



ADVOCATE



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DATES TO REMEMBER

NOVEMBER 13-17
American Education Week

NOVEMBER 15
Education Support Professional Day

NOVEMBER 23-24
Thanksgiving Break
(SDEA offices closed)

DECEMBER 25-JAN 1
Christmas Break
(SDEA offices closed)

Find Us On



Teacher Salaries Increase by 8.8 Percent *Still More Work to Do*

This past September, Governor Dennis Daugaard announced that the average teacher salary in South Dakota has moved up. According to the data gathered by the South Dakota Department of Education, the state's average teacher salary for the 2016-2017 had increased to \$45,625 from \$41,940, which is an 8.8 percent increase. SDEA President Mary McCorkle is encouraged by the numbers, but acknowledges that there is still a lot of work to do to meet the state target of \$48,500.

"SDEA is pleased that the dollars from the half-cent sales tax increase are making their way to teacher salaries. We are moving in the right direction, but we still haven't met the goal of \$48,500," said McCorkle. "South Dakota continues to lag behind our neighboring states that are also struggling to attract and retain teachers, so while the work of the Blue-Ribbon Task Force set us on the right path, we still have some catching up to do."

According to the last publication of the NEA Rankings and Estimates, South Dakota's teacher salaries have finally moved out of 51st place. The new average pushes the state above West Virginia that sits at 49, trailed by Oklahoma and Mississippi. The numbers also suggest SD still lags behind our neighbors by about \$5,000. North Dakota had an average teacher salary of \$50,479, Montana \$51,034, Nebraska \$51,386, Iowa \$54,416, Minnesota \$56,913 and Wyoming \$58,140.

"It is good to finally be out of last place. It has been decades since our teachers have been able to say SD salaries were not at the bottom, but being at 49 as opposed to 51 won't magically solve all of our recruitment and retention challenges, especially when you consider that all of our neighbors are facing shortages as well," said McCorkle. "We can't move forward and then stand still. Our neighboring states are also seeing an up-tick in their average salaries, so we have to keep fighting to keep up."



News in October that 36 school districts failed to meet one or both accountability requirements has also caused concern. The SD Department of Education sent letters to those districts informing of the failure to meet both accountability requirements per the 2016 Teacher Compensation Package. A total of 36 schools missed at least one of the accountability requirements under the 2016 teacher compensation legislation. Of the 36, only two missed both: Herried and New Underwood. Herried had an average increase of \$6,739 and New Underwood average increase came in at \$4,480.

Districts did a better job meeting the requirement of raising the average teacher salary by 85 percent of a district's percentage increase. Only six missed this target: Herried, New Underwood, Corsica Stickney, Hoven, Kadoka Area and White River. These six were relatively close to meeting to this requirement. New Underwood missed this mark by the most at two-percent. A retirement or other change to the staff may account for why these small school districts missed this goal.

The districts that failed to meet at least one of the accountability targets appeared to have struggled with the requirement to spend 85 percent of their new funds on teacher compensation. However, 16 of the 32 districts missing this target failed by 2 percent or less. These districts may have had an unexpected change in student enrollment or again,

— Continued on page 5



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

Still More Work to Do...

It is official! We no longer hold the distinction of being 51st in teacher pay. Our average teacher salary has risen 8.8 percent to \$45,625. Currently, West Virginia, Oklahoma, and Mississippi trail us. Many of us never thought this would happen—but it did. And it happened because of the unified voice of educators.

The question now is what's next? Is there more work to do? The answer is a resounding yes. The average salary is still below the state's target of \$48,500 and we have districts that struggle to find teachers for their students. We've made progress, but the finish line is still in the distance. The teacher shortage didn't magically disappear with the pumping in of much needed revenue in our districts. SDEA will continue to work at the state level to make sure the progress we have made does not come to a halt, but there is more... We have work to do at the local level as well.

Our power comes from individual members coming together to make a difference for their communities, colleagues and most importantly, students. The place where we have the most power to make a direct impact on our schools and students is at home—at the local level. You and your colleagues in your buildings know best what your students need. Together, you can be change agents for your students, but you must work together.

