

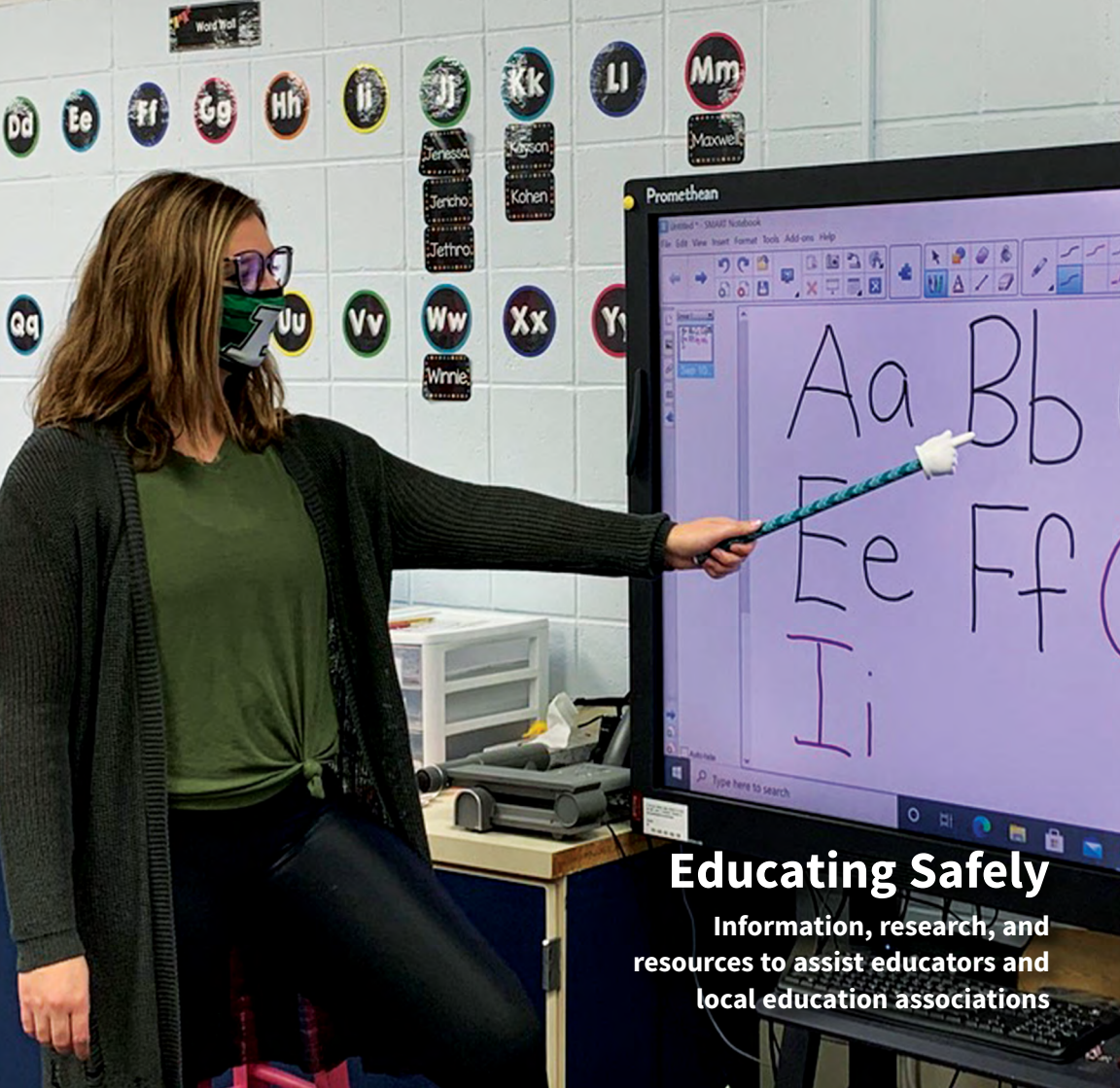
The Educators'



ADVOCATE

SEPTEMBER/OCTOBER 2020

Volume 52 | Issue 1



Educating Safely

Information, research, and resources to assist educators and local education associations

Coverage you can depend on for the ones you love.



