



**Education Minnesota – OSSEO
General Membership Meeting
Minutes of 5/20/21**

The membership (members only) of Education Minnesota – OSSEO (EM-O) met virtually via Zoom on 5/20/21. President Wilson called the meeting to order at 4:30 pm.

Agenda/Consent Agenda:

President Wilson called for and received approval of the agenda, secretary's report and treasurer's report as written.

Introductions: Members were asked to enter their name, site and role in the chat box on zoom.

Correspondence:

Thank you from the 279 Foundation for the \$250 donation to the Investment in Youth event.

Moment of Silence

A moment of silence was held in honor of the two EM-O members who passed away recently.

Dave Warner OAK
Portia McClain ZW

EM-O sent \$100 to each of the respective families.

Committee Reports:

- **Secondary/ABE Policies:** Workload, time carding work done on Fridays, work related to changing rooms and ended the meeting with some light and happy notes from around the district.
- **E-5 Policies:** CARES funds and how that is used, schoology and what it is used for, who gets chosen to sub in a given building, teacher attendance, SpEd teachers don't get subs, signing up new members and that they are aware of benefits, cafeteria of music changing.
- **LCAT:** May 10th, new expectations being added to workload:
 - mobile with new laptop or without a desktop
 - common assessments in PLTs
 - Seesaw

- changing technology
- secondary science, classes changing levels
- social emotional curriculum
- elementary science curriculum
- secondary math curriculum
- Student Services
 - subs pulled from SpEd to cover regular ed courses
 - many SpEd openings (25 currently)
 - resource +
 - evaluation duties shifted to case managers
 - Team teaching - teaching in unprepared areas
 - Evaluations - due to Covid/DL fallout
 - New SOAR curriculum - resource time management
 - Idea - Workload Caps - direct/indirect

NEA Leadership Summit

- Reflections from Ben Poupard
 - people need to feel connected
 - support teachers of color
 - losing members due to not seeing cost benefit
 - website having accurate information especially in regards to constitution and bylaws
 - using retirees as a valuable resource to reach potential members
 - use secure personal emails and phone numbers to avoid big brother
 - create positive public image through civic donations
 - NCLB has led to an increase in business vocabulary and strategies in schools
 - ALEC - corporate \$ going to dismantle public education and unions, they promote report cards that focus on test scores, not growth. Sinclair media controls the narrative in local media
 - cycle - stronger students leave for private schools, test scores drop, teachers get assessed on test scores
 - invites school board members and politicians to visit schools to see successes, keep the pressure up with regular communication
 - politics affect ALL of us - if you want to “just teach”, what you teach and how much you get paid are decided in the political arena

New Business:

- Constitution and Bylaws Change
 - Bylaws: Article 6, addition of being able to hold meetings in person, remotely or other electronic means, change was approved by unanimous vote
- Budget/Dues for 2021-2022
 - Current 1.0 FTE = \$911/yr \$60.74/pay period
 - 15 deductions from Oct 20 - May 20
 - Dues increase, State = +\$10, National = +\$2 (estimated) => total increase \$12/yr or \$.80/pay period
 - Factors to consider when determining this budget: projected/actual number of members, communication in a pandemic difficult especially one on one which is our best tool, potential members having a loss of income due to pandemic
 - Proposal: Increase dues \$1/pay period or \$15/yr => \$926 total dues/yr

- Budget proposal was approved by a 90% in favor, 10% against
- Summer Committee on Policies
 - Looking for up to 6 members to do summer work (up to 24 hours @ \$32/hr) to look at practices, policies and protocols to make sure we are being good stewards of our time and finances, let Kelly Wilson know if interested
- Negotiations Update
 - Kidstop and Nurses have been working without a contract for 325 days
 - All 4 bargaining units are offered a 0% in year 2
 - The district is waiting to hear what the legislature will give to schools
 - Wear EM-O t-shirts on Wednesdays to support AESPs, ESPs, Nurses and Kidstop Instructors
 - Survey results for teacher contract
 - #1 salary
 - #2 workload
 - #3 benefits
 - #4 deferred compensation
 - negotiators followed up with members as requested
 - Listening Sessions with negotiators
 - Carol Fischer WVR, Tom Greve PL/ABE, Shawn Johnson OSH, Melissa Pederson WVR, Paul Terry MGMS/PL/FO/DLA, Dewey Anderson EDMN, Kelly Wilson EM-O
 - Thursday, May 27th, 2:30 High School, 3:30 Middle Level, 4:30 Elementary, email Kelly to get the Zoom link
 - Negotiators are willing to meet with any other interested parties, SpEd, ABE, OT, PT, Counselors, ECFE, ECSE, etc.
- Fully Fund Public Schools
 - Friday is the last chance to get your name entered to win a gift card for signing the EDMN petition
 - Go to edmnvotes.org to sign petition

Reminders

- Still working on carry over of personal days, the most accumulated days you can have is 7 or 8 days depending on whether you are enrolled in the PEHCA program or not
- Still a little time to apply for an AFL-CIO scholarship, there are 5 \$1000 scholarships and 2 \$500 scholarships available to members or dependents of members, www.mnaflcio.org for more information, deadline May 28th
- If you sign up for flex spending, you cannot get the contribution to the HSA, the Feds won't allow you to do both
- Summer Member Update meetings scheduled
 - June 23, July 14, July 28, August 10, via Zoom at 10:00 am

Prize Winners:

Alan Anderson, Kristi Bongaards, Jessica Carr, Michelle Fischer, Pam Kohlhepp, Ruth Koran, Anne Marie Martin, Melissa Pederson, Christy Pringle, Lisa Trunk

Having completed the agenda, President Wilson adjourned the meeting at 5:52 pm.

Respectfully Submitted, Philip Bernards

May 20th, 2021

Attendance:

Sites represented: ABE, ARB, BG, BMS, BW, CI, CV, EB, EC, EMO, ENR, ESC, FB, FO, GC, MGMS, MGSH, NVMS, OALC, OEC, OMS, OSH, OSTC, OAK, PB, PCSH, PL, RC, RL, TLP/CBVAT, WD, WL, WVR, ZW