



# ADVOCATE



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## DATES TO REMEMBER

**MAY 7-12**

**National Teacher Appreciation Week**

**MAY 8**

**National Teacher Appreciation Day**

**MAY 28**

**Memorial Day**  
(SDEA offices closed)

**JUNE 30-JULY 6**

**NEA Annual Meeting**  
Minneapolis, MN

**JULY 4**

**Independence Day**  
(SDEA offices closed)

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## South Dakota Moves Out of Last Place for Average Teacher Salary

### 11.8 Percent Increase Boosts State Average to 48th in Nation

For the first time in over 30 years, South Dakota's average teacher salary no longer ranks last in the nation according to a recently released report by the National Education Association (NEA). The NEA's *2018 Rankings & Estimates* publication shows South Dakota's average teacher salary increased by 11.8 percent during the 2016-2017 school year. This is the largest increase by any state. The pay bump moved South Dakota up to 48th place overall in the nation followed by West Virginia, Oklahoma and Mississippi.



South Dakota Education Association (SDEA) President, Mary McCorkle, said the new data clearly reflects the work of Governor Dugaard's Blue Ribbon Task Force and the impact of the half-penny increase of the state's sales tax.

"SDEA welcomes the news this report brings for our teachers and students. The data is evidence the Blue-Ribbon Task Force accomplished one of its main goals, moving the state's average teacher salary from the bottom of the list," said McCorkle. "As a state, we were stuck at the bottom for far too long, so moving up means South Dakota is moving in the right direction for teachers and students."

McCorkle does caution the report is just a snapshot in time and without a continued effort to keep moving forward the state could find itself at the bottom once again.

"We took a big leap forward in 2016, but we can't let 48th be the place we stop. We must keep moving forward," said McCorkle. "As the state embarks on the three-year review of the new funding-formula adopted in 2016, I think we can say, based on this report, we did a lot. Now, we must ask what do we need to do to keep the momentum going. Standing still is not an option for our teachers, and it certainly is not an option for our students. We must keep focused on the future."

The NEA report provides comparative state data and national averages on a host of important public education statistics, teacher salaries, student enrollment, and revenue and expenditures for the most recent school year. NEA has produced the Rankings and Estimates report for more than 70 years.

The complete report can be found at <http://www.nea.org/home/73145.htm>.



# president's corner

Find SDEA's President on Twitter  
@Mary\_McCorkle

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

## Building Power Through Aspiration

Another school year is coming to an end. As you are wrapping things up, many of you are reflecting on what was accomplished in the last year and pondering what could have gone better. We are doing the same at SDEA. We have done a lot in the past year. From expanding our professional development opportunities to developing innovative ways to do business with our members, SDEA has accomplished a lot. We also met some challenges. Together, we defeated three anti-union bills in the legislature and helped members at the local level retain their union representation. As we move into summer we must ask what do we want next? How can we grow our power? What are our aspirations?

It is not enough to simply want something better, to want positive

change. Positive change only happens if we all work together to make our aspirations a reality. To move an organization, everyone must aspire and work together. We must engage each other. We must decide what we want to change. We must make plans, and we must work those plans together.

The power of SDEA's voice lies in the number of members we have and the willingness of those members to use their voice. Our power lies in the level of aspiration of each member to create a stronger Association.

Our potential is tremendous. If every potential member joined with us, our membership would be 19,244—roughly 12,000 teachers and 7000 ESP. We must aspire to be more than what we are. The future of this Association, the services we provide and programs we develop and implement are tied directly to our aspiration of growth, of power, and of influence. What if every local of over 5 members grew between 6-10%? We would have almost 1200 new members.

I want to be very clear. Members for the sake of numbers is not aspirational. Yes, we must grow. But if all we do is grow for the sake of growth without engaging these members, without listening to them and hearing their thoughts, we haven't accomplished a great deal. Our aspirations must also focus on engagement and involvement.

We have many opportunities ahead of us. The potential is huge. Our aspirations become realities only when each one of us and our colleagues at home do the work. The work is one-on-one conversations with every potential member, conversations that occur on a regular basis and continue all year. Listening to our members and talking about the importance of membership must be a part of everything that we do.

To the dreamers and to those with aspirations, all things are possible. Henry David Thoreau wrote in *Walden*: "If you have built castles in the air, ... that is where they should be. Now put the foundations under them." It is up to each of us to seize the opportunities before us, share our aspirations and lead.