As an eligible NEA member,* you've got the protection of **NEA Complimentary Life Insurance**, issued by **The Prudential Insurance Company of America** — but you should name a beneficiary to make sure your loved ones are covered. Go to neamb.com/free-tote and register your beneficiary to get this **FREE** tote. Or call **1-855-NEA-LIFE (632-5433)** and mention offer code: TOTE BAG

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SEPTEMBER/OCTOBER 2020

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Vision

We envision valued education professionals providing quality public education for all students.

Mission

South Dakota Education Association ensures the collective voice for South Dakota public education professionals.



President's Corner

New School Year. New Roles. New Challenges.

The start of the 2020–2021 school year is like no other. For me, the new year brings a new role as your SDEA President. My new title comes with a lot of responsibility, which I take very seriously. SDEA members entrusted me to be the steward of the South Dakota Education Association (SDEA) and to represent educators across the state. I am eager to be your voice, and I know that if we work together, we can bring positive change to our public schools, but I need your help.

As your new president, I know I have a lot to learn. Just because I was elected to this position, doesn't mean that I have all the answers. I believe the best leaders do less talking and a lot more listening. I want to hear it all—the good and the bad. I need to know what is working, and I need to know what is NOT working. What can we, collectively as an Association, do to help you do your job better? Maybe you just need an ear or maybe you need more support and resources to help you be a better educator in these unprecedented times.

This brings me to the start of the 2020–2021 school year in the middle of the COVID-19 pandemic. As schools opened in August and early September, educators did their best to prepare for what was to come. However, it didn't take long for concerns and confusion to arise. Educators are being designated as essential workers, cases are spiking, and schools lack the resources to keep students

and staff safe. So, what do we do?

I have always believed that in order to make it through this pandemic we must do this together. Now more than ever, SDEA is committed to supporting our members. We continue to develop tools, such as the *Guide to Educating Safely*, to help educators, students and their families navigate these uncertain times. SDEA continues to push for additional funding to make sure you have what you need to do your job safely. We continue to remind everyone, including state leaders, school board members, administrators and parents, that they MUST put the necessary measures in place to keep students and teachers safe.

I am so honored to represent the most committed educators in the country. You truly inspire me. Being an educator was never an easy job but educating during a pandemic makes South Dakota's educators miracle workers. On behalf of the students of South Dakota, thank you for continuing to be there for them. I look forward to the year to come and I look forward to hearing from you.

Loren Paul
SDEA President

800-529-0090
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New Educator & Member Benefits Online Sessions

The South Dakota Education Association (SDEA) has partnered with the Nebraska State Education Association (NSEA) to offer members a number of online sessions. NSEA and SDEA know the learning never stops, and that now, more than ever, educators will need to be as proficient at distance learning as they are in the traditional classroom. To address this need, the following webinars and professional development opportunities are available:



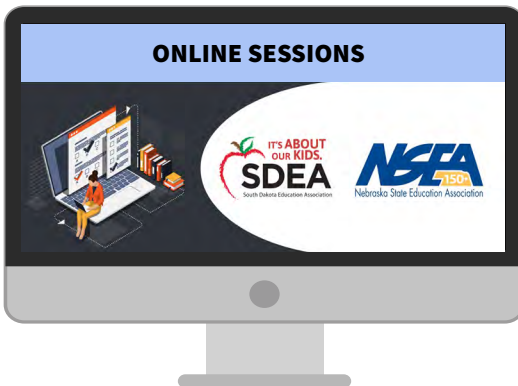
Member Benefits Webinars/Topics

Do more and save more with your NEA Member Benefits! Attend a webinar for an overview of the benefits available to you. These online sessions are applicable to members and officers of local associations with topics such as bargaining, politics, member benefits, student loan forgiveness, advocacy and membership.



New Educator Sessions

New Educator Online Learning Opportunities — a series of professional learning webinars to support the success of new educators in the classroom, instructional growth and retention in the profession.



A Word from Our **NEA Director**



Dana Livermont

Dana is a certified school counselor and K-12 specialist with the SD Statewide Family Engagement Center who serves as your representative on the NEA Board of Directors. She is passionate about organizing around issues and equity for students in South Dakota. Twitter [@theDanamyte](https://twitter.com/theDanamyte)

As I begin my term as your representative on the NEA Board of Directors, I am humbled and honored to be able to serve in this position. Since I began my career in education over 10 years ago, I have witnessed the spirit and dedication of South Dakota educators, who work tirelessly to provide a top-notch education to our children and young adults—often without the pay and praise that is so deserved.

