

# THE VOICE

The Nebraska State Education Association ❖ April 2014

*E-Mails to Senators  
Bolster Tuition  
Reimbursement  
Bill's Chances*

**LOOKING  
FOR LOAN  
FORGIVENESS**



**See Inside:**

Nebraska colleges and universities offering graduate coursework opportunities.

## Upcoming Assignments

### Summer Session Classes

#### All Summer Long!

■ **What:** You'll likely be in class this summer, updating your certificate, moving toward an advanced degree, or adding an endorsement.

■ **Details:** Nearly a dozen regional colleges and universities are publicizing summer session courses in this issue of *The Voice*. Start looking, and let those institutions know you found their coursework in *The Voice*!

### NSEA Delegate Assembly

#### April 11-12

■ **What:** NSEA's 153rd Delegate Assembly, at Kearney's Younes Convention Center.

■ **Details:** 300 NSEA members gather to vote on the Association's course for the next year. Learn more beginning on Page 17.

### Election Day!

#### May 13

■ **What:** Key races in Nebraska's Legislature and for governor could well set education policy tone for years to come.

■ **Details:** Set an example for your students and vote. If you aren't registered, you have until May 2. Watch the May edition of *The Voice* for NSEA's details.



# Sharpen Your Skills at Leadership Institute

## Learn About Association Programs, Offerings, Hone Your Leadership Skills

The strength and talents of its leaders limit any organization.

That NSEA has thrived for nearly 147 years speaks loudly about the skills of those who have stepped from general membership ranks into leadership positions.

Is it time for you to take that step?

If you'd like to become a part of the Association's next generation of leaders, you can do no better than to be a part of NSEA's annual Leadership Institute. The Institute should be of interest to members who are pursuing or interested in pursuing an Association leadership post at the local, regional or state level in the near future.

The Institute will give participants lessons in leadership skills, a good look at the work and services provided by the association, team-building skills, and more.

The Institute is June 16-19 at NSEA Headquarters in Lincoln. Expenses are paid, there is no fee to attend. The Institute is open to NSEA members in good

standing.

"Members who are remotely considering taking on a leadership role in their local association, from building rep to other offices, would be well-served to consider Leadership Institute," said Kristen Sedlacek, an NSEA organizational specialist and the Institute's director.

"A deep understanding of the Association's services is useful to members, no matter their role in the Association," she said.

Any K-12, Higher Education or Educational Support Professional member who is a local leader, or has interest in becoming a local leader, may attend. The program develops a thorough knowledge and training on member rights, organizing, membership and other aspects of NSEA's work. Participants will also network with other local leaders.

Those interested should call Jan Anderson at 1-800-742-0047, or e-mail:

[jan.anderson@nsea.org](mailto:jan.anderson@nsea.org)

Class size is limited. Apply soon!



## Cover Story:

Thousands of Nebraska teachers take out loans each year in order to pursue graduate coursework. Did you know the State of Nebraska has a program that will offer, and then forgive, such loans? For details, turn to

# Page 7



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## Great Public Schools For Every Child

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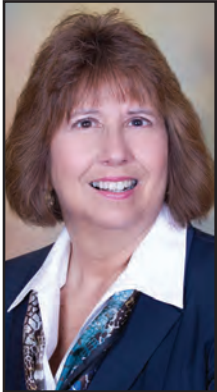
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# In Teachers They Trust

*“The school is the last expenditure upon which America should be willing to economize.”*  
— President Franklin D. Roosevelt



**NSEA President  
Nancy Fulton**

“

**Parents know  
— and agree  
with educators  
— that a  
standardized  
test does not  
measure what  
our children  
learn.**

”

Schools work best when everyone works together. That simple reality overrides the political rhetoric that demonizes schools and educators of this day and age.

If everyone – from teachers to students, parents, administrators, school boards, legislators, businesses and patrons – works together, a school district will be successful.

Fortunately, that’s the case in most American school districts, where teachers have the support of parents. The recent PDK/Gallup Poll of The Public’s Attitudes Toward the Public School found that the majority of American parents trust their child’s teacher. The poll also showed that, for the fourth year in a row, there is strong support among parents for education professionals and public education.

Even with all that cooperation and support in place, one issue overrides all others, according to the poll: Lack of financial support for our schools. Much of that is the result of the political tenor of our times. Politicians with no first-hand knowledge of public school management or the costs of running schools will decry “wild spending increases” and “waste and mismanagement” in public schools.

Those claims are often without basis or fact. I’ve found most schools run as efficiently as any corporation or business, and often more so. But the result of such rhetoric is an imposed-from-above tightening of the budget screws, as if less money will eliminate the alleged waste.

### There is Good News

The result of that budget tightening is a funding shortage. No surprise then to find that lack of funding remains the biggest problem facing public schools, according to the poll, now in its 45th year.

Next on the list: Public school parents see overcrowding of our classrooms and schools as a problem. That is an indirect result of the funding issue, as school administrators crowd more kids into classrooms in order to “do more with less.”

Three newer concerns have been rocketing forward recently: lack of parental support; difficulty

recruiting and retaining teachers; and the growing number of testing requirements and regulations. None bode well for the future of public education.

There is good news: parents are beginning to realize the problems with standardized testing. In fact, the poll found that 77 percent of Americans feel the increase in standardized testing has been ineffective, and, further, potentially harmful to students. Parents now know what we as educators have known all along: that fill-in-the-bubble tests do not help children learn and, more often than not, do not reflect what the curriculum covers in the classroom.

### A Complete Reversal

Finally, the poll offered this surprise: In just one year, Americans reversed their opinions on whether student test scores ought to be tied to teacher evaluation. Nearly 66 percent of Americans now oppose that idea. It is refreshing to see that parents understand that students learn in many different ways and that each child’s progression is based on their learning styles and the classroom teacher’s ability to teach in a way that allows every child to progress, regardless of individual learning styles. Parents know – and agree with educators – that a standardized test does not measure what our children learn.

No matter what the future might bring, it is important to maintain many of the traits that make our public schools great. We need to ensure that public schools are accessible to all; that they offer students the needed skills to succeed in a global workplace; that they allow teachers to use their professional judgment; and that they provide a well-rounded education with many choices, including music, arts, sports, and other extracurricular activities. When you talk with policymakers, remind them that more than 90 percent of Americans agree on these points.

We must view parents and teachers as partners in education. It takes more than a good school to educate children. It takes more than a good home and well-intentioned parents. When those partners are both engaged in a child’s learning, children are the winners.



## Finding Nebraska’s Great Public Schools (GPS)

NSEA members from around the state appear or are mentioned in this issue. Look for:

Ashland-Greenwood..... Page 25, 32

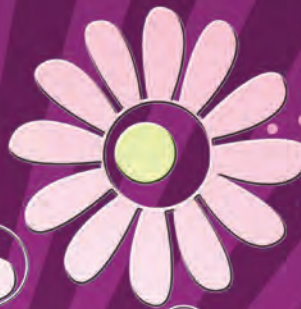
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<sup>1</sup> To receive the \$50 bonus, member must establish a direct deposit of at least \$500 per month. The first direct deposit must be posted to the account by 6/30/2014. <sup>2</sup> To receive the \$25 bonus, member must enroll in e-Statements through Online Banking, and still be enrolled, as of 6/30/2014. <sup>3</sup> To receive the \$25 bonus, member must request, receive and use a new First Nebraska Educators Debit Card for at least 10 point of sale purchases posted by 6/30/2014. <sup>4</sup> Overdraft Protection Line of Credit is subject to credit approval. Each earned bonus will be credited to the checking account by 7/15/2014. Limit of one combined bonus per mailing address. The total combined bonus will not exceed \$100. Checking accounts with a \$0 balance, overdrawn or closed as of 6/30/2014 are not eligible and will not be paid any bonus. Offers do not apply to second or multiple checking accounts.



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# Jim Griess, 1941-2014

Former NSEA Leader and Education Advocate Remembered

*"I cannot think of any higher calling than to advocate for children and the teachers and employees that provide the outstanding service that Nebraska kids deserve."*

– Jim Griess, 2006

James R. Griess, former executive director of the NSEA and a longtime advocate for teachers, children and public education, died on March 21 following a stroke.

