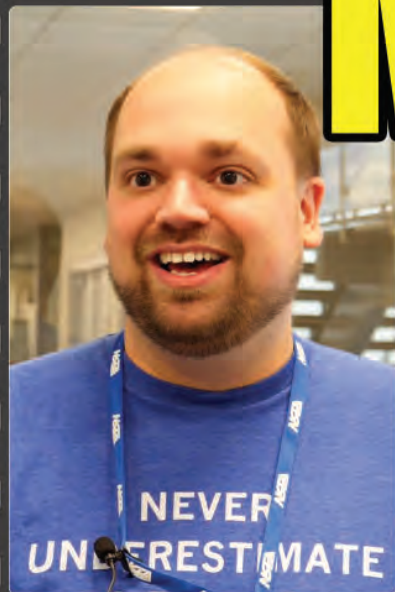
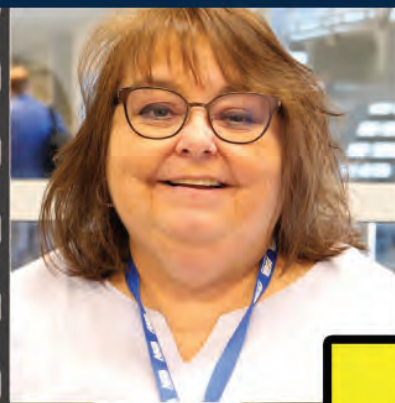


# *The* VOICE

Nebraska State Education Association • September 2025

## MY WHY

**Members Share  
Their Reasons  
for Joining  
the Association**



• Introducing the NSEA Board of Directors

• Meet Your 2025-26 Organizational Specialists

• The Power of Showing Up





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Payment of annual NSEA membership dues entitles Nebraska educators to receive *The Voice*. Total cost of producing 9 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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# Calculate Your Savings



## NSEA Advocacy Saves Members Thousands

Thanks to the strong financial health of the NPERS School Retirement Plan—which is now funded at an impressive 99.91%—most educators across Nebraska will see meaningful savings in their paychecks starting next year.

Effective July 1, 2025, the employee contribution rate to the NPERS School Retirement Plan was reduced from 9.78% to 8.00%. This change, made possible through the passage of LB645, represents a significant win for educators and their long-term financial well-being. It also reflects the collaborative work between NSEA staff, elected leaders and state policymakers to ensure that your retirement system remains both strong and fair.

To help members understand what this reduction means for their personal finances, NSEA has created an easy-to-use Dues Savings Calculator. By simply entering your gross annual salary, you can see how much you'll save in retirement contributions—both annually and per paycheck.

Here's a quick example: A teacher earning \$50,000 per year will see an annual savings of approximately \$890—or roughly \$74 per month—before taxes. That's money that stays in your pocket, helping offset other expenses, including your NSEA dues.

Whether you're a new teacher just starting out or a veteran educator planning for retirement, this reduction in contributions provides welcome relief while maintaining the long-term strength of the retirement system.

To see how much this change benefits you directly, visit [www.nsea.org/add](http://www.nsea.org/add) and try the calculator for yourself. It's quick, secure and designed with your paycheck in mind.

For questions about retirement contributions or how to maximize your savings, don't hesitate to contact your local association leaders or the NSEA Help Center.

## Would You Like to Write for The Voice?

Would you like to write an item for *The Voice*? Perhaps an opinion column or an article on what is working in your classroom? Submissions can be classroom-related, humorous, inspiring or otherwise teaching related. Submit your questions about the process, and your topics to us at:

[thevoice@nsea.org](mailto:thevoice@nsea.org)

**On the Cover:** There are thousands of reasons to join your professional association—each as unique as our NSEA members. Whether it's uplifting colleagues in education or advocating for the needs of students, our members lead with purpose. Read their powerful stories on pages 7–8.



# PRESIDENT'S MESSAGE

TIM ROYERS

## The Power of Showing Up

Every time I walked past a framed photo in the Millard Education Association office as MEA President, I was reminded of what this profession is capable of when we stand together. The picture shows a crowd of more than 3,800 educators packed into a Nebraska State Fair building on a cold February evening in 1989.

They were there for a legislative hearing. A hearing so large, they had to move it out of the Capitol because the crowd simply wouldn't fit. The educators had come to support LB89, a bill that ultimately added \$40 million in state funding to raise teacher salaries. That victory became the HELP Act.

That effort was led by then-NSEA President Jim Rea, who passed away earlier this year. Jim's legacy lives on not just in that photo but in the impact of that legislation—\$40 million in 1989 is equivalent to well over \$100 million today. That gathering wasn't just a show of force. It changed the course of policy.

### Are We Ready?

The question I keep asking myself is this: Could we do this again? Could we rally thousands of educators to a single event if the moment demanded it? I don't know. But if we can't, we must figure out how to get there.

Our profession faces challenges that are every bit as urgent as they were in 1989, if not more. That's why this year, I'll be asking two critical questions: What does an engaged member look like? What does an engaged local association look like?

We can't wait until a crisis hits to find out we're not ready. If we're going to be effective, we need both an organized strategy and a membership base ready to act. I've seen firsthand how ignorance—not ill will—can be our biggest barrier. I once testified

about 504 plans, only to be asked by the chair of the Education Committee, "What's a 504 plan?" It's frustrating, yes. But that can't be an excuse for not getting things done.

### Your Voice, Our Power

Thousands of our members signed petitions, knocked on doors, and made your voices heard on private school vouchers in Nebraska. That effort didn't just succeed; it silenced every new voucher bill in the last session. None made it out of committee. That wasn't a coincidence. It was your voice and NSEA's strategy, working together.

Our recent victory with LB645, which lowered retirement contribution rates, is more proof. That wasn't luck. Our NSEA Director of Government Relations Jason Hayes literally wrote the bill language. We knew the state's original plan was flawed. When they didn't listen, we activated our members and over a single weekend, lawmakers received hundreds of emails and phone calls. Suddenly, they were ready to talk. That's the power of coordination: skilled advocacy paired with member action. One without the other isn't enough. But together, we're a force.

This coming year, we'll push forward on Paid Family and Medical Leave. Progress won't be easy. But let's not accept small thinking or status quo solutions. We need bold ideas, bold organizing and bold follow-through. That's how we honor the legacy of leaders like Jim Rea—not by looking at old photos, but by writing the next chapter.

We've won before. We're going to keep winning. But only if we show up, just like we did on that cold night in 1989.

Let's get to work.

“

**The question I keep asking myself is this: Could we do this again? Could we rally thousands of educators to a single event if the moment demanded it?**

”







For the 16th year, the Ag Sack Lunch Program will educate fourth grade students across Nebraska. With both in-person and virtual options available for the program, the reach of students continues to grow from Omaha to Scottsbluff while spreading education and awareness about Nebraska agriculture.