In closing, for everything you do for every student in every school in this great state, know that you are valued and appreciated. For everything that you aspire to do as we move forward, I thank you. You are this Association; together we will continue to make a difference for and chart our path into the future.

Mary J. McCorkle

## Questions or Concerns

Contact a UniServ Director today!

**Fran Linn**  
Western UniServ Director  
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Plains UniServ Director  
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# Oceti Sakowin

## Essential Understandings

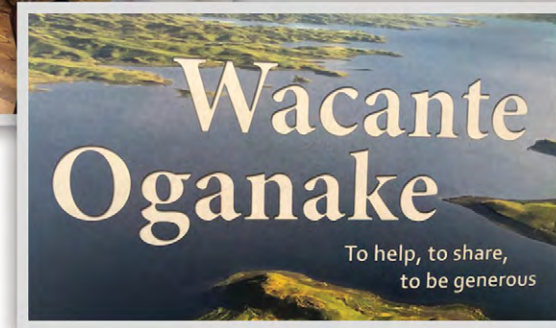
Questions? Contact:  
**Rich Mittelstedt**

Teaching and Learning Coordinator  
800-529-0090 | 605-886-4800 | richard.mittelstedt@sdea.org



## SDEA promotes use of Oceti Sakowin Essential Understandings

Native American? American Indian? Sioux? Lakota? What is the proper name to use? What is the difference between Lakota, Dakota, and Nakota? How strong is your knowledge of South Dakota cultures outside of your own? Recently, SDEA members examined these questions and more through a weekend of learning about the Oceti Sakowin Essential Understandings (OSEU). The goal of the workshop was to expose more educators to OSEU and to encourage its use in all schools. Peggy Hancock (Dell Rapids) summarized her experience; "This class gave me the opportunity to come full circle in my learning journey, bringing with it many stories of perspective from families, sages, colleges, and my greatest teachers, the students."



The OSEU serve a dual purpose: to help make curriculum and standards more meaningful to Native American students, and to increase the appreciation and understanding of native culture among all students. Oceti Sakowin [oh-CHEH-tee SHAW-koh-we] means Seven Council Fires, and is the common name for the Lakota/Dakota/Nakota people. The seven essential understandings, which comprise OSEU, are a collective representation of Oceti Sakowin culture. It was created by a group of tribal and education leaders brought together by the SD Office of Indian Education, and updated content was recently approved by the state Board of Education Standards. A complete copy of OSEU can be printed here: <https://bit.ly/2HJAlu6>.

To further the goal of widespread use, the team has been working on lesson plans, which may be downloaded for anyone to use. One post-secondary institution is even involved. Professor Mark Geary from the Dakota State University School of Education took his learning back to DSU, reporting that he has added Sherman Alexie's *True Diary of a Part-Time Indian* to his children's literature reading list. He noted that even if it isn't the best possible selection for an exploration of OSEU, it is a good conversation starter, and the goal is to have an open mind as we learn together about OSEU and one another.

SDEA is partnering with the Technology and Innovation in Education (TIE) Office and SD Dept. Of Education to promote the use of OSEU with a kick-off October 8-12. Opportunities for classroom ideas to incorporate OSEU as well as lessons which involve the whole school will be shared, along with opportunities for student contests, inviting tribal elders to speak, and a chance to showcase students' learning. Details will be released around the start of school this fall. To begin learning now, visit [www.wolakotaproject.org](http://www.wolakotaproject.org).



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Executive Director: Richard Kern  
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Communications Specialist: Rebecca Uhrig



# State Student Conference



# 7 Questions Educators Are Asking

## About Their Rights to Speak Out, Protest, and Engage in Activism

2018, March 12, *7 Questions Educators Are Asking About Their Rights to Speak Out, Protest, and Engage in Activism*, Retrieved from [educationvotes.nea.org](http://educationvotes.nea.org)



During the weekend of April 21st, 60 SDEA student members came together at Dakota Wesleyan University (DWU) in Mitchell for the SDEA Student

Conference. There they decorated little libraries that will be deployed throughout Mitchell schools to allow for easier access to books for students in the community during the summer. The NEA Aspiring Educators Chair, Ashley Muscarella, engaged participants in a conversation over the need for our new teachers to step up and lead in their classroom, their curriculum, and their communities. Throughout the weekend, the students had the opportunity to interact with a large panel of new educators, as well as a panel of administrators, to talk about their questions and

concerns about teaching. Additionally, students received professional development, around integration of cutting edge instructional and classroom management techniques through the use of technology, training in suicide prevention, and tips on surviving their first years of teaching.