A graduate of the University of Nebraska at Kearney, Griess began his career in education 51 years ago as a history and science teacher in Overton. Griess also taught at Hastings High School, serving as president and chief negotiator of the Hastings Education Association and, in 1969, took one of the first cases involving teachers to the Commission of Industrial Relations.

Griess joined the NSEA staff as a field representative in 1973. He later worked as NSEA's director of Instructional and Professional Development, as director of Member Rights and then served as associate executive director until being named executive director in 1991. He retired from NSEA on Dec. 31, 2006.

## 'Head of Household'

Griess often noted that he began his teaching career in Overton at a salary of \$4,100 plus a \$200 stipend for being head of household, "and that was more than my mother's salary after 30 years of teaching!"

Under Griess' leadership, NSEA waged several successful efforts to increase state aid to education, improve teacher salaries and retirement benefits, provide mentoring for new teachers and improve teacher education requirements. He fought against spending lids on education, worked to elect pro-education candidates and spent countless hours at the state capitol, advocating for adequate and equitable funding for schools and salary equity across the



Griess

state for teachers. Much of the language in the most recent version of the state's continuing contract law came from his writings.

"Jim was instrumental in crafting the continuing contract law that is in place to this day to protect the rights of teachers," said Mark McGuire, a longtime friend and attorney who worked with Griess on member rights issues and legislation.

## A Life's Work

NSEA President Nancy Fulton said Griess was known for his leadership and commitment to the organization and to quality public education.

"Jim Griess was a strong and effective voice for children, public education and teachers in this state," said Fulton. "He worked tirelessly to promote the teaching profession and to ensure every child would have access to a quality education. NSEA and our schools are stronger because of Jim's efforts. He will be very much missed."



**Giving Testimony:** Former NSEA Executive Director Jim Griess was a common sight at hearings before the Nebraska Legislature, where he spoke in favor of policy to support children, teachers and public education.

"From bargaining and protection of member rights to setting high standards for professional certification to advocating for full and equitable funding for our schools, Jim was involved in everything teachers today hold near and dear," said Craig R. Christiansen, NSEA executive director. "Jim's life's work was dedicated to quality education for children and quality working conditions for education employees. He leaves a legacy that inspires others to advocate for children and public education."

Griess is survived by his wife, Sue; his daughter and son-in-law Rozz (John) Beckman; his son Gabe (Kristie); grandchildren Lucas, Preston and Mikayla; his brothers Ted (Rita) and Ruben (Lisa); his sister Joanne (Loren) Hawk; and their children and grandchildren;

his father- and mother-in-law, George and Jeanne Blocher; stepsons Trent and Ryan (Sheri) Pfeil; and numerous other sisters/brothers-in-law, nieces and nephews. He was preceded in death in 2011 by his wife of 39 years, Polly.



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# Loving Loan Forgiveness!

Just before Valentine's Day, NSEA urged members who have used the state's tuition reimbursement program to contact state senators to ask that the program be expanded. Members responded immediately, with many of their e-mails landing in senator's in-boxes on Valentine's Day. Here's how a few expressed their love for LB842:



## To Sen. Annette Dubas, Cedar Rapids

Through the master's program I have deepened my knowledge in the field of special education. The knowledge I have gained has helped me improve my teaching skills and learn new strategies to try within the classroom. I will only be able to continue taking courses if this program is available.

*Maggie Johnson,  
Central City*

## To Sen. Bob Krist, Omaha

I was able to go back to school and work on my master's in the STEM program to help be a more knowledgeable teacher for my students.

*Sheena Kafka, Omaha*

## To Sen. Paul Schumacher, Columbus

I am currently pursuing an advanced education degree towards school counseling. I am currently a guidance counselor in a Class C2 school district. This program has helped me enhance my knowledge and teaching skills, which in return has benefited my students and my school district.

*Sarah A. Klinetobe,  
Stanton*

## To Members of the Education Committee

...the money has helped me continue my education without creating more student loans and has not placed financial burden on my family. It shows me that our state supports teachers and values the continued education for those who work in the education field.

*Christine Walker, Norfolk*



**Eye-to-eye:** NSEA member and Schuyler Elementary School fifth grade teacher Mandy Peterson, shown working with one of her students, is taking coursework to add to her skills and knowledge base. The coursework is largely paid for through a loan forgiveness program funded by the Legislature and coordinated by the state Department of Education.

# Spread the Word!

## Expansion of Loan Forgiveness Plan on Tap

Mandy Peterson is spreading the word: the State of Nebraska's loan forgiveness plan for teachers is a good deal.

A fifth grade teacher at Schuyler, Peterson is in the midst of coursework that will culminate in 2016 with a master's degree in elementary education, with an endorsement in school library, K-12. She has utilized the loan forgiveness program that loans money to educators for graduate coursework, and then forgives that loan if the educator meets certain criteria.

Peterson is so enthusiastic that, along with other NSEA members (see sidebar), she has written her state senator to seek expansion of the program, a very likely possibility this year. She is also urging her Schuyler colleagues to use the program.

"I'm spreading the word. It increases com-

petition for the funds, but that's why we need more money," she said.

Peterson is a walking advertisement for the program, officially known as the Excellence in Teaching Program.

"Having someone invest money in your education is rewarding and humbling and challenging at the same time," said Peterson.

"That someone invests that in me, I don't take that lightly, just like I don't take the responsibility of being a teacher lightly."

### Shortage Areas

Members of the Nebraska Legislature do not take the program lightly, either.

The Education Committee has advanced LB967, which will add \$200,000 to the program in 2014-15, taking the total available for loans to \$1.2 million.

NSEA strongly supports the proposal to

## Alert! Extra Loan Cash Available

The Nebraska Department of Education anticipates the release of an additional \$400,000 — contingent on the Nebraska Legislature's passage of LB905 — through the Enhancing Excellence in Teaching forgivable loan program for classes that start before the fiscal year end on June 30.

If you are enrolled in a graduate program, or are contemplating enrolling in a graduate program, with coursework that starts before June 30, you may be eligible for the forgivable loan program.

For details, or to apply, look for the 'Enhancing Excellence in Teaching' page on the Department of Education website at:

[education.ne.gov](http://education.ne.gov)

expand funding included in LB967, and is working for its passage.

Under LB967, those teachers enrolled in a graduate program may apply on an annual basis for a loan of \$175 per credit hour, up to a maximum of \$3,000. Applicants can secure loans annually for up to five consecutive years.

Applicants must be employed as a certificated teacher in an approved/accredited school and be enrolled in an approved graduate program at an eligible institution. Applicants must also complete a degree in: a shortage area; in curriculum and instruction; in a subject area in which a teaching endorsement is already held; or obtain a graduate degree that will result in an additional endorsement which a school administrator believes will be beneficial to the students of the school.

“This is a win,” said NSEA President Nancy Fulton. “Students win, educators win and our communities win with more talented teachers in the classroom.”

### Another Dimension

Teachers know the high cost of graduate coursework. Peterson said her courses at the University of Nebraska-Omaha run at about \$1,200 each, with fees. Books and materials are additional, and add in the expense of driving once



**Valid Point: Hastings Education Association President Deb Lyons asked the Legislature’s Revenue Committee to advance the idea of an Education Trust Fund in LB1025, offered by Sen. Kate Bolz. Lyons said a trust fund would ease the disruptions in state aid caused when the economy falters and state revenue hits a downturn.**

...I was able to stretch my money and use their investment to get closer to my degree,” she said.

“You want to be the best teacher

a week to Omaha from her Columbus home – nearly two hours one way – and there is considerable expense involved.

Peterson has support from her husband – “he keeps me focused and allows me whatever time I need” – and administrators. The state’s loan program adds another dimension of support, she said.

“To allow people like me, with an insanely busy life and not a lot of extra money lying around, to have this opportunity...

possible. The best way to do that is to educate yourself.”

NSEA members are urged to apply for the loan forgiveness program (see box, page 7), and to contact state senators to urge passage of LB967. Contact your state senator at:

[nsea.org/legislation-politics](http://nsea.org/legislation-politics)

Also in the Legislature:

### School Funding

NSEA supports the state aid provisions of LB967 except a plan to pull the teacher education allowance from the state aid funding program and reduce the instructional time allowance by one-half in 2015-16, and eliminate it in 2016-17.

