

THE VOICE

The Nebraska State Education Association ❖ April 2017



STEPPING UP

Members Make Their Voices Heard at the Capitol.

DA 2017: The Association Takes Center Stage ~ Literacy Experts
Pan Reading Bill ~ Tuition Reimbursement Offer Now Open

Summer Coursework Options Found Inside

Time is Now to Make Plans for Summer Class

For most of us, winter was fairly mild. Even so, we've all been eyeing warmer weather and all that summer months will bring.

Among the summer activities for many teachers: college coursework!

Nebraska colleges and universities offer the necessary summer classes to enable teachers to enhance their skill and knowledge base, add endorsements, and to advance on their school district's salary schedule.

What is the best method for determining which courses might best meet your needs? Start by reviewing the advertisements placed by many Nebraska colleges and universities on the pages of this issue of *The Voice*.

All of Nebraska's colleges and universities were invited to participate by advertising. Those that did advertise offer details about programming, as well as contact details and information.

Let your college or university of choice know that you read about their course offerings in *The Voice*!

Blue Cross Scholarship Time!

Apply Starting Now For Summer Course Scholarships

It's time to get your scholarship application skills sharpened: the application period for the Blue Cross and Blue Shield of Nebraska scholarship program is now open!

Three times each year, NSEA members may apply for a scholarship from Blue Cross and Blue Shield of Nebraska. The funds are designed to help NSEA members pay for some of the cost of graduate courses. Applications for the summer semester will be taken until May 19.

Applicants must be covered by either single or family Blue Cross and Blue Shield of Nebraska health care insurance. Scholarships are for advanced degrees; additional teaching endorsements; or courses for certification. Courses must be from an accredited post-secondary institution for credit. Books and fees are not covered.

Applicants may seek scholarship dollars



for no more than three hours of course work a semester and can only be awarded a scholarship during two of the three scholarship rounds (fall, spring and summer) during a school year. Applicants must apply for their course work in the semester the course ends.

After submission, applicants will receive an e-mail receipt (please contact the NSEA if a confirmation receipt is not received).

Applicants will be notified of the status of their application between four to six weeks after application deadline.

The goal of the program is to award stipends to the largest number of members from each of NSEA's six governance districts. Since 1986, a total of 5,675 NSEA members have shared more than \$765,000 in Blue Cross and Blue Shield of Nebraska scholarship dollars. The program does not affect Blue Cross and Blue Shield of Nebraska premiums.

Questions? Reach Sally Bodtke at 1-800-742-0047 or via email at:

sally.bodtke@nsea.org

Got a Story? Share it with Jim McDermott

Would you like to have your name and teaching experiences placed in a book detailing the many duties of teachers? The book, tentatively called 'Are You a Teacher? I Say No!' proposes to use real-life anecdotes to show that teachers are not just teachers, but nurses, lawyers, counselors, bankers, policemen, parents and more. Retired teacher James McDermott is in the early stages of writing the book and is searching for real-life experiences. Those who have stories selected for the book will receive a free copy.

Send stories to McDermott at 1920 Ave. P, Scottbluff, NE 69361. You may also call him at 308-632-2830, or reach him at:

jpmcdermo@hotmail.com

Cover:

Nebraska college students studying to become teachers are passionate about their chosen profession. Several were at a Retirement Committee hearing in March to speak against LB415, a bill that would lessen their retirement benefits. On the cover, front row, from left, are Dallas Burreight, Bailey Schlueter, Denton Beacom and Elizabeth Miliken. Second row, from left, are Madison Kinney, Kaylee Prenosil and London Bercey. Back, from left, are Cameron Merrill, NSEA SEAN Advisor Kristen Sedlacek, and University of Nebraska-Lincoln SEAN Advisor Ben Bannon. Learn more about LB415 on

Page 7



Nebraska State Education Association
605 S. 14th Street
Lincoln, NE 68508-2742 • www.nsea.org
(402) 475-7611 • (800) 742-0047

Volume 70, No. 8
ISSN Number: 1085-0783
USPS Number: 000-369

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Official publication of the Nebraska State Education Association, 605 South 14th Street, Lincoln, NE 68508-2742. Periodical postage paid at Lincoln, NE, and additional mailing offices. Postmaster: send address changes to The Voice, NSEA, 605 S. 14th Street, Lincoln, NE 68508-2742.

Published and mailed 6 times yearly in September, Oc-

tober, November, February, April and August. Published online in December, January, March and May.

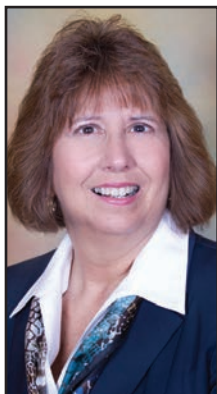
Payment of annual NSEA dues entitles Nebraska educators to receive *The Voice*. Cost of producing 10 issues of *The Voice* each year is \$3.41 per member.

Advertising rates available on request. Appearance of an advertisement in *The Voice* does not imply NSEA endorsement of the product advertised or views expressed.

Cited for excellence each year by the State Education Editors, including these past awards: Best Magazine, Best News Story, Best Feature Story, Best Photography and Best Editorial Design.



Democracy and a Theory of Change



**NSEA President
Nancy Fulton**

“
When we increase the capacity of our Association to effect change through member organizing, political involvement and advancing social justice issues, then our members will be better prepared to advocate for and meet the needs of our students, our profession and public education.
”

We are just weeks away from NSEA’s annual Delegate Assembly, where members come to meet friends from across the state, to discuss, debate, and to give voice to the Association’s direction.

Delegate Assembly is the highest decision making body of our Association, and likely the largest democratically-run gathering in the state in any given year. Each delegate is given the time and respect to make his or her opinion heard.

This year’s event will also commemorate and celebrate NSEA’s 150 years of existence with a Sesquicentennial Gala on the Friday night before Saturday’s business meeting.

In 1867, at the first general meeting, a small group of educators, mostly administrators, met in Brownville to establish the Nebraska State Teachers Association. Many wondered whether the association could sustain the initial interest and commitment of its members. Indeed, it has. Fifteen decades later, your Association is ready to celebrate what has been, and prepare for what will be over the next 150 years.

Theory of Change

NSEA members and leaders have been working through a two-year, organization-wide assessment of our Association strengths, weaknesses, opportunities and threats. From this process, we will develop a plan that will focus our work for the next three to five years. Members at Delegate Assembly will review a comprehensive report from the Strategic Planning Committee that is conducting the assessment, and will then consider revisions and adoption of the final plan.

The plan includes our current vision, mission, and core values, as well as a theory of change statement, with goals and outcomes outlined.

Here is a preview: The theory of change statement says “When we increase the capacity of our Association to effect change through member organizing, political involvement and advancing social justice issues, then our members will be better prepared to advocate for and meet the needs of our students, our profession and public education.”

These are the preliminary goals set forth by the committee:

■ NSEA will advance a culture of social justice by improving educational opportunities for ALL students and building respect for the worth, dignity and equality of every individual in our diverse society.

■ NSEA will partner with national and local affiliates to strengthen our organizational capacity.

■ NSEA will advance the economic well-being and secure the contractual rights of our

members.

■ The NSEA supports a political environment that promotes and protects public education.

■ The NSEA will support governance structures that are responsive to the needs of our membership.

There will be more details after Delegate Assembly finalizes the proposal.

An Education Component

NSEA has the honor of being the oldest professional association in Nebraska, being founded just months after Nebraska was granted statehood. The 2014 Nebraska Legislature created a state Sesquicentennial Commission to plan for the State of Nebraska’s 150th anniversary. Early in the planning, the Commission expressed an interest in having a strong education component in the planned activities. Here are some that might be of interest to you as educators:

■ **Truckin’ Through Nebraska:** A mobile children’s museum will be zigzagging across the state from April to October with stops in 43 communities. Stops were chosen so that it would be within easy driving distance for all Nebraskans.

■ **Nebraska 150 Express:** A Union Pacific Streamliner locomotive will traverse the state with a three-day whistle stop tour in seven communities on August 4-6.

■ **Nebraska Atlas Project:** All Nebraska fourth graders will be given a colorful atlas learning about our state, our history, and our people. Curriculum has been developed to use with the atlas.

■ **One State/One Book:** Every fifth grader will be provided a copy of the book “Chief Standing Bear of the Ponca” by Virginia Driving Hawk Sneve. It will be accompanied by a teacher-developed curriculum

■ **Great American Eclipse:** On Monday, Aug. 21, Nebraskans will be able to experience a total solar eclipse on a diagonal path across the entire state. Many communities are planning events around the rare event.

