

Volume 46

Issue 04

Feb/Mar
2015BIMONTHLY
NEWSLETTER OF
INFORMATION
FOR EDUCATORSThe Educators'
Advocate

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

March 28 -
SDedcamp in
Brookings

April 10-11 SDEA
Representatives
Assembly in Pierre

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

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



Find SDEA's
President on Twitter
@Mary_McCorkle

**this issue**

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SDEA Election Candidate
Statements pg 4

Students Take "Degrees Not Debt" Message to Campus and Capitol

South Dakota's teacher shortage has been making headlines for the past few months. Districts from across the state are expecting even more openings, and now the next generation of teachers are getting involved in the conversation.

The NEA/SDEA Student Chapter at SDSU is working to build awareness about why it is difficult for many college students to go into teaching in South Dakota. They organized a "Degrees Not Debt" Rally at the SDSU campus. Students, like SDSU's Hannah Harrison, who have a passion for teaching, but will also acquire a high debt load to obtain their teaching certificate. She and the others who are speaking out are saying that South Dakota's low salaries make it nearly impossible to meet her financial obligations and that is why many are forced to look for teaching jobs in other states.

"While the pay shouldn't matter, it sort of does matter because we want resources to do more with that pay," Harrison said. "The average debt for students is about \$25,000, and the average starting salary is \$30,000. That makes it difficult for us to meet our financial obligations."

Students were joined by several faculty members and even some current teachers. Brookings High School English Teacher and SDEA Board Member, Steve Binkley, told the story of him being a 10 year old son of a teacher and reading her NEA newsletter only to learn that South Dakota was 51st in pay. He said he couldn't believe that could be true of the Rushmore State, but that it didn't deter him from going into the profession he loves.

"Every teacher I encounter always has that story of why he or she got into the profession, that story of someone who inspired them in the classroom to a life dedicated to students



and education. But today we're here to talk about the stories we don't often share: the ones where we stare wide-eyed at that first college loan bill, or where, as first-year teachers we wrinkle our brows trying to figure out how much ramen it will take to stretch that paycheck to the end of the month. These, unfortunately, are the low points that virtually every starting teacher in this state has had to endure for decades. We all have these stories," said Binkley.

Binkley spent time talking about the history and the politics of teacher pay in South Dakota and posed several questions to policymakers including how much do they value educators. "I'm optimistic that now is the time, that these numbers don't lie, that right now we have the attention of legislators and media to ignite the changes that we've been waiting on in South Dakota for decades."



Honored Women Educators of S.D. seek 2015 Inductees

SDEA/NEA members are reminded that May 1, 2015, is the deadline to nominate women for membership in the Honored Women Educators of South Dakota (Annie D. Tallent Club 1954-1993).

The purpose of this organization is to recognize outstanding South Dakota women educators and to promote better relationships among women engaged in educational work.

Nominees must have a minimum of four years of college, should have worked in the field of education in South Dakota for a minimum of 10 years, be active members of SDEA/NEA (if retired, they should have been active members during their teaching careers), be fully qualified educationally for their field of work, and have made major contributions in the area of education. Nominees also should have been active in their communities and exhibit character traits worthy of the honor of membership.

Eligible for membership are classroom teachers, principals, superintendents, librarians, supervisors, rural school teachers, and former educators.

Several letters of recommendation from other educators should accompany the nomination forms. The woman you are nominating should NOT be told of her nomination.

Go to <http://www.sdea.org/awards.htm> www.sdea.org/awards.htm for forms and details.

Forms and letters of recommendation should be sent to:

Marlys Hauck-Fenner
43669 290th St.

Menno, SD 57045

Call 605-387-2899 with any questions.



SDEA President's Message

As I write this article, we are a little over two weeks from the close of this legislative session. For me much of this session has been about learning the processes and the people. As we approach the end of the session, everything will go into hyper-drive but let me share some of the lessons I have learned—very simple, but oh-so important.

Indeed, we do have some friends in the Capitol. Some are traditional friends who stand with us through thick and thin. Some are new friends, other are friends “yet to be determined.” We don’t always agree, but they listen, ask good questions and think carefully about what we share with them. One can never have too many friends; we continue to work hard, speak out on your behalf and cultivate relationships. I have learned how important it is to be positive. As a legislative team, we try to testify in favor of as many bills as possible, some that initially might not seem directly related to our priorities but that will serve our schools. Even testifying in opposition, I work hard to couch any remarks with what is good for students and teachers.

“Thank you” goes a long way. Often it’s a thank you to our friends. Sometimes it’s to a legislator who had a good bill but lacked support. It’s important to thank them for their effort. We thank legislators who spoke in favor of our position on a bill even though we disagree on

other issues. (Contradictory yet possible.) We have to say thank you more.

Some bills are like zombies; they keep coming back.

Common Core, assessment challenges, school choice—We speak strongly against bad legislation. We also come to you; your voice is powerful and helps fight against things which are not good for our schools or students. All of us must be involved in speaking out for what harms our schools and students. A three member lobbying team needs the support and voices of all our members.

