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Make sure you mark your calendars for these upcoming important dates:

May 31-June 4: SLO Boot Camp at Granite Springs Lodge in Alexandria, SD

June-July: SLO & Assessment Workshops, various SD locations

October 2-3: Leadership, Advocacy and Bargaining Conference in Sioux Falls, SD

## Blue Ribbon Task Force Hears from SDEA RA Delegates

The Blue Ribbon Task Force held its first listening session at the SDEA Representative Assembly in April. This was the first opportunity for the Task Force to hear from educators about the challenges facing public schools. The comments covered a broad array of topics, but all suggestions came back to better funding for schools. Members made it clear that the recruitment and retention of teachers had to be a focus of the work. They said everything should be on the table including the possibility of raising taxes.

SDEA President Mary McCorkle committed the Association to the work of the task force and offered SDEA's support to ensure the work was successful. "There are people who want to dismiss the Task Force because they don't believe it will make a difference, but I believe we must approach the work with an open mind and hope," said McCorkle. "Educators must have a voice at the table and in order for our voice to be effective, we must commit to the process and come to the table ready to talk about meaningful solutions."

After a short presentation by Task Force Co-Chair Rep. Jacques Sly, RA delegates had the opportunity to take to the microphone to share their thoughts. She posed the question "what possibilities are there to meaningfully fund education for our kids and our communities?" It didn't take long for the discussion to go

straight to teachers' salaries.

"South Dakota skipped a step in the education crisis in South Dakota," said SDEA Vice-President and Watertown teacher Steve O'Brien. "We can't fill teaching positions. We went from a great education to no education. Teacher salaries isn't the elephant in the room. It is the room. Saying that we are going to take care of this problem, but could we talk about things other than teacher salaries is like asking Mrs. Lincoln other than that how did you like the play."

The majority of those who spoke stressed that, even though it may be unpopular, it may be time to raise taxes for education like the Legislature did to fix the roads. "I don't have the answers, but I know some decisions that you make are probably going to make people unhappy," said Jared Baumann of Sioux Falls. "A corporate sales tax will make some unhappy, an additional sales tax will make some people unhappy, but we need to face reality and make some unpopular decisions to fund the education for our kids."

It wasn't all salaries and taxes. Several members spoke about the need to fund viable mentoring programs. Pam Wells of Moberidge-Pollock said we have to mentor new teachers who are coming into the profession otherwise we won't keep them, but the

mentoring has to be meaningful and those providing the mentoring need to be trained.

"I don't want to be their mother; I want to guide them professionally. I want to give them professional feedback. There is more to mentoring than just showing them where things are," said Wells.

"Don't forget the support professionals," said Sandy Johnson of Sioux Falls. "We play an important role in the school and we need to ensure the secretaries, the cooks, the bus drivers and the paras have a voice at the table because they are also important to the education of students."

The sentiment was probably best summed up by NEA Director and Huron kindergarten teacher Kathy Meyer, "Regardless of how we fund education we have to look at it as an investment in our future. We have to look at it as an investment in our kids."

The Blue Ribbon Task Force will continue to hold listening sessions with stake holder groups through the month of May and host public meetings in June. To see a full list of the Task Force's schedule or to give your input visit [www.blueribbon.sd.gov](http://www.blueribbon.sd.gov).



Find SDEA's President on Twitter @Mary\_McCorkle

## CTL-Profile

**Name:** Robin Curtis

**School District:**

Winner School District

**Subject Taught:**

6th Grade

Language Arts/

Science



**Why did you choose to be on the Commission on Teaching and Learning?**

Within my district alone, I felt that our evaluation did not assist me in becoming a better teacher. The evaluation did not tell me anything I needed to work towards or areas where I was strong. I saw a great need for a different evaluation for all teachers because we needed to ensure that teachers are growing as well as receiving ample support.

**What is the most important work the Commission has done to this point?**

Without a doubt the Teacher Effectiveness has been the most important piece of work from the Commission. This particular piece of work is impacting every single teacher throughout South Dakota.

**What do you hope to accomplish as a member of the Commission on Teaching and Learning?**

As a member on the Commission on Teaching Learning, it is my hope to continue to build relationships with all of the education state holders within our state. Without relationships, we cannot collectively build a better future for our kids in South Dakota.



## SDEA President's Message

As I write this article for the April/May Advocate, I am in Minneapolis for the NEA SLO Consortium meeting of the nine states who are all a part of the grant work that SDEA has been doing since last summer. Over the past three days, we have spent time reflecting on where we have been and where we are going. With the school year drawing to a close, such reflection seems to come naturally.

During the past months, the SDEA Board of Directors created a Teaching and Learning Coordinator staff position to move SDEA more deeply into work on SLO's and professional development. We hosted six local/regional SLO training sessions, two Ed Camps, and the SLO Repository is now online at SDEA.org. Coming this summer is Boot Camp 2 with a focus on assessment and another four SLO trainings. Take advantage of these tremendous opportunities to grow your knowledge base and professional practice. Share your learning with your colleagues and fellow members.

We have accomplished much in the area of professional development and we want that work to continue. Sometime this summer and moving into fall, a group of governance and staff representatives will come together to begin the work of reapportionment. Because of the importance of the ongoing professional development work and the need to continue the work

into the future, the SDEA RA passed several bylaws to help us examine our geographical structure and make sure that our members have the support that they need. This work will likely change the way our units look, but it will help us focus on the future.

