

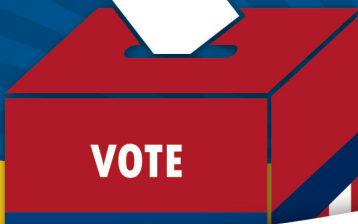


ADVOCATE

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2020 SDEA Representative Assembly

April 3-4, 2020 | Drifters Bar & Grille Conference Center | Fort Pierre, SD

Friday, April 3

7:00 pm Registration Opens

8:15 pm Listening Session—Local leaders with Executive Director Richard Kern

8:30 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

Nominations

- SDEA President
- SDEA Vice President
- NEA Director

NEA Fund for Children & Public Education

11:00 pm Recess
Reception

Saturday, April 4

7:30 am Registration Opens

8:00 am 2nd Business Session

Report of the Executive Director, Richard Kern

Report of the NEA Director, Paula McMahan

Keynote: Lily Eskelsen Garcia, NEA President

Recess

Report of Task Forces

- Reapportionment Task Force
- Fiscal Review Task Force

Report of Committees

- Friend of Education
- Human & Civil Rights
- Scholarship Committee

Strong Public Schools presentation

10-11 am Presentation of the SDEA Strategic Budget & Hearing

10:30 am Registration closes

11:00 am 3rd Business Session

Bylaw Amendments

2020 South Dakota Teacher of the Year Amanda Harris

12:00 pm Lunch

Acknowledgement of Honored Guests

- Friend of Education Award
- HCR—Taking a Stand; Making a Difference
- HCR—SueAnn Big Crow Memorial Award
- ESP of the Year Award
- ECE of the Year Award

1:30 pm 4th Business Session

Final Credentials Report

New Business Items

2021 Legislative Agenda

Sine die Adjournment

Most documents necessary for the 2020 SDEA RA can be found at <http://www.sdea.org/sdea-representative-assembly>

DATES TO REMEMBER

APRIL 4

SDEA Election voting begins

APRIL 20

SDEA Election voting ends

APRIL 17-18

SDEA Aspiring Educator Conference

MAY 4-8

Teacher Appreciation Week

Find Us On





President's Corner

Find SDEA's President on Twitter

@Mary_McCorkle

Our Voice — Our Power

All of us go into education because we want to make a difference. We want to impact our students, our schools and our communities and we want to make certain that our students have everything they need to be successful. We spend our days, our evenings and our weekends planning, preparing and thinking about our students. For many of us we have our kids (family) and our "kids." We carry them with us in our hearts while they are in our classroom, and long after they have left our classrooms. It is the nature of who we are and what we do.

What more do our students need from us? They need our activism and they need our voice. In the world we live in, it's no longer possible to keep our work and our passion confined to the classroom or our school. We have to take that passion to the public, to the community, to those who make policy.

Educator voice holds tremendous power. Survey after survey show that communities support their educators and believe educators have their students' best interests at heart. When we combine the support of our communities and add it to our voices, we unleash power. Power yields results; sometimes not all at once, but slowly over time.

There is a movement growing. We have seen educators all across SD wearing Red for Ed on a regular basis and publicizing it proudly. We have seen SFEA step forward and use their voice to engage their colleagues and community. They exercised

their power to make a public statement about what students need and the importance of keeping the promise to fund education according to statute. Educators "walked in" to their schools for their students while proudly using their voices. Harrisburg is following the example set by SFEA. Educator voice is growing louder and being more visible...and that's as it should be. Change will not happen any other way.

Change doesn't happen because the state organization says it should happen. It happens with educator voice at the local level beginning the movement, becoming visible, raising their voices on behalf of their students. Change happens when local after local steps out into the light and speak their truth about what they as education experts know to be right and fair and just. Change happens when educators and communities join together to pressure those who make policy to join the cause and then work to vote them out of the office they hold if they will not support public education.

The power of SDEA lies in the strength, the visibility and voice of each and every local. Power lies whenever educators come together and move their concerns from concerns to action. Power depends on speaking up and out; it needs activism. Power will not find us; we will find it...and our students and our schools will be better for it.

Mary J. McCorkle

Questions or Concerns

Contact a UniServ Director today! 800-529-0090 | 605-224-9263

Lisa Ali ext. 311
Western UniServ Director
lisa.ali@sdea.org

Ryan Rolfs
Eastern Prairie UniServ Director
ryan.rolfs@sdea.org

Amy Woolston ext. 214
Interim Plains UniServ Director
amy.woolston@sdea.org

Ahrien T. Johnson ext. 510
EGL UniServ Director
ahrien.johnson@sdea.org

Philip Moore
SEE UniServ Director
philip.moore@sdea.org



SDEA

South Dakota Education Association

SDEA ASPIRING EDUCATORS

2020 STATE CONFERENCE

Questions? Contact:

Ryan Rolfs, Student Program Director

800-529-0090 | 605-224-9263 | ryan.rolfs@sdea.org

APRIL

17 18

Black Hills State University

Conference travel, meals, and hotel are covered for all SDEA members.

Non-SDEA members can register for \$28

This year's theme:

“Teaching the Diverse Classroom”

Professional Learning Opportunities Include:

- Trauma's Effect on the Brain
- Best Practices for Increasing Literacy
- Advocating for Your Students
- Using Mindfulness in Your Classroom
- Your Union, Your Voice

Register here:



SOUTH DAKOTA EDUCATION ASSOCIATION
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED AUGUST 31, 2019
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED AUGUST 31, 2018)