Other Sesquicentennial activities and events can be found at:

www.ne150.org

The Greek Said It

How appropriate it is that both our state and our Association celebrate 150 years at the same time. The connection between education and the state is clearly outlined in this quote from the Greek philosopher Dionysius: “The Foundation of Every State is the Education of its Youth.”

Celebrate, both for your state and your Association!

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Tuition Reimbursement Application Open

For Coursework Beginning July 1

Those educators seeking advanced endorsements and skills through college coursework may now apply for tuition reimbursement through the State of Nebraska's 2017-18 Enhancing Excellence in Teaching (EETP) program.

The application process opened on the Nebraska Department of Education website beginning on Saturday, April 1, at 9 a.m.

The reimbursement in this round is for classes that begin July 1, 2017, through June 30, 2018. Individuals must apply each year for which funding is requested, and only Nebraska institutions are eligible for the funding of this program.

The Legislature made some changes to the program in 2016.

First, the criterion for eligibility has been expanded to include a graduate course of study leading to an additional endorsement in a shortage area along with the current degree program criteria of: a degree in a shortage area, a degree in Curriculum and Instruction, a degree in a subject area in which a secular teaching endorsement is already held, or a degree in a subject area that will result in an

additional secular teaching endorsement not considered a shortage area which the superintendent of the school district or head administrator of a non-public school believes will be beneficial to the students of the school district or school.

Second, the loan forgiveness timeline for recipients receiving funds for the first time on or after July 1, 2016, will forgive \$1,500 at the end of the third year of teaching and each consecutive year after completion of the program, or, if teaching in a low-income school/very sparse district forgive \$1,500 at the end of the fourth year and \$3,000 each consecutive year after completion of the program after that.

The loan forgiveness timeline for recipients who received funds for the first time prior to July 1, 2016, will remain the same: \$3,000 at the end of the third year of teaching and each consecutive year after completion of the program, or forgive \$6,000 each year if teaching in a low-income school/very sparse district.

Download the application materials from this Nebraska Department of Education (NDE) website at:

www.education.ne.gov/EducatorPrep/TopPages/EETP

Christiansen Cited as 'Friend of Education' by School Administrators

Former NSEA Executive Director Craig R. Christiansen was named the 2017 Friend of Education by the Nebraska Council of School Administrators.

NCSA Executive Director Mike Dulaney said the award recognizes Christian-

sen's exceptional and distinguished leadership on behalf of education.

"His life's work has been to support and improve education, and his efforts have made a significant and positive difference for educators, students and public education

in Nebraska," said Dulaney.

Christiansen taught at Westside and Omaha, and served as president of the Omaha Education Association and NSEA. He left NSEA in February after 10-plus years as executive director.



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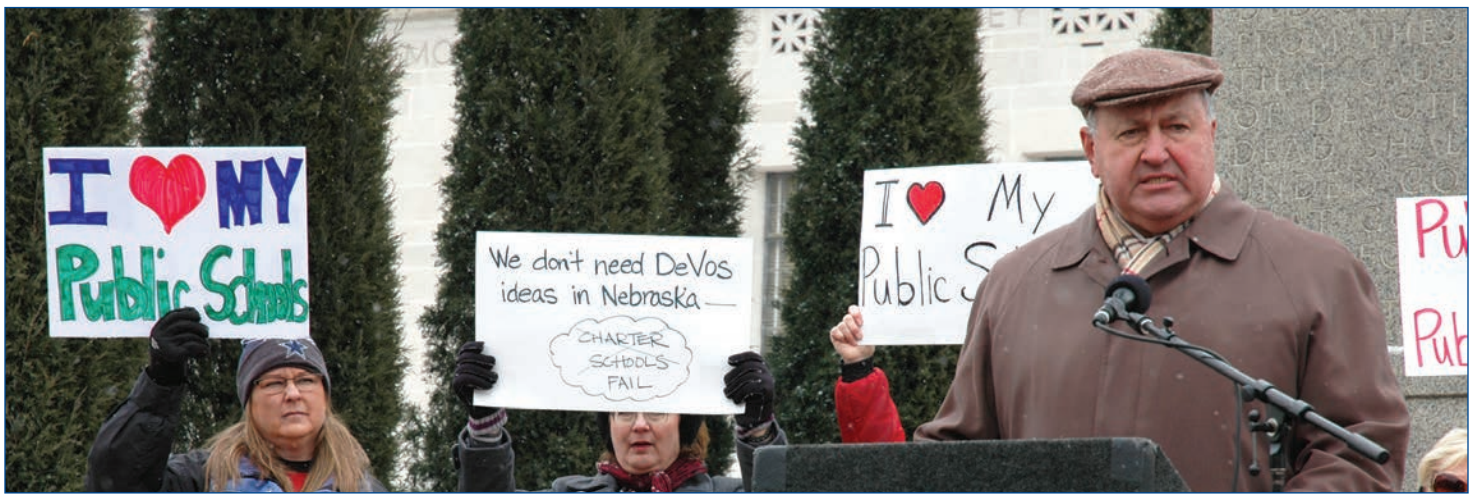
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‘No’ to Charter Schools: An early March rally for public schools — and against LB630, a bill to allow charter schools in Nebraska — drew about 150 public school supporters and some heavy hitters, including Sen. Rick Kolowski.

‘No’ to Charters, ‘Rule of 95’

NSEA Members Urge Defeat of Charters, Oppose Lessening of Retirement Plan

More than 150 public school supporters rallied against a charter school bill on March 14 – and the legislative hearing that followed lasted nearly eight hours.

The rally drew attention to privatization schemes hidden in the charter movement, and to the cuts to public education that would result.

More than a dozen people – including NSEA members and three past Teachers of the Year – testified against LB630, which would enable charters.

NSEA members also stood against proposals to reduce benefits in the state’s teacher retirement plan. Sen. Mark Kolterman’s LB415 would turn the current Rule of 85 into a Rule of 90 – or more realistically into a Rule of 95 – for new hires.

“LB415 clearly diminishes retirement benefits for school employees,” said NSEA President Nancy Fulton. “At a time when enrollment in teacher education programs has plummeted, in a profession that is mentally and physically exhausting, we must strive to make the profession more attractive, not less attractive.”

Otherwise, all education eyes at the Legislature were on Sen. Tyson Larson’s LB630 – the charter school bill.

LB630 would create a category of public schools called “independent public schools” (IPS). Charters would fall under the authority of the “Independent Public School Authorizing and Accountability Commission,” outside the auspices of the Nebraska Department of Education. Charters would be exempt from accreditation standards like instructional hours, curriculum,

grade levels, graduation requirements and other basics. LB630 also does not require that a charter teacher hold a teaching certificate.

Rather than experiment on our children with the uncertainty that charters bring, Fulton suggested the tried and true path.

“Let’s get serious about doing what works: resourcing our neighborhood public schools so students have the support they need, more one-on-one attention, inviting classrooms, and a well-rounded curriculum,” she said.

LB630 has not been prioritized but remains a long-term threat to public school stability. Here is the status of other legislative issues:

Retirement Concerns and Another Reason to Leave

LB415, tagged as a priority by the Legislature’s Retirement



Clear Message: Against the backdrop of a message posted in the windows of the NSEA Headquarters, public school supporters express opposition to charter schools.

Committee, drew stern opposition. Student members alarmed by the bill’s provisions also took a stand.

LB415 would change the current retirement “Rule of 85” – which allows school employees to retire at age 55 if their age and years of service total a minimum of 85. For teachers hired after July 1, 2017, Kolterman’s plan would move the retirement age to 60, which effectively creates a “Rule of 95” or higher, as most educators have been teaching for 35 years – or more – by the time they reach age 60.

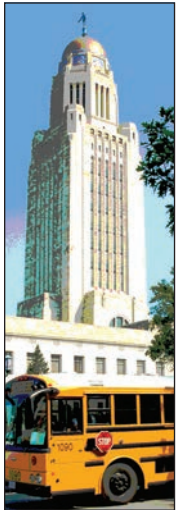
Jason Hayes, NSEA’s director of Public Policy and Research, told senators that the teacher retirement plan is on track to be 100 percent funded by 2040, if not sooner. Kolterman’s plan is to secure additional plan savings to cover a projected shortfall of \$50 million in 2020.

“Changes do not need to be made this session, and they certainly should not be done in haste,” said Hayes. “The plan has more than \$10 billion in assets, so the projected shortfall of \$50 million represents only about one-half of one percent of the plan’s total assets.”

