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## Blue Ribbon Task Force's Recommendations Takes Shape

The Blue Ribbon Task Force held its final meeting on October 29; members of the panel worked to come to consensus on the recommendations they will send to Governor Dugaard in the coming weeks. The major items the BRTF is asking the Governor to consider include creating a funding formula based on a student-teacher ratio with a target average teacher salary of \$48,000, adding at least \$75 million "new" and ongoing dollars to the general education funding stream, generating additional revenue through an additional sales and use tax, and reestablishing fund balance caps with an oversight board.

"The initial recommendations from the Blue Ribbon Task Force look positive for South Dakota teachers and public schools. These recommendations will reduce the teacher shortage and raise teacher salaries to an acceptable level," said SDEA President Mary McCorkle. "Perhaps the greatest outcome from these recommendations is that there is finally acknowledgment that South Dakota has a teacher shortage and that our salaries are not competitive with other states. The message was clear; it is

no longer acceptable for South Dakota teacher salaries to be ranked 51st in the nation."

"SDEA is pleased that the Task Force set the target average salary at \$48,000 and understands that it will take at least \$75 million of ongoing revenues to get us there. That will come along with a recommendation that the Governor and the Legislature ensure accountability for school districts so that money actually makes its way to the teachers," said McCorkle.

"They also made it clear that we may have to look at additional sales tax revenue to meet this goal and acknowledged these dollars need to be ongoing."

While the Task Force did agree the formula should be based on a student-teacher ratio, the panel could not come to consensus on what that ratio should be. There was agreement that it should include a sliding scale that would replace the small school factor in the current formula, but the members could not agree on what that scale should look like. If the Governor accepts the recommendation it will be up to him and the legislature to



determine the ratios and a sliding scale. That will have an impact on the final dollars needed to fund the formula. To simplify the formula, the BRTF is recommending that the current dollars collected through the pension levy be rolled into one levy with the general fund. This change will not impact members' retirement benefits. Members of the task force also reiterated that this change should not be considered a part of the new dollars needed to increase salaries.

"The Task Force worked hard, covered a lot of information and spent a great deal of time coming to consensus on some key issues. We look forward to seeing the final written recommendations. But, the work is not done," said McCorkle. "We have to come together with the members of the Task Force, the Governor and lawmakers to craft legislation that meets the recommended goals and we have to ensure it contains the necessary revenues to



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

November 16-20  
American Education Week

November 30:  
Deadline for nominations for ESP of the Year Award

Find SDEA's

President on Twitter  
@Mary\_McCorkle

## Educator For A Day

Do your local elected leaders know about the great things happening at your school? Now is the time to give the South Dakota policy makers an educational experience! Education employees are encouraged to invite their local elected leaders to spend an entire school day teaching students, designing lesson plans, grading papers, sweeping hallways, serving hot lunches, and helping out with other daily activities in their local public schools.

SDEA is kicking off the Educator for a Day program during American Education Week, November 16 –November 20, 2015. Not able to make it work during that week? Invite them in during the month of December right before the legislative session.

Who should we invite? You can invite local legislators, county commissioners, city council members, mayors or any other local officials who have influence in your community. Because of their decision-making and budgeting responsibilities, the Educator for a Day program gives elected leaders an opportunity to experience the daily successes and challenges in our public schools.

It is important they experience first hand

what is going on in your school.

- Show off the successes in your school! Let them know what is working and what obstacles exist.
- Provide them insight into how things actually operate inside your school!
- Let them meet the qualified and caring education employees in your building!
- Build a positive relationship with your local elected officials!

If you would like your school to participate, get together with your local association to put the details together.

- Who will you invite?
- What activities will he/she participate in while there?
- Who is willing to volunteer to help or host in your school?
- Should you host a thank-you reception after school and invite other community leaders?



We know how busy you are, so we tried to make this super easy for you! Download the toolkit from [www.sdea.org/E4D](http://www.sdea.org/E4D). The kit includes the materials needed to invite your local policy maker, plan the event and spread the word and more. Too easy!!

Have questions? Visit [www.sdea.org](http://www.sdea.org) or contact your UniServ Director.

We are here to help you in any way we can. Plus, we want to know which local leaders accepted your invitation as well as which ones did not. This grassroots-style event is a result of member requests. We look forward to hearing how well the event succeeds this year and how we can improve on it for next year.