Speaking of the future, I know many of you are wondering what it holds for our students and schools. When I think back on this year's legislative session, I reflect on relationships with legislators and the common voices from many regarding the teacher shortage and funding. The establishment of the Blue Ribbon Task Force gives us an opportunity to continue to speak out on recruitment, retention, the importance of mentoring and continued opportunities for professional growth. But your voice also has to be loud and clear. Throughout June, regional listening sessions will occur. Go to them, car pool, ride your bike—whatever you need to do to be part of the conversation. If we are not all involved and invested in this conversation, if we sit back and are skeptical, we miss an opportunity to shape the future. We need your voice in the room—teachers, ESP, students, retired members—the recommendations coming from this task force will impact all of us and our students. Look for information on the regional listening sessions at <http://blueribbon.sd.gov>.



May is one of my favorite months. Sunny skies, warm temperatures, and long awaited green is everywhere. Take time in the hustle and bustle of the end of the year to stop and enjoy spring, but also to reflect. Celebrate the hard work you did and the growth of your students; celebrate the coming of summer and well-deserved time to recharge your batteries, to rest, to relax, to enjoy your friends and family, to read that book you've wanted to read, to travel, to do all the wonderful things that summer embodies.

Know, that regardless of your job category or position, you have touched the future. You have made a difference in the lives of the students you have encountered, and they are better because of your dedication and your love. Because of this and everything you do for every one out of students in South Dakota—thank you! You are very much appreciated. Happy Summer!

*Mary J. McCorkle*

## “More Dreams than Memories”

The following is an excerpt from Interim Executive Director Mark Mickelsen remarks at the SDEA R.A.

Eliseo Medina, who organized California farmworkers with Cesar Chavez, said, “We need more dreams than memories.” I believe he was saying it is more important to creatively and purposefully look at the future, rather than to live in the past. But if you read between the lines, perhaps it was also an admonition to think outside the box in terms of what we do for our members.

### The Right Direction

Medina would be proud of the South Dakota Education Association. You have a leader in Mary McCorkle, and a Board of Directors, who know exactly where they want to take the Association. Last night, you heard about the new Strategic Goals for the Association. Today, you saw the budget that aligns with these goals. It has been said that you pay for what is important to you. Under these goals, your voice will be heard from the halls of the Capitols in Washington, D.C. and Pierre to the school district board rooms to the classrooms where the real work in education is done. We will work to build leaders at every level who will represent the interests of our members. We will seek optimal conditions for teaching and learning in every education setting. We will work to enhance our image in the community and among our many stakeholders. More dreams than memories? You bet.

### A Professional Development Leader

It should be no secret to anyone

in this room that SDEA is a leader in providing professional development opportunities for its members. You should celebrate the fact that, at the highest levels of the National Education Association, the Association’s work is recognized and respected.

Recently, a five-member team of governance and staff presented a session at the Midwest Organizing Institute in Minneapolis – sharing with colleagues in nine states our success with the Commission on Teaching and Learning, and especially the SLO training launched last year. This is one case where building on the past actually helped the Association.

You took your victory in the House Bill 1234 fight and turned it into an opportunity to help every educator in the classroom. The Association found its niche in the teacher effectiveness movement and in one month last summer, 5800 teachers throughout the state were trained in how to prepare an SLO. Today, across South Dakota, SDEA continues to offer SLO training, Edcamps, and other opportunities that strengthen our members’ skillsets and, ultimately, help children succeed. More dreams than memories? You bet.

### Getting People to the Table

When Mary McCorkle became president last year, she raised concerns about a disconnect between education community members. In media interviews during American Education Week, she urged the players to sit down at the table and work together on the issues of our time – teacher salaries and shortages, mentoring, and meaningful

professional development. She continued to advocate for this during the legislative session and, about halfway through that session, the governor announced the formation of a Blue Ribbon Task Force to examine many of the same issues. We were, by the way, the only organization to show up for the governor’s press conference announcing this task force. And it gave us an opportunity to speak directly to the governor afterwards. More dreams than memories? You bet.

### About Relationships

This brings me to the subject of relationships. Mary and I came into the Association at about the same time. We knew few of the political players, but made a commitment to build relationships over time – not just with policy makers, but with media representatives and others in the progressive and education community. I think we surprised many in the Legislature when we actually spoke in favor of bills we liked. They were used to an Association that just said “no.” At a Republican reception for lobbyists, we spent 20 minutes talking with Lt. Governor Matt Michels about education funding. That led to a private meeting with him, in which the Association’s views on public school finance were taken into consideration. There will always be those who do not share our values, or who wish to defund our schools in the name of tax fairness. But every connection we make – Republican or Democrat – brings us closer to an understanding of how they will react when our bills are front and center. More dreams than memories? You bet.

## “Let’s Save the Earth” Presentation

From Works4Me:  
Diane Postman, a science teacher in Yorktown, Virginia

After teaching my 2nd and 3rd grade science lab students about ways we can help the earth, I enlisted their help in creating a Power Point presentation to show our school. I asked the kids to have someone photograph them doing something that saves the earth. It could be anything.

I got a wide variety of photos including: using reusable grocery bags, putting items in a recycling bin, reusing a “junk” item, screwing in an energy-saver light bulb, pretending to take a shower as opposed to a bath, turning off unused lights. I created the presentation, set it to music, and showed it an assembly. It was very popular and really seemed to get kids to realize that every little bit helps.

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## SDEA Announces Boot Camp for SLO/Teacher Effectiveness - The End of May!

This summer, SDEA is continuing its Boot Camp for educators with new sessions. This training will be held at Granite Springs Lodge again May 31 - June 4.

**Eligibility:** Members of SDEA/NEA and student program campus advisors are eligible to apply. We will also accept a limited number of higher education faculty working in teacher preparation and K-12 administrators. Applicants must be willing to not only implement what they learn in their own classrooms, but also to serve as a trainer or leader in their own or other districts. These district trainings would happen during the summer and/or during the school year, and your participation is subject to your district’s willingness to let you provide training. Grant money is available to pay for release time and trainer expenses.

