

Volume 47

Issue 04

March/April
2016BI-MONTHLY
NEWSLETTER OF
INFORMATION
FOR EDUCATORSThe Educators'
Advocate

SDEA thanks Governor Dugaard, Representative Sly and Senator Soholt and all legislators who supported HB 1182.

this issue

Be BOLD Tuesdays/HB 1182

SD 2016 SDEA RA

SDEA Election Candidate Statements

Proposed Bylaw Changes

SDEA Members Take Bold Action to Support Sales Tax Proposal

When Governor Dugaard delivered his State of the State Address, South Dakota educators took notice. A sitting governor was finally saying being 51st in the nation for teacher pay was no longer acceptable. "If South Dakota wants to maintain high student achievement, we need a new generation of high quality teachers. And we're not going to get them unless we become more competitive with surrounding states," said Dugaard. "And when you delve into the numbers, you reach the conclusion that the only way to become more competitive is to increase our state's average teacher salary. We need to add more money into the system." That statement rallied thousands of teachers across the state into action.

Thanks to the work of the Blue Ribbon Task Force, South Dakota was about to embark on a historic debate on the best way for South Dakota to bring up its average teacher salary. Shortly after the debate, the Governor's office introduced three bills that would change the formula, provide ongoing support for teacher and students, and create an ongoing and sustainable revenue stream to

fund increases from now and into the future. HB 1182, the half-cent sales tax increase, was by far the most contentious

part of the package. However, it was the best chance for South Dakota to finally break out of the bottom. Proponents knew it would be an uphill battle, and its only hope was for the teaching profession to come to Pierre with a unified voice. SDEA members boldly answered the call.

Teachers from across the state visited the State Capitol on a regular basis throughout the legislative session. Over 60 SDEA members participated in Be Bold Tuesdays, which SDEA hosted every Tuesday. Participants learned to find their voice using their personal stories and then had opportunity to speak with legislators on a one-on-one basis. They also learned about the legislative process and how to speak for their students. The empowering experience gave them a sense of unity with their fellow educators. "As a brand new educator to experience the political process in action,



SDEA Be Bold for Schools, Be Bold for Teachers, Be Bold for KIDS

it made me realize the real impact that our local leaders have on our schools and our educators. I went to Pierre to try to learn more about the process. I wanted to share my voice, but more importantly I believe that I found I shared my students' voices," said Josh Thomas, a third grade teacher in Sioux Falls. "Through this process it has strengthened me and given me the reality that we as educators need to unite and feel that we do have the power and responsibility to stand, to stand tall, and to stand together as educators for the students of the state of South Dakota. My hope and desire is that we all will continue to unite and lead as one unified force for the future of our state."

Members came week after week; vote after vote to show their support for HB 1182. While their debate may have been about sales taxes and teacher pay, most teachers who visited Pierre were there

**Important
DATES!**

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

March 13 - Daylight Savings Time begins

March 27 - Easter Sunday

April 8/9 - SDEA Representative Assembly in Pierre

April 9 - SDEA First Election voting begins

April 25 - SDEA First Election voting ends

Find SDEA's

President on Twitter
@Mary_McCorkle

2017 Proposed SDEA Legislative Agenda

ENSURING CHILDREN'S HEALTH AND SAFETY

SDEA/NEA supports:

- Sufficient funding provided by the state and other sources to ensure that buildings are secure, structurally and environmentally safe and meet 21st century instructional needs.
- A drug-free, tobacco-free, and weapon-free learning environment.
- Funding based on current costs, not averages, for serving those with disabilities (ages birth-21)
- The requirement that school districts provide safe and well regulated transportation or reimbursement to parents/guardians for transportation of students to and from public school.
- A learning environment free from intimidation, bullying, harassment, and violence.
- A learning environment with access to certified counselors, social workers, [mental health professionals](#), and appropriate medical and nutritional personnel.

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 [per student](#) 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 President's Message

As I write this article, we are a little over two weeks from the close of the 2016 legislative session. SDEA has worked very hard to pass the three bills in Gov. Daugaard's education plan; however on this date—Feb. 27—HB 1182 must pass in the Senate; SB 131 and 133 must pass in the House. One might think it is too soon to celebrate; yet we have accomplished much and I believe we will reap the benefits long after this legislative session is over.

SDEA members across the state have engaged in the legislative process like never before. Letters, emails, and phone calls have been sent to members of the House and the Senate—three, four, five times. Legislators have told of us of receiving 400-500 emails, not total—just for one vote. Your message has been consistent and your voice front and center.

Cracker barrels and legislative coffees on weekends have been standing room only as you came in droves across South Dakota to ask your legislators to support education. As votes became public, you have been there to hold them accountable and to ask the difficult questions. You have been there to say “thank

you” to the legislators who have stood with us.

Many of you have come to Pierre on those challenging days of getting HB1182 through the House.

Many more of you have participated in Be Bold Tuesdays. You have met with legislators, and you have learned to tell your students' and your schools' stories. What a difference you have made!