We want to thank DWU for all of its hard work, and for everyone who participated in making it a fun fulfilling weekend!



**SAVE THE DATE**

2018

# South Dakota Indian Education Summit

Sept. 23–25, Pierre

Special event: In-depth training on implementing the Oceti Sakowin Essential Understandings and Standards

Also: • Youth Day • Keynotes • Breakout sessions • Speaker panels

Contact [Marta.Neuman@state.sd.us](mailto:Marta.Neuman@state.sd.us) or 605-773-8194 with questions

Registration information coming soon at [www.tie.events/IES](http://www.tie.events/IES)

With all the headlines about student walkouts over gun violence and other social justice issues, and the number of students and educators participating in such actions is growing each week, many educators have questions about their rights when they engage in activism.

In a national call with NEA members, attorneys with NEA's Office of General Counsel addressed many of these issues, answering questions we are hearing most often about legal and free speech protections for educators who participate in actions for social justice.

Below are a number of the key questions they addressed:

### 1. Do educators have First Amendment rights to speak up at school? What about outside of school?

The First Amendment enshrines the right to speak out, to assemble, and to speak without being punished. But this right is not absolute, and public employees, like public educators, have limited First Amendment rights.

Generally, a public educator has the greatest free speech rights when speaking as a private citizen (outside of school and not to students or parents) about issues of public concern. You may have no First Amendment protections at all when speaking as an employee (in school or to students or parents) or about workplace or personal issues outside of school.

Before speaking out or participating in an action, it is always good to ask yourself two questions: 1) Which hat will you be wearing when you speak – an educator's or private citizen's? And 2) What are you speaking about? Is it a topic of general public concern, or a personal grievance?

So, for example, an educator who speaks out about a hot-button political matter such as gun control outside of the school will be protected by the First Amendment. But speaking in class about the same issue would not be protected. Educator speech about personal issues or specific workplace complaints would also not be protected.

### 2. What other laws might protect educators?

It's always a good idea to check with your local or state NEA affiliate about which other laws may apply. Many, but not all, states have teacher tenure laws. Under these laws, your employer has to show cause to discipline or terminate a tenured teacher. Newer teachers and other educators often don't have these rights, so they may want to act a little more cautiously.

Collective bargaining laws may also protect you when speaking out about issues that relate to the terms and conditions of your employment. So if you work in a state that permits public education collective bargaining, you may have stronger protections to speak out about specific issues in your school or district.

Anti-discrimination laws may also provide additional protection against discipline or termination that is imposed because of your gender, race, ethnicity, religion or other protected characteristic.

All of these protections are typically strongest when educators are speaking on non-instructional time, and not in a classroom environment. You have the greatest protection when you are speaking outside of class to the public, including to public officials, rather than speaking in class or out of class only to students.

### 3. Can my school fire me for participating in a rally or walkout?

As a general rule, walking out of school while on the clock during a school day would not be protected under the First Amendment, because it would not be private citizen speech.

If you walk out without the permission of your school administration, it could be viewed as unprofessional or insubordinate conduct and you could be disciplined or fired. A hostile administration could argue that a widespread educator walkout, unsanctioned by school administrators, amounts to an unlawful strike and subjects educators and their union to penalties.

### 4. What should educators do if there's a student walkout?

As an educator, you should plan NOW about what to do in the event of a student walkout. It's possible your school could provide a secure venue for on-campus activities, in collaboration with the school district, educators and students. This kind of protest activity can provide an excellent educational opportunity for all involved. If your school district has not planned ahead and a student walkout occurs, you should immediately inform your school administration and seek guidance about what should you do.

### 5. What are educators' rights when posting on social media?

When posting on social media, you won't necessarily enjoy First Amendment protections. As with offline public speech, when you post online about issues of public concern, or about public policy, you are more likely to be protected by the First Amendment. But if you post about issues or concerns specific to your school, or about your personal situation, you are less likely to be protected. As with offline public speech, when you post online about issues of public concern, or about public policy, you are more likely to be protected by the First Amendment.