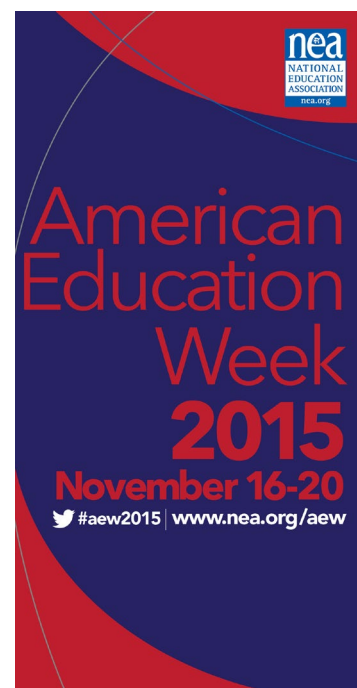
## It's Time to Celebrate Public Education...It's Time for American Education Week!!

American Education Week—November 16-20, 2015—presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. This year's theme is "Great Public Schools: A Basic Right and Our Responsibility," and will be reflected in special observances each day of the week long celebration:

- Monday, November 16: Kickoff Day
- Tuesday, November 17: Parents Day
- Wednesday, November 18: Education Support Professionals Day
- Thursday, November 19: Educator for a Day
- Friday, November 20: Substitute Educators Day

SDEA President Mary McCorkle will travel the state talking to the media and others about the great things happening in our schools. SDEA invites you to share you American Education Week celebrations on our Facebook page at [www.facebook.com/sdea.com](http://www.facebook.com/sdea.com) or by Tweeting to @SDEAEducators using the hashtag #aew2015.

For more tools and resources visit [www.nea.org/aew](http://www.nea.org/aew)



# President's Corner

## SDEA President's Message

As educators we use our voices in many ways every day. There's the voice to calm an upset student, the voice of understanding of our students and colleagues, the voice of encouragement for struggling students and the all-encompassing "teacher voice." Need a mic?—No, I'll use my "teacher voice!" As President of SDEA, part of my role is to lift up the voices of our members—both certified staff and education support professionals. Your SDEA lobby team works hard to reach out to legislators on both sides of the aisle to share your thoughts and concerns. We strive to build non-partisan relationships to better advocate for all of you who are working in our schools and educating our students. Just like with our students—relationships are the key to successful outcomes. The lobby team knows that building good relationships leads to a better understanding of our issues and other concerns. It is through that understanding that we can bring about change. The reality is that building relationships has to occur at many levels. It has to occur at the Capitol, in our schools and with our community. The alliances that we build with the public are critical to our success. Your commitment to our students and public education in South Dakota is evident every day in your community. Dinner and evening conversations in homes across the state provide evidence of the dedication and commitment of bus drivers who smiled as students get

on the bus, the math teacher who told a funny story, and the Spanish teacher who came in early and stayed late to help students. These conversations play out in community after community. Thousands of conversations like these evaluate our teachers and our schools. What are the results of that evaluation? In survey data collected by SDEA and partner groups in early June, South Dakotans have a positive view of their local public schools with 70% giving schools an A or B. The public says SD teachers are doing a good job—77% agree that our teachers are doing a good job. Not only is the public pleased with our schools and teachers, but 73% feel that school funding should be increased, and 79% believe teacher pay falls short of where it should be. I am a teacher of writing and there must always be transition—so what is the transition between the voices of educators and the survey results? We have the public's support; the data is clear. As educators we have to use our voices to ask the public to join with us to speak up about what our students need. Together, we have to demand that schools receive the necessary funding that will finally address the teacher shortage and teacher pay. It is not enough just to have positive survey results; we must use our voices to speak up and out, and not because we want more money for ourselves, but because our students



deserve the best. Our students deserve a highly qualified teacher in every classroom. They deserve a teacher applicant pool of more than one. They deserve all the electives necessary to give them an education that leads to a life of success. They deserve small class sizes to allow for more one-on-one time with their teachers. Our students deserve a great public education. The conversations about education and report of the Blue Ribbon Task Force will be front and center in the days ahead. Use your "teacher voice." Speak with the public who already support public education. Build relationships. Get to know your legislators and talk and talk and talk and do it some more. The saying is "there is no time like the present." Very, very true! We cannot afford to sit this one out and wait on the sidelines. It's time to play ball and get out on the field.... and make our teacher voices heard.

Mary J. McCorkle  
SDEA President



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## National Award Shines Spotlight on Mobridge Educator

### Pam Wells to be honored at awards gala live-streamed nationwide

One SDEA member received some very exciting news as the school year began. SDEA/NEA's 2015 Teacher of Excellence, Pam Wells of Mobridge-Pollock, received word that she has been selected as one of the Top Five Educators by the NEA Foundation and Horace Mann. Wells, a high school science teacher will be celebrated at the NEA Foundation's Salute to Excellence in Education Awards Gala on February 12, 2016 by an audience of more than 800 leaders in public education, philanthropic, and business sectors, in Washington, DC, and by many more viewers online. Students, colleagues, peers, and family members of awardees host viewing parties to watch live streaming video of the program at home as awardees from across the nation are recognized.

