



The

# ADVOCATE

FEBRUARY/MARCH 2019

VOLUME 50 | ISSUE 3



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## DATES TO REMEMBER

### MARCH 2

Read Across America

### APRIL 6

SDEA Election voting begins

### APRIL 22

SDEA Election voting ends

## 2019 SDEA Representative Assembly

April 5-6 | Drifters Bar & Grille Conference Center in Fort Pierre, SD

### Friday | April 5, 2019

**7:00 pm Registration Opens**  
Drifters Bar & Grille Conference Center, Fort Pierre, SD

**8:15 pm Q & A—Local Presidents with Executive Director Richard Kern**

**8:45 pm 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 McCorkle, SDEA President  
Report of Task Forces

- Aspiring Educator to Active Member Task Force
- Dues Task Force

Nominations

- SDEA Treasurer

NEA Fund for Children & Public Education

**10:30 pm Recess**  
Reception

### 9:30 am 2nd Business Session

Report of the Executive Director, Richard Kern

Report of the NEA Director, Paula McMahan

Report of Committees

- Friend of Education
- Human & Civil Rights
- Scholarship Committee  
Larry Mintzlaff Award

2019 South Dakota Teacher of the Year, Erica Boomsma

Bylaw Amendments

Keynote: Hanna Vaandering, NEA Executive Committee

### 10:30 am Registration Closes

### 11:30 am Lunch

Acknowledgement of Honored Guests

- Friend of Education Award
- Human and Civil Rights Award
- ESP of the Year Award
- Larry Mintzlaff Memorial Lifetime Award

**1:30 pm** Final Credentials Report  
New Business Items  
2020 Legislative Agenda  
Sine die Adjournment

### Saturday | April 6, 2019

**7:30 am Registration Opens**

**8:15 am Presentation of the SDEA Strategic Budget & Hearing**

Most documents necessary for the 2019 SDEA RA can be found at <http://www.sdea.org/sdea-representative-assembly>

Find Us On





# President's Corner

Find SDEA's President on Twitter



@Mary\_McCorkle

## The Best Civics Lesson

The teaching of civics is a hot education topic in the 2019 Legislative Session. You will not hear educators arguing that teaching more on the subject is a bad thing. We believe students should have every opportunity to learn more about all levels of government and U.S. History. It is good that state leaders want to foster a better citizenry. Many of the concerns expressed by legislators are already addressed in South Dakota's Content Standards for Social Science, but as educators, we always welcome opportunities for constructive dialog on how we can all do better for students. However, we do not want our leaders to lose sight of the other pressing needs we see in our schools and classrooms, and we also want lawmakers to keep in mind that how we work to meet these challenges can be a civics lesson in and of itself.

First, we need to focus attention to challenges facing schools as they serve Special Education students. This past summer, an interim study committee convened to look at issues with the state's Extraordinary Cost Fund for special education. Legislators who took on this task quickly discovered the problems facing special education go beyond this fund. Schools are seeing a growing number of students needing services, there is a shortage of special education teachers, and funding from the federal level is falling way short of the promise made by Congress. The interim committee produced three bills for lawmakers to consider that begin to address problems they discovered; and while this legislation is not receiving the same attention as the civics legislation, it is just as important.

Next, educators across the state are sounding the alarm on a

growing mental health crisis in our schools. They are seeking more supports for students who are dealing with anxiety, depression and other mental health issues that interfere with learning. Educators are asking for more training and help with better strategies that support their students and connect them and their families to community mental health services. Educators are ready and willing to work with all levels of government to take this crisis head on.

Finally, a report by the National School Counselors Association and the National Association for College Admission Counseling, shows that South Dakota's student to school counselor ratio is 402 to 1. Why does this matter? The State Board of Education Standards recently adopted new high school graduation requirements, which are intended to give students more options as they prepare to be college and career ready. However, these new requirements make access to school counselors even more important. If we want to make sure students are on the right path we must provide schools with the resources to improve that ratio. More school counselors to support our students is a must.

Additional civics classes and citizenship tests are certainly tools schools can use to help students develop a better understanding of our government, but having parents, educators, schools, communities and state leaders all working together to tackle the challenges outlined above might be the ultimate civics lesson—not just for students, but for every citizen of this state. It's what our students need, and it is what they deserve.