The in-person program provides students with a free lunch along with a 25-minute lesson regarding Nebraska agriculture. As many fourth-grade classrooms visit the Nebraska State Capitol, this is an essential opportunity to educate students about where their food comes from and gain an appreciation for the meals they eat each day. While students enjoy their lunches, they will hear a presentation about the important role agriculture plays in Nebraska's economy, as well as the crops and livestock species that are raised in the state. The sack lunches consist of Nebraska-produced food items to emphasize the direct connection to Nebraska farms. Students also receive a deck of cards containing agriculture facts.

For classrooms that do not plan to visit the State Capitol, virtual presentations are available and include the same interactive presentation and deck of cards.

Reservations can be made online by visiting [agsacklunchprogram.com](https://agsacklunchprogram.com).



# TAPE

## No Red Tape, Just Help: How the Children's Fund Supports Kids in Need



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

The generosity of Children's Fund donors has helped to pay for glasses, warm clothing, medical and dental needs of children; provide assistance to a family whose home and belongings were destroyed by fire; purchase a bus ticket for a child with no other means to get to school; and more.

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.

There is never any red tape or lengthy delay for members wanting to use the fund to help a student. A call to Karen Hunt at the NSEA (800-742-0047) is usually all that is needed. For more information, visit [nsea.org/childrensfund](https://nsea.org/childrensfund).

# BINGO!

**Educators:** This two in one Bingo! card game is a fun way to teach second through fifth graders about the many useful items made from pig and soybean by-products. The "Pork" game is on one side of the card, the "Soy" game on the other. The free Bingo kit includes game tokens, worksheets, call-out-cards, and a classroom poster.

The Nebraska Pork Producers Association is proud to offer this educational resource and several others, all available to you for **FREE**.

**NEPork**  
RESPONSIBLE PEOPLE.  
SUSTAINABLE PORK.

Order your Bingo!  
kit today by visiting  
[neporkeducation.com](https://neporkeducation.com)  
or scan the QR code.



# Student Debt Loan Management Webinars

**24  
Sept**

**27  
Sept**

**WE'RE HERE TO HELP!**

**7:30 PM CT**

**11 AM CT**

**nea** *Member Benefits*  
neamb.com



Across the country, NEA members have seen tens of thousands of dollars in student loans wiped away through federal forgiveness programs. One member had more than \$80,000 forgiven, while another recently saw \$45,000 erased. These aren't just numbers—they represent financial freedom, peace of mind and the chance to refocus on teaching and family instead of monthly loan statements.

### **Navigating a Changing Landscape**

While the benefits are clear, the rules and policies around loan forgiveness are often complicated and shifting.

"You get whiplash trying to follow where [the administration] is going," said Guy Kendall-Freas of NEA Member Benefits.

Educators have seen multiple adjustments under different administrations and each change brings new opportunities—as well as new confusion. That's why staying informed through trusted resources like NEA Member Benefits is critical. The programs may evolve, but with the right guidance, members can still maximize their eligibility.

### **Overcoming Stigma Around Debt**

A recurring theme is that many educators feel embarrassed about carrying student debt. NEA Affiliate Relations Specialist Susan Estes explained that this feeling is misplaced.

"You need those higher degrees to do the work you do. Debt shouldn't be a source of shame—it's the reality of pursuing a career in education," she said.

Debt doesn't make someone irresponsible; it reflects systemic underfunding of education and underpaying of educators. Forgiveness programs acknowledge this inequity and attempt to correct it.

### **How Members Can Get Involved**

To support members, NEA Member Benefits specialists will host two, state-wide Zoom sessions to provide space for educators to ask questions, learn about their options, and hear directly from colleagues who've already had loans forgiven.

Though the policy details can change, one thing remains constant: loan forgiveness continues to transform lives for educators burdened with debt. The program is more than a financial tool—it's a recognition of the essential work teachers do in their communities.

Members are encouraged to reach out to NEA Member Benefits for the most up-to-date information, attend local or virtual sessions, and share their own stories. As more educators come forward, the stigma fades and the collective power of the profession shines brighter.

### **September Webinars**

NSEA will host two webinars in September with your needs in mind. Mark your calendar:

- Wednesday, Sept. 24, from 7:30 to 9:30 p.m. Central time (6:30 to 8:30 p.m. Mountain time)
- Saturday, Sept. 27, from 11 a.m. to 1 p.m. Central time (10 a.m. to 12 p.m. Mountain time)

Regional Vice President for Security Benefit Joe Flynn will be available to answer any questions you may have regarding financial planning. Don't miss this opportunity to connect, learn, and explore resources created with your unique needs in mind.

We hope you can join us! Register at [www.nsea.org/DebtMgt](http://www.nsea.org/DebtMgt).



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---

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Experience the Power of the Herd:  
[unk.edu/online](http://unk.edu/online)



**UNK** ONLINE







**MY WHY:** There are thousands of reasons to join your professional association—each as unique as our NSEA members. Whether it's uplifting colleagues in education or advocating for the needs of students, our members lead with purpose.



Scan to Watch



Watch members tell their stories at [www.youtube.com/NSEAmidia](https://www.youtube.com/NSEAmidia)



**Sarah Salinas**

Scottsbluff Education Association

Entering her 20th year in education, Salinas currently teaches preschool in Scottsbluff. She found a passion for helping children through Early Head Start, which set her on the path to becoming an educator. She joined her association for peace of mind and liability insurance but learned the member benefits more than pay for dues.

**My Why:** "More than \$50,000 of my student loans forgiven with the help of NEA Member Benefits. I had been carrying that debt around for almost 17 years. I was shocked because I was going to be happy with \$5,000 forgiven or \$10,000. But it was forgiven completely."



**Anton Goodwin**

Aspiring Educators, Midland University

Goodwin is an early childhood education major at Midland University and serves on the Executive Committee for the NSEA-Aspiring Educators. He sees teaching and leadership as his natural calling—a way to serve his community, inspire children and expand his impact far beyond the classroom. His motivation to be an active AE member is rooted in both personal fulfillment and community service.

**My Why:** "I wanted to build a network and surround myself with other people who see themselves as strong leaders in their community. Kids who look like me need a stronger model so that they know that they too can become successful s."



**Nicole Lopez-Bettendorf**

Lincoln Education Association

Bettendorf, a special education teacher in Lincoln, first worked as a paraeducator before going back to school to earn a masters degree in special education. This nontraditional educator turned passionate advocate uses her voice at the legislature, her leadership in the association and her commitment to community to protect and empower both colleagues and students.

**My Why:** "First and foremost, the liability insurance is completely necessary. I don't understand why someone would go into a profession without being fully protected. But also, teaching is very lonely. So to be part of an association where you can meet other educators around the state and have a wider connection is really great."



### Marsha Edquist

Millard Education Association

Edquist, a 35-year veteran teacher in Millard, serves as the Metro District President. She is a passionate 4th-grade educator who treasures student relationships, embraces lifelong learning and still wakes up every day excited to teach.

**My Why:** "...I had a very good mentor, Judy Behnke, who was executive director of the NSEA at one time, and we became really good friends, and she gave me a lot of opportunities and opened a few doors."