There are many things that we can do at the local level to make a difference for our fellow educators and students. How can you help your local association? Can you volunteer to attend school board

meetings and send a short report to your colleagues? Could you help your local president spread the word about a local sponsored community service project? Could you bring coffee or cookies to a building meeting? Could you help with the membership drive and talk to one or two educators? Could you help members of the bargaining committee with gathering information and numbers? Is your local supporting a school board candidate? Would you put a sign in your yard or simply remind your family and friends to vote? When those who know the names of their students become involved in their association and work together on issues that impact their schools, great things happen! We do not need permission to lead; we need the will to lead.

Our Association accomplished a great deal in 2016 with the passage of the teacher compensation package. It was important and gave many a sense of respect for the profession. The work is not done. Respect and the ability to move an agenda begin at home in your local association with the work you all do together to advocate for your school and your students. This work is incredibly important and provides the most direct opportunity to make a difference for our students.

Thank you for everything that you do for SDEA, your local association, your school and your students. You make a difference every day in the lives of our students.

Mary J. McCorkle

CONGRATULATIONS

to Elktion Kindergarten Teacher, Rachel Schaefer, on being named the 2018 South Dakota Teacher of the Year!



NEW Professional Development Trainings Available to Locals



Questions? Contact: Rich Mittelstedt

Teaching and Learning Coordinator

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

NEW Trainings for small groups

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

Plickers.com Formative Assessment Tool (2 hours)

An alternative to pencil and paper testing, Plickers lets you quiz or survey your class live online for free, without the need for student devices. You print and pre-assign a card for each student you have. They answer questions using the cards while you use your phone or tablet to scan the cards. You can save the results in your account to grade each students' results later, or do class openers, instant checks-for-understanding, exit tickets, and impromptu polls. You can experience the activity from the student side as well as creating your own questions as a teacher. Plickers.com

Mystery Solved! The Breakout Box Experience (1-1 1/2 hours)

Escape the normal class routine with a breakout box. Using clues, locks, puzzles, and your curriculum, BreakoutEDU.com has dozens of activities that use the same equipment over and over. Students love to learn with the hands-on, time-sensitive activities which replicate the escape room craze in your classroom. All Breakout EDU games teach critical thinking, teamwork, complex problem solving, and can be used in all content areas. Experience a breakout activity from the student perspective in this training. Activities are free online. You only buy or build your own breakout kit. BreakoutEDU.com

Kahoot! (1/2 -1 hour)

Are you looking for interactive ways to use tablets, laptops, or cell phones? Try Kahoot! This free online quiz and survey software lets students compete individually or as teams to answer questions. It awards points for speed and accuracy. Teachers can choose from thousands of free quizzes already online, or create their own. Add your own music and images to customize it for your class. Kahoot.com

Statement of Ownership

Statement of Ownership, Management, and Circulation form for Educators' Advocate (The) for Sept/Oct 2017.

Table with columns for Title, Issue Date, Average No. Copies, and Circulation Data for Sept/Oct 2017.

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Teacher of Excellence VISITS CHINA



When Belle Fourche second grade teacher and the 2016 SDEA/NEA Teacher of Excellence recipient, Shelly Mikkelsen, boarded a plane in Rapid City headed to China, she didn't know what to expect. Mikkelsen, and 40 other teachers from across the United States, embarked on a global learning experience through the NEA Foundation Global Learning Fellowship. For the next eight days, she and her fellow educators visited the cities of Beijing and Xian. She experienced a rich culture that put less emphasis on technology and more on tradition and spending time with elders.

"Although many technology devices are manufactured in China, we saw very few people walking around talking or texting on their phones," said Mikkelsen. "Children were not seen with electronics to keep them entertained. Instead of meeting for coffee, elderly men and women meet each morning in area parks for exercise groups which helps them stay fit and flexible."

The Chinese government assigns a high value to education beginning with preschool at the age of two or three. The teachers visited one of the top five middle schools in Beijing. Mikkelsen said the students stay together in a classroom for three years and teachers rotate to prevent fewer discipline issues. "We were unable to visit the middle school classrooms, since students were studying for the country's most competitive exam which determines if students are college-bound. However, a few students and a principal took time away from their studying to answer some of our questions."

Mikkelsen explained that the teaching profession is very respected even though teachers in cities and those who work in the higher grades levels receive more pay. "In China, beginning teachers make \$1000 per month in cities, but rural teachers are treated like volunteers where they do not make much money. Therefore, rural teachers do not stay long before they move into the cities. Teachers of older grades make more money, so teachers begin in primary grades and apply every five years to teach a higher grade. Education is viewed as extremely important; consequently, teachers are highly respected and many want to enter the profession," said Mikkelsen. "Parents influence what their children do after school which likely includes studying."

