



The Educators' ADVOCATE

NOVEMBER / DECEMBER 2016

VOLUME 48 | ISSUE 2



inside this issue

Learning by Sleuthing — 3 | Teacher of the Year — 4

One-on-One Conversations Double Dell Rapids' Memberships — 5 | SDEA President in Finland — 7

DATES TO REMEMBER

NOV. 14-18

American Education Week

NOV. 11

Veterans Day

SDEA offices closed

NOV. 16

ESP Day

NOV. 24-25

Thanksgiving Break

SDEA offices closed

DEC. 23-JAN. 2

Christmas Break

SDEA offices closed

Find Us On



It's Time to Celebrate Our Great Public Schools

The National Education Association's 95th annual American Education Week—November 14-18, 2016—presents all South Dakotans with an opportunity to celebrate public education and honor individuals who are making a difference in ensuring every child receives a quality education. Our AEW tagline, "Great Public Schools: A Basic Right and Our Responsibility," reflects NEA's vision of calling upon all Americans to do their part in making public schools great for every child so that they can grow and achieve in the 21st century.

The weeklong celebration will spotlight distinguished individuals who are critical in building great public schools for the nation's 50 million K-12 students. American Education Week's celebration days include:

- **Monday, November 14: Nationwide Kickoff.** From national commemorations to local community events such as American Education Week house parties, millions of Americans will celebrate public education nationwide.
- **Tuesday, November 15: Parents Day.** Schools will invite parents into the classroom for a hands-on experience of what the day is like for their child.

- **Wednesday, November 16: Education Support Professionals Day.** Individuals who provide invaluable services to schools are recognized for their outstanding work.
- **Thursday, November 17: Educator for a Day.** Community leaders will be invited to serve as educators to get a glimpse at a day in the life of a school employee.
- **Friday, November 18: Substitute Educators Day.** This day honors the educators who are called upon to replace regularly employed teachers.

SDEA President Mary McCorkle is traveling throughout the state celebrating with our locals and communities. Planning an event at your school? Let us know by emailing our Communications and Government Relations Director Sandra Waltman at sandra.waltman@sdea.org. To help plan and promote American Education Week's celebration days, NEA is offering an online toolkit, complete with promotional materials, activity ideas, and downloadable templates. The toolkit is available at www.nea.org/aeu.

Coming Soon!

In September we revealed a new logo and October a new sign. What's coming in November? *The all new sdea.org!*



SDEA will launch the new website during American Education Week. Check out the new look on Monday, November 14 and then continue visiting sdea.org for more news, events and resources geared to improving the lives of our SDEA members!



president's corner

Find SDEA's President on Twitter @Mary_McCorkle

Check out Mary's Inside the Apple video on YouTube South Dakota Education Association Channel

Let's Come Together to Celebrate American Education Week

This year marks the 95th Year celebration of American Education Week. This is the time of the year we celebrate all of the good things happening in our public schools. We honor and we thank the diverse group of individuals who work together to make a difference in the lives of our students; we take time to celebrate the contributions of our full time and substitute teachers, parents, support staff, community and state leaders. Together we know that it is truly all about our kids.

Monday is the kick off day for American Education Week. Across the country we will celebrate the great things going on in our schools and the promise of a great public education. In our schools and communities, we all should take the time to acknowledge the importance of providing a great public school for every child regardless of his or her zip code.

On Tuesday, we as educators thank our parents for their important role in their child's education. SDEA encourages schools to invite parents into their classrooms to share a day in the life of our students. As educators, we know the Teacher-Parent

partnership is vital to student success. Parents support us in the classroom by giving their time and talents. They help us stock our classrooms with everything from extra tissues to the special treats for birthdays and holidays. Make sure you celebrate our parents and thank them for what they do to help provide great public schools for our kids.

As we move into Wednesday, let's celebrate the support staff who work in our schools. Everyone from the school secretaries and custodians to the bus drivers, lunch room workers and school nurse are an important part our students' learning environments. They work they do is vital to the success of our students; please make sure you honor them during the week.