Denton Beacom, a senior at Wayne State College and president of NSEA’s Student Education Association of Nebraska (SEAN) affiliate, sounded a more alarming note.

“I believe its passage would further discourage young people from entering the teaching profession,” Beacom said.

He said that in 2003, there were 7,500 education candidates in Nebraska colleges and universities. Ten years later, there were only 3,500, a 53 percent drop. “Consider that tuition continues to rise, that teachers with bachelor’s degrees earn far less than their private sector counterparts, and that student loans are difficult to repay on a teacher’s salary, it is no wonder that there is a teacher



‘17 Nebraska Legislature

and substitute teacher shortage,” he said.

LB415 would also eliminate all exceptions to a rule that requires educators to sit out 180 days after retirement before returning to the classroom to teach or substitute. Hayes said a 120-day window would help ease a chronic shortage of substitutes and would mirror the 120-day provision in place for the state retirement plans for judges, state patrol, and state or county employees.

Hayes argued against language that requires teachers who sign early retirement pacts to sit out of the profession for three years. He said some early retirements are meager, and may cover no more than health insurance.

Weakening Teacher Certification

NSEA testified against LB568, Sen. Steve Erdman’s plan to allow anyone with little more than a high school diploma to helm a classroom. LB568 is Erdman’s solution to the substitute shortage.

NSEA Organizational Specialist Jay Sears said allowing high school graduates to “fill in” for certificated teachers would be a day of learning lost for students.

“Teaching is a complex profession,” said Sears. “Some researchers have said that teachers make more important decisions during a day of teaching than does a heart surgeon. Would we trust a 21-year-old high school graduate to perform our triple bypass surgery? Why would we allow the same person to teach our children?”

Sears said the State Board of Education has already taken steps to address the shortage with changes to Rule 21 that would remove the 90-day annual limit on substitute teaching for those with a state permit, and would expand from 45 days to 90 days the limit on

those holding local substitute permits. The changes need only the signature of the governor to move forward.

Stay in Touch!

NSEA is watching more than 100 education-related bills that will affect your salary and your rights. You can stay on top of the latest news through NSEA’s text messaging service.

With the tenor of bills introduced in the Legislature, won’t you join NSEA’s text message service? To do so, provide the requested information at:

nsea.org/text

A Win for Community Colleges

At the request of the Nebraska Community College Association (NCCA), Sen. Roy Baker pulled LB124 from the schedule. It would have extended the two-year probation period for newly hired state community college professors to three years. NSEA opposed LB124.

Earlier, four members of the Education Committee and Sen. Baker agreed to an amendment, at NSEA’s urging, that required each community college board to adopt policies for evaluation that provided some level of due process prior to termination of a probationary employee. The NCCA, however, would not agree to the compromise, so Baker chose to delay the bill. The probationary period will remain two years and evaluation and

termination processes will remain a local prerogative.

In Defense of State Aid

NSEA Director of Research Larry Scherer urged senators to oppose LB540, which would reduce the amount of state aid to schools and push funding onto property tax rolls.

LB540 creates a temporary adjustment to state aid and would force schools already at the \$1.05 levy cap to cut programs, staff, technology and cash reserves. Scherer, one of the authors of the original state aid formula 30 years ago, urged senators to reconsider a review of the entire state aid system, as proposed in LB484.

“It is time to go back to the beginning and reinvent a structure for supporting public schools which results in a more balanced partnership between state and local funding for schools,” he said,

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in support of LB484.

Additional Tax Authority

Hayes told the Revenue Committee that LB326 should be adopted. LB326 would allow school districts to make up losses in state aid through an additional three-cent levy, on a two-thirds majority of the school board. With the Appropriations Committee-proposed state aid amount set at \$98 million less than what the current state aid formula dictates, that additional funding authority would become crucial for many districts.

Hayes also urged support of LB633, which authorizes school districts to exceed budget authority for security and technology.

NSEA backed LB246, which provides additional budget authority for school districts that provide the Expanded Learning Opportunities Program for after school and weekend activities; and LB247, which allows school districts to exclude funds spent on cybersecurity from the levy cap.

Duplication of Anti-Duplication

Sears testified against Sen. Mike Groene's LB569, which would create a task force to examine duplication of educational services by community colleges. Sears pointed out that the Coordinating Commission for Postsecondary Education is tasked, in the state constitution, with doing just that.

LB569 would also end the ability of community colleges to levy a tax.

"Without adequate replacement revenues, community colleges will lose approximately 40 percent of their funding for operations," said Sears. "Given the current deficit situation of the state, without the revenue capacity to support existing programs, it seems unlikely the Legislature will be able to find replacement revenues for community colleges. Elimination of the levy for community colleges would jeopardize key programs needed for workforce development in the state."

An 'F' for State Grading System

Sears told the Education Committee that LB662 would take Nebraska back to the failed tenets of the No Child Left Behind Act by giving each school building in Nebraska a letter grade.

Sears urged senators to allow the state's locally developed Accountability for a Quality Education System, Today and Tomorrow (AQuESTT) to work.

"The report cards that are part of the AQuESTT accountability system clearly exceed the requirements of reporting information about student academic progress and school building and district improvement as required under ESSA," he said.

The Right to Dues Deduction

NSEA President Nancy Fulton told



Live and in Person: These four NSEA members offered testimony to state senators in opposition to charter schools in March. From left are Jared Wageknecht, Marh Schlieder, Bob Feurer and Tim Royers.

TOYs Speak out on Charters

Royers' Late Night Words Become an Internet Hit

Among those opposed to charter schools in Nebraska are some who know teaching best: former Nebraska Teachers of the Year.

Three of them testified in opposition to LB630, which would authorize charter schools in Nebraska. One of those became something of a Nebraska internet sensation not long after the marathon legislative hearing.

Mary Schlieder, Norris Education Association member and 2008 Teacher of the Year; Bob Feurer, North Bend, 2009; and Tim Royers, Millard, 2016, all spoke against the latest incarnation of charter schemes in Nebraska.

NSEA Government Relations Committee Chair Jared Wageknecht, a Papillion-LaVista member, also spoke against LB630.

Schlieder asked senators why they would consider changing Nebraska's educational landscape when no credible research indicates charters perform better than public schools. Rather, policymakers should involve educators in decisions that involve education.

"Invite teachers to every table, to every meeting, where discussions on how to improve education in Nebraska are taking place," said Schlieder. "We are the experts. Work with us to make education in Nebraska better. Put evidence over ideology."

Feurer, retired and elected to the North Bend Board of Education, spoke "through

the eyes of a school board member."

There is no elected school board provided by LB630, but rather a board of trustees with no residence requirements. The public would have no input into the school, he said.

"This bill does not guarantee improvement and stretches already thin resources even thinner," said Feurer.

It was Royers' impassioned defense of public schools as the last speaker in the nearly eight-hour hearing that caught fire on Facebook. Royers had a script for his testimony, but after sitting for seven-plus hours, adapted his message on the fly.

Royers pointed out that the state aid formula, in past years, would provide incentives for good practice, such as lower class size in grades K-2. That practice would drive reform at the school level, he said. But such incentives are now gone.

"We should be looking at the examples of what the best of our public schools are doing, and the best of our initiatives in our public schools, and taking that, and seeing how we can replicate it," said Royers.

"That's the kind of angle we should be looking at, to encourage school districts to emulate the models we see in certain public schools."

NSEA caught Royers' testimony on video, posted it to the NSEA Facebook page, and within two weeks it had been shared nearly 200 times, had more than 13,000 views and had reached more than 37,250 people. To see the Royers video, go to:

www.fb.com/nsea.org

senators that LB503, which targets teachers and denies the right for Association dues deduction through payroll, is an extreme example of government overreach.

"This subverts an educator's relationship with his/her employer, and denies educators the freedom and ability to manage their own paycheck," she said.

Dues deduction is no different than a

United Way, YMCA savings bond, mortgage or other transfer.

"This raises the question as to whether LB503 is barefaced political retribution or whether supporters are biased against public employees in general. Legislation based on either perspective does not, and never will, make sound or sensible policy," she said.



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Steve Sonksen

History, MA
University of Nebraska at Kearney



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Literacy Experts Pan Reading Bill

Third Grade Retention Harms Young Readers

Two knowledgeable voices recently spoke out on behalf of students and teachers to oppose LB651, a bill that would hold third grade students back if they did not pass a state reading test.

University of Nebraska-Omaha Professor Dr. Abby Burke said “teachers will tell you that a one-size-fits-all approach does not work for their developing readers.”