**Logistics:** Up to 45 applicants will be selected to participate in the Boot Camp. Applicants who are not

selected for the 2015-16 Boot Camp will be ensured a spot in the 2016-17 Boot Camp. All applicants will agree to participate in SLO research throughout 2015-16 by providing copies of their SLO(s) and percentage of students attaining the SLO.

All applicants will receive a \$10 incentive upon submitting a viable, completed application and another \$10 incentive will be paid upon final submission of requested SLO data. Those selected to attend the Boot Camp will receive a stipend of \$125/day over 4 days for a total of \$500. Room and board at Granite Springs Lodge will be covered by SDEA. Up to two graduate credits or 30 DOE Continuing Education Units will be available.

Register today at [www.sdea.org](http://www.sdea.org)!



# 2015 SDEA Election Results

## Board of Directors

### Black Hills (two 2-year terms, one 1-year term)

Steve Chase 2-year term  
Vacant  
Brett Monson 1-year term

### EGL (2-year term)

Stephanie Swenson

### JRV (2-year term)

Marci Farmer

### Plains (2-year term)

Tess Canet

### SECOR (2-year term)

Martin Sieverding

### SEKota (one 2-year term, one 1-year term)

Jared Baumann 2-year term  
Kim Soldatke 1-year term

### COHE At-Large (2-year term)

Alan Aldrich

## NEA RA Delegates

### Black Hills Delegates

Sue Podoll  
Darcy Randle

### Alt. Black Hills Delegates

Devona Pourier  
Brett Monson

### EGL Delegates

Stephanie Swenson

### JRV Delegates

Krista McCorkle

### Alt. JRV Delegates

Bill Adamson  
Bill Figg

### Plains Delegates

Robin Curtis

### SECOR Delegates

Martin Sieverding

### SEKota Delegates

Pam Oberembt  
Kim Soldatke

### Alt. SEKota Delegates

Jennifer Bergan Gabor  
Meredith Lind  
Sandy Johnson  
Christine Burke

### At-Large Delegates

Bill Adamson  
Brett Monson  
Jennifer Bergan Gabor  
Sandy Johnson  
Meredith Lind

### Alt. At-Large Delegates

Devona Pourier  
Bill Figg  
Christine Burke

## Hawks Encourages Delegates to Make Change Happen

Teachers have the power to change lives and the power to change school funding. That was the message RA delegates heard from State Representative Paula Hawks, who was the keynote speaker for this year's Representative Assembly. Hawks, who is a former teacher and SDEA member, outlined South Dakota by the numbers and said it was time for educators to "stand up and represent."

Noting that while South Dakota teachers are dead last in pay, our students perform better than the national average. The state's ACT scores are 21.9 and the high school graduation rate is 83 percent; both are higher than the national average. "In South Dakota, we spend less, we do more with less with more kids in our classes and we do better. What more do we need to say?" said Hawks.

Hawks continued to say many employers look to South Dakota students because of their academic achievement and work ethic. "Students here do well. People want our kids to work for them. Businesses come here to look for our kids and they want to take them away. We have to find a better way to keep them in South Dakota."

South Dakota currently has 130,000

students and Hawks sees them as an opportunity to shape the future and make change happen. "I see those 130,000 students as opportunities, and we as educators get to influence and shape those opportunities for our state. That is our opportunity."

Hawks urged the delegates to get involved in their locals by volunteering to do things like bargaining and membership recruitment.

She also encouraged them to be persistent. "Keep at it; it may take time but eventually you will get that contract language you have wanted, you will increase your membership and you will make change. You have to keep at it."

As a legislator, Hawks wants more teachers to make their voices heard. She encouraged the delegates to talk to family members and neighbors about what needs to be done for education. Teachers should also encourage others to talk about the needs of schools as well. "Teachers have the power right now. We need more teachers in the state to be willing to stand



up and represent," said Hawks.

Hawks compared the fight for more school funding to the effort to get more money for roads and bridges. "The stakeholders came together. They had one consistent message. They talked about it and the legislature responded with more money. We need to do the same for education funding," said Hawks.

"Education must have a consistent and unified message to make positive change happen for teachers and students."

# Enrich

your personal and professional life with NEA Member Benefits.

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CITY OF SIOUX FALLS

2015 Leadership Advocacy Bargaining Conference at The Holiday Inn - Sioux Falls, SD on October 2-3, 2015



## Attention ESP Members

We Need Your Feedback...  
Look for your ESP Survey in the mail.

This survey is an opportunity to have your voice heard by providing the Association with much needed information on how to best support our ESP members.

Return your completed survey in the included postage-paid envelope by June 1, 2015 for a chance to win a \$50.00 gift card from Target!

If you have any questions, contact Dana Hillius at [dana.hillius@sdea.org](mailto:dana.hillius@sdea.org) or 605-342-8068.



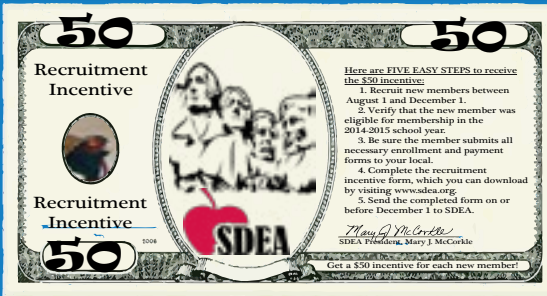
## SDEA to offer \$50 Recruitment Incentive coming this August

Get a \$50 incentive for each new member. As part of the effort to assist with the recruitment of Association members, South Dakota Education Association is offering a \$50 incentive payment for enrolling new SDEA members. To be considered an eligible new member, the person must not have been an "active" SDEA member in 2014-2015. The \$50 will be paid directly to the recruiter who signs the membership enrollment form. If he/she wishes, the recruiter may give the \$50 incentive to the local or the new member.