"We are so proud of Pam and join her school district in celebrating a remarkable educator. Pam's classroom is more than a place to learn; it's a place where diversity is celebrated and opportunity exists for each and every student, even when students think they have no opportunity," said SDEA President Mary McCorkle. "Her classroom is a place where there are no wrong answers—just learning. Pam believes in her students and in her profession and works tirelessly as an advocate for both."

As a tribute to her diligence and dedication to her students, colleagues, community, and her profession, Wells will receive one of public education's highest honors, the NEA Foundation's prestigious Horace Mann Award for Teaching Excellence, \$10,000, and recognition as one of the nation's top educators.

Wells attributes her success to her constant reflection on the work she is doing in the classroom. "Learning how to reflect on my teaching, my pedagogy, was, and still is, one of the most important tools I use to analyze my day, my week, my year," said Wells.

"Pam has been selected for this award by her peers for attaining the highest teaching standards, as shown by her exemplary instruction, professional advocacy and leadership, attention to diversity, and community outreach," said Harriet Sanford, President and CEO of the NEA Foundation. "Honoring these educators is our way of thanking them, and all the public school educators they represent, for their excellent work with our nation's most precious resource, our children."

Wells was nominated for the award by the South Dakota Education Association, a National Education Association affiliate.

The four other finalists are:

- Dirk Andrews, a kindergarten educator at Evansville Elementary School in Evansville, Wyoming, nominated by the Wyoming Education Association;
- Mohsen Ghaffari, a fifth grade educator at North Star Elementary School in Salt Lake City, Utah, nominated by the Utah Education Association;
- Heather LaBarbara, an English educator at West Jessamine Middle School in Nicholasville, Kentucky, nominated by the Kentucky Education Association; and
- Debra McDonald, an early childhood educator at Wayne County Schools Career Center in Smithville, Ohio, nominated by the Ohio Education Association.



"So many teachers go above and beyond to serve the needs of their students, and these five educators are great examples of what it takes to excel in the classroom," said Marita Zuraitis, President and CEO of Horace Mann. "As a company serving educators' financial needs for 70 years, Horace Mann is pleased to honor these educators for playing an instrumental role in educating the children of our future."

Unique to these awards, each educator will be invited to participate in the Global Learning Fellowship, an extensive, year-long professional development opportunity to cultivate their own global competence skills and deepen their practice to prepare their students to thrive in a rapidly changing world. Fellows contribute to the advancement of the profession by creating global lesson plans that are shared with educators on open source platforms. Wells' students will receive digital arts training to produce their own video honoring their teacher, which will premiere at the gala.

The NEA Foundation and the National Education Association jointly present the awards with support from NEA Member Benefits, the Horace Mann Companies, Promethean, and California Casualty.

## SDEA Congratulates the 2016 South Dakota Teacher of the Year!

Congratulations to Sarah Lutz, a 3rd grade teacher at Stanley County Elementary School in Fort Pierre for being named the 2016 South Dakota Teacher of the Year. SDEA presented Lutz with the crystal Apple award.

The other finalists were Kim Davidson, Rosholt School District; Heidi Holfoty, Huron School District; Shelly Mikkelson, Belle Fourche School District; and Kaye Wickard, Ipswich Public School District.

Congratulations to all the nominees.



## What Can South Dakota Learn from Iowa's Mentoring Program?

As South Dakota schools continue to grapple with the difficulties of recruiting and retaining teachers, many, including SDEA, are urging policymakers to consider more investments in high quality mentor programs. To that end, SDEA hosted a LAB (Leadership, Advocacy and Bargaining) Pre-Conference at the beginning of October to explore the Iowa mentoring model called the "Journey to Excellence". This model was created in cooperation with the Iowa State Education Association (ISEA), the Iowa Department of Education, and local Iowa school districts.

The award winning program focuses on learning projects for first and second year educators on each of the Iowa Teacher Standards, which like South Dakota's Teaching Standards, are based on the Charlotte Danielson Framework. It is designed to provide meaningful support for beginning educators and to prepare and support mentors with quality preparation.

ISEA's Pat Shipley and Connie Richardson, with Iowa's Green Hills Area

Education Agency, gave the participants a small taste of the training that Iowa's mentors go through in order to become successful mentors. The presenters stressed that quality mentoring programs require training and support for mentors and their mentees, that mentors need to be given the time to support their mentees and that mentoring has to be a collaborative effort on part of the school.