I have learned that the conversations about teacher pay and teacher shortages have never been stronger, louder or more widespread. Media, public, legislators—all are talking. I know you are frustrated. You tell me you are tired of talk and want action now.

Sometime this spring, Gov. Daugaard will establish a Blue Ribbon Task Force on Teachers and Students. Governor Daugaard indicated that everything will be on the table, including teacher salaries. This task force will be unique and function in the manner of the Juvenile Justice Task Force which resulted in meaningful change for our juvenile justice system.

Some say we have already studied this issue, however, previous education summer study groups



have been composed of legislators. The Blue Ribbon Task force will be composed of education stakeholders, including teachers, charged with the task of examining funding, teacher shortage, teacher pay and creating a long term plan to address the issues surrounding education in South Dakota. Teachers have been assured a seat at the table, so as the work of the task force begins, we will need your input. Your voice matters. Together we can make positive change.

A handwritten signature in black ink that reads "Mary J. McCorkle".

Mary J. McCorkle, SDEA President



SDEA Board of Directors Meeting Minutes

ADVOCATE MINUTES SDEA/NEA BOARD OF DIRECTORS' MEETING

via Conference Call October 1,
2014

Face-to-face October 4-5, 2014

Present for the conference call in addition to M. McCorkle were: O'Brien, Mehlbrech, Meyer, Soldatke (came on mid-call), Schutte, Sieverding, Murley, Figg, Ringstmeyer, Canet, Olsen, Binkley, Swenson, Jennings, and Salladay. Also present were, Plooster, P. McCorkle, and Mickelsen.

Absent from conference call were: Shim, Gould, Chase, Smith and Gravatt.

Incoming board appointees in attendance were: Geigle and Pochardt.

Present for face to face meeting in addition to M. McCorkle were: Mehlbrech, Jennings, Schutte, Sieverding, Canet, Binkley, O'Brien, Ringstmeyer, Chase, Meyer, Figg, Geigle, Pochardt, Swenson, Salladay, and Soldatke. Also present were Mickelsen, Plooster, P. McCorkle, Gravatt, Koffman, and Hoffmann, observing.

Absent from face to face meeting were: Gould, Murley and Olsen.

Approved adjusting budget from

EGL Fringes 6261 removing \$35,791 to reduce the amount taken from cash reserves to \$31,845. (Mehlbrech on behalf of SDEA Budget Committee)

Approved tabling discussion regarding 501(c)(3) indefinitely. (14-2 vote) (Ringstmeyer, Mehlbrech)

Approved accepting resignation of Gail Swenson from her SEKota Board of Directors position. (Mehlbrech, Schutte)

Approved appointments of Shawn Geigle to the open SEKota Board position and Curt Pochardt to one of the two open Black Hills Board positions effective immediately. (Mehlbrech, Sieverding)

Approved Gordon Horgen Scholarship Task Force changes. (Mehlbrech, Olsen)

Approved the Rebranding Task Force charges. (O'Brien, Soldatke)

Approved directing CFO P. McCorkle to continue with strategic budgeting process recognizing that it may be a one year budget. (Figg, Salladay)

Approved moving Connie Jacoby on as SDEA's nominee for NEA ESP of the Year. (Mehlbrech, Salladay)

Approved SD EPIC Committee recommendations. (Sieverding, Pochardt)

Approved contracting with G&R Controls of Sioux Falls, SD to replace the current HVAC control panel in the amount of \$11,034.00 as per specifications and bid. (Mehlbrech, Binkley)

Approved contracting with Chase Roofing of Ft. Pierre, SD to replace the roof of the Pierre SDEA Building in the amount of \$42,229.00 as per provided specifications and bid. (Mehlbrech, Ringstmeyer)

Approved investigating a recruitment incentive program including student program. (Ringstmeyer, Soldatke)

Approved proposed changes to SDEA Board Policy 10.1 SDNEA-SP Membership Credit. (SDEA Internal Concerns Committee)

Approved adopting SDEA Board Policy 16.8 Whistleblower Policy for SDEA Employees. (SDEA Internal Concerns Committee)

Approved adopting SDEA Board Policy 1.14 Whistleblower Policy for SDEA Board of Directors. (SDEA Internal Concerns Committee)

Encouraging Healthy Snacks

From Maggie Bensen, a sixth grade teacher at Barre City Middle School in Barre, Vermont

When we arrive at school our team focuses our first unit on nutrition. We encourage healthy snacks and provide incentives for those who participate in the monthly program.

Students generate a healthy snack list which is sent home to parents. Students chart their snacks daily and tally their progress toward the end of the month. We also purchase apples for the month of September for those students who are unable to bring in a snack - or those who want to save the 'junk food' for lunch. We have generous, local farmers who donate to our endeavor, so the lesson is not only hands-on but healthy!

Our success has been GREAT the past seven years.

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SDEA Announces Boot Camp for SLO/Teacher Effectiveness - This Summer!

