

conference DELEGATE ASSEMBLY

April 18 & 19, 2008

Once again, MSEA members gathered to attend the annual Delegate Assembly held at the Fergus Falls Bigwood Event Center on April 18th & 19th. This was the second Assembly in Fergus Falls and hopefully we've found a home for the foreseeable future. The agenda included reports from the President and Executive Director, a 2009-10 budget presentation, PERA/PEPSA workshop, action on resolutions and Board elections. Fortunately there was also a considerable amount of time for members to network and socialize this year!

Resolution Review

PASSED - All resolutions affecting the Articles of Incorporation, Bylaws or dues schedule must be submitted to the MSEA Executive Director by **February 1st** of each year.

TABLED - Resolution directing the Board to research and report back to the 2009 Assembly the possibility of moving the MSEA office outside of the metro area .

PASSED - All prizes or incentives purchased by MSEA should be "Made in the USA" whenever possible. continued on page 3

organizing DIRECTOR OF



ALYSSA MUELLER Joins MSEA Staff

On March 17th, Alyssa Mueller was hired to serve as MSEA's new Director of Organizing. Before coming to MSEA, Alyssa worked as the Executive Director of the Columbia-Sauk Court Appointed Special Advocates (CASA) program. She served as the National Grassroots Coordinator for the United Food and Commercial Workers International Union (UFCW) in 2005 and before that was a field organizer in Region 6 for the UFCW. Alyssa brings with her an in-depth knowledge of the fine points of organizing and a thorough understanding of the latest techniques. Alyssa is enthusiastic about helping MSEA thrive and grow; her energy and commitment is most welcome!

2008 MEMBER OF THE YEAR

Sue Ezell Leadership Award

CAROL MARCHAND, a para from the Bagley school district was awarded the Sue Ezell Leadership Award at the 2008 Delegate Assembly. Carol has worked for the school district for 27 years and definitely "epitomizes exceptional leadership, service and personal qualities."



Carol has assumed many leadership roles throughout the years. She took the initiative and had the stamina to help lead the way for the Bagley paraprofessionals to join MSEA in 1988. At the Bagley Elementary, Carol has served as a para for a handicapped child, a Title 1 Para, Bagley's Unit Chief Steward, Negotiation Team Member, a faithful Delegate to every Delegate Assembly, MSEA Board of Directors and MSEA Vice President.

Carol's exemplary service and dedication are a testament to her commitment to excellence. She is hard-working, trustworthy and honest. Every area of Carol's life displays integrity as a central quality to whom she is.

As a leader, she is effective, articulate and knows how to get the job done. As a result, Carol is respected by both co-workers and staff. Overall, she is one class act!

After receiving this award, Carol remarked, "It's really easier than you think. You just surround yourself with all good people and it's a piece of cake!"

Thanks so much Carol, for all your hard work, dedication and unwavering commitment to MSEA!

"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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| 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 |

webTRIVIA

Check out the monthly MSEA trivia game at www.msea-mn.com. Members can visit the MSEA website from the 1st through the 14th of each month to submit their answer. The winner will receive a new MSEA charcoal gray fleece vest. It's easy, fast and fun!

NOTICE REQUIRED BY LAW

Summary Annual Report for the MSEA MEMBERS WELFARE BENEFIT PLAN

This is the summary annual report for the **MSEA Members Welfare Benefit Plan**, EIN 41-1994256, Plan #501 for the period Sept. 01, 2006 to Aug. 31, 2007. The annual report has been filed with the Employee Benefits Security Admin, as required under the ERISA (Employee Retirement Income Security Act of 1974).

Insurance Information: The plan has a contract with insurance carriers to pay Life and Dismemberment claims incurred under the terms of the plan. Carriers are Hartford Life and Horace Mann. Total premiums paid during the plan year were \$14,435.

Your rights to additional information: You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report.

-Insurance information including sales commissions paid by insurance carriers

To obtain a copy of the full annual report, or any part thereof write or call MSEA, who is the plan administrator, 190 E 5th St, #750, St Paul MN 55101, 651-227-3623. These portions of the report are furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

MSEA - Plan Sponsor 190 E 5th St #750
41-1994256 St. Paul MN 55101

and at the US Dept. of Labor in Wash, DC, or to obtain a copy from the US Dept. of Labor upon payment of copying costs. Address requests to:

Public Disclosure Room, Rm N-1513
Employee Benefits Security Admin
US Dept of Labor, 200 Constitution Av NW
Washington, D.C. 20210

FROM THE PRESIDENT



I am very happy to report that MSEA has reached a new milestone: "MSEA currently represents over 6,000 classified school employees in the state of Minnesota". Everyone in the organization should be given a hand for this accomplishment!