*Mary J. McCorkle*

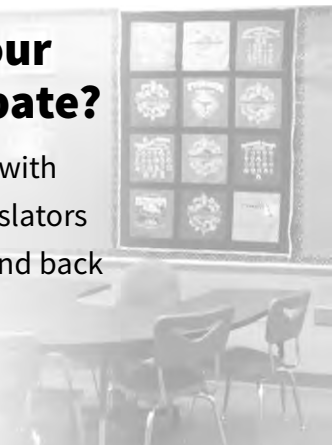


## Want to lend your voice to the debate?

Lobby Line provides you with tools to contact your legislators while they are in Pierre and back home in their districts.

**SIGN UP TODAY**

<https://bit.ly/2oQFk30>







# Professional Development

**Questions?** Contact:

**Rich Mittelstedt**, Teaching and Learning Coordinator

800-529-0090 | 605-886-4800 | richard.mittelstedt@sdea.org

## Trainings on Request

All sessions work for K12 certified teachers.

**Blue sessions – ESP**

**Green sessions – COHE**

**Orange – Both**

### DOMAIN 1 Planning and Preparation

**Assessment Blueprints** (1 ½ hours)

**Writing Quality Assessment Items and Balancing Assessments** (1 hour)

**Using Depth of Knowledge in Assessments** (1 hour)

**Writing/Identifying Quality Rubrics** (1 hour)

**SLO Success! Professional Conversation Training as the Keystone to the SLO Process** (2 hours)

**Differentiated SLOs** (1 hour)

**Oceti Sakowin Essential Understandings** (1 hour +)

### DOMAIN 2 Classroom Environment

**True Colors** (2–4 hours)

**I Can Do It** (1–15 hours)

**Teach, But Don't Touch** (45 minutes)

**First Years, Great Career!** (1 hour +)

**Trauma-Informed Classroom** (1 hour +)

**Understanding the Impact of Poverty on Students and Families** (2 + hours)

### DOMAIN 3 Instruction

**Plickers/Kahoot** (1 hour for either topic)

**Instructional Coaching** (4 hours +)

**EdCamps**

**Breakout Boxes** (1 hour +)

### DOMAIN 4 Professional Responsibilities

**Protecting Yourself and Your Career on the Internet** (1–1 ½ hours)

**Become your own SPED advocate for yourself and your students** (2 hours)

**Review of Ethics** (1–1 ½ hours)

**Jump Start!** (15 hours)

**SD Teacher Effectiveness Model** (1–2 hours)

**Micro-Credentialing** (at least 10 hours per credential)

### Visit

[sdea.org/professionaldevelopment](http://sdea.org/professionaldevelopment) for a full discription of the trainings listed above.

To schedule a training, contact rich.mittelstedt@sdea.org or call 1-800-529-0090.

#### SOUTH DAKOTA EDUCATION ASSOCIATION

SCHEDULES OF EXPENSES  
Years Ended August 31, 2018 and 2017  
See Independent Accountant's Review Report on Additional Information

|   | 2018                | 2017                |
|---|---------------------|---------------------|
| <b>Member Services:</b>                                     |                     |                     |
| Professional staff salaries and fringe benefits             | \$ 717,629          | \$ 651,961          |
| Support staff salaries and fringe benefits                  | 355,500             | 311,677             |
| Membership expense  | 190,677             | 250,593             |
| President   | 184,873             | 174,685             |
| Legal services  | 174,370             | 166,750             |
| Professional and support staff travel                       | 115,876             | 100,674             |
| Service centers rent and utilities                          | 53,209              | 52,176              |
| Executive director  | 32,726              | 37,391              |
| Board of directors  | 28,083              | 33,002              |
| Released time local presidents                              | 25,382              | 23,204              |
| Service center operations                                   | 23,726              | 25,313              |
| Student program   | 22,443              | 12,897              |
| Special funds   | 6,131               | 4,553               |
| Univserv program plans                                      | 6,133               | 5,241               |
| Governmental relations                                      | 3,064               | 3,258               |
| Refunds   | 1,459               | 2,249               |
| Ballot  | -                   | 5,000               |
|   | <b>\$ 1,843,281</b> | <b>\$ 1,870,994</b> |
| <b>General Administration:</b>                              |                     |                     |
| Executive director and CFO/CEO                              | \$ 272,759          | \$ 275,257          |
| Professional and support staff salaries and fringe benefits | 136,769             | 119,104             |
| Maintenance expenses  | 79,098              | 81,865              |
| Legal services  | 19,375              | 18,528              |
| Employer expenses   | 16,888              | 24,754              |
| Service center operations                                   | 15,817              | 13,442              |
| Accounting fees   | 11,822              | 9,670               |
| Leave and severance pay                                     | 10,279              | 54,223              |
| Other   | 2,309               | 1,812               |
|   | <b>\$ 565,107</b>   | <b>\$ 598,455</b>   |
| <b>Communications:</b>                                      |                     |                     |
| Support staff salaries and fringe benefits                  | \$ 97,281           | \$ 86,973           |
| Other   | 37,048              | 33,222              |
|   | <b>\$ 134,329</b>   | <b>\$ 119,195</b>   |
| <b>Conferences and meetings:</b>                            |                     |                     |
| NEA Convention  | \$ 29,593           | \$ 31,365           |
| Executive director and CFO/CEO travel                       | 22,649              | 24,848              |
| Training  | 9,892               | 13,380              |
| Representative assembly                                     | 8,428               | 10,261              |
| Task forces   | 3,218               | 2,039               |
|   | <b>\$ 73,999</b>    | <b>\$ 81,893</b>    |

