

2009 Sue Ezell Leadership Award

CAROL SNELL, a Shakopee para for the past seven years, received the MSEA Sue Ezell Leadership Award during the Friday banquet of the April 2009 Delegate Assembly.



Widely respected and genuinely liked by her fellow co-workers, Carol was instrumental in organizing her unit with MSEA in 2002 and has not stopped representing her para unit to this day. A wonderful trainer and mentor, Carol takes the time to stay in contact with each building in the district to ensure consistent communication throughout the unit.

Carol also maintains a great rapport with the district administration and works hard to represent her fellow members during discipline meetings and contract negotiations. She's not afraid to ask "why" and won't stop asking until all her questions are answered.

Invaluable in the classroom, Carol shows kindness and compassion no matter what age or disability of the student. She is extremely versatile as she works in all buildings and district programs.

Carol has also accomplished the "nearly" impossible - she actively recruited and trained her replacement as chief steward. She understands the importance of cultivating new leaders while remaining available to offer advice and support. We are so very proud of you Carol!

introducing... CHRISTINA'S CORNER

CHRISTINA L. CLARK, EXECUTIVE DIRECTOR



Hello, MSEA! As the school year comes to an end, I am just at the beginning of "learning MSEA." In my first month as your new Executive Director, I was able to attend Rochester's Spring Fling, a Minnetonka Meet & Confer session, spring unit meetings in Mankato and Willmar and an Anoka food service meeting to approve negotiations proposals. Each meeting taught me more and more about this great union and you, its members. I look forward to meeting more of you soon – please let

your field representative know if you have a meeting or event coming up and would like me to attend.

In the coming months, a top priority for me will be to get the new member committees up and running. As you probably know, each committee will have a different focus; see page five for a detailed committee list. A committee can begin its work just as soon as it has enough members, and there's no better time than the summer!

Another summer priority will be to start acting on the member survey results. The survey told us that you want more information about your union. This quarterly [continued on pg 5](#)

april conference DELEGATE ASSEMBLY

Record Numbers

We are happy to report the 29th Annual MSEA Delegate Assembly held April 24-25 was not only a great success, but also had the highest member attendance in over 10 years! A total of 87 members including Delegates, Alternates, Assembly planners, MSEA staff and the Board of Directors attended the April conference. A busy agenda included:

- ▶ a choice of three workshops
- ▶ introduction to MSEA's new Executive Director
- ▶ presentation of the 2009-10 budget
- ▶ four resolutions for consideration
- ▶ an informal discussion on the issue of raiding
- ▶ a review of the new MSEA strategic plan
- ▶ elections to fill four open Board positions

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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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Field Rep Chris Schaefer
Field Rep Lori K. Carlson
Field Rep Greg Gardner
Field Rep Don Gilbertson

SUMMARY ANNUAL REPORT

Members Welfare Benefit

MSEA - 190 E 5TH ST #750, ST PAUL MN 55101

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 number 501 for the period Sept 01, 2006 to Aug 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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 \$13,527.

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 the office of MSEA, which 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
ST. PAUL, MN 55101
41-1994256

and at the US Dept of Labor in Washington, DC, or to obtain a copy from the US Dept of Labor upon payment of copying costs. Requests to the Department should be addressed to:

Public Disclosure Room
Room N-1513
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

FROM THE PRESIDENT



The last couple of months have been very busy! The 2009 Delegate Assembly was held in Fergus Falls. It was exciting to see so many units sending delegates; we had more delegates

attend than we have had in the last ten years. I hope next year even more units are able to send delegates. This is your union and the Assembly is the place to voice your opinion and concerns and vote on subjects that affect all MSEA members.

During the Assembly, two members of the Board did not run for re-election; Patrick Wheeler (Little Falls) and Kim Lennartson (St. Paul). I would like to thank them for their time and dedication to MSEA.