With the unexpected challenges of teaching through a pandemic, my admiration of school staff across South Dakota has only intensified. I see custodians planning to create sanitary learning environments and clerical staff figuring out how to add temperature checker and symptom manager to the list of daily duties. I see the school counselors and social workers striving to foster safe and resilient spaces to support the mental health of students and staff as they return to school in crisis. I see classroom teachers and university instructors working throughout the summer to transform classrooms, to prepare for the possibility of in-person and distance learning, and to learn everything they can about this virus in order to make safe decisions for our students.

Throughout this pandemic, I have often seen the quote, “We are in the same storm, but we are not all in the same boat.” I see this in our educators. We are returning to

schools having had different experiences with COVID-19, and that is okay. What unites all of us is our deep commitment to our students and our communities and a desire for a safe and healthy school year.

I want to share with you that like SDEA, NEA is creating and compiling valuable resources to support educators in this journey to return to learning. I encourage all of you to check out <https://educatingthroughcrisis.org/> which has loads of resources and articles relating to digital supports, wellness, and your rights during the pandemic.



While visiting that page, please take a look at the “Take Action” page. Regardless of your political affiliation, educators must be vigilant in demanding the resources and supports necessary to keep South Dakota youth safe while learning. On this page, you can contact Senators Thune and Rounds, post the image above on your social media, and more. If we, the educators, are not going to fight for what our students deserve, who will?

SDEA/NEA OPPORTUNITIES

GRANT, SCHOLARSHIPS, CAREER



SDEA/NEA's ESP Award

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

Deadline: *November 1*



SDEA/NEA Friend of Education Award

The South Dakota Education Association/NEA is seeking nominations for the Friend of Education Award.

- The nominee must be a person or organization outside of SDEA/NEA.
- The nominee should have proven to be a genuine friend of education, educators, and/or students.
- The nominee should reflect the philosophy and principles of the association.
- The nominee through leadership, acts and support must have made contributions toward achieving a first-rate education for students in South Dakota.

Deadline: *November 1*



SDEA/NEA Human and Civil Rights Awards

The South Dakota Education Association/NEA is seeking nominations for the Human and Civil Rights Award to honor an individual, student group, or organization for their work in promoting human and civil rights.

Deadline: *November 1*



SDEA/NEA Early Career Educator Award

An individual member or a local may nominate an early career educator for this award. Each governance unit may select an Early Career Educator of the Year from nominations submitted in their unit. All the unit winners will be candidates for the statewide award, which will be announced at the 2021 Representative Assembly in Pierre.

Deadline: *December 1*

For more information on all grants and awards offered by SDEA, visit SDEA.org.

Professional Development

Graduate Courses — 9 credits for \$225

South Dakota Education Association (SDEA), Augustana University and Virtual Education Software (VESi) have partnered to offer SDEA members access to online courses available for graduate credit.

Only for SDEA members:

- Three graduate courses (up to nine credits) for \$225 per year
- Choose from over 30 online courses for re-certification or pay raises
- You may take one course per term or two courses during the summer
- Learn at your own pace from the convenience of your home

Sign up:

- <https://bridge.sdea.org/resources?reset=true>
- Click on the link, scroll down to the VESI resource offer, click on it and follow the directions to enroll.
- You may view a list of courses once you access the VESI website offer.

Course topics include:

**Attention Deficit
Hyperactivity Disorder**

Autism & Asperger's Disorders

Classroom Management

Early Childhood Education

**Harassment, Bullying &
Cyber-intimidation**

Talented and Gifted

Teaching Diversity

**Teaching Math Conceptually
and many more.**

Graduate Credits granted through
Augustana University.



**SAVE UP TO \$645
EACH YEAR!**

Your course year runs for 365 days
from the date you first enroll.



NEA Micro-Credentials Professional Learning Communities

PERSONALIZED | FLEXIBLE | PERFORMANCE-BASED

Are you looking for Continuing Education Unit (CEU) hours or graduate credit online this summer? SDEA is offering a self-paced, independent learning format through Micro-credentials with a Professional Learning Community (PLC).