### Lexie Wiseman

ESU 10 - Kearney

Wiseman is expecting her third child and has firsthand experience balancing the demands of family life and a career in education. She faced significant financial and emotional strain when her first child was born with congenital heart disease, requiring relocation, unpaid time off and multiple surgeries. NSEA's push to establish paid family medical leave for educators is just one reason she's proud to be a member.

**My Why:** "Six weeks is a long time in our world. That would have been a year and a half worth of working to save up leave time... it would have been incredibly huge—one less thing to worry about when we were in the hospital."



### Ross Pickel

Lincoln Education Association

Pickel is an early career educator and a first-grade teacher. He started teaching during COVID, when isolation made support networks scarce. He found community, professional development and advocacy through membership with NSEA and LEA.

**My Why:** "NSEA and your local associations really help with everything you could imagine. They help with teaching you new things, help you get into and learn about the profession and they also protect you. It's a safeguard in your career."



### Kenzie Mollring

North Platte Education Association

Mollring is a Special Education teacher in North Platte Public Schools and president of the North Platte Education Association. Throughout her 23 years in education, she finds daily purpose in knowing she's making a difference in the lives of students.

**My Why:** "I believe in the public schools. I was raised as a public school educator's child and just believe in the power of education. As a member, you have people who have your back if something happens, but you also get to be a part of the bigger pieces that are pushing to support our education."



### Dr. Calvin Krogman

Santee Education Association

Dr. Krogman is high school math teacher and has 16 years of classroom experience. Dr. Krogman is Lakota and teaches students on the Santee Sioux Nation Reservation. He feels his role as an educator is deeply connected to cultural revitalization and leadership development for his students. He positions himself as a role model, showing students that they can pursue higher education and strengthen their communities.

**My Why:** "We have a collective strength, and everybody has something to contribute. The more people that we have in the room, the further we can move public education forward."



### Winona Mitchell

Milford Education Association

Mitchell is a first-year English teacher at Milford High School. She was previously a member of the Aspiring Educators through a local chapter at the University of Nebraska-Lincoln. Mitchell says she found it gave her community and opportunities to advocate for issues in education.

**My Why:** "Because NSEA is really pushing right now to get tuition waived for student teachers. Last year I was asked to testify in front of the legislature by NSEA as an Aspiring Educator and a college student."





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### Legal Excellence Delivered



**Scott Norby**

**Nick Welding**

**John Hunzeker**

NSEA stands out as the only education association with legal counsel based in Nebraska. The attorneys at Norby Welding Hunzeker LLP are retained by NSEA to assist association members with legal issues arising from their employment. Specializing in education, employment and labor law, the firm has represented clients in thousands of administrative and judicial proceedings. With a statewide presence and a combined six decades of experience, attorneys Scott J. Norby, Nicholas J. Welding and Jonathan C. Hunzeker are dedicated advocates for association members. The firm is recognized as one of USA Today's Best Law Firms in Education Law.

### Educator's Liability Policy Protection 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](http://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 headquarters at (402) 475-7611.



## SCHOOL EMPLOYEE FILE CHECKLIST

*Every school employee should keep the following documents on hand:*

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

**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.**





# NSEA DUES BREAKDOWN 2025-26

## ADVOCACY & COLLECTIVE BARGAINING: \$222.33

**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: \$35.37

**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: \$47.15

**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: \$23.42

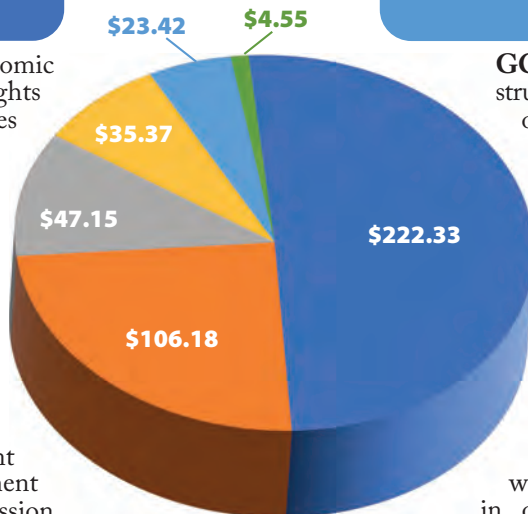
**GOAL:** The NSEA will support governance structures that are responsive to the needs of our membership. Expected outcomes include monitoring and adjusting Association governance structures across the state to increase member representation and to increase member engagement in NSEA leadership and governance.

## SOCIAL & RACIAL JUSTICE: \$4.55

**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: \$106.18

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



# NEA DUES BREAKDOWN 2025-26

## Build Safe, Healthy, Inclusive Learning Environments: \$5.81

Support the development of modern, safe and supportive learning environments that are affirming to all students and employees and resourced to meet the needs of today's students.

## Support Professional Excellence and Respect: \$13.64

Enhance and maintain a system of Association-convened, member-led professional learning and supports for all educators across their career continua to ensure student success, to diversify the professions and to secure professional authority, collective autonomy and compensation.

## Enterprise Operations: \$73.44

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

## Strengthen Public Education as the Cornerstone of Democracy: \$25.05

Use all available means, including organizing, collective action, policy, legal, legislative and electoral, to safeguard the rights of students, communities and educators; to advance economic justice; to protect the future of public education; and to ensure that students are prepared to participate fully in our democratic society.

## Contingency: \$1.38

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

## Legal and Insurance Support: \$18.31

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 and Social Justice: \$8.23

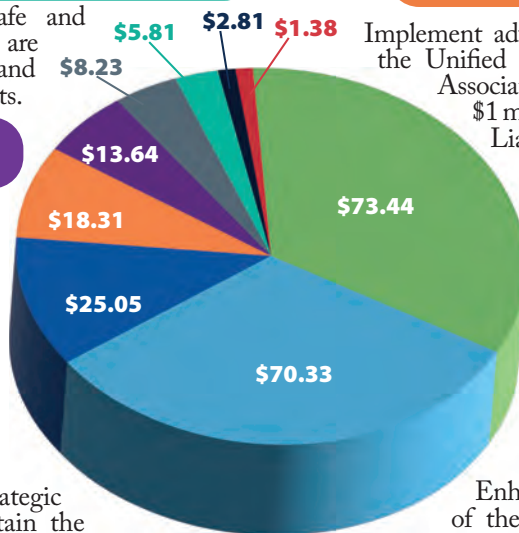
Support members in advancing racial justice and social justice in education and improving conditions for all students and communities through awareness, capacity-building, partnership and collective action.

## Enhance Professional Regard: \$2.81

Enhance member and public recognition of the positive contributions of the NEA, its affiliates and its members; demonstrate the value that the organization provides to educators, students and communities; and the positive outcomes to the public education system when professionals are in union with one another.