On Thursday, let's honor our community leaders and policymakers. This year we are especially appreciative to Governor Dugaard and the state legislators who took the important step to raise the state's sales tax in order to provide stable and ongoing funding for our South Dakota public schools. These revenues will help our schools recruit

and retain qualified and caring teachers for all our students.

We should also thank the business community who supported this effort as well. Let's be sure to thank the members of the South Dakota Retailers Association, Rapid City Chamber of Commerce, South Dakota Farm Bureau, Community Support Providers of South Dakota, South Dakota Cattlemen's Association, Aberdeen Development Corporation, South Dakota Chamber of Commerce & Industry, Sioux Falls Area Chamber of Commerce, and the Mitchell Development Corporation. All of these organizations helped make our public schools great.

Finally, on Friday, we recognize those who step in for us from time to time when life takes us away from our classrooms, our substitute teachers. Too often their work goes unrecognized, but they are an important backup for those times we can't be in our classrooms. None of us like to be away from our students, but when those times come, we are appreciative of those individuals who are willing to take on the role of a substitute. Let's thank them as well.

American Education Week is a celebration of all the people who make great public schools possible. Teachers know we can't do it alone. It's a team effort. We all work together because we know it's important... we know that providing great public schools is really truly about our kids.

Mary J. McCorkle

American Education Week 2016 November 14-18 #aew2016 www.nea.org/aew



Learning by Sleuthing



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

Imagine you are with a group trapped in the cargo hold of a sinking pirate ship, or trying to escape a pyramid to prevent a mummy's curse from being unleashed. Can you beat the clock? Tick...tick...tick.

Escape rooms, modeled after popular role-playing video games like Zelda, have become a trendy diversion, and you will even find them in South Dakota. Teachers who have experienced an escape room have, no doubt, immediately wished they could bring the thrill to their students and their curriculum. Now you can!

BreakoutEDU.com offers free games using a box and a series of different locks (number, letter, keyed, directional, etc.). Games can be searched by curriculum content area, grade level, or group size. Breakout boxes are highly engaging, encourage teamwork, foster reasoning and problem-solving skills, and can be an effective way to pre-teach new vocabulary, do an end-of-unit review, or guide students to practice a process they've acquired or uncover new material without a lecture.

SDEA has several breakout box kits available for short-term checkout for members. Kits can also be purchased through BreakoutEDU.com for about \$100, or you can build your own and find most locks at big

box home improvement stores. To use an SDEA box, contact your UniServ Director.



Statement of Ownership

Statement of Ownership form for Educators' Advocate (The) with fields for publication name, address, and circulation data.

Table with columns for circulation data, including total copies, paid circulation, and percentage of total circulation.

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 Interim Executive Director: Renae Costa Communications Director: Sandra Waltman Communications Specialist: Rebecca Uhrig

South Dakota Teacher of the Year



SDEA congratulates Beth Kaltsulas, a math teacher at Yankton Middle School, for being selected as the 2017 South Dakota Teacher of the Year. The announcement was made at a banquet during the annual Systems Change Conference in Chamberlain. Kaltsulas has taught in the Yankton School District for 30 years and is very active in the Yankton Education Association. She considers mentoring a vital component of the profession and has served as a cooperating teacher for 13 student teachers. She runs a daily math academy, an opportunity for students to receive math tutoring before and

after school. Several years ago, she piloted a math class that seeks to keep students who qualify for special education services in the general education setting.

As recipient of the honor, Kaltsulas receives prizes including a \$5,000 cash award and a \$1,000 honorarium from the South Dakota Board of Regents to present a series of professional development seminars to aspiring teachers. Prize packages are made possible through the generosity of private businesses and organizations. In addition, Kaltsulas will represent South Dakota as a candidate for the National Teacher of the

Yankton Member Beth Kaltsulas

Year award, which will be announced during a ceremony in Washington, D.C., in the spring.

The other 2017 TOY finalists include: **Tina England**, Stanley County School District; **Cindy Gerlach**, Mitchell School District; **Velda Schneider**, Chester Area School District; and **Aimee Wagner**, Leola School District.

