competition or merit pay.
• Providing a negotiated per diem increase in pay for all school employees if there is an increase in the school term.
• Legislation that would increase wages and benefits for all education support professionals.
• The representation of all levels of instruction in the planning/development and implementation of educational policy.
• Maintaining continuing contract provisions in the law.
• A work environment free from intimidation, bullying, harassment and violence.
• A work environment free from discrimination based on age, disability, ethnicity, gender, gender identity, race, religion, sexual orientation and socioeconomic status.
• Legislation that supports measures to enhance English language learner programs that provide the necessary tools and resources to give all students access to an equitable education.
• Efforts that acknowledge and support the mental health needs of education professionals.
Lily began her career in education as a school lunch lady and now leads a professional association of three million educators. She is the first Latina to lead the NEA and one of the country’s most influential Hispanic educators.

Prior to assuming the top post, Lily served two terms as NEA Vice President and Secretary-Treasurer. She became a vocal critic of the standardized testing movement and raised alarms on the outsize role that testing is playing in public education: taking over the time students spend in the classroom, being used as a weapon against their teachers, and distracting from the real problem of unequal opportunities for students.

Her new role is an extension of her teaching days in Utah. She was named Utah Teacher of the Year in 1989 after nine years in the classroom. She also worked with homeless children and gifted children; as a mentor for student teachers; and as a peer assistance team leader at Orchard Elementary School in the suburbs of Salt Lake City.

In 1998 she attempted to put her 20 years of experience working with small children to practical use by becoming her party’s nominee for the U.S. Congress. The rookie effort didn’t work out, but she made her mark: she was the first Hispanic to run for Congress in her state and earned 45 percent of the vote against the incumbent.

Lily is a sought-after speaker and delivered keynote addresses at hundreds of education events across the country, earning her recognition by Education World in their “Best Conference Speakers” edition. She also blogs at “Lily’s Blackboard,” bringing a teacher’s voice to topical education issues.

Her advice has been published in Parenting magazine and she has been featured on MSNBC, CNN en Español and as the voice of the noble opposition on Fox & Friends.

Lily serves as the Vice President of Educational International for the North America and Caribbean Region, pursuing a common course of action on issues like collective bargaining, raising student achievement, and adequate funding that resonate around the world.

Lily believes in the sacred duty of all educators to be professionals and to care for the whole student - mind, body and character - no matter how students arrive and no matter their learning conditions, their home conditions or their health conditions. She also believes that professionalism carries the responsibility to take action, individually and collectively, toward making the promise of public education a reality and preparing the whole and happy child to succeed in becoming a whole and happy adult.

Lily is a graduate of the University of Utah, graduating magna cum laude in elementary education and later earning her master’s degree in instructional technology.

For more information on the SDEA RA, visit sdea.org.
Let your voice be heard!
Join us at the SDEA Representative Assembly on April 3–4 in Pierre.

FIRST, Attend our Annual Meeting of SDEA-Retired Educators at the RedRossa Grille (just east of the Ramkota Inn at the bridge) from 3–5pm. The agenda includes annual reports, election of officers, and introductions of SDEA candidates for state offices.

THEN, Enjoy associating with your state-wide education friends at the same RedRossa Grille for dinner, from 5–7pm.

BECOME a delegate representing SDEA-Retired Educators at the SDEA Representative Assembly, beginning Friday evening on April 3rd, and continuing into Saturday afternoon. Schedules and details are published elsewhere in this SDEA Advocate issue.

Persons attending BOTH the SDEA-Retired Annual Meeting AND the SDEA-RA will receive a $50 stipend for their participation efforts.

Please notify us by email if you are attending these events as a delegate, at: sdearetirededucators@outlook.com.

ACTIVE LOCAL MEMBERS TAKE NOTE!
Several Pre-Retirement Seminars (funded by NEA-Retired) are being scheduled across the state for March, April, and May. Watch for locally-provided information about dates and locations.

SDEA-RETIRED LEADERS TO ATTEND NEA-CONFERENCES
In mid-March, four SDEA-Retired leaders will be attending the NEA Leadership Summit and the NEA-Retired Organizing Conference in Orlando. Participants include: Bob Hoffmann, NEA-Director for NEA-Retired; Mary Jane Chiles, SDEA-Retired Secretary; Phil Moore, SDEA Liaison for Retired; and Kathy Meyer, ‘New and Emerging Leader’. All are funded through NEA budget and grants.

Unfortunately, all NEA conferences for March were cancelled due to the virus threat.

Bob Hoffmann,
SDEA-Retired President

Please follow us on Facebook at:
SDEA-Retired Educators

Update us on your contact information:
sdearetirededucators@outlook.com
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.

SDEA Board of Directors meeting minutes can now be found online at NEA EdCommunities on SDEA’s Members Only group page.

May not be disseminated by nonpersonal (district or association) technology
Paid for by the candidate on her own behalf

The Future is NOW

Jennifer Bergan Gabor for SDEA President

VOTE FOR
Your Leaders.
Your Voice.
Your Association.