## Enhance Organizational Capacity: \$70.33

Develop the collective organizational proficiency across our association to advance the mission of the NEA and its Affiliates, with focus on Member Engagement; Organizing and Connectedness; Educator Voice, Autonomy and Leadership; Racial Justice Culture; Coalitions and Partnerships; Dynamic Alignment; and Enterprise/Affiliate Health.



## Organizational Specialists: Your Front Line Contacts



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[noah.snurr@nsea.org](mailto:noah.snurr@nsea.org)

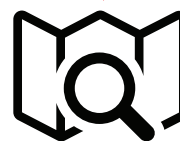


**Angie Tasich**  
Org. Specialist Assoc. Staff  
402-731-0800  
[angie.tasich@nsea.org](mailto:angie.tasich@nsea.org)



**Chris Garcia**  
Org. Specialist Assoc. Staff  
402-475-7611  
[chris.garcia@nsea.org](mailto:chris.garcia@nsea.org)

**Find YOUR  
Organizational  
Specialist  
on the map!**





# Exceptional support is always within reach.

## Organizational specialists are your front-line contacts.

Your NSEA Organizational Specialists are dedicated to assisting members across Nebraska—at schools, ESUs and college campuses. They leverage their extensive knowledge and experience to answer your questions and resolve issues on your behalf.

Each organizational specialist is assigned to specific school districts and school buildings. Your organizational specialist knows your district, your building and your administrators. In many cases, they know you.

These specialists are experienced bargainers who understand contract comparability and who will help you and your colleagues secure competitive salaries and benefits.

Your organizational specialist has advocacy skills, knowledge of Nebraska's school law and the ability to address issues and resolve disagreements with administrators. NSEA staff members are ready

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

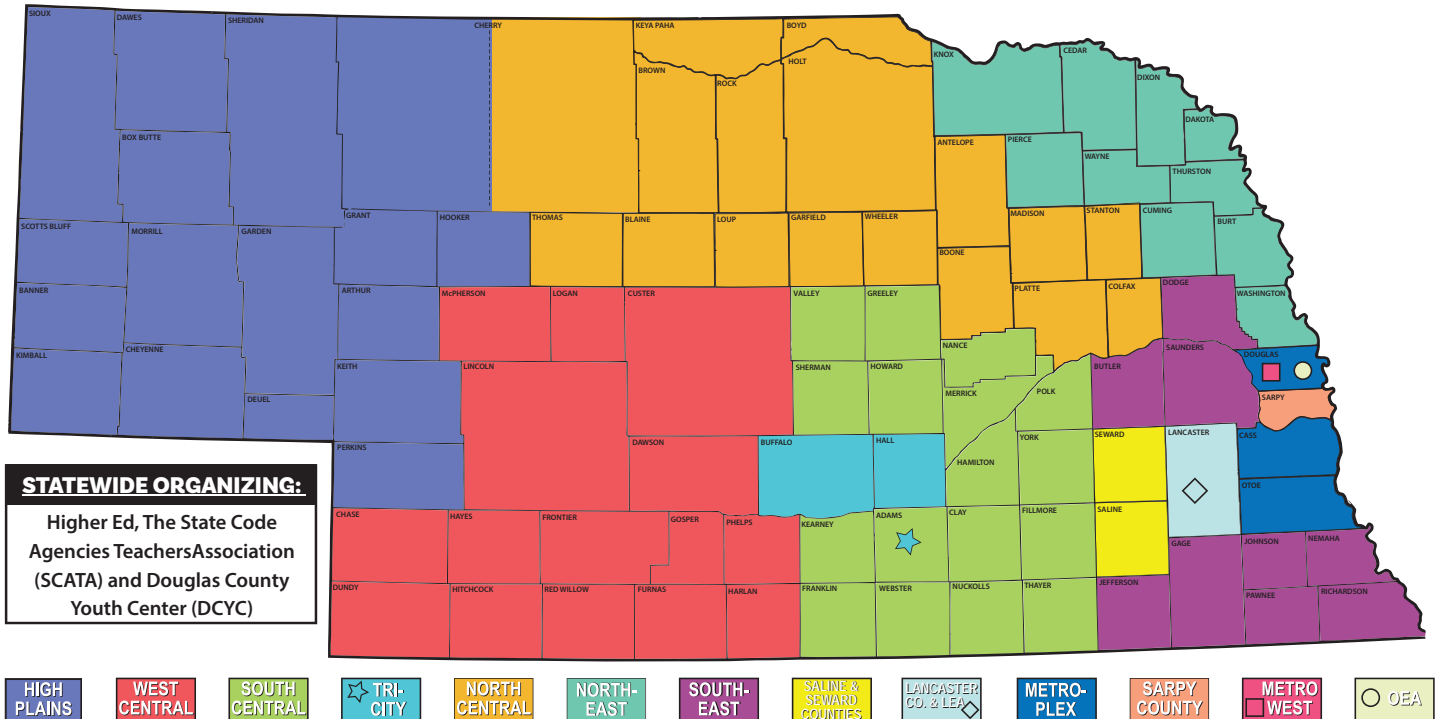
Your steady and experienced NSEA Organizational Specialist spends many nights on the road, meeting with individual members and local associations, providing training and representing the members they serve. No other organization comes close to providing a service of such magnitude.

The day will come when you have a question about an evaluation, your teaching license or your contract. As a member, you can pick up the phone and call your NSEA Organizational Specialist. They can help answer these and many other questions educators face, including 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, sick, family and medical leave; and much more!

Your NSEA Organizational Specialist is easily accessible by phone to guarantee that your calls or texts for assistance are answered quickly. Find the organizational specialist assigned to your region and their contact information on these pages. Members may also call NSEA headquarters at 402-475-7611 or toll-free at 800-742-0047 or send questions through the 'Contact Us' feature of the NSEA website at [www.nsea.org/contact-us](http://www.nsea.org/contact-us).



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

# AN EXPERIENCED TEAM OF LEADERS

## Your Voice. Your Representation. Your NSEA Board.

Your NSEA Board of Directors is made up of a diverse group of dedicated educators who represent communities and school districts of every size across Nebraska. These individuals include classroom teachers, coaches, higher education faculty, education support professionals and others who work every day in public education. Their wide-ranging experiences give them a deep and practical understanding of the needs and challenges within Nebraska's schools, making them exceptionally qualified to represent, serve and advocate on behalf of all NSEA members.

### A Representative Democracy

The NSEA 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 association/faculty representative. They 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 six NSEA governance districts (see map, page 15). 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 their NSEA district board or the statewide board of directors.

### The Executive Committee

NSEA President Tim Royers, Vice President Paul Schulte, Nebraska NEA Director Edward Ventura, Jr. and Secretary/Treasurer Renae Noble comprise the Executive Committee of the Board of Directors. NSEA elects one Nebraska representative to serve a three-year term on the National Education Association Board of Directors.

### Delegate Assembly

In addition, members from every local association are eligible to seek election to serve as a representative to the NSEA Delegate Assembly. At that annual April business meeting, more than 200 delegates from across the state elect officers, set the Association's agenda for the coming year, craft the Association'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 more details, email Royers at [tim.royers@nsea.org](mailto:tim.royers@nsea.org).