There are few things more important than relationships. Your communications, your one-on-one-visits with legislators have created relationships that have moved our agenda, and those relationships must continue past this session. When we engage in the process, we move the process. We must take advantage of the momentum we have worked so hard for and continue it in 2017 and beyond. As SDEA lobbyists, Executive Director Mark Mickelsen, Government Relations/ Communications Director Sandra Waltman and I have been a part of a broad-based coalition: Governor Daugaard's office, school boards, administrators, large schools, South Dakota Retailers Association, Chamber of Commerce, SD Farm Bureau, and other business groups. We must work to continue these relationships. SDEA cannot be an island isolated by choice or because we did not nurture and



cultivate the new relationships we have developed.

I'm not sure that “thank you” is enough to say to all of you. So many contacts, so many faces, so many stories. You have given your time, your professional/ personal days, your gas money, your passion for your students, and your love of your profession; you have given your all. You have faced critics, staying strong in your advocacy. You have shed tears of disappointment and joy, and no matter what, you have stood tall and proud.

By the time you read this, the 2016 legislative session will be over. I have no crystal ball to tell me what will happen nor “easy button” to instantaneously make all the opposition supportive. What I know is that where our students and our schools are concerned, we will not be quiet, we will not stay home, we will not give up. And for this and so very much more, you are all greatly appreciated.

Mary J. McCorkle

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 2015-2016 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 2015-2016, the portion of SDEA's members' dues going to legislation activities was \$19.55 and SDEA's were \$391 so the deductible amount for those who itemize is \$371.45.

The Educators' Advocate (ISSN 0013-2047) is published five times annually by SDEA/NEA, 411 East Capitol, Pierre, SD. Periodicals postage paid at Pierre, SD. Postmaster: Send address to The Educators' Advocate, 411 East Capitol, Pierre, SD 57501. Official publication of the South Dakota Education Association/NEA. President: Mary J. McCorkle Executive Director: Mark D. Mickelsen, Communications Dir.: Sandra Waltman Communications Specialist: Darby Boyd



Innovation Grants are available

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 deadline to get your application in is May 1, 2016.

Applications for 2016 are due on May 1, 2016. To learn more about the SDEA Innovation Grants, visit www.sdea.org/grants.



Mark Your Calendar

Sept. 23-24, 2016

Leadership, Advocacy and Bargaining Conference
At Crossroads Hotel and Convention Center in Huron.

Mark your calendars now! SAVE THE DATE!

If we have learned anything in the 2016 legislative session, it is that there is strength in a cohesive, organized group. To reach our maximum potential, we need to expand the capacity of our local and state organizations to self-organize.



This conference encourages locals to bring leadership teams consisting of current, potential, and aspiring leaders. Locals will get the most out of the conference if they have enough people to attend multiple sessions at once. Local teams will have time to talk and plan for the coming year, leaving with an action plan for 2016-17.

A full schedule and registration information will be available soon at www.sdea.org.

Wells Honored at NEA Foundation GALA

SDEA again congratulates Pam Wells, a Mobridge-Pollock High School Science and Math Teacher who was named one of five Horace Mann Teachers of Excellence. Wells was honored at the NEA Foundation's Salute to Education Excellence GALA in Washington DC this past February.

Wells received \$10,000 and will accompany the 42 other educators of excellence on a trip to Peru this summer. For more information about the NEA Foundation and the Teachers of Excellence visit www.NEAFoundation.org

Pictured left to right; Harriet Sanford, President and CEO of the NEA Foundation; Marita Zuraitis, President and CEO of the Horace Mann Educator Corporation; Pam Wells, Horace Mann Award for Teaching Excellence recipient, Mary McCorkle, South Dakota Education



Association President, Crystal Brown; Chair of the NEA Foundation Board of Directors; Lily Eskelen Garcia, NEA President.

Proposed SDEA Bylaw Changes

Proposal 1

Article X. UniServ Units

SECTION 1. UNISERV UNITS. ~~Six~~
Five geographic UniServ units shall be established for the purpose of representation on the Association board of directors and UniServ governance. At least two UniServ representatives shall be elected to the board of directors from each geographic UniServ unit.

This bylaw amendment shall be effective July 15, 2016.

Submitted by: Bylaws Committee, Kathy Meyer, Chair

Board Position: Do Pass

Rationale: This bylaw realigns the State into 5 UniServ units consistent with the reapportionment committee's recommendation.

Proposal 2

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~~seven 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: Reducing the UniServ units to five reduces the number of unit-elected delegates to the NEA-RA. Because the total number of delegates representing South Dakota will stay the same this change means an additional at-large delegate will be elected.

Proposal 3

Article VII. Officers and Board of Directors

SECTION 4. TERM OF OFFICE. The president, vice president, and treasurer shall be elected for a term of three years. No person shall be elected to more than two consecutive terms as president, vice president, or treasurer.