Information on how to collect the \$50 member recruitment incentive and FAQs, will be available by August 1st.

Here are FIVE EASY STEPS to receive the \$50 incentive:

1. Recruit new members between August 1 and December 1.
2. Verify that the new member was eligible for membership in the 2014-2015 school year.
3. Be sure the member submits all necessary enrollment and payment forms to your local.
4. Complete the recruitment incentive form, which you can download by visiting [www.sdea.org](#).
5. Send the completed form on or before December 1 to:



South Dakota Education Association  
ATTN: Incentive Rebate  
411 East Capitol Ave  
Pierre, SD 57501  
If you have any questions, please contact SDEA: Pierre Headquarters, 605-224-9263 or 1-800-529-0090; Sioux Falls office, 605-339-3236 or 1-800-529-0091; Rapid City office, 605-342-8068 or 1-800-529-0093

\*Active membership includes K-12 Teachers, ESP, Higher Education faculty.  
\*Retired or student memberships are not eligible for incentive.  
\*Employees of SDEA are not eligible.  
\*SDEA's membership year starts on September 1 and ends on August 31.

## The 2015 SDEA RA



The Representatives Assembly.



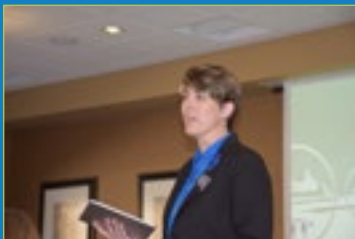
SDEA President, Mary J. McCorkle addressing the RA delegates.



SD Secretary of Education, Melody Schopp speaking with the RA delegates.



Plains UniServ Director, Laura Haug being honored for years of service, she retires in October.



SD Representative Paula Hawks, encourages delegates to make change happen



Blue Ribbon Task Force held listening session.

## SDEA Names 2014 Human & Civil Rights Award winner

The South Dakota Education Association (SDEA) presented its 2014 Human and Civil Rights Award to Project Warm-Up and Tracy Vik from Sioux Falls on April 11 at its annual Representative Assembly in Pierre. SDEA/NEA's Human and Civil Rights Award is given annually to honor an individual, student or organization for their work in promoting human and civil rights.

"We are so happy to give this award to Project Warm-Up. This project is an incredible example of how one person can get a wonderful community to come together and make a difference," said SDEA President Mary J. McCorkle. "It is amazing to see how many people come together and create these beautiful blankets."

This year's award winner was nominated by the Sioux Falls Education Association's Human & Civil Rights Committee. "Project Warm-Up was launched nine years ago in the Sioux Falls School District by then LHS student Caitlin Vik and her family. Funded solely through donations of money to buy fleece or donations of fleece, Project Warm-Up has tied over 8,200 fleece blankets and given them to children and families in need within the Sioux Falls School District and beyond. Last year alone, the Sioux Falls School District identified over 900 children as homeless, and a warm blanket was a gift this program offered those children and so many others," said SDEA President and HCR Committee Chairperson, Pam Oberembt.



"Each year, mountains of fleece are separated and tied by some 450 plus volunteers in December and then distributed to children/families in need. Since its launch, schools, church groups, and community groups have joined the volunteer effort to keep the children/families of our community and beyond warm. This project has been an immense blessing to our community," said Oberembt.

## SDEA Names ESP 2015 Award winner



The South Dakota Education Association (SDEA) presented its 2015 Educational Support Professional Award to Betty Sokol from Mission on April 11 at its annual Representative Assembly in Pierre. SDEA/NEA's ESP Award recognizes the contributions of Education Support Professionals (ESPs) to their schools, communities,

and their professions. The award is presented to a member of SDEA/NEA who demonstrates outstanding accomplishments and reflects the contributions of ESP to public education. "As the school secretary Betty does all of the secretarial duties, but at the same time also takes on bus driver, health aide, cook and sometimes a substitute teacher when need, said Spring Creek and HeDog Elementary Principal, Debra Boyd. "Betty dedicates herself for the improvement of our students and recruiting parental involvement from all stakeholders in the community."

Rebecca Rahn, Todd County

ESP President and 2nd Grade ParaProfessional at Todd County Elementary School said that Betty is more than a secretary at Spring Creek. She has also worn the hat of cook, nurse, counselor, janitor, principal, and substitute teacher. "She is there to welcome-whether it is staff or students; there to answer questions, there to fix boo-boos whether they are hurt knees or a miscommunication between staff members. She is there to do the grunt work and the paperwork and keep those things straight and turn them in on time," said Rahn. "She is known in the community by all; probably because she has taught most of them in one way or another."

## SDEA Names 2014 Friend of Education Award winner

The South Dakota Education Association (SDEA) presented its 2014 Friend of Education Award to Teresa Binkley of Brookings, SD on April 11 at its annual Representative Assembly in Pierre. SDEA/NEA's Friend of Education Award is to honor a person or organization that has made a significant contribution on a statewide basis toward achieving quality public education for all students.

"We are honored to present this year's Friend of Education Award to Teresa Binkley," said SDEA President Mary J. McCorkle. "Teresa has been amazing for the Brookings community, and has tirelessly given her service to education." Binkley was nominated by

the Brookings Education Association (BEA). The local association points to Binkley's lifetime of service to public education as one of the many reasons she is deserving of this award. After retiring from teaching, Binkley continued to serve her community and public education by serving on the Brookings School Board. She continues to mentor student teachers, but it's her work with the Brookings High School Science Olympiad that sets her apart. BEA Leaders say Binkley is willing to do whatever it takes to ensure students have every opportunity to thrive.