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/



2015 SDEA Officer, BOD Candidates & RA Delegates

BOD Black Hills

Steven Chase

I would like to represent Black Hills Unit on the SDEA Board of Directors. I was appointed and given a great opportunity to be a BHU Representative for the SDEA Board of Directors. As board member I will continue to advocate for SDEA and South Dakota's public education.



BOD SECOR

Martin Sieverding

I am running for the SDEA Board of Directors as well as delegate to the NEA-RA because I am passionate about our association. I wish to represent you as we forge into the future; proud of the statements that "We are SDEA. We are the NEA."



2015 SDEA/NEA RA Delegate Candidates

Black Hills

Darcy Randle

South Dakota may be a small state, but our educators and support staff can and should be heard on the national stage. I would appreciate your vote and the opportunity to continue to be one of South Dakota's voices at the 2015 NEA RA.

BOD Black Hills

Brett Monson

Teachers need a voice now more than ever. In South Dakota, I ran for the House of Representatives to speak for the teachers, and have taught internationally. The root problems are sometimes beyond the districts, and I would give guidance and direction.



BOD SEKota

Kim Soldatke

After much thought and consideration I would like to represent SEKota on the Board of Directors. It is an exciting time with many challenges in public education. I would like to continue to be a part of discussions on the direction of public education and our association in South Dakota.



Sue Podoll

Delegates to the National Education Association's Representative Assembly are tasked with the responsibility of guiding our professional organization so as to strengthen the promise of public education for our nation. I would be honored to serve in this capacity for the students and education professionals of South Dakota. Thank You!

BOD EGL

Stephanie Swenson

I would like to continue to represent EGL on the SDEA Board of Directors. During the past year, I have helped instigate our statewide U35 program and currently co-chair the Rebranding Task Force. I look forward to passionately continuing this important work.



BOD SEKota

Shawn Geigle

I believe that by being a part of SDEA and the board of directors I can give back to a profession that has been so good to me. I look forward to being part of a group that tackles the issues of education and works to improve education for everyone.



Devona Pourier

I would like to serve as NEA Delegate for Black Hills area, take part of decision making process, National level. I work for Shannon County School for 32 years. The Association for many years, and negotiation team. I'm interested in becoming involved in the national policy and the NEA programs.

Brett Monson

I live to serve. Gaining understanding on how other states operate would help me serve our education system in our state to a better direction. I would take the trip very seriously, and I believe the connections made there, would provide a sound compilation of plausible solutions.

BOD JRV

Marci Farmer

As a member of the 2014 NEA-RA, it became clear that SDEA members need to be aware of SDEA services, expenses and activities. My goal is to strengthen SDEA, increase member awareness and be part of the team that ensures education is a priority for South Dakota.



BOD SEKota

Jared Baumann

My aim would be as a servant leader for all schools in South Dakota. I have small school roots, but also understand the needs of larger districts. The goal is for all districts and educators to prosper. I am also a current member of the CTL. Thanks for your consideration!



EGL

Stephanie Swenson

I would be honored to serve as the RA delegate for EGL. I am a second-year teacher who can provide fresh ideas and enthusiasm to help further our profession. I am really excited to bring these skills to the national level. Thank you for your consideration.

BOD Plains

Pam Wells

I would be honored to serve as a Board of Director from the Plains Unit. I believe our association is the core leader in the professional development of the educators of SD. As a board member, I would be able to assist in the progress of making the association stronger.



BOD SEKota

Dawn Wiebers

I am running for the two year Sekota Board of Directors Position. This is an opportunity for me to continue enhancing my professional goals. I want to stay informed on state issues and continue to assist the Sekota Uniserv plus my local district with my current knowledge and skillset.



JRV

Krista McCorkle

As a U-35er, I want to represent James River Valley at the NEA/RA. It is vital for our under 35 members to have a voice and be part of the decision making process at the state and national level. I want to be that advocate for our members and students.

BOD Plains

Tess Canet

I have enjoyed representing the Plains Unit on the Board of Directors the past couple years. I have learned a lot and would appreciate your continued support as your representative on the SDEA Board of Directors for the Plains Unit.



BOD COHE

Alan Alrich

I have served as both the University of South Dakota COHE Chapter President and grievance officer for the past two years. My academic background is in both communication and library/information science. Lessons learned from these roles and my communication-information background will help me to serve effectively on the SDEA board.



Bill Figg

I have been active with SDEA for a number of years and currently serve on the Board representing JRV. I believe we need to have active representation to present South Dakota issues. Being tasked with federal requirements that are not in the best interest of SD education.

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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

SDEA/NEA Innovation Grants

The SDEA/NEA Educational Foundation Program provides grants up to \$1,000.00 (one thousand dollars) to members of the Association in support of innovative educational and student-oriented projects. The foundation program funds new member-led projects. The SDEA/NEA Educational Foundation gives preference to proposals that address student achievement, cultural diversity issues, include community partnerships, and can be duplicated by others.

The application deadline to the SDEA office is May 1, 2015. Go to www.sdea.org for the guidelines and application.