The fellowship group visited places like the Yonghe Lama Temple, the Forbidden City, Tiananmen Square, Summer Palace, and the Temple of Heaven. "My most surreal experience was hiking on the Great Wall of China. What an incredible way to experience the natural beauty of China! We had to stop often to do a reality check and catch our breath!"

They group also biked Xian City Wall, which is the most complete wall in China and is one of the largest ancient military defensive systems in the world. They also tested their Chinese cooking skills making dumplings and noodles with students at a culinary boarding school for young men and women.

Through the NEA Foundation Global Learning Fellowship, educators develop the knowledge and skills to integrate global competency into their daily classroom instruction, advocate for global competency in their schools and districts, and help students to thrive in our increasingly interconnected world. Fellows transform their classrooms to give students a global perspective.

"This experience has given me the opportunity to integrate global content into core instruction throughout the school year. It all began with a year of global lesson planning and thinking about how to peak second graders' curiosity about the world, which included expanding units with meaningful global activities," said Mikkelsen. "Interacting with colleagues from around the United States helped me think about global learning from the perspectives of teachers teaching in different grades and schools. Integrating technology into my lessons has been a priority, but now we will be connecting globally with technology using WorldVuze, ePals, and Skype. Even after more than 20 years in the classroom and many years devoted to teaching students to think globally, I can truly say my first international adventure changed my life."

The NEA Foundation Global Learning Fellowship offers educators 12 months of professional development. The NEA Foundation staff, partners, and field experts support Global Learning Fellows as they participate in online coursework, webinars, and peer learning communities, including a two-day professional development workshop in Washington, DC.

"Being an NEA Foundation Global Fellow gave me the opportunity to reexamine my own identity and become more open to seeing the world in a new way. This amazing program made it possible to connect with educators and students from around the world to learn and collaborate. I encourage others to take the chance to venture out of your classroom and explore this amazing world we live in!"

To read SDEA's full Q&A with Mikkelsen about her experience in China, visit www.sdea.org.



Teacher Salaries Increase by 8.8 Percent — continued

Questions? Contact:

Sandra Waltman

Director of Communications and Government Relations

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— Continued from front page

had staff changes or retirements. This would have impacted the total spent on compensation and could account for why districts, such as Pierre, missed it by 0.2 percent. The other 16 schools that missed it by more than 2 percent still had an average increase of \$4,761.99.

The average increase of the 36 schools that missed one or both targets was \$5,042.88. Lead-Deadwood had the lowest increase in average teacher compensation. Teachers, in that district, only averaged a \$1,975 increase. The district failed to spend 85 percent of its new money on teacher compensation by 0.1 percent or it should have spent \$6,118 more on the total teacher compensation package. Wall had the highest increase of those on the list. Its average increased by \$8,268. Wall missed spending 85 percent of its new dollars by .70 percent or it should have spent a \$9,299 more on its total teacher compensation package.

What happens next is up to the newly created School Finance Accountability Board, which could take away 50 percent of a school's state aid for failing to meet the accentuality provisions. The board has already cleared eight of the districts that missed their targets by 0.5

percent or less. The other 28 districts can apply for a waiver, which will be reviewed by the Board at its November 16 meeting.

"It does cause concern that 36 school districts failed to meet both requirements of the 2016 Teacher Compensation package. However, several of these districts missed their targets by a percent or less," said McCorkle. "Through the School Finance Accountability Board, we will have the opportunity to review each of the districts individually as they go through the waiver process. This will give us a better understanding of which districts truly missed the mark."

The 2016 Teacher Compensation Package included a provision for the new formula to be reviewed after three years to see if there was need for adjustments. McCorkle says that some are already looking at the numbers and talking about what we need to do next.

"We knew we weren't going to solve everything in one year, and that is why SDEA pushed that the legislation calls for a review of the formula and funding every three years," said McCorkle. "The work didn't end when Governor Dugaard signed the legislation in March of 2016. It was just beginning."

THE SDEA APP IS FREE TO DOWNLOAD

Available on the **App Store** | **ANDROID APP ON Google play**

Questions or Concerns

Contact a UniServ Director today!

Fran Linn

Western UniServ Director

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I am SDEA.