What are Micro-credentials? It's an opportunity to receive credit online by earning 'badges', which confirms the work you have done. What can I learn? There are over 180 topics for educators to explore and each badge is worth up to 15 CEU hours, which are free upon request with submission of the badge, or one graduate credit through Augustana University at \$35 per credit hour.

How does it work? It's easy:

1. Select the micro-credential you want to earn. Find the library at <https://nea.certificationbank.com/southdakota>. Click on the PDF for any micro-credential to view the requirements.
2. Complete the outlined course work. Collect the research, evidence, and artifacts necessary to complete the requirements.
3. Upload your assignments online where a team of NEA members will review your work and send you the results in about two to three weeks.
4. Share your badge with Augustana for graduate credit at augie.edu/sdea or with richard.mittelstedt@sdea.org to request CEU hours.

**New PLC starts in Oct.
Sign up by Sept. 30 at
<https://bridge.sdea.org/courses/214>**



Questions? Contact:

Rich Mittelstedt, Teaching and Learning Coordinator

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



Meet Your 2020–21 State **Leadership** Team

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Vice President

Kim Soldatke

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Martin Sieverding

COHE AT-LARGE

Mark Geary

ESP AT-LARGE

Heather Harmon

MINORITY AT-LARGE

Curt Anderson

RETIRED

Robert Hoffmann

STUDENT

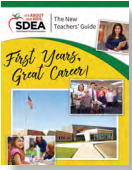
Fallon Budmayr *

* Denotes an incoming officer



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

Resources for Educators



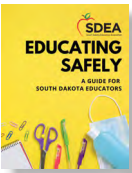
First Years, Great Career! Guide

This is an SDEA booklet designed with teachers new to the career in mind. The book can also be used as a mentoring tool for a series of meetings with a veteran teacher(s).



New Education Support Professional Guide

All of us at SDEA welcome you. We hope this booklet provides helpful tips and resources in a variety of areas related to your profession. If you have questions, please contact your local association officers, UniServ Director and/or SDEA ESP Coordinator for assistance.



Educating Safely: A Guide for South Dakota Educators

“What are my rights?,” “How can I keep my school community safe?,” and “What happens if...?”

This guide was created to provide information, research, and resources to assist educators and local education associations in answering some of these very questions. The health and safety of students, educators and communities is SDEA’s highest priority. To that end, we believe the voice of educators must shape a district’s reopening plan to ensure it is rooted in facts, research, and reputable expert opinions.



Tips for Social Distancing



Wash Your Hands The Right Way



Wear Your Mask Correctly

Print quality versions of all three posters can be found on SDEA.org. Just click on the Educating Safely: A Guide for South Dakota Educators banner, then on the poster you want and download the file. All posters are 8.5” x 11”.

Virtual Learning

Frequently Asked Questions



1. Is virtual learning “legal” under state and federal law?

- Yes – nothing in state or federal law specifically prohibits virtual learning. Although it is generally unlawful to record someone’s communications without their consent, South Dakota is among the “one-party consent” states which permit the recording of a communication without consent so long as the one making the recording is a party to the communication. Therefore, virtual learning does not violate state law if there is a recording of communications among students and a staff member.
- The Family Educational Rights and Privacy Act (“FERPA”) may also apply to virtual learning. FERPA is the federal law which protects the privacy of student educational records. Under FERPA, a parent must give written consent before a school may disclose “personally identifiable information” (“PII”) from student records, unless an exception to this general consent requirement applies (a student may consent if they are 18 or older).



2. When does FERPA apply to virtual learning?

- FERPA only applies to virtual learning if PII in educational records is disclosed without consent. PII includes, but is not limited to, a student’s name; the names of a student’s parents or other family members; a student’s address, social security number, date of birth, student ID number or other information that would allow a reasonable person in the school community to identify the student with reasonable certainty.
- If PII is not disclosed during virtual learning or the recording is not maintained as a student record, then it is unlikely that FERPA would even apply. For example, a recorded lesson which does not mention student names or include student images would not raise FERPA issues.



3. How can I avoid liability under FERPA?

- FERPA does not permit a student’s parent to sue a teacher personally in the event of a FERPA violation. FERPA violations can only lead to action taken against a school, which can include the loss of federal funding.

Questions or Concerns — *Contact a UniServ Director today!*

800-529-0090 | 605-224-9263



4. Does a FERPA violation occur if a student’s name is used during virtual learning or the recording of a class captures images of students’ faces?