	Without Donor Restrictions	With Donor Restrictions	Total	2018 (Restated)
Support, revenue, and gains (losses):				
Membership dues	\$ 1,776,255	\$ -	\$ 1,776,255	\$ 1,814,323
NEA Uniserv assistance	217,736	-	217,736	235,530
NEA legal assistance	21,431	-	21,431	23,847
NEA small states subsidy	228,165	-	228,165	224,304
NEA RAA State event grant	-	-	-	15,523
NEA media grant income	55,960	-	55,960	-
NEA crisis prevention and local growth	2,250	-	2,250	19,712
NEA racial justice program	4,384	-	4,384	9,869
NEA legislative crisis grant	14,378	-	14,378	51,534
NEA Foundation grant	7,769	-	7,769	4,000
NEA GPS-ECG grant	27,073	-	27,073	18,071
NEA educ. voice academy grant	15,000	-	15,000	-
USEDP	46,066	-	46,066	55,763
Winter workite org plan grant	2,500	-	2,500	-
New ed member engagement	8,261	-	8,261	-
El grant	1,200	-	1,200	-
Local association reimbursement	30,865	-	30,865	32,181
NEA projects	12,492	-	12,492	13,251
Ballot issues	8,346	-	8,346	9,326
Rent	950	-	950	3,720
Other income	5,298	-	5,298	5,142
Investment income	7,350	-	7,350	69,500
Realized/unrealized gain (loss)	6,614	1,027	7,641	16,540
Release of restrictions	9,000	(9,000)	-	-
Total revenue, gains and other support	2,508,483	(7,973)	2,500,510	2,626,638
Expenses:				
Program expenses:				
Member services	986,706	-	986,706	1,056,113
Governance	228,681	-	228,681	223,810
Total program expenses	1,215,387	-	1,215,387	1,279,923
Support services:				
Management and general	1,532,186	-	1,532,186	1,479,859
Total expenses	2,744,573	-	2,744,573	2,759,782
Net change in net assets	(236,000)	(7,973)	(243,063)	(133,154)
Net assets - beginning of the year	1,742,970	-	1,742,970	1,876,124
Prior period adjustment - see note 2	(80,384)	80,384	-	-
Net assets - beginning of year, restated	1,662,586	80,384	1,742,970	1,876,124
Net assets, end of year	\$ 1,427,496	\$ 72,411	\$ 1,499,907	\$ 1,742,970

SOUTH DAKOTA EDUCATION ASSOCIATION
STATEMENT OF FUNCTIONAL EXPENSES
FOR THE YEAR ENDED AUGUST 31, 2019
(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED AUGUST 31, 2018)

	Member Services	Governance	Total Program	Management and General	2019 Total Expenses	2018 Total Expenses
Expenses:						
Salaries	\$ 618,047	\$ 100,531	\$ 719,478	\$ 420,476	\$ 1,139,964	\$ 1,099,320
Fringe benefits	-	55,331	55,331	830,740	886,071	870,707
Membership expense	144,968	-	144,968	-	144,968	182,553
Accounting fees	-	-	-	10,025	10,025	11,822
Board of directors	-	9,224	9,224	-	9,224	3,702
Communications	12,703	-	12,703	-	12,703	37,049
Depreciation	-	-	-	44,346	44,346	42,530
Dues, Subscriptions, Publications	-	-	-	446	446	143
Governmental relations	3,985	-	3,985	-	3,985	3,054
Insurance	-	-	-	3,976	3,976	6,928
Interest	-	-	-	360	360	376
Legal services	11,581	-	11,581	-	11,581	12,175
Maintenance expenses	-	-	-	62,804	62,804	49,364
Miscellaneous	-	-	-	12,060	12,060	9,242
Office	-	-	-	52,697	52,697	62,862
NEA Convention	14,591	-	14,591	-	14,591	28,503
Property taxes	-	-	-	5,575	5,575	10,885
Representative assembly	-	16,506	16,506	-	16,506	8,428
Released time local presidents	17,752	-	17,752	-	17,752	25,382
Service centers rent and utilities	-	-	-	53,826	53,826	53,209
Scholarship awards	9,000	-	9,000	-	9,000	9,000
Special funds	9,131	-	9,131	-	9,131	8,131
Student program	4,769	-	4,769	-	4,769	25,443
Task forces	-	1,005	1,005	-	1,005	3,518
Training	-	-	-	6,025	6,025	6,982
Travel	132,472	44,084	176,556	28,908	206,464	191,372
Uniserv program plans	5,787	-	5,787	-	5,787	6,133
Total	\$ 985,706	\$ 228,681	\$ 1,212,387	\$ 1,532,186	\$ 2,744,573	\$ 2,759,782

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2020 SDEA Election

Candidate Statements

Executive Office Position

President



Linda Stevens

My heart is in teaching. I have been an educator longer than I have been anything else in life. SDEA was formed to be an educator's professional organization and I believe that only an educator, who has been in the classroom day after day, has the first-hand experience necessary to lead SDEA. For 42 years I have taught in small and large school districts as a special education teacher and in the elementary school. As a third-generation educator, I have been active in our state and national organizations, having been a member of NEA/SDEA for 44 years. I was elected twice as a delegate to the NEA Representative Assembly. I am a SDEA "Honored Women Educator" inductee. As President of YEA, I have served on our negotiation team and represented our members at an impasse administrative hearing in Pierre. Please vote for me to be the next President of SDEA.



Jennifer Bergan Gabor

Why me?
Why now?

As your president, I am willing to do the hard work to unite teachers, support staff, and clerical together as educators who make a difference in the lives of our students. During my 27 years as a member, I have been involved in the association in many

ways and in doing so, SDEA has given me a chance to grow professionally. Now it is my turn to support others and lead this association forward.

The future of this organization is too important to believe that we can continue doing what we have always done. As professionals, it is time to demand that we be treated as professionals. We need to change the narrative about all education professionals. We need to command respect from our government leaders and our communities. As an association, we need to stand together and lead for our students.

The future is now!



Loren Paul

I have worked in service of our members for over 26 years on staff at SDEA, and I am now a classified member in the Pierre School District.

Through my work at SDEA, I have formed relationships with local and state leaders and have proven my commitment to providing real value to members.

Your voices should be the driving force behind our association, and I promise to listen to YOU, the members, so we can work together to positively impact both students and educators across our state.

As President, I will ensure our association has a strong, visible presence in all arenas where decisions are made about education—from the bargaining table to the capitol.

Our organization needs to bring our profession together as one voice. A vote for Loren Paul for President, Stephanie Hageman for Vice President, and Dana Livermont for NEA Director does that.

Vice-President



Stephanie Hageman

I have been in education for over 20 years and am a proven leader for our members in many ways. I currently serve

as SDEA Board Member for EGL, EGL Unit Chair, and Lead Negotiator for Watertown Education Association. I am passionate about advocating for educators, students, and our profession. I work hard to ensure the voice of our members is heard at the national, state, and local levels. As a member of the Executive Leadership team, my voice will continue to be your voice. As Vice President, I will help SDEA build new leaders throughout our organization, support locals in bargaining and local issues they face, and provide strong, relevant professional development for both classified and certified members. Our organization needs to bring our profession together as one voice. A vote for Loren Paul for President, Stephanie Hageman for Vice President, and Dana Livermont for NEA Director does that.