Online Charity Helps Fund Classroom Projects

With tight school budgets, teachers, more times than not, dig into their own pockets to buy the supplies to meet their classroom needs, but there are other options. Many educators, including some in South Dakota, are finding ways to fund their classrooms through websites like DonorsChoose.org.

DonorsChoose.org is an online charity that connects public school teachers in need of classroom materials and other learning needs to corporations, foundations, and everyday people who can help them. The website, which partners with the NEA Foundation, allows teachers like Meredith Lind, a Special Education teacher at Harvey Dunn Elementary in Sioux Falls, to upload their classroom project to the site for donors to fund their needs.

"Donors Choose is a fabulous website. I think of it as assisted grant writing for classroom supplies. As you look to writing about your proposed project, staff at Donors Choose are reading your responses and helping you edit your information, so donors have a clear and accurate picture of your classroom vision, school environment, as well as how the materials you are requesting will enhance student learning. Donors Choose works collaboratively with many

school supply retailers, so the possibilities of project ideas are almost endless," says Lind.

Donorschoose.org and the NEA Foundation support educator-driven solutions to improve student performance. Together they learned that the best teaching ideas come from our greatest assets, educators like Lind. Teachers have great ideas to help their students learn more, but often lack the resources they need to bring these ideas to life. Lind said each donation she received validated her work as an educator. Lind used the donations to purchase math manipulatives.

"Above all, it was a most humbling experience when someone would donate to my project. Every time it felt like they were saying "I believe in you and your students!" Once the project was fully funded, the materials were sent to my building within one week. My students have absolutely LOVED having additional math manipulatives to use! If I have any more supply needs I would definitely use Donors Choose again," said Lind. To learn more about the program, visit www.Donorschoose.org or www.neafoundation.org.



2015 SDEA RA Agenda • Red Rossa • Pierre, SD • April 10-11

You Will Relax!

By Karen Zauber, NEA

In looking for some ways to help keep everybody calm, I found four ideas that appealed to me:

Assist Somebody Every Day - This idea reminded me of my favorite commercial. My examples won't be exact, but you'll get the picture: A man picks up the book a woman has dropped. She pulls another man out of the path of a van that's backing up. He opens the door for a young man carrying boxes. A kind of pay-it-forward "tag": I helped you. You're IT. Pass it on. Helping someone else is a good way to take your mind off you, a natural de-stressor.

Make Time to Relax - Shut off the cell phone, iPod, computer, television, and radio and enjoy the quiet for awhile. You might read a book, paint, or do other quiet activities. Or talk with friends and family. Taking time to be quiet or to be with people we care about can be therapeutic.

Have a Good Laugh - A good laugh can be a great stress reliever. It releases endorphins and other healthy hormones and takes your mind off of whatever's worrying you. A big belly laugh can even provide a bit of a physical workout. Plus laughing with kids is fun to do.

Listen to music - Music with a slower tempo promotes a calm, meditative state. Try classical and other instrumental music. Encourage the kids around you to relax and, if necessary, teach them how.

Friday, April 10, 2015

- 7:00 p.m. Registration Opens
River Centre Annex at Red Rossa Italian Grille in Pierre, SD
- 8:45 p.m. 1st Business Session
Pledge of Allegiance
Introductions
Adoption of Rules of Order
Adoption of the Agenda
Treasurer's Report
Preliminary Credentials Report
Remarks from Secretary of Education, Dr. Melody Schopp
State of the Association "Advocating New Directions," Mary McCorkle, SDEA President
NEA Fund for Children & Public Education
- 10:30 p.m. Recess
Reception, sponsored by Horace Mann

Saturday, April 11, 2015

- 7:30 a.m. Registration Opens - Breakfast
- 8:00 a.m. Presentation of the SDEA Strategic Budget & Hearing
- 9:15 a.m. 2nd Business Session
Report of the NEA Director, Kathy Meyer

- Report of the Interim Executive Director, Mark Mickelsen
- 1. Report of Task Forces
Gordon Horgen Scholarship Task Force
Rebranding Task Force
- 2. Report of Committees
Friend of Education
Human & Civil Rights
Scholarship Committee
- 3. Report of the Commission on Teaching & Learning
SD Teacher of Excellence, Pam Wells
Bylaw Amendments
Keynote: Rep. Paula Hawks, District 9
- 10:30 a.m. Registration Closes
- 11:30 a.m. Lunch
Acknowledgement of Honored Guests
HCR Award
Friend of Education Award
ESP of the Year Award
- 1:30 p.m.
Final Credentials Report
New Business Items
2016 Legislative Agenda
Committee of the Whole
Sine die Adjournment



Proposed Bylaw Change

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 eight to attend the NEA Representative Assembly as state delegates. Additionally, one state delegate position 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, Kathy Meyer, Chair
Board Position: Do Pass
Rationale: To encourage ethnic/minority representation to the NEA Representative Assembly and to address NEA requirements.

Profile on the Commission on Teaching and Learning Member

Name:

Jared Baumann
School District:
Sioux Falls
School District
Subject Taught:
8th Grade
Science (Patrick
Henry Middle School)



should never complain about something that you have the ability to change but choose not to change, so I volunteered work on the Commission. I have not once regretted that decision. I'm proud of the work we have done and feel like it will improve teaching and learning across the state.

