

The Educators'



ADVOCATE

MARCH/APRIL 2021

Volume 52 | Issue 4





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RETIREMENT PLANNING

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Vision

We envision valued education professionals providing quality public education for all students.

Mission

South Dakota Education Association ensures the collective voice for South Dakota public education professionals.



President's Corner

The Journey Ahead...

The SDEA Representative Assembly is around the corner and the work to create the agenda has given me the opportunity to reflect on my first year as President. I stepped into this role in unprecedented times. There wasn't a playbook for how to navigate educators through a global pandemic, and there wasn't a lot of time to think about what we might want to accomplish two or three years from now. Everyday was a challenge, but I learned a lot along the way. The crisis, however, did give me the opportunity to hear from many members across the state. While many of the issues focused on how schools can more effectively implement mitigation measures to keep educators and kids safe, the pandemic also shed a light on many things that we always knew to be true.

First, there are too many inequities in our education system, especially for minority and low-income students who lack access to technology, and the social and emotional supports necessary to thrive. As an Association, we must remain committed to making sure ALL students have access to the things that will make a difference in their education.

The pandemic also taught us that we as educators need to be ready to harness our collective voice. Too often districts are making decisions without an educator voice in the room. This only added to much of the frustration and confusion of the past year. We must take our seat at the table to ensure we are partners in the decisions that matter.

We also learned about the importance of sustainable ongoing funding to bring about certainty. The state's current

funding formula, which was created by the Blue-Ribbon Task Force, should enable districts to attract and retain qualified and caring teachers, but the pandemic is a good reminder that there is still a teacher shortage. Now is not the time to take our eyes off the ball.

With my first year as President under my feet, I am going to take what I have heard from you to set my priorities for the work moving forward. I want to focus on building partnerships that create true community schools to address the real inequities for Native American and minority students. I will work with the SDEA Board and staff to support current and emerging leaders at the local level, so they can lead the charge in speaking up for the schools our students deserve. Finally, I want to recommit to sustaining education funding through the Blue-Ribbon Task Force so educators can provide the schools our students deserve.

Some may say these priorities are a heavy lift, but I think we can accomplish anything if we work together. As I move into my second year as your president, I will continue to listen to you, the members, because you are this Association. You decide where we go, and I am looking forward to the journey ahead.

Loren Paul
SDEA President

800-529-0090
605-224-9263, ext 116
loren.paul@sdea.org



A Word from Our **NEA Director**



Dana Livermont

Dana is a certified school counselor and K-12 specialist with the SD Statewide Family Engagement Center who serves as your representative on the NEA Board of Directors. She is passionate about organizing around issues and equity for students in South Dakota. Twitter [@theDanamyte](#)

Words have power. Carefully considered diction can take your message from “meh...” to “Oh, yeah!” As educators, we often need to advocate for ourselves and our profession. One of the most powerful ways to do this is to tailor our messaging to highlight the impact on our students, because we all know “It’s about our kids!” When we focus on our students, we’re more likely to gain the support of our fellow educators, administrators, and even legislators. Whether you’re at the bargaining table, talking to your principal, or emailing your state senator, try to include student-centered messaging.

Here are some examples:

Our teachers need a raise. **Try this instead:** Our students deserve high-quality instruction. The way to achieve that is by recruiting and keeping top-notch educators here in our community. A 2.5% salary increase would keep us competitive with surrounding districts and encourage great teachers to apply for our positions.

We would like additional leave days. **Try this instead:** The best learning experiences for our students are led by happy and healthy instructors. Providing staff with an additional leave day would allow them to take time for themselves when they need it, decreasing the likelihood of burnout.

Our educational aides are not paid enough

money. **Try this instead:** It is often with our educational aides that students build the deepest relationships. They are mentors, tutors, and sometimes even a shoulder to cry on. Low wages are leading to a lot of turnover in our team of aides, which has a negative impact on our students, especially those that have experienced trauma. An increase to our educational aide wages will help us to keep committed and caring personnel, leading to a more trauma-responsive school environment.

We deserve an increase in funding from the legislature this year. **Try this instead:** This past year has been a trying time for our students. Not only did they need to adapt to new learning environments quickly, but they also had to cope with disruptions to their access to food, to social opportunities, and for some, connection to a caring adult. Some of our students are even healing from the loss of a loved one due to the pandemic. An increase in funding would allow our schools to hire additional psychologist, counselors, and social workers to provide the ongoing mental health support that our students need.

If your local is interested in building a bargaining or organizing campaign focused on student needs, consider applying for NEA’s Student-Centered Advocacy Grant (tinyurl.com/scagrant).

Early Career Educators Webinars

NEA's Center for Organizing, in collaboration with the Center for Social Justice, is hosting a series of webinars for Early Career Educators centered around racial and social justice, specifically focusing on supporting educators of color.