— member spotlight —

Fall Leadership Conferences

Sioux Falls & Rapid City



Bobbi Schmidt

Hello! I'm Bobbi Schmidt from White River. I belong to our local ESP at the White River School District. I'm currently in the start of my fourth year of being the Elementary Secretary and my 11th year of being part of the White River School District! I joined the ESP 13 years ago and have held various offices. This is my 11th year as our locals' president. Joining our local has been a huge experience for myself. I have had the privilege to attend three national conferences! I originally joined to belong to a professional organization. I wanted to be a voice in the making of our negotiations and take advantage of SDEA benefits. The best experience I have had is attending the national conferences and all the wonderful workshops!



Matt Osborne

Visit sdea.org for more member spotlights

Matt has been a member of AEA (Aberdeen Education Association) and SDEA for 13 years. He is currently a kindergarten teacher and coach in Aberdeen. He joined SDEA/AEA to be part of something BIGGER than teaching and his classroom! What was the best part of joining SDEA? According to Matt, "That is easy! The people in SDEA and in other local groups. It is awesome to meet and learn from so many educators!"



Professional Development Resources for ESP Members

Professional Development Webinar Trainings

NEA ESP Quality Department in the Center of Great Public Schools, in collaboration with various professionals in the education workforce, have created a wide variety of professional development webinars designed to support the professional growth of Education Support Professionals (ESP).

NEA ESP National Conference

The NEA ESP Conference is the premier professional development conference for Education Support Professionals. The conference is designed to provide professional development opportunities for participants to help them gain the skills they need to build stronger locals: building strong internal and external relationships, organizing members, and enhancing NEA ESP members' ability to influence positively student achievement.



NEA ESP Leaders for Tomorrow

The NEA LFT program was created to train future ESP leaders in leadership attitudes, skills, and knowledge. The overarching goal is to develop skilled ESP leaders across the 50 states. Each year 20 ESP members are selected to participate in the program through an extremely competitive process. LFT is based on a learning community concept influenced by systems thinking guru Peter Senge's work.



Education Support Professionals: Meeting the Needs of the Whole Student

Do members of your community understand the essential role that Education Support Professionals (ESP) play in education and in student success? ESP keep students physically and emotionally healthy and safe, engage students so they feel connected to the wider school community, support students who require specialized interventions, and challenge them to understand the connection between education and lifelong success.

ESP: Supporting Our Own Through Mentoring

NEA believes that mentoring programs help enhance the professional expertise of employees as well as assist in retaining quality employees. ESP: Supporting Our Own Through Mentoring is designed to assist members in their understanding of mentoring in general and outlines the necessary steps to implement a successful mentoring program.



Members from across the state spent time brushing up on their skills at one of two Leadership Conferences hosted by SDEA. The Saturday conferences, hosted in Sioux Falls and Rapid City, were an opportunity for local leaders to think about their leadership structures, the work they do, and how they involve others the work of their local association. Participants also took time to practice one on one conversations and reflect on their membership campaigns and yearlong plans. The goal for the sessions was to help build capacity at the local level.

These conferences will not be the last opportunity for members to build their leadership skills. Local leaders should mark their calendars for July 23-25. SDEA will host the 2018 SDEA Presidents Retreat in Chamberlain. For more information, contact the SDEA office at 800-529-0090.

Visit <http://www.nea.org/home/30998.htm> for all of these ESP resources.

SDEA ESP Program Director | Fran Linn | 800-529-0090 ext. 311 | 605-224-9263 ext. 311 | frances.linn@sdea.org

American Education Week 2017

November 13-17

#aew2017 | www.nea.org/aew

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

Christmas at the Capitol

with



Awards, Grants & the Election

Visit www.sdea.org for guidelines and application forms



- SUPPLIES**
- 3 - Jumbo wood craft sticks (5.75")
 - 5 - Skinny wood craft sticks (4.5")
 - Yellow craft paint or yellow markers
 - Paint brush or paint sponge
 - Craft glue or white school glue
 - Paper for wheels (see print out)
 - Black permanent marker
 - String
 - Sharp scissors



- SUPPLIES**
- 8 - Jumbo wood craft sticks (5.75")
 - Yellow, black and silver craft paint or markers
 - Paint brush or paint sponge
 - Craft glue or white school glue
 - Paper for tail lights and license plate (see print out)
 - String
 - Sharp scissors

