

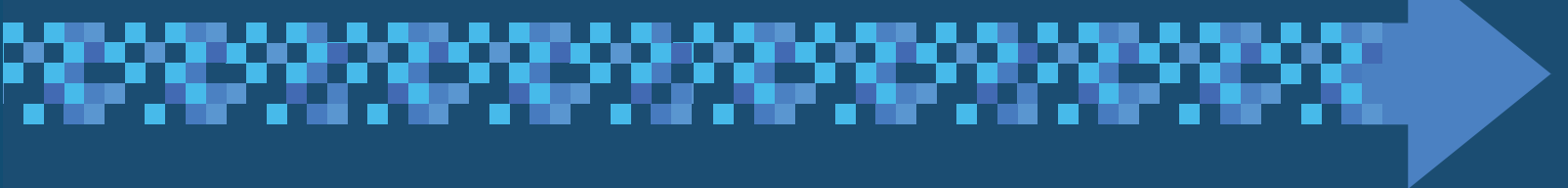
The VOICE

Nebraska State Education Association • 2022-23 Member Guide



Nebraska State Education Association
www.nsea.org • (800) 742-0047

#ForwardTogether





IMPORTANT NUMBERS

NSEA

Toll Free (800) 742-0047
 In Lincoln (402) 475-7611
 Fax (402) 475-2630
 NSEA Omaha (402) 731-0800
 Lincoln Ed. Assoc. (402) 489-7500
 Millard Ed. Assoc. (402) 731-0400
 Omaha Ed. Assoc. (402) 346-0400
 NSEA website..... www.nsea.org

National Education Association

Switchboard (202) 833-4000
 Member Benefits..... (800) 637-4636

Nebraska Dept. of Education

Switchboard (402) 471-2295
 Certification..... (402) 471-0739

State Government

Retirement Office (800) 245-5712
 In Lincoln..... (402) 471-2053
 State Capitol Info (402) 471-2311

NSEA-Endorsed Programs

BC/BS (claims) (877) 721-2583
 Blue Cross nebraskablue.com
 Educators Health Alliance Plan
 Advocate Greg Long... (866) 465-1342
 Cal. Casualty/A+ (800) 346-6840
 Horace Mann..... (800) 999-1030
 First Nebraska
 Credit Union..... (402) 492-9100

Political Action

Governor's Office

Lincoln..... (402) 471-2244
 North Platte (308) 660-9111

U.S. Sen. Ben Sasse

Lincoln..... (402) 476-1400
 Omaha..... (402) 550-8040
 Kearney..... (308) 233-3677
 Scottsbluff..... (308) 632-6032
 Washington, D.C (202) 224-4224

U.S. Sen. Deb Fischer

Lincoln..... (402) 441-4600
 Omaha (402) 391-3411
 Kearney..... (308) 234-2361
 Scottsbluff..... (308) 630-2329
 Washington, D.C..... (202) 224-6551

Congressional District 1 Rep. (TBD)

Lincoln..... (402) 438-1598
 Washington, D.C (202) 225-4806

U.S. Rep. Don Bacon (CD2)

Omaha..... (402) 938-0300
 Washington, D.C (202) 225-4155

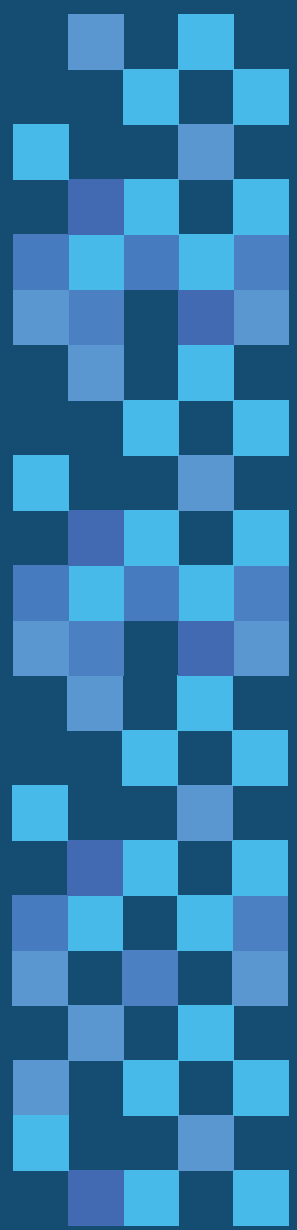
U.S. Rep. Adrian Smith (CD3)











Grand Island..... (308) 384-3900
 Scottsbluff..... (308) 633-6333
 Washington D.C (202) 225-6435



2022-2023 NSEA Member and Education Professional

#ForwardTogether



GOALS	OUTCOMES
<p> NSEA will advance a culture of racial, economic, and social justice by improving educational opportunities for all students.</p>	<p> NSEA will partner with national and local affiliates to strengthen our membership engagement and growth.</p>
<p> 1. Establish and promote an ongoing legislative agenda that advances human and civil rights. 2. Recruit and retain a diverse and inclusive population of educators. 3. Provide training and provide the support necessary to become aware and proficient in educating a diverse population. 4. Create an equitable environment for all Nebraska students.</p>	<p> 1. Promote and grow Association membership. 2. Strengthen member engagement. 3. Provide opportunities for professional growth in the Association and the education profession. 4. Communicate the Association's advancements within the profession.</p>
<p> NSEA will advocate for the economic well-being of our members and the protection of their statutory rights.</p>	<p> 1. Protect collective bargaining rights. 2. Collaborate, educate and train members of local associations regarding bargaining. 3. Increase the capacity of staff and members to promote member rights. 4. Improve awareness of outside organizations and political threats.</p>
<p> The NSEA supports a political environment that promotes and protects public education.</p>	<p> 1. Build and strengthen partnerships with external stakeholders. 2. Improve educators' effectiveness in their political engagement. 3. Be active in the election of pro-public education candidates. 4. Encourage and elect educators to political office.</p>
<p> The NSEA will support Governance structures that are responsive to the needs of our membership.</p>	<p> 1. Monitor and adjust governance structures across the state to increase member representation. 2. Increase member engagement in leadership and governance. 3. Ensure a governance structure that meets the ever-evolving needs of the membership. 4. Promote common ground which is inclusive of all members throughout the state.</p>

How NSEA Works on Your Behalf



Member Led
Association work is governed by members elected by their peers – educators like you – to serve at the local, district, state and national levels.



Negotiations
NSEA provides training and research for your local association negotiators to equip them in their pursuit of improved contracts and working conditions that benefit you and your students.



Health Care
More than 50 years ago, NSEA formed a statewide health insurance plan. Today, NSEA is a managing partner of that plan, the Educators Health Alliance, providing health care coverage for educators, public education employees, and their families



Advocacy, Bargaining
Established rules govern bargaining and teacher dismissal processes. When schools stray from those rules, NSEA intervenes.



Teaching, Learning
NSEA monitors and works with the State Board of Education as it develops rules and policies that affect your teaching certificate and your classroom.



Professional Development
NSEA offers professional development opportunities throughout the year on topics ranging from child trauma to stress reduction, and more. A growing number of those opportunities offer college credits.



Friends of Education
NSEA works with members to recruit and elect pro-education candidates for elected positions. From school board members to state senators, elected officials set policies that affect you and your classroom.



Retirement
Teachers deserve to retire with dignity. Attempts have been made to change the current defined benefit retirement plan to a more costly, less beneficial defined contribution plan. NSEA works to ensure your retirement plan is well-funded and secure.

A Message From Your NSEA President

All across Nebraska, NSEA members are preparing to teach in kindergarten classrooms, high school labs and university halls. Our NSEA members are classroom teachers, coaches, counselors, nurses and educational support professionals. Together, we work to create safe and supportive classrooms to provide a great public education for all students.

Educators have always been expected to carry a heavy load but the past three years have been particularly challenging: a pandemic, staff shortages, a student mental health crisis, a racial reckoning, and back-to-back mass shootings have tested the limits of even our most veteran educators. Additionally, a vocal minority has launched an all-out attack on public schools and the teaching profession. How will we get through this critical moment for public education? By pushing forward together.

Our members are allies in the fight for high-quality education. Together, we form a community of professionals to help shoulder the heavy load. NSEA membership means less worrying for you and more action from us. Listening to members' voices has guided our association's work for 155 years. We provide professional advocacy on a range of issues including salary, working conditions, school safety, evaluation support, contract compliance and enforcement, and retirement.

It is our mission to ensure that educators have a voice in creating the policies that affect public education. Our members are strong advocates for our students and our profession. NSEA leadership, members and staff actively work with policymakers at all levels to make sure education policies and laws reflect the best interests of you and your students.

Remember, we have strength in numbers, and those numbers make a difference for you, our students, schools and profession. Thank you for your membership.

Sincerely,



Jenni Benson
NSEA President



Forward Together: President Jenni Benson brings a wide range of diverse experience and more than 30 years in education to her position as president of Nebraska's oldest and largest professional association.



Nebraska State Education Association
605 S. 14th Street, Lincoln, NE 68508
www.nsea.org
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NSEA EXECUTIVE COMMITTEE

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Total cost of producing 10 monthly issues of *The Voice* each year is less than \$2 per member.

Advertising rates available upon request. All advertisements and advertisers are screened prior to publication. Appearance of an advertisement in *The Voice* does not necessarily imply NSEA endorsement of either the product being advertised or the views expressed.

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Perseverance Pays Off: Homer Education Association President Noelle Petersen (left) with Co-Chief Negotiator David Dziurawiec (right).

Perseverance Pays Off

When members were ready to tackle the compensation issues Homer teachers were facing, NSEA was there to help.

After completing a comparability study at last summer's NSEA training in Norfolk, Homer Education Association (HEA) President Noelle Petersen and lead negotiator David Dziurawiec knew they were ready to address significant compensation issues Homer teachers were facing.

A 'comp study' compares salaries and benefits of nearby and like-sized school districts – called an array. The completed study places the teachers of a particular school district on the salary and benefit schedules of the other school districts in the array, allowing a comparison.

"Prior to this, we had taken some time off from doing the studies because we weren't getting anywhere with our school board," Noelle said. "Our numbers and the district's numbers were just not adding up."

Some of the discrepancies between the district's comp study and HEA's comp study could be linked to the differences in the software used.

"The school board was using North Star software and our association was using Navigator," she explained.

To tackle the next comp study, Noelle knew she needed a "numbers person." David, a math and science teacher, was the perfect fit.

Tackling the Study

"We did another comp study during Dave's first year as lead negotiator," Noelle said. "I couldn't put into words how to describe what was going on and why we were falling behind in our array. David did a line-by-line comparison with our superintendent, and then he started figuring it out."