NSEA contends that the two allowances should remain until after a review of the state education system through a “visioning process” outlined in LB1103.

### Visioning Process

LB1103 provides for a strategic planning process for pre-school to

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post-secondary (P-16) education in Nebraska. The Legislature's Education Committee would conduct a strategic planning process to create a vision that would include aspirational goals, visionary objectives, meaningful priorities, and practical strategies to address the potential of all students. NSEA supports LB1103.

**Charter Schools**

Omaha Sen. Scott Lautenbaugh has made LB972, to authorize the creation of so-called "public" charter schools, his priority bill.

Nebraska parents already have a great deal of choice in terms of school selection, and NSEA is concerned that these "public" charter schools are a first step to allow "private, for-profit" charter schools in the state. NSEA opposes LB972.

**Allied School Systems**

Working with other education organizations, NSEA successfully opposed LB682, which would have mandated that all school districts with less than 650 students to join at least three other school districts governed by this

act to create an alliance with no less than 1300 students. Every school alliance would then be forced to agree to a uniform bell and calendar schedule. The bill has been killed.

**Para-educator Survey**

LB789 would task the University

of Nebraska at Lincoln, Project Para and the Department of Education to survey public schools about the use and distribution of para-educators, and to develop guidelines for training and professional development, use, supervision and evaluation of para-educators. NSEA supports LB789.

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EDUC 512	Technology and Mediated Instruction	June 6 – August 1, 2014	3
EDUC 601	Study Design and Data Collection	June 6 – August 1, 2014	3
EDUC 605	Cognition and Learning	September 6 - October 3, 2014	3
EDUC 553	Using the Internet	October 4 – October 31, 2014	3
EDUC 540	The Master Teacher	November 1 - November 28, 2014	3
EDUC 600	Sociology of Education	January 10 - February 6, 2015	3
SPED 500	Inclusionary Practices	February 7 - March 6, 2015	3
EDUC 552	Introduction to Multimedia Authoring (or elective or Graduate Transfer Credit)	March 7 - April 14, 2015	3
EDUC 621	Curriculum Development	June 8 - July 31, 2015	3
EDUC 602	Statistical Methods and Data Analysis	June 8 - July 31, 2015	3
EDUC 569	Teachers as Collaborative Leaders (or elective or Graduate Transfer Credit)	September 5 - October 2, 2015	3
EDUC 623	Assessment of Instruction (8 week capstone)	October 3 - November 27, 2015	3

\*First course is free if the cohort meets the enrollment requirement of 30 students.



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Course	Title	Term Completed	Credit Hours
EDUC 505	Diversity Issues in Education	June 9 – August 1	3
EDUC 510	Current Issues in Education	June 9 – August 1	3
EDUC 512	Technology and Mediated Instruction	June 9 – August 1	3
EDUC 533	Classroom Management and Leadership	June 9 – August 1	3
EDUC 542	Supervision of Student Teachers	June 9 – August 1	3
EDUC 553	Using the Internet	June 9 – August 1	3
EDUC 601	Study Design and Data Collection	June 9 – August 1	3
EDUC 602	Statistical Methods and Data Analysis	June 9 – August 1	3
INS 500	Diversity Issues in Education (3 weeks)	June 9 - June 27	1
SPED 574	Special Education Law and Practices	June 9 – August 1	3

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# Governor: It's Bruning, Hassebrook

The NSEA Board of Directors has approved the recommendation of a bi-partisan committee, comprised of members from across the state, to support Jon Bruning in the Republican Primary Election for governor and Chuck Hassebrook in the Democrat Primary Election for governor.

The committee of 14 NSEA members interviewed six of eight candidates and reviewed the candidates' questionnaires. Republican Beau McCoy and Libertarian Mark Elworth did not respond to several requests, including a registered letter, to participate in the process.

The questionnaires, interviews and resulting recommendations focus solely on issues affecting education.

Bruning pledged to protect the state's retirement plan for educators and said state aid is a priority issue. He said "I want to make Nebraskans understand the importance of education to our

economy."

Hassebrook supports collective bargaining, due process and the retirement system, as well. Hassebrook is unopposed. The committee voted 13-1 to rec-

ommend both candidates. The lone 'nay' favored selecting a single candidate for recommendation.

Watch for more details on the process and a candidate comparison in the May issue of The Voice.



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**Tuesday, April 22 - 5:30-7 pm**

Norfolk - Northeast Community College  
Lifelong Learning Center  
801 East Benjamin Ave

**Tuesday, April 29 - 5:30-7 pm**

O'Neill - Northeast Community College  
Education Center, Room 105  
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The deadline for a scholarship through the Blue Cross and Blue Shield of Nebraska Professional Development Fund is near. Scholarships are awarded three times each year. The deadline for the summer term is Wednesday, May 21. All applications must be made through the NSEA website. Applicants will receive an e-mail confirming receipt of the application (if you do not receive an e-mail, call NSEA).

The funds may be used to pursue advanced degrees, seek additional teaching endorsements or to take courses for certification. Stipends may cover up to 50 percent of the cost of a single, three-hour college course. Applicants may seek scholarship dollars

for no more than three hours of courses. Books and supplies are not covered.

To apply, complete the application form on the NSEA website. The form will be posted on the website through the Wednesday, May 21, deadline.

NSEA will notify applicants of their scholarship status in June. The goal is to award stipends

to the largest number of members from each of NSEA's six governance districts. To be eligible, NSEA members must be covered by either single or family Blue Cross/Blue Shield health care. Previous applicants, successful or not, may re-apply. Applicants may receive scholarships in only two of the three scholarship cycles during a school year.

Recipients must offer evidence of completion of work at an accredited post-secondary institution to receive funds. Courses must be for credit.

Since 1986, 5,011 NSEA members have shared more than \$655,000 in Blue Cross and Blue Shield scholarship

dollars. The program does not affect Blue Cross and Blue Shield premiums.

Find the application at:

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# STAND STRONG TOGETHER

NSEA DELEGATE ASSEMBLY 2014 | KEARNEY

## Members Prepare to Chart Association's Future

### As NSEA Nears 150 Years, Delegates Will Elect Officers, Hear from Governor Candidates

In 2017, NSEA – like the State of Nebraska – will celebrate a 150th birthday. Nebraska became a state on March 1, 1867. A few months later, meeting in Brownville, a handful of teachers founded NSEA.

One reason for NSEA's longevity is the Association's success at addressing issues that face public education. That success starts and ends with NSEA's Delegate Assembly, held every year, and sometimes twice a year if the need arises.

Members will meet for the Association's 153rd Delegate Assembly Friday evening and Saturday, April 11-12, at the Younes Convention Center in Kearney. Once there, the 300 or so delegates will face a full agenda. NSEA's recommended candidates for governor have been invited to speak, and delegates will participate in elections of their own, with three openings on the NSEA Executive Committee.

Delegates will also debate and determine the worthiness of proposed changes to the Association's Bylaws and Resolutions.

Finally, delegates will learn about reaching out to those in the Millennial Generation, courtesy of Jeff Kallay.

Delegates are elected at the local association level. If you have been elected, but have not registered, or if your local has not yet selected delegates, it is not too late. Talk to your local association president or representative, or call NSEA at 1-800-742-0047 to learn more. In the meantime, consider this jam-packed list of events planned for Delegate Assembly 2014.

#### Understanding Millennials

Kallay is co-founder and CEO for Render Experiences, an Atlanta-based firm that works with colleges and universities to develop and enhance campus visits for prospective students.

In his work, he has helped colleges and other institutions understand generational differences and to learn how to best connect with each unique group. He has presented to various national and affiliate organizations within the NEA and AFT.

Bringing different generations together for a common purpose, such as Association membership, will be a focus of his keynote on Saturday morning. A training grant provided by the

Nebraska Department of Labor has funded his visit.

#### Governor's Race

A bipartisan team of NSEA members has interviewed candidates for governor from both parties, and recommended, based on their stances on education issues, Republican candidate and State Attorney General John Bruning, and Democrat and former University of Nebraska Regent Chuck Hassebrook advance from the May 15 Primary.