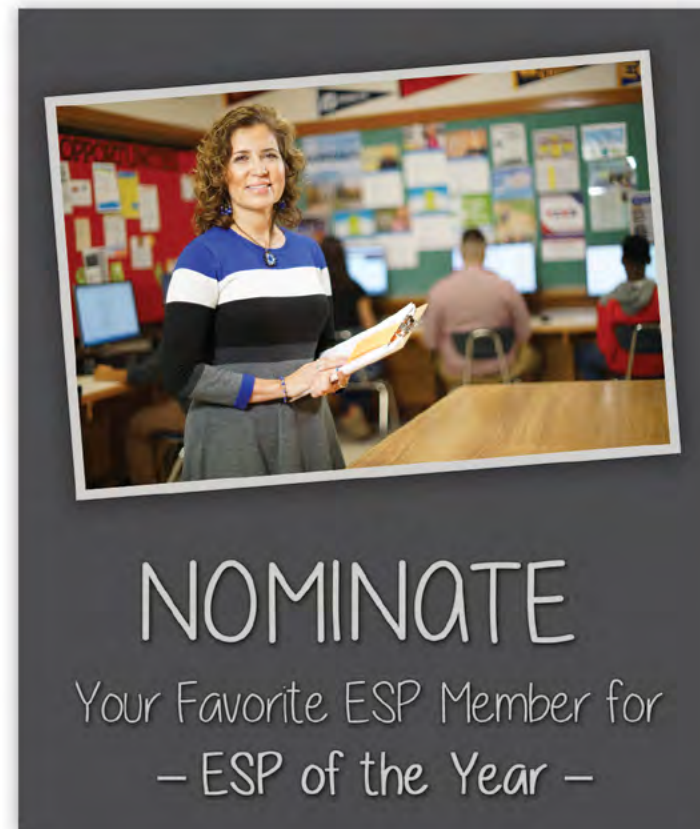


We would love to see your class create one of two ornaments for the SDEA Christmas tree at the State Capitol! In addition to the ornaments created by area students, SDEA will also decorate the tree with school supplies that will be donated to students in need after the holiday season. Ornament deadline is **November 15**.

Please send your ornaments to:

South Dakota Education Association
411 East Capitol Avenue
Pierre, SD 57501

Visit www.sdea.org for school bus tutorials and printable bus parts.



2018 SDEA/NEA Election

Board of Directors

January 15, 2018, is the last day to notify Mary McCorkle, SDEA/NEA President of your declaration to run for an SDEA Officer position, At-large Board of Director position, or as a state-funded delegate to the NEA Representative Assembly.

- | | |
|--------------------------|------------------|
| ESP At-Large | (1) 2-year term |
| Minority At-Large | (1) 2-year term |
| Western Plains | (1) 2-year term |
| EGL | (1) 2-year term |
| Eastern Prairie | (2) 2-year terms |
| SEE | (1) 2-year term |

Note: Please include a 50-word statement of why you are running for the Board of Directors positions. In addition to a statement, please submit a photo.

NEA RA Delegate

Members who wish to serve as a delegate to the 2018 NEA RA must indicate whether they want to be on the ballot as a state delegate and/or as a unit delegate. The NEA annual meeting will be held **June 30-July 5** in **Minneapolis, MN**.

- | | |
|--------------------------------------|---------------------------------------|
| Western (2) delegates | SEE (1) delegate |
| Plains (1) delegate | Minority At-Large (1) delegate |
| EGL (1) delegate | At-Large (5) delegates |
| Eastern Prairie (2) delegates | |

Note: Please include a 50-word statement of why you are running for delegate to the NEA RA.

Any member may submit recommended changes to the SDEA/NEA Bylaws and Guiding Principles. Recommended changes must be submitted in writing no later than **January 15, 2018**.

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

Return completed form by one of the following ways:

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

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

What's Landing in Your K-12 Inbox?

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

Here are just a few:

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

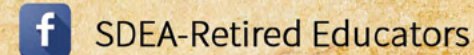
While having a separate personal account may not be as convenient, it is the best way to keep your personal life private. Free accounts are available through services such as Gmail, Yahoo, or Outlook.com. SDEA also requests members to provide a non-K12 address to the local and state association. SDEA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



Additional grants from the **NEA** can be found at www.neafoundation.org



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.

It's that time of year again — Fall, and in my opinion, the best season of the year.