I would also like to welcome two new Board members Mark Spangler (Mankato) and Angie Lien (Willmar). Both are strong unit leaders and I look forward to working with them on the Board.

Over the last three years as President, one of the most difficult things for me to adjust to is how important it is for MSEA to be involved in the political process at the local, state and national levels. With inadequate school funding over the last few years and now the downturn in the economy, we as an organization have no choice but to become more involved.

We need to speak up for our members! MSEA units are in a difficult position; some members don't know if they will have a job next year because of cuts. Or as the Warroad school district announced, next year they will go to four days a week. With a move like that, it puts undue hardships on most of our Warroad members. Other districts are looking at layoffs and/or cutting hours of our members. This is a statewide problem and we need to have our voice heard. MSEA needs to get more involved; our members need to be more involved. We need our voices to be heard!

One thing YOU can do is send MSEA your email address so when legislation involving school funding or school issues come up we can alert you to contact your legislator. The best way is for members to unite with other members on issues and contact their elected officials. We will be heard if 5000 members send an email.

I know how difficult this is for many members, because I was the same way. But the bottom line is....it affects your paycheck. You have to become more involved, because nobody else is looking out for us.

Evan Mapes, MSEA President

2009 delegate assembly

delegate assembly pg 1

DA Resolutions

Delegates passed four resolutions at the Assembly this year modifying the President's and Executive Director's duties as described in the MSEA's Bylaws. These resolutions can be viewed on the MSEA website.

Workshops

Three workshops were offered to Delegates and Alternates on Friday afternoon:

Negotiations 1 (led by Field Reps Bob Schrank and Greg Gardner) designed for newcomers to the bargaining arena; **Negotiations 2** (led by Field Rep Chris Schaefer) for the more advanced or "veteran" negotiators; and presentation of **PELRA** rules and statutes (led by Commissioner Steve Hoffmeyer from the Bureau of Mediation Services) that routinely affect public school employees.



Thanks to Tammy Gill & retiree Diane Peck (St. Cloud) who helped plan and decorate for the Friday 50's & 60's banquet!



Center of picture: Pam Dohman, Breckenridge

To Raid or Not To Raid

With so many unit leaders together at the Assembly, the Board of Directors jumped at the opportunity to get feedback on a complicated issue. The issue was one of raiding. Specifically, the question was: What should MSEA do when contacted by employees represented by another union but who are unhappy with their present representation and would like to join MSEA?

Helping such a unit file for an election with the Bureau of Mediation Services (BMS) is technically considered "raiding", regardless of who initiated the contact. MSEA has a long standing policy of not raiding other unions, however we are also compelled to help a unit who is receiving poor service, or no service at all. Currently, in order for MSEA to become involved, the unit must decertify from their current union, wait a year and then file for an election with MSEA on the ballot - which is understandably unappealing for most organized units.

After a healthy discussion of the details and fine points, the members determined that MSEA would continue to honor its 'no raid' policy.

continued on pg 4

assembly awards

sue ezell leadership award

Carol Snell, Shakopee Para

100% full membership

Austin Food Service
Browns Valley
Clearbrook/Gonvick Sec/Cust
Lester Prairie
Little Falls Accounting
Little Falls Specialists
Murray County Central
Rushford/Peterson Custodians
Windom Custodians
Windom Food Service

fair share conversions

213 conversions from 36 units

unit newsletter of the year

Minnetonka "Tonka Paraphrases"

\$500 nancy crippen educational scholarships

MEMBERS

Carol Braam, Rochester
Katie Rohling, Sartell
Aggie Sornberger, Shakopee

DEPENDENTS

Ben Altman, Shakopee
Claire Bregren, Minnetonka
Andrew Eikum, Centennial
Brennan Erickson, Rochester
Kyra Loch, St. Cloud
Maria Stracke, St. Cloud
Taylor Young, Moorhead

field staff recognition

Chris Schaefer - 20 years
Greg Gardner - 10 years

50's & 60's Theme

Dressed as the Pink Ladies from "Grease", the St. Cloud unit did a great job of creating an authentic 50's & 60's atmosphere during the Friday evening banquet. In keeping with the theme, cheeseburgers, fries and root beer floats were on the menu. Members posed for pictures, competed for "best costume" prizes and played a trivia game based on the movie "Grease". If that wasn't enough, there was even a Bazooka Joe bubble blowing contest!