**Tim Royers**  
Millard  
President '27  
402-214-6948



**Paul Schulte**  
Millard  
Vice President, '26  
402-516-2018



**Edward Ventura Jr.**  
Omaha  
NEA Director, '28  
402-210-1655



**Renae Noble**  
Chadron  
Sec. Treas. '28  
308-430-1904



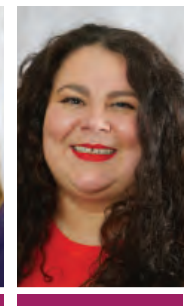
**Kathy Poehling**  
Omaha  
Metro, '26  
402-651-3555



**Stacy Kester-Pearson**  
Millard  
Metro, '27  
402-415-3078



**Rosey Krauel**  
DC West  
Metro, '26  
402-304-9074



**Sarah Dragon**  
Omaha  
Metro, '28  
402-612-1736



**Terri Childers**  
Omaha  
Metro, '28  
402-658-3316



**Marsha Edquist**  
Millard  
Metro President, '27  
402-660-4282



**Vanessa Brand**  
Oakland-Craig  
Elkhorn, '27  
402-619-8563



**Matt McCarthy**  
Northeast CC  
Elkhorn, '26  
402-640-6795



**Michele Brand**  
Norfolk  
Elkhorn, '28  
712-253-1278



**Lisa Hanson**  
Neligh-Oakdale  
Elkhorn Pres. '26  
402-640-7465



**Dee Ann Roy**  
Valley Co.-Arcadia  
Sandhills, '27  
308-390-6136



**Mary Gregoski**  
Palmer  
Sandhills Pres., '26  
308-750-5248



## DISTRICT OFFICERS

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

### ■ Metro District

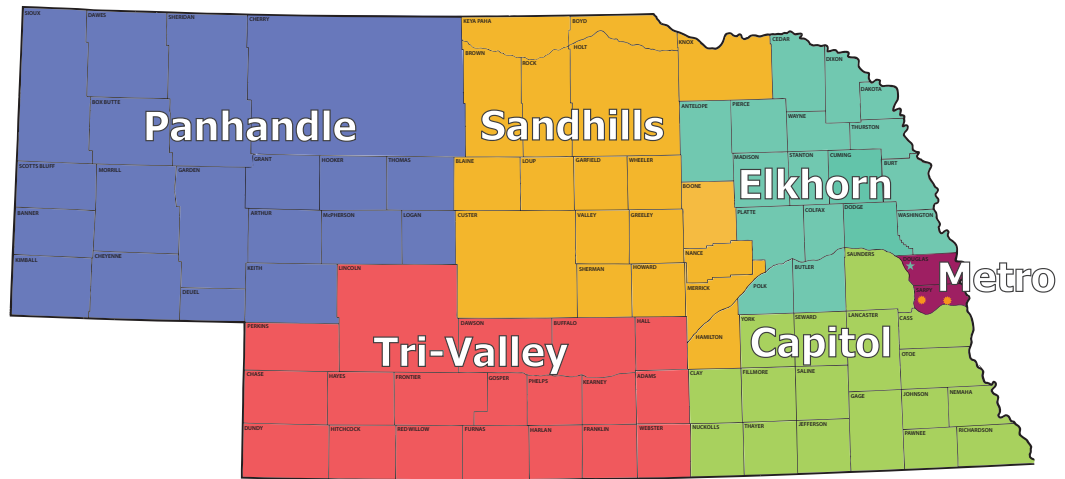
President ..... Marsha Edquist, Millard  
 Vice Pres ..... Stacie Stevens, Omaha  
 Treasurer ..... Carrie Pratt, Omaha  
 Secretary ..... Julie Adams, Bellevue  
 Exec Comm ..... Shannon Heng, Omaha  
                             Michelle Richards, Bellevue  
                             Amy Smith, Omaha  
                             Grant Christiansen, Millard  
                             Emily Mildenerberger, Millard  
                             Gail Sherrell, Papillion La Vista  
                             Carla Bobier, Bellevue  
                             Judith Stucky, Westside  
                             Kimberly LaChapelle, DC West  
                             One vacancy

### ■ Elkhorn District

President ..... Lisa Hanson, Neligh-Oakdale  
 Vice Pres ... Kristi Rastede, Northeast CC  
 Sec./Treas ..... Vacant  
 Exec Comm ..... Jennifer Thomas, Wayne  
                             Mackenzie Waltke, Norfolk  
                             Sophie Hermelbracht, East Butler  
                             Three vacancies

### ■ Sandhills District

President ..... Mary Gregoski, Palmer  
 Vice Pres ..... Whitney Hake, Palmer  
 Treasurer ..... Becky Meyer, Palmer  
 Secretary ..... Mandy Evans, Ainsworth  
 Exec Comm ..... Lynette Svenson, Callaway  
                             Mindy Conner, Arcadia



In order to comply with NEA guidelines, the ● Gretna Education Association and ● Springfield/Platteview Education Association will be included in Capitol District, and ★ Metro Community College Education Association is included in Elkhorn District.

### ■ Capitol District

President ..... Julie Colby, Lincoln  
 Vice Pres ..... Shari Anderson, Lincoln  
 Treasurer ..... Deana Kumpf, Lincoln  
 Secretary ..... Vacant  
 Exec Comm ..... Kate Regler, Lincoln  
                             Carla Hinkle, Wilber-Clatonia  
                             Ross Pickel, Lincoln  
                             Carolyn Enevoldsen, Raymond Central

### ■ Tri-Valley District

President ..... Ben Welsch, Hastings  
 Vice Pres ..... Vacant  
 Treasurer ..... Angie Dickey, Trenton

Secretary ..... Holly Ortega, Grand Island  
 Exec Comm ..... Lori Pflaster, Lexington  
                             Abby Brehm, Hastings  
                             Judy Henning, UNK  
                             Robin Henrichs, McCook  
                             Two vacancies

### ■ Panhandle District

President ..... Dash Rohan, Sioux County  
 Vice Pres ..... Vacant  
 Treasurer ..... Matt Chrisman, Mitchell  
 Secretary ..... Jessica Foland, Scottsbluff  
 Exec Comm ..... Sarah Salinas, Scottsbluff  
                             Andrew Lenzenf, Western NE CC  
                             Four vacancies