Though it is the 'dues due' season with all that entails, it means the 'heat' of the summer is gone, and no more lawns to mow. Fall is the prime time for planning.

Speaking of 'dues', thus far the returns this year seem to be about 'normal'. Approximately 46% of our Annual members have paid, and approximately 54% of our Lifetime members have paid. Paid membership means benefits stay in effect.

Speaking of dues — for those of you who have yet to do so, PLEASE send your annual and/or local dues to: PO Box 62, Pierre, SD, 57501.

PLEASE REMEMBER TO INFORM US OF ANY CHANGES you have in your addresses, names, e-mails, etc. Our biggest challenge is simply to keep

our records accurate and current. If you have been using a "school" e-mail address, remember too, it becomes null and void as soon as you retire, so — please furnish us your current, valid 'personal' or 'home' e-mail address.

EPIC (Educators Political Involvement Committee) contributions seem about 'normal' too. It is really important to remember that EPIC contributions can only be used in 'local' and 'state' races and are entirely voluntary. None of these funds can be used for national campaigns. SDEA-Retired has a seat on the board that decides to whom SDEA gives contributions and rest assured much care and analysis goes into our bipartisan support of candidates who will support educational goals.

The 'computer' was — "somehow & magically" — able to select a winner in the 2018-2019 local dues drawing.

This year, you were in the 'drawing' if your local dues were received by the end of September. James Zeman, a longtime member, former SDEA Board Member and Professor at Northern was the computer's choice this fall.

Again this year, a grant was submitted to NEA to fund Pre-Retirement Informational Seminars. As of this writing we have heard nothing back, but we hope to hear soon. These seminars have proven to be very successfully received and highly rated by those attending. The dual purpose is to provide planning information and to increase our membership. Keep your fingers crossed we get this year's grant.

In a perusal of the NEA benefits website (start at neamb.com) I came across some very good ideas and deals. I personally managed to save significant amount of money using the site.

Board Minutes

SDEA/NEA Board of Directors' Meeting

June 8, 2017

June 19, 2017

July 22, 2017

Via Conference Call

June 8, 2017

Present for the meeting in addition to M. McCorkle were: O'Brien, Meyer, Soldatke, Thomas, Wiebers, Lind, Jensen, Canet, Smallman, McMahan, Sieverding, Salladay, and Aldrich. Also present were P. McCorkle and Kern. Absent were: Bartlett, Plooster, Wiebers, Sommers, Chase, Monson, Sokol, Wright and Brooks.

Face-to-Face Meeting

June 19, 2017

Present for the meeting in addition to M. McCorkle were O'Brien, Meyer, Soldatke, Thomas, Wiebers, Canet, Sieverding, McMahan, Chase, Sommers, Jensen, Wright, Sokol, Salladay, Simon and Aldrich. Also present were Kern, P. McCorkle, Bartlett, and Plooster. Paul was present as an observer. Absent were Monson, Smallman, Brooks and Lind. Incoming Board Members present were Livermont, Jennings and Wells. Absent Incoming Board member was Gough. Approved Unit grants submitted by SEE and Plains Unit. (Meyer, Salladay) Approved suspending SDEA Board Policy 8.3

Release Time President to accommodate requests from RCEA and SFEA for this year. (Canet, Sommers)

Approved SFEA and RCEA Release Time President requests. (Sieverding, Thomas) Approved ratifying 2017 Election Results. (SDEA Elections Committee) Approved setting dates for 2020 SDEA RA as April 3-4, 2020. (Sieverding, Salladay) Approved authorizing expenditures up to \$30,000 out of specific designated funds account for water main impact needs. (Aldrich, Salladay) Approved adopting SDEA Board Policy 2.19 Operational Reserve Fund. (SDEA Internal Concerns Committee) Approved proposed changes to SDEA Board Policy 2.6 UniServ Program Grants. (SDEA Internal Concerns Committee) Approved amending SDEA Board Policy 2.14 Voucher Statement for Travel Expenses for Association. (SDEA Internal Concerns Committee) Approved Educational Innovation Grants to Jeremiah Cramblit of Harrisburg, Amanda Harris of Harrisburg, Kimberly Davidson of Rosholt, Kimberly Darata of Douglas, Jodi Neugebauer of Garretson and Deb Rombough of Harrisburg. (SDEA Innovation Grant Committee) Approved the hiring of a temporary employee for

the duration of the leave for the current financial assistant. (Sommers, Salladay) Approved hiring Richard Kern as SDEA Executive Director under the terms and conditions to be negotiated. (O'Brien, Wiebers) Canet, Sommers and Salladay opposed and Sokol abstaining.