Both are invited to address delegates during the Friday night session.

#### NSEA Elections

The terms of NSEA President Nancy Fulton, Wilber-Clatonia; Vice President Leann Widhalm, Norfolk; and NEA Director John Heineman, Lincoln: will end this year. Fulton and Heineman have declared they will seek a second term. Widhalm has declined to seek re-election.

Candidates will address delegates on Friday night, and voting will take place beginning at 7 a.m. Saturday morning.

#### Bylaws and Resolutions

Delegates will debate and vote on new Bylaws proposals and updates to the association's Resolution.

Members have proposed three changes to Association Bylaws. Find those proposals on page 20 of this edition.

Members will also vote on a proposed dues package for the 2014-15 Association year. The dues proposal is on page 19.



Kallay

#### Tips for Delegates

- Find a veteran delegate and ask questions.
- Study Bylaws and dues proposals, as well as the schedule on these pages. Discussions and debate will make more sense and will be easier to follow.
- When registering, report whether you are a first-time delegate. First-time delegates get gold lanyards; veterans get blue lanyards.
- Visit vendor tables. They support NSEA & welcome your support.
- Wear comfortable clothes and shoes. Pack a sweater or sweatshirt; assembly hall temps are unpredictable.
- Wi-Fi is available in the hall.
- Eat dinner before the Friday evening session, and breakfast before the Saturday morning session. The sessions begin promptly at the times noted on Page 16. There will be a reception after the Friday session.
- Saturday morning will be busy. It may be best to check out of the hotel before the first session begins.



# Order of Business: Delegate Assembly 2014

Diamond Ballroom, Younes Convention Center, Kearney  
President Nancy Fulton, Wilber-Clatonia, Presiding  
Registration: Younes Conference Center Pre-Function area, beginning at 5:30 p.m.

**Friday, April 11, 2014 ♦ 7:30 p.m.**

Call to Order  
Pledge of Allegiance  
National Anthem  
First Report of Credentials Committee  
Adoption of Standing/Procedural Rules  
Adoption of Order of Business  
Nominations for NSEA President, Vice President and NEA Director  
Candidate Remarks (5 minute limit)  
Report of the Bylaws Committee  
Debate on Proposed Bylaws Amendments  
First Report of Resolutions Committee  
Submission of Additional New Resolutions and/or Amendments to Continuing Resolutions  
Report of the Auditing Committee  
Dues Proposal for 2014-15  
Report of Executive Director Craig R. Christiansen  
Submission of Additional New Business Items  
Remarks by Candidates for Nebraska Governor (tentative)  
Announcements and Recess

These activities will take place immediately following the Assembly recess:

- ♦ NEA and NSEA Resolutions Hearing, Ruby 5.
- ♦ NSEA Budget Hearing, Ruby 4.

Horace Mann Reception: Diamond Ballroom

**Saturday, April 12, 2014 ♦ 8:30 a.m.**

Voting will take place from 7 a.m. to 8:15 a.m.

Final Report of Credentials Committee  
Submission of Additional New Business Items (By 10 a.m.)  
Submission of Additional New Resolutions and/or Amendments to Continuing Resolutions (By 10 a.m.)  
Keynote Address: Jeff Kallay  
Elections Committee Report (when available)  
Presentation of NSEA Friend of Education and Awards Program  
Action on New Business Items  
Committee Reports to the Assembly  
President's Address to the Delegates and Members: Nancy Fulton, Wilber-Clatonia  
Final Report of Resolutions Committee  
Action on Resolutions  
Action on the Dues Proposal for 2014-15  
Adjournment

**Parliamentarian:** Michael Cheney, University of Illinois Springfield

Friday evening break service provided by Blue Cross and Blue Shield of Nebraska.  
Saturday Morning Break Service Provided by First Nebraska Educators Credit Union.  
Award Plaques Provided in Part by NSEA-Retired.



# 2014-15 NSEA Dues Recommendation

## Dues for Certificated Staff

The NSEA Board of Directors has recommended the following annual fee structure for Association membership by certificated staff. Delegates to the NSEA Delegate Assembly on April 11-12 will consider and act on this proposal. For the 2014-15 Association year, the NSEA Board of Directors recommends the dues for these certificated classes of NSEA membership be as follows:

**Active:** \$384      **Half-time Active:** \$192      **Active Substitute:** \$192      **Non-Active Sub:** \$96

The total NSEA dues and assessments for 2013-14 were \$380. The total NSEA dues and assessments for the current year and the proposal for next year are summarized below:

	2013-14	2014-15	Changes (%)
General Fund Dues .....	\$358	\$361	\$3 (1%)
Ballot Contingency Fund.....	\$7	\$8	\$1 (14.3%)
State PAC.....	\$15	\$15	0 (0%)
<b>Total .....</b>	<b>\$380</b>	<b>\$384</b>	<b>\$4 (1.05%)</b>

The Ballot Contingency Fund is used when proposed ballot initiatives or referenda affect public education. The NSEA Political Action Fund (PAC) supports member-recommended pro-education candidates.

All amounts listed are for state dues only. NEA dues for 2014-15 have been proposed at no more than \$183, a \$1 increase.

As noted, the 2014-15 dues amount for full-time, active members of NSEA includes a voluntary contribution of \$15 to NSEA's Political Action Fund and \$7.50 for half-time active members and active substitute members. This contribution is refundable upon receipt of a written, individually-composed request. A reminder of the opportunity to seek a refund is published in the January issue of the NSEA Voice. Address refund requests to NSEA PAC Refund, in care of NSEA President, 605 S. 14th St., Lincoln, NE 68508. Requests must be postmarked no later than February 15 each year.

## Dues for Educational Support Professionals

Delegates to the 2001 Delegate Assembly approved a separate dues structure for Educational Support Professionals (ESP). That action created four levels of dues for ESP members, and the NSEA Board of Directors modified the ESP dues structure to a six-tiered structure. The ESP dues structure is motivated by an effort to establish equity between the wide range of ESP salaries, while taking into consideration the fact that beginning teachers or teachers in lower-paid school districts are still paying full NSEA dues. In this model, the ESP member's total base salary, regardless of the hours or number of days worked, establishes the state dues for that member. The percentages are based on the lowest starting teacher salary in the state, which was \$29,100 in 2013-14.

ESP Dues Tier	NSEA Dues
Active ESP (salary of \$29,100 or more) .....	<b>\$384.00</b> (100 percent of teacher dues)
Active ESP (\$23,280 to \$29,099) .....	<b>\$345.60</b> (90 percent of teacher dues)
Active ESP (\$17,460 to \$23,279) .....	<b>\$268.80</b> (70 percent of teacher dues)
Active ESP (\$11,640 to \$17,459).....	<b>\$192.00</b> (50 percent of teacher dues)
Active ESP (\$5,820 to \$11,639).....	<b>\$115.20</b> (30 percent of teacher dues)
Active ESP (\$5,819 or less) .....	<b>\$38.40</b> (10 percent of teacher dues)

## 2014-15 Dues Comparison

Membership dues for the Nebraska State Education Association rank below the average of adjacent states.

State	12-13	13-14	Proposed	NSEA Dues History		
				Budget Year	NSEA Dues	Percent Increase
Iowa .....	\$481	\$489	\$497	2014-15	\$384	1.05
Wyoming.....	\$475	\$490	\$491	2013-14	\$380	1.06
Colorado.....	\$376	\$427	NA	2012-13	\$376	1.08
South Dakota....	\$370	\$376	\$392	2011-12	\$372	4.20
Missouri .....	\$371	\$381	\$391	2010-11	\$357	2.00
<b>Nebraska .....</b>	<b>\$376</b>	<b>\$380</b>	<b>\$384</b>	2009-10	\$350	2.30
Kansas.....	\$369	\$374	\$381	2008-09	\$342	4.26
				2007-08	\$328	6.49
<b>AVERAGE .....</b>	<b>\$407</b>	<b>\$422.83</b>	<b>\$430.40</b>	2006-07	\$308	4.05
				2005-06	\$296	4.96



# Proposed NSEA Bylaws Revisions

These proposed changes to the NSEA's Bylaws will be considered during the annual meeting of the Delegate Assembly at the Younes Convention Center in Kearney on April 11-12.