Is Iowa seeing success? According to Shipley and Richardson, mentoring led to a significant increase in teacher retention. Iowa has seen a significant increase in the percentage beginning teachers who stay. While, nationally, only about 50 percent of beginning teachers stay beyond the first five years, Iowa has seen its retention rate climb to almost 70 percent

The presenters also suggested that strong mentor programs must compensate mentors for their time and Iowa lawmakers agree. In 2001 the Iowa legislature passed teacher quality legislation, including



mentoring and induction programs. The legislation required all districts to devise and submit a plan for mentoring to occur in their district, which included goals, training for mentors, a mentor selection process, support for beginning educators, a supportive organizational structure, and a means for evaluation of the program itself. In Iowa \$1300 annually is allocated per mentor (\$1,000 for the mentor teacher and \$300 for the district).

The need for high quality mentoring was a topic for South Dakota's Blue Ribbon Task Force and one of its recommendations to Governor Daugaard is for the state to develop and invest in a meaningful mentoring program.

## Goals of "Journey to Excellence"

- To promote excellence in teaching as described in the Iowa Teaching Standards
- To enhance student achievement
- To build a supportive environment for beginning educators
- To increase the retention of promising beginning educators
- To promote the personal and professional well-being of classroom teachers
- To support the continuous improvement and growth of beginning educators and mentors

### Successful mentoring needs:

- Common planning time
- On-going professional development
- External network of teachers
- To be standards-based

### Mentoring and Induction is NOT:

- A crash course in teaching
- An orientation
- A stand-alone
- A disconnected one-day workshop

## edCommunities Links Teachers Across Nation!

Be a part of the new NEA edCommunities on MYNEA360!

- CONNECT with virtual learning events to expand your PD opportunities!
- COLLABORATE with fellow educators and other education professionals!
- SHARE classroom-ready resources and instructional materials!
- LEARN by engaging with those who share your commitment to student success!



By joining NEA edCommunities you are sharing your commitment and dedication through an open exchange of strengths and resources with thousands of other education professionals. Completely free and open to everyone, NEA edCommunities is designed and driven by you

to foster student success. It enables you to keep tabs on professional issues, share resources with colleagues, promote student achievement, and advance your career.

Join NEA edCommunities and improve public education by helping to lead a student-centered agenda.



# Educators Employment Liability Insurance

The unimaginable happens. Something happens to a student and you (and perhaps your school district) are sued. Think your school district's liability insurance fully covers you? Think again.

Your school district probably has liability insurance in case it or its employees get sued. But the primary focus of that insurance policy is to protect the school district first and foremost. Because of that primary focus, you cannot be guaranteed your school district's liability insurance will fully cover or protect you. Given a particular situation, the school district's liability

insurance carrier may decide what happened is outside the scope of employment (beyond your normal and reasonable educational activities or duties) and deny coverage. Or the carrier may determine there is a conflict of interest between the school district and you, requiring you to find your own attorney. Or the limits of the insurance may not be enough to cover the entire claim, exposing you to potential financial liability.

Because of those, and many other, reasons, you should have additional liability insurance protection. As an SDEA member, you

automatically have that additional liability insurance through the Educators Employment Liability (EEL) Program. The EEL Program provides secondary, or excess, insurance coverage of up to \$1,000,000 for the costs of defending civil proceedings brought against you in the course of your work as an educator and any damages assessed against you. There are a few exceptions. For complete details on the EEL Program, either go to the Members Only link on the SDEA website, [www.sdea.org](http://www.sdea.org), or contact your UniServ Director.

## SDEA Student Chapters Kick Off Degrees Not Debt Petition Drive

South Dakota's future teachers are raising their voices in an effort to help raise teacher salaries in South Dakota. In early October, SDEA student chapters across the state kicked off the Degrees Not Debt petition drive. The students collected signatures in an effort to ask legislators ensure teachers feel valued. Organizers say that they hope to bring awareness to the challenges new teachers face with college debt coupled with low pay.

The student chapters will continue to collect the signatures until January when they plan on delivering the petitions to the legislature. The chapters are reporting early success in the campaign. The SDSU student chapter has alone collected more than 500 signatures.

For more information on the efforts of the SDEA student chapters, contact the SDEA Student Coordinator, Jason Winter at [Jason.Winter@sdea.org](mailto:Jason.Winter@sdea.org).



**MAKE IT HAPPEN: TEACH!**

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



# 2016 SDEA Election - First cycle

January 15, 2016, is the last day to notify Mary McCorkle, SDEA/NEA President of your declaration to run for an SDEA Officer position, At-large Board of Director position, or as a state-funded delegate to the NEA Representative Assembly.