- Probably not. Assuming the recording contains PII and is maintained as a student record, exceptions under FERPA allow teachers to disclose a student’s name, photograph and other directory information during the class in which the student is enrolled without parental consent.



5. Can non-students observe a virtual lesson?

- FERPA does not prohibit a non-student from observing a lesson assuming that PII is not disclosed during the lesson.



6. Which apps or virtual learning resources should I use?

- All virtual learning apps and online sources should be approved by your administration. FERPA sets forth requirements which must be met before utilizing a third-party source for virtual learning.



7. What are the best ways to avoid issues with virtual learning?

- Secure written administrative approval of discretionary virtual learning plans, such as plans for recording or streaming of lessons and security protocols. Follow administrative directives and school policies specific to virtual learning and confirm concerns or questions in writing with school administration.
- Do not share student information that you would not otherwise disclose during regular classroom instruction. Avoid discussions about specific students (e.g. grades) during any virtual learning session involving your entire class.

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-EPIC Recommended State Legislative Candidates

The following SD-EPIC recommendations are based on SDEA's Pro-Public Education Agenda. A "Friendly Legislator" is based on an incumbent's voting record and or working relationship with SDEA's lobbyists and members. All non-incumbents were interviewed by a local SD-EPIC Interview Team and completed a questionnaire which is based upon SDEA's Legislative Agenda, which only addresses public education and public education employees. The following candidates have been designated as Pro-Public Education and SD-EPIC recommends that they are elected to their respective positions.

District 1

House Jennifer Healy Keintz
House Steven McCleerey*
Senate Susan Wismer*

District 5

House Hugh Bartles +
Senate Lee Schoenbeck*

District 7

House Larry Tidemann
House Tim Reed*
Senate VJ Smith +

District 8

House Val Parsley**

District 9

House Michael Saba*
House Toni Miller
Senate Suzie Jones Pranger

District 10

House Doug Barthel*
House Michelle L Hentschel
Senate Dr. Nichole Cauwels

District 11

House Sheryl Johnson**
House Margaret M Kuipers
Senate Tom Cool

District 12

House Erin Royer
House Greg Jamison
Senate Jessica Meyers

District 13

House Kelly A. Sullivan*
House Norman B Bliss
Senate Liz Larson

District 14

House Erin Healy*
House Tom Holmes
Senate Larry P Zikmund

District 15

House Linda Duba***
House Jamie Smith*
Senate Reynold F Nesiba*

District 17

House Al Leber
House Caitlin F Collier
Senate Arthur Rusch*

District 18

House Ryan Cwach*
House Mike Stevens

District 19

Senate Kyle Schoenfish

District 21

Senate Erin Tobin

District 22

House Roger Chase*
House C. John McEnelly

District 25

House Jared Nieuwenhuis

House Jeff Barth

Senate Rick W Knobe

District 26

Senate Troy Heinert*

District 27

House Peri Pourier*

Senate Red Dawn Foster*

District 29

Senate Gary L Cammack*

District 33

Senate David Johnson*

District 34

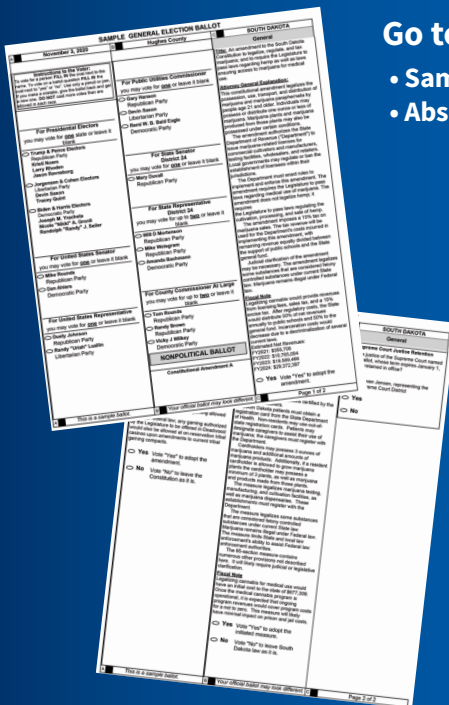
House Jess Olson*

Senate Michael G Diedrich

- * Denotes a "Friendly Legislator"
- ** Denotes an SDEA member
- *** Denotes a Friendly Legislator who is an SDEA Member