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

I really didn't know much about the Commission when originally asked to join. All I knew was that it was a group that would be working on teacher and principal evaluations for the state. My family had always said that you

What is the most important work the Commission has done to this point?
The obvious answer is the work on Teacher and Principal Evaluations. I'm proud of that work and feel that it empowers professional educators to do what's best for their students. However, I

think the most important thing that the Commission has done is bring all of the important stakeholders together around the same table to cooperatively come up with solutions to the problems South Dakota is facing educationally, rather than working against each other like has often happened in the past.

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

I hope that our group can continue to work collaboratively to face the challenges that our state is facing in regards to education.

2015 SDEA Officer, BOD Candidates & RA Delegates

continued from page 4

JRV

Bill Adamson

Currently, I am the COHE State President and a professor at SDSU. A good education system is critical for our children to attain an acceptable standard of living. Education is underfunded and in crisis due to low teacher salaries and subsequent faculty shortages. We need to address this disturbing trend.

Plains

Jaimie Odde

I will ensure the voice of South Dakota teachers is heard. My six years as a teacher at Mobridge-Pollock have provided experiences needed to understand and collaborate with peers in our region. It would be a blessing to use my leadership skills for the benefit of teachers statewide.

Robin Curtis

Serving as delegate is important for me because I enjoy seeing and being actively engaged in part of the NEA Legislative Process. This process defines and shapes the role of the NEA in the future. I would be honored to serve as your Plains Delegate.

SECOR

Martin Sieverding

I am running for the SDEA Board of Directors as well as delegate to the NEA-RA because I am passionate about our association. I wish

to represent you as we forge into the future; proud of the statements that "We are SDEA. We are the NEA."

SEKOTA

Christine Burke

I am very interested in NEA/RA as I have been a member for quite a few years and would like to see what is going on behind the scenes and see what other avenues I am interested in and may be of assistance in.

Sandy Johnson

As a first year local Education Support Professional President, I am eager to understand NEA's history and the policies that affect children and public education employees. I am actively seeking ways to engage, strengthen, and empower our members. I would appreciate the opportunity to represent you at the NEA RA.

Pam Oberembt

As the president of SFEA and a member of the Commissions on Teaching and Learning and Rebranding, I understand the value of our collective voice. Together, I know we can make a difference. With this passion for our Association, I would be honored to serve as an NEA RA delegate.

Meredith Lind

Over the year, I have had the privilege of

representing members at the 2014 NEA RA, the Women's Leadership Conference, and through the Rebranding Task Force. It would be an honor to represent SDEA at the 2015 NEA RA. I appreciate your confidence in me as I continue to serve.

Kim Soldatke

I am a passionate middle school teacher, and I would like to represent SD at the NEA-RA. The RA allows SD educators a voice in policies concerning public education, and I would be honored to represent you as a delegate for that process.

Jennifer Bergan Gabor

As a delegate last year, I was elected to be the SDEA member on the NEA Resolutions Committee, I also want to be part of the democratic voice for the NEA by attending the NEA/RA representing my fellow members at this great democratic event. Allow me the opportunity to act on your behalf this summer.

At-Large

Jennifer Bergan Gabor, Robin Curtis, Brett Monson, Sandy Johnson, Stephanie Swenson, Christine Burke, Pam Oberembt, Meredith Lind, Kim Soldatke, Sue Podoll, Darcy Randle, Martin Sieverding, Devona Pourier, Jaimie Odde, Bill Figg, Krista McCorkle, Bill Adamson
(all statements are above)

SDEA Statement of Activities

SOUTH DAKOTA EDUCATION ASSOCIATION
STATEMENTS OF ACTIVITIES
Years Ended August 31, 2014 and 2013
See Independent Accountant's Review Report

	2014	2013
Change in unrestricted net assets:		
Support and revenues:		
Membership dues	\$ 1,599,744	\$ 1,591,042
NEA Uniserv assistance	227,904	235,100
NEA small states subsidy	217,913	217,913
Investment income (Note 2)	134,172	90,159
NEA student learning object	76,025	-
Other income	37,674	3,149
Local association reimbursement	30,688	35,028
NEA legal assistance	22,007	15,012
NEA teaching and learning	17,016	19,841
NEA projects	12,524	17,815
NEA membership organizing	12,500	10,000
Ballot issues	9,160	9,309
Read across South Dakota	7,100	-
Rent	3,570	3,405
Dues reduction investment plan	21	25
Printing	-	1,662
Total unrestricted support and revenues	2,407,858	2,236,060
Expenses:		
Member services	1,671,538	1,539,610
General administration	506,236	481,612
Communications	105,243	82,602
Conferences and meetings	81,292	70,295
Depreciation	22,283	19,588
Interest	988	-
Scholarship awards	3,000	2,250
Total expenses	2,390,660	2,195,927
Change in unrestricted net assets	17,278	40,133
Net assets at beginning of year	1,801,938	1,761,805
Net assets at end of year	\$ 1,819,216	\$ 1,801,938

See Notes to Financial Statements.