NEA Director



Leslie Crow

Our communities need more educated Native American individuals to inspire them, and as NEA Director I can create more

positive growth and meaning in our children lives as well as for our future generations. I am committed to

providing a strong presence in state and national decision-making.

I can provide a lens of knowledge to our schools as well as bring diversity to the leadership roles of our public school systems. I believe as NEA Director, we (SDEA) will shine light on the importance of education for our families and community members like never before. I sincerely believe I can make a positive impact as a whole through leadership experiences as NEA Director.

As a true South Dakotan, I am committed to embracing positive change and creating an equitable perspective for our organization. My aim is to contribute to the growth of SDEA for educators across South Dakota.



Dana Livermont

As a member for over 10 years, I have grown as a leader through many association roles, including Rapid City Education

Association negotiator, Vice President, and Co-President, Western Unit Vice Chair, and SDEA Board Member for Western.

SDEA's power comes from engaging our members and serving their needs. As a part of a new leadership team, we can grow a stronger association—one built with a vision, transparency, and shared decision-making.

As NEA Director, I will be a conduit to share NEA resources and opportunities with SDEA and its members. I promise to be a strong voice for our unique state at the national level and on Capitol Hill—one that represents ALL our members, certified and classified alike.

Our organization needs to bring our profession together as one voice. A vote for Loren Paul for President, Stephanie

Hageman for Vice President, and Dana Livermont for NEA Director does that.

Board of Directors

ESP At-Large



Heather Harmon

Homeschool mom, substitute, and current paraprofessional. ALL staff are important for a students' success. I've served at local

negotiations and RA delegate at state/national levels. I'm your current ESP At-Large; I'd like to continue serving all ESPs of SD. I know what it means to work hard and be undervalued.

Western

position open

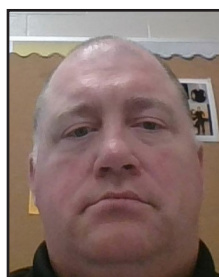
Plains



Tess L. Canet

I am running for re-election to the Board of Directors for the Plains Unit because I have a strong belief in the success of our association. I

believe advocacy for members is vital to our association and that our members deserve someone who will speak up for them.



Doyle Johnson

My name is Doyle Johnson. I am a Social Studies teacher and Head Wrestling Coach at Andes Central High School. I am also a certified High

School Football Official, and a volunteer coach for Special Olympics South Dakota. I am married, with two children, Cameron and Megan.

EGL

position open

Eastern Prairie

additional position open



Dawn Wiebers

I (Dawn Wiebers) am running for the 2 Year Eastern Prairie Board of Directors Position. I want to continue enhancing my professional goals,

stay involved with state issues; continue assisting Eastern Prairie members and my local members through this SDEA Board Position.

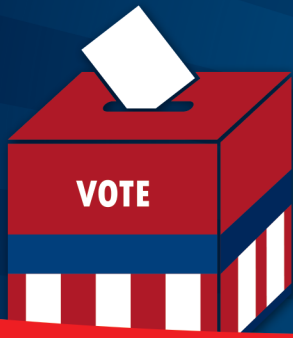
SEE



Sue May

I'm running for the SEE Board of Directors. I'm completing my first year on the board representing SEE. I've served in my local as

Co-President. I enjoy my involvement in SDEA leadership trainings. I would appreciate the opportunity to continue representing the locals in SEE on the Board of Directors.



2020 SDEA Election

Candidate Statements — *continued*

NEA RA Delegate

Western

Curt Anderson

My name is Curt Anderson I've been teaching for twenty 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

David Sommers

I would love the opportunity to represent both my Unit and the State at the NEA RA in Atlanta this year. I believe it very important to stay in tune with the vital issues facing teachers in our country. Thank you for your consideration.

Heather Harmon

I would like to attend the NEA RA as a state representative this year. I attended last year as a local and would like more experience as I now know the ropes and can focus even further and take advantage of trainings as well as connections available.

Plains

Pam Wells

I would appreciate your support and vote to be a delegate to the 2020 NEA-RA. Serving as a delegate in 2018 was a privilege and I would like to be a voice for the Plains Unit or At-Large again this year. Thank you for your vote!

Doyle Johnson

My name is Doyle Johnson. I am a Social Studies teacher and Head Wrestling Coach at Andes Central High School. I am also a certified High School Football

Official, and a volunteer coach for Special Olympics South Dakota. I am married, with two children, Cameron and Megan.

Krista McCorkle

I previously have been an active voice in discussions at the NEA RA. This is an opportunity to continue to advocate for public education at the national level. At the NEA RA, I want to work towards providing the best education for all of our students.

Leslie Crow

My priority is a high-quality education for students and teachers alike. I am committed to embracing positive change and an equitable perspective for our organization. My aim is to contribute to the growth of SDEA for educators across South Dakota.

Loren Paul

I would be honored to represent the members of SDEA at the NEA RA in 2020. SDEA is a member driven organization, and I feel I would be a good representative as I have spent the last 13 years in the field working on ESP, K-12, and Higher Education issues.

EGL

Stephanie Hageman

I would be honored to serve on the South Dakota Delegation at the NEA-RA. You have allowed me to represent you in this capacity the past two years and will use my experience to ensure the voice of all South Dakota educators is heard at the national level.

Eastern Prairie

Tony Martinet

I am the local president in Sioux Falls.

I have been honored to represent South Dakota on the NEA Resolutions Committee for the past two years. I want to continue to bring South Dakota's voice to the national level and bring important information from the RA back to SDEA members.

Danyelle Cleveland

I would be honored to represent our members at this year's NEA RA. Having been active at the local level and currently serving on the state BOD, the opportunity to attend my first RA would allow me to strengthen my skills in serving all members in SD.

Jennifer Bergan Gabor

I want to represent Eastern Prairie at the NEA-RA. Many issues that have been discussed and voted on at other NEA-RAs are slowly finding their way to SD. Gaining a better understanding of what other states deal with is important, and by working with them, we can grow in SD.

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.

SEE

Kayla Sylvester

I'm an early-career educator. I previously taught at a colony and first-grade. I'm currently Yankton's ESL specialist. I'm active in SDEA. I serve on Epic, the Racial and Social-Justice Advisory Council, and attended the NEA Leaders for Just Schools training. I'd like to bring a fresh perspective to the RA.