March 17

Early Career Educator Webinar Series:
Understanding Implicit Bias, Microaggressions, and Stereotypes

April 21

Early Career Educator Series:
Engaging in Racial Justice Organizing and Action



May 19

Early Career Educator Racial and Social Justice Series:
Racial Justice in the Classroom

Questions? Contact:

Rich Mittelstedt, Teaching and Learning Coordinator
800-529-0090 | 605-886-4800 | richard.mittelstedt@sdea.org



2021 SDEA Virtual Representative Assembly

Friday, April 9

6:30–6:45pm Delegate virtual check in

6:45–8:30pm Business Session 1

Treasurer’s Report
Presentation of the SDEA Budget
President Report
Executive Director Report
NEA Director Report

10–10:15 am Break

10:15–Noon Business Session 3

Report of Committees

- Friend of Education
- Human & Civil Rights
- Scholarship Committee

Awards

- Teacher of Excellence
- ESP of the Year Award
- Friend of Education

Saturday, April 10

8:45–9am Delegate virtual check-in

9–10am Business Session 2

Land acknowledgement
Keynote Speaker: NEA Executive Committee Member Robert Rodriguez
Adoption of Rules of Order
Adoption of the Agenda
Credentials Report

NBI Reports

Bylaw Amendments
New Business Items
2022 Legislative Agenda

Closing remarks
Sine die Adjournment

Most documents necessary for the 2021 SDEA RA can be found at <http://www.sdea.org/sdea-representative-assembly>

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.

2021 SDEA Election

Candidate Statements

Board of Directors

Eastern Prairie (2-year)



Danyelle Cleveland

As a member of SDEA Board of Directors, I will continue to advocate for educators 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.

Eastern Prairie (1-year)



Lisa Jennings

It would be an honor to serve the educators of Eastern Prairie on the SDEA Board of Directors. I believe that it is important to carry the voice of local

educators forward to SDEA and in turn to the NEA in my position as a NEA ESP-At-Large Director.



Kelsey Lovesth

I am Kelsey Lovseth, and I would be honored to continue to represent the Eastern Prairie. Since 2007 I have taught Social Studies in Brookings and I

will bring a significant amount of legislative history and passion which is necessary in navigating our association during this unique time in history.

Plains



Shawn Olsen

Hello, my name is Shawn Olsen. I believe in this association and what they do for educators and education staff across the state. I am looking

forward to being your voice for the Plains Unit and being a part of SDEA's future. I would appreciate your vote.

EGL (2-year)



Paula Hanson

I have greatly enjoyed serving on the Board this past year. I'm running for the two-year position.

SDEA plays a pivotal role in the advancement for education, advocacy, and PD in South Dakota and, it would be my privilege to represent EGL members on the Board of Directors.

SEE



Lisa Cardillo

I am running for a two-year term on the SDEA Board of Directors for SEE. I have been a member of SDEA for 11 years, with 8 previous

years of membership through NYSUT. As an educator for 19 years, I look forward to promoting education in our state.

Minority Member At-Large

Curtis Anderson

Hi my name is Curt Anderson I would be humbled to serve on the SDEA board of directors for another term as Minority At-Large. I'm a teacher at Oglala Lakota Schools I've been teaching now for 22 years throughout the Pine Ridge and Rosebud Reservations. I'd appreciate your vote.

ESP Member 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.

NEA/RA Delegate

Eastern Prairie NEA/RA Delegate

Jennifer Bergan Gabor

It would be my honor to represent you at the NEA-RA. As an RA delegate and the sole delegate on the NEA Resolutions Committee, I will work for SD, so our voice is heard and included.

I want to continue working for all of us.

Your support is appreciated.

Lisa Jennings

As an NEA ESP-At-Large Director I have the knowledge and experience to represent not only ESP, but all educators at the national level. I would be honored to take that experience and serve as a delegate for the students and educators of South Dakota.

Minority NEA/RA Delegate At-Large

Curtis Anderson

Hi my name is Curt Anderson I'm a teacher at Oglala Lakota County schools. I would love to represent SDEA at the 2021 NEA RA as your Minority At-Large Representative.

NEA/RA Delegate At-Large

(Statements listed above except as listed below)

Virginia Colgan

I will work with SDEA leadership to promote educational policies that benefit South Dakota students and teachers. Advocating for Social Justice reform is my passion and I will encourage delegates from all over the United States to vote for policies that end systemic racism and classism in our schools.

Lisa Jennings

Curtis Anderson

Jennifer Bergan Gabor

See page 13 for important information from the SDEA Board of Directors regarding this year's ballots.

2021 SDEA RA

Proposed SDEA Bylaw Changes

PROPOSAL 1

Article IV. Membership

SECTION 1. ACTIVE MEMBERSHIP.

...

