

## Upcoming

spring regionals



### Don't forget...

Spring Regional meetings are underway! All members are welcome to attend the meetings, however Delegates, Alternates and unit leaders should make a special point to attend their regional meeting to help prepare them for the Delegate Assembly on April 28-29. Mark your calendars!

Topics for discussion include:

- \*resolutions currently submitted
- \*new issues/resolutions from members
- \*MSEA Officer/Director positions up for election
- \*unit awards and member recognition

This is a great opportunity to network with other members within your region, plus MSEA will pick up the cost of the meal! See you there!

REG	DATE	SPRING REGIONAL	TIME
1-2	3/4	Bemidji - Bonanza Restaurant 824 Paul Bunyan Dr S Hwy 197	10:00 AM
3	3/2	Detroit Lakes - Country Kitchen Hwy 10, East of Detroit Lakes	6:00 PM
4	2/25	Willmar - McMillan's Restaurant 2620 S Hwy 71	10:00 AM
5	2/16	Minnetonka Scenic Hgts Media Ctr 5650 Scenic Hgts Dr	6:00 PM
6	3/7	Windom Eagles Club (Golden Wing Rm) 821 4th Av	5:30 PM
7	2/13	Austin High School 301 3rd Av NW	6:00 PM

## August 2006

summer institute

Mark your calendars! The MSEA Summer Institute will be held **August 7-8th, 2006** at St. Benedict's College in St. Joseph. The training, geared for current and **future** unit leaders will focus on all aspects of leadership including officer roles, communications and representational duties. MSEA welcomes your suggestions - email Jodi Lietzau at [jodi@msea-mn.com](mailto:jodi@msea-mn.com) on the specific areas you'd like to see included in this two-day workshop.

## April 2006

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** Delegate/Alternate registrations - available online ([www.msea-mn.com](http://www.msea-mn.com)) or from the MSEA office.
- March 14** Resolutions affecting the Articles of Incorporation, Bylaws or dues schedule.

**NEW Board Candidate Forum** – There will be a Question & Answer session on Friday afternoon during the Assembly to help Delegates to get to know candidates better before the elections on Saturday. Board Candidate forms will be available at the Spring Regional meetings or on the MSEA website. Candidates – please send your nomination forms in to the MSEA office as soon as possible!

### SAUK CENTRE UNIT JOINS MSEA

In October of 2005, MSEA was contacted by a group of 36 paras and one district printer from Sauk Centre.

Earlier that year, the employees had a meeting scheduled with the school district to discuss a wage increase for the next year when they were contacted and told there was no need for the meeting after all. The Superintendent had taken care of things.

The employees then realized they needed to have a voice regarding their terms and conditions of employment instead of simply relying on the Superintendent. That's when they contacted MSEA. Over half of the group attended an MSEA informational meeting to address their questions and concerns, helping the employees decide MSEA was the right union to represent them.

In early December, MSEA won the Sauk Centre election by an overwhelming majority. The unit will now focus on electing officers, establishing an operating policy and beginning the negotiation process.

A number of employees were instrumental in this latest organizing drive, however MSEA would like to especially thank Mary Jo Marthaler for all of her hard work in making this election a success! MSEA would like to extend a warm welcome to our newest bargaining unit, the **Sauk Centre Paraprofessionals and District Printer!**



"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."

# MSEA

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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

## EXECUTIVE DIRECTOR

# Search Update

Because the MSEA Executive Director is such an important position to our organization, the Board of Directors is taking the necessary time to conduct a thorough candidate search. They have extended the application deadline until February 16, 2006 in order to attract as many potential candidates as possible.

## ED SEARCH TIMELINE

**JANUARY** - The Budget/Personnel Committee spent time in January preparing specific interview questions and procedures.

**FEBRUARY** - Applications and resumes will be reviewed in order to select potential candidates.

**FEB/MARCH** - The Committee hopes to schedule interviews with candidates in late February or early March.

While anxious to fill the open position, the Board also understands the gravity of this hiring process. Their goal is to hire an experienced, union leader to step into the role of Executive Director and hit the ground running!

## e-communications

Receive the MSEA Classified newsletter by email instead of through regular mail.  
(pdf attachments)

In addition, you will also receive monthly Board Highlights emails designed to enhance communication between the MSEA Board and membership.

Email Melissa Gara at the MSEA office today!

[melissa@msea-mn.com](mailto:melissa@msea-mn.com)

## FROM THE PRESIDENT



This year is going by so fast, it seems that we just started the school year. The Spring Regional meetings are right around the corner and the Directors are looking forward to spending time with you. Hopefully your unit will be selecting your Delegates in time for them to attend these meetings. Notices will be mailed out to leaders and building reps soon with meeting dates and locations.