#### SOUTH DAKOTA EDUCATION ASSOCIATION

STATEMENTS OF ACTIVITIES  
Years Ended August 31, 2018 and 2017  
See Independent Accountant's Review Report

|   | 2018                | 2017                |
|---|---------------------|---------------------|
| <b>Change in unrestricted net assets:</b> |                     |                     |
| Support and revenues:                     |                     |                     |
| Membership dues                           | \$ 1,814,323        | \$ 1,756,959        |
| NEA Univserv assistance                   | 235,830             | 239,598             |
| NEA small states subsidy                  | 224,804             | 272,204             |
| Investment income (Note 2)                | 86,040              | 76,235              |
| NEA legislative crisis grant              | 80,000              | -                   |
| USEDP                                     | 65,763              | -                   |
| NEA racial justice program                | 45,000              | -                   |
| Local association reimbursement           | 32,181              | 32,685              |
| NEA crisis prevention and local growth    | 28,950              | -                   |
| NEA legal assistance                      | 23,947              | 35,256              |
| NEA GPS-ECE grant                         | 22,883              | -                   |
| NEA RAA State event grant                 | 15,523              | 10,884              |
| NEA projects                              | 13,251              | 10,884              |
| Ballot issues                             | 9,328               | 8,999               |
| NEA Foundation grant                      | 8,000               | -                   |
| Other income                              | 5,142               | 2,417               |
| Rent                                      | 3,720               | 5,905               |
| NEA student learning object               | -                   | 89,769              |
| NEA new membership engagement             | -                   | 33,625              |
| NEA-Road Across America                   | -                   | 7,500               |
|   | <b>2,701,385</b>    | <b>2,571,966</b>    |
| <b>Expenses:</b>                          |                     |                     |
| Member services                           | 1,843,281           | 1,870,994           |
| General administration                    | 565,107             | 598,455             |
| Communications                            | 134,329             | 119,195             |
| Conferences and meetings                  | 73,999              | 81,893              |
| Depreciation                              | 40,959              | 35,004              |
| Interest                                  | 376                 | 765                 |
| Scholarship awards                        | 9,000               | 6,750               |
| Total expenses                            | <b>2,767,042</b>    | <b>2,715,056</b>    |
| <b>Change in unrestricted net assets</b>  | <b>(65,657)</b>     | <b>(141,090)</b>    |
| Net assets at beginning of year           | 1,876,124           | 2,017,214           |
| Net assets at end of year                 | <b>\$ 1,810,467</b> | <b>\$ 1,876,124</b> |

See Notes to Financial Statements.

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# 2019 SDEA Election

## Candidates

Treasurer Candidate:



**Kim Soldatke**

To be the treasurer of SDEA is an awesome responsibility and honor that takes diligence, commitment and passion among other skills. Education and our Association

are my passion. I have taught middle school students in Sioux Falls for 27 years. My son is a 4th grade teacher in Belle Fourche, while my daughter is an elementary Special Education teacher in Alcester. Public education and the long term success of SDEA are extremely important to me. I encourage you to ask questions and offer ideas to continue moving our organization forward. Together we are stronger. It will be an honor to continue to serve as your SDEA Treasurer.

Board of Director  
Member Candidates:

### EASTERN PRAIRIE



**Danyelle Cleveland**

If selected to serve on the SDEA/NEA Board of Directors, I would advocate for our profession through meaningful conversations with members of the

BOD and SDEA. I believe I will be successful in assisting our organization to empower and support local associations, leaders, and members. Thank you for your consideration.



**Lisa Jennings**

Let me put my years of local, state and national association experience to work for you. I know the importance of having educators, in every category, involved

in the discussions that happen around the direction of public education and I promise to represent you to the best of my ability.

### EDUCATORS GUIDING LEARNERS



**Garrett Priest**

I'm Garrett Priest and am running for the Board of Director position for the EGL unit. I work as a teacher and coach at Watertown High School. I have

experience as a coach, advisor, school board member, and small business owner. I am in my fifth year of teaching.