There are 3 seats open for the 2016 SDEA Officers/Board of Directors election:

## OFFICERS

- SDEA Treasurer

## BOARD OF DIRECTORS

- ESP At-Large (one 2-year term)
- Minority At-Large (one 2-year term)

**Note: Please include a 150-word statement of why you are running for a SDEA officer position, and a 50-word statement for the Board of Directors positions. In addition to a statement, please submit a photo.**

## NEA RA DELEGATES

- Black Hills (two delegates)
- Plains (one delegate)
- James River Valley (one delegate)
- SECOR (one delegate)
- EGL (one delegate)
- SEKota (two delegates)
- Minority At-Large (one delegate)
- At-Large (four delegates)

**Note: Please include a 50-word statement of why you are running for delegate to the NEA RA.**

Members who wish to serve as a delegate to the 2016 NEA RA must indicate whether they want to be on the ballot as a state delegate and/or as a unit delegate. The NEA annual meeting will be held July 2-7, 2016 in Washington, DC.

Any member may submit recommended changes to the SDEA/Bylaws and Guiding Principles. Recommended



changes must be submitted in writing to the SDEA President no later than January 15, 2016.

You may also contact the SDEA Board of Directors Election Staff Liaison, Anne Plooster at [anne.plooster@sdea.org](mailto:anne.plooster@sdea.org) or SDEA President, Mary McCorkle at [mary.mccorkle@sdea.org](mailto:mary.mccorkle@sdea.org).

Mail the completed form to:  
SDEA President  
Attn: Elections  
411 East Capitol Ave  
Pierre, South Dakota 57501

All necessary election forms may be found online at [www.sdea.org](http://www.sdea.org).

Don't forget about the SDEA Recruitment Incentive

As a part of the effort to assist with the recruitment of Association members, the 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.

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

1. Recruit new members between August 1 and December 1.
2. Print your name and sign the "Local Association Representative" line on the new member's enrollment form. SDEA will verify the new member's eligibility.
3. Be sure the member submits all necessary enrollment and payment forms to your local.
4. Complete the recruitment incentive form and W-9, which you can download by visiting [www.sdea.org](http://www.sdea.org).
5. Send the completed forms on or before December 1 to SDEA.

## Obama administration calls for reduced testing

In a positive shift in testing philosophy, the Obama administration took partial responsibility for what it now calls an "overemphasis on standardized testing burdening classroom time" and said it is committed to helping find solutions to the problem. The Department of Education (ED) released a fact sheet: testing action plan outlining the administration's position and announcing several planned efforts to reduce testing, such as providing additional flexibility for innovative assessments in the waiver process. The statement

also called on Congress to take steps to reduce testing in any ESEA reauthorization bill, such as funding state and local assessment audits and requiring states to set caps on testing time. The statement urged states to set a cap on testing so that no child spends more than 2 percent of class time taking standardized tests.

Commenting on the announcement, NEA President Lily Eskelsen García said: "We are optimistic that President Obama and Secretary Duncan have learned from the

students, parents and educators who see first-hand that over testing acts as a barrier to student success and takes away time to learn. But that's just the first lesson. With a reauthorization of the Elementary and Secondary Education Act on the horizon, we hope this decision leads the administration and all policy makers also to address the high-stakes that too often accompany these standardized tests." To view ED Fact sheet visit [www.ed.gov/news/press-releases/fact-sheet-testing-action-plan](http://www.ed.gov/news/press-releases/fact-sheet-testing-action-plan)





## What you are saying.... Slice it up...

Every month SDEA's monthly news video "Inside the Apple" featuring SDEA President Mary McCorkle asks our members for feedback on the important issues facing South Dakota public schools and our Association. In Septembers we asked you to tell us about how your school did with filling all its teaching positions.



Here is how you responded...

- When asked if your school started the year with an open position, 35 percent of the respondents said yes. Those positions included high school math, special education,
- science and career and technical education positions.
- How did your schools handle the openings? Over 50 percent of the survey respondents indicated that schools increased class sizes and 40 percent said teachers took on an extra workload. Twenty five percent of the respondents said that their schools asked teachers to teach a subject they were not currently certified to teach.
- Is this just a "small school" problem? Of those who participated in the survey, 44 percent taught in a school with 1,000 or more students.

While the survey is not scientific, it does reflect what school officials and others are saying and the data shared with the Blue Ribbon Task Force. Schools in South Dakota are facing a teacher shortage. Teachers are taking on more work and students are losing opportunities.

Thank you for your feedback. We will use this important information as we work to support the recommendations of the Blue Ribbon Task Force through the legislative process.

If you wish to receive our monthly video newsletter, please send your HOME email address to our Membership Technician Ken Potter at Ken.Potter@sdea.org.