Chelsea Hauger

I have been a special education teacher and SDEA member for seven years. I am in my first year as YEA Co-President. I would love to be able to attend the RA and represent our state to help us continue to build a strong association.

Jamie VanWinkle

My name is Jamie VanWinkle. I am Yankton Education Association's Co-President. It would be an honor to represent SDEA and SEE at the NEA RA. I have the knowledge and experience to represent all educators at the national level. I want to be a voice for South Dakota.

Linda Stevens

I've had the privilege of serving as a NEA/RA Delegate. I'd like to represent SDEA in 2020. I've been a member of NEA/SDEA my entire teaching career. I'm presently a YEA teacher in Yankton. My experience at the NEA/RA was informative and invigorating! I'd be proud to represent SDEA again.

Minority At-Large

(Statements listed above)

Curt Anderson

Leslie Crow

At-Large

(Statements listed above except as listed below)

Loren Paul

Jamie VanWinkle

Dana Livermont

It has been such a privilege to represent SD and our members at NEA Representative Assembly in past years, and it would be a great honor to serve for you in 2020. I pledge to do my best to reflect the values of you and our students as a delegate.

Krista McCorkle

Lisa Jennings

Linda Stevens

Tony Martinet

Jennifer Bergan Gabor

David Sommers

Pam Wells

Chelsea Hauger

Danyelle Cleveland

Curt Anderson

Leslie Crow

Kayla Sylvester

Doyle Johnson

Heather Harmon

Stephanie Hageman

Rule 7. NEW BUSINESS:

New business items shall be submitted in writing to the presiding officer no later than 10:30 a.m., Saturday SDEA President no later than 3PM CST on the Monday prior to the opening of the Representative Assembly. An NBI must also include a statement of the SDEA strategic goal to which it aligns. Prior to action on a properly submitted new business item (NBI), the NBI shall be reviewed by the Protocol Committee to determine clarity and to determine to the SDEA Treasurer for a preliminary estimate of the cost of the NBI or if the NBI is covered in the proposed budget. Any New Business item not submitted according to the above requirements but submitted before the close of the first business session will require a two-thirds majority vote for consideration and a two-thirds majority vote for passage.

(A form for submission of NBIs can be viewed and submitted at sdea.org)

I Spy a Superhero!

All educators are superheroes. You use your superpowers to accomplish a lot, often in a short amount of time, including reading the *Educators Advocate* from cover to cover. For that, you shall be rewarded. How? Use your superpower vision to spy the hidden SDEA superhero icon hidden somewhere in this issue. Once you find it, take out your phone, snap a picture and send it to us to win an SDEA Superheroes T-Shirt. The first 50 SDEA members to find the icon will receive a t-shirt! Send us your photo via SDEA's app or by visiting sdea.org and click on the Superhero icon. Good luck!



EXAMPLE of the icon that can be found in this issue.



2020 SDEA Election

Proposed SDEA Bylaw Changes

Proposal 1

Article V. Dues

SECTION 1. ACTIVE MEMBERSHIP DUES.

...

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 fulltime 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~~ are eligible for the provisions of prorated dues for fulltime active certified members starting in February.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This Bylaw amendment adds clarifying language to make sure the intent of the Bylaw is clear.

Proposal 2

Article IV. Membership

SECTION 9. ALLY MEMBERSHIP. Ally membership is open to individuals who support the principles and goals of the Association and who are not eligible for any other class of membership.

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

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This Bylaw creates the South Dakota equivalent of the new NEA Ally Member category created by the 2019 NEA RA. If adopted, existing Sections 9 to 11 will be renumbered accordingly to allow the Ally category to be placed appropriately within Article IV.

Proposal 3

SECTION 8. ALLY MEMBERSHIP DUES. The dues for Ally members shall be \$50.00 per year.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This Bylaw creates the dues amount for the newly

created Ally membership category. If adopted, existing Section 8 will be renumbered to allow the newly created dues category to be appropriately placed in Article V.

Proposal 4

Article XII. Local Associations

SECTION 4. BYLAWS AND OFFICERS. Each local education association shall adopt bylaws consistent with the bylaws of the Association. Local bylaws shall be updated every five years. Each local shall elect a president and a treasurer, and those officers as deemed necessary by the local association. Each local shall elect a delegate or delegates to the representative assembly as provided in the bylaws. All officers and delegates shall be members of the local education association and the Association. Each local shall maintain effective contact with the Association by submitting to the Association president the name of its president by July 1, and a list of its other officers by October 1, and of delegates by March 1. Each local shall maintain on file with the Association a current copy of its bylaws and provide such other information as the board of directors may require.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: Current SDEA practice is to require locals to submit updated bylaws to SDEA every 5 years. This amendment codifies that requirement.

Proposal 5

Article IX. Nominations and Elections

SECTION 3. ELECTION. A majority of votes shall decide the officer elections. In the event no candidate receives a majority vote, a run off election will be held between the two candidates receiving the greater number of votes. In the event a tie for second place occurs, the candidates to be placed on the ballot shall be decided by lot. All run off elections for SDEA officers shall be held within 45 60 days after the close of the Representative Assembly. A plurality of votes shall decide UniServ Representatives, At-Large Representatives, and NEA Delegates. In the event of a tie, the winner shall be decided by lot.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This amendment will allow additional time in which to conduct a run-off election. Currently, approximately 21 days of the current allowed 45 days are used just for the election

and counting of ballots by the Election Committee. That only allows an additional 24 days (or three and a half weeks) to prepare the ballot, mail the ballot to members, allow sufficient time for voting and conduct the counting of the ballots. The additional 15 days would give breathing room to that process.