Everyone walked away with a pair of fuzzy dice and then many members continued on to the hotel bar for a "sock hop" and more socializing. The evening was a lot of fun and a great way to network while having a few laughs.



THANK YOU to the St. Cloud unit for your planning and hard work! Your enthusiasm and creativity helped make the evening a special one!

Frazee Delegates Donna Ulschmid and Carol Litzau pose after winning the Best Unit Costume award



St. Cloud LOVES a good theme! Here St. Cloud delegates and alternates sport their Pink Ladies jackets (Grease) before the Friday evening 50's & 60's banquet.

board elections

president
evan mapes
THIEF RIVER FALLS DRIVER



Evan was re-elected to serve a second term as President. He would like to see MSEA move into a future of growth and prosperity. His goals in include uniting the organization and becoming a key player on school issues at the local and state level.

vice president
sue ames
LACRESCENT PARA EDUCATOR



Sue is anxious to use the knowledge gained as a Director to move to the next level of leadership within MSEA. She wants to help develop a long-range plan that will stress unity, strength, communication, knowledge and fiscal responsibly throughout MSEA.

director (3-year)
mary schaufenbuel
WINDOM PARAPROFESSIONAL



Mary feels her strong leadership skills and ability to work as a team member will serve her well as a Director. A member of MSEA since its inception in 1980, Mary believes in MSEA's talented membership and remains committed to MSEA's mission.

director (3-year)
mark spangler
MANKATO SPECIAL ED PARA



Mark would like to strengthen MSEA through grassroots contacts and service. He believes passionately in MSEA's cause and feels his skills could be used effectively to move MSEA forward and appreciates the opportunity to serve on MSEA's Board.

director (1-year)
angie lien
WILLMAR SPECIAL ED PARA



Angie sees great potential within MSEA and wishes to help others understand everything that MSEA has to offer. She believes in MSEA and wants to do her part in helping her union become stronger and more successful

sign up now!

MEMBER COMMITTEES

MSEA is still looking for volunteers for our 2009-10 Member Committees. Consider participating on one (or more!) of the committees listed below. Call the MSEA office: 800.622.0289 or 651.227.3623 or sign up online at: www.msea-mn.com.

dues structure re-evaluation: Re-evaluate MSEA'S dues structure to make it as fair as possible for all; return a small portion of dues back to all units; each unit would maintain a checking account under local control for steward stipends, mileage & expenses for MSEA events, etc.

legislative alliances: Establish a Minnesota coalition with other unions representing classified school employees to effectively lobby the state legislature; have a multi-union classified school employees Day On The Hill; work with other unions on common interests.

day on the hill: Create an advertising and promotional plan for the annual MSEA/AFSCME Council 65 Day On The Hill; double our attendance each year for the next three years.

msea model operating policy: Establish a new MSEA Model Unit Operating Policy. The current model is cumbersome and limits the actual operating flexibility of units.

fair share conversion plan: Establish a Fair Share Conversion Plan to reverse rise of fair share fee payers; enhance current basic plan put forth by field staff; maintain ties to other committees as the total plan is put together; this will remain an ongoing committee due to the continuing nature of this problem.

establishing field staff regional assignments: place units within five defined regions within the state; to the extent possible, each region should have the same number of units and members.

re-location of msea office: Find a new location for the MSEA office in the outer tier metro suburbs; may be a rented office or purchased building with easy access, ample parking, a room for training members, a board room and room to grow. A **three-year commitment** as our current lease is up in three years.

new msea logo: Establish a contest, with an appropriate framework and timetable for members to submit entries for a new MSEA logo; recommend to the Board a prize for the winning entry. The Board will select five entries from those submitted that will be voted on by the members.

msea retiree unit: Establish a statewide unit for retirees; create a retiree unit operating policy; determine appropriate benefits; identify opportunities to utilize retirees.

chief steward manual: Revise current Chief Steward Manual with an emphasis on member involvement and internal organizing, concentrate on creating more opportunities for member and leadership involvement.