The UniServ representatives shall be elected by the voting members in their respective UniServ units for terms of two years. At least one representative from

each UniServ shall be elected each year. For the 2016 election only, all UniServ representative positions shall be elected, with at least one representative from each UniServ being elected for a one-year term and at least one representative from each UniServ being elected for a two-year term.

~~No UniServ representative shall be elected to more than three consecutive terms.~~ Starting with the 2017 election cycle, a UniServ representative shall serve no more than three (3) consecutive terms which shall include both elected terms and terms appointed pursuant to Article VIII, Duties of Officers and Board of Directors, Section 9, Vacancies. The determination of the number of consecutive terms served shall commence with the 2017 election cycle going forward. All terms served prior to the 2017 election cycle shall not count toward the number of consecutive terms served.

At-large representatives shall be elected by an all member ballot for terms of two years. ~~No at-large representative shall be elected to more than three consecutive terms.~~ Starting with the 2017 election cycle, an at-large representative shall serve no more than three (3) consecutive terms which shall include both elected terms and terms appointed pursuant to Article VIII, Duties of Officers and Board of Directors, Section 9, Vacancies. The determination of the number of consecutive terms served shall commence with the 2017 election cycle going forward. All terms served prior to the 2017 election cycle shall not count toward the number of consecutive terms served.

The state NEA director shall be elected every third year for a three year term and shall be elected to no more than two terms.

A person may hold only one position at one time on the board of directors except as provided in Article VIII of these bylaws.

The elected officers and representatives shall take office on July 15, except the state NEA director who shall take office in accordance with the NEA bylaws.

Submitted by: Bylaws Committee, Kathy Meyer, Chair

Board Position: Do Pass

Rationale: This change clarifies that an appointment to a vacant seat on the Board of Directors constitutes one term of office. This policy will begin with the 2017 election cycle when all Board members, even those previous serving on the Board, will be considered to be in their first term of office.

Proposal 4

Article IV. Membership

SECTION 7. SUSTAINING MEMBERSHIP.

Any person actively engaged in education service in a nonpublic school district, university or other nonpublic institution devoted primarily to education is eligible to become a sustaining member of the Association. Additionally, any person who is on a leave of absence from employment that qualifies him/her for active or active-ESP membership or who has held active or active-ESP membership but whose employment no longer qualifies him or her for such membership is eligible to become a sustaining member of the Association.

No person eligible for active or active-ESP membership may hold sustaining membership.

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

Submitted by: Bylaws Committee, Kathy Meyer, Chair

Board Position: Do Pass

Rationale: This language brings SDEA's policy into alignment with the NEA's Reserve membership policy. A former active member who remains in the education field, but is not eligible for active SDEA/NEA membership, may hold a sustaining membership.

Proposal 5

Article IV. Membership

SECTION 5. RETIRED MEMBERSHIP.

Any person who has been an active or active-ESP member of the Association ~~or another NEA affiliate immediately~~any time prior to permanent retirement because of age or disability may become a retired member of the Association if ~~they he or she~~ holds membership (life or retired) in an affiliated local retired association, where available, and in the National Education Association.

A retired member shall have full membership privileges, including voting, holding office, and serving as a delegate in affiliated local retired associations and the Association except where prohibited. ~~They~~ A retired member shall have such other rights and privileges as determined by the board of directors. A retired member shall receive the official publication(s) of the Association and may attend meetings of the Association.

Submitted by: Bylaws Committee, Kathy Meyer, Chair

Board Position: Do Pass

Rationale: These changes bring us closer to NEA's language regarding retired membership. A person who has previously been a member in any NEA affiliate (in or out of South Dakota) may join SDEA-Retired at anytime following the end of his/hers active membership.

2016 SDEA Officer, BOD Candidates & RA Delegates

Officer and Board of Director Candidates



SDEA Treasurer **Kim Soldatke**

I would be honored and humbled to be the next SDEA Treasurer. I am passionate about our association and public education in South Dakota. For the past five

years I have represented SEKOTA on the Board of Directors; I serve on the Budget Committee and have represented SD at the NEA-Representative Assembly. At the local level I have been a building representative and am currently Middle School Vice-President. As Treasurer of SDEA I will ask questions, listen to members and protect the priorities of SDEA. Another very important reason for my continued involvement in SDEA are my own children. I have a son with a degree in Elementary Education from BHSU, and a daughter studying Special Education/Elementary Education at USD. It is extremely important to me to strengthen and protect the education profession for their future. Together we can make great things happen for education and SDEA.

SDEA Treasurer **Lisa Jennings**

I am seeking election to the position of SDEA Treasurer. I believe in the mission of SDEA/NEA and would be honored to continue my state leadership at the executive level within SDEA. As Treasurer I will



continue to uphold and protect the priorities of SDEA, just as I have during my tenure as SDEA ESP At-Large Director. I believe the knowledge and experience that I have gained while serving at the local, state and national association levels will be an asset to SDEA. As NEA ESP At-Large Director I have become even more aware of how important the local and state associations are to the "big picture". SDEA/NEA would not continue to thrive if it were not for you – the member. It will be an honor to serve as your SDEA Treasurer.