Here are a few examples:

- If you post to a closed group that is intended for students or parents (i.e. not public), you likely would not be protected.
- If you post about your personal life, your post would be viewed as a private rather than public concern and you would likely not be protected.
- If you post something on Facebook complaining about one student in particular, you would likely not be protected because you're speaking as an employee and not a citizen.
- If you share a Facebook post or retweet about a public event or action – such as the March 24 action – you would likely be protected.
- If you post or tweet urging people to vote, or to call their representative to effect a change in public policy, you would likely be protected.

As a general rule, as with offline speech, when posting on social media ask what role are you playing. Are you posting as an educator or as a public citizen? And what are you discussing – private issues or issues of public concern?

### 6. Can my school discipline or fire me for participating in a march on my free time?

As a general rule, no, you cannot be disciplined for participating in an action, march or rally on your own time, outside of work. This is the kind

– Continued to page 11

Visit [sdea.org](http://sdea.org) for more member spotlights



### Barbara Lindquist

I am the Special Education Coordinator for the Bon Homme School District (Tyndall, Tabor, Springfield, Bon Homme Colony and Dawson Colony). I have been an SDEA member for 34 years. I joined SDEA as soon as I was hired at my first job in Centerville, SD. At my job interview the Superintendent asked me if I was an SDEA member, I told him was not a student member. He seemed very glad to know I wasn't a member and offered me a position. After I signed on the dotted line, I made sure I found out who was the SDEA rep and signed up immediately. I've never regretted my decision.



### Sarah O'Donnell

Spearfish Education Association, Co-President, SDEA member for 7 years

I come from a family of educators. I was always inspired by my mother who was a strong SDEA member. I believe strongly in what our Association does. In SDEA, I feel supported as a professional and gives me ways to help my colleagues and district.



### Scott Headrick

My name is Scott Headrick and I serve as the K-12 Technology Integrationist, Personal Finance and Business Math teacher for the Dell Rapids School District. I also serve as the Co-President for the Dell Rapids Education Association. I have participated in SDEA for eight years because of the advocating SDEA does for public education at the state and local levels. The best part of joining SDEA is I have become better aware of the policies and procedures that govern our schools and made connections with SDEA members to better serve our students.



### CeCe Gorder

EGL, Junior Kindergarten teacher, 1st year member as teacher, three years as student

I joined SDEA for the professional development and to advocate for our profession. The best part about joining SDEA has been creating a network for my profession and being able to bounce ideas off one another to better our teaching.



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### Delegates Change Dues Increase Bylaw

Delegates at the 2018 SDEA RA adopted Proposal 9 to the bylaws. The previous bylaw provided an annual 3% inflationary increase. The change applies the inflationary increase to every other year. This means next year's annual SDEA dues (\$415 - active certified, \$207.50 - active classified) will remain the same, and an inflationary increase will be applied in the 2019-2020 school year.

The SDEA/NEA Elections Committee met on April 27, 2018, to count and certify the results of the election. Pursuant to SDEA Board of Directors' motion at its January 19-20, 2018, meeting no ballots were sent regarding the SDEA Board of Director positions as these races were completely unopposed.