"How many people do you know who would say yes to an invitation to ride for



two days on a bus traveling halfway across the country and back and spend four days chaperoning fifteen high school students that they didn't know? The answer: Someone who has a love of learning, is a lifelong advocate for students, and a true Friend of Education," said Brookings Education Association President, Donna DeKraai.

# 2015 South Dakota Legislative Wrap-UP

The 2015 Legislative Session has officially come to an end. Schools received a modest two-percent increase on the Per Student Allocation (PSA), which is a half of a percent better than the statutory increase of 1.5. With the state's general fund revenues being flat, SDEA was relieved that schools left the session with an increase and not a freeze or a cut.

The bad news from the 2015 Legislative Session is the education funding took a back seat to roads and bridges. Is there any good news? While there were no real solutions offered to solve the teacher shortage and the PSA only received a modest increase, lawmakers on both sides of the aisle are finally acknowledging that we have to do something about teacher pay. This chatter may be what prompted Governor Dugaard to announce the formation of the Blue Ribbon Task Force on Teachers and Students. While we don't know what the outcome of the task force will be, it does offer promise that policymakers are ready to sit down with everyone at the table to talk about funding.

Yes, there have been summer studies and work groups before, but none have been faced with the urgency that the current teacher shortage presents. South Dakota must find solutions that help our schools recruit and retain the best teachers for our students. Policymakers must find the dollars to increase salaries, but they must also find ways to provide all educators with opportunities for professional growth and leadership. Only through a collaborative effort, such as the Blue Ribbon Task Force, can we make the change necessary.

As another legislative session comes to a close, let's look back and celebrate the good legislation that passed or the bad legislation that failed, and work harder to fix the bad legislation that became law. SDEA lobbyist thank all those who emailed their legislators. Your voice does indeed make a difference.



## **Best Bills to Pass**

**HB 1148** – Requires schools districts to report month end cash balances in their annual reports to the South Dakota Department of Education. Lawmakers point to large fund balances many schools have as a reason for not increasing state aid to education. School districts say that the numbers are a just a snapshot in time and don't tell the whole story of fund balances. This will give everyone, including local negotiators, a better understanding of just how much

money school districts have in their reserves.

**HB 1191** – Reducing the dropout rate of high school students is a priority for everyone. HB 1191 provides \$250,000 to allow more schools to participate in the Jobs for Americas Graduates also known as JAG. This program has shown success in several school districts in South Dakota including Wagner, Todd County and Rapid City.

**SB 53**- Provides the two-percent increase for public education. The Per Student Allocation (PSA) for the 2015-2016 School year will be \$4,876.76. This is the first time we moved the PSA beyond where schools were before the budget cuts. The only downside of this bill is that it shifts more of the responsibility of education funding to the local property tax payers.



## **Worst Bills to Pass**

**SB 132** – Allows schools boards to offer signing bonuses, loan forgiveness payments, or moving expenses to teachers, and leaves it up to the local schools boards to determine if they will negotiate these payments with local associations. The final version of SB 132 is better than it was in its original form, which basically allowed for individual bargaining over salary. However, the bill still limits the voice of educators at the bargaining table over the hiring incentives.

**HCR 1003** – Urges Congress and the President of the United States to abolish the United States Department of Education. While this bill is simply a statement and lacks any impact on laws, it does send a bad message. Where would South Dakota be if we lost the \$167 million dollars the United States Department of Education provides to our schools through ESEA?



## **Best Bills that Failed**

**HB 1092** – Established a rural school teacher recruitment assistance program. The focus of the bill was to give current school employees, such as para professionals, a pathway to earn a teaching degree. HB 1092 was not a perfect bill, but it is a creative idea that would help many rural school districts recruit teachers within their current employee pools. Look for this idea to come back in the Blue Ribbon Task Force or next year.

**SB 89** – Required schools to have a school lockdown plan and lockdown drills on a regular basis. Schools are required by law to have fire drills and weather drills. This would have added lockdown drills to that list. The bill sailed through the Senate, but failed in the House of Representatives

because some argued that SB 89 was an unfunded mandate. The good news the vast majority of schools already do lockdown drills.

**SB 144** – Provided a loan forgiveness program for any teacher who was teaching in a community with less than 10,000 people. This would have covered all but the ten largest school districts. Again, another creative idea to address the shortage.

**HB 1207** – Limited the growth of capital outlay over the next five years. There is a concern by some that South Dakota is facing another property tax revolt. This bill limited the growth in collections to 3% or the rate of inflation, whichever is greater plus any new growth. (Likely a 4.4% increase) No district would lose capital outlay money; however the growth would have been slowed.

For every five dollars generated, three dollars would have gone to capital outlay, one dollar would have gone back to taxpayers and one dollar would have gone to schools' general funds. That would have equaled a 3.5% increase for the PSA rather than 2%--an increase of \$72, which would have been ongoing. Districts could still use up to 20 percent of their capital out lay for the flexibility. As it stands now, they will lose all flexibility in 2018. The bill died because there was a lack of consensus in the education community. The compromise was supported by SDEA, ASBSD and the Large Schools Group, but it was opposed by the School Administrator of South Dakota and the United Schools Coalition. The issue will be back next year.



## **The Worst Bills that Failed**

**SB 166** – Changed the number of signatures required for an initiated measure to be based on the number of registered voters instead of the number of votes cast for the governor in the last gubernatorial election. The number of signatures currently required is roughly 13,500. SB 166 would have made the number nearly 26,000. After a great deal of criticism from the media and politicians from both sides of the aisle, the prime sponsor of SB 166 asked that the bill be tabled.