BOD ESP At-Large **Betty Sokol**

I am running for the position of ESP at Large. Having been a member of SDEA 16 years and serving as our Todd County Local President for 6 years, I enjoy

representing ESP at the local level and would like the opportunity to serve as ESP at Large.

BOD Minority At-Large **Hilda Esperanza Langle**

I am a Spanish Immersion teacher eager to learn the American way and to represent and serve the ethnic minority in the issues surrounding education, the students we teach, and education professionals. I believe that we can be a great and valuable team. Alone we are part of the



BOD Minority At-Large **Dennis Simon**

Hello, my name is Dennis Simon. I have been in education for over 30 years. I have worked with students with behavior disorders and learning disabilities. I currently work in the S.F. School



system as a Special Education teacher. I want to be a minority delegate to make a difference.

NEA RA Delegate Candidates

Robin Cline – Black Hills

I have been a Rapid City Education Association member for 12 years. I am a Program Specialist for Rapid City Area Schools and have worked in special education since 1986. I served as a NEA Delegate last year and I would love to represent our teachers again this year!

Sue Podoll – Black Hills

I would be honored to serve as a delegate to the 2016 NEA Representative Assembly. Over the course of my career I have helped craft policy as it pertains to educators and students. I would consider it a great privilege to continue this work at the national level.

Dana Livermont – Black Hills

South Dakota educators deserve to have their needs and concerns heard at the NEA representative assembly, along with those of other educators across the country. It would be my honor to provide a strong voice for my colleagues at the assembly in 2016. I very much appreciate your vote.

David Sommers – Black Hills

I enjoy serving on the SDEA State Board and also as chairman for the Black Hills UniServ Unit. I love being a part of the process in fighting for teachers and I want to see more get involved and "Be Bold" this year.

Darcy Randle – Black Hills

At the local level, I am the secretary of RCEA. This year I will also serve as South Dakota's representative on the NEA Resolutions Committee. I would appreciate your vote, which will allow me to continue to work for you as your voice at the NEA RA.

Vacant – EGL

Darrel Anderson – JRV

I would be honored to represent SDEA at the 2016 National Representative Assembly. I have experience as a local leader, past SDEA Board member and Unit Chairperson. I would bring our SDEA values to the NEA-RA I would greatly appreciate your support and vote.

Krista McCorkle – JRV

I want to be an advocate for both students and teachers. It's important for all teachers to have a voice. I would like to be a part of the decision making process at the national level and work with other educators who are as passionate about education as I am.

Bill Adamson – JRV

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 correct the underfunding of education.

Robin Curtis – Plains

Good day! I am Robin Curtis from the Winner Education Association. Seeing our association do its work is a passion for me! Attending the RA is a place to be in order to see the association in action. Please elect me for NEA RA Delegate!

Martin Sieverding – SECOR

Being involved in an organization I believe in is one of the most rewarding things to do. I have represented South Dakota at the NEA Representative Assembly a number of times and I would be honored to be able to represent the members of SDEA in that capacity again.

Jennifer Bergan Gabor – SEKota

I want to continue to be a part of the democratic voice for SDEA/NEA by attending the NEA/RA and representing my fellow members at this great democratic event. Allow me the opportunity to act on your behalf this summer.

Ashley Griese –SEKota

I have been a member since I began my teaching career in Sioux Falls. I have been active in a variety of ways: Executive Secretary of SFEA, building representative, attended the SDEA RA, and attended two organizing conferences. I am excited for an opportunity to represent our state!

Pam Oberembt – SEKota

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.

Kim Soldatke– SEKota

I am very passionate about kids, quality public education and the role our association plays. It would be an honor to be a SD Delegate at the NEA-RA. I am committed and involved to move education forward for our future...future educators, students and support staff. Thank you!

Curtis D. Anderson – Minority At-Large

I earned my elementary education degree from Oglala Lakota College. I have been teaching for fourteen years. My teaching experience has been either on the Pine Ridge or Rosebud Indian Reservations. I've taught in both Bureau and Public Schools within the reservations. I would be honored to represent South Dakota.

Hilda Esperanza Langle – Minority At-Large

I am a Spanish Immersion teacher eager to learn the American way and to represent and serve the ethnic minority in the issues surrounding education, the students we teach, and education professionals. I believe that we can be a great and valuable team. Alone we are part of the

Amanda Nelson – Minority At-Large

As a young educator in Sioux Falls, I am excited to grow with SDEA. As a representative, I can bring a fresh voice for our state with my diverse background and perspective. It is my goal to be a new voice for South Dakota moving forward and would be honored to serve our state as a delegate.

At-Large

Amanda Nelson, Martin Sieverding, Curtis D. Anderson, Jennifer Bergan Gabor, Ashley Griese, Robin Curtis, Darrel Anderson, Krista McCorkle, Darcy Randle, Hilda Esperanza Langle, David Sommers, Kim Soldatke, Sue Podoll, Pam Oberembt, Robin Cline, Dana Livermont (all statements are above).