Read more about Kaltsulas and the efforts of the Yankton Education Association to revive its district's teacher of the year program in the next issue of the *Educator's Advocate*.



Crucial support for 9 million students in 4,000 school districts in 720 rural counties is at risk because Congress has not renewed the Secure Rural Schools and Community Self-Determination Act. Teachers and education support professionals have been laid off, extracurricular programs eliminated, and desperately needed building repairs postponed. Encourage your senators and representative to sign the "Dear Colleague" letters now being circulated in both chambers—they urge congressional leaders to restore funding for the Secure Rural Schools and Community Self-Determination Act and the vital programs it supports. For more information, visit edadvocacy.nea.org/edinsider.

What's Landing in Your K-12 Inbox?

How many times in your life have you been asked to provide an email address? Perhaps you set up an online profile for banking or an internet streaming service such as Netflix. Did you use your K12 email address? Do you have a Outlook.com account or Gmail account? Often educators think using one email address is more convenient, but using your K12 email account for anything other than your school work has many pitfalls.

Here are just a few:

1. **Your emails can be seen by the school administration. Any information contained in an email may be considered fair game for an administrator to use against you.**
2. **The servers that houses your K12 emails are owned by the taxpayers and they could possibly be subject to a Freedom of Information Act Request.**
3. **It makes it more difficult to keep you work life separate from your personal life.**
4. **If you move from your current job, you may not be able to access the email account or any profiles linked to it.**
5. **Conducting any political or union activity may be frowned upon by your administrators and elected officials.**

While having a separate personal account may not be as convenient, it is the best way to keep your private life private. Free accounts are available through services such as Gmail, Yahoo, or Outlook.com. SDEA also encourages members to provide a non-K12 address to the local and state association. SDEA members can provide a non-K12 email address by visiting myNEA360.org and creating a profile.

American Education Week 2016 | November 14-18

Great Public Schools: A Basic Right and Our Responsibility

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
14 Kickoff Day Schools across the country will celebrate excellence in education by hosting events and activities.	15 Parents Day Invite parents and family members to school for a first-hand look at a typical school day.	16 Education Support Professionals Day Recognize paraeducators, bus drivers, food service workers, maintenance staff and all other ESPs who meet the needs of the whole student.	17 Educator for a Day Encourage elected officials and community leaders to serve as "educators for a day" for a hands-on school experience.	18 Substitute Educators Day Honor and celebrate educators who are called on to substitute for regular classroom teachers in their absence for their services.

#aew2016 | www.nea.org/aew

One-on-One Conversations Double Dell Rapids' Membership

Every fall local, education associations work to grow membership in our state association. Local leaders will tell you that some years are better than others, but this year our local recruitment teams were very hopeful. Leaders were excited to go out and talk to new employees and others about significant increases in pay due to SDEA members' work on the penny sales tax. The Dell Rapids Association made a simple plan: talk to more of their colleagues about the importance of joining, and their simple plan paid off.

Dell Rapids Association President, Scott Headrick, said that during the 15-16 school year, Dell Rapids had 5 DREA/SDEA members. This year they were able to recruit 7 new DREA/SDEA members doubling the size of their local association. Headrick credits simple one-on-one conversations for their success.

"We visited with many of our teachers individually, which seemed to work very well. I am not sure if Dell Rapids had a formal recruitment process since in 2008. I started as president last year."

Headrick said they are going to go back and talk to those teachers who are still sitting on the fence. The DREA is looking to continue its membership campaign throughout the year utilizing the Mid-Year membership campaign with reduced dues. Congratulations to the Dell Rapids Education Association on a successful Fall membership campaign.

Did your local association have a successful membership campaign? Tell us about it by sending your story to our Communications and Government Relations Director, Sandra Waltman, at Sandra.Waltman@sdea.org.