### Board of Directors

#### Western – 2 year term

Steven Chase

#### EGL – 2 year term

Carri Hales

#### Plains – 2 year term

Tess Canet

#### Eastern Prairie – (2) 2 year terms

1. Dawn Wiebers
2. Jennifer Bergan Gabor

#### Minority At-Large – 2 year term

Dennis Simon

### 2018 NEA RA Unit Delegate Winners

#### Western

1. Sue Podoll
2. Dana Livermont

#### Alt.

1. Stephanie Hunter
2. Rachel Rasmussen
3. Darcy (Randle) Winger
4. Robin Cline
5. David Sommers

#### EGL

Stephanie Hageman

#### Alt.

Carri Hales

#### Plains

Pam K. Wells

#### Alt.

Robin Curtis

#### SEE

No Candidate

#### Eastern Prairie

1. Tony Martinet
2. Lisa Jennings

#### Alt.

1. Jennifer Bergan Gabor
2. Danyelle Cleveland
3. Dawn Wiebers
4. Hilda Esperanza Langle
5. Virginia Colgan

### 2018 NEA RA At-Large Delegate Winners

#### Minority At-Large

Hilda Esperanza Langle

#### Alt.

1. Curtis Anderson
2. Jacqueline Myers

#### AT-LARGE DELEGATES

1. David Sommers
2. Robin Cline
3. Darcy (Randle) Winger
4. Rachel Rasmussen
5. Stephanie Hunter
6. Virginia Colgan

#### AT-LARGE ALTERNATES

1. Jennifer Bergan Gabor
2. Robin Curtis
3. Dawn Wiebers
4. Curtis Anderson
5. Danyelle Cleveland
6. Carri Hales
7. Joyce Scranton-Blaas

# 2018 SDEA Representative Assembly



## Yankton's Duke Ellingson Receives SDEA's 2018 Friend of Education Award



The South Dakota Education Association (SDEA) presented the 2018 Friend of Education Award to Duke Ellingson at the annual Representative Assembly in Pierre. SDEA/NEA's Friend of Education Award honors a person or organization that has

made a significant contribution on a statewide basis toward achieving quality public education for all students.

"We are honored to present this year's Friend of Education Award to Duke Ellingson who gives so much of his time to the students in Yankton," said SDEA President Mary McCorkle. "Duke clearly cares about the students he works with. His patience and compassion will certainly influence them well into their futures. He is most deserving of this award."

Ellingson was nominated by Emily Harriman of the Yankton Education Association (YEA). Harriman points to 300 plus hours Ellingson has volunteered in the school and community as the reason he has such an impact on students.

"Duke spends many of his hours at one of Yankton's elementary schools. Beadle Elementary. Administration, teachers and staff would agree that Duke is passionate about giving back to children and always doing that with a smile on his face," wrote Harriman. "He inspires those around him with his servant's heart and fun personality. He is an exceptional volunteer."

## Rapid City's Robin Bushie Receives SDEA/NEA's Educational Support Professional Award



The South Dakota Education Association (SDEA) named Robin Bushie, a paraprofessional at Rapid City's Rapid Valley Elementary, the 2018 Educational Support Professional of the Year. Bushie received the award at the annual SDEA/NEA Representative Assembly in Pierre.

"Robin's commitment to her students and fellow educators is second to none. She works tirelessly to support her students by going above and beyond. She continues to grow professionally and is always willing to support and mentor her fellow paraprofessionals," said SDEA President Mary McCorkle.

"The impact she has on her students is evident by the hugs and greeting she still receives many years after they have left her classroom. She is most deserving of this award."

Bushie was nominated by the Rapid City Education Association and fellow educator Brandie Hirschert who says Bushie is known for her positive attitude and the influence she has on the lives of her students and families.

Professionally, she strives to stay educated to help students meet their needs in the best way and environment possible. She has a goal of always being there to be their voice and their advocate if necessary. Working with students in a self-contained classroom, Robin wants to help the students grow and be as educated as they can to be a responsible person," wrote Hirschert. "Robin has been a mentor to many new paraprofessionals that she has worked with over the years. She always makes time to be available if a colleague is seeking advice or wants to brainstorm. Her advice to a colleague entering the profession would be to remain flexible. It's important to always be there for the students by watching and listening whether it is to them or to others. Enjoy each day and make learning fun!"

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





Find SDEA-Retired on Facebook



Questions? Contact:

**Loren Paul**

*Retired Program Coordinator*

411 E. Capitol | Pierre, SD 57501

800-529-0090 ext. 131 | 605-224-9263 ext. 131 | loren.paul@sdea.org.

### Tempus Fugit — time flies!

Following is an attempt to update you on things your organization has done in the last several months.

Our generous grant from NEA funded Pre-Retired Seminars at three locations this spring. Though they differed a bit, they were all successful and enthusiastically received. The first one was held in Watertown on Saturday, March 3 — the first serving that area of the state. Using our time-tested format, Travis Almond from the South Dakota Retirement System spoke about SDRS and answered questions from the participants. His presentation was well received, provided much valuable information and all questions were thoroughly answered. Information concerning retirement legal issues, e.g. wills, trusts, powers of attorney, etc., were presented by John Wiles. The representative from Horace Mann explained the company's relationship with SDEA and explained how they serve and protect their clients.