Proposal 6

Article IX. Nominations and Elections

SECTION 2. VOTING. The referendum balloting on officers, UniServ representatives, at-large Representatives, and NEA delegates shall be conducted within a period of sixteen days after the close of the annual meeting of the representative assembly. Voting shall be by printed ballot ~~or electronic means~~ and the order of the ballot shall be determined by lot. The president shall be responsible for the preparation and distribution of ballots to members eligible to vote before the close of the annual meeting of the representative assembly. An all member publication containing information on all candidates appearing on the ballot shall be mailed and available on-line to each member prior to balloting. ~~On-line balloting will cease at midnight CST on the sixteenth day after the close of the annual meeting of the representative assembly. Ballots received by the posted date of ballot counting shall be counted. The paper ballots shall be returned to the Association Headquarters office postmarked before midnight of the sixteenth day after the close of the annual meeting of the representative assembly. Hand delivered ballots must be delivered to the Association Headquarters office prior to midnight on the sixteenth day after the close of the annual meeting of the representative assembly.~~

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: These amendments are to make SDEA proactive in meeting the necessary changes required by compliance with the LMRDA (Labor Management Reporting and Disclosure Act). Under the LMRDA regulations, it is almost impossible to conduct an electronic election that meets those regulations so that type of voting should not be allowed until such requirements can be met. Additionally, the election guidance from the LMRDA for mail-in elections, which is how SDEA handles its election, states that all ballots received by the time the ballots are officially counted should be counted as not all mail is post-marked by the postal system. This also codifies the current practice of the Elections Committee when counting ballots.

Proposal 7

Article IX. Nominations and Elections

SECTION 5. ELECTIONS COMMITTEE. The president shall appoint, with the approval of the board of directors, an

elections committee. The committee shall count and certify the final tally in the election of officers, UniServ representatives, at-large representatives and NEA State delegates within one week after the sixteen day period in which the SDEA election is held deadline for postmark on ballots:

Results shall be posted on the SDEA website by the end of the next business day and will also be available by calling the SDEA office in Pierre. Results shall be printed in the next issue of the official publication

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: If Proposal 6 is adopted, the date on which the Elections Committee meets would no longer be based on when the ballots are postmarked but would rather be based on when the actual election is held. This amendment coordinates that date with the election period designated in Article IX, Nominations and Elections, Section 2, Voting.

Proposal 8

Article XII. Local Associations

SECTION 3. COMPOSITION. ~~Except as provided in Section 5,~~ Local education associations shall be composed of all active and/or active-ESP members of the Association within (a) an independent school district, (b) a common school district, (c) a private, parochial, or federal school, (d) any institution of higher education, or (e) the Division of Elementary and Secondary Education or other educational agencies which employ persons who qualify for active or active-ESP membership. Districts or institutions may combine at their discretion to form larger local education associations.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This amendment allows each local to decide its own composition

Proposal 9

Article XII. Local Associations

SECTION 5. ACTIVE-ESP MEMBERS. ~~In the event that a local education association elects not to organize any or all of the active-ESP members cited in Article IV, Section 2, these members may apply to the board of directors for a charter as an affiliated local association of the Association.~~

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: If Proposal 8 is adopted, this section of the bylaws becomes moot and should be deleted. If adopted, the remaining section in Article XII would be renumbered accordingly.



2020 SDEA Election

Proposed SDEA Bylaw Changes — *continued*

Proposal 10

Article VII. Officers and Board of Directors

SECTION 3. QUALIFICATIONS OF OFFICERS AND BOARD OF DIRECTORS. All officers, UniServ representatives, at large representatives, and the state NEA director of this Association shall hold active, active-ESP, or retired membership where available.

Each candidate for president must supply evidence to the Association that arrangements have been made to allow service as a full time president.

Each UniServ representative on the board of directors must be employed in the Association UniServ unit represented, and be elected by the Association members in that UniServ unit. If the institution in which the UniServ representative is employed has territory in more than one Association UniServ unit, the representative shall be considered to be employed in the Association UniServ unit in which the chief administrative office of the institution is located. The position on the board of directors of a UniServ representative who ceases to be employed in the Association UniServ unit represented shall be declared vacant and shall be filled as provided by the bylaws.

~~At large representatives must be employed in the category for which they were elected to serve. The COHE At-large representative and the ESP At-large representative must be employed in the category for which they were elected to serve. The Minority At-large representative position is open to any active, active-ESP, or retired member.~~

Elected officers of the Association, with the exception of the president, must relinquish office when employed full time by the Association.

No person may be a candidate for more than one position for an officer of the Association. UniServ representative, at-large representative, or state NEA director of the Association.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: This change is to make SDEA proactive in meeting the necessary changes required by compliance with the LMRDA (Labor Management Reporting and Disclosure Act). Under the LMRDA, while Board of Directors positions may be limited to certain employment groups (e.g. COHE or ESP), Board of Directors positions cannot be limited to certain protected classes of members (e.g., classes based on gender, ethnicity, etc.). SDEA can continue to have a Minority At-large position

which represents the interests of SDEA's minority members but the position cannot be limited to just SDEA members who self-identify as minority; rather the position must be opened to all members.

Proposal 11

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 seven to attend the NEA Representative Assembly as state delegates. Additionally, one state delegate position shall represent SDEA's ethnic minority members but is open to any active or active-ESP member and 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

Board Position: Do Pass

Rationale: This change is to make sure SDEA's election of its delegates to the NEA RA follows the LMRDA (Labor Management Reporting and Disclosure Act) which NEA is required to follow. The ethnic minority delegate position cannot be limited to just those who self-identify as ethnic minority; rather the position must be open to all active members.

Proposal 12

Article IV. Membership

SECTION 1. ACTIVE MEMBERSHIP.

...

Active membership in the Association shall be continuous, but may be terminated at any time by the member by written resignation to the local association president or state president. If written resignation is received prior to September 15, the member's dues obligation shall cease; otherwise, the member shall be obligated to maintain his/her dues obligation

~~for the remainder of the membership year.~~ or Active membership may also be terminated at the discretion of the state president and the executive director; or by the board of directors for: (a) non payment of membership dues, (b) failure to meet membership requirements, or (c) denial or revocation of membership pursuant to Article IV, Section 9.

Submitted by: Bylaws Committee

Board Position: Do Pass

Rationale: The Janus decision makes it risky to compel a member to maintain his/her membership if that member wishes to drop membership. However, the member can be required to continue to pay his/her dues obligation for the remainder of the membership year after a drop window even if membership has been dropped. The proposed amendments make that distinction; i.e., membership can be dropped at any time; however the dues obligation continues to live on if membership is not dropped during the drop window.

Proposal 13

Article IV. Membership

SECTION 4. STUDENT ASPIRING EDUCATOR MEMBERSHIP.

Any student in an accredited teacher training program of a South Dakota college or university, who is not actively engaged in educational work, may become an student aspiring educator member upon the payment of annual dues. Student Aspiring educator members shall receive the official publication of the Association, and may attend meetings of the Association. They shall have such other rights and privileges as determined by the board of directors.