2017 SDEA/NEA Election

2017 Board of Directors Open Positions

Position	Term	Position	Term
President	(1) 3-year	Western (Unit A)	(2) 2-year
Vice President	(1) 3-year	(Unit B)	(1) 2-year
NEA Director	(1) 3-year	EGL (Unit C)	(1) 2-year
COHE At-Large	(1) 2-year	Eastern Prairie (Unit D)	(1) 2-year
		SEE (Unit E)	(1) 2-year

January 15, 2017, 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.

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.

2017 NEA RA Delegates

Position	# of delegates
Western (Unit A)	2 delegates
(Unit B)	1 delegate
Educators Guided Learning (Unit C)	1 delegate
Eastern Prairie (Unit D)	2 delegates
SouthEast Educators (Unit E)	1 delegate
Minority	1 delegate
At-Large	5 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 2017 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 **June 30–July 5 in Boston, MA.**

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, 2017.**

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

Return completed form by one of the following ways:

Mail:	OR	Scan & email:
SDEA President		mary.mccorkle@sdea.org
Attn: Elections		or
411 East Capitol Avenue		anne.plooster@sdea.org
Pierre, South Dakota 57501		

All necessary election forms and policies may be found online at www.sdea.org.

Scholarship Deadlines



SDEA/NEA's ESP Award

recognizes the contributions of Education Support Professionals (ESPs) to their schools, communities, and their professions. The award is presented to a member of SDEA/NEA who demonstrates outstanding accomplishments and reflects the contributions of ESP to public education.

Deadline: November 28, 2016

Gordon Horgen Memorial Scholarship

The South Dakota Education Association/NEA is calling for applications for the Gordon Horgen Memorial Scholarship, which will be awarded to Native American students who are planning on entering the teaching profession. This scholarship was created by the 2014 Representative Assembly to honor the late Gordon Horgen from Winner.

Deadline: February 15, 2017

Ramia Boersma Memorial Scholarship

The South Dakota Education Association/NEA awards scholarships to outstanding students who are planning on entering the teaching profession. The Association may annually award up to three \$750 scholarships for each academic year.

Deadline: February 15, 2017

Visit www.sdea.org for guidelines and application forms.



SDEA President in FINLAND



Mrs. McCorkle Goes to Finland

SDEA President Mary McCorkle along with 24 other state affiliate presidents from across the nation traveled on a five-day journey to Helsinki, Finland to see first-hand what makes it's public education system one of the best in the world. The group visited two schools along with Finland's Ministry of Education. The lessons they took away were quite simple: trust and respect of teachers is the foundation to student success. "There are no evaluations. There are no state mandated standardized tests. Administrators have very little role in the classroom," said McCorkle "Trust is the reason public schools are so successful in Finland," McCorkle said. "Teachers are trusted and empowered to do their jobs."

Teachers are held in high regard and acceptance in to the country's rigorous teacher preparation programs is more competitive than its medical schools. "The Tampere Teacher Training School in Helsinki alone had over 1800 applicants for 120 spots," said McCorkle. "Teachers must go through five years of training resulting in a Master's degree with student teaching done in a practice school."

Finland's public schools were not always on top. In the early 1970's, Finnish students were struggling much like their American counterparts. However, the decision was made to empower the teachers to put students on the path to success. Finland's current education reform was designed by teachers and based on educational theory and research, much of it from the United States. Finnish teachers are responsible for key decisions, public school students take no standardized tests until college entrance exams and Finland emphasizes

"whole-child" education with an emphasis on collaboration and equity.

The teaching strategies in any given school are based on a collaborative effort of teachers. Students are not divided by grades, rather, they are grouped by age. "Classrooms have roughly 20-25 students with two-co-teachers.



There are no content standards only a national skills curriculum and the teachers determine the content and how it is taught," said McCorkle. "Students move from teacher to teacher based on their needs and not where the school administrators think they should be." One administrator told McCorkle that the "schools were where the magic happens and we try not to interfere with that."

Teachers spend fewer hours in the classroom with their students. Younger students average about four hours a day and older students about six. This leaves about 25 to 30 hours a week for teachers to collaborate make sure they are meeting the needs of each student," said McCorkle. "Because teachers have more time to plan for their students, they are more efficient with the time they have in the classroom."