A literacy educator and former first grade teacher, Burke said five decades of research shows that grade retention fails to support efficacy in remediating academic deficits.

Research shows that students who have been retained performed lower on measures of academic achievement, grade point average, personal adjustment, and they hold more negative attitudes toward schools.

Burke, quoting a third grade teacher with a Master’s degree in reading, said “It is im-



A Bad review: Dr. Abby Burke, left, and Shari Anderson, spoke against a bill that would hold students at third grade until they pass a reading test.

practical to expect all children to reach the same milestones at the exact same moment, particularly when they have not had coin-

cing experiences before entering school.”

Lincoln Education Association member Shari Anderson, a librarian and reading recovery teacher, told senators LB651 would not help her students, many of whom are English Language Learners.

“We have students who come to us from refugee camps who have had little to no schooling. All the students I serve want to learn. They want to do well,” she said.

Even a two-year exemption for ELL students would not suffice, as it takes one to two years to develop social language skills and another five to seven years to fully comprehend academic language.

Further, students who live in poverty often have very few books at home at an early age. Teachers work with those students who can make up ground quickly.

“To penalize them when they are in the process of making those gains is not in the best interest of students,” she said.

Sen. Lou Ann Linehan has prioritized LB651, but it remains in Committee.

Are You the 2018 Teacher of the Year?

Are you Nebraska’s next Teacher of the Year?

Application forms for the 2018 Teacher of the Year are now available through your superintendent or principal, or by calling the coordinator at the number listed below.

Applications must be submitted or post-marked by midnight (CST), Aug. 11, 2017. A selection panel will review applications, and up to five teachers will be advanced. Finalists will be interviewed in September, and the Teacher of the Year will be selected from those finalists. An awards luncheon will be held in November.

Began in 1972, the Nebraska Teacher of the Year program recognizes outstanding Nebraska certified teachers who teach in a pre-Kindergarten through Grade 12 classroom setting, and who plan to continue in an active teacher status in a state-approved or accredited school. Three letters of support and a YouTube classroom video presentation must accompany the application. Questions on the application seek information on educational background and personal development, community involvement, philosophy of teaching and learning, and the teaching profession from the viewpoint of the applicant.

The NSEA, Nebraska Council of School Administrators, Nebraska Association of School Boards, and corporate partners Blue Cross and Blue Shield of Nebraska and Data Recognition Corporation (DRC) will present a monetary award to the Nebraska Teacher of the Year. Each of the remaining finalists will receive a monetary award from

sponsoring corporate friends and education associations. The Nebraska State Board of Education will provide a \$1,000 grant to the Awards of Excellence winners and the Teacher of the Year to be used for a project

of the teacher’s choice in his/her school. Finalists receive other gifts as well.

For details, contact Teacher of the Year Coordinator Lora Sypal at 402-471-5059 or:

lora.sypal@nebraska.gov

Vote for Jenni Benson
NSEA President

Believing in the Power of Collective Action

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✓ Experienced

✓ Inclusive

Advocating for Quality Public Education

Developing relationships with our diverse membership and stakeholders.

✓ Dedicated

✓ Qualified

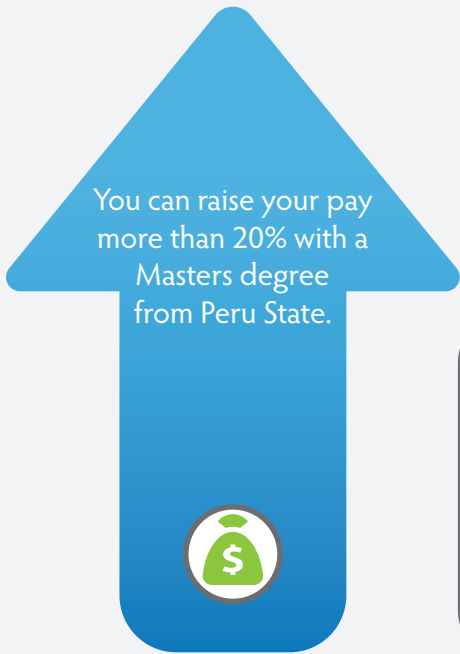
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*Tuition is subject to change.



19

Number of months it takes to complete the MSED cohort format.

If you begin in June 2017, you can graduate as soon as December 2018.



Average cohort size: **20**



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\$500 TUITION WAIVER TO ALL NEW COHORTS, STARTING SUMMER 2017!

Cohort format schedule beginning in June 2017 Only 19 months to complete!

Course	Title	Term Completed	Credit Hours
EDUC 512	Technology and Mediated Instruction	June 5 - July 27, 2017	3
EDUC 601	Study Design and Data Collection	June 5 - July 27, 2017	3
EDUC 605	Cognition and Learning	Sept 2 - Sept 29, 2017	3
EDUC 553	Using the Internet	Sept 30 - Oct 27, 2017	3
EDUC 540	The Master Teacher	Oct 28 - Nov 24, 2017	3
EDUC 600	Sociology of Education	Jan 13 - Feb 9, 2018	3
SPED 500	Inclusionary Practices	Feb 10 - March 9, 2018	3
EDUC 552	Introduction to Multimedia Authoring (or elective or Graduate Transfer Credit)	March 10 - April 6, 2018	3
EDUC 621	Curriculum Development	June 4 - July 27, 2018	3
EDUC 602	Statistical Methods and Data Analysis	June 4 - July 27, 2018	3
EDUC 569	Teachers as Collaborative Leaders (or elective or Graduate Transfer Credit)	Sept 1 - Sept 28, 2018	3
EDUC 623	Assessment of Instruction (8-week capstone)	Sept 29 - Nov 23, 2018	3

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

Graduate Education Courses (Regular format) for Summer 2017 Average of 24 months to complete and your classes are entirely online!

Begin this summer with:

Course	Title	Term Completed	Credit Hours
EDUC 512	Technology and Mediated Instruction	June 5 - July 28, 2017	3
EDUC 601	Study Design and Data Collection	June 5 - July 28, 2017	3

Complete a Certificate of Achievement in only in 3 courses.*

- Classroom Behavior and Management
- Inclusionary Practices and Policies
- Instructional Mastery
- Instructional Technology

*Please note these do not qualify as an endorsement.



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The Association Takes Center Stage

Delegate Assembly Gala Puts NSEA History Front, Center

There will be no keynote speaker, no message from the national level at the 2017 edition of NSEA's Delegate Assembly.

This year, the Association takes center stage.

Well more than 300 delegates, Association leaders and selected dignitaries will attend a dinner gala and celebration in observance of NSEA's founding 150 years ago.

The gala will feature remarks by NSEA President Nancy Fulton and a brief history of the Association by former NSEA Executive Director Dr. Craig R. Christiansen. Also on the Friday program: presentation of NSEA's highest award, the Friend of Education.

Because Friday evening will focus on the celebration of 150 years of NSEA advocacy for children and public schools, no formal business will be conducted. Saturday, however, will be quite busy.

"We will have much to do, and we will work at a brisk pace," said NSEA President Nancy Fulton.

At the top of the agenda will be the election of members to three of the four seats on the NSEA Executive Committee. Fulton is nearing the end of her second and final term, so members will elect a new president. Vice President Jenni Benson's first term is ending, and NEA Director John Heineman is term limited and must step aside for a successor.

Those new officers may find much on their plates when they take office. Delegates will consider adoption of a new, wide-ranging strategic plan for the Association. Two years in development by the NSEA Strategic Plan Committee, the proposal sets a course for the Association well into the future. Delegates will listen to a review of the committee's work and consider whether to adopt or modify the proposal.

Delegates will also consider changes in the Association's gover-

nance structure. A Governance Review Task Force has worked for the past two years on a plan to update and streamline the Association's governance structure, which has changed little over the past century. The Task Force has already proposed amending the Association's by-laws to accommodate the proposed changes (See Proposed Bylaws Change No. 2 on page 18).



The Usual Work

The nearly 300 delegates will also have plenty of the usual work to do, as well. A proposed by-law to add at-large minority representation to the NSEA Board of Directors will be considered (See Proposed Bylaw Amendment No. 1 on page 18). Proposals to amend the NSEA Resolutions will be considered, as will any New Business Items that may be offered.

Finally, delegates will consider a dues proposal for 2017-18 (see page 17) before adjourning.

All of this action will take place beginning at 8 a.m. Saturday, April 22, at the Cornhusker Marriott Hotel in Lincoln. Find the entire schedule on page 16.