SDEA Schedule of Expenses

SOUTH DAKOTA EDUCATION ASSOCIATION
SCHEDULES OF EXPENSES
Years Ended August 31, 2014 and 2013
See Independent Accountant's Review Report on Additional Information

	2014	2013
Member Services:		
Professional staff salaries and fringe benefits	\$ 657,822	\$ 649,617
Support staff salaries and fringe benefits	266,029	221,305
President	199,564	186,102
Legal services	147,036	130,228
Membership expense	132,970	60,796
Professional and support staff travel	86,892	77,572
Service centers rent and utilities	63,680	68,324
Board of directors	34,390	38,313
Executive director	26,490	36,339
Released time local presidents	20,793	22,257
Pieme service center operations	15,103	11,766
Special funds	13,277	7,784
Service centers supplies and postage	8,820	7,462
Uniserv program plans	5,179	6,036
Ballot	5,000	22,770
Student program	4,525	4,649
Service centers telephone	3,049	4,242
Governmental relations	2,179	3,251
Refunds	240	682
	\$ 1,671,538	\$ 1,539,610
General Administration:		
Executive director and CFO/CIO	\$ 216,313	\$ 243,060
Professional and support staff salaries and fringe benefits	99,967	99,072
Maintenance expenses	77,773	63,605
Leave and severance pay	36,652	5,509
Employer expenses	37,929	34,134
Legal services	14,445	13,592
Accounting fees	10,377	7,980
Pieme service center operations	10,069	7,857
Other	1,311	4,725
Printing	-	1,373
	\$ 606,236	\$ 481,612
Communications:		
Support staff salaries and fringe benefits	\$ 73,832	\$ 66,200
Other	31,411	23,190
Printing	-	4,103
	\$ 105,243	\$ 82,602
Conferences and meetings:		
Executive director and CFO/CIO travel	\$ 34,409	\$ 20,238
NEA Convention	25,762	33,127
Representative assembly	17,622	12,521
Training	3,795	3,795
Task forces	364	624
	\$ 81,292	\$ 70,295

Attention: Taxpayer Alert

The Revenue Reconciliation Act of 1993 has eliminated the individual income tax deduction for lobbying expenses paid or incurred as a part of membership dues on or after December 31, 1993. This affects only those members who itemize deductions and meet the two percent requirement for additional miscellaneous deductions.

The percent of SDEA's 2014-2015 dues attributable to lobbying cannot be deducted. Lobbying expenses incurred by SDEA are related to our activities to pass legislation to support public education. SDEA expends 5% of its budget on legislation related activities.

For 2014-2015, the portion of SDEA's members' dues going to legislation activities was \$19.00 and SDEA were \$380 so the deductible amount for those who itemize is \$361.00.



Proposed 2016 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, and appropriate medical and nutritional personnel.

PREPARING STUDENTS FOR JOBS OF THE FUTURE

SDEA/NEA supports:

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

STRENGTHENING PUBLIC EDUCATION

SDEA/NEA supports:

- Increasing state funds for public education to the regional average of South Dakota's six bordering states: pre K-12, career and technical institutes, and post-secondary at both under-graduate and graduate

levels.

- 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.](#)

RESPECTING EDUCATION EMPLOYEES

SDEA/NEA supports:

- Increasing the salaries of all education employees to the regional average or above.
- Legislation which would 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 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.
- Providing a negotiated per diem increase in pay for all school employees if there is an increase in the school term.
- The increase of support professionals' salaries to equal or surpass the national livable wage.
- 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.

SDEA EdCamp In Rapid City



The Next SDEdCamp is March 28th, 2015 at Camelot Intermediate School, Brookings, SD. Made by you for you! <http://sdedcamp.weebly.com/>
You don't want to miss the SDEA EDCamp coming this spring!

Read Across America 2015 Winners

The Cat once again kicked off the SDEA Read Across South Dakota Tour on March 2, 2015.

This year The Cat wanted to know what the students in South Dakota classrooms like to read. Various pictures of many classroom's five favorite books were posted to the SDEA Facebook page and tweeted to @SDEAEducators with the hashtag #fivefavoritebooksSD and #readacrosssd.

These very lucky five classrooms have won a \$100 gift card to buy more books to read!

Mrs. Harris's 4th grade class at Harrisburg Endeavor Elementary!



Mrs. Holloway's 1st grade class at Hartford Elementary!



Mrs. Neugebauer's 2nd grade class at Garretson Elementary!



Mrs. Drawdy's 4th grade class at Camelot Intermediate School!



Mrs. Lodmel's 3rd grade class at Norris Elementary!