**Melissa Boutwell**

Lexington  
 Tri-Valley, '26  
 308-991-0509



**Bailey Smith**

Eustis-Farnam  
 Tri-Valley, '27  
 308-325-9702



**Karen Kloepping**

Eustis-Farnam  
 Tri-Valley, '28  
 308-765-1096



**Ben Welsch**

Hastings  
 Tri-Valley Pres., '27  
 402-826-9687



**Andrew Lenzen**

Western NE CC  
 Panhandle, '25  
 308-249-2530



**Dash Rohan**

Sioux County  
 Panhandle Pres., '26  
 402-646-5381



**Megan Simsic**

Lincoln  
 Capitol, '27  
 402-314-7363



**Gina Boltz**

Lincoln  
 Capitol, '26  
 402-601-3405



**Jake Jolliffe**

Lincoln  
 Capitol, '28  
 308-660-3566



**Nicole Lopez-Bettendorf**

Lincoln  
 Capitol, '28  
 210-912-1861



**Julie Colby**

Lincoln  
 Capitol Pres., '28  
 402-890-5913



**John Heineman**

Lincoln  
 NSEA-Retired, '26  
 402-416-2326



**Nora Lenz**

Lincoln  
 EMAC, '27  
 402-467-2983



**Kristi Rastede**

Northeast CC  
 Higher Ed, '27  
 605-670-1045



**Mary Reynolds-East**

South Sioux City  
 ESP, '28  
 402-651-5748



**Kathryn Koehler**

UNL '28  
 Aspiring Ed, '28  
 314-501-0022

# WE TURNED FEEDBACK INTO ACTION— HELP US DO IT AGAIN

Last fall, our all-member survey generated more than 10,000 comments—and yes, we read every single one. The survey focused on the most important issues impacting your role as a teacher, whether or not you planned to stay in education, and what measures the NSEA could take to help your circumstances. Your feedback directly influenced our priorities and helped move the needle on key legislative action.

This year, we're conducting a similar survey, which has been sent to your email. Once again, your input is critical—**your voice is our strength!** Please take a few minutes to share your perspective and help shape the future of our advocacy.

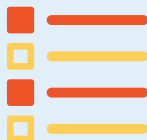


## WE ASKED:



How many years have you been an educator?

What is your educational background?



How satisfied are you with your working conditions?

Share one or more things that we could advocate for that would improve your working conditions.



Do you agree or disagree with the following statements:

- “Student behavior is having a significant impact on my work.”
- “I feel safe when I go to work.”
- “Generally, I feel I have an adequate amount of time to get my work done.”
- “The needs of people working in my position are considered when state leaders make decisions.”
- “The state of Nebraska has provided sufficient incentives for me to continue working in the education profession.”
- “This is a make-or-break school year for me. The actions taken this year will greatly influence my decision to continue working in my current position.”

Is this statement accurate?  
“I intend to continue working in education after the 2025-26 school year.”



Please respond to the following statement:  
“If NSEA would advocate for just one thing during this school year, I want it to be...”





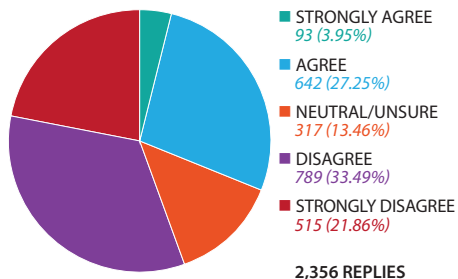
# YOU TOLD US.....

# WE ACTED!

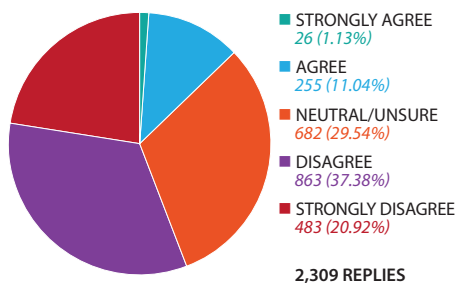


## WE SORTED THROUGH THE DATA: ➔

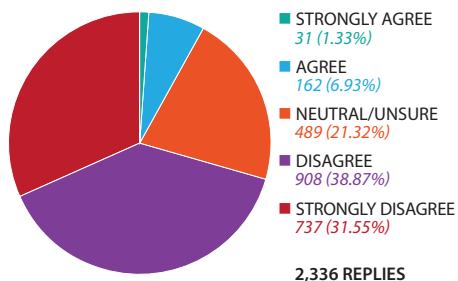
**"Generally, I feel I have an adequate amount of time to get my work done."**



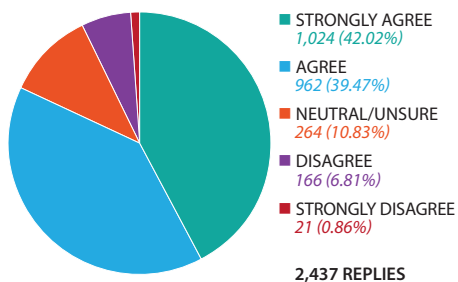
**"The state of Nebraska has provided sufficient incentives for me to continue working in the education profession."**



**"The needs of people working in my position are considered when state leaders make decisions."**



**"Student behavior is having a significant impact on my work."**



## WE READ EVERY RESPONSE. OUT OF THOUSANDS. HERE ARE JUST A FEW: ➔

"With the new schedule this year, we have lost a great amount of plan time. I'm not able to plan with my co-worker who teaches in the morning."

"More time needed to prepare for lessons. The work load continues to increase without a reasonable amount of time to prepare."

"Better conditions for working mothers."

"Guaranteed plan time."

"My workload is just too much. There is one person doing the job of three to four people."

"They keep putting more on our plates each year for less pay."

"Paid maternity leave. Competitive wages with non-educational sector."

"More time to plan, prep, and grade."

"Treat teachers like professionals. Let us teach."

"More plan/work time. I'm a specialist and see different classes every hour with less than 5 minutes between groups."

"Higher pay. Less meetings. More time to adequately plan."

"I have extremely large classes, 3 preps, and students with high needs. I need more support!"

"Incentives were offered for 'teachers with less than 6 yrs experience.' What about those of us staying in the profession for more than 25 years?"

"I wish that we could have actual maternity/paternity leave so people don't have to weirdly plan their pregnancies so they have the summer or risk not having enough leave time. It puts a strain on a profession that has lots of women and families involved."

"More time for Special Education teachers to do paperwork; a stipend to compensate extra work that is done by sped teachers."

"PAID FAMILY LEAVE!"

## WE WENT TO WORK ➔



### LANDMARK RETIREMENT REFORM: LB645

Signed into law on May 6, LB645 modernizes Nebraska's school employees' retirement system by linking contribution rates to the plan's funding health. The reform lowers payroll deductions, boosting educators' take-home pay while preserving their defined benefit pensions. Championed by NSEA advocacy, the law strengthens financial security for teachers and supports retention in a competitive labor market.

### PAID FMLA EFFORT AM1587 TO LB306

Despite strong educator support, lawmakers fell eight votes short of passing an amendment that would have guaranteed two weeks of paid Family and Medical Leave for teachers. The plan—fully funded by districts and fiscally responsible thanks to retirement savings from LB645—faced opposition and misinformation campaigns. NSEA will be looking to reintroduce similar legislation in the next session.

### TEACHER RETENTION GRANTS LB411

LB411 establishes annual grants of \$2,500-\$4,000 for teachers who remain in the classroom long-term. The bill aims to recognize commitment, reduce turnover and combat shortages. NSEA strongly supports the measure as a meaningful step to retain dedicated educators.