The West River meeting occurred on March 24. Minerva's at the Ramkota Hotel in Rapid City was the site of this meeting. The program covered roughly the same information as was presented at our previous meeting. Quentin Riggins handled

the legal portion. At this well attended meeting we picked up several new members.

The Sioux Falls area meeting, originally scheduled for April 14, had to be postponed due to weather, but was held on the 28th at the 10th Street Pizza Ranch. This meeting too was well received, all things considered. Participants at all the Seminars seemed satisfied; each gathering had a winner of a \$50 cash drawing as well.

Speaking of Seminars, Loren Paul, our SDEA Retired Program Coordinator and I were scheduled to 'present' how we set up and handle our Seminars at the National Retired meeting in Chicago in mid-March. Unfortunately, we had to cancel our presentation; winter weather — the culprit.

This year's Annual Retired Business Meeting was held in Pierre on April 6th at the RedRossa conference center. Fifteen members participated. The group decided to: continue the Pre-Retired Seminars — hopefully we will be funded again by NEA — continue to hold "Fall Adventures" for members, approved the 2017 minutes, voted for an expanded budget for fiscal 2018-2019, elected Rodger Ellingson to be the SDEA-R representative on SD EPIC, elected Bonnie Mehlbrech

as vice president, Dorothy Falk for Treasurer.

Darby Boyd, NEA Membership Benefits specialist, gave a presentation on how to get started using the NEA Member Benefits website and answered many questions.

Several guests stopped in to 'show the flag', so to speak and brought greetings: SDEA President Mary McCorkle, Executive Director of SDEA Richard Kern, and this year's Representative Assembly's keynote speaker Eric Brown.

If you have not joined SDEA-Retired, NOW IS THE TIME TO DO SO. There is no question national dues will be going up significantly in the near future. Why not protect yourselves by joining as pre-retired members now; lock in those Lifetime State and National dues. If you join now as a Pre-Retired member you will save your benefits and money at the same time. To join now, there is only the one-time fee of \$350. Then when you retire, your benefits will be saved, and you will only owe the "local" retired dues — currently only \$10 per year.

Thanks for all you have done for students over the years!

**John R Salladay**  
*SDEA-Retired President*

# Board Minutes

## SDEA/NEA Board of Directors' Meeting

January 19-20, 2018

### Face-to-Face Meeting January 19-20, 2018

Present for the meeting in addition to M. McCorkle were O'Brien, McMahan, Soldatke, Thomas, Jennings, Wiebers, Jensen, Wells, Canet, Sieverding, Chase, Livermont, Sommers, Gough, Sokol, Salladay, Simon and Aldrich. Also present were Kern, Bartlett, Plooster and P. McCorkle.

Lindquist and O'Donnell were present for a presentation Saturday morning.

Claussen and Waltman were present for a short time Saturday morning.

Rolfs was present as an observer.

Absent was Brooks.

Approved accepting the 3-1 (g) plan. (Aldrich, Wiebers)

Approved adopting fiscal year 2019 Strategic Goals, Tactics and Activities. (Wells, Wiebers)

Approved Robin Bushie of Rapid City as the 2018 SDEA ESP of the Year. (SDEA ESP Committee)

Approved accepting resignation of Board of Director EGL Representative Stephanie Brooks. (Sommers, Jensen)

Approved accepting recommendations of the Dues Task Force. (O'Brien, Sommers) Sieverding dissenting.

Approved adding bullet four regarding district accountability under Strengthening Public Education. (Salladay, Thomas)

Approved striking bullet two and replacing with new bullet under Respecting Education Employees. (Livermont, Thomas)

Approved striking bullet nine and replacing with new bullet under Respecting Education Employees. (Sommers, Wells)

Approved adopting the Proposed 2019 Legislative Agenda as amended. (Livermont, Wiebers)

Approved that SDEA will purchase workers compensation liability insurance to cover the board of directors and SDEA Board of Directors/SDEA RA established committee members while performing SDEA business. (Wells, Wiebers)

Approved that BOD Policy 7.8, Counting Procedures for General and Run-off Elections be suspended for the 2018 Board of Directors elections to allow the Election Committee to declare winners of

the completely uncontested races for those positions without the need to send ballots to the SDEA membership regarding those races. (Sieverding, Sommers)

Approved that a local is required to have membership materials up to date in order to receive recruitment incentive. (Canet, Simon)