Statement of Activities

SOUTH DAKOTA EDUCATION ASSOCIATION

STATEMENTS OF ACTIVITIES

Years Ended August 31, 2015 and 2014
See Independent Auditor's Report

	2015	2014
Change in unrestricted net assets:		
Support and revenues:		
Membership dues	\$ 1,653,632	\$ 1,599,744
NEA Uniserv assistance	230,532	227,904
NEA small states subsidy	219,656	217,913
NEA student learning object	183,021	76,025
NEA teaching and learning	58,443	17,016
USEDP	50,196	-
NEA Ed Summer	33,000	-
Local association reimbursement	30,231	30,588
NEA legal assistance	27,893	22,007
NEA projects	16,915	11,892
NEA Common Core	15,368	632
Ballot issues	8,505	9,100
Rent	3,640	3,570
Other income	3,191	37,674
Dues reduction investment plan	16	21
NEA membership organizing	-	12,500
Read across South Dakota	-	7,100
Investment income (Note 2)	(39,031)	134,172
Total unrestricted support and revenues	2,495,208	2,407,858
Expenses:		
Member services	1,779,612	1,671,538
General administration	540,353	506,236
Communications	108,378	105,243
Conferences and meetings	77,759	81,292
Depreciation	26,188	22,283
Interest	1,471	988
Scholarship awards	6,000	3,000
Total expenses	2,539,761	2,360,580
Change in unrestricted net assets	(44,553)	17,278
Net assets at beginning of year	1,819,216	1,801,938
Net assets at end of year	\$ 1,774,663	\$ 1,819,216

See Notes to Financial Statements.

Schedule of Expenses

SOUTH DAKOTA EDUCATION ASSOCIATION

SCHEDULES OF EXPENSES

Years Ended August 31, 2015 and 2014

See Independent Auditor's Report on Additional Information

	2015	2014
Member Services:		
Professional staff salaries and fringe benefits	\$ 636,989	\$ 657,622
Support staff salaries and fringe benefits	272,841	256,029
Membership expense	269,769	132,970
President	162,410	199,564
Legal services	146,989	147,036
Professional and support staff travel	81,273	86,892
Service centers rent and utilities	52,146	53,080
Executive director	44,997	25,490
Board of directors	35,787	34,390
Released time local presidents	21,783	20,783
Special funds	16,016	13,577
Pierre service center operations	13,740	15,103
Ballot	13,639	5,000
Refunds	4,888	240
Uniserv program plans	4,679	5,179
Student program	3,820	4,525
Service centers supplies and postage	3,423	8,830
Governmental relations	3,332	2,179
Service centers telephone	1,091	3,049
	\$ 1,779,612	\$ 1,671,538
General Administration:		
Executive director and CFO/CIO	\$ 279,533	\$ 216,313
Professional and support staff salaries and fringe benefits	103,669	99,967
Maintenance expenses	73,917	77,773
Employer expenses	27,766	37,929
Leave and severance pay	15,052	38,052
Legal services	14,440	14,445
Pierre service center operations	9,160	10,059
Other	6,749	4,311
Accounting fees	5,067	10,377
	\$ 540,353	\$ 506,236
Communications:		
Support staff salaries and fringe benefits	\$ 77,739	\$ 73,832
Other	30,639	31,411
	\$ 108,378	\$ 105,243
Conferences and meetings:		
NEA Convention	29,728	25,762
Executive director and CFO/CIO travel	\$ 22,125	\$ 34,409
Representative assembly	13,333	17,022
Training	7,065	3,735
Task forces	5,508	364
	\$ 77,759	\$ 81,292

Honored Women Educators of S.D. seek 2016 Inductees

SDEA/NEA members are reminded that May 1, 2016, 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.

Upcoming Professional Development

- April 2 Ed Camp at Dakota Prairie Elementary in Brookings. High-interest sessions generated by participants. Register at: <http://sdedcamp.weebly.com/>
- June 19-23 SDEA Assessment Lab (formerly SLO Boot Camp), at Abbey of the Hills Retreat Center near Marvin, SD. Forty social studies and writing teachers will be invited to work in grade/subject groups to write common assessments which will eventually become available to SDEA members for use in their classrooms. One graduate credit available through USF. Registration information coming soon at www.sdea.org.
- July 13-14, Assessment Lab, Sturgis Brown High School. This is a supplement to SLO trainings in previous summers, but open to anyone regardless of previous training. Fifty people will be able to learn about writing quality assessments/rubrics and have the opportunity to work on-site to create a vetted assessment which can be used in the teacher's classroom in the fall. One graduate credit available through USF. Registration information coming soon at www.sdea.org.
- August 22-23, First Years, Great Career! Designed as an induction for early career teachers, (or those new to a district) this Rapid City-based workshop will provide

lessons in classroom management and discipline; student engagement and reinforcement strategies; preparing for the first days and weeks of school; communication with students, parents, colleagues and administrators; resources for planning, surviving, and thriving; and professional issues like teacher growth and evaluation, ethics, internet safety. Space will be limited to 50 people. One graduate credit available through USF.