Recognized, Rewarded

As mentioned, the Friend of Education Award will be presented Friday evening. Because of the quite busy schedule, the remaining awards usually presented during the Saturday lunch hour will be presented during a luncheon with the NSEA Board of Directors on Friday at noon. That includes the Rookie of the Year Award, the Teaching Excellence Award, the ESP of the Year Award, and others.

This will be the 156th Delegate Assembly in the Association's 150-year history. All members in good standing are eligible to seek delegate status. To become a delegate, talk to your local association president or your NSEA organizational specialist at 1-800-742-0047. NSEA covers the cost of a shared hotel room for each delegate, Saturday breakfast, a noon lunch and mileage.

Delegates to Pilot edCommunities Effort

Delegates to the 2017 NSEA Delegate Assembly are asked to create a personal account through the NEA edCommunities website ahead of the April 21-22 event.

Delegates will be approved to participate in the edCommunities NSEA Delegate Assembly page as they register.

The NEA edCommunities site lets educators converse, share and discuss ideas. Delegate Assembly details will be updated continually. To create an account, go to:

www.mynea360.org/login

Lofty Children's Fund Campaign Goal is \$150,000

'Frozen Figure' Campaign at Lincoln Middle School Raise's \$3,925 for Children's Fund

For more than 20 years, the NSEA's Children's Fund has been assisting kids in need.

Now, the presidents of NSEA's six governance districts believe the Children's Fund itself needs a bit of assistance. At the 2016 delegate Assembly, they launched a drive to raise \$150,000 for the Children's Fund by October 2017, the month marking the 150th anniversary of NSEA's founding.

To date, that drive has collected nearly \$44,000. That leaves an ambitious goal of more than \$100,000 over the next 8 months — a goal that is not unreachable.

The most recent gift — \$3,925 — came from Lincoln's Lux Middle School. Students there have donated more than \$45,000 to the Lincoln Backpack Program over the past 15 years, giving proceeds from a "Frozen Figures" campaign. The students dress as an historical figure

and are "frozen" in time until a visitor drops money in their bucket, at which point the student "comes to life" and shares a two-minute blurb about their chosen person of prominence. Lux teacher and NSEA member Jennifer Van Winkle thanked NSEA for use of the fund.

"We appreciate what the Children's Fund does for our kids and for kids across the state," she said in an email.

Members at the 2017 Delegate Assembly will have a chance to participate in a 50/50 raffle, with a chance to win half the money collected. Tickets will be sold at fixed prices, with a \$20 purchase earning the buyer an "arm's length" of raffle tickets!

Local associations are urged to continue fundraising efforts, as the need continues. The latest report from the Children's Fund indicated the Children's Fund is in better shape than it was a year ago. Yet expenses can reach beyond \$70,000 a year.

To make giving easier, the Children's Fund is set up to take donations through PayPal. Find the link at www.nsea.org/childrensfund.

Questions? Call Sally Bodtke at NSEA at 1-800-742-0047 or at:

sally.bodtke@nsea.org



Order of Business: Delegate Assembly 2017

Grand Ballroom, Cornhusker Marriott Hotel, Lincoln
President Nancy Fulton, Wilber-Clatonia, Presiding

Registration: Cornhusker Marriott Hotel Atrium

Friday, April 21: 4-6 p.m.

Saturday, April 22: 6:30-8 a.m.

Friday, April 21, 2017 ♦ 7 p.m.

Sesquicentennial Gala, Lincoln Station Great Hall (for registered delegates only)

Reception: 6 p.m.

Dinner: 7 p.m.

Saturday, April 22, 2017 ♦ 8 a.m.

Breakfast: Cornhusker Marriott Lower Lobby, 6:30-7:45 a.m.

Call to Order: 8 a.m.

Pledge of Allegiance

National Anthem

Report of Credentials Committee

Adoption of Standing/Procedural Rules

Adoption of Order of Business

Nominations for NSEA President, NSEA Vice President and NEA Director

Candidate Remarks

NSEA Strategic Plan Committee Report and Action

Governance Review Task Force Report

Report and Debate on Proposed Bylaws Amendments

Voting on Candidates and Bylaws

Submission of Additional New Resolutions and/or Amendments to Continuing Resolutions (by 10 a.m.)

Submission of New Business Items (by 10 a.m.)

Report of the Auditing Review Committee

Budget Presentation for 2017-2018

President's Address to the Delegates and Members: Nancy Fulton

Lunch

Elections Committee Report (when available)

Report and Actions on Resolutions

Committee Reports to the Assembly

Report of Executive Director: Maddie Fennell

Action on New Business Items

Action on the Dues Proposal for 2017-2018

Adjournment

Parliamentarian: Dr. Jon Ericson

2017-18 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 21-22 will consider and act on this proposal. For the 2017-18 Association year, the NSEA Board of Directors recommends the dues for these certificated classes of NSEA membership be as follows:

Active: \$406 **Half-time Active:** \$203 **Active Substitute:** \$203 **Non-Active Sub:** \$101.50

The total NSEA dues and assessments for 2016-17 were \$399. The total NSEA dues and assessments for the current year and the proposal for next year are summarized below:

	2016-17	2017-18	Change (%)
General Fund Dues	\$374	\$381	\$7 (1.87%)
Ballot Contingency Fund	\$10	\$10	\$0 (0%)
State PAC	\$15	\$15	\$0 (0%)
Total.....	\$399	\$406	\$7 (1.75%)

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 2017-18 have been proposed at no more than \$406, a \$7 increase.

As noted, the 2017-18 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 \$31,200 in 2016-17.

ESP Dues Tier	NSEA Dues
Active ESP (salary of \$31,200 or more)	\$406.00 (100 percent of teacher dues)
Active ESP (\$24,960 to \$31,199)	\$365.40 (90 percent of teacher dues)
Active ESP (\$18,720 to \$24,959)	\$284.20 (70 percent of teacher dues)
Active ESP (\$12,480 to \$18,719)	\$203.00 (50 percent of teacher dues)
Active ESP (\$6,240 to \$12,479)	\$121.80 (30 percent of teacher dues)
Active ESP (\$6,239 or less)	\$40.60 (10 percent of teacher dues)

2017-18 Dues Comparison

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

State	15-16	16-17	Proposed	NSEA Dues History		
				Budget Year	NSEA Dues	Percent Increase
Wyoming.....	\$500	\$511	\$512	2017-18	\$406	1.75
Colorado.....	\$498	\$NA	\$NA	2016-17	\$399	3.10
Iowa.....	\$497	\$499	\$NA	2015-16	\$387	0.78
South Dakota....	\$403	\$415	\$415	2014-15	\$384	1.05
Nebraska	\$387	\$399	\$406	2013-14	\$380	1.06
Missouri	\$392	\$392	\$392	2012-13	\$376	1.08
Kansas.....	\$385	\$385	\$391	2011-12	\$372	4.20
				2010-11	\$357	2.00
				2009-10	\$350	2.30
				2008-09	\$342	4.26
				2007-08	\$328	6.49
				2006-07	\$308	4.05
AVERAGE	\$445.83	\$440.40				

Proposed Bylaws Revisions

Proposed Bylaws Amendment 1

■ 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 at-large representatives 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.

(KEEP REMAINING PARAGRAPHS OF SECTION 1)

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.

■ Article V: Delegate Assembly

SECTION 6. The Delegate Assembly shall elect the General Officers of the Association and the at-large representative of the Ethnic Minority Affairs Committee (EMAC). All elections shall be by ballot except when there is only one (1) candidate for the position. In this case, the chair shall declare such candidate elected.

RATIONALE: The recommendation of the 2014 Ad Hoc Committee on NBI 2014-8 is to create an Ethnic Minority at-large position to be elected by the Delegate Assembly body beginning at the NSEA DA in 2018. The proposed bylaw would put Nebraska's Board of Directors in similar composition as other states while ensuring a voting voice for NSEA's ethnic minority members. By promoting minority leadership, the NSEA can gain the substantial participation of Ethnic Minority Educators while also meeting the needs of our minority students. This amendment would directly address and substantiate NSEA's Minority Involvement Plan as well as NEA's Bylaw 3-1-g. (Submitted by NSEA EMAC Chair Isau Metes, Lincoln)

Proposed Bylaws Amendment 2

■ 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; ~~and~~ representatives of each District Association Governance Area; at-large representatives of the Ethnic Minority Affairs Committee (EMAC), the Higher Education

Academy, Educational Support Professionals (ESPs); and elected representatives of NSEA-Retired and Student Education Association of Nebraska (SEAN). The Board shall be apportioned on the basis of one person-one vote. Each ~~District Association Governance Area~~ shall be entitled to at least one member on the Board of Directors. Each ~~District Association Governance Area~~ 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.