We are united in our vision and ready to move this association forward, with stronger accountability and transparency to members. We honor the diversity of our membership—from the classroom to the counseling office to the bus barn to the lecture hall. Every member matters and every voice matters.

S E P H A N I E H A G E M A N
Vice President

L O R E N P A U L
President

D A N A L I V E R M O N T
NEA Director

Paid for by Committee of the Candidates. Materials may not be disseminated by non-personal (district or association) technology.
I have been a teacher longer than I have been anything else in life. SDEA was formed to be a teacher’s professional organization. Only an educator, who has been in the classroom day after day, has the first-hand experience necessary to lead SDEA. I have been on the front line teaching in small and large school districts for 42 years. First as a special education teacher and then in our middle and elementary schools. As a third generation educator, I have been active in our state and national organizations, having been a member of NEA/SDEA for 44 years. I was an active member in college. I was elected twice as a delegate to the NEA Representative Assembly. I am a SDEA “Honored Women Educator” inductee. I have served as president of YEA, on our negotiation team and represented our members at an impasse administrative hearing in Pierre. My husband is a former legislator and as a result I am personally acquainted with the leadership of the legislature.

It would be my honor to represent you as the next SDEA President.

I would greatly appreciate your vote.

“Kids are the heart of it.”

-Linda Stevens
Executive Office Position

President
Linda Stevens

1. **As President, what would you like to accomplish in your term?**
   For any leader to be effective, one has to build relationships and be a good listener. Our SDEA team must meet the needs of all our active and retired educators. I will do this by traveling to every local SDEA organization to listen and provide transparency. Our future is with aspiring educators. I will travel to every university in our state, to encourage aspiring educators to join our organization. I will personally meet every legislator.

2. **What do you see as SDEA’s priority?**
   An effective organization must be united. We can disagree on methods but we must be united in SDEA’s purpose. Communication and transparency with our membership is essential. Maintaining and increasing membership is vital, not only for fiscal reasons, but also for the future of SDEA. Reaching out to aspiring educators is mandatory. I will travel to every university in our state, to encourage aspiring educators to join our organization. I will personally meet every legislator.

3. **What is your vision for South Dakota’s future in education and SDEA’s role in it?**
   The educators of SDEA, whether active, retired, or educational support staff, are the face and voice of public education. We are not only the front line, in the war against public education, we are the last line of defense. SDEA members understand, better than anyone else, the negative effects of inadequate funding. This is compounded by the social issues students bring to school each day. SDEA is the protector and best voice for public education.

Jennifer Bergan Gabor

1. **As President, what would you like to accomplish in your term?**
   I want to build strong coalitions with education, community, and state groups, including other labor organizations. I believe that these coalitions are important as we work to project a positive focus on educating our students. I also want to move toward a more actively involved membership. We need everyone to know that what we do and why we ask for support isn’t just about salaries, but is about our students.

2. **What do you see as SDEA’s highest priority?**
   We need to come together for the common good of all involved in education by leading proactively. We can no longer sit by and wait. We must resolve conflicts and move forward by using civil discourse as we work toward consensus. It is important to step up before conflicts occur so that we are not waiting and then having to respond reactively.

3. **What is your vision for South Dakota’s future in education and SDEA’s role in it?**
   I want to see educators treated as the high level professionals they are. We need to be restored to the level of respect, dignity, and professionalism that was once the standard in all communities. Ultimately, I want to see educators and education pre-K-Higher Ed treated as the number one priority for the future of South Dakota and its residents. I want everyone in the state and the country to see that The Future is NOW!

Loren Paul

2. **As President, what would you like to accomplish in your term?**
   I think it is vital for SDEA to mend relationships with and stabilize staff. Staff turnover is really hurting our locals. A strong and knowledgeable field staff is the best value SDEA can provide to members. I also want to do a complete overhaul of membership procedures to improve accuracy of membership rosters and accounting. With my 26 years of experience on staff, I feel I’m in the best position to do these things.

3. **What do you see as SDEA’s highest priority?**
   I firmly believe that we need to put more resources into proactivity rather than reactivity in everything we do. From legislature to the budget to bargaining, we are always reacting to what is done to us. In the last two years, the states that have made the most gains in education are the ones that have united educators and forced a conversation. SDEA needs to set the narrative, not respond to the narrative of others.

4. **What is your vision for South Dakota’s future in education and SDEA’s role in it?**
   Decisions are being made every day about education—in our schools, our communities, and our capital. My vision is one where educators always have a seat at the table when decisions are made that impact...
education. We’re the experts! SDEA must forge relationships with the DOE, the Governor’s office, and with other education associations so we can influence the narrative around education. We must also give locals tools to build similar relationships in their communities.

Vice-President
Stephanie Hageman

1. As SDEA Vice President, what would you like to accomplish in your term?

OUR LEADERS - My primary goal is ensure SDEA plays a vital role in advocating for our members, our students, and our public schools. As Vice President, I will work collaboratively with the Executive Team, Board of Directors, and SDEA Staff to guarantee the needs of our members are being met. Loren Paul, Dana Livermont and I are all adamant in working collaboratively with all SDEA stakeholders to move our organization forward.