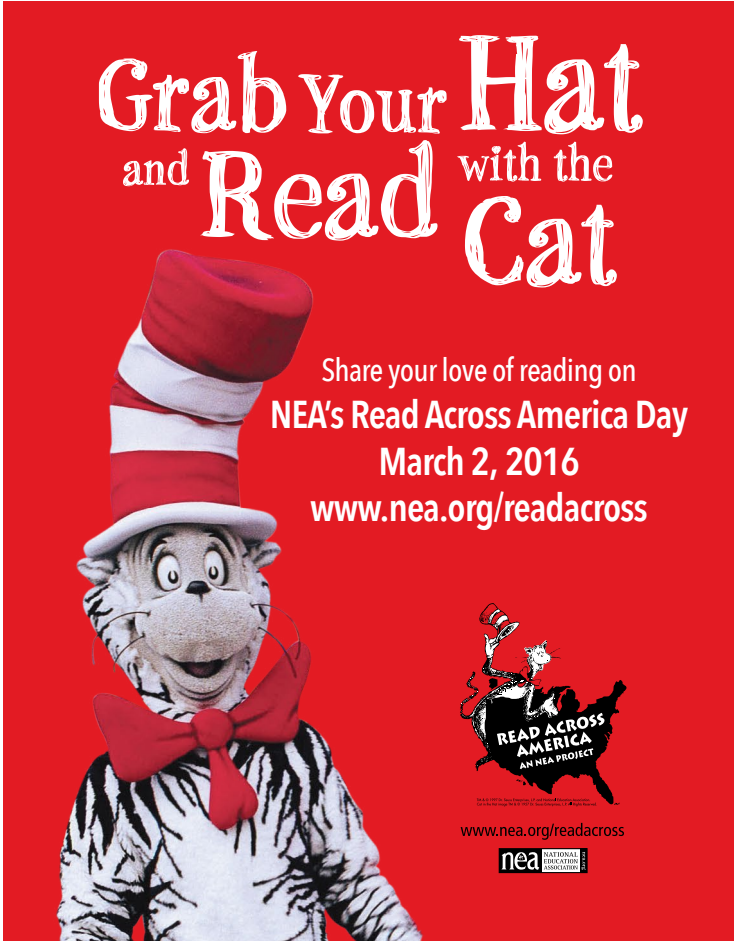
Registration information coming soon at www.sdea.org.

Read Across America 2016

Communities statewide will celebrate Read Across America March 2nd! This year's featured book is Dr. Seuss' recently released *What Pet Should I Get*.

Read Across America promises to be a fun-filled reading extravaganza, with surprise visits by the Cat in the Hat (the Read Across America mascot) and his friends, Thing 1 and Thing 2!

"This national celebration is not just about one hour or one day of reading, it is about cultivating a lifetime of good reading habits that will translate into academic success," said NEA President Lily Eskelsen García. "NEA's Read Across America brings students, parents, educators, and the entire community together to share the joy of reading."



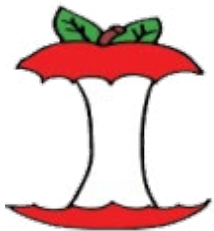
Grab Your Hat
and Read with the
Cat

Share your love of reading on
NEA's Read Across America Day
March 2, 2016
www.nea.org/readacross

READ ACROSS AMERICA
AN NEA PROJECT

www.nea.org/readacross

nea NATIONAL EDUCATION ASSOCIATION



SDEA Retired

By SDEA-Retired
President, John
Salladay

Legislature is in session! A busy time for all who advocate for teachers and students. Certainly this year is no exception. The governor himself, accompanied by his chief of staff, & the Secretary of Education came across the street in person to meet with SDEA's Board of Directors on Friday the 22nd of January. I'm told it was the first time in nearly 30 years, a sitting governor had done so.

It was my privilege to be there to participate and observe what seemed to be a positive exchange of ideas and information regarding the Governor's Blue Ribbon plan. The 'comfort level' achieved was impressive. I feel we should do all we can to ensure the plan to increase funding for education and teachers will 'make it.' Definitely this meeting was a good 'start'.

Other sections of the Advocate, including SDEA's BE BOLD initiative and SDEA's 2016 Legislative Agenda have been explained. YOU CAN HELP! Personal contact is probably the highest forms of influence. Please do your part to convince the Legislators to support the governor's education bills. (A part of the package I, personally, favor is the section concerning property tax relief.)

If you want more information or want to volunteer to 'help', go to your computer, type www.sdea.org ; then click on Be Bold. You will find downloadable information there. You should find a listing of your local state

representatives and senators and how to contact them. For the tax bill to pass it must receive a 2/3s majority in both the SD House and Senate.

