

Executive

The search for a new MSEA Executive Director is now underway! After deciding not to renew the contract of the previous Executive Director, the Board has begun the search process by advertising for the open position, reviewing applications and scheduling interviews.

The Board has extended the application deadline to mid-February and will proceed with scheduling interviews shortly thereafter. Having weathered our share of hardships and controversy over the past 25 years, MSEA remains a strong, independent union. The Board realizes the importance of the Executive Director's role in helping to shape our future while remaining committed to preserving our rich history. This opens up new and exciting possibilities for MSEA as we continue to offer the best representation to public school employees across the state!

Delegate

The 2006 Delegate Assembly will be held **April 28-29th** at the Alexandria Holiday Inn. Here are a few important deadlines to keep in mind.

- March 1** Fair share conversions
100% full membership status
Sue Ezell Leadership nominations
Nancy Crippen Scholarship applications
Unit Newsletter of the Year submissions
- March 14** Resolutions affecting the Articles of Incorporation, Bylaws or dues schedule.
- March 29** All properly submitted resolutions mailed to every chief steward.

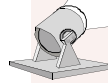
Electronic

E-mail Melissa Gara (melissa@msea-mn.com) to begin receiving MSEA newsletters (pdf attachments) and monthly Board *Highlights* by email **instead** of through regular mail.

I am MSEA

SPOTLIGHT

**BERNIE
BAUTCH**



In 1982, Bernie Bautch was hired as a part-time



cook; in 1988 she became a full-time cook and in 1991 she was promoted to Cook Manager. Her duties include supervising staff, ordering food, following menus and preparing and serving food. She must also know how to operate all of the kitchen equipment, maintain positive working relationships with students and staff and ensure the dietary guidelines set by the State Dept. of Health are followed.

Bernie holds a Level 3 Certification in the Nat'l School Nutrition Assn and a State of MN Food Manager Certificate. She is a member of both the MN School Nutrition Assn and a Star Club Member of the Nat'l School Nutrition Assn.

Bernie has held a number of leadership positions within MSEA including secretary, treasurer, vice president, co-president and is currently the chairperson of the Centennial unit. She feels MSEA has done a good job in representing the Centennial units, which isn't always easy trying to satisfy three separate bargaining units!

She enjoys her job because she loves to cook, loves working with students, has a great staff working with her in the kitchen as well as the district - and last but not least... she LOVES having her summers off!

FOOD SERVICE

Institute

The MSEA Summer Institute is back! Once again MSEA will hold the Summer Institute workshop at St. Benedict's College in St. Joseph - tentatively scheduled for **August 7-8th, 2006**. The workshop will focus on all aspects of unit leadership including officer roles, communications and representational duties. Watch for more information in upcoming mailings and newsletters.

"The Minnesota School Employees Association (MSEA), is a growing union which recognizes the dignity of the individual worker and the power of the organized body. It is a democratic union directed by its membership, and fiscally responsible to that membership. Through an empowered membership and a professional staff, MSEA provides the highest level of representation and service in the State of Minnesota."

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MSEA STAFF

Exec Dir to be announced
Field Rep Bob Schrank
Field Rep Chris Schaefer
Field Rep Lori K. Carlson
Field Rep Greg Gardner
Field Rep Cheryl Rosheim
Field Rep Don Gilbertson
Office Mgr Jodi Lietzau
Fin Mgr Lynn Jansen
Admin Asst Melissa Gara

BOARD OF DIRECTORS

Out Going

In September, **LARRY SHINNABERRY** accepted a new position outside of the South Koochiching school district and therefore resigned his position of Director on the MSEA Board.

In a letter to the Board, Larry stated he has enjoyed meeting and working with many of the MSEA members and staff. He has learned a lot from his time on the Board and thanked everyone for their friendship. Although sometimes at odds, he appreciated members and Directors sharing their opinions with him and hopes his own contribution has helped to carry MSEA forward.

Thanks Larry for your time and energy!

In Coming



Bemidji bus driver **JON SELZLER** was recently appointed to fill the open Director position. He has worked as a bus driver director, attended several Delegate Assemblies and is currently the chief steward for the MSEA Bemidji Driver unit.

Goals: Jon's primary goals while serving as Director include:

- 1) fiscal responsibility
- 2) servicing MSEA members
- 3) accountability for all actions

He will also work to help end the division that is affecting the Board of Directors.

Personal Strengths: Jon is not a person who is intimidated by those around him who would seek to influence him. He makes his own decisions and considers himself loyal to no one, except to MSEA members, when it comes to his actions or decisions as a Director. He is someone who looks to do what is right and moral. Jon doesn't give up easily on issues that he feels strongly about and always tries to seek the best solution to any problem. He's also deeply committed to the union concept and to the MSEA mission statement.

FROM THE PRESIDENT



The holidays are upon us once again - a special time of the year to spend with family and friends.

I would like to begin by extending a warm welcome to Jon Selzler who has been appointed to fill the remaining months of Larry Shinnaberry's term as Director. Currently chief steward for the Bemidji Drivers, Jon comes to the Board with a long and active history with MSEA.