Everything from the teachers to the school buildings where the learning happens is held in high regard, said McCorkle. "One of the fascinating things was that every student takes off his or her shoes when he/she enters the school in order to keep the school clean. All the kids wear white socks and all looked clean at the end of the day," said McCorkle.

American teachers shouldn't think everything in Finland is perfect. Their schools face many of the same challenges as schools in the United States. Schools are facing shrinking budgets, a school population that is becoming more diverse, and a growing population of students with special needs. "They face many of the same challenges as we do, but their approach to solving problems is different. Finland doesn't look to its politicians to fix the problems. They look to the teachers."

McCorkle says that while the Finnish education system is impressive, she is very proud our teachers in South Dakota. "We have a lot to be proud of in South Dakota. We do good work, and what I hope we take away from this experience is not how we can become just like Finland, rather, how can we empower our teachers to meet the needs of our students. Think of the magic we could create if we empower our teachers just a little bit more. I think that is possible and I hope we can work together to make that happen."

KNOW Your Rights

Personnel File

School districts keep a file on each employee that contains many employment related records. Your personnel file may contain such documents as your job application, resume, teaching certificate, evaluations, reprimands, plans of assistance or other discipline, letters of commendation, or other similar documents.

You should check your personnel file at least once a year to make sure you are aware of what your file contains. Twice a year is a better practice – at the end of the school year to see what is in the file and then again at the beginning of the next school year to see if anything new went into your file when your supervisor was cleaning out his/her files after the school year was over.

You should be able to make copies of most everything in your personnel file but the school district can charge you a reasonable copying cost.

Negative materials may be placed in your personnel file without your knowledge unless there is negotiated agreement language or a board policy that states you are entitled to know what is placed in your file. If you find something in your file that you did not know about, you should check to see if the school district was allowed to put the item in your file without your knowledge. If the school district was supposed to let you know the item was being placed in your file, you should request it be taken out and file a grievance if the item is not voluntarily removed.

If an item is being placed in your file, you may be asked to sign the document indicating you have seen it. However, your signature does not mean you agree with the item being placed in your file. You also have the right to attach a statement indicating that you disagree with what is stated. If there is language that states you agree with what is written in the document, you should be able to cross that language out before you sign it.

If necessary, you may want to write a rebuttal to a document that will be placed in your personnel file. You should determine if there are any time limits on doing so and follow those time limits. You may also want to consult with your UniServ Director when writing your rebuttal to make sure your rebuttal states what it should and doesn't say anything you may regret at a later date.

Your supervisor may have what is referred to as a "working file." This is a file your supervisor may keep in his/her office with information about various employees. It is not the same as a personnel file and may contain negative items about you without your knowledge. You probably have no right to see this file. Usually, what is kept in this file



will not be used against you unless it is put in your personnel file but that may not always be the case. You should consult with your UniServ Director if documentation is being used against you that you did not know existed or was not in your personnel file.

Questions or Concerns Regarding Your Personnel File?

Contact a UniServ Director today!

Fran Linn

Western UniServ Director (Unit A)
800-529-0090 ext. 311 | 605-342-8068
frances.linn@sdea.org

Loren Paul

Unit B UniServ Director (Unit B)
800-529-0090 ext. 131 | 605-224-9263
loren.paul@sdea.org

Ryan Rolfs

Educators Guiding Learning UniServ Director (Unit C)
800-529-0090 ext. 510 | 605-222-4291
ryan.rolfs@sdea.org