Active membership in the Association shall be continuous, but may be terminated at any time by the member by written resignation to the local association president or state president. If written resignation is received prior to September 15, the member's dues obligation shall cease; otherwise, the member shall be obligated to maintain his/her dues obligation for the remainder of the membership year. ~~or 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. This proposal does not change the drop date of September 15 which has been in place since at least the late 1980s.

PROPOSAL 2

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 SDEA proactive in meeting the necessary changes required by compliance with the LMRDA (Labor Management Reporting and Disclosure Act). Under the LMRDA, while Board of Directors positions may be limited to certain employment groups (e.g. COHE or ESP), Board of Directors positions cannot be limited to certain protected classes of members (e.g., classes based on gender, ethnicity, etc.). SDEA can continue to have a Minority At-large position which represents the interests of SDEA's minority members but the position cannot be limited to just SDEA members who self-identify as minority; rather the position must be opened to all members.

PROPOSAL 3

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.

Questions or Concerns — *Contact a UniServ Director today!*

800-529-0090 | 605-224-9263

2021 SDEA RA

Proposed SDEA Bylaw Changes — *continued*

PROPOSAL 4

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 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 membership in a public K-12 institution the South Dakota Education Association shall pay one-half of the applicable state membership dues rate. Thereafter, they shall pay full applicable state membership dues rate.

Submitted by: ESP Advisory Council

Bylaws Committee Position: Do Pass

Board Position: Do Pass

Rationale: Unlike teachers, ESP employees are normally hired throughout the year. Districts or associations almost never have orientation events which all new ESP employees attend, unlike new teacher orientation events. Not many locals make consistent efforts to engage new ESP employees. An ESP employee hired in a district might easily not know about, or be contacted by the union for years, thus losing the chance to take advantage of the first year of EMPLOYMENT dues discount.

Many ESP employees are working two or

three jobs to make ends meet, and even SDEA's current dues are a big ask. Offering a first year of MEMBERSHIP discount is a good way to induce longer-term ESP employees to try out membership and stay on later.

PROPOSAL 5

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Submitted By: ESP Advisory Council

Bylaws Committee Position: Do Pass

Board Position: Do Not Pass

RATIONALE: Unlike teachers, ESP employees are hired throughout the year, and districts or associations almost never have orientation events where all new employees come to, unlike new teacher orientation

events. Nor do many locals make consistent efforts to engage new employees, meaning that an ESP employee hired in a district might easily not know about, or be contacted by the union for years, thus losing the chance to take advantage of first year of EMPLOYMENT dues discount. **This amendment also ensures that ESPs hired or joining SDEA later in the year receive the full benefit of discounted entry to membership without causing extra accounting issues for SDEA.**

Many ESP employees are working two or three jobs to make ends meet, and even

SDEA's current dues are a big ask. Offering a first year of MEMBERSHIP discount is a good way to induce longer-term ESP employees to try out membership and stay on later.

SDEA total ESP membership went up by 50 members in 2020. The approximately \$100 difference is negligible if SDEA can recruit more new members who stay on. The average ESP member stays on for a number of years.

New Deadline for Submitting NBIs at SDEA RA

The Rules of Order for the 2021 SDEA RA will have a new deadline for submitting NBIs (new business items). The new deadline will be Monday, April 5 at noon CST. In addition, there is now a form for submitting NBIs, which can be found here <https://bit.ly/38sbh6m>. NBIs should be submitted to SDEA President Loren Paul at loren.paul@sdea.org. The new Rule 7 states:

NEW BUSINESS: New business items shall be submitted in writing to the presiding officer no later than **noon CST**

on the Monday prior to the SDEA RA for cost assessment and distribution to the delegates. Prior to action on a properly submitted new business item (NBI), the NBI shall be submitted to the SDEA Treasurer for a preliminary estimate of the cost of the NBI 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 **by the stated deadline. A standard form shall be used for the submission of NBIs.**

Important SDEA Election Message

All of the SDEA Board of Directors and NEA RA delegate races are uncontested except for one Board of Directors race in the Eastern Prairie unit. The SDEA Board of Directors voted at its January 2021 meeting to send ballots to only the Eastern Prairie unit and only for the contested race. This means all other units and races will not receive ballots and the candidates of the uncontested races are automatically declared winners. Should you have any questions, please feel free to contact SDEA President Loren Paul, loren.paul@sdea.org, Elections Committee Chair, Stephanie Hageman, hagemans42@gmail.com, or Elections Committee Liaison Anne Plooster, anne.plooster@sdea.org.

2021 SDEA RA

Proposed 2022 Legislative Agenda

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.
- [Policies that foster collaboration between communities, school boards, administration and staff in the development of a pandemic preparedness or any other crisis plan.](#)

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 school districts, parents,](#)

educators and students with the resources and support necessary to ensure an equitable education regardless of disability, ethnicity, gender, gender identity, race, religion, sexual orientation, geographic location or socioeconomic status.