## KNOW YOUR RIGHTS!

SDEA has a team of Uniserv directors who work every day to support the members of SDEA. Their knowledge and experience can help members and locals deal with many workplace and contract issues.

When should you call your Uniserv Director? When....

- A student is injured or a serious disciplinary incident occurs.
- An evaluation includes a plan of assistance or any statements like "...needs improvement..."
- You receive any form or verbal or written reprimand, warning, or suspension.
- You are directed to
- appear before the administration or board regarding any aspect of your employment status, a complaint or incident.
- You appear to be singled-out for extra evaluations or close observation.
- You receive a notice of non-renewal.
- It appears that local, state or national laws or regulations are being violated.

For questions or to talk to your regional Uniserv Director.

# KNOW YOUR RIGHTS

Contact:

SDEA Headquarters, Pierre Office  
1-800-529-0090

Sioux Falls Service Center  
1-800-529-0091

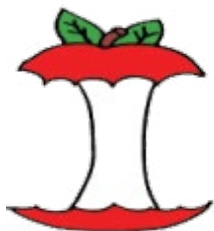
Rapid City Service Center  
1-800-529-0093

Hem your blessings with thankfulness so they don't unravel.

Author  
Unknown







# SDEA Retired

By *SDEA-Retired*  
President, *John*  
*Salladay*

It has been a busy time here in Pierre getting out dues reminders, posting the receipts, and updating changes. Responses, so far, have been encouraging. Two people have “won” their local 2016-2017 year dues. Somehow, magically, the ‘computer’ was able to select a winner for the August drawing and the September drawing. The only requirement to win the ‘drawing’ was that we received a person’s dues by the end of August and September. And yes, if you sent in your dues in August, the computer considered you eligible for September drawing as well.

Grants were submitted to NEA by the August 1st deadline. Our proposal this year asked for \$3150 to fund three Pre-retirement Informational Seminars across the state. Hopefully we will receive full funding for these seminars. Generally the proposed meetings will be designed not only to help increase our membership but provide planning information. We, the officers, are firmly committed to operating our organization entirely ‘in the black’ so we really need those ‘grants’. Ten dollars per paid member really

does not go far in this day and age.

Speaking of dues, for those who have send in their dues, Thank You ! For those who have not, please don’t forget, the address is: PO Box 62, Pierre, SD 57501.

With regard to membership records, please don’t forget to inform us of any changes you have in your addresses, names, e-mails, etc. It is a real challenge to keep our records entirely up to date. So, if you no longer get your e-mail through your school, or have changed it, please be sure to apprise us of your most current and/or preferred methods of contact.

The Retired Program Coordinator --- and Plains Uniserv Director --- Laura Haug, retired from SDEA as of the 15th of October. She will be sorely missed --- her advice, counsel, and support has been a godsend ever since I took over as your Treasurer all those years ago. Without Laura to lean upon, the Treasurer’s job and the President’s job would have been immeasurably harder --- Happy Retirement Laura!

I’ve just been informed our

“new” Retired Program Coordinator will be Loren Paul. He has recently served as JRV UniServ Director and COHE; thus he is intimately familiar with SDEA’s inner workings. I look forward to working with Loren --- Perhaps it is a good omen his name begins with an “L” and his office was right next to Laura’s.

The other day in a perusal of the NEA website, I came across some good ideas and deals. As a matter of fact, I personally managed to save a significant amount of money by using the site. Don’t forget to check out the member benefits section. You will be surprised at what you find. You could start looking at: [www.neamb.com](http://www.neamb.com)

At this time of year it is all about the numbers for planning purposes. I’ve asked your Treasurer/ Membership officer, Dorothy Falk, to supply some of those numbers for your perusal.

Number of Lifetime paid members: 490  
yet to pay: 191  
Number of Annual paid member: 100  
yet to pay: 103  
Our overall financial position is good --- we are solvent and plan to stay that way.

Thanks so much for your support over the years. Keep your fingers crossed for our grant submission.

NEA-Retired exists to meet the needs of retired education employees. We work with active NEA members to:

- Protect and improve retirement pension, and health benefits—including state pensions, Social Security and Medicare.
- Improve public education through mentoring, literacy, and intergenerational programs and activities.
- Achieve legislative and political action goals for education and education employees.

Retired members also:

- Continue their involvement with their State Association and the NEA and enjoy new and different activities with former colleagues and new friends.
- Volunteer in community-based programs that help make America stronger.
- Participate in national and regional conferences and seminars.

## Who To Contact

*For questions, please contact:*

**Loren Paul**

*Retired Program Coordinator*

411 E. Capitol • Pierre, SD 57501  
800-529-0090 ext. 131  
605-224-9263 ext. 131  
[loren.paul@sdea.org](mailto:loren.paul@sdea.org)



## SDEA Members Gather In Sioux Falls for LAB Conference

Members gathered in Sioux Falls during the first weekend in October for the second annual LAB (Leadership Advocacy and Bargaining) Conference.