~~District Associations Governance Areas~~ shall elect representatives to the Board of Directors who must be active members of the Association in accordance with NSEA policy to insure open nominations, ballots and a system for run-off vote. Representatives may be elected for no more than two consecutive terms of three years and shall assume office on August 1 following their election. No person shall hold simultaneously more than one seat on the Board of Directors; ~~either as a general officer or as a District Association Representative or President.~~

~~The President of the Association shall inform the president of the district when the district qualifies for an additional representative.~~ Insofar as possible, an equal number of members shall be elected each year. The length of the initial term of new members shall be determined by the Board rotation. Vacancies on the Board of Directors shall be filled ~~in accordance with the bylaws of the district affected through appointment by the NSEA Board of Directors.~~ Such appointments shall extend to the end of the Association year in which the appointment was made.

Districts losing a seat on the Board of Directors as of the membership count on January 15, shall drop a member at the close of the Association year, by not electing a person for the vacant post. Districts gaining a seat on the Board of Directors shall add a member at the beginning of the next Association year.

If a county is transferred to another ~~District Governance Area~~ by action of the Board of Directors, District Association Governance Area representative(s), who are members of a local in that county, will continue to serve on the NSEA Board through the next ~~July 31~~ end of the Association year in which the appointment was made. Any vacancy created by this action will be filled by election or appointment by the respective ~~District Association 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, 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.

■ **Article V: Delegate Assembly**

SECTION 1. There shall be an annual meeting of selected members representing State District, and chartered local associations to be known as the Delegate Assembly. Special meetings may be called by a two-thirds vote of the Board of Directors or by petition by a majority of the official delegates in attendance at the previous regular session.

SECTION 3. The Delegate Assembly shall be composed of the General Officers of the Association, the President and Vice President of each district association, voting members of the Board of Directors, the presidents of SEAN and NSEA-Retired and a number of delegates on the basis of one delegate for each 300 NSEA Student members or major fraction thereof; one delegate for each 300 NSEA Retired members or major fraction thereof of each NSEA District Governance Area or cluster delegate; and one delegate for each fifty (50) active members or major fraction thereof of each chartered local association. Local associations with fewer than twenty-six (26) active members shall be clustered for representation at Delegate Assembly. Past Presidents of the Association shall be non-voting delegates to the Delegate Assembly. The Delegate Assembly shall be the final judge of the qualifications of all delegates. The Assembly shall be apportioned on the basis of one person-one vote. Election of all delegates shall be by open nomination and balloting.

SECTION 6. The Delegate Assembly shall elect the General Officers of the Association and at-large representatives of the Ethnic Minority Affairs Committee (EMAC), the Higher Education Academy, and Educational Support Professionals (ESPs). All elections shall be by ballot except when there is only one (1) candidate for the position. In this case, the chair shall declare such candidate elected.

SECTION 8. A quorum of the Delegate Assembly shall be a majority of the delegates registered as attending, with at least four separate NSEA governance districts having a quorum present.

■ **Article VI: District Associations Governance Areas**

SECTION 1. The District Associations Governance Areas shall be configured to guarantee one-person one vote representation on the NSEA Board of Directors. A committee composed of the NSEA District Presidents and the The NSEA Bylaws Committee shall annually review NSEA's governance compliance with the one person one vote requirement and shall develop a district Governance Area boundary model which will guarantee compliance with NEA affiliation standards. The Bylaws Committee shall recommend the plan to the NSEA Board for its consideration. Prior to the adoption of any district Governance Area configuration by the NSEA Board, the model shall be distributed to the executive committee of each of the existing districts and the details provided to local associations and members through mailings and NSEA publications. The Board will then solicit comments and recommendations for thirty (30) days. Thereafter, the Board will make any appropriate changes in the model and adopt the new district Area structure. Any changes in the district Governance Area structure will become effective on September 1 following the adoption of change. Each district Governance Area shall be composed of contiguous counties. In addition, the Board of Directors may create statewide districts Governance Areas.

SECTION 2. Each District Association shall adopt its own bylaws which shall be consistent with the bylaws of the Association. Each District Association Governance Area shall submit such re-

ports to the Association as the Board of Directors may direct.

■ **Article VIII: National Education Association**

SECTION 3. Election as a district Governance Area representative on the State Board of Directors also constitutes election as a state delegate to the NEA Representative Assembly for a term coinciding with their term as a state board member.

■ **Article IX: Review Board**

SECTION 3. The Review Board shall be composed of the district presidents of the Association five voting members of the Board of Directors. No president shall participate in a matter involving a local affiliate or member from the district that president represents:

SECTION 4. The jurisdiction of the Review Board shall include hearings and making findings in the following disputes:

(a) The removal of any officer or member of the Board of Directors of the Association, or an officer of a District Association, or a member of any committee of the Association, for conduct not in the best interests of the Association.

(b) The censure, suspension or expulsion of a member of the Association for violation of the Code of Ethics of the Education Profession or for conduct not in the best interests of the Association. In the censure, suspension or expulsion of a member, the Review Board shall be empowered to establish the conditions for reinstatement or for removal of the censure.

(c) The interpretation and application of actions of the Board of Directors or Delegate Assembly to determine if such actions are consistent with the provisions of the Bylaws of the Association. Any recommendations for remedial action shall be referred to the appropriate governing body, with the right of appeal to the Delegate Assembly.

(d) The challenge of any state or district election results made by any association member. The findings of the Review Board shall be submitted to the Board of Directors and the parties of interest.

■ **Article XI: Initiative and Referendum**

SECTION 1. Ten percent (10%) of the active NSEA members of each District Association may propose any measure by petition or may order a referendum upon any act of the Delegate Assembly or the Board of Directors. When such initiated measure or referendum is proposed, it must, at the earliest possible date, be submitted by the Board of Directors to chartered local associations for vote by the active members of the Nebraska State Education Association. Such proposal or referendum shall become effective if it receives a majority of the votes cast upon the proposition by individual active members.

RATIONALE: NSEA's Governance structures have remained much the same as they have been for decades. Over the past two years the Task Force investigated different governance models and is proposing one that is fluid, flexible and adaptable to keep the Association strong and positioned to address the challenges that the Association is likely to face in the coming years.

Proposed changes include a reconfiguration of Governance Districts and restructuring the NSEA Board of Directors by reducing the size of the Board and providing voting rights for all Board members, including representatives from NSEA-R, SEAN, EMAC, ESPs, and Higher Education. (Submitted by Governance Review Task Force)



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Student Health, Wellness Take Center Stage

Physical, Mental Health, More on Tap at SWEAT Conference

The 2017 SWEAT Conference is shaping up nicely, and will be held at the Kearney Holiday Inn, April 12-13.

So what is SWEAT? SWEAT is a student health and wellness conference with breakouts and general sessions on physical, mental and behavioral health, and how it affects your school policies. SWEAT itself stands for Student Wellness Education and Training.

In 2015, Rex Burkhead headlined the first ever SWEAT Conference, which saw not only a combination of keynotes, breakouts and panels, but it gave those in attendance a chance to get up out of their seats and participate in brain break exercises throughout the day like cup stacking, wall sits, pushups, Zumba, and more.

This year's event brings KC Wolf to Kearney. Dan Meers has been KC Wolf, the mascot of the Kansas City Chiefs, for more than 25 years. In 2006 he was the first NFL mascot inducted into the Mascot Hall of Fame. He brings energy, humor and excitement not only to entertain, but also to encourage others to strive for the best in life.

Dr. Ali Khan will open the day Thursday. Khan's professional career has focused on health security, global health, and emerging infectious diseases. As Dean of UNMC College of Public Health, his focus is on health system and community based transformations. His vision is for the college to play an integral role in making Nebraska the healthiest and most equitable state in the Union as a national and global model for wellness.

Dayle Hayes will be the lunch speaker and will share how school meals improve learning environments. Enjoy 'Brain Break Exercises' led by public school students and Nebraska athletes throughout the



Hall of Famer: KC Wolf, mascot for the Kansas City Chiefs, will appear at the SWEAT Conference in April.

day, as well as 12 breakout sessions on a variety of subjects.

Make plans to attend now. This conference is fit for teachers, board members, superintendents/ESU administrators, counselors, administrators, school nurses, crisis team members, local public health departments, extension professionals, and more, and presented by the following organizations: Nebraska Association of School Boards, Nebraska Whole Child Project, Midwest Dairy Council, Nebraska Department of Education, Nebraska Extension, Nutrition Education Program, Nebraska Public Leadership Foundation, and Nebraska Team Nutrition.