### Stephanie Hageman

I have had the great fortune of working with K-12 and COHE members across the state as current EGL President. I would be my privilege to continue to advocate for and be the voice of these members at the state level by serving on the SDEA Board of Directors.

### WESTERN



**David Sommers**

I've been proud to serve on the Board of Directors the past four years. I believe we are at a pivotal moment in our Association and there is much work to be done. I hope to be a

part of that work if reelected to the Board.



**Brett Klopp**

I am running to be a Board of Director's Member of the Western Unit. I am doing so because I am a young teacher and want to start out my career strong by learning about and being a

part of as much as I can to become a better educator.



**Charles Arseneault**

I believe in strong leadership roles and that is why I am submitting my name as a candidate for a Western Unit Board of Directors position. I believe I have valuable

assets that I can contribute to SDEA. Please vote for me as a Western Unit BOD member.

### PLAINS



**Greg Murley**

I am Greg Murley, I am currently the President of the Aberdeen Education Association. I teach at Holgate Middle School. I also am the head cross country and track

coach. I am running for the SDEA Board to promote transparency and fiscal responsibility.



**Pam Wells**

I would be honored to be able to continue as a Director on the SDEA Board for the Plains Unit. The past two years on the Board have provided

opportunities for me to learn about the Association and promote its work in my unit. I would appreciate your vote.

## SOUTHEAST EDUCATORS

### 2-YEAR TERM

#### Martin Sieverding

(Statement not available)

### 1-YEAR TERM



#### Sue May

I have been a member of Yankton EA/SDEA for 21 years. I have served my local on negotiations and as Co-President the last two years. I regularly attend SEE

meetings and statewide leadership trainings. I would welcome the opportunity to represent educators on the SDEA board.

## MINORITY AT-LARGE



#### Curt Anderson

(Statement not available)

## COHE

#### Mark Geary

(Statement not available)

NEA/RA Delegates Candidates:

## EASTERN PRAIRIE

#### Virginia Colgan

To serve South Dakota teachers as NEA RA delegate for 2019, I will use my two years of experience as a previous RA delegate to take an active role. I will use writing skills and ability to network to benefit South Dakota students and teachers.

#### Jennifer Bergan Gabor

It would be an honor to represent SDEA at the NEA RA. As one of the representatives for Eastern Prairie on the SDEA BOD, as well as a local leaders, I feel that I have the best interests for all levels of the association.

#### Tony Martinet

(Statement not available)

#### Lisa Jennings

I believe in the mission of SDEA/NEA and would like to be your voice at the NEA RA. I have the knowledge and experience to represent all educators at the national level. It would be an honor to serve in this capacity for the students and educators of South Dakota.

## WESTERN

#### Dana Livermont

Our delegation at the NEA RA is small. That's why it is so important for us to elect strong, advocating voices to speak for South Dakota. I am up for the challenge and would be honored to again represent my fellow members at the NEA RA in 2019.

#### Brett Klopp

I am running to be an NEA/RA Delegate for the Western Unit. I wish to be involved in discussions and debates concerning the future of the association and its implementation towards the betterment of teachers' lives and by extension to the success of students.

#### Curt Anderson

My name is Curt Anderson I've been teaching for nineteen years. I'm a 2nd grade teacher at Rockyford school Oglala Lakota County Schools. I have attended the NEA annual meeting for the past three years. I would be proud to attend again and represent our state.

Thanks Curt Anderson

#### Stephanie Hunter

Hello! I am Stephanie Hunter and I am wanting to serve you as a delegate for the 2019 NEA RA. I was honored to represent you last year and humbly ask for your vote to attend the 2019 RA. Together we are stronger, and our voices are heard. Thank you!

## PLAINS

#### Pam Wells

I would be honored to be able to represent the educators of South Dakota at the NEA RA in 2019. As an active SDEA/NEA member, I am dedicated to building a strong association at all levels for the success of students, public schools, and school staff. Thank you for voting.

## EDUCATORS GUIDING LEARNERS

#### Stephanie Hageman

Last year was my first year serving as a NEA-RA Delegate and it allowed me to understand association business on another level. As current EGL President, I have had the opportunity to work with K-12 and COHE members and would be honored to represent you in the future.

## MINORITY AT-LARGE

#### Curt Anderson

My name is Curt Anderson I've been teaching for nineteen years. I'm a 2nd grade teacher at Rockyford school Oglala Lakota County Schools. I have attended the NEA annual meeting for the past three years. I would be proud to attend again and represent our state.