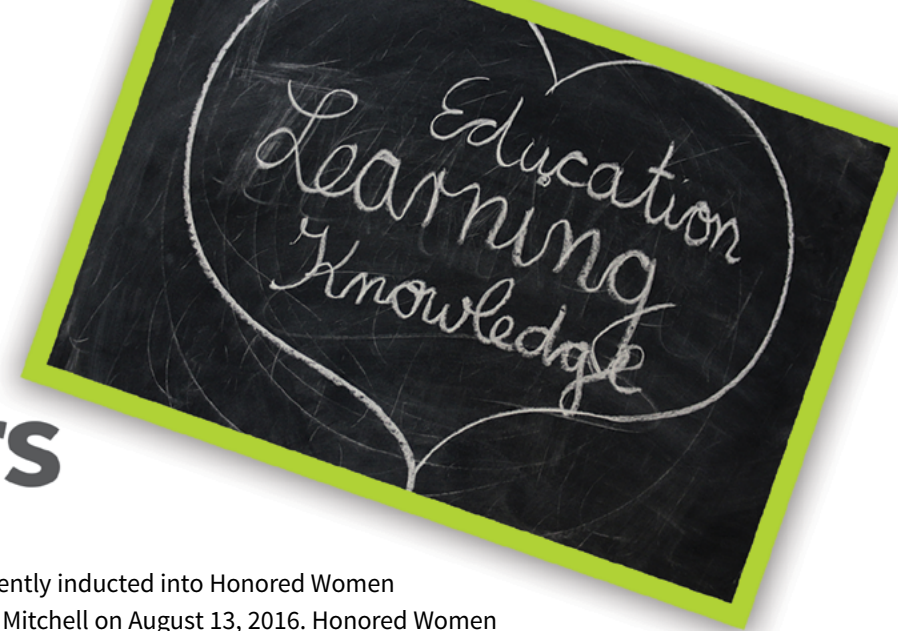
Jennifer Winter

Eastern Prairie UniServ Director (Unit D)
800-529-0090 ext. 211 | 605-339-3236
jennifer.winter@sdea.org

Kara Hoines

SouthEast Educators UniServ Director (Unit E)
800-529-0090 ext. 211 | 605-339-3236
kara.hoines@sdea.org

Honored Women Educators



Two women educators from across South Dakota were recently inducted into Honored Women Educators of South Dakota at their annual meeting held in Mitchell on August 13, 2016. Honored Women Educators, an honorary organization of women who are currently teaching or retired, recognizes women educators who have demonstrated excellence in the field of education.



Gloria Bode

— Faulkton

Gloria taught middle school science and math and high school chemistry in Faulkton Area School District from 1972 until 2005.

She served as the FEA president, the FEA chief negotiator for many years, and is active at St. Thomas Catholic Church and currently serves as the Church secretary and as a member of the Catholic Daughters. Gloria worked

with the hospital foundation to build a new hospital complex in 2007 and is a master gardener and strong supporter of 4-H.

She also wrote a hands-on curriculum that was used in her classroom for many years.

One recommendation said, "She was not only an exemplary educator, but also the staff's leading spokesperson and the leading voice of, and for, education in our district. She expected only the best from her students, her colleagues, and the district overall.

She made sure her students kept up with changing expectations and technology and maintained a fervent commitment to core content and time-tested educational values such as hard work and dedication."

Another said, "She is one of the most respected educators I know. A very dedicated teacher, her classes were always well conducted; the plan of each lesson was well prepared with specific goals and objectives each day. Firm, but fair, her classroom was a disciplined area of learning."



Theresa (Terry) Schroeder

— Rapid City

Terry taught K-8 music in Britton starting in 1977, then music and second grade in Englewood for almost a decade before becoming a 4th and 5th grade teacher in Rapid City until her retirement in 2012. She continues to substitute teach.

Terry was an advocate for education on all fronts. During her teaching

career, she served as Faulty Representative for Rapid City Education Association, as the RCEA Vice President, on the RCEA Negotiations and Membership Committees, and represented Rapid City on the Black Hills UniServ Committee and on the state level, Terry served for seven years as a Director on the SDEA Board of Directors. She attended the NEA Representative Assembly an impressive 14 times, serving on behalf of public education and students and also acting as a voice for the education profession.

One recommendation letter included, "She has always gone above and beyond the call of duty. She had a great rapport with students, parents, staff, and administration. Even though she is retired, she continues to stay active in RCEA and recently attended the Governor's Blue Ribbon Task Force on Education.