No person may hold student aspiring educator membership in the Association who does not also hold membership in an affiliated local association, where available, and in the National Education Association, in the appropriate category.

...

Article XIII. Representative Assembly

SECTION 2. DELEGATES.

...

C. Student Association Aspiring Educator delegates to the representative assembly shall be apportioned according to total student Association Aspiring Educator membership per campus as of March 15, as shown by Association records for the current membership year, one delegate being allowed for the first thirty members and one delegate for each additional thirty members or major fraction thereof. Each campus with ten members shall be guaranteed one delegate.

Submitted by: Aspiring Educator Members

Bylaws Committee Position: Do Pass

Board Position: Do Pass

Rationale: These changes reflect state bylaws consistent with the statewide program bylaws formerly called the student program.

Proposal 14

Article XIII. Representative Assembly

SECTION 2. DELEGATES.

...

C. Student Association delegates to the representative assembly shall be apportioned according to total student Association membership per campus as of March 15-February 1, as shown by Association records for the current membership year, one delegate being allowed for the first thirty fifteen members and one delegate for each additional thirty fifteen members or major fraction thereof. Each campus with ten members shall be guaranteed one delegate.

Submitted by: Arianna Nelson

Bylaws Committee Position: Do Pass

Board Position: Do Pass

Rationale: Associations are made up of a combination of many voices and having an equitable amount of voice from members of all ages and categories is an integral part of the success of this Association.

Proposal 15

Article IV. Membership

SECTION 4. STUDENT MEMBERSHIP. Any student in an accredited teacher training program of a South Dakota college or university, who is not actively engaged in educational work, may become a student member upon the payment of annual dues. Student members shall receive the official publication of the Association, shall have voting privileges, and may attend meetings of the Association. They shall have such other rights and privileges as determined by the board of directors.

...

Submitted by: Arianna Nelson

Bylaws Committee Position: No Position

Board Position: No Position

Rationale: Associations are made up of a combination of many voices and having an equitable amount of voice from members of all ages and categories is an integral part of the success of this Association.



2020 SDEA Election

Proposed 2021 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 **disability, ethnicity, gender, gender identity, race, religion, sexual orientation and socioeconomic status.** socioeconomic status, race, religion, ethnicity, gender, gender identity, and sexual orientation.
- SDEA supports funding or programs that empower schools and communities to collaborate in providing critical social services to students and their families who are economically challenged.

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 **and needs.**
- 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.
- **Taxpayer dollars that are directed to public schools which are held accountable, address a specific need, are transparent, and allow for innovation without jeopardizing the promise of the state funding formula, i.e., SDEA does not support charter schools or voucher programs.**
- ~~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.
- SDEA supports measures to enhance English language learner programs that provide the necessary tools and resources to give all students access to an equitable education.
- SDEA supports legislation and policies that allows for true academic freedom which ensures that students and faculty are allowed the free exchange of ideas without interference from the State.

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 age, **disability**, ethnicity, gender, gender identity, race, religion, sexual orientation and socioeconomic status. socioeconomic status, race, religion, ethnicity, gender, gender identity, and sexual orientation.
- Efforts that acknowledge and support the mental health needs of education professionals.

NEA President to Attend SDEA RA



The South Dakota Education Association is proud to announce that NEA President Lily Eskelsen García will be the keynote speaker at the SDEA Representative Assembly in April. Garcia will share her remarks at 8 am Saturday, April 4.

Lily began her career in education as a school lunch lady and now leads a professional association of three million educators. She is the first Latina to lead the NEA and one of the country's most influential Hispanic educators.

Prior to assuming the top post, Lily served two terms as NEA Vice President and Secretary-Treasurer. She became a vocal critic of the standardized testing movement and raised alarms on the outside role that testing is playing in public education: taking over the time students spend in the classroom, being used as a weapon against their teachers, and distracting from the real problem of unequal opportunities for students.

Her new role is an extension of her teaching days in Utah. She was named Utah Teacher of the Year in 1989 after nine years in the classroom. She also worked with homeless children and gifted children; as a mentor for student teachers; and as a peer assistance team leader at Orchard Elementary School in the suburbs of Salt Lake City.

In 1998 she attempted to put her 20 years of experience working with small children to practical use by becoming her party's nominee for the U.S. Congress. The rookie effort didn't work out, but she made her mark: she was the first Hispanic to run for Congress in her state and earned 45 percent of the vote against the incumbent.

Lily is a sought-after speaker and delivered keynote addresses

at hundreds of education events across the country, earning her recognition by Education World in their "Best Conference Speakers" edition. She also blogs at "Lily's Blackboard," bringing a teacher's voice to topical education issues.

Her advice has been published in Parenting magazine and she has been featured on MSNBC, CNN en Español and as the voice of the noble opposition on Fox & Friends.

Lily serves as the Vice President of Educational International for the North America and Caribbean Region, pursuing a common course of action on issues like collective bargaining, raising student achievement, and adequate funding that resonate around the world.

Lily believes in the sacred duty of all educators to be professionals and to care for the whole student - mind, body and character - no matter how students arrive and no matter their learning conditions, their home conditions or their health conditions. She also believes that professionalism carries the responsibility to take action, individually and collectively, toward making the promise of public education a reality and preparing the whole and happy child to succeed in becoming a whole and happy adult.

Lily is a graduate of the University of Utah, graduating magna cum laude in elementary education and later earning her master's degree in instructional technology.

For more information on the SDEA RA, visit sdea.org.





Questions? Contact:

Philip Moore, Retired Program Coordinator

411 E. Capitol | Pierre, SD 57501

800-529-0090 | 605-224-9263

philip.moore@sdea.org

Let your voice be heard!

Join us at the SDEA Representative Assembly on April 3–4 in Pierre.

FIRST, Attend our Annual Meeting of SDEA-Retired Educators at the RedRossa Grille (just east of the Ramkota Inn at the bridge) from 3–5pm. The agenda includes annual reports, election of officers, and introductions of SDEA candidates for state offices.

THEN, Enjoy associating with your state-wide education friends at the same RedRossa Grille for dinner, from 5–7pm.

BECOME a delegate representing SDEA-Retired Educators at the SDEA Representative Assembly, beginning Friday evening on April 3rd, and continuing into Saturday afternoon. Schedules and details are published elsewhere in this SDEA Advocate issue.

Persons attending BOTH the SDEA-Retired Annual Meeting AND the SDEA-RA will receive a \$50 stipend for their participation efforts.