## Proposed Bylaws Amendment 1

### ■ Article III: Board of Directors

**SECTION 13.** ~~Two-thirds of the members of the Board of Directors shall constitute a quorum. A majority of all voting members of the NSEA Board will constitute a quorum for the purpose of conducting official Board business at a regularly scheduled meeting. A two-thirds majority of the total voting members of the Board will constitute a quorum for the purpose of conducting official Board business at a meeting other than at a regular meeting.~~

**Rationale:** The NSEA Board of Directors meet at regularly scheduled meetings throughout the year, but also by conference calls or WebEx if the need arises. This Bylaw change would clarify what the quorum would be for regularly scheduled meetings and for special meetings that would take place.

Submitted by the NSEA Board of Directors.

## Proposed Bylaws Amendment 2

### ■ Article V: Delegate Assembly

**SECTION 6.** The Delegate Assembly shall elect the General Officers of the Association. ~~Active-member delegates shall elect the NEA Director, and all delegates shall determine if the elected NEA Director will have voting rights on the NSEA Board of Directors or will serve as a non-voting, ex-officio member of the Board.~~ All elections shall be by ballot except when there is only one (1) candidate for the position. In that case, the chair shall declare such candidate elected, and voting rights for the NEA Director on the NSEA Board of Directors shall be determined by a voice vote of all delegates.

**Rationale:** The general officers of NSEA have the authority to make decisions on behalf of the entire membership of NSEA, and have, in the past, been elected to their positions by delegates to Delegate Assembly representing every membership category of the association. Last year a ruling was received from NEA that only active members of the association could vote for the NEA Director. That ruling disenfranchised student and retired delegates, and denied them the ability to vote for all of the general officers of the association.

This amendment would bring our Bylaws into conformity with the practice that was established last year regarding voting for NEA Director, and would re-instate the ability of all delegates to Delegate Assembly to determine which general officers have voting authority on the NSEA Board of Directors. This amendment retains representation of all membership categories in the election of general officers of the association.

General officers of NSEA should represent all categories of membership: active, retired and student. This Bylaws amendment aligns our Bylaws with the current practice regarding voting for NEA Director, and re-establishes the ability of all delegates to Delegate Assembly to determine which individu-

als have voting authority over the direction of the association.  
Submitted by Roger Rea, Omaha.

## Proposed Bylaws Amendment 3

### ■ Article III: Board of Directors

**SECTION 1.** The Board of Directors shall consist of the President; the Vice President; the National Education Association Directors for Nebraska, the chair of the Ethnic Minority Affairs Committee (EMAC); and representatives of each District Association. The Board shall be apportioned on the basis of one person-one vote. Each District Association shall be entitled to at least one member on the Board of Directors. Each District Association member of the Board must represent the same number of constituents (with variation not to exceed plus or minus 10 percent). The representation ratio of Board members to constituents shall be determined by the NSEA Board of Directors.

**SECTION 2.** The District Presidents, the President of NSEA-Retired, the President of the Higher Education Academy an Education Support Professional representative, and the President of the Student Education Association of Nebraska (SEAN), ~~and the Chair of the Ethnic Minority Affairs Committee (EMAC),~~ shall be invited to attend all meetings of the Board of Directors each year as ex-officio members without the right to vote. In the absence of any Board member the District President may assume the seat of an absent director from the same district with voting privileges. NSEA members who are elected at the National Education Association level to be members of the NEA Board of Directors shall be invited to attend meetings of the NSEA Board as ex-officio members without the right to vote. NEA-budgeted funds must be utilized for expenses.

**Rationale:** There are critical issues in education for ethnic minority educators and ethnic minority students, which need to be continually addressed and improved in Nebraska. This amendment would directly address and substantiate NSEA's Minority Involvement Plan. Furthermore, this amendment will continue to support efforts to meet the requirements of the Minority Involvement Plan as well as NEA's Bylaw 3-1 (g). NEA Bylaw 3-1(g) is the Association's most effective policy for encouraging racial and ethnic diversity in leadership at all levels of the organization.

The NSEA Board of Directors is strongest when a diverse and wide range of perspectives is included through the governance process. A voting board with a composition that reflects Nebraska's changing demographics will be more effective, more representative of its members, and more likely to make decisions which respond to the needs of all of its members, therefore ultimately benefiting the Nebraska State Education Association. According to Cultural Relevancy Pedagogist Gloria Ladson-Billings "Directly or indirectly, minority teachers serve as mentors, role models, disciplinarians, advocates, cultural translators, and surrogate parents for minority students." By promoting minority leadership, the NSEA can gain substantial participation of Ethnic Minority Educators while also meeting the needs of our minority students.

A survey was sent to all NSEA ethnic minority members in late February and 78.7 percent of the 61 respondents favored proceeding with the Bylaw amendment.

Submitted by Edward T. Ventura, Jr., Omaha.



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BIOL 830P-02	ST: Advanced Plant Taxonomy	HIST 848-05	ST: Reconstruction	TE 850-01	Elementary School Curriculum
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BIOL 830P-04	ST: Evolutionary Perspectives in Medicine	HIST 849-01	ST: Vikings	TE 853C-01	Improvement of Instruction in Elementary School Language Arts
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BIOL 831F-01	Biological Research: Manuscript	MATH 871-03	Topics in Math - Mathematical Knowledge for Teachers	TE 876-01	Integration of Curriculum, Technology and Media Resources
BIOL 845-01	Forensic Biology	MIS 802-01	Management Information Systems Seminar	TE 886P	Technology Tools for Teachers (4 sections)
BIOL 856P-01	Regional Field Study	MKT 830P-01	International Marketing	TE 888-01	Multimedia Production
BIOL 857-01	Human Histology	MUS 800-01	Foundations of Music Education	TE 897-01	Seminar in Education
BIOL 858-01	Physiology of Stress	MUS 801-01	Music Analysis	TE 899P-01	ST: Intervention Strategies for Individuals with Behavioral/Emotional Disabilities
BIOL 863	Biological Perspectives (2 sections)	MUS 809P-01	Vocal Pedagogy	TE 899P-02	ST: Technology Applications for Diverse Learners
BIOL 869-01	Conservation of Birds & Mammals	MUS 897-01	Graduate Capstone Project	TE 899P-03	ST: Co-Teaching & Collaborative Services
BIOL 870-01	Insect Biology	PE 825P-01	Legal Aspects of Sport & Recreation	TE 899P-04	ST: Improving Mathematics Instruction in Grades 6-8
BIOL 881	Current Issues in Biology (4 sections)	PE 841P-01	Elementary Physical Education Methods	TE 899P-05	ST: Learning & Teaching Together
CHEM 810-01	Environmental Chemistry for High School Teachers	PE 800-01	Philosophy of PE, Sports, Recreation & Leisure	TE 899P-06	ST: Teacher Leadership
CHEM 855-01	Biochemistry for High School Teachers	PE 861-01	Physiology of Exercise	TESE 821P-01	Nature & Needs of Exceptionalities
CSIS 834P-01	Information Technology Teaching Methods	PE 877-01	Motor Learning	TESE 837P-01	Medical Aspects of Individuals with Disabilities
CSIS 894P-01	Directed Research in Computer Science & Information Systems	PSY 862P-01	Adult Development & Aging	TESE 862-01	Formal & Informal Assessment in Special Education
CSP 800-01	Advanced Educational Psychology	SFED 310-01	Driving Task Analysis	TESE 879P-01	Developing Social & Personal Skills in Individuals with Disabilities
CSP 809P-01	Medical & Psychosocial Aspects of Addictions	SFED 430-01	Developing Driver Education Classroom Skills		
EDAD 831-01	Social Foundations of Education	SFED 431-01	Developing Driver Education Vehicle Skills (Lecture)		
EDAD 832-01	Current Issues in Education	SFED 431-02	Developing Driver Education Vehicle Skills (Lab)		
EDAD 851-01	Human Resource Management	SFED 850P-01	Driver Performance Measurement		
EDAD 853-01	School Business Management	SPAN 815-01	Seminar in Contemporary Spanish		
EDAD 854-01	Introduction to Educational Administration	SPCH 845P-01	Diffusion of Innovations		
EDAD 869-01	The Principalship	TE 800	Educational Research (3 sections)		
EDAD 895-01	School Improvement	TE 803	Philosophy of Education (3 sections)		
EDAD 899P-01	ST: Introduction to Educational Administration Research				
EDAD 958-01	Educational Facility Plan				

### Graduate Online Programs for Educators in...

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# EDUCATIONAL GRADUATE PROGRAMS

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- School Principalship PK-8
- School Principalship 7-12
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- Curriculum Supervisor of Academic Area

For more information regarding the Educational Administration degree areas please contact **Holly Peterson** at [peteronha@unk.edu](mailto:peteronha@unk.edu) or **308-865-8512**.