While salary increases over past years had kept Homer's

base salary towards the top of its array, the district funded single-only insurance for staff. This created a sizable gap in total compensation.

"We could see we were falling behind," David said. "While the district claimed that factoring in the single-only insurance for staff was compatible with Commission of Industrial Relations (CIR) requirements within our array, we contended that it wasn't CIR compatible."

Armed with three years of comparability studies, David and Noelle argued that the cost and value of dependent coverage had pushed Homer Public Schools to the bottom of the 16-school array on which their comp study was based.

"The first year ended up just being a draw," David said. "We got out of negotiations with an acceptable raise – but without factoring in the full-family health insurance that was prevalent in our array we were far behind in total compensation."

In previous years, HEA leaders had used creative demonstrations to explain to the board how individual teachers were affected by the total compensation deficit but they had not been successful.

Follow-up conversations at the Norfolk-area training with former NSEA staff members Randy Gordon and Emme Grafton revealed that Homer was well below the threshold that state statute had established to provide for legal recourse on impasse over salary.

Below the Threshold

Heading into negotiations in 2022, David and Noelle kept in regular communication with NSEA through their Organizational Specialist Jason Wiese.

“We brought NSEA in almost from the beginning,” David said. “I don’t think our board quite grasped the magnitude of the deficit. Looking at their offers, it was going to take many, many years to get us back to even the low-end of the statutory threshold.”

David and Noelle shared regular updates with NSEA regarding meetings and proposals in accordance with NSEA’s bargaining calendar.

“Whenever I had a question, whenever there was something that needed clarification, I would quickly send an email to Jason and he would respond right away,” Noelle said. “Randy was the same way. He was a lot of help.”

The two sides continued to meet into February with the HEA negotiations team understanding that it might be necessary to seek remedy through the NSEA Legal Assistance policy by filing for a Resolution Officer to mediate a settlement.

Seeking a Resolution

Scott Norby of Norby & Welding LLP, NSEA’s attorney, worked with HEA to retain a resolution officer. Securing a resolution officer through the Nebraska Commission of Industrial Relations (CIR) can be time-consuming. State statute imposes a rigorous, tight time frame, one that necessitates the completion of the process by March 25, at the earliest. HEA’s hearing was set for March 23 over Zoom.

“None of this would have been possible if not for

the vigilance and perseverance of the HEA bargaining team,” Gordon said. “By preparing for negotiations by completing a Navigator comparability study in advance of the November 1 statutory start date, the entire team was prepared for bargaining sessions. Another key factor was that HEA maintained detailed records of their negotiations.”

HEA’s detailed records of the negotiation included:

- Completing a comparability study and prevalence table prior to the start of bargaining;
- Meeting at least four times before pursuing impasse;
- Keeping detailed notes of bargaining sessions;
- Providing copies of each side’s offers;
- Regularly communicating with NSEA about progress and concerns.

Reaching an Agreement

After less than 45 minutes at the table with the resolution officer, the two sides agreed to a two-year settlement.

“Scott had a great plan going in. He said, ‘This is what we’re going to do. This is how it’s going to go,’” said Noelle. “And our mediator did a fabulous job. She moved things along and kept everybody on track.”

Both parties agreed to a \$2,575 increase on base for the 2022-23 school year and an additional \$1,550 base increase the following year. The increases will move Homer to within the statutory 98% to 102% comparability range.

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Ask Your Questions, Get Answers.



These excerpts from member questions, below, are among the hundreds of questions members pose each year to NSEA's organizational specialists through the website at: www.nsea.org

Duty-Free Lunch?

"Our principal told us we are to eat in the lunch room with students and supervise them. I thought state law gave us 30 minutes of duty-free lunch with no students. No one spoke up in the meeting. We were stunned. I want to have the facts before I say anything."

Evaluation Worries?

"I feel my supervisors are targeting me. I am scheduled to sit down with them next week to review my annual evaluation. I have seriously thought about having a union rep present. I would like to discuss this matter with someone before making that decision."

Children's Fund Assistance?

"Can NSEA's Children's Fund be used to pay for a child's medication? The child has no insurance, mom works two low-paying jobs but they make her income too high."

Sick Leave Denied?

"I need clarification regarding what administrators are allowed to dictate regarding sick leave. Our administrator continually tries to deny sick leave, citing 'no subs available.' I've made physician appointments and I'm told I cannot go because there are no subs. I have ample sick time available and am rarely gone unless absolutely necessary. I need to know if this is something administrators can do."

Special Needs and IEPs?

"I would like to speak to someone about a situation raised during my first year of teaching regarding special needs requirements and IEPs."

Hostile Work Environment?

"I am seeking information on a legal definition of 'hostile work environment.' I believe such a situation exists in my work environment and is affecting my health and productivity."



Your Association Leads in the Communication Arena

Effective Communication with Members, the Public

In an era of constant notifications, cutting through the clutter and clatter to deliver a message is no easy task.

Yet that is exactly what NSEA does: communicates with members on issues of educational importance, and to all Nebraskans in an ongoing effort to build understanding and support for public education.

Public School Proud

This fall, NSEA will launch a "Public School Proud" campaign with a series of new television, radio and social media ads featuring successful Nebraskans sharing how our public school teachers contributed to their success.

Listen also for radio spots in support of public education. They will be airing on broadcast stations across Nebraska, thanks to NSEA's 25-

year partnership with the Nebraska Broadcasters Association.

This year, NSEA will be using the hashtag **#ForwardTogether** to promote the unity among association members statewide.

Communication with members is a priority. Since 1872, NSEA has published a magazine for members with the latest Association news and education trends. Our website, NSEA.org, features easy navigation and current items of interest.

Capitol Update emails are sent during the legislative session, as well as calls to action when necessary. Sign up at www.nsea.org/subscriber.

The NSEA Communications team is frequently recognized for its work, consistently earning national awards. If your local association needs assistance to communicate with members, administration, the public or other interest groups, call us at 1-800-742-0047.

Members take lead in Association work

Your Association operates as a representative democracy. Every member has an equal voice, and every member has equal representation within the Association.

Every Nebraska school building has an appointed or elected Association/faculty representative. Those representatives work with members in their building and connect to the elected officers of the district-wide local Association. Each local Association is found in one of the six NSEA governance districts (see map, page 7). Each governance district has a board of directors, and each district is represented on the NSEA Board of Directors, with each board member representing a roughly equal number of members. NSEA board members are chosen in online elections in late winter each year. Any Association member in good standing is encouraged to seek election to either their NSEA district board or the statewide board of directors.

NSEA also elects, to three-year terms, two representatives on the National Education Association Board of Directors. Along with NSEA President Jenni Benson and Vice President Robert Miller, Nebraska NEA Directors Linda Freye and Edward Ventura comprise the Executive Committee of the Board of Directors.

In addition, members from every local association are eligible to seek election to serve as a representative to the NSEA's Delegate Assembly. At that annual April business meeting, more than 300 delegates from across the state elect officers, set the Association's agenda for the coming year, craft the As-



Executive team: NSEA is led by President Jenni Benson (front left), Vice President Robert Miller (front right), and two directors on the National Education Association Board, Edward Ventura (back left) and Linda Freye (back right).

sociation's foundational Resolutions, and review and update the Bylaws, which guide Association operations.

In every effort, members lead and pave the way forward—all on behalf of the children who attend our schools in support of quality public education. For details, email Benson at jenni.benson@nsea.org.

							
Jenni Benson President Lincoln, '23 402-890-3169	Robert Miller Vice President Westside, '23 402-515-4882	Edward Ventura Jr. Omaha NEA Director, '25 402-210-1655	Linda Freye Lincoln NEA Director, '23 402-540-3746	Marsha Edquist Millard Metro President, '24 402-660-4282	Sasha Cervantes Omaha Metro, '23 402-216-3906	Vacant Metro	Paul Schulte Millard Metro, '24 402-516-2018
							
Vacant Metro	Dr. Tanishia Jacobs Bellevue Metro, '25 402-981-7434	Lisa Hanson Neligh-Oakdale Elkhorn Pres. '24 402-640-7465	Kimberly Erickson Norfolk Elkhorn, '25 402-750-4399	Vacant Elkhorn	Vanessa Brand Oakland-Craig Elkhorn, '24 402-377-1580	Mary Gregoski Palmer Sandhills Pres., '24 308-754-4321	Vacant Sandhills

District Officers

These members have been elected to lead NSEA at the District level:

■ Metro District

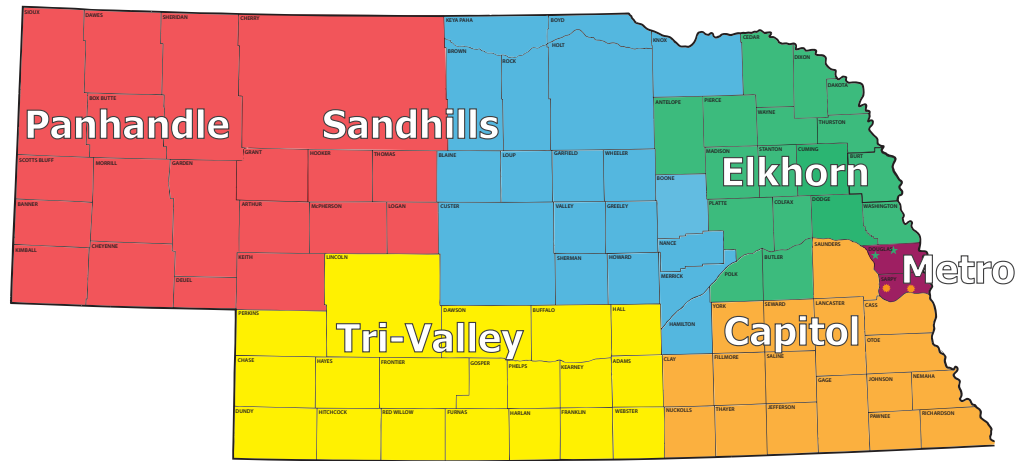
President Marsha Edquist, Millard
 Vice Pres..... Stacie Stevens, Omaha
 Treasurer Carrie Pratt, Omaha
 Secretary Julie Adams, Bellevue
 Exec Comm..... Faith Johnson, Omaha
 Lee Perez, Omaha
 Diana Casey, Omaha
 Chris Janovec-Poehlman, Millard
 Stacy Johnson, Millard
 Andrew Bowen, Bellevue
 Judith Stucky, Westside
 Rosey Krauel, DC West
 Gail Sherrell, Papillion La Vista
 One vacancy

■ Elkhorn District

President Lisa Hanson, Neligh-Oakdale
 Vice Pres..... Kristi Rastede, Northeast CC
 Treasurer Vacancy
 Secretary Pamela Anderson, Hartington
 Exec Comm..... Amanda Dennis, Arlington
 Matt McCarthy, Northeast CC
 Michele Brand, South Sioux
 Carrie Sheppard, Battle Creek
 Two vacancies

■ Sandhills District

President Mary Gregoski, Palmer
 Vice Pres..... Whitney Hake, Palmer
 Treasurer Vacancy
 Secretary Becky Meyer, Palmer



In order to comply with NEA guidelines, the ■ Gretna Education Association and ■ Springfield/Platteview Education Association will be included in Capitol District.
 * Metro Community College Education Association and * Bennington Education Association are included in Elkhorn District.