**SB 189** - Provided tax credits to insurance companies that make donations to fund private school scholarships. There was a promise of a \$250 grant for teachers, but the bill lacked any assurances that public school teachers would receive the money. It initially cost the general fund \$4 million, but the cost continued to grow by 25 percent a year if the scholarship funds continue to raise the maximum number of

## Edcamp Brookings

About 125 educators from around the region gathered in Brookings at the end of March for the state's third EdCamp. Participants set the agenda for the day. The day's sessions, which were all determined by the participants, included everything from classroom management to using technology to teach math to how to use Twitter. The event was a collaboration between SDEA, Brookings Education Association, South Dakota EdCamp, SDSU Student Chapter, and the Brookings School District. Organizers are planning more Ed Camps for the 2015-2016 school year. To learn more about South Dakota EdCamps visit [www.sdedcamp.weebly.com](http://www.sdedcamp.weebly.com) or search #sdedcamp on Twitter and Facebook.

## SDEA to hold Summer Professional Development Opportunities

# 2015 Summer Training Events

View event details and register at [www.sdea.org](http://www.sdea.org)

Presented by



### SLO Boot Camp

May 30-June 4

Granite Springs Lodge, Alexandria, SD

New sessions & new learning!

2 graduate credits or 30 CEU hours

\$500 stipend for SDEA members

### SLO/Assessment Workshops

Two-day Workshops

Evolve your SLO process, create quality assessments, learn to use SD Assessment Portal, explore Teachscape!

1 graduate credit or 15 CEU hours

\$250 stipend for SDEA members—open to all educators!

Quality, timely  
training and a  
stipend for your  
time!

- ♦ June 16-17 Lake Area Technical Inst., Watertown
- ♦ July 14-15 SDEA Headquarters, Pierre
- ♦ July 20-21 SD School of Mines, Rapid City
- ♦ July 27-28 Yankton HS, Yankton

Questions? Contact [Rich.Mittelstedt@sdea.org](mailto:Rich.Mittelstedt@sdea.org) or call 1-888-288-9029.



Check-in for the Edcamp.



Sessions are thought up and discussed first to complete the agenda.



Great session at the Edcamp.



continued from page 7

dollars allowed by law. It is likely the money would have reduced K-12 funding. SDEA opposed this bill alongside the Governor's office.

**HB 1223**- Forced the State Board of Education to repeal the Common Core State Standards for Math and Language Arts. The bill had no plan to replace the standards and passage would have left students and teachers in limbo.

**HB 1206** – Allowed students and faculty on at the state's regent schools to carry a concealed weapon with a permit. This bill was opposed

by the student associations at all of the state's public universities along with the South Dakota Board of Regents and SDEA. Passage of this bill could have jeopardized the University of South Dakota's and South Dakota State University Dakota's NCAA Division I standing. In the end, the students won and the bill was defeated.

**Other Bills of Note that Passed**

**HB 1044** - Clarifies discipline procedures for teachers and administrators. HB 1044 ensures that all complaints brought against

certified staff go before the Professional Teachers Practices and Standards Commission or the Professional Administrators Practices and Standards Commission. Other provisions in this bill simply align the commissions' authority with other state licensure boards in the state of South Dakota such as the State Board of Nursing, State Medical Board or the State Board of Optometry. It also cleans up language that is ambiguous or redundant. The bill does not make any substantive changes to teacher and administrator disciplinary procedures.

**ADVOCATE MINUTES SDEA/NEA BOARD OF DIRECTORS' MEETING January 30-31, 2015**

Present in addition to M. McCorkle were: O'Brien, Mehlbrech, Meyer, Soldatke, Schutte, Sieverding, Gould, Ringstmeyer, Canet, Olsen, Binkley, Swenson, Chase, and Salladay. Also present were, Plooster, P. McCorkle, Mickelsen and Gravatt, John Claussen, Claussen & Rice(Saturday morning) and Hoffmann, observing.

Absent were: Geigle, Murley, Figg, Smith and Jennings.

Approved SDEA Strategic Goals. (Olsen, Salladay)

Approved accepting resignations of Curt Pochardt and Andrew Shim from their Board of Directors positions. (Salladay, Gould)

Approved the JRV unit grant. (Mehlbrech, Meyer)

Approved Betty Sokol as the 2015 SDEA ESP of the Year. (SDEA ESP Committee)

Approved adding new bullet under Strengthening Public Education of Legislative Agenda. (M. McCorkle, Canet)

Approved adding "collectively bargained" in front of "salaries" in bullet six under Respecting Education Employees of Legislative Agenda. (Gould, Binkley)

Approved Proposed 2016 Legislative Agenda. (Sieverding, Salladay)

Approved SDEA Board position of Do Pass to proposed change to SDEA Bylaw Article IX. Nominations and Elections, Section 4. NEA Delegates, regarding an ethnic minority member. (Sieverding, Gould)

Approved Teresa Binkley as the 2014 Friend of Education Award winner. (SDEA Friend of Education Committee)

Approved "Project Warm Up" as the 2014 Human and Civil Rights Award winner. (SDEA Human & Civil Rights Committee)

Approved proposed changes to SDEA Board Policy 7.6 NEA Delegates. (SDEA Internal Concerns Committee)

Approved accepting Laura Haug's retirement to be effective October 15, 2015, with heart-felt gratitude for her years of dedicated service to this organization. (O'Brien, Salladay)

Approved granting Laura Haug's request for the early retirement benefit as contained in the PSO contract. (O'Brien, Salladay)

**SDEA Announces 2015 Scholarship winners**

**Ramia Boersma Scholarship**

SDEA chose three recipients for this year's Ramia Boersma scholarship. Each recipient will receive a \$750 scholarship.

Congratulations to the following recipients who include **Baylee Relf**, Flandreau; **Jacob Meyer**, Brookings; and **Nicole Nelson**, Platte.

Baylee Relf plans to attend Augustana College to become an English teacher.

Jacob Meyer plans to attend the University of South Dakota to become an elementary teacher.