Face-to-Face Meeting

July 22, 2017

Present for the meeting in addition to M. McCorkle were O'Brien, Meyer, Soldatke, Thomas, Jennings, Wiebers, Wells, Sieverding, Chase, Livermont, Sommers, Gough, Sokol, Salladay and Aldrich. Also present were Kern and P. McCorkle. Linda Manny, NEA Organizing Specialist was present for new board member training and Mission/Vision work. Absent were Canet, Jensen, Brooks, McMahan, Simon, Bartlett and Plooster. Approved allowing CFO to transfer money from one account to another. (Salladay, Wiebers) Approved the Western Unit grant. (Thomas, Wells) Approved expenditures for standing desk, filing cabinets, round table and conference room chairs. (Salladay, Aldrich) (Livermont dissenting) Approved Eastern Prairie Unit grant. (Salladay, Thomas)

Let us help you buy or refinance a home

Receive an award from Wells Fargo!

Eligible NEA members and their family members who purchase or refinance a home through the NEA Home Financing Program®, with financing provided by Wells Fargo Home Mortgage, will receive a My Mortgage Gift™ award after closing — \$500 for buying a home, or \$300 for refinancing your home — for use at participating retailers.^{1, 2}

Contact us today by calling the NEA Home Financing Program at 1-800-541-2105 or visit us online at www.neamb.com/hf



NEA, NEA Member Benefits and the NEA Member Benefits logo are registered service marks of NEA Member Benefits Corporation. 1. The NEA Home Financing Program has been developed for NEA members and their families. Parents, spouse or domestic partner, and children are eligible family members. 2. Eligible individuals can receive the Wells Fargo My Mortgage Gift™ award approximately 6 weeks after closing on a new purchase or refinance loan secured by an eligible first mortgage or deed of trust with Wells Fargo Home Mortgage ("New Loan"), subject to qualification, approval and closing, when identifying themselves as eligible. The My Mortgage Gift™ award is not available with The Relocation Mortgage Program® or to any Wells Fargo team member. Only one My Mortgage Gift™ award is permitted per eligible New Loan. This award cannot be combined with any other award, discount or rebate, except for your First Mortgage™. This award is void where prohibited, transferable, and subject to change or cancellation with no prior notice. Awards may constitute taxable income. Federal, state and local taxes, and any use of the award not otherwise specified in the Terms and Conditions (available at wellsfargo.com/mmgterms and provided at receipt of award) are the sole responsibility of the My Mortgage Gift™ recipient. Wells Fargo Home Mortgage has a services agreement with NEA's Member Benefit Corporation in which NEA's Member Benefit Corporation receives a financial benefit for providing agreed upon services. You are encouraged to shop around to ensure you are receiving the services and loan terms that fit your home financing needs. Information is accurate as of date of printing and is subject to change without notice. Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2015 Wells Fargo Bank, N.A. All rights reserved. NMLSR ID 399801. #108185 REV 8/17



HF461117

— SDEA/NEA Retired Membership Benefits Reminder —

Free with dues:

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

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

Liability Insurance (for substitutes)

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

Life Insurance with paid Lifetime & Annual Dues

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

Attorney Referral

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

UniServ Directors at your service

— general questions

NEA Click and Save

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

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

Discounts Can Be Offered Because of 3 Million Members As Potential

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



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Pierre, SD 57501

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800-529-0090


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Education Association

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UPCOMING EVENTS

November 2017

- 4 Plains Meeting @ Pierre office
- 10 Veterans' Day observed – offices closed
- 13 American Education Week – National Kickoff
- 14 American Education Week – Parents Day
- 14 SEE Meeting @ Beresford
- 15 American Education Week – ESP Day
- 16 American Education Week – Educator of a Day
- 17 American Education Week – Substitute Educators Day
- 19 SDEA Board Conference Call
- 20 Western Meeting @ Rapid City SDEA – 5:30pm
- 23 Thanksgiving – offices closed
- 24 Thanksgiving break – offices closed
- 28 SDEA/NEA ESP of the Year – nomination deadline

December 2017

- 25–30 Christmas break – offices closed