Grass Roots support goes a very long way to convince politicians to act responsibly --- they have to live with their stances, as you well know. Local Cracker Barrel attendance can be venues of support as well.

EPIC (Educators Political Involvement Committee) --- thoughts. SDEA-Retired has a seat on this committee as well. Our participation in this effort over the years has been strong. SDEA-Retired relies totally on voluntary contributions to EPIC; this year we have collected more than \$1 per member. EPIC funds are restricted to local South Dakota election races only. Thus these funds are allocated to state races only and are totally under SDEA EPIC control --- these funds do not and cannot leave South Dakota.

"The Annual meeting of SDEA-Retired will be held on Friday April 8th at the Ramkota Conference Center & Hotel in Pierre, just prior to the state Representative Assembly. SDEA has rooms blocked at the Ramkota for \$87.99. Rooms will be released March 9th 2016; however, the rooms are usually spoken for by the end of February. If you choose to stay at the Ramkota, please call 605-224-6877 and state that you are with SDEA."

However, exact plans for 'our' 'Retired Annual' meeting have not been finalized as

yet. The SDEA-Retired Annual Business meeting will start at 2:00 CST, an information program will follow, then SDEA-Retired supper. All this prior to the start of the SDEA Representative Assembly beginning Friday night.

If you wish to be an official delegate to the South Dakota Representative Assembly, SDEA-R has been allocated 25 slots, so be sure to let me know if you wish to represent us at the RA. If you attend both the SDEA-R annual meeting and the SDEA-RA as a delegate, you will receive a \$50 stipend.

Two NEA funded Pre-Retirement Seminars will be held this spring. These will be held on two Saturdays in March or April with a lunch provided. All who plan to retire within the next three years are invited to attend one of these meetings. West River's will be held on Saturday March 19th (10 a.m. MST to approximately 2 p.m.) at Best Western Ramkota Badlands room with Minerva's catering our lunch. The Ramkota is located southeast of the Rushmore Mall. The East River meeting particulars have not yet been finalized.

Pre-Retirement Seminars were held last year and the comments of those attending were overwhelmingly positive. Presentations will cover: South Dakota Retirement System Information; Financial Planning for Retirement; Legal Issues: Wills, Trusts, Powers of Attorney; and Horace Mann Information.

Please help our retired organization, stay involved and make your plans for the future. Thank you for your support over the years.

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

2016 SDEA Representative Assembly



Best Western Ramkota Hotel in Pierre, SD April 8-9, 2016

Friday, April 8, 2016	Saturday, April 9, 2016
<p>7:00 p.m. Registration Opens Best Western Ramkota in Pierre, SD</p> <p>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 State of the Association Mary J. McCorkle, SDEA President Nominations SDEA Treasurer NEA Fund for Children & Public Education</p> <p>10:30 p.m. Recess Reception, sponsored by  Horace Mann Educated Financial Solutions</p> <div style="text-align: center;">  <i>Most documents necessary for 2015 SDEA RA are available through</i>  </div>	<p>7:30 a.m. Registration Opens - Breakfast</p> <p>8:00 a.m. Presentation of the SDEA Strategic Budget & Hearing</p> <p>9:15 a.m. 2nd Business Session Report of the NEA Director, Kathy Meyer Report of the Executive Director, Mark D. Mickelsen</p> <ol style="list-style-type: none"> 1) Report of Task Forces <ol style="list-style-type: none"> a) Rebranding Task Force 2) Report of Committees <ol style="list-style-type: none"> a) Friend of Education b) Human & Civil Rights c) Scholarship Committee 3) Report of the Commission on Teaching and Learning SD Teacher of Excellence, Shelly Mikkelson Bylaw Amendments Keynote: Earl Wiman, NEA Executive Committee <p>10:30 a.m. Registration Closes</p> <p>11:30 a.m. Lunch Acknowledgement of Honored Guests Friend of Education Award ESP of The Year Award</p> <p>1:30 p.m. Final Credentials Report New Business Items 2017 Legislative Agenda Committee of the Whole Sine die Adjournment</p>



Lobbying in Pierre for education funding



Vote Kim Soldatke
for SDEA Treasurer

HONEST COMMITTED PASSIONATE

Paid for by the candidate. May not be disseminated by non-personal (District or Association) technology.