Please notify us by email if you are attending these events as a delegate, at: sdearetirededucators@outlook.com.

ACTIVE LOCAL MEMBERS TAKE NOTE!

Several Pre-Retirement Seminars (funded by NEA-Retired)

are being scheduled across the state for March, April, and May. Watch for locally-provided information about dates and locations.

SDEA-RETIRED LEADERS TO ATTEND NEA-CONFERENCES

In mid-March, four SDEA-Retired leaders will be attending the NEA Leadership Summit and the NEA-Retired Organizing Conference in Orlando. Participants include: Bob Hoffmann, NEA-Director for NEA-Retired; Mary Jane Chiles, SDEA-Retired Secretary; Phil Moore, SDEA Liaison for Retired; and Kathy Meyer, 'New and Emerging Leader'. All are funded through NEA budget and grants.

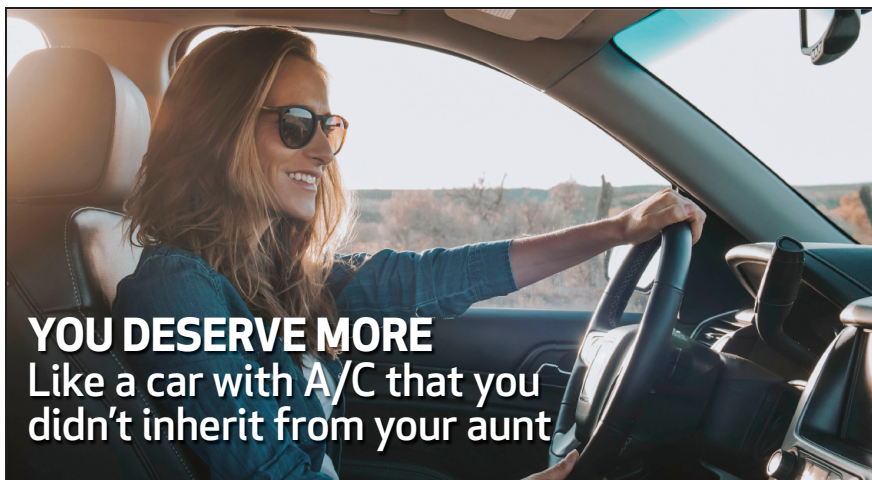
Unfortunately, all NEA conferences for March were cancelled due to the virus threat.

Bob Hoffmann,
SDEA-Retired President



**Please follow us on Facebook at:
SDEA-Retired Educators**

Update us on your contact information:
sdearetirededucators@outlook.com



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C0460120

The Future is NOW



Jennifer Bergan Gabor for SDEA President

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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 Board of Directors meeting minutes can now be found online at NEA EdCommunities on SDEA’s Members Only group page.

VOTE FOR

Your Leaders.
Your Voice.
Your Association.

We are united in our vision and ready to move this association forward, with stronger accountability and transparency to members. We honor the diversity of our membership—from the classroom to the counseling office to the bus barn to the lecture hall. Every member matters and every voice matters.



**STEPHANIE
HAGEMAN**
Vice President



**LOREN
PAUL**
President



**DANA
LIVERMONT**
NEA Director

Paid for by Committee of the Candidates. Materials may not be disseminated by non-personal (district or association) technology.



IT TAKES AN EDUCATOR

My heart is in teaching.

I have been a teacher longer than I have been anything else in life. SDEA was formed to be a teacher's professional organization. Only an educator, who has been in the classroom day after day, has the first-hand experience necessary to lead SDEA.

I have been on the front line teaching in small and large school districts for 42 years. First as a special education teacher and then in our middle and elementary schools. As a third generation educator, I have been active in our state and national organizations, having been a member of NEA/SDEA for 44 years. I was an active member in college. I was elected twice as a delegate to the NEA Representative Assembly. I am a SDEA "Honored Women Educator" inductee. I have served as president of YEA, on our negotiation team and represented our members at an impasse administrative hearing in Pierre. My husband is a former legislator and as a result I am personally acquainted with the leadership of the legislature.

It would be my honor to represent you as the next SDEA President.

I would greatly appreciate your vote.

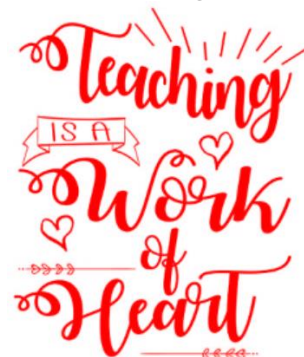
"Kids are the heart of it."

-Linda Stevens

Professional Involvement:

- NEA/SDEA member 44 Years
- NEA Delegate in Chicago
- NEA Delegate in Washington D.C.
- SDEA Honored Women Educator Inductee 2007
- YEA President
- YEA Negotiation Team
- Team Member for Department of ELED/SPED Accreditation
- Aspiring Educators Mentor
- Advocate for Education with Legislators

Cell Phone: 605-660-5064
 mrs.lindasuestevens@gmail.com





2020 SDEA Election

Executive Candidate Q&A

Executive Office Position

President

Linda Stevens

1. As President, what would you like to accomplish in your term?

For any leader to be effective, one has to build relationships and be a good listener. Our SDEA team must meet the needs of all our active and retired educators. I will do this by traveling to every local SDEA organization to listen and provide transparency. Our future is with aspiring educators. I will travel to every university in our state, to encourage aspiring educators to join our organization. I will personally meet every legislator.

2. What do you see as SDEA's priority?

An effective organization must be united. We can disagree on methods but we must be united in SDEA's purpose. Communication and transparency with our membership is essential. Maintaining and increasing membership is vital, not only for fiscal reasons, but also for the future of SDEA. Reaching out to aspiring educators is mandatory. Finally, building personal relationships with all legislators is crucial. I personally know many of the current legislators.

3. What is your vision for South Dakota's future in education and SDEA's role in it?

The educators of SDEA, whether active, retired, or educational support staff, are the face and voice of public education. We are not only the front line, in the war against public education, we are the last line of defense. SDEA members

understand, better than anyone else, the negative effects of inadequate funding. This is compounded by the social issues students bring to school each day. SDEA is the protector and best voice for public education

Jennifer Bergan Gabor

1. As President, what would you like to accomplish in your term?

I want to build strong coalitions with education, community, and state groups, including other labor organizations. I believe that these coalitions are important as we work to project a positive focus on educating our students. I also want to move toward a more actively involved membership. We need everyone to know that what we do and why we ask for support isn't just about salaries, but is about our students.