Thanks Curt Anderson

NEA/RA Delegate-At-Large  
(Statements listed above)

#### Stephanie Hageman

#### Brett Klopp

#### Dana Livermont

#### Virginia Colgan

#### Pam Wells

#### Stephanie Hunter

#### Jennifer Bergan Gabor

#### Curt Anderson

#### Lisa Jennings

#### Tony Martinet

**SDEA Board of Directors  
Meeting Minutes  
can now be found online at:  
<https://bit.ly/2PwangL>**





# 2019 SDEA Election

## Bylaw Proposals

### PROPOSAL 1

#### Article V. Dues

**SECTION 2. ACTIVE MEMBERSHIP IN EDUCATIONAL SUPPORT POSITIONS DUES.** The dues for active members in full time educational support positions, as verified by the local association, shall be ~~one-half~~ 40% of full, active certified membership dues. The dues for active members in educational support positions employed .51 through .75 shall be three-fourths the full time educational support positions dues, and those employed .26 through .50 shall be one half the full time educational support position dues. Educational Support Position members in their first year of employment in a public K-12 institution shall pay one-half of the applicable state membership dues rate. Thereafter, they shall pay full applicable state membership.

Submitted by: Dues Task Force  
Bylaws Committee Position: Do Pass  
Board Position: Do Pass

Rationale: This amendment to the Bylaws brings the SDEA dues for ESP into better alignment with SD ESP salaries.

### PROPOSAL 2

#### Article V. Dues

**SECTION 2. ACTIVE MEMBERSHIP IN EDUCATIONAL SUPPORT POSITIONS DUES.** The dues for active members in full time educational support positions, as verified by the local association, shall be one-half of full, active membership dues. The dues for active members in educational support positions employed .51 through .75 shall be three-fourths the full time educational support positions dues, and those employed .26 through .50 shall be one half the full time educational support position dues. ~~Educational Support Position members in their first year of employment in a public K-12 institution shall pay one-half of the applicable state membership dues rate. Thereafter, they shall pay full applicable state membership.~~

Submitted by: Dues Task Force  
Bylaws Committee Position: Do Pass  
Board Position: Do Pass

Rationale: This amendment to the Bylaws eliminates the ½ first year dues established in 2013. This will remove the 50+% dues jump that new ESP members see in year 2 of their membership. Data does not show that this bylaw impacted membership growth.

### PROPOSAL 3

#### Article V. Dues

**SECTION 1. ACTIVE MEMBERSHIP DUES.** ~~The dues for active membership shall be 0.00909 times the average annual South Dakota teacher salary (any fractional dollar shall be rounded to the nearest whole dollar). The average annual South Dakota teacher salary will be determined as follows: for 2019-20, the 2018 ranking for South Dakota from the 2019 NEA Rankings and Estimates publication will be used; for 2020-21, the average of the 2018 ranking and the 2019 ranking from the 2020 NEA Rankings and Estimates publication will be used; for 2021-22, the average of the 2018 ranking, the 2019 ranking and the 2020 ranking from the 2021 NEA Rankings and Estimates publication will be used. Thereafter, the average of the immediate past three years' rankings shall be used. Any yearly increase shall be capped at 2.5%. There shall be a freeze in dues for any given year in which the average for that year is lower than the previous year. Starting in 2023-24 and every five years thereafter, a task force shall be convened to address adjustments to the dues calculation. The dues for active membership shall increase by 3% every other year. Increases will occur on odd numbered school year, beginning 2019-2020. The dues shall be rounded to the nearest dollar amount.~~

Submitted by: Dues Task Force  
Bylaws Committee Position: Do Pass  
Board Position: Do Pass

Rationale: The current SDEA dues structure is based on a percentage does not have a specific calculation basis. This bylaw would establish a calculation based on the SD average teacher salary eliminating the current structure and tying any potential increases to increases in SD teacher salaries.

### PROPOSAL 4

#### Article V. Dues

##### SECTION 1. ACTIVE MEMBERSHIP DUES.

...

The membership dues for persons eligible for active membership who are regularly employed for less than the normal schedule for a full-time employee as verified by the local association, shall be as follows: .5 FTE or less than one half; .51 through .75 FTE three fourths, and .76 FTE and greater full membership dues as set in this article. ~~Teachers in their first year of career employment shall pay one-half of the applicable state membership dues rate. Thereafter they shall pay full applicable state membership dues rate.~~

Submitted by: Dues Task Force  
Bylaws Committee Position: Do Pass  
Board Position: Do Pass

Rationale: This amendment to the Bylaws eliminates the ½ first year dues established in 2012. This will remove the 50+% dues jump that new members see in year 2 of their membership. Data does not show that this bylaw impacted membership growth.