Nicole Nelson plans to attend Dakota Wesleyan University to become an elementary teacher.

These scholarships are open to the children of

SDEA members who are planning on entering the teaching profession and are open to high school seniors and college sophomores. High school seniors who are selected will receive an annual scholarship for \$750 per year for four years of college or a total of \$3,000. College sophomores will receive an annual \$750 scholarship for their final two years of college for a total of \$1,500.

**Gordon Horgen Memorial Scholarship**

The Gordon Horgen Memorial Scholarship was established in memory of Gordon Horgen who was an advocate for all students and a Sinte Gleska teacher.

Congratulations to the following recipients are **Brooke Pond**, Pine Ridge; and **Kole "Herbie" O'Daniel**, Kadoka.

Brooke Pond is currently enrolled at Black Hills State University majoring in education. She plans to return to her community and help the young people to see the importance of completing their own education.

Kole O'Daniel plans to attend Black Hills State University and become a teacher of history or music.

Two recipients were chose for this new scholarship. Each recipient will receive a \$750 scholarship.

The scholarships are open to students in a South Dakota education institution, who will be accepted or are enrolled in a South Dakota college or university, and are enrolled in a Tribe or descendent of a Tribal enrollee.

The SLO Repository is online now!  
Check it out at [www.sdea.org](http://www.sdea.org).



## What I've Learned

... from more than 30 years in the classroom.

"...I've learned that a strong parent-teacher relationship is the key to every child's success in school. By addressing issues immediately and always responding to parent phone calls and messages within 24 hours of receiving them, I was able to create a partnership with parents that enhanced my communication skills with them and their children.

I've learned that a faculty and staff who work together set an excellent example for children. Secretaries, custodial staff, aides, and cafeteria workers all provide a safe, well-run, healthy environment for children. Having mutual respect for the staff that contributed to this environment always made my job easier.

"...I've learned that children want a voice and deserve to be heard. In my 30-plus years of teaching experience, most of my students just wanted to be listened to, not spoken to. I took the time to learn about my students and listen to their concerns. 'Educating' them was only part of the job. And what a wonderful job experience it was!"

Linda K. Havron is a retired elementary school teacher who taught kindergarten and then second grade at Daniel Street Elementary School in Lindenhurst, N.Y. In her years of teaching she gathered a lot of wisdom that can benefit new and veteran teachers.

Hello again, SDEA members & SDEA-Retired members. I'm going to try to inform you of happenings since the last Advocate article in the February/March issue. Much has happened, or so it seems.

Meetings, funded by grants from NEA, were planned and held both West and East River. The grants enabled us to set up informational meetings, giving pre-retired and retired teachers a chance to attend these Saturday meetings, have lunch, socialize and find out more about SDEA, SDEA-Retired, membership benefits and why it is important to continue to 'belong'.

The West River meeting occurred on Saturday the 28th of March at Murphy's Pub & Grill in Rapid City. 20 attended. Rosalie Aslesen, SDEA-R's vice president, planned and hosted the event. Travis Almond, manager of the South Dakota Retirement System, filled us in on how the SDRS system works and how it is so successful in protecting and growing our retirement dollars. Lisa Albers-Koppman presented thoughts on the importance of financial planning for retirement. Legal issues, e.g. wills, trusts, powers of attorney, etc., were discussed by attorney Quentin Riggins. Horace Mann agent, Rob Bickett, explained that company's relationship with SDEA and explained how they serve and protect their clients. A \$50 prize drawing was held as well as a

drawing for 2015-2016 retired local dues.

By John R. Salladay,  
President



# SDEA

## Retired

The East River meeting, sponsored by the same grant, was held at a Pizza Ranch in Sioux Falls on the 18th of April. 16 attended. The same general format as the west river meeting was followed. Barb Kavanaugh, your secretary, made the arrangements and Cathy Anderson hosted the meeting. This gathering too went well. We heard a thoughtful, informative presentation by Bonnie Mehlbrech, SDEA Treasurer and the teacher representative on the SD Retirement Systems Board. Bob Hoffmann, NEA Board representative for retired members, updated us with his report. Horace Mann's Sioux Falls agent, Bill Hoffman, gave a presentation on their company's offerings. Mary McCorkle, SDEA President, was able to join us both for lunch and shared her views. I gave my president's report as well. Winners were drawn for various Horace Mann prizes, the \$50 cash prize, and the \$10 2015-2016 retired local dues prize.

The SDEA-Retired annual business meeting was held at the Cultural Heritage Center in Pierre on April 10th. After formal approval of the minutes of the 2014 annual meeting, approval of the treasurer's report and 2015-16 budget, Janelle Jones chaired the discussion of

the Bylaws Committee's recommendation for a 'clean-up' of our bylaws. Approval of these bylaws was unanimous, and they are available to all on the SDEA website in the section for retired members. SDEA-President Mary McCorkle and Executive Director Mark Mickelsen gave reports and their viewpoints on the state of our organization. Delegates gathered for supper at Redrossa before attending the evening's opening session of the SDEA Representative Assembly. SDEA-Retired had 16 delegates attending the RA.

As your president, I attended the Retired President's meeting in Atlanta on the 13th through the 16th of April. Information available there to 'digest' was almost overwhelming, though I did 'pick up' useful ideas and suggestions.

Though I'm sure I've forgotten several items, those are my thoughts for this Advocate's page. I do want to thank all of the participants to the various meetings and the RA. Your support means so much to the organization and its future. Thank you, again!