2009 MSEA Chief Steward AUGUST RALLY

"Growing the Local Union"

Who: Chief Stewards Exclusively
When: August 6-7, 2009
Begin: 11:00 AM - August 6th
End: 3:00 PM - August 7th
Where: St. Benedict's College, St. Joseph

Every MSEA bargaining unit struggles with the same challenge of creating greater membership involvement. Learn how to provide service to your members in a way that empowers and develops leadership. More importantly, learn to let go of the idea that we build the union around the membership meeting.

For more information or to register online, visit the MSEA website: www.msea-mn.com

These two days will provide you with valuable insight needed to bring the union back to the workplace. Don't miss this great opportunity to network with other Chief Stewards from around the state!

Expenses paid by MSEA: Room, meals & mileage

Registration deadline: **July 20, 2009**

christina's corner pg 1

newsletter is only one way that you receive information about the MSEA. The webpage is another way, as well as our email "blasts." Your MSEA staff are working hard to maintain and improve the quality and quantity of information available to you. Please let us know if there is something YOU want to know. At the same time, let your friends and coworkers know that you are part of the MSEA, and proud of it. Get them to visit the webpage and learn about our great mission and history.

We are also working to improve our communication with the general public. How can we expect our local communities to support the MSEA in contract negotiations if they don't even know who we are? By partnering with other unions, distributing press releases about our activities and reaching out to other community-oriented organizations and individuals, the MSEA will grow stronger in both name and fact.

Whew! I'd better get started on all of these priorities! Have a great summer – maybe we'll see each other!

Si, se puede!
Christina

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NEWS & NOTES

did you know?

MN Paraprofessional Conference April 24-25, 2009

The MN Para Conference was once again widely attended by paras throughout the state. Scheduled during the Delegate Assembly weekend, MSEA staff were unable to host the MSEA booth this year. Thankfully two Redlake members, **ROBYN & RACHELLE ISHAM**, volunteered to staff the booth, maintaining MSEA's 13-year presence at the conference. Thank you Robyn and Rachelle - your time and efforts were much appreciated! Download workshop handouts from the Para Consortium website: <http://ici2.umn.edu/para/>

MN Food Service Conference Aug 2-5, Duluth Entertainment Center

Mark your calendars for the 53rd Minnesota Food Service Conference sponsored by the Minnesota School Nutrition Association! Approximately 800-900 food service employees attend this conference each year. Don't miss out on all the fun -- be sure to register early! For complete conference details, visit the MSNA website: www.mnsna.org

Minnetonka Paras Shine Child-Centered Excellence Awards

Congratulations to **CINDY KOHMAN** and **JULIE KOSKI** for receiving Minnetonka's Employee Award for Child-Centered Excellence! This award honors staff who demonstrate exemplary commitment, enthusiasm, effectiveness and professionalism, while maintaining a helpful attitude, responsive behavior and outstanding customer service. These employees take pride in their jobs and display personal and professional integrity. They advocate for students, exhibit a genuine love of children and a professional commitment to children's learning. Way to go!

Fulda Member Honored Friend of Education Award

KIM KREMER was named the 2009 "Friend of Education" by the Fulda Teacher Education Assn for going beyond the "call of duty" for her work in the lunchroom. Kim makes sure the lunchroom is a pleasant place to be, decorating for the seasons while creating fun and educational displays. She is personable and friendly and finds creative ways to encourage children to try new foods on the menu. Kim cares....and it shows! You make us proud!