Learn more now, and register at:

www.NASBonline.org

Retirement Advocacy Push Set for April 27

A coalition of active and retired educators has planned to lobby congress on Thursday, April 27, urging the protection of retirement programs.

Educators of all stripes are urged to contact congress on National Retirement Security Advocacy Day, to press congress for the preservation of Medicare and Social Security.



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for Nebraska
NEA Director



Vote
Paul Schulte
for NSEA Vice President

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Curriculum and Instruction

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- Career and Technical Education (secondary)
- Education Technology (elementary and secondary)
- General Education (elementary)
- Language Arts (elementary)*
- Mathematics (elementary and secondary)
- Physical Education (elementary and secondary)
- Reading Specialist (PK-12)
- Science (elementary and secondary)*
- Social Science (elementary and secondary)
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Masters in Education — Educational Administration

Subject	Catalog #	Title	Session
EDAD	632	Supervision of Instruction	8W2
EDAD	633	School Administration & Leadership	8W2
EDAD	634	School Business Management/Finance	8W2
EDAD	638	Personnel Administration	8W2
EDCI	631	Research Design/Data Analysis	8W2
EDCI	633	Educational Philosophy	4W2
EDCI	635	Curriculum Development	8W2
EDCI	638	School Law	8W2

Masters in Education — Curriculum and Instruction

Subject	Catalog #	Title	Session
EDCI	631	Research Design/Data Analysis	8W2
EDCI	633	Educational Philosophy	4W2
EDCI	635	Curriculum Development	8W2
EDCI	638	School Law	8W2
READ	635	Diagnosis & Correction	4W2
READ	638	Seminar in Reading: Issues, Trends	4W3
SPED	532	Survey of Special Education	4W2
SPED	555	Characteristics of Learning Disabilities	4W2
SPED	630	Characteristics of Behavior & Emotional Disability	8W1

Masters in Education — School Counseling

Subject	Catalog #	Title	Session
COUN	534	Fundamentals of Assessment	8W1
COUN	535	Multicultural Counseling	8W2
COUN	541	Counseling Theories	8W1
COUN	632	Career & Lifestyle Development	8W2
COUN	635	School Counseling	8W2
EDCI	631	Research Design/Data Analysis	8W2

Session Key

4W2 = Four week 2: June 5-June 30

8W1 = Eight week 1: May 8-June 30

4W3 = Four week 3: July 3-July 28

8W2 = Eight week 2: June 5-July 28

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* If you miss an application deadline, you can still apply as a non-degree seeking student to start taking classes that will apply toward your degree.

Save With Susan

NEA Member Benefits is going all out to celebrate NEA members throughout May! We're appreciating members all month long in a number of ways.



Estes

First, we offer 31 Days of Giving, starting on May 1. You'll have a chance to win awesome daily prizes – or the grand prize of \$1,000 – every day in May! Starting at noon on May 1, go to the NEA Member Benefits website every afternoon to find out that day's giveaway. You can enter once a day, every day, through May 31. That website is at:

neamb.com/appreciation

Second, there will be special limited-time deals and freebies. You'll have access to many discounts and gifts to thank you for all the hard work you do every day.

This is our way of saying "thank you" for everything that you do to help shape America's future!

DirectTV Offers Gift Card

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Plus, as an NEA member, when you become a new subscriber to DIRECTV and choose any one of the four programming packages, you'll receive a \$100 gift card along with introductory prices starting at \$50/month, plus taxes, for 12 months with a 24-month agreement.

Learn more at the website at:

neamb.com/directv

Join Costco, Get Discount!

New Costco members will receive more than \$50 in extra savings, plus three free items!

NEA members save money on thousands of brand-name items every day. From fresh foods and health & beauty items to clothing, electronics and home improvement products, you'll find everything you need to spruce up your home (and yourself) for spring!

It's easy to join Costco: go online to neamb.com/costco, sign in or register, click "Join Now" to buy a Costco Membership Activation Certificate, and present the Certificate at any Costco retail location!

*Susan Estes is Nebraska's
NEA Member Benefits representative*

Click & Save Program Offers Disney, Kohls Deals

NEAMB Discount Plan Pushes Deals Monthly

Spring has sprung!

NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each and every month.

An attractive feature of the Click and Save program is the WOW Points plan. WOW Points are like cash, and 100 points are worth \$1 in merchandise. The best feature: there are no blackout dates for the use of the WOW Points, and they never expire.

Check out these featured "Buy-lights" for the month of April:

■ **ChildrensPlace.com:** Great sales on high-quality children's clothing, sizes 0-14. Get value-priced accessories, too!

■ **DisneyStore.com:** Save on Disney-branded apparel, toys, electronics, stationery, and home décor. Free shipping everyday on orders of \$50 or more.

■ **Kohls.com:** Shop top brands on apparel, shoes, accessories, home products, and more. Take advantage of daily deals, earn 2X WOWPoints (learn more about WOW Points on the NEAMB website!), and get free standard shipping on orders of \$50 or more.

■ **Jewelry.com:** Save on exceptional designer jewelry and unique collections at the best prices online. Earn 5X WOWPoints on your purchase!

■ **HomeChef.com:** Go from doorstep to dinner in 30 minutes! Skip the grocery store and choose from eight new chef-inspired recipes each week, with fresh ingredients delivered to your door. Plus, earn 5X WOWPoints on your order.

Be sure to check Click & Save often for unadvertised, limited offers, like discount dining certificates from Restaurant.com.

Join the more than 417,100 NEA members registered for NEA Click & Save. To learn more and to start saving today, go to:

www.neamb.com/clickandsave

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EDU 521	Societal Frameworks in Education	3 hrs.
EDU 522	Transformational Leadership	3 hrs.
EDU 523	Continuous School Improvement	3 hrs.
EDU 524	Action Research and School Improvement	3 hrs.
EDU 525	Trends in Curriculum, Instruction, Assessment and Programming	3 hrs.

YEAR TWO

PRINCIPAL ENDORSEMENT

EDU 607	School-Based Experience and School Improvement Action Research	3 hrs.
EDU 620	Operational Leadership	3 hrs.
EDU 621	Strategic Leadership	3 hrs.
EDU 622	Instructional Leadership for the Principal	3 hrs.
EDU 623	The Principal Internship	3 hrs.
EDU 624	School Improvement Action Research Project - Capstone	3 hrs.
		TOTAL = 36 HRS

OR

YEAR TWO

NATIONAL BOARD CERTIFICATION PREPARATION

EDU 630	Introduction to NBPTS Candidacy	3 hrs.
EDU 631	Effective Teaching	3 hrs.
EDU 632	Mid-Capstone - Portfolio	3 hrs.
EDU 633	Leading through Coaching	3 hrs.
EDU 634	Content Study	3 hrs.
EDU 698	Capstone Presentation	3 hrs.
		TOTAL = 36 HRS

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— Angela Mosier

National Board Certified Teacher
Mathematics Department Chair | Westside High School





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**Executive Director
Maddie Fennell**

“
We are
committed to
preserving and
even enhancing
the teaching
profession
by attracting
students into our
profession and
helping them
succeed.”
”

Last year Ted Kolderie, founding partner of Education Evolving, sent me a packet of materials summarizing a discussion that took place more than a quarter of a century ago about the need to transform the education profession.

Page after page of 30-year-old comments read like my current Twitter feed and Facebook posts.

“Teachers and school administrators feel they are being blown to and fro by every wind of doctrine concerning public schools. ...Teachers and school administrators read and are told that they are poorly prepared for whatever it is they are supposed to do and that as a group, they represent the lowest achieving group coming from colleges and universities.”

Today, everyone is all atwitter about the teacher shortage. Actually, there is no shortage of teachers. Plenty of people have teaching degrees. *They just don't want to teach.* We've devolved the profession into something unpalatable; it's like trying to serve a great steak on a dirty trash can lid!

Has any profession ever faced anything like this before?

“A father bemoans the profession his son is entering, declaring it unprofessional, devoid of science and a waste of time.” What profession do you think he was talking about?

The quote was taken from *The Social Transformation of American Medicine* and the father was upset because his son wanted to become a doctor!

Back in the late 1800's, medicine was not considered a true profession that had wide popularity (think leeches, blood-letting). In fact, medical schools were graduating doctors that were barely literate!

Then in 1910 came the Flexner report. It called on medical schools to have higher standards for admission and graduation, and to adhere to mainstream science in their protocols. As a result about half of all medical schools were closed.

When they sought to raise the status of the medical profession, they RAISED the bar, they didn't lower it.