### Who To Contact

For questions, please contact:

**Laura Haug**

Retired Program Coordinator

411 E. Capitol • Pierre, SD 57501

800-529-0090 ext. 126

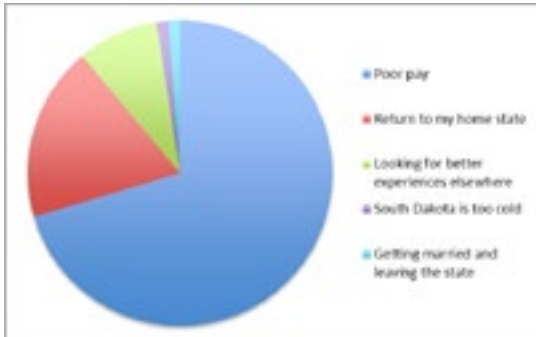
605-224-9263 ext. 126

[laura.haug@sdea.org](mailto:laura.haug@sdea.org)

## Will They Stay or Will They Go?

That is the question SDSU Professor Mary Moeller and Dr. Lonell Moller asked junior and senior education majors at SDSU. Of the 137 respondents, only 29 percent are planning on staying in South Dakota to teach.

The reasons for not staying do vary but one thing is clear; the majority of the SDSU students believe the pay in South Dakota is too low to meet their financial needs. Seventy percent of those who plan to leave, say low pay is the main reason for the decision.



“Teachers are people just like everyone else. We need a decent income to pay off college debt, to pay bills, to buy the clothing we need. We cannot survive on what teachers are currently being paid. Because SD is one of the states that has the lowest paid teachers, students who have recently graduated tend to leave the state to teach,” said one respondent. Other are conflicted. Many say they want to stay because they love South Dakota and they have connections to family and like the way of life. Fifty-nine percent of those who plan to stay in the state say it’s because of family ties.

Others say they may stay in South Dakota in the short-term, but may end up looking elsewhere for better pay.

The one thing the data makes very clear is that students coming out of college do look at their financial opportunities and South Dakota teacher salaries are causing them to look elsewhere.

Summary Page	Do you plan to Teach in SD?		
	Yes	No	Maybe
Early Childhood Education	12	29	10
Agricultural Education	0	17	2
Art and English Education	0	0	1
Art Education	0	3	1
Biology	5	0	0
Elementary Education	0	3	1
Elementary Education/Special Education	0	1	0
English Education	1	0	1
Family and Consumer Sciences	3	2	1
History Education	2	3	4
Math Education	4	5	2
Music Education	0	10	1
Physical Education	1	3	1
Physics	0	1	0
Political Science	0	1	1
Spanish	0	2	1
Speech	1	1	0
	29	81	27
	21%	59%	20%

SDEA will urge the Blue Ribbon Task Force to consider this data as it begins to find the best strategies to recruit and retain the best teachers for our students.

## SDEA adopts new Strategic Goals



Advocate for Public Education



Build Organizational Capacity



Enhance the Association's Image



Advance the Well-being of Members

**SDEA will engage and collaborate with Association stakeholders and potential partners to advocate for public education, influence policy development, secure adequate and equitable funding, and enhance professional practice.**

**SDEA will advance a culture of organizing designed to build organizational capacity at the local and UniServ level, increase member involvement, and grow membership.**

**SDEA will enhance its image in the community and among Association stakeholders.**

**SDEA will advance and preserve education employees' voice, rights, and optimal conditions for teaching and learning in all educational settings.**

## SDEA RA Delegates Approve Second SDEA Board of Directors Election for 2016

The Board of Directors asked the SDEA RA to consider two bylaw amendments submitted after the January 15 deadline which would call for a second SDEA election in 2016. All Board positions would be elected on the second ballot. This would occur after the 2016 SDEA Representative Assembly in April 2016. The delegates approved the new bylaw amendments.

**Why the second election?** The SDEA Bylaws require reapportionment every three years. This process ensures that members are fairly represented on the Board of Directors and have access to quality service

and programs. In the coming year, the Reapportionment Committee will explore the possibility of moving from six governance units to five. Such a plan would allow the governance units to align with the service they receive: five Uniserv Directors, five service units and the sixth Uniserv Director specializing in professional development.

**Why is SDEA considering reducing the number of service units?** This past year, the Association began to devote more staff time to members' growing interest in receiving professional development through the Association. This was made possible by

allowing one of the Uniserv Directors, Rich Mittelstedt, to devote the majority of his time to professional development programs. The Association has seen a great deal of success with these programs and would like to continue them.

President McCorkle will appoint the Reapportionment Committee and it will begin the process this summer. No changes to the units can be made without the approval of the 2016 SDEA RA delegates. Keep reading future issues of the Educators Advocate for more details on the re-apportionment.



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## Upcoming Events

### May 2015

May 1	SDEA Election Committee meets - Pierre
May 1-2	NEA BOD Mtg - Washington, D.C.
May 3-9	Teacher Appreciation Week
May 4	SEkota Mtg - Madison
May 5	National Teacher Day
May 5	Cinco de Mayo
May 6	National School Nurses Day
May 10	Mother's Day
May 16	Armed Forces Day
May 18	Black Hills Mtg - Rapid City
May 25	Memorial Day - Offices closed.
May 30	SDEA SLO Boot Camp begins - Alexandria, SD

### June 2015

June 1-4	SDEA SLO Boot Camp - Alexandria, SD
June 7-9	SDEA BOD/Staff Retreat - Pierre
June 14	Flag Day
June 16-17	SLO/Assessment Workshop - Watertown
June 21	Father's Day

### July 2015

July 1-6	NEA Annual Meeting - Orlando, FL
July 4	Independence Day - office closed July 3.
July 14-15	SLO/Assessment Workshop - Pierre
July 20-21	SLO/Assessment Workshop - Rapid City
July 27-28	SLO/Assessment Workshop - Yankton



### Social Media

[www.facebook.com/  
sdea.org](http://www.facebook.com/sdea.org)

[www.twitter.com/  
SDEAEducators](http://www.twitter.com/SDEAEducators)