Debra Everson

President | Honored Women Educators
605-996-4161 (h) | 605-770-3768 (c)
debeverson1@gmail.com



Find SDEA-Retired on Facebook



Questions? 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

Greetings! Fall is a favorite time of the year. Busy, but that can be tolerated as the temperatures have dropped. This fall is no different busy-wise, especially for SDEA & SDEA-Retired. Fall is the prime time for planning.

SDEA's and SDEA-Retired's 'Fiscal Year' runs from September 1st through August 31st. The budget is set at the Annual meeting in early April, receive our dues in early fall, and our most significant fund expenditures occur in March through July. As you can imagine, confusion can reign.

SDEA-Retired has applied to NEA for a grant which will enable us to offer two or more Pre-Retirement seminars statewide — thus far, no news. Hopefully sometime soon we will hear a "Yea" or "Nea". As you can imagine, planning and executing such events is a huge undertaking. In the past couple of years,

these events have generated overwhelmingly positive comments. Future Advocate articles will outline more on our seminars.

Please give very careful thought to your choices at the polls this year. SDEA has sent you a Voter's guide which should help explain your choices. Please VOTE CAREFULLY — much depends upon your choices.

As you all know, our dues reminder letter has gone out to all of you — hopefully you all have received one, though according to some of our replies, some of these notices have gone astray. In fact, that is one of the big problems we face — missing or inaccurate addresses and e-mails. Please remember to notify us if your address changes. As of this writing, we have not received dues from 45% of our Annual members and have not received dues from 25% of our Lifetime retired members. These numbers mean a

shortfall of approximately \$5700 at this point. After a second reminder is received, hopefully this shortfall will significantly drop.

EPIC contributions — Bear in mind that any and all contributions to EPIC (Educators Political Involvement Committee) go ONLY to South Dakota political races. None of these funds are used for national campaigns. We should be proud SDEA-Retired contributions have exceeded last years. SDEA-R has a seat on the board that decides to whom SDEA gives contributions. You may rest assured a great deal of care and analysis goes into our bipartisan support of South Dakota candidates who will hopefully support our educational goals. I am continually impressed by EPIC's fiscal and ethical responsibility.

Confused as it may be, that's my October message.

Thank you so much for your support of Students & Education over the years.

Sincerely,

John R Salladay, SDEA-Retired President

— SDEA/NEA Retired Membership Benefits Reminder —

Free with dues:

Free Assistance if Job Action is Filed Against a Member (includes substitutes)

- Parental complaint
- Negative Evaluation – Rebuttal
- Plan of Assistance – Measurable, Achievable, Objective
- Non-Renewal or Termination

Liability Insurance (for substitutes)

- \$1 Million Per Occurrence
- May Cover Personal Property Losses

Life Insurance with paid Lifetime & Annual Dues

- \$1000 Term Life Insurance
- \$50000 Accidental Death & Dismemberment
- \$50,000 if on Association Business
- \$150,000 for Unlawful Homicide while on the job

Attorney Referral

- Two free half-hour consultations / year for covered personal matters

UniServ Directors at your service — general questions

NEA Click and Save

- Good for discounts at hundreds of businesses online.
- Find discounts through www.sdea.org

Services and Products That May Be Purchased to Help Pay For Dues:

Discounts Can Be Offered Because of 3 Million Members As Potential

- **Member Benefits Products and Services**
- **Horace Mann Insurance Service**
- **Discounts on teaching & classroom supplies**
- **Home Refinancing Program**

Board Minutes

SDEA/NEA Board of Directors' Meeting

Present for the conference call in addition to M. McCorkle were: O'Brien, Mehlbrech, Meyer, Sommers, Soldatke, Baumann, Schutte, Sieverding, McMahan, Smallman, Aldrich, Canet, Brooks, Jensen, Jennings, Pourier, and Salladay. Also present were, Plooster, and P. McCorkle, and Mickelsen.

Absent from conference call were: Chase, Monson, Farmer, Olsen, Gorder, and Gravatt.