- 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.
- 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.

2021 SDEA RA

Proposed 2022 Legislative Agenda – *continued*

- 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.
- [Schools and families receiving the resources to ensure all students have access to the tools, technology and internet required for distance or remote learning, which is essential for a 21st century education.](#)
- 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 incentives 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.

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.)
- 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.

- Efforts that acknowledge and support the mental health needs of education professionals.

New SDEA Staff

Kylie Stoddard

What is your role?
Financial Assistant

What did you do before SDEA?

I worked for Hughes County as a Deputy Auditor.

Something you want the members to know about you?

I am excited to be a part of SDEA!

Anything you want to share about family?

My husband and I live outside of Fort Pierre. We have two daughters Kynlee (5), and Keslyn (3). Both will be going to school in the fall. One off to Kindergarten and the other to Preschool. I love doing anything outdoors.



SDEA-RA 2021
ONLINE AUCTION
To Benefit the NEA Fund for Children

ACCEPTING DONATIONS NOW!

BIDDING STARTS APRIL 9!

We need your help to have a successful auction! Challenge other locals to donate, bid, and raise money for the NEA Fund.

Any donations are appreciated!
Consider crafts, baskets, items from local businesses, etc.
To donate go to
tiny.one/sdea-donate

Questions? Contact Dana Livermont | 605-280-0710 | dlivermont@gmail.com



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

Honored Women Educators of South Dakota

Because it can be difficult to get all necessary information on the nominee, while not divulging the fact that the person is being nominated, a new format was voted on in August 2017. The new format is to submit the information that can be obtained, with **items listed below required**. Submit the information by **May 1, 2021** to: Ralyna Schilling, 1209 Ridge Road, Mitchell SD 57301. Nominations can be submitted electronically to: ralya@hotmail.com

Then the nominee will be notified and will be asked to complete the form by June 1, 2021. Those selected for membership in Honored Women Educators of South Dakota will be notified and will be invited to the July luncheon.

Each SDEA Member may submit one nominee per year.

Requirements of nominees:

1. Be active in education at present and be a present SDEA member. Or, if retired, the nominee must have been an SDEA member during her active career
2. Have a minimum of four years of college
3. Should have spent at least ten years in the field of education
4. Be fully qualified educationally for their field of work
5. Have made major contributions in the area of education
6. Should be active in the community and exhibit character traits worthy of the honor of membership
7. Eligible for membership are classroom teachers, administrators, librarians, supervisors, and former educators

Submit the following information on a word document. Please note that the letters of recommendation (#8), can be submitted by either you or the nominee.

1. Full name of nominee
2. Mailing address of nominee
3. Phone number of nominee
4. Email address of nominee
5. Present position of nominee, if currently teaching; past position, if retired
6. Write a paragraph that reveals the personality and real worth of the nominee
7. Name, signature, addresses, phone number of nominator who submits the nomination, and date
8. Optional: Submit 2 or 3 letters of recommendation from others who are familiar with the contributions of the nominee. Possible choices could be co-workers, administrators, students or former students, or parents of present or former students. If the nominator does not submit the letters of recommendation, the nominee will be asked to do so.

Reminder:
**Nomination is not to be
divulged to nominee**

SDEA/NEA OPPORTUNITIES

GRANTS, SCHOLARSHIPS, CAREER



SDEA/NEA 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.

Deadline: *May 1*



Join Us as a Delegate to the 2021 SDEA Representative Assembly!

Express your thoughts and concerns for public education in South Dakota by representing SDEA-Retired Educators at the **April 9–10 virtual meeting**.

Also, join us for our SDEA-Retired Annual Meeting, going virtual this year at **3 PM CST on Friday, April 9th**, to help set our goals, priorities, and plans for the next year.

Please send an email to: sdearetirededucators@outlook.com to indicate your participation.

And be sure to keep us updated with any changes to your contact information—postal address, email, or phone—so we can provide you with events and information.

View our **Facebook page**: “SDEA Retired Educators”.

411 East Capitol Avenue
Pierre, SD 57501

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800-529-0090



UPCOMING EVENTS

April

- 2 Good Friday (offices closed)
- 5 SDEA BOD Teams Meeting
- 8-9 SDEA BOD Meeting
- 9-10 SDEA RA
- 10 SDEA Election voting begins
- 20 SDEA Election voting ends
- 29 Eastern Prairie Meeting @ Madison
- 30 SDEA Election voting ends
- 30-5/1 NEA BOD Meeting

May

- 3-7 Teacher Appreciation Week
- 4 Teacher Appreciation Day
- 17 Western Unit Meeting

June

- 14 SDEA BOD Meeting
- 15-16 Board/Staff Retreat
- 28-7/2 NEA Aspiring Ed Conference