## PROPOSAL 5

### Article VII. Officers and Board of Directors

**SECTION 1. OFFICERS.** The elected officers of the Association shall be active, active-ESP, or retired members and shall consist of a president, a vice president, and a treasurer. The president shall be a full-time officer and shall receive a first year salary equal to 4/3 of the highest step (excluding any off-schedule salaries) of the SDEA/NEA professional staff salary schedule on January 15 in the year of the president's first election. Thereafter, the yearly increase shall match the increase of the annual active membership dues increase contained in Article V, Dues, Section 1, Active Membership Dues ~~be 3%~~ through the end of the president's term(s) with appropriate expense allowances to be determined by the board of directors.

At any time prior to the final adoption of the budget, the SDEA Board of Directors, acting on a request by the president may approve a salary increase which is less than that required in this provision. If the SDEA Board of Directors approves the president's request for a lower salary increase for a given year, the increase for the following year will be based on that lower salary increase.

Submitted by: Executive Committee  
Bylaws Committee Position: Do Pass  
Board Position: Do Pass

Rationale: This amendment to the Bylaws removes the current 3% annual increase and ties any increases to the SDEA president's salary to the SDEA dues structure established in Bylaws.

## PROPOSAL 6

### Article VII. Officers and Board of Directors

**SECTION 1. OFFICERS.** The elected officers of the Association shall be active, active-ESP, or retired members and shall consist of a president, a vice president, and a treasurer. The president shall be a full-time officer and shall receive a ~~first-year~~ salary equal to 4/3 of the highest step (excluding any off-schedule salaries) of the SDEA/NEA professional staff salary schedule on January 15 in the ~~prior year of the president's first election. Thereafter, the yearly increase shall be 3% through the end of the president's term(s) with appropriate expense allowances to be determined by the board of directors.~~

At any time prior to the final adoption of the budget after a president's first year in office, the SDEA Board of Directors, ~~acting on a request by the president~~ may approve a salary ~~increase~~ which

is less than that required in this provision not to be less than the salary at which the president started their time in office. If the SDEA Board of Directors approves ~~the president's request for~~ a lower salary, any increase for ~~a given year, the increase for~~ the following year will be based on that lower salary ~~increase not to exceed 3%. At no time can the president's salary be above 4/3 of the highest step (excluding any off-schedule salaries) of the SDEA/NEA professional staff salary schedule. No increases shall occur if actual overall deficits occur.~~

Submitted by: Sioux Falls Education Association  
Bylaws Committee Position: No Position  
Board Position: Do Not Pass

Rationale: As an educational association supported by member dues, it is important to act with financial responsibility and respect for the experiences of our members. Almost guaranteeing a 3% raise to the association president every year does not meet either of those expectations. We must start considering every financial choice. The revisions to this by-law create more fiscal control for the salary of the president, while still respecting the office of the president. Many of our members have gone for years without raises, but our association president is guaranteed a raise, unless they personally choose not to take it. This has led to tension and feelings of resentment from rank and file members. Also, other staff members within the association are not provided the same certainty of raises.

## PROPOSAL 7

### Article V. Dues

**SECTION 1. ACTIVE MEMBERSHIP DUES.** The dues for active membership shall increase by 3% every other year. Increases will occur on odd numbered school year, beginning 2019-2020. The dues shall be rounded to the nearest dollar amount.

The membership dues for persons eligible for active membership who are regularly employed for less than the normal schedule for a full-time employee as verified by the local association, shall be as follows: .5 FTE or less than one half; .51 through .75 FTE three fourths, and .76 FTE and greater full membership dues as set in this article. Teachers in their first year of career employment shall pay one-half of the applicable state membership dues rate. Thereafter they shall pay full applicable state membership dues rate.

The dues for active certified members employed at a public technical institute and not eligible for membership through any other educational assignment, as verified by the local association, shall be three fourths of active certified membership dues. Members at technical institutions paying the reduced membership dues are not eligible for dues reduction because of FTE but would be eligible for the provisions of prorated dues starting in February.



# 2019 SDEA Election

Submitted by: Sioux Falls Education Association Executive Team  
Bylaws Committee Position: Do Not Pass  
Board Position: No Position

Rationale: Two years ago, technical schools in South Dakota lost the right to collectively bargain. This impacted many locals as well as the state association with a severe decline in membership. The recommended decrease in dues acknowledges that some of the resources and supports of the association may not be available to educators at technical schools, but it still requires that potential members make a commitment to the association. There are still organizing resources we can provide as an association beyond just bargaining, and the dues reduction is one step towards reengaging with potential members at technical schools as a means of leveraging those resources.

