

## moving on

FOND FAREWELL

MARY KEARNEY, EXEC. DIRECTOR

### MSEA Executive Director Wanted

It is with mixed feelings that I say farewell to MSEA. I have accepted a position with the Portland Public Schools in Portland, Oregon and will begin there on October 1st. While serving as Executive Director I found that many operational things at MSEA had been done informally. I tried to implement more systematic methods for accomplishing things such as how employees keep track of time and expenses and how we maintain ourselves financially and assure that we stay on the right track. MSEA is moving forward as an organization and we need professional processes in place that can accommodate that evolution and transition.

Of all the things I have liked about working here, I have most enjoyed meeting members and watching them in action, at trainings, the Delegate Assembly, bargaining sessions or even socially. I believe that MSEA has a TREMENDOUS amount of untapped leadership. I see the strength of the union coming from those of you who already are involved and those of you who need a little nudge to get yourself out there.

Thanks for being so good to me. I will miss you but will enthusiastically watch MSEA's progress!

## new unit

PARAPROFESSIONALS

### Blooming Prairie Joins MSEA!

MSEA is extremely honored to welcome its newest members – the paraprofessionals of the Blooming Prairie school district! These 10 paras contacted MSEA in January seeking information on how to join a union. After several meetings with the Director of Organizing, the paras decided to petition the BMS for an election in May. The unit voted by an overwhelming majority to join MSEA. The paras are very excited to be members of MSEA and are looking forward to working with Field Representative Bob Schrank to negotiate their first contract. Welcome aboard!

## workshop

CORE TRAINING

### Multiple Hats



We all know unit leaders deal with a multitude of issues and problems within their unit. This fall, MSEA is excited to present a new Core Training entitled “Multiple Hats” designed to focus on several different “hats” that union leaders find themselves wearing throughout the year. By attending this workshop, you will learn how to effectively deal with your changing responsibilities and acquire new skills and knowledge to use in your day-to-day role as a union leader.

### Location, Location!

Like last year, MSEA will again offer the Core Training workshop on two separate weekends in two locations in Minnesota. Sign up for the training nearest you at [www.msea-mn.com](http://www.msea-mn.com).

October 24 & 25 - Shakopee Canterbury Inn

Registration deadline is October 10th.

November 14 & 15 - Bemidji Hampton Inn

Registration deadline is October 30th.

### Jack Of All Trades



Leadership duties and responsibilities vary greatly between units, even those within the same school district. And many units have just one steward who does it all. Understandably, this “jack of all trades” approach can be a bit daunting or overwhelming for even the most capable leader. For purposes of this training, we’ve identified three very important roles that unit leaders play and will focus on providing the necessary skills, knowledge and tools to effectively deal with the following:

**part one - representation** will focus on the intricacies of representation at the local level. You will learn how to feel comfortable in representing your local members in small grievance issues, while bridging the gap in determining when it is necessary to call your field representative. This workshop will empower you to take charge of local issues with the full support of your field representatives.



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# MSEA

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## MSEA STAFF

Exec Dir To be announced  
Dir of Org Alyssa Mueller  
Asst Dir Lynn Jansen  
Office Mgr Jodi Lietzau  
Admin Asst Melissa John  
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

## BOARD OF DIRECTORS

### 2008-09 Meeting Schedule

Upcoming 2008-09 MSEA Board of Director meetings:

September 26, 2008

October 31, 2008

November 21, 2008

January 9, 2009

February 20, 2009

March 27, 2009

April 24, 2009

July 29, 2009

MSEA full members are welcome and encouraged to attend MSEA Board meetings which will be held in the MSEA office. MSEA's address can be found in the upper left corner of this page.

The MSEA office building is a secure facility and not accessible to the general public after hours and on weekends. Please feel free to contact the MSEA office for instructions and directions on entering the MSEA building on weekends in order to attend a Board meeting.