During the past year the Board and Executive Director have been working on a long-term strategic plan. During this process the Board has come to the conclusion that it is very difficult to have a plan that everyone in MSEA will get behind without having input from the members. So, it has been decided that we will have to do a survey to get the opinions of all the members as to what they would like to see and have happen in the next few years. The Board feels it is important to know what members' opinions are, from member services to how politically involved we should be.

I know the last MSEA survey was not well received by some of our members. I don't know if we as members didn't understand how important a survey is in deciding the direction of the organization, or if our members just don't like surveys. One thing we as members have to understand is, this is how as an organization, we find out what you think is important. If there are questions you don't feel comfortable with, skip to the next question, but answer as many of the questions as you can.

I am hoping that we can get the survey out to the membership by the end of this year. So please watch for it and I hope you will fill it out and send it in. Remember this is your union, and your input is important!

In Unity,
Evan Mapes
MSEA President

delegate assembly

MSEA'S 28TH ANNUAL STATEWIDE CONFERENCE

continued from page 1

The Face of MSEA

The unofficial theme of the 2008 Delegate Assembly was *"The Face of MSEA"*. We wanted to highlight our members, the true spirit of MSEA. All around the conference and banquet rooms were photos of MSEA members from over the years, most of whom were in attendance at the Assembly. The message, although simple, was a familiar one - YOU are the Union. Seeing the photos of MSEA members from past meetings, workshops, regionals and conferences reinforced the community and strength that is MSEA. The Delegates and Alternates enjoyed the pictures as well - so much so that many of the members took their photos home at the end of the conference.

PERA & PEPSA

Friday afternoon, representatives from the Public Employees Retirement Assn (PERA) and the Public Employees Pension Retirement Services Assn (PEPSA) reported to members on the continued assaults on public employee pension plans. The trend has been to move away from a relatively stable and secure "defined benefit" and toward a "defined contribution plan". By law PERA is unable to lobby the state legislature on pension issues, therefore PEPSA is the non-profit entity that does it on your behalf. For more information, please call 877.51.PEPSA.

Short and Sweet

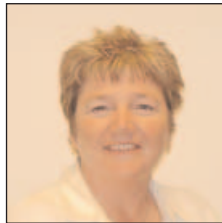
MSEA Delegates and Alternates were treated to an early adjournment on Saturday after breezing through their agenda and accomplishing their business in record time! Voting on the handful of resolutions took far less time than usual and Board elections took no time at all. The Delegate Assembly approved the slate of Board candidates, all of whom were running unopposed, by unanimous vote. All Board positions are three-year terms.

elections BOARD OF DIRECTORS



treasurer diana vogt

Diana has worked as a Rochester para for the past 35 years and wishes to continue watching the budget closely to ensure MSEA's financial responsibility. Diana is hard-working, trustworthy, respectful and "will strive to work with all Board members and continue to do what is right for MSEA."



director cindy antonson

Cindy, a special ed. para in Moorhead, also has a background in business management. Her goals include maintaining MSEA's financial stability, promoting our positive image and open communication. She sees a bright future for our union and will continue to work hard for MSEA.



director mj hanson

MJ is a para in the Lake of the Woods district since 1995, feels her organizational skills, knowledge of MSEA policies and leadership ability are some of the strengths necessary to be a good Director. She is looking forward to completing the strategic planning the Board is currently working on.

banquet AWARDS & RECOGNITION

sue ezell leadership award

Carol Marchand, Bagley Para

100% full membership

Austin Food Service
Browns Valley
Clearbrook/Gonvick Para/Cooks
Clearbrook/Gonvick Sec/Cust
Little Falls Accounting
Rushford/peterson Custodians
Windom Custodians

fair share conversions

132 fair share fee payers from 27 units converted to full member

unit newsletter of the year

Mankato Paraprofessional Unit

\$500 nancy crippen educational scholarships

MEMBERS

Albert Conteh, Rochester
Lynette Dinnebier, Little Falls
Linda Evans, Rochester

DEPENDENTS

Anna Altman, Shakopee
Anna Baker, Eden Prairie
Stephen Farinella, Centennial
Cory Formanek, Breckenridge
Erik Hest, Moorhead
Heather Jensen, Mankato
Laura Venteicher

staff recognition - 10 years

Lynn Jansen, Financial Manager

2008 Delegate Assembly Banquet

MSEA Director Susan Ames (Master of Ceremonies)

“Tonight we would like to honor those who have contributed to the **GROWTH, PROGRESS** and success of their local units and also of MSEA. Take a look around this room, and all you are going to see are **LEADERS**.