1. What do you see as SDEA's highest priority?

We need to come together for the common good of all involved in education by leading proactively. We can no longer sit by and wait. We must resolve conflicts and move forward by using civil discourse as we work toward consensus. It is important to step up before conflicts occur so that we are not waiting and then having to respond reactively.

1. What is your vision for South Dakota's future in education and SDEA's role in it?

I want to see educators treated as the high level professionals they are. We need to be restored to the level of respect, dignity, and professionalism that was once the standard in all communities. Ultimately, I want to see educators

and education preK-Higher Ed treated as the number one priority for the future of South Dakota and its residents. I want everyone in the state and the country to see that The Future is NOW!

Loren Paul

2. As President, what would you like to accomplish in your term?

I think it is vital for SDEA to mend relationships with and stabilize staff. Staff turnover is really hurting our locals. A strong and knowledgeable field staff is the best value SDEA can provide to members. I also want to do a complete overhaul of membership procedures to improve accuracy of membership rosters and accounting. With my 26 years of experience on staff, I feel I'm in the best position to do these things.

3. What do you see as SDEA's highest priority?

I firmly believe that we need to put more resources into proactivity rather than reactivity in everything we do. From legislature to the budget to bargaining, we are always reacting to what is done to us. In the last two years, the states that have made the most gains in education are the ones that have united educators and forced a conversation. SDEA needs to set the narrative, not respond to the narrative of others.

4. What is your vision for South Dakota's future in education and SDEA's role in it?

Decisions are being made every day about education—in our schools, our communities, and our capitol. My vision is one where educators always have a seat at the table when decisions are made that impact

education. We're the experts! SDEA must forge relationships with the DOE, the Governor's office, and with other education associations so we can influence the narrative around education. We must also give locals tools to build similar relationships in their communities.

Vice-President

Stephanie Hageman

1. As SDEA Vice President, what would you like to accomplish in your term?

OUR LEADERS - My primary goal is ensure SDEA plays a vital role in advocating for our members, our students, and our public schools. As Vice President, I will work collaboratively with the Executive Team, Board of Directors, and SDEA Staff to guarantee the needs of our members are being met. Loren Paul, Dana Livermont and I are all adamant in working collaboratively with all SDEA stakeholders to move our organization forward.

2. What do you see as SDEA's highest priority?

YOUR ORGANIZATION - SDEA's highest priority is providing value to members. SDEA needs to listen to the voices and needs of all members - Aspiring Educators to Educational Support Professionals to Classroom Teachers to COHE to Retired. SDEA needs to be proactive in executing its mission and vision statements. SDEA must build relationships to assist our organization in retaining collective bargaining rights, securing adequate funding, meeting the social and emotional needs of members and students...

3. What is your vision for South Dakota's future in education and SDEA's role in it?

YOUR VOICE - My vision for South

Dakota's future is to ensure we have created safe and equitable public schools in which all students can achieve. SDEA's plays a vital role in this vision through its work with Educator Voice. The SDEA team needs to peruse the data to advocate for the needs of our students - through collective bargaining at the local levels and through policy and legislation at the state and national levels.

NEA Director

Leslie Crow

1. As NEA Director, what would you like to accomplish in your term?

As NEA Director, I would like to expand our organization and partner with other educational affiliates to help increase salaries and/or professional development opportunities for teachers, COHE, and ESP groups. I would also like to increase our minority membership and provide support to aspiring educators throughout South Dakota.

1. What do you see as SDEA's highest priority?

Like NEA, I see SDEA being a place where teachers and all educators alike can feel secure in their places of employment knowing SDEA will always have our back in any situation. I think SDEA's highest priority is to supports its members needs so that we can meet our students needs.

1. What is your vision for South Dakota's future in education and SDEA's role in it?

I hope to see South Dakota as one of the thriving states in education. I would like to see SDEA be the reason why South Dakota has one of the best education systems in the country.

Dana Livermont

1. As NEA Director, what would you like to accomplish in your term?

SDEA only gets one NEA Director, so it has to be a strong one! SDEA receives over 15% of its operating revenue—around \$450,000—from the Small States Subsidy and Uniserv Assistance from NEA. It will be a priority of mine to fight for NEA to maintain or increase this commitment. Additionally, I want to find ways to expand programming to better meet the needs of locals and members through added NEA grants to SDEA.

2. What do you see as SDEA's priority?

Communication! We absolutely must do a better job of sharing information and listening to our locals. We talk about a culture of organizing, but we cannot do that until we are able to have meaningful dialogue to learn what our members actually care about and need. All of our decisions at SDEA should be driven by member voices. Loren, Steph, and I are all committed to more transparency and collaborative decision-making with members

3. What is your vision for South Dakota's future in education and SDEA's role in it?

My vision is one in which educators—including aspiring educators, ESPs, and higher ed staff—are valued for the remarkable work that they do by media, legislators, administrators, families, and community members. SDEA should unite and amplify our voices. SDEA's leaders need to work harder in Pierre and across the state to build relationships with legislators on both sides of the aisle and with other education-centered associations to have a stronger influence on education policy.




411 East Capitol Avenue
Pierre, SD 57501

605-224-9263 ph
800-529-0090

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UPCOMING EVENTS

March

- 16 Western Unit Mini RA
- 21 Plains Unit Mini RA
- 23 EGL Unit Mini RA
- 24 SEE Unit Mini RA
- 26 Eastern Prairie Unit Mini RA @ Sioux Falls - 5:30pm
- 28 Dr. Donna Beegle: Breaking the Iron Cage of Poverty
- 28 ESP Advisory Council Meeting @ Pierre - 10:30 - 11:30am
- 29 SDEA Board of Directors Conference Call

April

- 2-3 SDEA Board of Directors
- 3-4 SDEA RA
- 4 SDEA Election Begins
- 10 Good Friday (offices closed)
- 20 SDEA Election Closes
- 17-18 Aspring Educator State Conference
- 24 Election Committee
- 30 Eastern Prairie Unit Meeting

May

- 1-2 NEA Board of Directors
- 2 ESP Advisory Council Meeting
- 4-8 Teacher Appreciation Week
- 15 Honored Women Educators of SD - Nomination deadline
- 16 Western Unit Meeting
- 25 Memorial Day (offices closed)