The event kicked off on Friday night with a round robin which featured tables from NEA Member Benefits, NEA Fund for Children, and SDEA U35. Members also volunteered their time to tie blankets for Project Warm Up, the 2015 SDEA HCR award winner. Virginia Colgan, of Sioux Falls was the



night's big winner. Virginia was the lucky winner of the iWatch.



Saturday was packed with sessions for beginning and veteran bargainers, power mapping and community organizing, member advocacy and new teacher involvement. The day was capped off with a panel discussion with members of the Blue Ribbon Task Force who answered questions and shared their thoughts on the work of the Task Force.

Members should mark their calendars for September 23-24, 2016 Fall 2016 LAB Conference in Huron, SD.

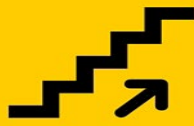
For more information, visit [www.sdea.org/lab](http://www.sdea.org/lab)



## Bullying can happen everywhere.



The school bus



In school hallways



The cafeteria



The restroom



Through technology



**Stand up. Take the pledge. Get the tools.**  
[www.nea.org/bullyfree](http://www.nea.org/bullyfree)

## SDEA Welcomes new JRV UniServ Director, Ryan Rolfs

This fall, SDEA welcomed its newest Uniserv Director Ryan Rolfs. Rolfs, a native South Dakotan, tells us a little about himself and why he is looking forward to working with the SDEA members.

### SDEA: Tell us about yourself

*Ryan: I grew up on our family farm near Utica, SD. From my mother, to my grandmother, to my aunts and uncles, the teaching profession has always been very well respected in my family. I attended SDSU and graduated with Bachelors of Arts in political science, history, and received my teaching certification. After student teaching in the Harrisburg School District, I've lived in Sioux Falls working primarily as a political organizer for organizations, including SDEA during the "No on 16" campaign in 2012.*

### SDEA: Why do you want to work at SDEA?

*Ryan: I was fortunate to have an opportunity to work on SDEA's No on 16 campaign during the 2012 election cycle. I loved the experiences that I had working with members in their communities, and I loved working for an organization that was advocating for the profession that I had fallen in love with during my student teaching experience. Since the completion of that campaign, I have been looking for an opportunity to work with the organization again, and I am very happy to have that opportunity.*

### SDEA: What aspects of the job are you looking most forward to?

*Ryan: I am most looking forward to working directly with members. Almost*

*the entirety of my professional career has been working with local organizations to insure that they have the proper resources, training, and strategy to be successful. I hope to bring that same approach to this organization. In my opinion, a member centered organization has to be all about its members, and I am ready to focus on the members of my region.*



Ryan will be serving the James River Valley Unit and COHE. Please help us welcome Ryan. You can reach him at [Ryan.Rolfs@sdea.org](mailto:Ryan.Rolfs@sdea.org)



allow our schools to meet these salary expectations and also to keep their other programs whole.”

The final written recommendations will be delivered to the Governor by mid-November. What the Governor does with these recommendations will start to come into focus when he delivers his budget address at the beginning of December. However, President McCorkle urges members to begin

talking to their legislators as soon as possible. Getting this package through the legislative process will take a lot of work, but working together SDEA can make a real difference for students.

“There is a lot of work to be done before we see the final product, but that work is worth it because while we have been talking about teacher salaries, revenues and formulas, this really is about our students. It’s about ensuring that every

student has a qualified and caring teacher in his/hers classroom, that every student has the opportunity to succeed regardless of his/hers zip code, that every student is able to have the support he/she need and ultimately that every student has a great public education,” says McCorkle. “We believe the recommendations we heard from the Task Force set the course for us to reach that goal.”

## Statement of Ownership, Management & Circulation (Required by 39 US 3685)

The publication’s title is The Educators’ Advocate (Publication No. 942-080). The filing date of the statement is September 30, 2015. It is published bimonthly without an issue for July/August. Five issues are published annually, in September/October, November/December, January/February, March/April, and May/June. The annual subscription price is \$5.00. The complete mailing address of known Office of Publication and of General Business Office of Publisher is: South Dakota Education Association, 411 E. Capitol Ave., Pierre, SD, 57501. Sandra Waltman (605-224- 9263) is the contact person. The Publisher is the South Dakota Education Association, 411 E. Capitol Ave., Pierre, SD 57501. Sandra Waltman is the editor and the South Dakota Education Association is the managing editor. Owner of the publication is the South Dakota Education Association, 411 E. Capitol Ave., Pierre, SD 57501.