The Program Committee is excited about bringing back the Summer Institute on August 7-8, 2006. The training will focus on LEADERSHIP; so if you are a unit leader or even just thinking about becoming one (i.e. Chief Steward, Secretary or Treasurer), this workshop would be a great resource for you. All too often new leaders are simply handed a box (or two) with stuff in it not really knowing what they are supposed to do – which can be a scary thing! More information will be sent out to your chief stewards during the next few months as well as available on the MSEA website ([www-msea-mn.com](http://www-msea-mn.com)). So please mark Aug. 7-8<sup>th</sup> on your calendars and be sure to sign up early as space is limited!

During Christmas I got the pleasure of going to many different stores and I noticed more self check-out stands. My first thought was, "Great, another way to get you through the line faster." But the more I thought about it, it is just another way for employers to cut employees. I ask you **please** don't go through these self check-out stands. Every time **we** do, we are helping the business put another employee out of a job.

In Unity,

*Les Schermerhorn*  
MSEA President

# MSEA NANCY CRIPPEN EDUCATIONAL SCHOLARSHIP

*MSEA awards ten \$500 scholarships to full members and/or their dependent children seeking post-secondary education each year.*

Nancy Crippen served as MSEA's Executive Director from 1986 until her death in 1996. Nancy's commitment to education was demonstrated through her service on the Worthington, Minnesota Board of Education and her dedication to bettering the working conditions of classified school employees throughout the public school system in Minnesota. Nancy herself held a master's degree and her husband, Gary, served as a Justice on the MN Court of Appeals. Nancy and Gary passed on to their seven children the value of education as each of those children went on to receive various levels of higher education degrees. This scholarship was named in her memory to honor Nancy's strong belief that "our children are our future and we must teach them well."

**APPLICATIONS MUST BE POSTMARKED OR FAXED TO MSEA BY MARCH 1st EACH YEAR.**

**Mail:** MSEA, 190 E 5th St, #750, St Paul MN 55101

**Fax:** 651.297.6814 or 888.329.6732 (toll free)

**Phone:** 651.227.3623 or 800.622.0289 (toll free)

APPLICANT \_\_\_\_\_ ISD \_\_\_\_\_

MSEA MEMBER NAME \_\_\_\_\_ RELATIONSHIP TO MEMBER \_\_\_\_\_

ADDRESS \_\_\_\_\_ HOME # \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

POST-SECONDARY EDUCATIONAL INSTITUTION \_\_\_\_\_

FIELD OF STUDY \_\_\_\_\_

## SCHOLARSHIP COMMITTEE RULES/PROCEDURES

1. The Scholarship committee will be comprised of 2 members of the Board of Directors and 3 members at large.
2. Scholarship recipients must be MSEA members or their dependent children.
3. Committee members and/or their dependent children are eligible for the NCES.
4. Scholarship shall be chosen by random selection.
5. Ten \$500.00 scholarships will be awarded, three for MSEA members and seven for dependent children of MSEA members seeking post-secondary education.
6. If MSEA does not receive enough eligible applications for each type of scholarship, the scholarship(s) will be awarded to an applicant of the other group.
7. Incomplete applications shall not be considered.
8. Scholarships will be announced each year at the Delegate Assembly.
9. Award money will be distributed upon proof of payment for educational courses.
10. Recipients must claim their award for expenses incurred during the current academic school year (Sept.- Aug.) or within two years from the date of notification of the award.

MSEA  
190 E 5th St #750  
St Paul MN 55101

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## MSEA and UECU scholarship deadlines

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### DEADLINE: March 1st - MSEA Scholarships

MSEA is still taking applications for the 2005-06 Nancy Crippen Educational Scholarship. Ten \$500 scholarships are awarded each year - three for MSEA members and seven for dependents of MSEA members. Members and their dependents may apply by:

- 1) mailing/faxing the application on page 3 of this newsletter to the MSEA office
- 2) applying online via the MSEA website: [www.msea-mn.com](http://www.msea-mn.com)

### DEADLINE: March 3rd - UECU Scholarships

The United Educators Credit Union has expanded their Scholarship Award program for 2006. The UECU will grant two \$1,000 Student Awards to graduating seniors who are credit union members or a child, grandchild or dependent of a member. One \$1,500 Educator Award will also be granted to a credit union member for the purpose of professional development in the education field.

Applications are available on the UECU website:  
[www.uecu.coop](http://www.uecu.coop).

IRS REQUIRED NOTICE

**union dues**

NOT TAX DEDUCTIBLE

#### For Your Information...

Union dues paid to MSEA are NOT tax deductible as charitable contributions for federal income tax purposes. However, they may be deductible under other provisions of the Internal Revenue Code. Questions? Talk with your tax preparer.