Leaders who use their **TALENT** and their **VOICES** to be the **STEWARDS** of **EQUITY** and **DEMOCRACY** at our local **COMMUNITY** schools. Leaders who **ENCOURAGE** our members with their positive **LEADERSHIP**, their thoughtful **DIRECTION** and their telling **ACTIONS**.

Leaders who really understand the **ORGANIZED LABOR MOVEMENT** and its long **HISTORY**. Leaders who through their **REPRESENTATION**, fight to **PROTECT** the rights of all their members with **INTEGRITY** and **DIGNITY**. Leaders who create **UNITY** and **SOLIDARITY** by having the **TRUST** and **RESPECT** of their members.

Leaders who **NEGOTIATE, NETWORK** and **DEBATE** to achieve a favorable **RESOLUTION** to all their members' conflicts and concerns. Leaders who **EMPOWER** their **MEMBERSHIP** by sharing the **TRAINING** and the **EDUCATION** they receive from MSEA.

Leaders who can take **PRIDE** in the **INNOVATIVE** and **INVOLVED SERVICE UNION** that is MSEA. Remember, change is made possible by those who participate.

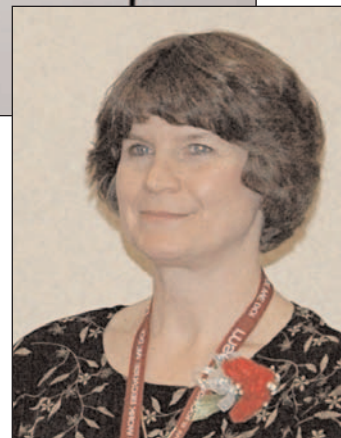
Thank you for participating!”



above: Sharon Kingsley, Rochester

left: MSEA Vice President Mary Schaufenbuel, Windom

the face of msea



graphic: “The Face of MSEA” theme at the Assembly

above: Kathy Bergs, Sleepy Eye

left: Ellie Johnson, Korreena Taylor & Linda Pederson from Moorhead



MSEA Vice President Mary Schaufenbuel and Executive Director Mary Kearney joined board members and staff from the California School Employees Association (CSEA), the Public School Employees Association of Washington (PSE) and Local 284 of the Service Employees International Union (SEIU) in Washington D.C. the week of May 5th to lobby Congress on issues that matter to classified public school employees nationwide. Together we represent half a million members!

We all met with Congressional leadership, including House Speaker Nancy Pelosi and Majority Leader Harry Reid. Also, MSEA and Local 284, met with our congressional delegation over two hectic days. The two unions together represent 15,000 workers in Minnesota, a fact that impressed each legislator.

Our objective, in addition to lobbying on the issues, was to raise the profile of MSEA so that congressional representatives will know whom we are when we call seeking help on legislation and also so that they will know to call us when a matter arises that they need our perspective on.

We lobbied for additional funding on No Child Left Behind when the law is reauthorized, probably in the next session. The President's budget calls for a modest increase of \$126 million. This falls astoundingly short of the 40 billion dollars that was intended when No Child Left Behind was initiated.

We supported additional funding for the Individual's with Disabilities Education Act (IDEA). The Dept of Health and Human Services has passed regulations that would end funding effective July 1st for administrative services and transportation needed by Special Ed students eligible for Medicaid. Currently schools are reimbursed for these services. With funding stopped, districts must still provide the services but would have to find the money elsewhere, perhaps through job loss. We asked for support on HR 5613 that would provide a moratorium on these cuts.

Finally, we sought their help in obtaining more funding for professional development for "paras" and alerted them to our intention to sponsor legislation next year to establish a nationwide program to identify and award the Classified School Employee of the Year.

msea member

Time To Shine

MSEA Director and paraprofessional Sue Ames, was recently named Member of the Year for the LaCrescent school district!