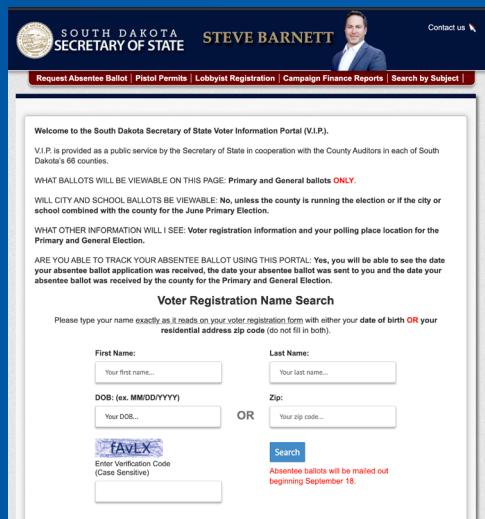
- + No Opponent
- Blue Democrat
- Red Republican
- Purple Independent

Don't Forget to Vote — TUESDAY, NOVEMBER 3TH!



Go to sdsos.gov for:

- Sample Ballots
- Polling Locations
- Absentee Voting
- Election Results



Coronavirus Relief Fund

Gov. Noem has announced that an additional \$75 million in CRF grant funding will be made available to South Dakota's public and non-public K-12 schools.

The U.S. Treasury's updated guidance allows direct payments to K-12 schools of up to \$500 per elementary and secondary student "such that schools do not need to document the specific use of funds up to that amount." (See CRF Calculations)

Payments can be used to "cover costs associated with providing distance learning (e.g., the cost of laptops to provide to students) or for in-person learning (e.g., the cost of acquiring personal protective equipment for students attending schools in-person or other costs associated with meeting Center for Disease Control guidelines).

The payments may only be used to cover costs that:

1. Are necessary expenditures incurred due to the public health emergency with respect to the Coronavirus Disease 2019 (COVID-19);
2. Were not accounted for in the budget most recently approved as of March 27, 2020 (the date of enactment of the CARES Act) for the State of government; and
3. Were incurred during the period that begins on March 1, 2020 and ends on December 30, 2020.

The state's 149 public school districts and 47 accredited non-public schools will receive an initial payment based on 90% of their Fall 2019 enrollment.

The final payment will be made in early November following the finalization of 2020 enrollments.



This information will be posted on the SD Department of Education's CARES Act funding webpage: <https://doe.sd.gov/coronavirus/caresact.aspx>

South Dakota's tribes received CARES Act funds as well. Tribes can elect to support their schools in the same way as described above.

The CRF grants are in addition to the \$41 million schools received through the U.S. Department of Education's Elementary & Secondary Emergency Relief (ESSER) Fund.

The ESSER grants required public schools to provide equitable services to the non-public schools in their district boundaries. There is not an equitable services requirement with the CRF grants. Both public and non-public schools will receive funding directly from the CRF.

SDEA Members in **Action!**



CARES Act Leave Provisions

Am I entitled to sick leave if I become sick with COVID-19?

Yes, all public employees are entitled to paid sick leave under a federal law passed by Congress in March 2020, the Families First Coronavirus Response Act (FFCRA).

Key parts if this legislation:

- Full-time employees are entitled to up to a total of 80 hours of paid sick leave, paid at their full rate of pay (up to \$511 per day), if they test positive, experience symptoms, or are required to quarantine.
- You can take FFCRA paid sick leave (at 2/3 your regular rate, up to \$200 per day) if you are caring for an individual who has been advised by a health care provider to quarantine due to concerns related to COVID-19, or an individual who is required to quarantine because of a federal, state, or local order related to COVID-19.
- This leave is in addition to any paid sick leave you may already have. Your employer can't require you to use other leave first, and they can't reduce the amount of other leave you are entitled to under a current collective bargaining agreement, employer policy, or state or local law.
- You can use the two weeks (80 hours) of FFCRA paid sick leave (paid at the 2/3 rate) if you are caring for a child whose school or childcare provider is closed or unavailable due to COVID-related reasons. You can also take an additional 10 weeks of paid leave (at 2/3 your regular rate, up to \$200/day) of expanded Family and Medical Leave Act (FMLA) leave to care for a son or

daughter whose school or childcare provider is closed or unavailable due to COVID-19. This additional type of FMLA leave under the FFCRA also expires at the end of December 2020.