There are no bondholders, mortgages, or other securities holders owning or holding one percent or more of total amount of bonds, mortgages or other securities. The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes have not changed during the preceding 12 months. The name of the publication is The Educators’ Advocate. The issue date for the circulation data which follows is September/October 2015. The data is classified as follows: a. average number of copies of each issue during the preceding 12 months, and b. the actual number of copies of the single issue published nearest to filing date. Total number of copies: a. 5,682; b. 5,350. Paid Circulation through (1) outside-county paid subscriptions state of PS Form 3541: a. 5,607; b. 5,212; (2) in-county paid subscriptions state on Form 3541: a. 67; b. 63; (3) through dealers and carriers, street vendors, counter

sales, and other paid distribution outside USPS®: a. 0; b. 0; (4) other classes of mail through the USPS®: a. 0; b. 0. Total paid distribution: a. 5,674; b. 5,275. Free or nominal rates distribution: (outside-county copies included on Form 3541: a. 0; b. 0; (2) in-county: a. 0; b. 0; (3) other classes through USPS®: a. 0; b. 0; (4) outside the mail: a. 0; b. 0. Total free or nominal rate distribution: a. 0; b. 0. Total distribution: a, 5,674; b. 5,275. Copies not distributed: a. 8; b. 75. Total printed: a. 5,682; b. 5,350. Percentage paid and or requested circulation is: a. 100%; b. 100%. The statement of ownership will be published in the October/November issue of the publication. I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who emits material or information requested on the form may be subject to criminal sanctions. Sandra Waltman, editor.

## ADVOCATE MINUTES SDEA/NEA BOARD OF DIRECTORS’ MEETING Via Conference Call July 26, 2015

Present for the conference call in addition to M. McCorkle were: O’Brien, Mehlbrech,

Meyer, Monson, Sommers, Soldatke, Baumann, Sieverding, McMahan, Aldrich, Farmer, Swenson, Jennings, and Salladay. Also present were P. McCorkle, Plooster and Mickelsen.

Absent from conference call were: Schutte, Canet, Olsen,

Chase, Gorder and Gravatt. Approved the SFEA Release Time President request. (Mehlbrech, Soldatke)

Approved UniServ grant submitted by Secor. (Sieverding, Swenson)

## ADVOCATE MINUTES SDEA/NEA BOARD OF DIRECTORS’ MEETING Via Conference Call August 23, 2015

Present for the conference call in addition to M. McCorkle were: O’Brien, Mehlbrech, Sommers, Monson, Soldatke, Baumann, Sieverding, Aldrich, Farmer, Canet, Gorder and Jennings. Also present were Smallman, Pourier, and Mickelsen.

Absent from conference call were: Meyer, Chase, McMahan, Swenson, Schutte, Olsen, Salladay, P. McCorkle, Plooster, and Gravatt.

Approved appointing Bobby Smallman as JRV Board member and Devona Pourier as Minority At-Large Board member. (Sommers, Farmer)

Approved the SDSA contract for fiscal year 2015-16. (Mehlbrech, Aldrich)

Approve Management Contracts for Paul McCorkle and Anne Plooster. (Aldrich, Sommers)

Approved adjusting the budget to reflect completed negotiations with PSO, SDSA and management. (Mehlbrech, Soldatke)

Approved ratifying PSO negotiations. (Salladay, Baumann)

Approved extending the PSO MOU for \$123.07 per UD bonus to October 2015. (Salladay, Aldrich)

Approved hiring Ryan Rolfs as UniServ Director for the JRV unit. (Meyer, Mehlbrech)





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## Social Media

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## Upcoming Events

### November 2015

- |           |                                      |
|-----------|--------------------------------------|
| Nov 11    | Veterans' Day - offices closed.      |
| Nov 16-20 | American Education Week              |
| Nov 16    | SEKota meeting - Flandreau           |
| Nov 17    | SECOR meeting - Beresford            |
| Nov 18    | ESP Day                              |
| Nov 22    | SDEA BOD Conference call 7pm         |
| Nov 26    | Thanksgiving - offices closed.       |
| Nov 27    | Thanksgiving break - offices closed. |

### December 2015

- |           |                                   |
|-----------|-----------------------------------|
| Dec 6     | Hanukkah begins at sunset         |
| Dec 24-31 | Christmas break - offices closed. |
| Dec 24    | Christmas Eve                     |
| Dec 25    | Christmas Day                     |
| Dec 26-31 | Kwanzaa                           |

### January 2016

- |       |                                  |
|-------|----------------------------------|
| Jan 1 | New Year's Day - offices closed. |
| Jan 4 | SDEA offices reopen.             |