## Teacher Education - Online

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- Instructional Effectiveness
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- Instructional Technology
- Gifted Education
- School Librarian

For more information regarding the Teacher Education degree areas please contact **Mary Volker** at [volkermc@unk.edu](mailto:volkermc@unk.edu) or **308-865-8825**.

## Counseling and School Psychology - Online/On-Campus

- School Psychology
- School Counseling
- Clinical Mental Health Counseling
- Student Affairs

For more information regarding the Counseling and School Psychology degree areas please contact **Nancy Johnson** at [johnsonnm@unk.edu](mailto:johnsonnm@unk.edu) or **308-865-8508**.

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# Fewer Mandated Federal Tests in Your Future?

## Bi-partisan Proposal Backed by NEA Cuts Federal Tests

Could it be that students – and teachers – might see fewer federally mandated, standardized tests in future years?

The bi-partisan duo of Reps. Chris Gibson, R-N.Y., and Kyrsten Sinema, D-AZ, is set to introduce a bill that would lessen the number of federal math and reading tests. Tests in those subjects, now conducted in grades 3 through 8 and once in high school, would be reduced to testing only in certain grade spans. According to Education Week magazine, the bill would cut the number of federal standardized tests from 14 to six.

The bill has the support of the National Education Association.

Education Week reported that Gibson attempted to attach a similar amendment to the No Child Left Behind renewal last year. His attempt was not allowed to proceed to the floor of the House for a vote, which means it likely didn't have the support of House leaders. It likely faces long odds again this year, with key House leaders on both sides favoring the status quo.

Education Week said Mary Kusler, director of government relations for the NEA, believes grade-span testing is an idea whose time has come. She said less frequent testing will give teachers a chance to offer broader, more engaging instruction.

"We've seen a groundswell around the misuse of standardized testing. The types of assessments being done are not [intended] to improve student performance," Kusler told the magazine. Instead, they are tied to school accountability, she said.

### 'Important First Step'

If the bill gains traction, civil rights groups are almost certain to argue that less frequent state testing would mean more poor and minority kids slip through the cracks, since their performance wouldn't be measured as frequently.

But Kusler told Education Week that's not the case.

"Students are being assessed all the

time to improve instruction," she said.

While she realizes the bills may face some political hurdles, she sees

it as an "important first step in a dialogue" around the right role for the feds in testing.



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*"I am able to use some of the simulation activities/ websites suggested to show the students things that are impossible to see (i.e., electricity moving in a wire). I can also use video clips to give a quick bit of background or vocabulary instruction."*

**Nancy Peters**  
6th Grade Science Teacher  
Culler Middle School, Lincoln

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**Lois Hafer**  
Technology Specialist  
ESU #9, Hastings

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# Have an 'Amazing, Life-Changing' Year!

## The Nebraska Teacher of the Year Program is Now Taking Applications

As Angela Mosier prepared to transfer her title as Nebraska Teacher of the Year to Kristi Bundy last November, Mosier summed up her reign in one quick sentence.

"This has been one of the most amazing, life-changing things that has ever happened to me," said Mosier.

If you're open to new challenges, accepting of a change of pace, and willing to be a spokesperson for the education profession, an application to the Nebraska Teacher of the Year program – and an amazing, life-changing year – may be exactly what you need.

The 2015 Nebraska Teacher of the Year program is now accepting applications. Those who apply should understand that the state's top teacher earns far more than just the title now held by Bundy, a sixth grade teacher at Ashland-Greenwood. The recipient of the title also receives thousands of dollars in gifts, a trip to International Space Camp at U.S. Space & Rocket Center in Huntsville, AL, and more.

SMART Technologies provides the Teacher of the Year with a package of hardware and software for classroom use. Assorted other gifts, from NSEA and other education organizations, add to the value of the title.

The Nebraska Teacher of the Year Program has received financial support from BlueCross BlueShield of Nebraska,

SMART Technologies, the Nebraska Council of School Administrators, the Nebraska State Education Association, the Nebraska Association of School Boards, Nebraska PTA, Data Recognition Corporation (DRC), Dillard's in Lincoln, Nebraska, The Sherwood Foundation, Union Bank & Trust Company, The Nebraska Academy of Sciences, Inc., and ConAgra Foods Foundation. These sponsors and other friends of the Nebraska Teacher of the Year Program provided stipends to the Awards of Excellence recipients and to the Nebraska Teacher of the Year.

Candidates should be exceptionally dedicated; knowledgeable and skilled; active in the community in which they teach; and poised, articulate and energetic.

The application is on the Department of Education website, and can be completed electronically. Copies will be mailed to individuals who request them.

The deadline to apply is Aug. 8. Finalists will be interviewed in October, and an awards luncheon and reception will be held at the NSEA headquarters in November.

For details, or for application materials, call Lora Sypal at the Nebraska Department of Education, 402-471-5059. The Department of Education web site is at:

[www.education.ne.gov/](http://www.education.ne.gov/)



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COU 619A	Counseling Diverse Population	3	9-Jun	27-Jun	M-F	1:00-4:00 pm	COU 540	Smith
COU 635N	Diagnosis in Counseling	3	9-Jun	27-Jun	M-F	5:00-9:00 pm	COU 540	Smith
COU 642W	Counseling in Elementary Sch	3	9-Jun	27-Jun	TBA		Grad Stdg	Ponec
COU 646A	Counseling in Secondary School	3	9-Jun	27-Jun	M-F	9:00-12 noon	Grad Stdg	Muskin
EDU 501A	Psy Of Exceptional Children	3	19-May	6-Jun	M-F	9:00-12 noon	Dept consent	Doyle
EDU 503A	Foundations Of Education	3	28-May	3-Jun	M-F	8:00-4:00 pm	Dept consent	Cook
EDU 503B	Foundations Of Education	3	28-May	3-Jun	M-F	8:00-4:00 pm	Dept consent	Kelly
EDU 510A	Growth & Developmnt of Child & Adolescent	3	9-Jun	27-Jun	M-F	1:00-4:00 pm	Dept consent	Dickel
EDU 520A	Foundations of Catholic Educ	3	30-Jun	18-Jul	M-F	1:00-4:00 pm	Jr. Stdg	Kelly
EDU 548A	Teaching Read Middle & Sec Sch	3	9-Jun	27-Jun	M-F	9:00-2:00pm	EDU 341, 342	Olson
EDU 551A	Methods of Instruction-Sec Tch	3	9-Jun	27-Jun	M-F	1:00-4:00 pm	Dept consent	Engel
EDU 583A	Mgt Prac Classrm Teachers	3	30-Jun	18-Jul	M-F	9:00-12 noon	Dept consent	TBA
EDU 583B	Mgt Practices Classroom Tchrs	3	30-Jun	18-Jul	M-F	9:00-12 noon	Dept consent	Houtz
EDU 586A	Selected Topics In Education	2-3	9-Jun	11-Jul	TBA	TBA	Dept consent	TBA
EDU 600A	Curr Const Ele and Sec Sch	3	9-Jun	27-Jun	M-F	TBA	Grad Stdg	Beach
EDU 601A	Instructional Technology	3	30-Jun	18-Jul	M-F	9:00-12 noon	Dept consent	Mansour
EDU 610W	Special Education Topics for Administrators	3	20-Jun	18-Jul		TBA	Grad Stdg	McMullen
EDU 622W	Improving School-Community Relations	3	9-Jun	27-Jun		TBA	Dept consent	Toohey
EDU 692W1	Cultural Issues in Education	3	9-Jun	27-Jun		TBA	Grad Stdg	Smith
EDU 692W2	Cultural Issues in Education	3	30-Jun	18-Jul		TBA	Grad Stdg	Smith