- You can take up to an additional 10 weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.

What are qualifying reasons for leave under FFCRA?

Under the FFCRA, an employee qualifies for paid sick time if the employee is unable to work (or unable to telework) due to a need for leave because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);

— Continued to page 19

Educator Mental Health



With the uncertainty of fall learning, it is no surprise that many South Dakota educators are feeling high levels of stress and anxiety. It is imperative that educators have resources to reflect and care for their own mental health, so that they can provide the best education for our students.

Here are some tips to consider:

- Concentrate on what you can control. There will be a lot of uncertainties this fall. Instead of perseverating on those things which you cannot control, concentrate on what you can, like how you build relationships with students, what you do outside of school, and the mindset you will choose each day.
- Have a plan for when you need a break during the school day. We all have moments when the stress of the classroom becomes too much, and those moments may happen more frequently with the addition of wearing a mask and maintaining social distance in your school. Is there an administrator, cooperating teacher, secretary, or custodian who can step in for you when you need to take 5 minutes? Maybe you and a coworker can make a plan to support each other.
- Get some exercise. Whether it is taking a lunchtime walk with a coworker, going for a morning run, or ending the day with a yoga session, find ways to exhaust some of the nervous energy that anxiety creates.
- Have a buddy. Identify at least one person at school and one person outside of school you feel comfortable talking to when you feel overwhelmed.
- Stay home when you need a mental wellness day. Your own health should be your number one priority, and that includes your mental health. Review your Collective Bargaining Language on leave for guidance.
- Seek out a mental health professional if you need one. Nearly half of all American adults will need mental health support at some point in their lifetime, and nearly 1 in 5 American adults will have a diagnosable mental health condition in any given year. It's very normal, and okay to seek help.

.....
— Continued from page 18

5. is caring for a child whose school or place of care is closed (or childcare provider is unavailable) for reasons related to COVID-19; or
6. is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services, in consultation with the Secretaries of Labor and Treasury.

SDEA/NEA **Educational Innovation** Grant

Culturally Library Brings Respect – \$742.12

Korey Erickson, Sioux Falls

The project will begin by talking to students in library class about seeing the world through others' eyes. How does a dog see the world differently than a wolf? How does a bird see it differently than an ant? With students beginning to understand the idea of points of view, I'd move on to a child living in the city versus the country and get more and more complex to develop some critical thinking skills.

Discussing Racial Injustice: To Kill a Mockingbird and The Hate U Give – \$987.48

Jennifer Lofswold, Aberdeen



From teaching, I have noticed that general populations of students have difficulty seeing the relevance of traditional

literature to their lives and the lives of others around them. Because writing styles change over time, traditional literature can seem antiquated to students reading

today. Comparing To Kill a Mockingbird, a traditional novel, with The Hate U Give, a modern take on similar themes, will help students meet standards including analyzing historical context, analyze the themes of injustice, and compare and contrast different writing styles.

Robotics and Computer Programming in the Elementary Classroom – \$1000

Koreen Hammel, Hot Springs



Students will use student friendly devices to learn about robotics and coding. They will build their skills in digital citizenship and innovative design.

They will also build their knowledge of innovative design and computational thinking. Students will share their findings and creations in a parent STEM night arranged by Koreen Hammel the instructor. This will be an introduction to moving the entire elementary to an after school STEM club with a focus on Robotics and Coding.

We Can Learn from Anywhere

– \$950

LouAnn Jensen, Estelline

Due to the pandemic I want to be able to take the classroom to a remote teaching situation as quickly as possible. Unfortunately, some students do not have internet access. In order to bridge this technology divide, I would like to purchase ten hotspots that could be checked out from my classroom library by students who need internet access.

As we moved to remote instruction, I had a lot of difficulty finding resources for vocabulary. There are a lot of vocabulary instruction programs that provide lists of words, but lists of words taught in isolation do not “stick” in student’s heads. Novel studies often provide lists of words, but the activities associated with them are one and done. Research also shows that this is not effective in teaching students new vocabulary. Once the novel is over the student may never see the word again. I would like to purchase the Vocabulary.com program to solve both of these issues.