Sue works at Bluff Country Learning Options (BCLO), an alternative school in Houston County that handles recover, truancy and EBD students. Four years ago she began working as a long-term sub and now works with Title One students at the middle school.

Principal Ben Barton had this to say in the LaCrescent school publication, "Congrats to our very own Sue Ames for being named support staff person of the year. Sue works tirelessly every single day in the BCLO middle school program. Sue has a heart of gold and truly makes a difference in the lives of the students she touches. Sue, you make us proud!"

You make MSEA proud as well! Congratulations Sue!

organizing

MOVING AHEAD

ALYSSA MUELLER, DIRECTOR OF ORGANIZING

In Focus

Hello MSEA Members! My name is Alyssa Mueller and I'm your new Director of Organizing. I am so excited to be working with you to help build an even stronger union for our membership. I come from a long and proud family tradition of union membership. I grew up hearing stories from my grandparents, aunts, uncles and parents about what it meant to them to be part of something greater than themselves. They spoke of their struggles with management and how empowering it was to sit across the table from the CEO's and negotiate a fair contract that supported their family. I learned early in my life the power of what a democratically-driven union could do for a middle-class family like mine and the type of security it could provide.

Working along side the field representatives, I will concentrate my organizing efforts in two major areas. First, I will focus on organizing workers who are not currently represented by a professional labor union. If you know someone in another district who is not represented, please talk to them about the benefits of belonging to MSEA and give them our contact information. You, as union members, are our best advertising!

My second focus will be fair share conversion campaigns. To increase our strength at the bargaining tables and curb member apathy, we want to reach out and talk with all of our fair share fee payers. Conversion campaigns work to address fair share fee payer's concerns and try to bring them up to enjoy the benefits of full membership. The field reps and I will work unit leadership to create conversion campaigns for your unit. I would love your input on campaigns that have worked in your area, so please feel free to contact me at alyssa@msea-mn.com or 888.680.8783. REMEMBER—your unit will receive \$10 for every fair share fee payer you convert to full membership!

In the coming months, I will attend membership and negotiation meetings in order to meet as many members as I can. If you have an upcoming unit meeting, make sure that your field representative knows about it. If you have a special event, such as a Spring Fling or Fall in-service, please let me know. Meeting the membership is an important and fun part of my job.

I look forward to working with all of you and I eagerly await any thoughts you may have about organizing new members. We are continuously growing and I will do my utmost to keep the trend alive!



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did you know?

TAKE NOTE

Members Retiring

Retiring this Spring? Please let us know! As a gesture of thanks for maintaining full membership status, full members retiring from their district will receive a gift of \$25 from MSEA. Retiring members who have served one full term on the Board of Directors will receive \$50.

MN Food Service Conference

Aug 4-6, St. Cloud Civic Center

Mark your calendars for the Annual MN Food Service Conference sponsored by the MN School Nutrition Association! For more info, visit: www.mnsna.org. Don't miss out on the fun -- be sure to register early!

MN Paraprofessional Conference

Oct 3-4, Hutchinson Ridgewater College

The MN Para Conference is moving to October when staff development funds are available to more paras. This also provide paras the opportunity to learn and apply new skills all through the year. <http://ici2.umn.edu/para/>

Local Budgets Due November

Units with local budgets must submit their 2007-08 End-of-the-Year Budget and 2008-09 Projected Budget to MSEA by November 1st. After December 1st, MSEA will withhold local dues from any unit not in compliance. (per the MSEA Unit Treasury Financial Code of Standards)

Valleyfair - CLUB FUN!

Super Savings All Season - Contact Melissa at the MSEA office for a coupon with the following savings. (melissa@msea-mn.com or 800.622.0289)

| | <u>Dates</u> | <u>Regular</u> | <u>Junior/Senior</u> |
|--------------|--------------|----------------|----------------------|
| EARLY SEASON | 5/10 – 6/13 | \$25.95 | \$14.95 |
| MID-SEASON | 6/14 – 7/11 | \$27.95 | \$14.95 |
| PEAK SEASON | 7/12 – 8/24 | \$29.95 | \$14.95 |
| LATE SEASON | 8/25 – 9/21 | \$25.95 | \$14.95 |
| HAUNT | 9/27 – 11/1 | \$26.95 | |
| SEASON PASS | 5/10 – 11/1 | \$89.95 | |

Regular: ages 3-61 & 48" or taller in shoes
Junior: 3+ years & less than 48" tall in shoes
Senior: ages 62 and older