## Management & Business Services



**Trish Guinan**

Executive Director through '25,  
29 years  
[trish.guinan@nsea.org](mailto:trish.guinan@nsea.org)



**Isau Metes**

Executive Director '26,  
6 years  
[isau.metes@nsea.org](mailto:isau.metes@nsea.org)



**Shauna Benjamin-Brice**

Associate Executive Director '26,  
1 month  
[shauna.benjaminbrice@nsea.org](mailto:shauna.benjaminbrice@nsea.org)



**Jennifer Rieken**

Director of Business Services  
1 year  
[jennifer.rieken@nsea.org](mailto:jennifer.rieken@nsea.org)



**Michaela Habe**

Director of Accounting  
1 year  
[michaela.habe@nsea.org](mailto:michaela.habe@nsea.org)

### A Legacy of Service, a Future of Strength

Leading NSEA's day-to-day work are Executive Director Trish Guinan and Associate Executive Director Isau Metes, along with your governance team. In March, Guinan informed the Board of Directors she would retire effective Dec. 31. Metes has been named Executive Director beginning Jan. 1, 2026.

Guinan has served the Association and public education for nearly 50 years. A former secondary and college math teacher, she joined NSEA as a field representative in 1996, became Director of Member Rights in 2000, Director of Advocacy in 2012 and Executive Director in 2021.

Metes, a U.S. Army veteran, taught in Lincoln Public Schools for 10 years before joining NSEA as an organizational specialist in 2019. She became Assistant Director of Advocacy in 2020, took on Teaching and Learning duties that fall, became Director of Advocacy in 2021 and was named Associate Executive Director in 2023.

Shauna Benjamin-Brice is in the process of transitioning into the role of Associate Executive Director. She previously led Human Resources at Omaha Public Schools and served as an adjunct professor at UNL and SCC. She holds degrees in sociology and anthropology, with experience in talent acquisition and recruitment. Michaela Habe and Jennifer Rieken head up the business office for the association.



## NEBRASKA ASSOCIATION OF TEACHERS OF SCIENCE

*Enhancing Science Education for All Nebraskans*



### NATS Fall Conference at the University of Nebraska at Lincoln (UNL): October 16-18, 2025



[www.nebscinats.org](http://www.nebscinats.org)



#### Thursday, October 16th

5:30-7:30 PM

Science Trivia Social @  
Embassy Suites

Networking w/ UNL Depts,  
Prizes, Hors d'Oeuvres, Drink  
Tickets, Cash Bar

#### Friday, October 17th

8:00 AM - 4:45 PM

Keynote, Breakout Sessions, Vendors,  
Lunch, Poster Sessions, Ice Cream  
Social & More!

@ UNL Carolyn Pope Edwards Hall

Keynote Speaker: Bertha Vazquez  
The Teacher Institute for Evolutionary  
Science & The Center for Inquiry

6:00 - 8:30 PM

Past Presidents Present

"A Night at the Museum @ Morrill Hall"  
EPSCoR Interactive Tables, Planetarium  
Shows, Hors d'Oeuvres, Cash Bar

#### Saturday, October 18th

8:00 AM - 12:00 PM

Workshops & Breakout  
Sessions

@ UNL Carolyn Pope  
Edwards Hall

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TEACHING, LEARNING & TEACHER EDUCATION

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STATE MUSEUM





## A Dedicated Team Working for Members

Your NSEA program staff is a dedicated team of professionals working behind the scenes to support you and the entire education community. From member rights and advocacy to bargaining, membership growth, legislative research, communications and technology—each staff member brings specialized expertise to meet the evolving needs of educators across Nebraska.

It takes more than passion to serve members effectively—it takes a skilled, knowledgeable team with clearly defined roles and a shared commitment to public education.

NSEA's program directors and associate staff offer critical support in every area that impacts your profession. Whether they're guiding members through complex workplace issues, advocating at the Capitol, or developing tools and resources for your classrooms, they are united in purpose.



**Patty Schroer**  
Assistant to the Associate  
Executive Director,  
34 years  
[patty.schroer@nsea.org](mailto:patty.schroer@nsea.org)



**Martha Livingston**  
Assistant to the  
NSEA President,  
8 years  
[martha.livingston@nsea.org](mailto:martha.livingston@nsea.org)



**Nicole Jacobsen**  
Receptionist, Assistant to  
the Executive Director,  
4 years  
[nicole.jacobsen@nsea.org](mailto:nicole.jacobsen@nsea.org)



**Cassie Ivy**  
Director of Public Affairs,  
Communications,  
9 months  
[cassie.ivy@nsea.org](mailto:cassie.ivy@nsea.org)



**Kristi Capek**  
Assist. Director of Visual  
Comms & Digital Engagement,  
25 years  
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**Kelsey Foley**  
Multimedia Communications  
Specialist,  
7 years  
[kelsey.foley@nsea.org](mailto:kelsey.foley@nsea.org)



**Tim Lassen**  
Director of Information &  
Technology,  
3 years  
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**Jen Dubas**  
Statewide Collective  
Bargaining,  
6 years  
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**Jason Wiese**  
Director of  
Advocacy,  
4 years  
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**Saoirse Langlois**  
Advocacy  
Associate,  
4 years  
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**Jason Hayes**  
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Relations,  
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**Brian Mikkelsen**  
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Operations,  
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**Eamonn Leahy**  
Government Relations, Political  
Field Operations Assoc.,  
1 year  
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**Teresa Greve**  
Membership,  
Data Analyst  
16 years  
[teresa.greve@nsea.org](mailto:teresa.greve@nsea.org)



**Karen Hunt**  
Accounting,  
Membership  
Assoc., 19 years  
[karen.hunt@nsea.org](mailto:karen.hunt@nsea.org)



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- Easy retirement planning
- Shopping and travel deals

And so much more!



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to learn more







TRISH GUINAN

# Message from the Executive Director

## A True Honor

I was honored to receive the Nebraska Council of School Administrators (NCSA) Friend of Education Award in July, and the moment is one I will carry with me always. As a lifelong educator and advocate, this recognition is especially meaningful—not only because of what it represents for me personally, but because of what it says about the value of collaboration and shared purpose in strengthening Nebraska's public schools, supporting every student, and building a brighter future for our state.

When I first learned I would be receiving this award, I found myself reflecting on more than four decades of work alongside dedicated educators, administrators, policymakers and advocates. Forty-five years of memories swept through my mind. At every turn, the work was guided by a simple but powerful belief: that Nebraska's students deserve the very best, starting with well-supported educators and public schools.

## Cooperation and Trust

One of the proudest chapters in that story is the creation and stewardship of the Educators Health Alliance (EHA). Many of you know its origins: a statewide healthcare plan first established in the 1960s. What began modestly has grown into a vital resource that today provides health care coverage to more than 90,000 Nebraskans. That is not just a number—it's tens of thousands of families who can count on stable, affordable, quality care.