Exec Comm..... Lynette Svenson, Callaway
 Dee Ann Roy, Arcadia
 Mandy Evans, Ainsworth
 One vacancy

■ Capitol District

President Burke Brown, Dist. OR-1
 Vice Pres..... Jen Yoder, Lincoln
 Treasurer Nora Lenz, Lincoln
 Secretary Megan Pitrat, Lincoln
 Exec Comm..... Jake Jolliffe, Lincoln
 Gina Bolz, Lincoln
 Julie Colby, Lincoln
 One vacancy

■ Tri-Valley District

President Ben Welsch, Hastings
 Vice Pres..... Jade Bartunek, Hastings

Treasurer Angie Dickey, Chase County
 Secretary Holly Ortega, Grand Island
 Exec Comm..... Becky Mousel, Minden
 Abby Hansen, Lexington
 Judy Henning, UNK
 Janet Sheaffer, Chase County
 Robin Henrichs, McCook
 One vacancy

■ Panhandle District

President Renae Noble, Chadron
 Vice Pres..... Dash Rohan, Sioux County
 Treasurer Matt Chrisman, Mitchell
 Secretary Shannon Kinsella, Alliance
 Exec Comm..... Amanda Reilly, Bayard
 Kathleen Woods, Chadron
 Jessica Foland, Scottsbluff
 Three vacancies



Ben Welsch
 Hastings
 Tri-Valley Pres., '24
 402-826-9687



Stacie Blackmore
 Kearney
 Tri-Valley, '24
 308-325-7324



Melissa Boutwell
 Lexington
 Tri-Valley, '23
 308-991-0509



Elena Garcia
 Grand Island
 Tri-Valley, '25
 308-765-1096



Renae Noble
 Chadron
 Panhandle Pres., '23
 308-430-1904



Bryan Regier
 Stapleton
 Panhandle, '25
 308-458-7907



Burke Brown
 Palmyra Dist OR-1
 Capitol Pres., '25
 402-432-1081



Mindy Diller
 Lincoln
 Capitol, '23
 402-217-2333



Deb Rasmussen
 Lincoln
 Capitol, '25
 402-202-6268



Robin Ankrum
 Falls City
 Capitol, '25
 402-245-5340



Megan Simsic
 Lincoln
 Capitol, '24
 402-314-7363



De Tonack
 Lincoln
 NSEA-R Pres., '23
 402-525-4264



Kristi Rastede
 Northeast CC
 Higher Ed, '24
 605-670-1045



Nora Lenz
 Lincoln
 EMAC, '24
 402-467-2983



Stephanie Wright
 Doane University
 Aspiring Ed Pres. '23
 402-741-2732



Jenny Wood
 South Sioux City
 ESP, '25
 712-294-4273

Policy Work and Protecting Public Education

NSEA’s mission to serve and support educators includes advocating for effective public policy. Every educator in the state is affected by the policy decisions made by Nebraska state lawmakers.

In the 2022 legislative session, your NSEA Government Relations team tracked more than 76 education and school finance-related legislative proposals. From loan forgiveness for educators, certification rules, school and classroom safety, behavioral health resources, and funding, NSEA works to ensure your education interests are represented. Below are a few key proposals NSEA worked on.

Policy Passed

LB1218 improves student loan forgiveness, teacher certification rules, and education college program entrance exams. It provides \$1,000 in loan forgiveness to student teachers, and contains provisions of LB945, which provides qualifying teachers \$5,000 per year in loan repayment assistance for up to five years.

LB1218 also clarifies the State Board of Education’s authority to approve teacher education programs in Nebraska. Currently, passing the Praxis Core examination is a requirement to enter college education programs. The change paves the way for the Board to approve an alternative college admission exam, such as the ACT, to demonstrate basic skills competency programs.

The bill also allows a teacher from another state to



Praxis Changes: This spring, Aspiring Educators member Adrienne Kruger spoke in favor of legislation that would change the Praxis Test.

demonstrate eligibility for a Nebraska teaching certificate or permit if they possess a similar certificate or permit in that state.

LB852 requires each school district to designate at least one employee in each school building to coordinate access to behavioral health services for students and families. The state Department of Education is required to annually provide each district with a registry of state and local behavioral health resources for students and families by geographic area. Also included are provisions of LB912 to require the department to create a mental health first aid training program for teachers and other school personnel participating in a State Board of Education grant program.

Defeated

LB364 would have given dollar-for-dollar income tax credits to corporations or individuals that contribute to scholarships for private schools. It would have diverted millions of tax dollars from the state general fund, which helps pay for public schools.

LB1077 sought to ban or narrowly restrict how public postsecondary institutions and public K-12 schools in Nebraska teach a range of topics, including analyses of the centrality of racism and sexism to U.S. institutions.

LB986 would have limited school district revenue growth, regardless of enrollment growth or other educational needs.

What does **POLITICS** have to do with my classroom?

WORKLOAD

WHO DECIDES?

- Your Local School Board
- Legislature
- Governor

NSEA believes in and fights for duty-free lunch and plan time for educators. Your local negotiated agreement is a tool educators can use to improve their working conditions, including duty hours.

CLASS SIZE

WHO DECIDES?

- Your Local School Board
- Legislature
- Governor

NSEA empowers educators to advocate for smaller class sizes, less standardized testing, curriculum input, school safety and more. These working conditions mean a better learning environment for your students.

SALARY

WHO DECIDES?

- Your Local School Board
- Legislature
- Governor

NSEA has worked with our local associations to increase teacher salaries from 45th in the nation in 2001, to 30th in the nation in 2020. We also work to increase state aid to education.

RETIREMENT

WHO DECIDES?

- Your Local School Board
- Legislature
- Governor

NSEA is the **ONLY** association that pushed to create and continues to protect your Defined Benefit Retirement Plan through strong, effective legislative advocacy.

HEALTH BENEFITS

WHO DECIDES?

- Educators Health Alliance (EHA)
- NSEA, NCSA, NASB
- Your Local School Board

NSEA is the **ONLY** association that created and represents you on the Educators Health Alliance to provide you with quality, affordable health insurance.

EMPLOYEE RIGHTS

WHO DECIDES?

- State Board of Education
- Legislature
- Governor

With representation at the bargaining table, liability insurance, legal representation, and more, NSEA provides advice and professional advocacy on a range of employee rights issues educators face.



Level up your skills with NSEA!

Opportunities abound in professional learning offerings

NSEA supports our members with professional development opportunities to build their skills and take their teaching to the next level.

Listed here are just a few of NSEA's professional development offerings.

New sessions will be planned and publicized throughout the year, so watch *The Voice*, NSEA's Facebook page and other social media channels for the latest registration information

NSEA University

What has come to be known as "NSEA U" is three days in July at the University of Nebraska's Innovation Campus, with breakout sessions on classroom and Association topics. It combines aspects of the Bargaining Conference held in the fall in past years, area membership meetings that kick off each school year and a broad schedule of professional learning. Find out more at nsea.org/nseau.

Conversations on Race and Belonging

Over the past four years, Association members explored, discussed and learned of the systemic and institutional racism

that affects students and teachers. Educators learned how to build stronger relationships with students of color and gain a deeper understanding of race, racism and equity. An alumni group from previous cohorts meets regularly on Zoom.

Six-week sessions are offered in the spring and summer. Learn more at nsea.org/conversations.

Mentoring, instructional coaching

Every new teacher needs a high-quality mentor! NSEA's mentoring plan matches teachers early in their careers with a more experienced teacher from outside their school district, offering new teachers the support to be successful via an impartial and non-judgmental voice to provide tips, guidance and support. Learn more at nsea.org/mentoring.

Professional Development Catalog

NSEA offers members a way to access web-based training and in-person workshops through a Professional Development Catalog.

View the list of workshops and request sessions to be presented at a

local association meeting or member event using the form at nsea.org/professional-development-catalog.

Webinar series

Professional teachers lead skill development webinars from August to April each year, and even throughout the summer months. From knowing your paycheck, financial planning for retirement and student loan forgiveness to Google Classroom basics, trauma-informed teaching and building relationships at a distance.

Session videos and resources are available at nsea.org/webinars. Log in with your NSEA member ID.

Governance training

NSEA's Strategic Plan (see the back of the room card inside this issue's cover) addresses support for Association governance. NSEA leadership provides training and support through in-person and online resources. President Jenni Benson hosts several local leader Zoom video conferences each year to update and assist local leaders.

District and state leaders work with staff to update bylaws, provide relevant officer training and support the needs of a local association.



SCHOOL BUDGET AND CERTIFICATION STANDARDS

WHO DECIDES?

- Your Local School Board
- State Board of Education
- Legislature
- Governor

STANDARDS AND TESTING

WHO DECIDES?

- State Board of Education
- U.S. Secretary of Education
- U.S. Department of Education Governing Board

LENGTH OF THE SCHOOL YEAR

WHO DECIDES?

- Your Local School Board
- Legislature
- Governor

NSEA Dues Breakdown 2022-23

Advocacy & Collective Bargaining: \$206.79

Goal: NSEA will advance the economic well-being and secure the contractual rights of our members. Expected outcomes include protection of collective bargaining rights, and an increase in the capacity of staff and members to promote member rights.

Member Engagement: \$42.43

Goal: NSEA will partner with national and local affiliates to strengthen our organizational capacity. Expected outcomes include strengthening of member engagement and offering professional development growth in the Association and the profession.

Partnerships & Policy Engagement: \$47.53

Goal: NSEA supports a public policy environment that promotes and protects public education. Expected outcomes include building and strengthening partnerships with external stakeholders and improving educator effectiveness in public policy engagement with candidates and elected officials.