### Region Assignments

REGION	DIRECTOR
1	MJ Hanson
2	Sue Ames
3	Cindy Antonson
4	Patrick Wheeler
5	Kim Lennartson
6	Mary Schaufenbuel
7	Nona Bauer

### Committee Assignments

#### BUDGET/PERSONNEL

Diana Vogt, Chair  
Nona Bauer  
MJ Hanson  
Patrick Wheeler

#### PROGRAM/PLANNING

Kim Lennartson, Chair  
Sue Ames  
Cindy Antonson  
Mary Schaufenbuel

## FROM THE PRESIDENT



It's the beginning of a new school year and I hope everyone had a nice summer!

It has been a busy summer for the MSEA Board of Directors. In July, Mary Kearney, the Executive Director, informed the Board that she had accepted a job with the Portland, Oregon school district and would be resigning her position effective September 2nd. The Board wishes her well in her new position and thanks her for her time and dedication to MSEA. She did an excellent job and she will be missed.

By the time you read this we will be well into advertising for a new Executive Director and we hope to have someone in place as soon as possible. In the meantime I want to assure everyone that nothing will change in the service to our members. You have a good Board in place, and we have a good staff in place to see that MSEA doesn't miss a beat during this transitional period.

If you have any questions or concerns about anything, please feel free to call or email me.

On another note, the staff has been busy working on this year's Core Training; please see the article on the front page of this newsletter for more details. I am sure that the staff will make it as educational and entertaining as last year! I hope many of you have a chance to attend.

In Unity,

*Evan Mapes*  
MSEA President



**part two - negotiations** will concentrate on bargaining your contract during these lean economic times. It is important to understand how to effectively negotiate a contract that understands the district's limited budget, while continuing to make gains in your collective bargaining agreement. This workshop will give you the tools to help steer the negotiations process in a positive way for both sides of the table.

**part three - member contact** will tackle the crucial issue of individual member contact, something unit members and leaders are in a unique position to address. It is vital that unit leaders and future leaders are comfortable talking with members about the benefits of their contract and their union. This training will provide you with creative solutions to the evergrowing problem of member apathy and give you the tools to implement strategies that will work for a unit of any size.



## Attendance & Registration

We strongly encourage any unit officer, building representative, negotiation team member or any member interested in doing these things in the future to attend. In short, we are inviting any member who wants to perfect their techniques or learn something new. Attendance is limited to **50 participants per location**, so be sure to register as soon as possible.

Members must also call the appropriate hotel by the deadlines listed on the front page to claim a room under the existing MSEA reservation blocks. Contact your unit chief steward or visit the MSEA website for more details including registration, agendas, hotel information and reimbursements. Once again, MSEA will pay for the following expenses: hotel room for one night (one room per two members), meals during the training, lost wages from MSEA-related work and roundtrip mileage (members are strongly encouraged to carpool).

Register online today at [www.msea-mn.com](http://www.msea-mn.com). We look forward to seeing you there!

## quote

SENATOR PAUL WELLSTONE

"We should help these children when they are little, not because if we do they are less likely to get into trouble, although that is true. Not because they are more likely to graduate and contribute to the economy, although that is also true. We should invest in them, in the very early years, because they are all under four feet tall, they are beautiful, and we should be nice to them."

## do you know your rights?

You have a right to representation in meetings and/or discussions that may lead to discipline. Contact the MSEA office for a laminated card for your wallet with the following information:

### WEINGARTEN RIGHTS

*I believe this discussion could lead to my being disciplined. I therefore request that my union representative be present to assist me at the meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request; without representation, I shall not participate in the discussion.*

ARE THE UNION

## full member benefits

- ◆ ten \$500 annual scholarships (see page 4) for members and their dependents
- ◆ \$2,000 life insurance benefit
- ◆ \$2,000 accidental death insurance benefit
- ◆ low-cost auto/home/cycle insurance
- ◆ united educators credit union membership
- ◆ msea newsletter "the classified" mailed or emailed four times per year
- ◆ valleyfair discounts (seasonal)
- ◆ member training (see page 1)
- ◆ retirement gift for full members
- ◆ mn zoo/imax theatre discount

FOR MORE INFORMATION, VISIT:

[www.msea-mn.com](http://www.msea-mn.com)

# 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 had attended graduate school at the U of M and taken classes at the Hubert Humphrey Institute of Public Affairs, while her husband, Gary, served as an appellate-court judge 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: 190 E 5th St, #750  
St Paul MN 55101

Fax: 651-297-6814 or 888-329-6732  
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 and PROCEDURES

1. The Scholarship committee will be comprised of two members of the Board of Directors and three 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.