"You're never too old, too wacky, too wild, to pick up a book and read to a child." Dr. Seuss



March 2 was
NEA's Read Across
America Day

www.nea.org/readacross



Cure Winter Doldrums with In-Class Exercise

By Phil Nast, retired middle school teacher and freelance writer

The initial burst of energy following the winter break has run its course, and your students are feeling somewhat...unfocused. Who can blame them? Winter is here, the holidays are over, and a lot of tests stand between them and spring. How to snap them out of it and regain that learning momentum? Try exercise. ... Ideas for In-Classroom Exercise

So what can schools do? In addition to regularly scheduled physical education classes, PE teacher Ed Kupiec reports that K-4 students at Enders Road Elementary School in Manlius, New York, supplement their daily dose of exercise by starting each day with stretches, calisthenics, in place aerobic exercises, and student designed exercises as well. PE Teachers lead students and teachers in the exercises using the school's PA system. This is a great way to energize students. A plus to the approach is that all classrooms are engaged at the same time so that classes, especially those with open classrooms, don't disturb each other.

In the end, no two schools can provide the same opportunities. Flexibility and adaptation are necessary, as with everything else in education. But teachers willing to sacrifice a little seat time for exercise can earn big results for their students.



SDEA Pre-Retired Info Meetings

Please SAVE THE DATE!!

Join us in Rapid City on March 28 from 10am-2pm for the West River Pre-Retired Informational Seminar. Lunch will be provided!!

Join us in Sioux Falls on April 18 from 10am-2pm for the East River Informational Seminar. Lunch will be provided!!

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

My goodness, it is time for another "Retired" column for The Advocate --- time surely flies. Here goes: President John R Salladay, Vice President Rosalie Aslesen, Secretary Barb Kavanaugh, Treasurer Dorothy Falk and our Retired Program Coordinator Laura Haug participated in a very interesting workshop here in Pierre on the 15th of January, wonder of wonders, the weather cooperated. The workshop's purpose was to make sure Treasurer's financial reports were in line with "best policies". Paul McCorkle, SDEA's CFO & CIO, met with us, presented a most informative workshop and answered questions. We all wanted to make sure we were in compliance with the various requirements for an organization such as SDEA-Retired. Guidelines are generally set to insure finances and financial reports are "as transparent as possible". Several of his suggestions will be implemented as they simplify our system of reporting. Thank you, Paul !

In line with our Grant from NEA, plans were roughed out for the Membership Information and Pre-Retired Informational Seminars to be held east and west river later in the spring. They will be held from 10:00 to 2:00 with a lunch provided. Further information will be forthcoming with more details.

The first of these meetings will be held in Rapid City on Saturday the 28th of March. Saturday meetings were chosen as this would allow anyone now teaching but who are planning to retire soon to attend and get information.

The second meeting will be held on Saturday the 18th of April in Sioux Falls, the week after the Representative Assembly here in Pierre.

Drawings will be held at each meeting for the attendees, one prize of \$50 and one prize for the 2015-16 local dues.

Another item, the "By-Laws" committee, Rosalie Aslesen, Janelle Jones, Deb Merxbauer and Bob Schuh, have proposed many amendments which Janelle and Rosalie have been preparing for presentation at the Annual Meeting for member approval. The newly revised Bylaws will then be made available on the Retired page of the SDEA website at www.sdea.org. As you can imagine, this was a tremendous, tedious undertaking. We are all indebted to the committee's hard work.

Speaking of the SDEA-Retired Annual Meeting, it will be held this year at the Cultural Heritage Center, the state museum up the valley north of the capitol, here in Pierre on the Friday the 10th of April starting at 2 p.m.

After the Annual meeting, you can 'tour' the museum for a slight cost. SDEA-Retired will pay for our supper at Red Rossa. And the SDEA Representative Assembly will begin later that evening and run into Saturday at Red Rossa's annex. Members who attend the Annual Meeting and are also delegates to the SDEA-RA



SDEA Retired

By John R. Salladay, President

will be entitled to receive a \$50 stipend. Our membership numbers entitle us to seat 25 members at the SDEA Representative Assembly.

If you wish to attend as a delegate, please inform me (john.salladay@gmail.com) by Friday, March 13th. By the way, SDEA has rooms blocked at the Ramkota (605-224-6877) for \$85.99 per night, available from March 11th. Make sure you tell them you are with SDEA to get this rate; it is best to do this early.

I'm also told the PAC table for the NEA Fund for Children & Public Education at the SDEA RA needs some 'volunteers' to 'work' during the RA. If you would be interested in helping with this, contact Kathryn Meyer at 605-352-5448 or (kathryn.meyer57@gmail.com). It is good cause & they do need help!

I will be attending a workshop for SDEA-Retired Presidents in Atlanta, GA from the 23rd to the 26th of March 2015, just before the West River meeting. This 2015 NEA Retired Organizing Conference is devoted to training retired members to organize their communities to advance the cause of public education. The event will feature national speakers, skill development and knowledge building as well as opportunities to network with peers.

John R Salladay
SDEA-Retired President



The students' efforts did not stop with a rally on campus. In late February they brought their message to the State Capitol in Pierre. Harrison and several of her fellow students traveled to Pierre to talk to lawmakers about the real challenges new teachers face. With the help of their advisor, Associate Professor Mary Moeller, they have been surveying SDSU junior and senior education majors.