SDEA/NEA
EDUCATIONAL
INNOVATION
GRANT

SDEA/NEA Educational Innovation Grant

The SDEA/NEA Educational Innovation Grant Program provides grants to members in support of innovative educational and student-oriented projects. The grant program funds new member-led projects. It does not fund projects on an on-going basis. The grants give preference to proposals that address student achievement, cultural diversity issues, include community partnerships, and can be duplicated by others. **Deadline: May 1**

AMERICAN EDUCATION WEEK 2020

American Education Week — **November 16–20, 2020** — will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

Monday: **Kickoff Day**

Tuesday: **Parents Day**

Wednesday: **Education Support Professionals Day**

Thursday: **Educator for a Day**

Friday: **Substitute Educators Day**

Top Ten Reasons to Belong

1 A Voice At The Table

There's power in numbers. Joining the association gives you greater influence over the decisions that affect your classroom and career. Whether you advocate for changes in your school, speak at school board meetings, advocate for increased school funding at the state and local level, or lobby your state legislators and county board members, your local will support you.

2 Increased Pay And Benefits

As a part of the SDEA you can assist in the fight for professional pay, affordable health care and retirement security so a career in education is a viable profession. SDEA's competitive pay campaign strives to make salaries and benefits competitive with our surrounding states.

3 Improved Professional Practice

The SDEA and your local association help you advocate for access to high-quality professional development and increased collaboration time so you can improve your practice.

4 Nationwide Community Of Educators

When you are a member of your local association, you are also a member of your state affiliate and the national NEA. The association is your way to connect with like minded colleagues across the county, state and nation who are working to better students' lives.

Check out NEA's edCommunities at www.mynea360.com

5 Improved Working And Student Learning Conditions at Your Worksite

Local associations empower educators to advocate for smaller class size, sound education policies, input into curriculum, and safe buildings, just to name a few. These working conditions mean a better learning environment for your students.

6 Influencing the Decision Making Process at the Local, State and National Levels

SDEA works with leaders at all levels of government to promote education policies that are student-focused, accompanied by funding levels that meet the needs of all students.

7 Publishing Information And Up-To-Date Materials

No other organization gets the word out more quickly, more accurately and more often than the SDEA and your local association. *The SDEA Educators' Advocate* and *NEA Today*, plus a host of newsletters, brochures, social media and SDEA's website (www.sdea.org) keeps you informed.

8 Assisting Our Members

With our UniServ Directors (UD) from around the state, members can rely on SDEA to be there when a member needs assistance. Whether it is discussing

an issue, sitting in on a meeting or meeting with school staff to solve a problem, our UDs are there to support our members. Your professional rights are vigorously defended through a legal defense system that utilizes SDEA staff and attorney services.

9 **Liability Insurance**

Because the liability potential can be so serious for individuals employed by schools and other educational units SDEA/NEA provides all eligible

association members with professional liability insurance through NEA Educators Employment Liability (EEL) Program.

10 **NEA Member Benefits & Access Savings**

Improve your buying power and save money with NEA's Member Benefits and our Access Savings program's benefits and discounts. Those benefits now include assistance with student loan debt.



Get 10 for Public Ed

SDEA-Retired will be reaching out to members to participate in the “Get 10 for Public Ed” campaign, initiated by NEA-Retired members.

This effort will be to encourage our educator voice in ensuring that members and friends actually vote in the upcoming elections, by making ten contacts before, during, and after making the mark on the ballot on November 3rd.

Watch for details coming soon from your SDEA-Retired leadership, through emails, postal mail, and phone calls.

Follow us on Facebook at: <https://www.facebook.com/sdearetirededucators/> or contact us at: sdearetirededucators@outlook.com

“We’ll be talkin’ soon!”

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South Dakota
Education Association



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UPCOMING EVENTS

October

- 2-3 SDEA Board of Directors
- 6 SEE Meeting — Mitchell
- 12 Native America Day (offices closed)
- 19 EGL Unit Meeting
- 19 Western Unit Meeting
- 24 Plains Unit Meeting

November

- 1 SDEA/NEA ESP of the Year Award nomination deadline
- 1 SDEA/NEA Human and Civil Rights Awards nomination deadline
- 1 SDEA/NEA Friend of Education Award nomination deadline
- 11 Veterans Day (offices closed)
- 16-20 American Education Week