continued from front page

for their students and their profession. "We need to be advocates for our profession and be a part of the process," said Danyelle Cleveland, an English teacher at Patrick Henry Middle School in Sioux Falls. "By going to Pierre you are informed about the decisions our legislators are making and how they will impact education. If we don't get involved, it sends a message of complacency. Being a part of the process allows you to meet the leaders who represent us and have conversations that you hope will impact the way they vote." Educators didn't just show up in Pierre, hundreds attended local cracker barrels and legislative coffees. From Sioux Falls to Rapid City, legislators saw rooms packed with teachers and members of the public who voiced their support of HB 1182. "Teachers attended the Legislative Coffees in exceptional numbers this year," said Sioux Falls Education Association President Pam Oberembt. "The issues are very important to their profession and their students which has been demonstrated through their engagement in both the process of the Coffees as well as their many conversations with legislators at them. Their engagement has made a difference in the decisions made in Pierre." In community after community, teachers publicly shared their concerns and advocated for their profession. "Teachers are standing up and finding their voices as well as engaging their local representatives and



senators during the recent cracker barrels," said Robin Curtis of the Winner Education Association. "For many, they are bringing forth the challenges our schools face. While others are explaining the realities of being a teacher... working two or three jobs in order to sustain a small family." Social media was another place where SDEA members expressed their support of HB 1182. SDEA's Facebook page filled up with comments and likes from educators who joined the debate. Members took to Twitter to engage in direct conversations with lawmakers about the importance of passing the education plan. After the House of Representatives finally passed HB 1182, Travis Lape, a Harrisburg member, tweeted a photo thanking the 47 representatives who voted to move the bill to the State Senate. The photo quickly went viral as education supporters from across the state shared it on Facebook and Twitter. Any doubts that the teachers of South Dakota have passion for their profession and their students were laid to rest over this past legislative session. The thousands of emails and phone calls coupled with hundreds of teachers who

made personal contacts with their legislators, both in Pierre and back home, sent a clear message to lawmakers being 51st in pay was no longer acceptable. Change is difficult, but the debate over Governor Daugaard's education plan made it clear the teachers of South Dakota were bold and stood up for their profession and, more importantly, stood up for their students.

Governor Daugaard Meets with SDEA Board of Directors

Governor Dennis Daugaard met with the SDEA Board of Directors at its January meeting. This was the first time in 30 years that a sitting governor met with the BOD. The Governor spent about 90 minutes outlining his education plan, which focuses on attracting and retaining great teachers. "We need a new generation of teachers and we won't be able to get them unless we improve pay," said Daugaard. He also encouraged the members of SDEA to work together with other coalition partners to ensure his package was accepted by lawmakers.



A Cure for Spring Fever

Dave Foley

Dave Foley, a retired Cadillac, Michigan, middle and high school teacher and the author of *The Ultimate Classroom Control Handbook*, used to take his class outside but only if every student in it had been listening and participating in his indoor lessons. The class knew that just one bad egg could close the window of opportunity, so there was intense positive peer pressure for everybody to focus, he says. Peer pressure doesn't have to be bad, he notes. You can use the other students to influence good behavior as well.

Other rules for making it work: The outside temperature had to be at least 60, the ground had to be dry, and the lesson had to be one where they would be working quietly, says Foley, who taught English and social studies. And, if anybody had to go to the bathroom, we all had to come in.



Advocate Minutes SDEA/NEA BOD Meeting November 2015

ADVOCATE MINUTES
SDEA/NEA BOARD OF
DIRECTORS' MEETING
Via Conference Call November
22, 2015

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

Meyer, Monson, Chase,
Sommers, Soldatke, Schutte,
Canet, Olsen, McMahan,
Aldrich, Farmer, Smallman,
Swenson, Gorder and Salladay.
Also present were P. McCorkle,
Plooster and Mickelsen.

Absent from conference call

were: Baumann, Sieverding,
Pourier, Jennings and Gravatt.

Approved moving Betty Sokol
forward from the state ESP of
the Year to the National level.
(Olsen, Salladay)





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Pierre, SD 57501
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605-224-5810 fax
www.sdea.org



Social Media

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



The Educators' Advocate Volume 47 Issue 04 Mar/Apr 2016

Upcoming Events

March 2016

Mar 2	NEA's Read Across America Day
Mar 11	End of Main run SD 2016 Legislative session.
Mar 10-15	HigherEd Conference - NEA
Mar 11-12	ESP Conference - NEA
Mar 12	Black Hills Mini RA - Rapid City
Mar 13	Daylight savings time begins
Mar 17	St. Patrick's Day
Mar 20	Palm Sunday
Mar 21	SEKota Mini RA - Sioux Falls
Mar 21	SECOR Mini RA - TBA
Mar 22	EGL Mini RA - TBA
Mar 25	Good Friday
Mar 27	Easter Sunday
Mar 28	Easter Monday - offices closed.
Mar 29	SD Legislative Veto Day - Last Day of SD 2016 Legislative session

April 2016

Apr 1	April Fools Day
Apr 7-8	SDEA BOD Meeting - Pierre
April 8-9	SDEA RA - Pierre
Apr 8	Plains Mini RA - Pierre
Apr 9	SDEA Election voting begins for Treasurer, At-Large BOD & NEA RA Delegates
Apr 22	Earth/Arbor Day
Apr 23	Last day to declare candidacy for Unit BOD positions
Apr 25	SDEA Election voting ends for Treasurer, At-Large BOD & NEA RA Delegates
Apr 29	Elections Committee meets for Treasurer, At-Large BOD & NEA RA Delegates
Apr 29-30	NEA BOD Meeting - Washington, DC