Governance: \$21.89

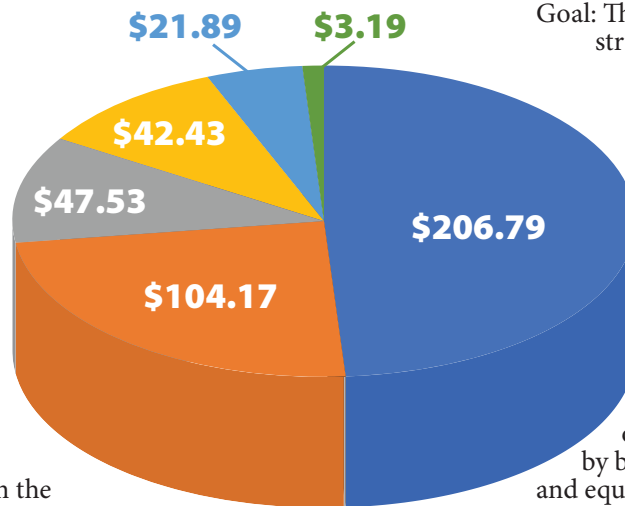
Goal: The NSEA will support governance structures that are responsive to the needs of our membership. Expected outcomes include monitoring and adjusting Association governance structures across the state to increase member representation and to increase member engagement in NSEA leadership and governance.

Social & Racial Justice: \$3.19

Goal: NSEA will advance a culture of social and racial justice by improving educational opportunities for ALL students and by building respect for the worth, dignity and equality of every individual in our diverse society. Expected outcomes include establishment and promotion of an ongoing legislative agenda that advances human and civil rights and recruitment and retention of a diverse population of educators.

Operations: \$104.17

Goal: The NSEA will maintain sound financial practices and the corporate structure necessary to support a strong organization.



NEA Dues Breakdown 2021-22

Increase Educator Voice, Influence, and Professional Authority: \$5.02 (ESP \$3.02)

Ensure effective structures, processes, and leaders to increase educator influence in decision-making at worksite, district, state, and national levels.

Secure the Environment to Advance the Association's Mission: \$22.55 (ESP \$13.57)

Use all available means, including organizing, legal, legislative, electoral, and collective action, to secure the environment necessary to protect the rights of students, educators, and the future of public education.

Recruit and Engage New and Early Career Educators: \$4.90 (ESP \$2.95)

Identify, recruit, support, and engage new educators, and connect them with opportunities for professional learning, leadership and advocacy.

Legal and Insurance Support: \$18.37 (ESP \$11.05)

Implement advocacy programs for members, including the Unified Legal Services Program, Fidelity Bond, Association Professional Liability insurance, and a \$1 million per member Educators Employment Liability insurance program.

Advance Racial Justice in Education: \$9.28 (ESP \$5.58)

Support members in advancing racial justice in education

and improving conditions for students, families, and communities through awareness, capacity-building, partnership, and action.

Support Professional Excellence: \$14.38 (ESP \$8.65)

Support educators throughout their career with the professional knowledge, skills, and competencies necessary to advocate for and ensure the success of their students and communities.

Enhance Organizational Capacity: \$65.94 (ESP \$39.65)

Develop and leverage our collective organizational capacity necessary to advance the mission of the association, with particular focus on organizing, technology, fiscal health, leadership development, and internal and external partnerships.

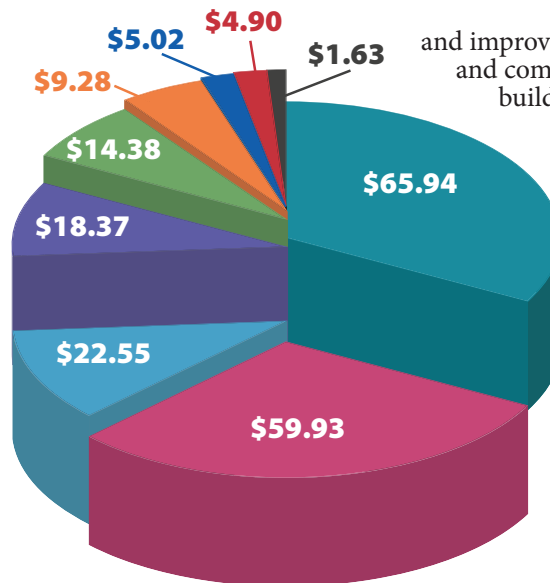
Enterprise Operations: \$59.93 (ESP \$36.05)

Ongoing functions that support the Strategic Objectives, build lasting strength, and sustain the organizational infrastructure.

Contingency \$1.63 (ESP \$0.98)

Provide funding for emergencies at the national, state, and local levels.

No dues dollars are used to support NEA Member Benefits Program.



Personal email account a must

School accounts should be separate from Association business for your protection

In the hustle and bustle of day-to-day life as an educator, it is convenient to communicate with just one email account. By doing so, however, you may be trading convenience for personal protection. You need to think twice before casually chatting over school email, and here's why.

Subject to review

■ Your school email is district property. That means no one from the school district needs to ask your permission to review any emails you have sent or received, and it could mean a parent could obtain copies of your emails through an open records request under the Freedom of Information Act.

■ Also, association business must be kept separate. Let's say you're involved in a dispute with an administrator (something NSEA experts can help with). You wouldn't want that administrator to have access to your association emails on your school-issued email account. That could hurt you in the long run during a hearing.

■ Don't save or store personal documents on your work computer, as

they are subject to the same access as an email account. Anyone from the school district can view them at any time. The district owns any district-issued technology such as laptops or tablets for use in the classroom, for coaching, or for any other school-related purpose.

■ Further, email and technology are not subject to work day hours. It does not matter whether you are "on" or "off-the-clock" when sending an email. The district owns the property and your activity on that property 24/7.

Your personal email, cell phone or computer, on the other hand, are not district property. The district *does* need your permission to access these accounts and devices. You should always use these personal devices — not school-issued ones — for association business or to access your social media accounts.

Finally, depending on your school board policy, negotiated agreement and/or staff handbook, the use of personal communication and personal devices may be restricted to outside the contract day, so only use your personal devices when you're off the clock.

School email accounts

Even before you begin typing a message on your school computer or email account, consider your motives and all possible outcomes.

■ Are you saying anything disparaging about students, colleagues, administration or the school board? If so, use your personal email on a personal device, and do it on your own time, not during the school day.

■ Make sure you are sending your personal message to the *recipient's* personal email, as well, especially if they are a work colleague or fellow association member.

■ Are you saying something political? Refrain from sending anything promoting or disparaging about ballot measures or political candidates.

■ Are you saying anything you would want to be private? Be aware that at any time someone can review and read all communications from your school email.

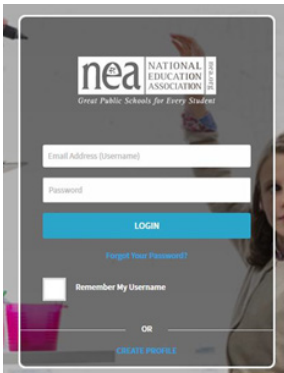
NSEA encourages all members to create a personal email account through a non-school platform, such as Gmail or Hotmail, to conduct personal and association business.

Update your information

If you're a new member or if it's been awhile since you last logged in, take a moment to update your information on the MyNEA360 portal.

Go to myNEA360.org and use the instructions below to create or update your profile.

UPDATE YOUR INFORMATION



- Go to www.myNEA360.org
- Click **CREATE PROFILE** (if you are new to edCommunities) or
- **LOGIN** (if you already have an edCommunities profile)



- Enter your information
- Click **REGISTER FOR ACCESS**

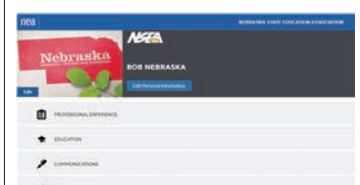
Skip this step if you have already created an edCommunities profile.



- A verification message will be sent to your email.

- Click **MyNEA360 Profile**

MyNEA360 Profile



- Click Edit Personal Information to access your personal data
- Ability to review and update your own record as necessary.
- Quick links to resources
- Help Desk – Get answers on your time.

If you experience technical difficulties with the myNEA360 website, you can send your updated information by email to membership@nsea.org or call NSEA at (800) 742-0047.

Your health care is personal

When the 2022-2023 plan year begins on September 1, it will mark the 20th consecutive rate increase of less than 10 percent for the Educators Health Alliance plan. The average annual increase over the past ten years has been 4.4 percent. There will be an overall increase of 5.84 percent in premiums next year.

The Educators Health Alliance is a non-profit corporation representing the Nebraska Association of School Boards (NASB), the Nebraska Council of School Administrators (NCSA) and the Nebraska State Education Association (NSEA). Together, we procure quality, affordable health care insurance for Nebraska education employees and their families. There is strength in unity and working collaboratively with school board members and administrators. Working together as the EHA, we have been able to be responsive to the requests of educators. A great example of this is



Educators
Health
Alliance

our work advocating for lower out-of-pocket cost for our members who are insulin dependent. In September 2021, the EHA plan implemented a zero-cost share for insulin prescriptions on EHA's preferred insulin list. Now, the vast majority of insulin prescriptions are at zero cost for our members. It was a huge win for NSEA members, and it was spear-headed by NSEA President Jenni Benson and our members who had reached out to EHA and requested this benefit. Member voices gives NSEA the best path forward to create an insurance plan that is tailored to the needs of members and their families.

As a member of the Educators

Health Alliance, you are part of the largest insurance pool in the State of Nebraska. This statewide pool provides long-term stability and significant bargaining power to negotiate with our health insurance provider. EHA now provides health insurance coverage to more than 97,000 participants – Nebraska education employees and their families. In fact all but four school districts in Nebraska participate in EHA.

The EHA plan evolved from a statewide health care plan the NSEA founded in the 1960s. NSEA remains an influential majority on EHA's board. Six of the 12 voting members on the EHA board are NSEA representatives. It takes at least seven votes for any motion dealing with health insurance policy changes to pass. There are three members each from the NCSA and NASB. NSEA Associate Executive Director and Comptroller Sheri Jablonski chairs the EHA board.

  Educators Health Alliance

Proud to be
here *for you*

Thank you for all you do for students across Nebraska, and for letting us be part of your story for more than 30 years.

NebraskaBlue.com

 BlueCross BlueShield
Nebraska

Health benefits for EHA are provided by Blue Cross and Blue Shield of Nebraska, an independent licensee of the Blue Cross and Blue Shield Association.



The value of Membership

A voice at the table: “NSEA works to provide educators with resources and opportunities to get involved in the issues that matter most to us.”
- Amber Swartz, Kearney Education Association member.

NSEA is here for you.