Approved Duke Ellingson of Yankton, SD, as the 2018 Friend of Education. (SDEA Friend of Education Committee)

Approved a Board position of Do Pass to Proposal 1 Article VIII. Dues: Section 3 Student Membership Dues. (Sieverding, Jensen)

Approved a Board position of Do Pass to Proposal 2 Article VII. Officers and Board of Directors: Section 4. Term of Office. (Canet, Wiebers)

Approved a Board position of Do Pass to Proposal 3 Article XI. Nominations and Elections: Section 1. Nominations. (Jennings, Thomas)

Approved a Board position of Do Pass to Proposal 4 Article XI. Nominations and Elections: Section 2. Voting. (Wiebers, Jennings)

Approved a Board position of Do Pass to Proposal 5 Article IV. Membership: Section 1. Active

Membership. (Wells, Sokol)  
Approved a Board position of Do Pass to Proposal 6 Article IV. Membership: Section 2. Active Membership in Education Support Positions. (Simon, Sokol)

Approved a Board position of Do Pass to Proposal 7 Article IV. Membership: Section 5. Retired Membership. (Livermont, Canet)

Approved a Board position of Do Pass to Proposal 8 Article V. Dues: Section 4. Retired Membership Dues. (Salladay, Livermont)

Approved a Board position of Do Not Pass to Proposal 10 Article VII. Officers and Board of Directors: Section 4. Term of Office. (O'Brien, Jennings) Aldrich abstaining.

Approved a Board position of Do Not Pass to Proposal 9 Article V. Dues: Section 1. Active Membership Dues. (Sieverding, O'Brien) Jensen and Livermont dissenting.

Approved ratifying the agreement between PSA and SDEA. (Salladay, Thomas) Livermont abstaining.

Approved MOU regarding health insurance with PSO. (Wells, Wiebers) Livermont abstaining.

Approved MOU regarding health insurance with SDSA. (Sieverding, Aldrich) Livermont abstaining.

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of activity that is most protected by the First Amendment. This would be considered free speech and assembly about an issue of public concern — the type of speech that has the highest level of protection under the First Amendment.

**7. Can my school discipline or fire me for wearing orange to support students and common-sense gun laws? What about wearing a shirt or button to school with an overt political message?**

Your school cannot discipline you for just wearing orange. This would be protected by the First Amendment, and possibly by state labor laws where applicable. NEA members have worn colors to school to support various causes for years. We are calling on members to wear orange for a national gun safety action on April 20, 2018.

Wearing a shirt or button with an overt message about a specific issue, however, is different. Schools can limit or dictate what messages teachers can convey in school, but they cannot discriminate based upon race or gender, and should not pick and choose which political messages are acceptable.

If your employer disciplines or threatens to discipline you for wearing a shirt or button, you should contact your local or state affiliate right away.

Student speech in school, on the other hand, is more protected than educator speech. Student speech can only be prohibited if it is disruptive. A political message on a student's shirt is not considered disruptive. If you are asked to discipline a student for wearing a shirt with a specific political message or in support of a specific political organization, you should contact your local or state affiliate for guidance.



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## Find Us On


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

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

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 South Dakota  
Education Association

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## UPCOMING EVENTS

### May

- 1 SDEA Educational Innovation Grant Applications Due
- 4-5 NEA Board of Directors - Washington, D.C.
- 7 Eastern Prairie Meeting - Sioux Falls
- 7-11 Teacher Appreciation Week
- 8 National Teacher Day
- 8 EPIC Conference Call
- 15 Honored Women Educators of SD nomination - deadline
- 21 Western Unit Meeting - Rapid City
- 28 Memorial Day - SDEA offices Closed

### June

- 17-20 SDEA Board of Directors' Meeting/ New Board member training - Pierre
- 19-20 SDEA Board/Staff Retreat - Ramkota, Pierre
- 29 NEA Board of Directors - Minneapolis, MN
- 30-July 5 NEA Representative Assembly - Minneapolis, MN

### July

- 4 Independence Day - offices closed
- 11-13 NCSEA Summer Leadership Conference - Cleveland, OH
- 20-21 SDEA Board of Directors' Meeting - Pierre
- 23-25 Presidents' Retreat - Chamberlain

### September

- 23-25 South Dakota Indian Education Summit