2. What do you see as SDEA’s highest priority?

YOUR ORGANIZATION - SDEA’s highest priority is providing value to members. SDEA needs to listen to the voices and needs of all members - Aspiring Educators to Educational Support Professionals to Classroom Teachers to COHE to Retired. SDEA needs to be proactive in executing its mission and vision statements. SDEA must build relationships to assist our organization in retaining collective bargaining rights, securing adequate funding, meeting the social and emotional needs of members and students...

3. What is your vision for South Dakota’s future in education and SDEA’s role in it?

YOUR VOICE - My vision for South Dakota’s future is to ensure we have created safe and equitable public schools in which all students can achieve. SDEA’s plays a vital role in this vision through its work with Educator Voice. The SDEA team needs to peruse the data to advocate for the needs of our students - through collective bargaining at the local levels and through policy and legislation at the state and national levels.

NEA Director
Leslie Crow

1. As NEA Director, what would you like to accomplish in your term?

As NEA Director, I would like to expand our organization and partner with other educational affiliates to help increase salaries and/or professional development opportunities for teachers, COHE, and ESP groups. I would also like to increase our minority membership and provide support to aspiring educators throughout South Dakota.

2. What do you see as SDEA’s highest priority?

Like NEA, I see SDEA being a place where teachers and all educators alike can feel secure in their places of employment knowing SDEA will always have our back in any situation. I think SDEA’s highest priority is to supports its members needs so that we can meet our students needs.

3. What is your vision for South Dakota’s future in education and SDEA’s role in it?

My vision is one in which educators—including aspiring educators, ESPs, and higher ed staff—are valued for the remarkable work that they do by media, legislators, administrators, families, and community members. SDEA should unite and amplify our voices. SDEA’s leaders need to work harder in Pierre and across the state to build relationships with legislators on both sides of the aisle and with other education-centered associations to have a stronger influence on education policy.

Dana Livermont

1. As NEA Director, what would you like to accomplish in your term?

SDEA only gets one NEA Director, so it has to be a strong one! SDEA receives over 15% of its operating revenue—around $450,000—from the Small States Subsidy and Uniserv Assistance from NEA. It will be a priority of mine to fight for NEA to maintain or increase this commitment. Additionally, I want to find ways to expand programming to better meet the needs of locals and members through added NEA grants to SDEA.

2. What do you see as SDEA’s priority?

Communication! We absolutely must do a better job of sharing information and listening to our locals. We talk about a culture of organizing, but we cannot do that until we are able to have meaningful dialogue to learn what our members actually care about and need. All of our decisions at SDEA should be driven by member voices. Loren, Steph, and I are all committed to more transparency and collaborative decision-making...

3. What is your vision for South Dakota’s future in education and SDEA’s role in it?

My vision is one in which educators—including aspiring educators, ESPs, and higher ed staff—are valued for the remarkable work that they do by media, legislators, administrators, families, and community members. SDEA should unite and amplify our voices. SDEA’s leaders need to work harder in Pierre and across the state to build relationships with legislators on both sides of the aisle and with other education-centered associations to have a stronger influence on education policy.
## UPCOMING EVENTS

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<tr>
<th>March</th>
<th>Event Description</th>
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<tr>
<td>16</td>
<td>Western Unit Mini RA</td>
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<td>21</td>
<td>Plains Unit Mini RA</td>
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<td>23</td>
<td>EGL Unit Mini RA</td>
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<td>24</td>
<td>SEE Unit Mini RA</td>
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<td>26</td>
<td>Eastern Prairie Unit Mini RA @ Sioux Falls – 5:30pm</td>
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<td>28</td>
<td>Dr. Donna Beegle: Breaking the Iron Cage of Poverty</td>
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<td>28</td>
<td>ESP Advisory Council Meeting @ Pierre – 10:30 – 11:30am</td>
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<tr>
<td>29</td>
<td>SDEA Board of Directors Conference Call</td>
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<th>April</th>
<th>Event Description</th>
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<tr>
<td>2–3</td>
<td>SDEA Board of Directors</td>
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<td>3–4</td>
<td>SDEA RA</td>
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<td>4</td>
<td>SDEA Election Begins</td>
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<td>10</td>
<td>Good Friday (offices closed)</td>
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<td>20</td>
<td>SDEA Election Closes</td>
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<td>17–18</td>
<td>Aspring Educator State Conference</td>
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<td>24</td>
<td>Election Committee</td>
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<td>30</td>
<td>Eastern Prairie Unit Meeting</td>
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<td>NEA Board of Directors</td>
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<tr>
<td>2</td>
<td>ESP Advisory Council Meeting</td>
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<td>4–8</td>
<td>Teacher Appreciation Week</td>
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<td>15</td>
<td>Honored Women Educators of SD – Nomination deadline</td>
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<td>16</td>
<td>Western Unit Meeting</td>
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<tr>
<td>25</td>
<td>Memorial Day (offices closed)</td>
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