Present for face to face meeting in addition to M. McCorkle were: Mehlbrech, Schutte, Sieverding, Canet, O'Brien, Meyer, Olsen, Jennings, Baumann, Farmer, Smallman, Sommers, Chase, Aldrich, McMahan, Gorder, Brooks, Jensen, Salladay, and Soldatke. Also present were Mickelsen, Plooster, P. McCorkle, and Gravatt.

Absent from face to face meeting was: Monson and Pourier. Renke and Waltman joined the meeting for a time Friday morning and Hoffmann joined as an observer.

Approved rotating LAB Conference around the state for 3 more years. (McMahan, Salladay)

Approved Orlando RA voucher that was received late. (Mehlbrech, Soldatke) (Salladay opposed)

Approved appointing Brittany Neiles to an open EPIC position. (Jennings, Soldatke)

Approved \$2000 sponsorship of Academic Excellence Recognition event. (Salladay, O'Brien)

Approved the application for the UniServ Grant for the 2016-17 fiscal year to be submitted by April 15, 2016.

Approved setting Board/Staff Retreat for June 19-21, 2017. (Sieverding, McMahan)

Approved setting SDEA Representative Assemblies for April 6-7, 2018, and April 5-6, 2019. (Baumann, Sommers)

Approved setting NEA RA per diem at \$69/day with hotel direct bill. (Mehlbrech, Brooks)

Approved awarding Ramia Boersma scholarships to Christian Fossum of Mitchell, Blake Savey of Yankton, and Kyle Biggerstaff of Mitchell. (SDEA Scholarship Committee)

Approved amendments to SDEA Board Policy 12.2 NEA RA Travel Expenses. (SDEA Internal Concerns Committee)

Approved that Board Policy 7.8, Counting Procedures for General and Run-Off Elections be suspended for the 2016 Unit Board of Director election to allow the Election Committee to

via Conference Call | April 3, 2016

Face-to-face | April 7-8, 2016

declare the winners of a completely uncontested Unit race without the need to send ballots to the members of that particular unit. (SDEA Elections Committee)

Approved hiring Holly Frederick as Financial Assistant effective March 29, 2016. (O'Brien, Brooks)

Approved hiring Amanda Schmitgen as Membership Technician effective April 21, 2016. (O'Brien, Sommers)

Approved accepting Dana Hillius' resignation as UniServ Director to be effective June 1, 2016. (O'Brien, Canet) (Chase and Sommers opposed)

Approved upholding the decision of the Executive Director to terminate the employment of Employee A. (O'Brien, Aldrich)

Approved upholding the decision of the Executive Director to terminate the employment of Employee B. (O'Brien, McMahan)



Wherever you are in life, we've got what you need.

At NEA Member Benefits, we have member-only resources and product solutions to enrich every aspect of your personal and professional life.

Whether it's saving on everyday items, getting ready for a career change or buying a home—we're here to help.

Check out all the exclusive resources and special offers we've created just for you.

Visit neamb.com/myresources today.

nea Member Benefits

FINANCE INSURANCE DISCOUNTS TRAVEL PROFESSIONAL

NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA's Member Benefits Corporation.

C0461116



411 East Capitol Avenue
Pierre, SD 57501

605-224-9263 ph
800-529-0090

Find Us On

www.sdea.org

www.sdea.org/lobbyline



@sdea.org



@SDEAEducators



South Dakota
Education Association

UPCOMING EVENTS

November 2016

- Nov. 6 Daylight Savings Time Ends
- Nov. 8 Election Day
- Nov. 11 Veterans Day - offices closed
- Nov. 13-19 American Education Week
- Nov. 14 Western meeting - Rapid City
- Nov. 15 SouthEast Educators meeting - Beresford
- Nov. 16 ESP Day
- Nov. 20 SDEA Board of Directors conference call
- Nov. 24 Thanksgiving - offices closed
- Nov. 25 Thanksgiving break - offices closed

December 2016

- Dec. 23-30 Christmas break - offices closed