A voice at the table: Joining the NSEA gives you a voice in decisions that affect your classroom and career. Whether pursuing change, speaking at school board meetings, seeking increased funding, or advocating for education with state elected officials, NSEA supports you and your students.

Increased pay and benefits: NSEA has worked with our local associations to increase teacher salaries from 45th in the nation in 2001, to 31st in the nation in 2021-22. As a member, you can join in the efforts to promote professional pay, health care and retirement security.

Positive workplace changes: NSEA works with you, your administration and community organizations to address issues in your school.

NSEA Children’s Fund: As a member, you can access the NSEA Children’s Fund to help meet the basic needs of students. From eyeglasses to mittens, the Children’s Fund is there to help members help students in need.

Improved working and student learning conditions: NSEA empowers educators to advocate for smaller class size, less standardized testing, updated and improved curriculum, and safe buildings. Improved working conditions mean a better learning environment for students.

Enhanced rights: A collective bargaining agreement is an enforceable legal document that protects your rights and provides a formal procedure for resolving grievances. NSEA offers you guidance, advice and legal representation.

Professional growth: Your association provides opportunities for high-quality professional development, networking and collaboration through NSEA University, webinars, specialized trainings and through LEARN, a nonprofit supported by NSEA.

Commitment to social and racial justice: As a member, you join forces with fellow educators to make a difference in the social and racial justice issues that matter most to you and that affect your students’ lives. The association works to achieve opportunity for all students and provides training to members.

Liability insurance: Because the liability potential can be so serious for public education employees, NEA provides all eligible association members with professional liability insurance through the NEA Educators Employment Liability Program.

NEA member benefits: Improve your buying power and save money with NEA’s Member Benefits program—offering extensive benefits and discounts for products and services you use every day at www.neamb.com.



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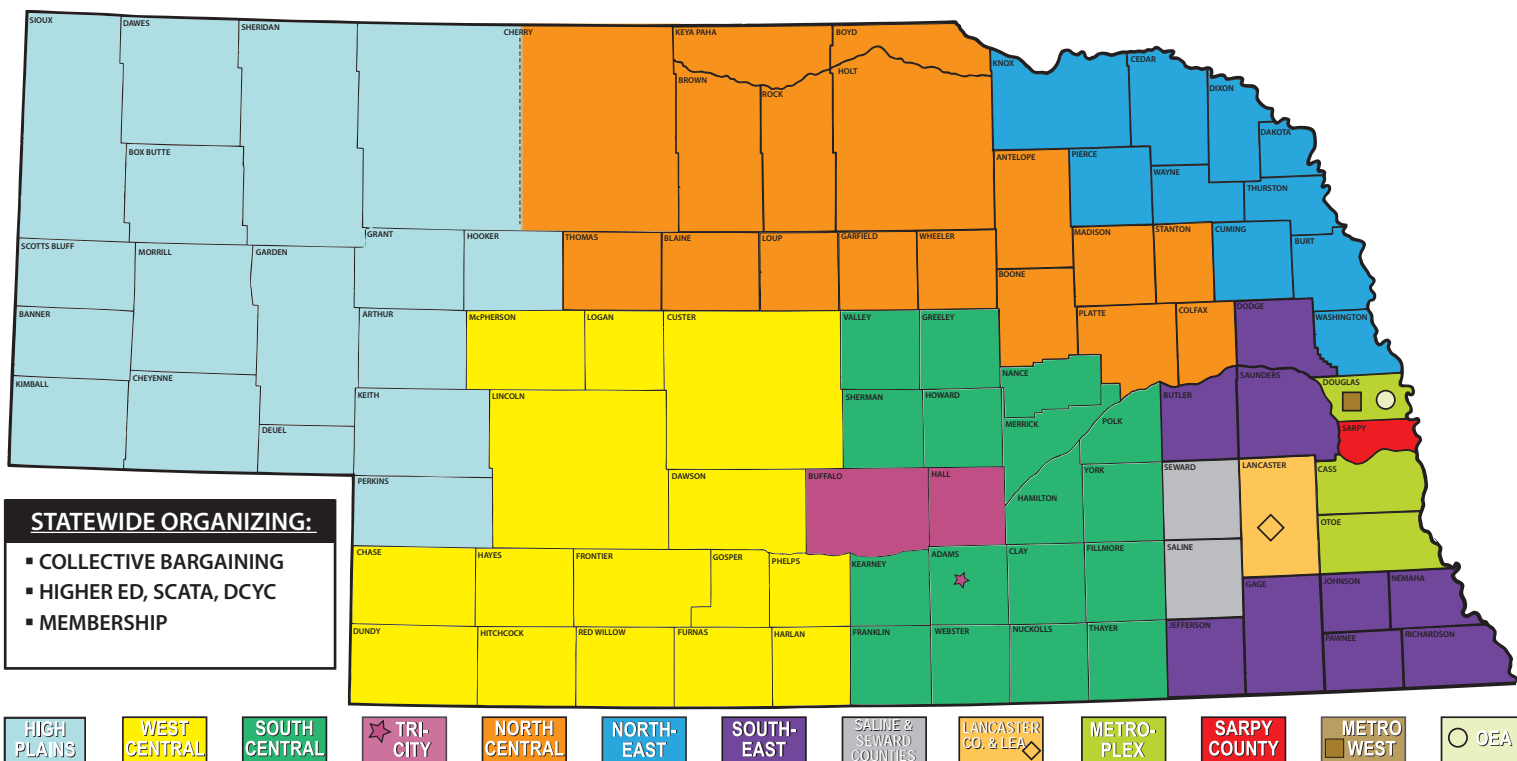
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NSEA field staff are assigned to units as displayed on this color-coded map corresponding with the color displayed in each of their photos. Call them at NSEA Headquarters at 402-475-7611 or 1-800-742-0047.

NSEA Organizational Specialists Deliver Unequaled Service for Members

Your organizational specialist provides expert bargaining, employment dispute help

The day will come when you have a question about an evaluation, your teaching license or your contract.

That's when you can pick up the phone and call your NSEA organizational specialist — one of 18 experts on staff who can help answer these and many other questions educators face. Questions about:

- Plan time and extra duty pay
- Salary schedule placement
- Reduction in Force notices and contract cancellations
- Evaluation responses
- Teaching assignments and certificate renewal
- District policy questions
- Grievances
- Personal leave
- Personal, sick, family and medical leave
- Much more!

NSEA's organizational specialists are each assigned to a different region of the state. That means you have an expert dedicated to serving the needs of your local education association in your school district. This person has probably been in your school building and knows your administrators and the details of your negotiated agreement.

These specialists are experienced bargainers, and they understand contract comparability, which will help you and your colleagues when it comes to securing increased salary and benefits.

Your organizational specialist has advocacy skills, knowledge of Nebraska's school laws, and the ability to address issues and resolve disagreements with administrators.

NSEA staff members are ready and able to represent teachers

in grievances and dismissal hearings. They have the knowledge, experience and ability to deal with superintendents, principals and school attorneys.

Your steady and experienced NSEA organizational specialists spend many nights on the road, meeting with individual members and local associations, providing training, and representing the members they serve.

Whatever questions you may have about your employment issues, classroom, bargaining situations and more, know that you can call your organizational specialist in complete confidentiality.

Call your NSEA organizational specialist at 1-800-742-0047, or send your question through the 'Contact Us' feature of the NSEA website at www.nsea.org/contact-us.

Did you know we're more than an insurance company?

We are dedicated to helping educators make informed financial decisions so they can stay in the job they love. Our representatives offer no-cost financial wellness education on a variety of topics important to educators.



Contact your local Horace Mann representative to learn more or visit us at horacemann.com.

Michael Croker
Omaha
402-991-7260

Scott Driver
Minden
308-832-0816

Scott Rabourn
Shelby
402-527-5215

Brandon Roberts
Omaha
402-480-1785

Kevin Scheiding
Omaha
402-639-0865

Rhonda Schledewitz
Scottsbluff
308-633-8297

Horace Mann Service Corporation and certain of its affiliates (Horace Mann) enter into agreements with educational associations where Horace Mann pays the association to provide services aimed at familiarizing association members with the Horace Mann brand, products or services. For more information, email your inquiry to association.relations@horacemann.com.



NSEA Management, Staff Support Your Work

The support NSEA provides to members every day takes a skilled and adept management team, supported by professional and associate staff with distinct and important skills.

Leading day-to-day work behind the scenes at NSEA are Executive Director Trish Guinan, Associate Executive Director and Comptroller Sheri Jablonski, and Field and Special Projects Manager Michelle Raphael, in addition to the governance team.

NSEA's program directors and associate staff provide expertise in member rights, bargaining, instructional advocacy, communications and government relations. Skills provided in each of those areas are vital to pushing forward the cause of public education and the support of Nebraska students and teachers.

Guinan, a 43-year member of the NSEA, taught mathematics at the secondary and college levels. She began her association work as a field representative for members in 1996, becoming Director of Member Rights in 2000, and Director of Advocacy in 2012. Guinan was elevated to the role of Executive Director in 2021.

Jablonski has been a certified public accountant and manages the Association's finances and membership details. Raphael was an organizational specialist for four years. She is a certified treasury professional and past president of the Nebraska Association of Financial Professionals.



Supporting All Members: NSEA Staff Associate Becky Scherbring (left) and Field and Special Projects Manager Michelle Raphael assist at the OEA Finder's Keeper's event in Omaha.