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2nd 8wk: Session begins June 9

1st 4wk: Session begins May 12  
2nd 4wk: Session begins June 9  
3rd 4wk: Session begins July 7





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MGMT	630	Organizational Behavior	1st 8wk
MGMT	630	Organizational Behavior	2nd 8wk
MGMT	639	Legal and Social Environments	1st 8wk
MKTG	560	Topics in Marketing - Entrepreneurship	1st 8wk
MKTG	630	Marketing Management	2nd 8wk

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EDCI	631	Research Design and Data Analysis	2nd 8wk
FCS	520	Loss Across the Lifespan	1st 8wk
FCS	537	Family Strengths	1st 8wk
HPER	530	Seminar HPER	3rd 4wk
HPER	537	Sport Law	2nd 4wk
MGMT	560	Topics in Management	1st 8wk
MGMT	620	High Performance Leadership	2nd 8wk
MGMT	630	Organizational Behavior	1st 8wk
MGMT	630	Organizational Behavior	2nd 8wk
MGMT	639	Legal and Social Environments	1st 8wk
MKTG	630	Marketing Management	2nd 8wk
MKTG	560	Topics in Marketing - Entrepreneurship	1st 8wk
PSYC	538	Advanced Behavioral Statistics	2nd 4wk
PSYC	541	Advanced Organizational Psychology	1st 4wk

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EDAD	633	School Administration and Leadership	2nd 8wk
EDAD	634	School Business Management and Finance	2nd 8wk
EDAD	638	Personnel Administration	2nd 8wk
EDCI	631	Research Design & Data Analysis	2nd 8wk
EDCI	633	Education Philosophy	2nd 4wk
EDCI	635	Curriculum Development	2nd 8wk
EDCI	638	School Law	2nd 8wk

### Masters of Education, Curriculum and Instruction

EDCI	536	Seminar/Topics in Educ	2nd 4wk
EDCI	631	Research Design & Data Analysis	2nd 8wk
EDCI	633	Education Philosophy	2nd 4wk
EDCI	635	Curriculum Development	2nd 8wk
EDCI	638	School Law	2nd 8wk
EDUC	534	Technology in Instruction Strategies	2nd 8wk
ENG	535	Native American Literature	2nd 4wk
FCS	520	Loss Across the Lifespan	1st 8wk
FCS	537	Family Strengths	1st 8wk
HIST	544	History of the American Colonies & the Revolution	2nd 8wk
HPER	530	Seminar HPER	3rd 4wk
HPER	537	Sport Law	2nd 4wk
MATH	535	Sampling Techniques	2nd 8wk
MATH	634	Math Curriculum	3rd 4wk
PS	534	Congress & the Presidency	2nd 8wk
READ	635	Diagnosis and Correction	1st 4wk
READ	638	Seminar in Reading	2nd 4wk
SPED	532	Survey of Special Education	2nd 4wk
SPED	630	Characteristics of Behavior and Emotionally Disabled	1st 8wk



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# Who Should Teach in Our Schools?

In the 1984 movie, *The Karate Kid*, a kindly apartment handyman, Mr. Miyagi, befriends a young boy named Daniel, who is being bullied. Mr. Miyagi, from Okinawa, is a karate expert who agrees to mentor Daniel. He teaches with expertise, patience, humor and great skill in both the subject at hand and in his caring relationship with Daniel. The film leaves viewers with a profound respect for the role that Mr. Miyagi played in Daniel's life. Who could ask more from a child's teacher? Thirty years after this movie was made, the character of Mr. Miyagi still evokes strong feelings of support and respect.

If karate were a subject taught in the public schools, Mr. Miyagi would seem to be the perfect candidate to be a teacher of our community's children. The natural question is what makes him a good teacher. The answers may give us important clues about who should teach in our schools.

## Professional Preparation

One of the fundamental assumptions about teachers is that they must know their subject. Most research on this topic indicates that those teachers who have a better command of the topics they teach have students who better understand their lessons. That is true, if all other factors about their students are considered equal. The problem is that students are not equal. In the fictional account of *The Karate Kid*, Mr. Miyagi provided great care and skillful, personalized approach to the particular needs of his student. It was not only subject expertise that made him a great teacher.

Public school teachers must possess a wide range of abilities to meet the great variability in the needs of their students. Not only is a college education necessary for the level of professionalism we want of our teachers, so is a license that demonstrates the teacher meets a professional standard of preparation. Teachers need a license to teach, just as electricians, engineers, doctors, lawyers, plumbers, dentists, barbers and nurses also need a license to practice. Teachers are pro-

fessionals who do not need to graduate from a college of education, but do need to have professional education courses as part of their study, in order to skillfully know how to teach. And finally, teachers must be accountable for ethical practices that protect children and the public interest.

## Delusional Policymaking

Most people agree that teachers should have high standards of knowledge and practice. The point of disagreement is often the degree to which teachers should accept responsibility for the poor parenting, lack of home support, ill-prepared students, or the varying learning capacities (or willingness) of the students they teach.

Some policy-makers apparently believe the only important difference in the achievement of students is the teacher. That might be true if all students had no significant differences between them. Students vary widely in their preparation and in their capacity for learning. It is delusional to create policies that ignore that fact. And yet, educational policy-makers assume

that they will always be able to find teachers who are willing to bear the full brunt of accusation and blame because some students do not become proficient in the most important academic subjects. Good luck. There is a reason why nearly 50 percent of teachers leave the profession in their first five years of teaching.

Continuing to blame teachers for the natural variance in academic capacity and achievement of their students is a losing game. The loss will be the good teachers who can simply move their talents to other professions where achievement or production standards are rational...and reachable. If we continue to heap attack on teachers for the normal variation in student achievement, the question may not be who should teach in our schools, but whether we can get anyone to teach in our schools. Our communities' schools...and students...deserve better answers than this. So do our teachers.



Can we continue to attract good teachers? NSEA Executive Director Craig R. Christiansen in front of Benson West School near his home.



## Zumba! Tai Chi! Photos!

### Register Now for Spring Conference

Another great Spring Conference is at hand, and it isn't too late to register.

The 2014 edition of NSEA-Retired's Spring Conference is Thursday, April 10, at the Younes Convention Center, Kearney. A highlight will be John Carter of the State Historical Society and his presentation, "Photographing the American Dream in Nebraska."

The conference will feature a morning keynote on identity theft, several breakout sessions and an afternoon business meeting. Breakout sessions will look at the fitness program known as Zumba, Tai Chi, juicing, scrapbooking and sleep disorders. As always, a Blue Cross and Blue Shield of Nebraska update will be provided.

The favored dessert reception, followed by a wrap up, evaluation and door prizes, will close the day.

A special room rate has been arranged with the Fairfield Inn. Contact the Inn for reservations at 1-308-236-4200 to reserve a room, and be sure to ask for the NSEA-Retired \$99.95 rate.

An agenda is online, as is registration. Both can be found at:

[nsea.org/retired](http://nsea.org/retired)

Questions? Call Rebecca Smith at 1-800-742-0047, or email her at:

[rebecca.smith@nsea.org](mailto:rebecca.smith@nsea.org)

### Plan Ahead for Medicare

For members age 65 or older, NSEA-Retired endorses the NSEA-Retired BlueSenior Classic plan as the Medicare supplement to accompany Medicare coverage. It is underwritten by Blue Cross Blue Shield of Nebraska and pays for the deductible and co-payment amounts that Medicare does not cover.

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## They Represent You!