## PROPOSAL 8

### Article XV. Association Staff

**SECTION 1. MEMBERSHIP AND EMPLOYMENT.** The board of directors shall employ an executive director and, acting upon the executive director's recommendations, additional personnel necessary for the efficient operation of the Association. An evaluation of the Executive Director shall be conducted on even years of his or her contract, beginning on the second year. The evaluation will be conducted by the president and two (2) non-executive members of the Board of Directors representing different units with input from local presidents from the 10 locals with highest membership and all staff.

Submitted by: Rapid City Education Association Executive Team  
Bylaws Committee Position: Do Not Pass  
Board Position: Do Not Pass

Rationale: A great executive director can take our Association to an optimum level whereas a poor performing executive director can be detrimental to our Association's success. Hence to ensure he or she is performing to the expectations of our members, we need gauge our executive director's performance. By analyzing the performance of every employee, including our executive director, our members will know about how they are executing our mission, vision, and strategic goals. Evaluation is a basic expectation in education and all employees in our Association should be held to the same standard.

## PROPOSAL 9

### Article XV. Association Staff

**SECTION 1. MEMBERSHIP AND EMPLOYMENT.** The board of directors shall employ an executive director and, acting upon the executive director's recommendations, additional personnel

necessary for the efficient operation of the Association. After the initial hiring contract for the Executive Director, a contract cannot be extended or renewed until an evaluation has been completed and the SDEA Representative Assembly has been held.

Submitted by: Rapid City Education Association Executive Team  
Bylaws Committee Position: Do Not Pass  
Board Position: Do Not Pass

Rationale: The Executive Director, like all employees, should demonstrate performance in order to continue employment with our Association. This is an expectation in any high-functioning work environment, including education. The members of SDEA are the true employers of the Executive Director. By waiting until after the Representative Assembly, the members have a forum to voice concerns or accolades and have input on this important role in our Association.

## PROPOSAL 10

### Article XV. Association Staff

**SECTION 2. POWERS AND DUTIES OF THE EXECUTIVE DIRECTOR.** The executive director shall be the chief administrator of the Association with powers and duties usually assigned to such position and as prescribed by the board of directors. Management and evaluation of all SDEA staff shall be the sole responsibility of the Executive Director and cannot be delegated to other employees or management staff.

Submitted by: Rapid City Education Association Executive Team  
Bylaws Committee Position: Do Not Pass  
Board Position: Do Not Pass

Rationale: SDEA currently has seven PSO positions and five SDSO positions. The management of these 12 employees has been spread to three individuals, creating a management heavy staff structure with little accountability. By moving all management under the Executive Directors, staff will have clear and non-competing direction in execution of our mission, vision, and strategic goals. There is also be a higher level of accountability for staff performance and work place climate.

## SDEA Members Only

Log into MyNEA360 to join the "SDEA Members Only" group to access SDEA/NEA member only documents and information.

New users will need to create a MyNEA360 profile in order to be verified as an SDEA member.





**SDEA**  
*Retired*

**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](mailto:loren.paul@sdea.org)

## 2019 is off and running! We really have a busy time ahead of us.

### Upcoming Pre-Retired Seminars:

**Saturday, Feb. 23rd**

**Yankton | Pizza Ranch**

**10:30am — 2:30pm**

**Saturday, Mar. 23rd**

**Sioux Falls | East 10th Pizza Ranch**

**10:30am — 2:00pm**

**Saturday, Mar. 30th**

**Rapid City | Best Western Ramkota Hotel**

These 'free' seminars include lunch. Presentations include: South Dakota Retirement System, legal topics, investment suggestions, and other topics of importance to 'new Retirees. Question and Answer time is built in as well.

SDEA-Retired Annual Meeting is scheduled for Friday

the 5th of April at RedRossa — starting at 2 p.m. CT. Included in the normal business of the Association will be the election for three year terms of the Secretary and President.

Scholarship Eligibility, keep in mind a change in eligibility for college scholarships offered by SDEA. The Board of Directors just voted to extend scholarship eligibility to grandchildren of SDEA members. A first!!

By the way, if you have not paid your 'local' \$10 dues for fiscal year 2018–2019 it is not too late to do so. (Aren't 'fiscal years' confusing? I still think of it as 'the School year'.) Costs do keep rising as we all well know. (You can still send your dues to SDEA-Retired, PO Box 62, Pierre, SD 57501)

Finally, you can rest assured your SDEA and SDEA-Retired will be working hard during session to make sure our voices for education are heard.