Trish Guinan
Executive Director,
26 years



Sheri Jablonski
Associate Exec.,
Comptroller,
30 years



Michelle Raphael
Field & Special
Projects Manager
7 years



Kami Beaty
Assistant
Comptroller,
5 years



Martha Livingston
Assist. to President
& Exec. Director,
5 years



Patty Schroer
Assist. to Field,
Sp. Projects Mgr.,
31 years



Nicole Jacobsen
Receptionist,
Assist. to Exec.
Director, 1 year



Karen Kilgarrin
Dir. Public Affairs,
Communications,
28 years



Kristi Capek
Visual Comms &
Digital Engagement,
22 years



Kelsey Foley
Multimedia Comms
Specialist
4 years



Isau Metes
Director
of Advocacy,
3 years



Brandon Langlois
Advocacy
Associate,
1 year



Karen Hunt
Advocacy,
Membership
Assoc., 16 years



Tim Lassen
Dir. of Information
Technology,
3 months



Jason Hayes
Dir. Public Policy
& Leg. Research,
10 years



Brian Mikkelsen
Director, Political
Field Operations,
25 years



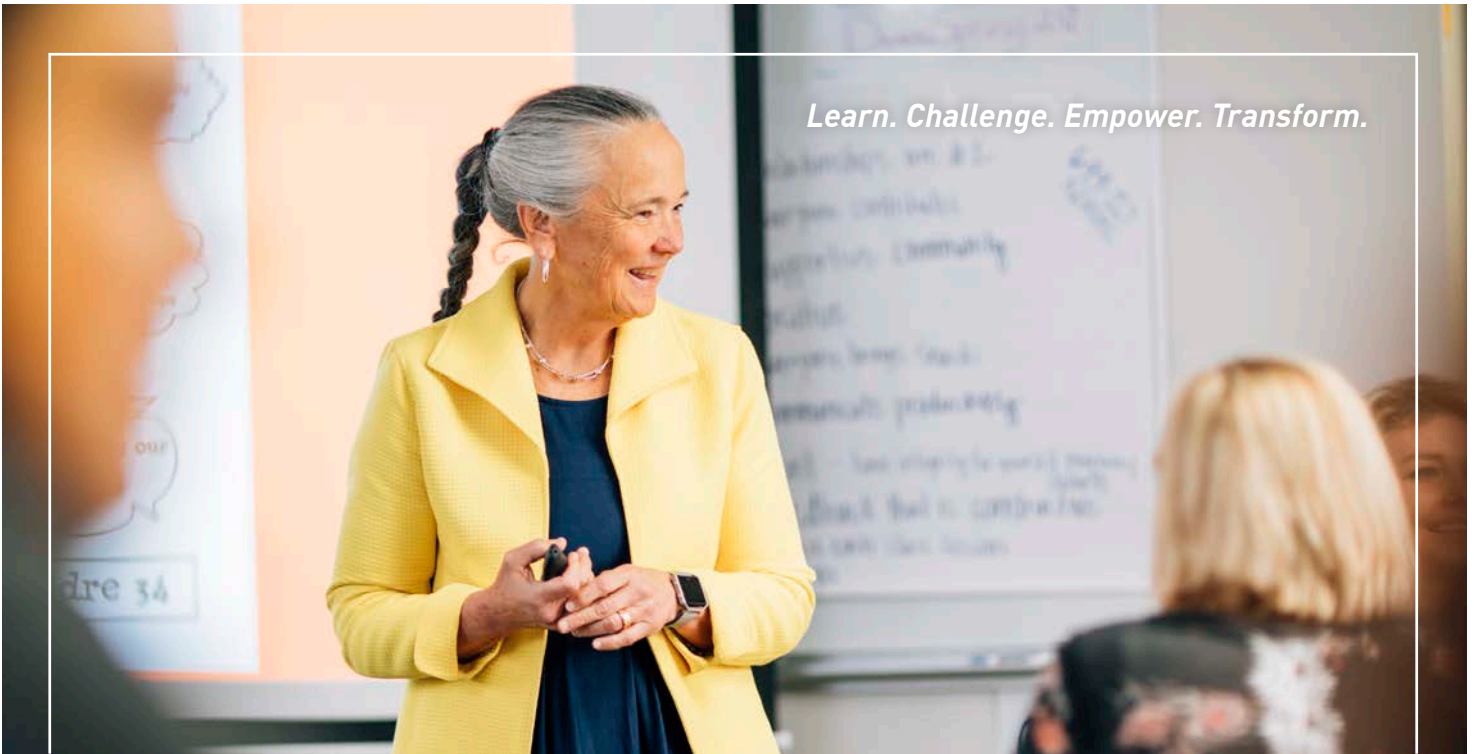
Cathy Schapmann
Govt. Relations,
Political Field Ops
Assoc., 29 years



Jaylynn Schubauer
Conference
Coordinator
Assoc., 1 year



Teresa Greve
Membership,
Ele. Funds Transfer,
13 years



Learn. Challenge. Empower. Transform.

Dear educators,

If we've learned anything the past two years, it's how much we need you. You've inspired us all with your commitment to serve your students and communities regardless of circumstances.

To say thank you, Doane University is offering you a special opportunity to continue growing as an education professional. ***When you start any new College of Education graduate program in 2022, you'll receive an \$850 voucher.***

Available graduate programs:

- Initial Certification Program
- Education Specialist
- Master of Education:
 - Curriculum and Instruction
 - Educational Leadership
 - School Counseling
- Doctorate of Education



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Permanent Certification Status Means No Need for Bargaining Letters

Certificated staff in four school districts voted to attain permanent certification status with the Nebraska Commission of Industrial Relations this year.

Bargaining unit members in Papillion La Vista, Sterling, Shelby-Rising City, and Litchfield all voted in favor of certification in elections conducted by the CIR over the past eight months. In each case members voted to certify their local education association as the permanent bargaining agent for certificated, non-supervisory staff.

“In these four locals, the results were overwhelmingly supportive of certification of the association as permanent bargaining agent,” said former NSEA Organizational Specialist Randy Gordon.

Certification removes one step from the local association’s ‘to do’ list each fall. Under provisions of a 2011 rewrite of the state’s collective bargaining statutes, local associations are required each year to formally request that the local school board recognize the local association as the

bargaining agent for members. That recognition requires a vote of the school board.

With permanent certification, however, a local association can forego the formal request, and instead simply work with the board to set dates to commence bargaining. Statutorily, those negotiations must begin by Nov. 1 each year.

Certification elections are conducted by the Nebraska Commission of Industrial Relations. NSEA staff and attorneys work with local leaders at each site to ensure the CIR’s rigid guidelines are met, that elections are conducted fairly and properly, and that all members of the bargaining unit – including non-members – have their voice heard through the balloting.

Currently, 84 of 261 PK-12 and ESU local associations have attained permanent certification status.

Local association leaders interested in seeking permanent certification status should contact their NSEA organizational specialist at 1-800-742-0047.

Liability policy available online

Every member of the NSEA is covered by the Educator’s Liability (EEL) insurance policy purchased by the National Education Association. No monthly insurance premium from members is required.

The policy provides \$3 million per member per occurrence for legal defense costs in non-civil rights claims; \$1 million in liability insurance per member per occurrence for non-civil right issues or claims; \$300,000 per member per occurrence for civil rights issues or claims; \$35,000 in attorney fee reimbursement for criminal proceedings; \$1,000 for bail bond; \$500 for assault-related personal property damage; and \$1 million per member per occurrence for claims involving medical and related arts.



Full EEL policy and details may be found at www.nsea.org/members-only.

The following occurrences should be reported immediately to the NSEA: any allegation or incident involving the death or injury requiring medical attention to a student arising out of a school activity; the receipt of a notice of claim, lien letter from an attorney, or service of a summons or lawsuit; or any situation you believe to be covered by the policy.

Do not contact an attorney to represent you before contacting NSEA Director of Advocacy Isau Metes at (402) 475-7611.

Law firm ready to serve you



Norby



Welding



Hunzeker

NSEA is the only education association with legal counsel located right here in Nebraska. The attorneys at Norby and Welding LLP are retained by the NSEA to help association members with legal issues that may arise from their employment.

The firm specializes in education, employment and labor law. It has represented clients in thousands of administrative and judicial proceedings. With a statewide presence and a combined six decades of experience, Norby and Welding attorneys Scott J. Norby, Nicholas J. Welding and Jonathan C. Hunzeker serve as strong advocates for association members.

Norby and Welding is recognized as one of USA Today’s Best Law Firms in Education Law.



100% Member-led

Representation: The 2022 Nebraska Teacher of the Year, Lee Perez, is the first male person of color and ESL teacher to hold the title. Perez serves as one of the Hispanic representatives on NSEA's Ethnic Minority Affairs Committee.

Representation for all in education

Members lead the way statewide

Under the NSEA membership umbrella are six membership groups that broaden and enhance your Association's mission, value and membership. Input and participation by members from these groups offer critical perspective to Association policy decisions and adds to the stability of the profession in their own way. NSEA is 100% member-driven and member-led. Members decide the direction of the organization, which issues to work on and who they want to represent them. Members elect their local association representatives. Members can choose many opportunities for leadership and involvement. Here are details on each membership group.

Ethnic/Minority Affairs Committee

For more than 40 years, the Ethnic Minority Affairs Committee has represented minority members on the NSEA Board of Directors. EMAC promotes respect and understanding of minority groups and seeks to maintain compliance with NEA and NSEA goals for increased minority participation, training and leadership.

The EMAC Executive Committee consists of officers and two representatives each from these groups: Black, Hispanic, American Indian/Alaska Native; and Asian/Pacific Islander. All members, regardless of ethnicity, are eligible for EMAC membership and may attend committee meetings. If interested, reach EMAC Chair Nora Lenz at lenzna@gmail.com. The 2022-23 officers are:

- Chair** Nora Lenz, Lincoln
- Vice Chair** Vacant
- Secretary** Tanishia Jacobs, Bellevue
- American Indian/Alaska Native** Christina Ellison, Millard
- American Indian/Alaska Native** Vacant
- Asian/Pacific Islander** Kristy Lee, Omaha
- Asian/Pacific Islander** Sidd Thomas, Lincoln
- Black** Brittney Hodges-Bolkovac, Westside
- Black** Adia Brightman, Omaha Administrators

- Hispanic** Paula Aguirre, Omaha
- Hispanic** Lee Perez, Omaha
- NSEA Staff Liaison** Megan Lyons
- NSEA Associate Staff** Becky Scherbring

Higher Education Affairs Committee

Since 2006, the NSEA Higher Education Affairs Committee has facilitated communication between NSEA higher education associations and members; supporting and promoting NSEA in a comprehensive and unified way, and developed outreach and recruitment efforts for higher education faculty, academic professionals and higher ed educational support professionals across Nebraska. The 2022-23 officers are:

- Chair** Kristi Rastede, Northeast CC
- Vice Chair** Vacant
- NSEA Staff Liaison** Mandy Faripour
- NSEA Associate Staff** Tamra Mick

NSEA-Retired

The nearly 5,900 members of NSEA-Retired have answered every call when your Association needs an extra voice to make phone calls, talk to legislators or pen letters to the editor. They assist with many tasks at NSEA Headquarters, and reliably attend NSEA-Retireds' fall and spring conferences.

Founded in 1985, NSEA-Retired has been instrumental in lobbying the Nebraska Legislature. The continual reduction of state income tax rates – and now the phasing out of those taxes – on Social Security income in Nebraska is a direct result of the work of NSEA-Retired members.