The EHA stands as a testament to what can be achieved when we put aside differences and focus on what unites us. It was leaders from across our education community—NCSA leaders like Mike Dulaney, Jerry Sellentin and others working alongside NSEA and Nebraska Association of School Boards

(NASB)—who had the foresight to recognize that maintaining such a plan would require cooperation and trust. Their vision, and the willingness to work across organizations, ensured that generations of educators and their families could have the security of reliable healthcare. That partnership has endured and it continues to guide us today.

## At the Table, Together

A common misconception our organizations encounter is the idea that NCSA and NSEA sit on opposite sides of the table, locked in disagreement. The truth is that we are at the table together because of our shared mission. Our conversations and negotiations may take different forms, but they are all aimed at the same ultimate goal of providing a quality education to every child we serve. That shared mission is the glue that holds us together and it is stronger than any differences that might arise.

Funding battles, policy debates, and shifting political winds have tested our resolve again and again. And yet, through it all, we have pressed forward. We know, perhaps better than anyone that success in education is rarely a straight line.

## Our Collective Work

This recognition is not, and never could be, a reflection of my efforts alone. It belongs to the collective strength, wisdom and dedication of countless individuals. The success of Nebraska's public schools is not attributed to one person, one organization or one generation. It is the story of all of us, working side by side to build a community that believes in its children and is willing to fight for their future.

“

**The success of Nebraska's public schools is not attributed to one person, one organization, or one generation. It is the story of all of us, working side by side to build a community that believes in its children and is willing to fight for their future.**

”



## NSEA-RETIRED



Lincoln Education Association-Retired gathered new and used classroom materials and items for a "Come and Get It" event for new educators and those transitioning to Lincoln Public Schools.

The giveaway was held at the Lincoln Education Association office July 25-26.

Many retired members and LEA members helped to donate, organize and greet educators as they came to gather items including bulletin boards, classroom materials, posters and children's books. Now in its fifth year, the event transforms the LEA office building into a pop-up supply store, stocked with everything from notebooks and glue sticks to books, games and classroom decorations.

## Gaffney named UNK College of Education Distinguished Educator of the Year

NSEA-Retired member Howard Gaffney has been selected as the 2025 UNK College of Education Distinguished Educator of the Year.

An Anselmo native, Gaffney has dedicated more than 50 years to the education of children in central Nebraska.

He spent the first 35 years of his career as a teacher and coach at Sandhills Public Schools in Dunning. After a two-year retirement, during which he worked as a substitute teacher, he returned to education as principal and athletic director at Hyannis Public Schools for four years. He then served as superintendent at Stapleton Public Schools for four years before retiring again. Most recently, Gaffney came out of retirement to serve as interim superintendent for Anselmo-Merna Public Schools during the 2022-23 school year.

Gaffney remains an active volunteer at both the local and state levels. He has been an advocate for public school legislation.

Gaffney earned a Bachelor of Arts in education from Kearney State College in 1970, a middle school endorsement from KSC in 1975, a Master of Education in school administration from UNK in 2002 and a specialist degree in education from UNK in 2012.



**Gaffney**

## Free Simply Swine Fact Sheet!

**Attention, middle school and high school educators:** Nebraska pig farmers have created a worksheet just for your students.

This four-page worksheet, *Simply Swine*, gives your students the opportunity to learn fun facts about pigs, identify breeds, be able to distinguish between facts and "hogwash," learn pork jargon, and identify the section of the pig that gives us our favorite pork products. Plus, they'll get a recipe for grilling a tasty pork burger.

The Nebraska Pork Producers Association is proud to offer this educational resource for FREE!

**Order your *Simply Swine* worksheets today by scanning this QR code or visiting [neporkeducation.com](http://neporkeducation.com)**







# Representation for All in Education

The NSEA includes six membership groups that support and enhance the Association's mission. These groups provide essential perspectives on policy decisions and contribute to the profession's stability. See below for details on each membership group. For details, call NSEA at 1-800-742-0047.

## **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 may participate in EMAC activities and may attend committee meetings.

## **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 developing outreach and recruitment efforts for higher education faculty, academic professionals and higher ed educational support professionals across Nebraska.

## **NSEA-Retired**

Founded in 1985, NSEA-Retired has played a key role in lobbying the Nebraska Legislature, leading to reduced—and now eliminated—state income taxes on Social Security benefits.

Membership is open to those 45+ eligible for a Nebraska school-employee retirement plan, or to those from other

states with at least 5 years of qualifying service. Active members under 45 may join as "pre-retired."

## **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.

## **NSEA Aspiring Educators**

Aspiring Educators provides future educators with resources, professional development and the full range of NSEA support and benefits.

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.

## **New Generation of Educators in Nebraska**

NSEA's NewGEN committee 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.

## In Memory

We recognize these members whom we've lost recently.

Woodrow Dillman, 77, Omaha

Alvin Christensen, 83, Imperial

Harold McCaw, 89, Plattsmouth

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

# NSEA <sup>150</sup> Family of teachers

Presents



## REMINDER! Check Your Paycheck.

Employees and employers both have a responsibility to confirm their paychecks are correct.

It's not a common problem, but it is an issue for which members have turned to NSEA for help. Sometimes it's a clerical error that causes an overpayment or underpayment of salary to a school employee. When it happens, it can cause economic hardship for a teacher or school employee. Reparations in such instances may have to be decided on a case-by-case basis.

Local associations should remind or help members to review their first paycheck of each school year for accuracy. It is recommended that each local assist its members, and new members in particular, with the computations to determine whether that first check of the year is correct. Many of these problems could be avoided with such a service.

If a discrepancy is discovered, members should notify NSEA immediately. If you find a paycheck discrepancy, contact your NSEA Organizational Specialist at 1-800-742-0047.

Teaching isn't just a job for the Hastings family—it's in their DNA. For three generations, classrooms across Nebraska and Wyoming have been filled with their passion, dedication and love of learning. From Industrial Arts to Math, Reading, English, Family & Consumer Science and Art, the Hastings name has become synonymous with education.

Mary Hastings first stepped into the classroom at Chadron State College, while her husband Willis built a decades-long career teaching Industrial Arts. Their son Todd has shaped young minds in Mathematics for over 30 years, alongside his wife Marleta, who has dedicated her career to helping students succeed in reading.

The next generation proudly carries the tradition forward:

- Larissa (Hastings) White taught Family and Consumer Science in Ogallala.
- Her husband, Zac White, teaches middle school Math in Ogallala.
- Mikaela (Hastings) Stephenson has taught English in Perkins County and Chase County Schools.
- Her husband, Tristan Stephenson, is the Art teacher at Perkins County Schools.

Whether you're part of a long line of educators or just starting your own, Family of Teachers honors families like the Hastings who inspire and support the next generation together.

Does teaching run in your family? Submit today and be featured in Family of Teachers: [www.nsea.org/Family](http://www.nsea.org/Family).