Almost 60 percent of the respondents plan on looking for teaching jobs in other states. The respondents point to the challenges of low pay with a high debt load as a reason that they will look elsewhere.

The students shared this survey data with legislators in hopes of creating urgency.

They want lawmakers to know that young people do want to go into teaching, but they are making a huge investment in their education. Students hope that policymakers will be willing to make the same investment in them.

Even though the rally focused on pay, current and future teachers must not lose sight of the reasons they enter the teaching

profession. Harrison said she truly had a calling to become a teacher. Coming from a family of teachers, she initially resisted the idea of becoming a teacher. She had an interest in nursing, but struggled with many required courses. It was her father who pointed out the obvious. She was supposed to be a teacher. "My dad said that I was blessed with a gift of helping children and that teaching was where I was supposed to be. That is when I decided to major in education and human services," said Harrison.

While she says that pay is important, she doesn't want future teachers to lose sight of what is important: the kids. "Teaching is so much more than pay; it's a passion and we can't forget that."

SDEA ESP by Dana Hillius, Black Hills UniServ Director

Everyday SDEA ESP members help our children realize their full potential. You provide services that are indispensable. You help to create a positive learning environment. You assist in the classroom, feed and transport students. You help provide clerical, custodial, and other support to teachers, administrators, students and families.

With that in mind, an ESP session was held at the 2014 LAB (Leadership, Advocacy and Bargaining) Conference in Deadwood. This session was the opportunity to discuss contracts, working conditions, and the role of ESP members within SDEA. In this discussion we were joined by Maury Koffman. Maury started his career as an Education Support Professional from Michigan. He was elected to the NEA Executive Committee during the 2013 NEA Representative Assembly. Maury is serving his

fifth term as president of Michigan State University Administrative Professional Association. From this background, Maury was able to share his experience as an ESP within a local organization of the NEA.

Maury reiterated his experience that while ESPs do have a variety of skills and positions, they are united in their role of building great public schools for all children. Furthermore, there is a significant amount of resources provided by the NEA for specific ESP positions. While roles as ESPs may be different, we all strive for a common goal of great public education. This shared goal, and variety of active ESP members, have come together to build a variety of resources for ESPs through NEA and its local affiliates.

During the LAB Conference, ESPs also decided it was time to renew our focus on the most

important issues to each ESP member of the organization. The first step, it was decided, would be to survey our ESP members. With your help, the survey will provide us with the latest data and information to help the association identify the most immediate issues and needs of ESPs. This survey will be collaboration between local, state, and national members and staff. Look for the survey in March through the e-mail address you provided the Association OR your postal address. If you do not receive a survey, please contact us immediately. Together, we can identify and support what our ESPs need to be successful in their positions. Through this collaboration and communication, we can build a stronger association to support and meet the needs of our ESP members and, in turn, all of SDEA.

You are SDEA. You have a voice. Make it heard.

Awesome Noise Control

Deborah Allen, a fourth-grade teacher at Valmead Elementary School in Lenoir, North Carolina

I used to have difficulty getting the class quiet. Nothing short of screaming 'shut up!' seemed to make any difference. Then I wrote the word 'awesome' on the board. When I had to speak to the entire class, I erased a letter beginning with the final letter. If the class made it to lunch time with the word intact, they sat where they liked. If not, they had assigned seats. If they lost the entire word by the end of the day, the following day they had silent lunch. If the entire word was intact at the end of the day, they were rewarded with 15 extra minutes of PE the next day. The first two days the class was at 'awe' by lunch time and they had an 'a' left at the end of the day. Each day they improved. This past week they had the word intact at lunch two days out of five. It worked for me when all else failed.





411 East Capitol Ave.
Pierre, SD 57501
605-224-9263 ph
605-224-5810 fax
www.sdea.org

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Upcoming Events

March 2015

Mar 8	Daylight Saving Time begins
Mar 13	Last Legislative Day
Mar 14*	Black Hills Mini RA - Rapid City <i>*NOTE:Date change</i>
Mar 16	SEKota Mini RA - Sioux Falls
Mar 17	EGL Mini RA - Watertown
Mar 17	St. Patrick's Day
Mar 24	SECOR Mini RA - Menno
Mar 28	SDedcamp - Brookings
Mar 28	West River Pre-Retired Info Workshop - Rapid City
Mar 29	Palm Sunday
Mar 31	Legislative Veto Day

April 2015

Apr 1	April Fool's Day
Apr 3	Good Friday - Offices closed.
Apr 5	Easter
Apr 6	Easter Monday - Offices closed.
Apr 9-10	SDEA Board of Directors meeting - Pierre
Apr 10-11	SDEA Representatives Assembly - Pierre
Apr 10	Plains Mini RA - Pierre
Apr 11	SDEA Election voting begins
Apr 18	East River Pre-Retired Info Workshop - Sioux Falls
Apr 22	Administrative Professionals Day
Apr 24	Earth/Arbor Day
Apr 27	SDEA Election voting ends



Social Media

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

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