Membership is open to members 45 or older who are eligible to receive benefits under a school-employee retirement plan in Nebraska. Membership is also open to members 45+ from another state if they were employed for at least 5 years in a position that qualified them or for active membership but are no longer so employed. Active members who are not yet 45, or who may not yet qualify for school-employee retirement benefits, may join as “pre-retired.” For



NSEA-Retired: Metro Representative Walta Sue Dodd speaks with a yellow card at the 2022 Delegates Assembly in April.

details, call NSEA at 1-800-742-0047. Lifetime or Pre-Retired Lifetime dues are \$500 (an additional \$100 for Omaha and Lincoln Pre-Retired Lifetime). Annual dues are \$60. ESP Pre-Retired and ESP Lifetime are \$300; ESP annual dues are \$60. The officers for 2022-23 are:

- President..... Dr. De Tonack, Lincoln
- Vice President..... Roger Rea, Omaha
- Secretary..... Dr. Sarah Brown, Omaha
- Treasurer..... Arlene Rea, Lincoln
- Capitol District..... Pat Etherton, Lincoln
- Capitol District..... Dr. Margie Nowak, Lincoln
- Metro District..... Walta Sue Dodd, Omaha
- Metro District..... Ruby Davis, Omaha
- Elkhorn District..... Tom Black
- Sandhills District..... Maureen Nickels
- Panhandle District..... Joy Brown, Hyannis
- Tri-Valley District..... Jan Barnason, Hastings
- NSEA Staff Liaison..... Mike Wiesen
- NSEA Associate Staff..... Samantha Vrbka

Education Support Professionals Committee

The ESP Committee represents paraprofessionals, sign language interpreters, secretaries, bus drivers, cafeteria workers and other non-certificated education employees. The committee seeks to improve the standing of those school employees and works to improve membership and opportunities for these employees through the NSEA Board and statewide conferences. The committee chairs for 2022-23 are:

- Chair..... Jenny Wood, South Sioux City
- Vice Chair..... Vacant
- NSEA Staff Liaison..... Judy Roach
- NSEA Staff Liaison..... Andrea Longoria
- NSEA Staff Liaison..... Jen Dubas
- NSEA Associate Staff..... Becky Scherbring

NSEA Aspiring Educators

Members of NSEA’s student affiliate have been busy. Formerly the Student Education Association of Nebraska, the organization recently changed its name to NSEA – Aspiring Educators. The name now aligns with the National Education Association student program, which adopted Aspiring Educators several years ago.

The mission for the organization’s nearly 1,100 members is unchanged. Through Aspiring Educators, teachers-to-be receive resources, training and an understanding of NSEA support and benefits. They receive liability insurance while student teaching, plus many of the same benefits active members receive.

Along with local chapter meetings at 16 Nebraska colleges and universities, yearly highlights are the fall and spring conferences, a Delegate Assembly modeled after the NSEA Delegate Assembly, and the NEA Aspiring Educators conference.

Combined state and NEA annual dues are \$30. In their first year of teaching, past members may apply for a full rebate for every year of dues. The 2022-23 officers are:

- President.....Stephanie Wright, Doane
- Vice President..... Adam Harner, UNO
- Secretary.....Kinsey Knoor, Doane
- Underclass Representative..... Vacant
- Metro..... Taylor Sullivan, Wesleyan
- Northeast Region..... Kyle Snodgrass, Wayne
- Southeast Region..... McKenzie Brockhoff, Peru
- Western Region..... Vacant
- NSEA Staff Liaison..... Heather Fritz
- NSEA Staff Liaison..... Kim Story
- NSEA Associate Staff.....Becky Scherbring



NSEA Aspiring Educators: (Back row from left to right) Adam Harner, Stephanie Wright and McKenzie Brockhoff. (Front row from left to right) Taylor Sullivan and Kinsey Knoor.

New Generation of Educators in Nebraska

NSEA’s NewGEN organization represents the New Generation of Educators in Nebraska. The group is comprised of early career educators who are in their first seven years of teaching. NewGEN believes in the power of uniting and supporting early career educators through Association membership and engagement. Its mission is to drive early career educators toward success through professional development and mentoring opportunities.

NewGEN focuses on creating a network of educators who are facing the same challenges and providing resources and connections to help them find solutions for time management, stress, lesson planning, classroom management, teacher-parent interaction and honing their teaching skills.

For more information or to participate in NewGEN, contact NSEA Organizational Specialist Heather Fritz at (402) 475-7611 or heather.fritz@nsea.org.



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- **Information Technology** PK-12
- **Reading Specialist** PK-12
- **School Administration** PK-8, 7-12, PK-12
- **Special Education** K-6, 7-12, or K-12
- **Special Education Supervisor** (must be SPD certified)

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ONLINE CLASSES START SUMMER AND FALL 2022

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The online master's degree in school administration is designed to prepare you for a career in an administrative position, such as principal, director, department head, or supervisor, and includes extra focus areas in Special Education Supervision and/or Athletic Administration. If you already have an MSE, you may be eligible to add an administrative endorsement to your existing degree.

Master of Science in Education: Special Education (Online)

Our newest online program, the master's degree in special education is designed to help professionals and districts meet the needs of students with exceptionalities and their families. This program also offers options for those with a bachelor's degree to earn certification or add an endorsement to their existing degree.

Other Online MSE Options:

We offer several fully online emphases in our Curriculum and Instruction-Instructional Leadership program. They include Business Education, Elementary Education, Family and Consumer Sciences Education, Skilled and Technical Sciences Education, Mathematics Education, Music Education, and Social Science Education.

MSE Community of Learning (hybrid, one Saturday per month and online)

Take your teaching to the next level through this unique, community-focused program. Spend five Saturdays per semester collaborating and learning with others while driving your own professional development to directly impact your students. *Two-year cohorts starting this fall in Grand Island and South Sioux City. For information: www.wsc.edu/community.*

MSE Counseling (Live-Online and Two Weekend Residencies per Semester)

Each of our programs consists of a minimum of 60 credit hours to become a clinical mental health, school, or student affairs/college counselor. Courses are delivered in multiple modalities (live-online, asynchronous, and hybrid) during our residency weekends in Wayne or South Sioux City. For information: 402-375-7389 or visit www.wsc.edu/masters-school-counseling. *Application deadline for Spring 2023 is Oct. 1, 2022.*

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Differential tuition based on program. Please contact us for more information.

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No Substitute for NSEA membership

Former AAE member learns the true value of NSEA membership.

When cheap dues cost her time and money, Elba teacher Donna Wratten turned to NSEA for help and learned the true value of membership.

Wratten admits when she returned to teaching, she never gave joining the NSEA much consideration.

“I just thought, ‘why do I need liability insurance?’ I come to school, I teach, and I was getting along with the students, so I just didn’t sign up,” Wratten said. When the interim principal handed her an unfair evaluation she needed help.

Promotional materials provided by the Association of American Educators (AAE) touted similar benefits to NSEA but with a smaller price tag. Wratten called AAE and after a brief conversation with a representative about her situation she joined. Only after she joined did Wratten realize the benefits and level of service provided by AAE fell far short.

Slow help was no help for Wratten as she worked to fight the evaluation on her own. The case, Wratten was told, was still being reviewed and so she waited – and waited. An AAE representative eventually explained to Wratten that they were having trouble finding an attorney in her area.



Elba Education Association member Donna Wratten learned the true cost of AAE’s “cheap” dues: A lack of support and guidance.

Additionally, Wratten was told she wouldn’t qualify for the AAE liability coverage for this matter.

When Wratten joined NSEA she said the difference in the level of advocacy skills, knowledge of Nebraska’s school laws, and responsiveness was immediately apparent.

“I feel like the support I’m getting now from NSEA is the support I should have been getting all along,” Wratten said. “I did not get this support from AAE.”

20 Questions about Teachers’ Organizations

These questions should be asked of any professional teachers’ organizations you might consider joining!

BARGAINING & MEMBER RIGHTS

1. How many contracts for salary and benefits has your organization negotiated in Nebraska?
2. How many teachers have you represented before any Nebraska school board in the last year?
3. Does your group believe in the rights of educators to bargain for better schools and benefits?
4. Does your organization believe in academic freedom at the college and university level?

ORGANIZATION & STAFF

5. How many staff members do you employ locally to assist members in my school district and to deal with my school board or administrator?
6. In addition to members’ dues, does your group receive funding from any other organization?

7. Do members have a voice in your association?
8. How many of your leaders teach in public schools; in private schools; how many are retired?
9. Where is your state office located; how many staff work there; do you have an office in our area?

PROFESSIONAL DEVELOPMENT

10. What do you offer to help me become a better teacher – workshops, conferences, publications?
11. Do minorities and women have equal opportunities to serve as leaders in your organization?
12. How many members do you have in Nebraska?

INSURANCE & LEGAL PROTECTION

13. How many Nebraska attorneys are retained exclusively for members?

14. Does your liability insurance pay if you are found guilty — or only if you are found innocent?
15. If the school board tries to fire me, do I have to get my own lawyer and be reinstated before you pay my legal fees?

POLITICAL ACTION

16. What bills have you successfully lobbied in the Nebraska Legislature or Congress in the past five years?
17. How many friends of public education has your group helped elect to office?
18. How are the leaders of your organization selected?
19. Does your group have full-time lobbyists in Lincoln every day when the legislature meets?
20. Do you attend all of the Nebraska State Board of Education meetings?

NSEA Children's Fund helps students thrive

Where there is a child in need, there is likely a teacher willing to help by opening his wallet or her purse.

NSEA members see children who are under-dressed in cold weather; students who eat well only when school is in session; and students who can't see the front of the room clearly because they receive no regular vision care.



Teachers frequently spend their own hard-earned dollars to help these children. But a teacher can't assist every child encountered during the school day, much less during the school year. That is why NSEA created the Children's Fund. Since 1994, donations to the Children's Fund have provided hundreds of thousands of dollars to help children in need.