# the face of msea

## DETROIT LAKES SECRETARIES

### Successful Contract Campaign Averts MSEA Strike

#### DETROIT LAKES

After tough negotiations and a strategic contract campaign, the Detroit Lakes Secretaries voted on July 25, 2008 to accept a one-year contract that increased their wages by 6.2%. The secretaries have had many issues over the years with their contract, but the main issue has been the consistent underpaying of these secretaries by as much as \$3.50 per hour compared to similar groups in their school district. This spring, the secretaries decided that enough was enough and voted to reject the **"same as everyone else"** offer that the school district was giving them and took a tentative strike vote.



Lanette Corbett & Ellen Kensinger

The secretaries formed two committees to equally share in the work of bargaining a better contract. First a contract campaign committee was created to help to educate the public on the issues surrounding negotiations, as well as prepare the membership for a potential strike. Alyssa Mueller, Director of Organizing, assisted the contract campaign committee with public education events including community support at school board meetings, individual contacts with school board members and letters-to-the-editor.

**I**n the past we have not been a very unified group. It's too bad that the negotiations have been so tough, but it has brought our Unit closer together. I feel that the Unit will be close for years to come."

Ellen Kensinger, Detroit Lakes Chief Steward

Detroit Lakes Negotiation Team:  
Ellen Kensinger, Jeanette Steele,  
Lanette Corbett & Sharon Okeson  
Seated: MSEA Field Rep Lori Carlson

**W**hen we first entered negotiations, I did not see a light at the end of the tunnel. Now that we settled on a retro year and have begun the new contract negotiations, I can see a glimmer."

Lanette Corbett, Detroit Lakes Member

The members also formed a negotiation committee that was singularly focused on bargaining with the school district, which was headed up by field representatives Lori Carlson and Chris Schaefer.

After two months of hard work and dedication by so many of the members, the Detroit Lakes secretaries were able to successfully negotiate a progressive

wage package, as well as gain the respect and support of many local groups. The teachers union was especially supportive of these secretaries and donated time and money to help them in their efforts.

Hats off to the membership of the Detroit Lakes Secretaries who worked so hard in taking an important stand in their fight for equity!



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## TAKE NOTE

### MN Paraprofessional Conference \*\*\*RESCHEDULED FOR 2009\*\*\*

The Planning Committee for the MN Para Conference initially scheduled for Oct 3-4, 2008 has met and decided to **postpone** the conference until spring of 2009. Exact conference and registration dates will be published shortly. For more information, visit the Para Consortium website at: <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 may withhold payment of local dues from any bargaining unit not in compliance. (per the MSEA Unit Treasury Financial Code of Standards)

### MN Food Service Conference

Thanks to all of the members who stopped by to say hello at the MSEA information booth at the 52nd Annual MN School Nutrition Association Conference held August 4-6th. We were glad to see so many familiar

faces again this year. And congratulations to **Lordeen Sowada** of Little Falls for winning the \$100 raffle sponsored by MSEA! We hope to see many more MSEA members at the conference next year!

### webTRIVIA

Don't forget to check out MSEA's monthly trivia game at [www.msea-mn.com](http://www.msea-mn.com). Visit the MSEA website from the 1st through the 14th of each month to submit your answer. Winners (drawn at random) will receive a new charcoal gray fleece vest. It's easy, fast and fun! Here is a list of last year's winners...

Aug 08: Evan Mapes, Thief River Falls  
July 08: Mary Schaufenbuel, Windom  
Jun 08: MJ Hanson, Lake of the Woods  
May 08: Katie Rohling, Sartell  
Apr 08: Kathy Platt, Moorhead  
Mar 08: Ruth Glaser, Rochester  
Feb 08: Diane Schneider, St. Cloud  
Jan 08: Pat Gangl, St. Cloud  
Dec 07: Ellen Kensinger, Detroit Lakes  
Nov 07: Linda Pederson, Moorhead  
Oct 07: Betsy Fiksdal, Rochester

did you know?