I also want to share with you some of the things the Board has been working on this fall. The Program committee has been busy planning for the 2006 April Delegate Assembly. Currently they are working on a new idea - creating an "Open Forum" to give members a chance to get to know the Board candidates better. The Program committee is also busy thinking of ways to liven the Assembly up a bit. The Budget committee has done a good job and they feel we are right on target financially.

Please start thinking about any resolutions that you want to submit for consideration at the 2006 Assembly. The deadline for all resolutions affecting the Articles of Incorporation, Bylaws or dues schedule is **March 14**. Feel free to mail/fax/email them to the MSEA office as soon as possible so they may be distributed and discussed at the Spring regional meetings held next February and March.

The Board is also actively seeking a new Executive Director. We take this responsibility very seriously and are not rushing to make a decision. We have extended the deadline for applications until mid-February in order to generate a healthy group of applicants to interview. We will certainly keep you posted!

Happy Holidays!

In Unity,
Les Schermerhorn

Online Interactive Para Database

The Education Commission of the States (ECS) is pleased to announce the launch of their new **Online Interactive Para Database**, which provides information on each state's response to the NCLB requirements and also highlights policies states have adopted to internalize these federal standards. The database allows users to explore findings for Title I Instructional Para qualification and certification requirements, professional development programs and state assessments for paras. The database is available on the ECS Web site at: www.ecs.org

Two companion pieces accompany the database. The first is an **ECS StateNote, Professional Development for Paras Across the States** which describes what states are doing regarding competency for paraprofessional requirements: www.ecs.org/clearinghouse/63/53/6353.pdf

Professional development has come to the forefront of the para occupation with new requirements and timelines for highly qualified status under NCLB. There have been substantial efforts at the state and local levels to create professional development opportunities for paras to reach the highly qualified status necessary for employment under Title 1, Part A.

The second piece is the **Paraprofessional Database Research Navigator**: www.ecs.org/clearinghouse/63/52/6352.pdf

The Education Commission of the States has compiled research from each of the 50 states regarding para certification and qualification requirements, professional development for paraprofessionals and assessment tests and passing scores for those tests, which are accepted and designated by states. This paper highlights and streamlines the data and provides convenient navigation of the four major findings and trends of para standards and statistics across the states.

Questions/comments are welcome and should be directed to Director Tricia Coulter, ECS Teaching Quality and Leadership Institute at 303.299.3657 or mail to: tcoulter@ecs.org

Centennial Food Service

High honors go to MSEA member **Bernie Bautch** on receiving the 2004-05 Centennial School District Outstanding Employee of the Year award! Bernie is a Cook Manager at the Senior High Red Building and is the President of the MSEA Centennial Unit. Bernie is featured in our Spotlight article on the front page of this newsletter and she can also be seen on the main page of the MSEA website. Her photo is one of four that randomly comes up each time you go to the MSEA site. Congratulations Bernie!

Rochester Paraprofessionals

In an effort to provide members greater access to unit information, the Rochester para unit has spent the last several months developing their own website www.rochesterparas.com. Unit leadership recruited fellow member Pat Garry to create and maintain their new site which includes their leadership, operating policy, current newsletter, yearly budget, school calendar, ParaPro Assessment information and more. They're also working on a Comments & Suggestion page to encourage feedback from other members. Need help getting started on a unit webpage? Feel free to contact Pat at: patgarry@charter.net. Great idea Rochester - keep it up!

2006 NAT'L PARA CONFERENCE

Registration

The 25th National Para Conference, *Building The Future – One Student At A Time*, will be held at the Sheraton Bloomington Hotel (Minneapolis South) May 11-13, 2006. Registration information is now available on the Nat'l Resource Center for Paraprofessionals website. www.nrcpara.org/conference/

Para of the Year & Para/Teacher Team Nominations

The 2006 Minnesota Para of the Year and the Para/Teacher Team of the Year will be announced during the National Paraprofessional Conference in May. If you know an outstanding individual who deserves to be Minnesota's Para of the Year or Para/Teacher Team of the Year, go to the MN Para Consortium website to download the form and send in supporting materials to the address listed. <http://ici2.umn.edu/para/New/Excellence/default.htm>

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Right To representation

With the start of each new school year it's important to remind our members of their right to union representation during meetings with their supervisors. An employee can invoke this right, known as the **Weingarten Right**, whenever they believe the events of a meeting could negatively impact their employment status. On the back of your MSEA Membership card or your field representative's business card is a the following statement that employees can read verbatim to supervisors:

"If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without union representation, I choose not to participate in this discussion."



Some districts contact the MSEA Field Rep prior to scheduling any meeting with an employee. However it is the employee's responsibility to contact their field rep to request representation.

On rare occasions, a supervisor will call an employee into a meeting without advance notice and also tell the union building rep or officer that they will serve as the representative. An important thing for you to remember as a union officer or steward is that the union decides who the representative will be, not the employer. If this happens to you and you do not feel comfortable serving as the member's representative, simply tell the supervisor to contact the field representative immediately.

QUOTE

"Never separate the **LIVES** you live from the **WORDS** you speak."

Senator Paul Wellstone