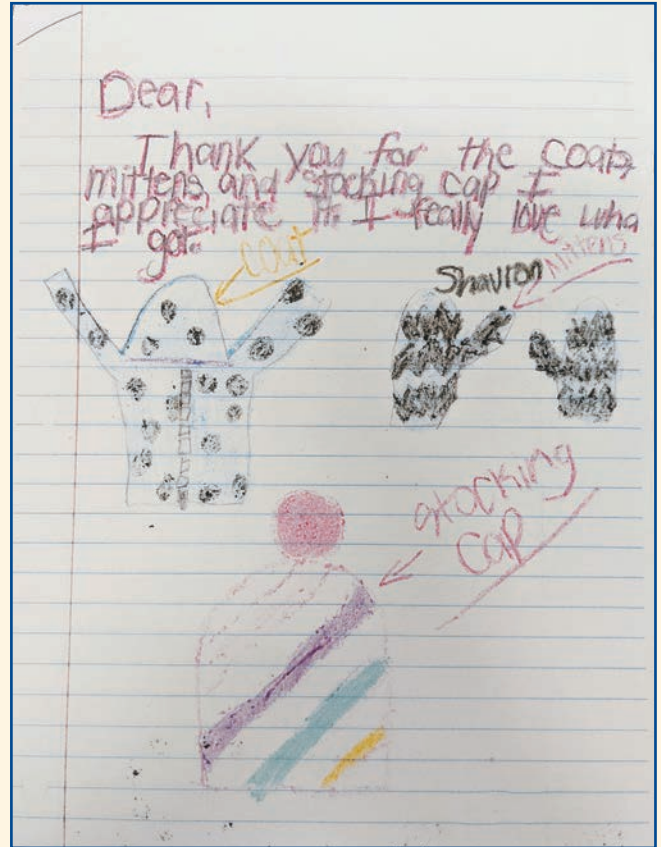
Locals, businesses contribute

Contributions to the NSEA Children's Fund come from teachers and businesses across the state. Contributions are tax deductible — and it's important to note that every penny contributed goes to help children. NSEA picks up the administrative expenses.

Local associations are encouraged to brainstorm fundraising ideas; to challenge other local associations; to collect change; host a jeans day fundraiser; or consider other ways to contribute toward the fund.

No red tape

The generosity of Children's Fund donors has helped to pay for glasses, warm clothing, medical and dental needs of children; provided assistance to a family whose home and belongings were destroyed by fire; purchased a bus ticket for a child with no other means to get to school; and more. During the pandemic in 2020, the NSEA Board of Directors, along with NSEA-Retired, directed a combined



Thank You: NSEA Children's Fund receives a thank you letter from a student who needed some winter clothing. All requests are handled discreetly and confidentially. Recipients are never identified or disclosed.

\$60,000 to food banks serving all 93 Nebraska counties to help reach students and families who needed meals.

There is never red tape or lengthy delay for members who want to use the fund. A simple toll-free call to Karen Hunt at the NSEA (800-742-0047) is usually all that is needed. For more information, go to nsea.org/childrensfund.

Life insurance coverage free with NSEA membership

One of the most vital benefits of your NSEA membership is the no-cost life insurance available to all members through NEA Member Benefits. Here are details on the plans:

NEA Complimentary Life Insurance

The NEA Complimentary Life Insurance is part of membership at no cost to Active, Reserve and Lifetime NEA members. Eligible members can take advantage of up to \$1,000 in term life insurance and:

- Up to \$5,000 in accidental death/dismemberment coverage;
- Up to \$50,000 in accidental death insurance for covered accidents occurring on the job or while serving as an Association leader; and



- Up to \$150,000 in accidental death benefits for eligible members who are victims of death by homicide while at work. All members should register a beneficiary at neamb.com/teachers-insurance.

NEA Introductory Term Life Insurance

At no cost, this NEA Introductory Term Life plan is offered to new Association members only:

- For 12 months, eligible new Association members are given complimentary \$15,000 of term life insurance.
- After the complimentary period, members may continue coverage at low, members-only rates.
- No evidence of insurability is required for the first six months.

For details, visit neamb.com/teachers-insurance.

SCHOOL EMPLOYEE FILE CHECKLIST

Every school employee should keep the following documents on hand:

- Profession-related certificates and licenses
- Current Negotiated Agreement
- Copies of all evaluations, with signatures
- Transcripts of higher education credits and degrees
- Letters of appointment or hire
- Employee contracts, including supplemental pay
- Yearly salary notice supplied by employer
- Record of accumulated sick leave
- Personal record of use of sick and personal leave days
- Yearly retirement statements
- Documentation of commendations, awards and honors
- Record of non-college job-related seminars, workshops and conferences
- Record of disciplinary techniques and methods used in handling student problems (note date and witnesses involved)
- Record of employment-related incidents
- Yearly school calendar
- Phone numbers for your NSEA Organizational Specialist and local association president
- Association/Building Representative contact information

Always keep a hardcopy or digital folder with these documents *at home*. In case of an employment-related problem, you may need some of these records at a moment's notice without access to your worksite.



2022-23 Important Dates

Visit [WWW.NSEA.ORG](https://www.nsea.org) for up-to-date information on these and other events, to add these events to your electronic calendars, and for registration links as they become available.

Oct. 1-14, 2022

Submit 2024-25 recognition request if not already certified.

Oct. 15-31, 2022

Bargaining teams prepare for 2023-24 negotiations

Oct. 18, 2022

NSEA Retired Fall Conference
Ramada Inn in Grand Island

Nov. 1, 2022

2023-24 contract negotiations must begin on or before this date.

Nov. 8, 2022

General Election

Nov. 14 - 18, 2022

American Education Week

Dec. 16, 2022

Decision Day: Negotiations must be completed. Contact NSEA if negotiations will not be completed by this date.

Jan. 4, 2023

Association ratification vote/
school board approval period.

Jan. 4, 2023

Legislature Convenes

March 2, 2023

Read Across America

March 15, 2023

The earliest date a school district can require a teacher to sign a contract for the following year.

April 15, 2023

Deadline for teachers to be notified if their contract will not be renewed.

April 27, 2023

Spring Retired Conference

April 28-29, 2023

NSEA Delegate Assembly

May 1-5, 2023

Teacher Appreciation Week

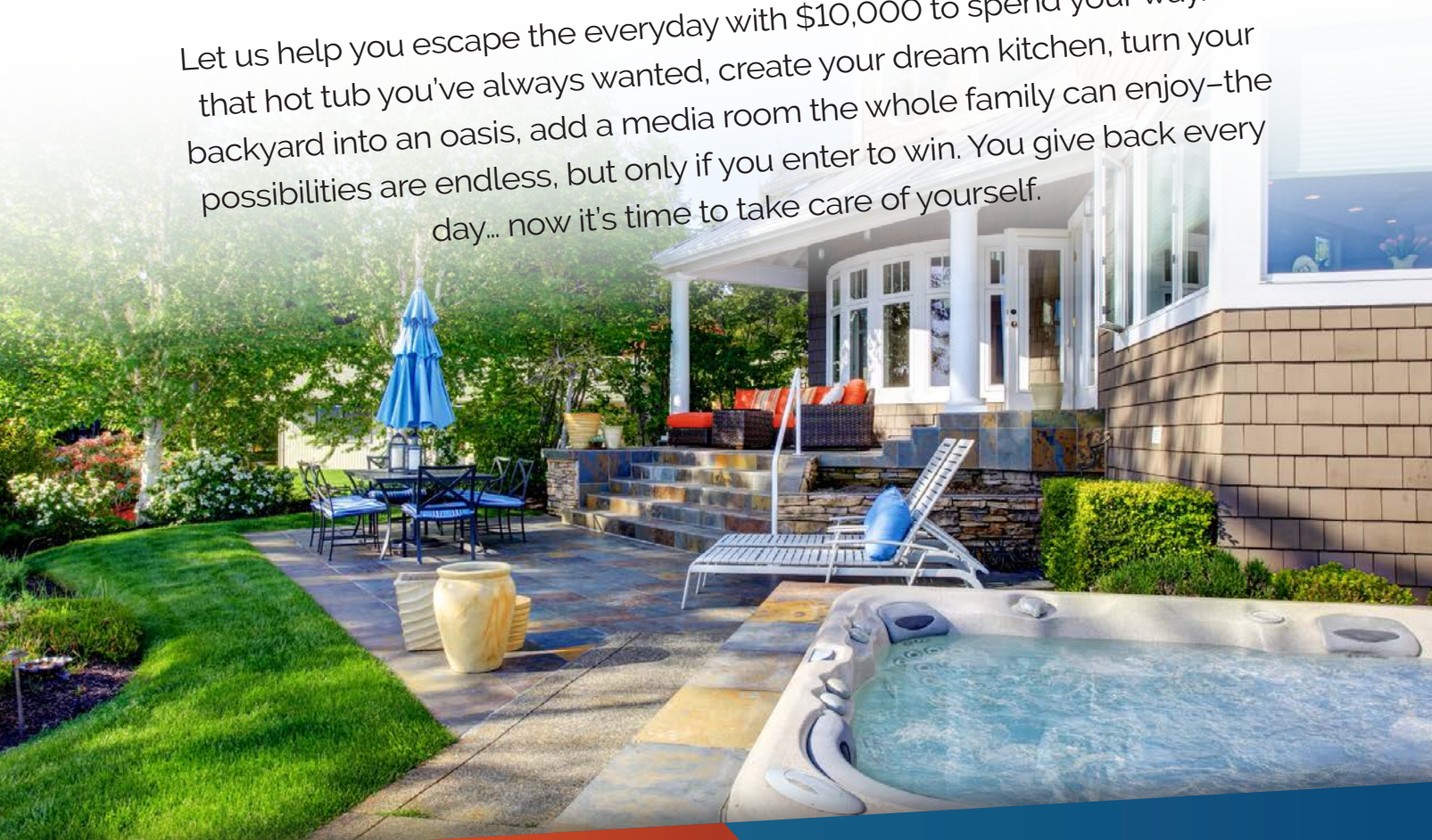
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THE VALUE OF MEMBERSHIP



REACH, TEACH AND INSPIRE.

You're never on your own. Your membership gives you access to education's most sought-after authorities who provide innovative programs you can use in your classroom. With resources that cover classroom management and supports, to more in-depth professional development provided by your local, state, and national affiliates—you have a team supporting you.



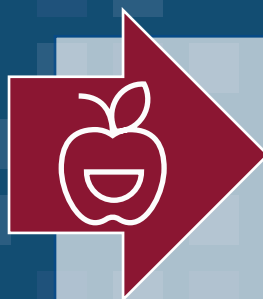
MAKE YOUR VOICE HEARD.

As trusted professionals, educators are best equipped to make school and classroom decisions to ensure student success. It's our mission to ensure educators have a seat at the table when education policies are made. As members of the Association, educators have a powerful voice in creating the policies that affect our students, our schools, and our classrooms.



GROW YOUR NETWORK.

We're a community of experienced professionals. Through a variety of online and off-line tools, you enjoy access to valuable resources on classroom management, lesson planning, and a host of other topics. Plus, you'll make connections with the educators at your school, in your state, and among our more than 3 million members nationwide.



ENJOY WHAT MATTERS MOST.

Association membership means less worrying for you and more action from us. With representation at the bargaining table, liability insurance and so much more, NSEA provides advice and professional advocacy on the range of issues you face as an educator: salary, working conditions, evaluation support, contract compliance and enforcement, and retirement.