May 2019 be kind to you and yours!

Thank you for all your contributions to students and education over the years.

John R Salladay, SDEA-Retired President

## — NOMINEES NEEDED —

Nominees for the **Honored Women Educators Award** need to be or have been teachers in the state of South Dakota. They need to currently belong to SDEA or have been a member while they were teaching.

People wishing to nominate candidates should contact **Deanell Backlund** at [dqbacklund@yahoo.com](mailto:dqbacklund@yahoo.com) for more information.



**\$500  
BOOK  
AWARD**

**Winner must be to a South Dakota student who is seeking a degree in education.**

Applicants are required to write a short essay explaining their reasons for wanting to become a teacher. Students interested in applying should contact **Deanell Backlund** at [dqbacklund@yahoo.com](mailto:dqbacklund@yahoo.com).

# Proposed 2020 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.
- [Access to statewide resources focused on meeting the needs of the whole child, including mental, emotional and behavioral needs.](#)
- [Equipping education professionals with the skills to recognize the mental, emotional and behavioral needs of the whole child, and the ability to connect their students with the appropriate resources to address those needs.](#)
- [A learning environment free from discrimination based on socioeconomic status, race, religion, ethnicity, gender, gender identity, and sexual orientation.](#)

## 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:

- Providing adequate state funding to South Dakota preK-12

- public schools so that South Dakota's school districts can offer competitive salaries and benefits for school employees and can provide students with 21st century opportunities to learn.
- Providing adequate state funding so that South Dakota's post-secondary public institutions can attract and retain high quality faculty, and that will make post-secondary education, including technical, undergraduate and graduate education, affordable for South Dakota students.
- Through existing resources, SDEA/NEA will work with state legislators to ensure that the state's funding formula for k-12 education meets the needs of all school districts in South Dakota and allows all districts to grant meaningful salary and benefit increases to teachers and education support professionals.
- Legislation requiring school district accountability measures for state aid funding.
- 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 that provides necessary funding for school districts to 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.
- Legislation that would increase wages and benefits for all education support professionals.
- 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.
- [A work environment free from discrimination based on socioeconomic status, age, race, religion, ethnicity, gender, gender identity, and sexual orientation.](#)
- [Efforts that acknowledge and support the mental health needs of education professionals.](#)

## Rules of Order

**Rule 7. NEW BUSINESS:** New business items shall be submitted in writing to the presiding officer no later than 10:30 a.m., Saturday. **Prior to action on a properly submitted NBI, the NBI shall be submitted to the SDEA Treasurer for a preliminary estimate of the cost of the item or determination if the NBI is covered in the**

**proposed budget.** A two-thirds majority vote shall be required for adoption of any new business items not submitted in writing to the presiding officer prior to the start of the first business session. **not in printed form prior to the Representative Assembly.**



## Educational Innovation Grant

The SDEA/NEA Educational Innovation Grant Program provides grants to members in support of innovative educational and student-oriented projects. The grant program funds new member-led projects. It does not fund projects on an on-going basis. The SDEA/NEA Educational Innovation Grants give preference to proposals that address student achievement, cultural diversity issues, include community partnerships, and can be duplicated by others. Grant applications can be found at [www.neafoundation.org](http://www.neafoundation.org).

**Deadline: May 1, 2019**







411 East Capitol Avenue  
Pierre, SD 57501


605-224-9263 ph  
800-529-0090

## Find Us On


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

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

 @sdea.org

 @SDEAEducators

 South Dakota  
Education Association

 @SDEducators

## UPCOMING EVENTS

### February

- 25 Western Unit meeting – Rapid City office
- 23 Pre-retirement seminar – Yankton
- 26 & 27 Lobby Days (Tuesday Evening and Wednesday)

### March

- 2 Read Across America
- 2-3 True Colors training of trainers – Sioux Falls
- 9 EdCamp – Rapid City
- 13 Last Day of SD Legislature
- 15-17 NEA Leadership Summit – Denver
- 19 SEE mini RA
- 23 Plains mini RA
- 25 EGL mini RA
- 25 Western mini RA
- 23 Pre-retirement seminar – Sioux Falls
- 28 Eastern Prairie mini RA
- 29 Veto Day
- 30 Pre-retirement seminar – Rapid City
- 31 Board of Directors conference call – 7pm

### April

- 4-5 SDEA Board of Directors meeting
- 5-6 SDEA RA
- 7 SDEA Election voting starts
- 19 Good Friday (offices closed)
- 22 SDEA Election voting ends
- 22 Easter Monday (offices closed)