The NSEA-Retired conducted elections in March, and these members were elected to serve. All terms are for three years:

**NSEA-Retired President:** Roger Rea, Omaha.

**NSEA-Retired Vice President:** Tom Black, West Point.

### District Directors

**Capitol:** Pat Etherton, Lincoln.

**Elkhorn:** Francis Rohrich, Norfolk.

**Sandhills:** Dee Gillham, Bartlett.

### NSEA Delegate Assembly

**Capitol District:** Pat Etherton, Jan Olmstead, Bill Hayes, George Sedlacek, all of Lincoln.

**Elkhorn District:** Tom Black, West Point; Art Tanderup, Neligh.

**Metro District:** Liz Rea, Walta Sue Dodd, Ruby Davis, Barbara Lund Irvin, all of Omaha; Renae Kelly, Springfield.

**Panhandle District:** James McDermott, Scottsbluff.

**Sandhills District:** Dee Gillham, Bartlett.

**Tri-Valley District:** Mary Ann Neimoth, Jan Barnason, both of Hastings; Guy Roggenkamp, Grand Island.

**At Large:** De Tonack, Lincoln.

### NEA Representative Assembly

**Region 1:** John Jensen, Omaha

**Region 2:** Pat Etherton, Lincoln

**At Large:** Tom Black, West Point; De Tonack, Lincoln; Carol Krejci, Omaha.

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— Renae Kelly, Editor  
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# Former EMAC Officer Gutierrez was 90

Was Founding Member of Ethnic and Minority Affairs Committee

Jennie Silas Gutierrez, a co-founder of NSEA's Ethnic and Minority Affairs Committee (EMAC) and a teacher in rural schools in the Dawson County area, died on Feb. 20 in Omaha. She was 90.

She was the vice president of EMAC when the new NSEA affiliate was launched in September 1980.

Gutierrez was born at Hershey and moved with her family to Lexington at age 10, where she worked alongside her family in the sugar beet fields. Because of her love for education, her father promised they would never move from Lexington. She began to volunteer her skills interpreting for family and friends. She graduated from Lexington High School in 1944 and soon earned her Normal School certificate from Kearney State Teachers College. She began her teaching career in a country school north of Eddyville.

She attended schools in the evenings and summers, and earned a bachelor's degree in elementary education, a master's degree in middle school education and a master's degree in educational administration, plus an endorsement in English as



**Gutierrez**

a Second Language.

She taught in eight Dawson County rural schools for 42 years, and raised five children of her own. She enjoyed teaching Spanish to children, and noted on a 1980 background questionnaire when seeking election to an NSEA position that "in all (my) years teaching, have taught at least 10 minutes a day of Spanish to students."

She was a long-time member of the NSEA, and served on several committees, including the committee that researched, evaluated and then recommended that the job of NSEA president become a full-time endeavor.

She served as president of the Dawson County Rural Teachers Association; as treasurer for NSEA's Tri-Valley District; and on NSEA's Professional Relations, Responsibilities & Rights Commission.

Gutierrez was honored as the first Nebraska Hispanic Woman of the Year, received the Nebraska Woman of Color award and the University of Nebraska-Kearney Distinguished Alumni Service Award.

Gutierrez is survived by a sister and five children.

## In the News: Westside, Hastings

Creativity and inspiration in the classroom has earned **Oma-ha Westside Community Schools'** fifth grade teacher **Pam Mitchell** the 2014 Christa McAuliffe Prize for Courage and Excellence in Education.



**Mitchell**

The College of Education and Human Sciences at the University of Nebraska-Lincoln presents the award to a teacher who exemplifies the character of Christa McAuliffe, the teacher who died in the 1986 Challenger space shuttle disaster.

"She instructs in a way that captures the interest of the most reluctant of students," said Paddock Road Principal Michelle Patterson, "because she earns their trust and believes in them. Pam is truly a master of her profession."

She earned a bachelor's degree in home economics from UNL and a master's degree from Auburn University. She received a \$1,000 stipend and her school receives \$500. The NSEA provides support for the awards program.

**Hastings Middle School** has earned the title of "Break-through School" by the MetLife Foundation and the National Association of Secondary School Principals.

The program recognized a very few secondary schools that are high-achieving, or that have dramatically improved student achievement while serving large numbers of students in poverty. Hastings was one of nine secondary schools in the nation to be honored, and the only Nebraska school on the list.

The American School Counselor Association (ASCA) announced that **Westside Community Schools** counselor and NSEA member **Theresa Henson** was a semi-finalist for the 2014 School Counselor of the Year awards program. The award honors the professionals who devote their careers to serving as advocates – and often lifesavers – for the nation's students.

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- **Christy Sampson-Kelly**, CEEAS
- **Richard Lombardo**, Austin Community College
- **Carol Rempp**, Nebraska Department of Education
- **Scott Ryan**, Three Lakes High School, Albany, Oregon
- **Chelsea Kirk**, Maya Angelo Academy, Washing, DC
- **Linda Baker**, Washington County School Program, Okeechobee, Florida

<b>February 25</b> <i>Instruction for Students Struggling with Math</i>	<b>March 18</b> <i>Diversity and Learning</i>
<b>April 22</b> <i>Helping Students Improve Writing Performance</i>	<b>May 20</b> <i>Managing Differentiated Instruction</i>

Please register at

<http://www.education.ne.gov/cspd/OHP.html>

No fees.

Contact: [alice.senseney@nebraska.gov](mailto:alice.senseney@nebraska.gov) or 402-471-2775



# Ag Sack Lunch Wraps Up with Full Slate

## Feeds Fourth Graders, Teaches about Ag on Visit to Capitol

The fourth annual Ag Sack Lunch program moves into the second semester of the 2013-14 season with a full schedule of events now through the end of the school year.

By the end of May, 5,000 Nebraska fourth-graders will have taken part in the 2013-14 program, which is designed to reach students and their families about where their food comes from and the importance of agriculture to the state's economy.

The program makes use of the fact that more than 20,000 students visit the State Capitol Building in Lincoln as part of their fourth-grade curriculum. Teachers are invited to sign up their classes for the program when they visit the State Capitol. The program is sponsored by the Nebraska Soybean Board (NSB), the Nebraska Corn Board (NCB) and the Nebraska Pork Producers Association (NPPA).

Sponsored events include a free sack lunch, which features nutritious foods produced in Nebraska, a 20-minute presentation by "Ag Ambassadors" on the vital role agriculture plays in the state's economy, and a fact-filled card game that students can take home, which helps carry the ag-centered message home to their families.

Ag Ambassadors are UNL students typically from rural towns and farms in Nebraska and are specifically trained to make these presentations.

### Speaking of Teaching

"We know next to nothing about virtually everything. It is not necessary to know the origin of the universe; it is necessary to want to know. Civilization depends not on any particular knowledge, but on the disposition to crave knowledge."

— George Will,  
Syndicated Columnist

Mailed By: The Nebraska State Education Association  
605 S. 14th St., Lincoln, NE 68508-2742

## Family of Teachers



**Meet the family of teachers!** These six teachers — all graduates of Ashland-Greenwood Public Schools — are all related.

From left are Trisha Rogers, a special education teacher at Omaha South High School; Katrina (Rogers) Christen, a third grade teacher at Wahoo; Leisa (Stewart) Rogers, a grades 6-12 physical education and health teacher at Ashland-Greenwood; Tina (Stewart) Schofield, a third grade teacher at St. Vincent dePaul in Omaha; Kristi (Stewart) Bundy, a sixth grade teacher at Ashland-Greenwood; and Kelsy (Bundy) Cooper, a third grade teacher at Ashland-Greenwood.

If yours is a family of teachers, snap a photo and send it to Family of Teachers, c/o NSEA, 605 S. 14th St., Lincoln, NE 68508.

### 'Battle of the Books'

From Sophia Bufis, a REACH teacher (G/T/Enrichment) at Forrest School in Fair Lawn, NJ:

"We hold a 'Battle of the Books' contest in our fourth-grade class. Any student may apply to be in the contest. The application process entails reading a designated book and formulating questions that are associated with the reading. Students who opt to participate are placed in heterogeneous teams, and the battle preparation begins.

"All students must read a collection of 10 books during the semester. There is an assembly with "Olympic Fanfare" and a torch runner to begin the excitement. Parents of participants and third- and fourth-grade students are invited. There is much excitement involved, because our devoted principal is involved in the entire process and agrees to be a coach for some of the teams. It becomes a 'battle' between his teams and mine. The motivation to read and beat the opponent's team is awesome!"



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