How NOT to Build a Profession

I know we hear it a lot, but look at Finland. Teaching is a

prestigious profession in that country, well compensated and with plenty of time during the work day for interaction among adults. Getting into Finnish schools of education is highly competitive!

The Nebraska legislature could learn from the medical profession and Finland. Yet we now have several bills that would make it easier, not harder, to become a teacher or substitute teacher in Nebraska (LB568 and LB650). This is NOT how you build a profession!

We must be intentional about building a pipeline for educators that begins in high school and progresses through your teaching career.

Mentoring Offered

I am proud of the work that NSEA is doing with Educators Rising (formerly the Future

Teachers Association) utilizing a grant from the NEA. Just this year our efforts have resulted in the organization of 13 new chapters across the state, many in high schools with significant minority populations. This year, 330 students and advisors attended the Educators Rising State Leadership Conference, up from 170 last year!

As those high school students move to college campuses, we are going to support them through SEAN – the Student Education Association of Nebraska – at 17 campuses across the state. This year we have more than 1,425 future colleagues who have joined SEAN!

As they are hired, we reach out to new teachers to join our Association, offering them both formal and informal mentoring as they develop their skills and knowledge in our profession.

A Formidable Bar

That pipeline doesn't expect less from future teachers; it sets a formidable bar for entry and exit of education programs through the Praxis One & Two tests. Starting this spring, NSEA is assisting college students by offering Praxis Prep sessions and even individual tutoring through our SEAN chapters.

NSEA is doing this work because we know you can't lower the bar and achieve excellence. We are committed to preserving and even enhancing the teaching profession by attracting students into our profession and helping them succeed.

Praxis Has Staying Power!

Did you know students can take the Praxis One while they're still in high school and bank their scores for 5 years?

The Praxis One allows entry into colleges of education in Nebraska. Learn more at:

www.ets.org/praxis/ne

Praxis, Educators Rising Targets of NEA Grant

More Nebraska students will soon stand a better chance of getting into teacher education programs at Nebraska colleges and universities.

A Great Public Schools Fund grant from NEA is assisting with a series of Praxis One readiness seminars at college campuses across the state. Tutoring for individual students is also available on an as-needed basis.

The Praxis test determines whether candidates for education programs can demonstrate “basic skills competency” in reading, writing and math. For a candidate to be admitted to a Nebraska teacher prep program, he or she must pass the Praxis basic skills tests.

Grant monies are also being used to organize new Educators Rising chapters across the state for high school students interested in learning more about the teaching profession. By March 15, new chapters had been formed at 13 high schools with efforts underway at another nine sites. For details about the grant, call NSEA at 1-800-742-0047.

Forecast for Spring Conference: Chilly!

Antarctic, Everest Tales on Agenda; Antiques, Solar Eclipse also Set

It may be spring, but the NSEA-Retired Spring Conference will certainly put forth a chilly vibe for attendees!

The keynote will be delivered by Lincolnite Robert Kay, who will tell how “I Conquered Everest!” Kay will detail his planning and ascent to the top of the world’s tallest mountain.

Later in the day, the Spotlight on Nebraska speaker, Shannon Fickes, will discuss “Living, Working, Surviving and Thriving in Antarctica.”

Those events will be two of many highlights crammed into the single-day agenda on Thursday, April 20, in Lincoln.

Also on the conference agenda will be a series of breakout sessions, including a review and appraisal of your older and antique pieces entitled Antiques: Trash or Treasure; an update on the Great American Solar Eclipse of 2017 – an event that will happen in August 2017; a breakout on herb gardening; a session on the Transformative Power of Music; and the latest update on the Educators Health Alliance and Medicare insurance options.

The day will wrap up with an afternoon dessert reception.

The conference will open with registration at 8:30 a.m., with the keynote at 9 a.m. All activities will be held at Wilderness Ridge Country Club near 27th



Tonack

and Yankee Hill Road in Lincoln.

There is no charge for NSEA-Retired members to attend. The cost for guests is \$10. Questions? Contact NSEA’s Rebecca Smith at 1-800-742-0047. Also watch the NSEA-Retired website for updates. That website is at:

www.nsea.org/nsea-retired

Tonack will be Next President

Members of NSEA-Retired held elections over the past month, and the results are in: NSEA-Retired will welcome retired Kearney and Lincoln teacher De Tonack as the organization’s new president.

Also elected were Roger Rea, Omaha, vice president; Pat Etherton, Lincoln,



150 and More! Members of the Lincoln Education Association-Retired celebrated both Nebraska and NSEA’s 150th birthdays with a cake and in the NPR style of “Wait, Wait Don’t Tell Me” — a question and answer series focusing on the history of Nebraska, education in Nebraska and NSEA. Above, De Tonack, newly-elected president of NSEA-Retired, asks questions of participants. The event included such facts as Col. R.W. Furnas as the first president of NSTA (T for Teachers, not E for Education) and \$5 was the first admission fee for UNL in 1871, while classes were free! March 2 was the 113th birthday celebration for Dr. Seuss so Pat Etherton arrived in her Cat in the Hat attire to add to the celebration.

Captiol District director; Francis Rohrich, Wayne, Elkhorn District director; and Dee Gillham, Ewing, Sandhills District director.

Elected to represent NSEA-Retired at the April 21-22 Delegate Assembly in Lincoln will be:

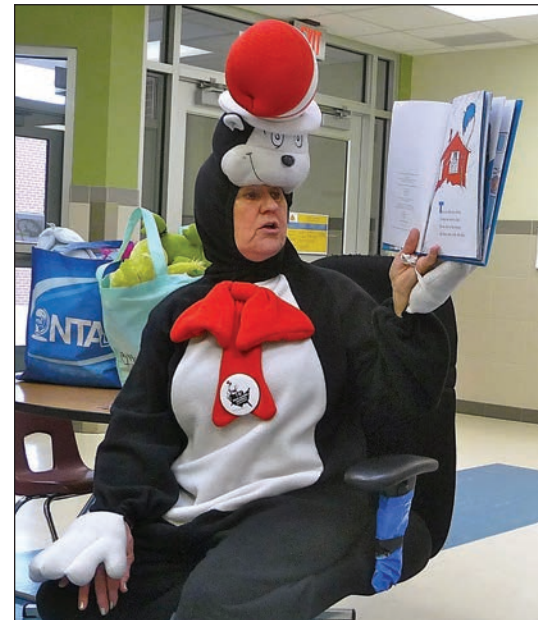
■ **Capitol District:** Pat Etherton, Arlene Rea, Bill Hayes, Marty Peregoy.

■ **Elkhorn District:** Frances Rohrich, Dan Schiefelbein, Art Tanderup.

■ **Metro District:** John Jensen, Liz Rea, Carol Krejci, Walta Sue Dodd, Ruby Davis.

■ **Panhandle District:** James McDermott.

■ **Sandhills District:** Dee Gillham.



■ **Tri-Valley District:** Guy Roggenkamp, Jan Barnason, Mary Ann Niemoth.

■ **At Large:** De Tonack, Tom Black

Finally, elected to represent NSEA-Retired at the National Education Association Representative Assembly in Boston this summer were:

■ **Region A:** Carol Krejci

■ **Region B:** Jim McDermott

■ **At Large:** De Tonack, John Jensen and Tom Black

— Renae Kelly, Editor
renaekelly@gmail.com

Members Elected to Leadership

District, State Officers Certified for 2017-18

NSEA members across the state elected district and state officers through an online voting process in late February and early March. These representatives will take office beginning with the 2017-18 Association year. Here are the results:

TRI-VALLEY DISTRICT

- District vice president: Amy Burns, Kearney.
- NSEA Board of Directors: Deb Lyons, Hastings; Deb Gnuse, Grand Island.
- Executive committee: Melissa Boutwell, Lexington; Diana Boutwell, Lexington.

ELKHORN DISTRICT

- District president, Lisa Hanson, Neligh-Oakdale.
- NSEA Board of Directors: Dave Shrader, Neligh-Oakdale.
- Executive committee: Marsha Silver, Scribner-Snyder; Kimberly Erickson, Norfolk; Jennifer Smith, Umo'ho' Nation.

CAPITOL DISTRICT

- District president: William West, Lincoln.
- District vice president: Lesa Christancy, Lincoln.
- NSEA Board of Directors: Rita Bennett, Lincoln.
- Executive committee: Alexandra Bastian, Raymond Central.

METRO DISTRICT

- District president: Bobby Miller, Omaha.
- District vice president: Monica Wynne, Omaha.
- NSEA Board: Jane Leadabrand, Ralston; Sasha Cervantes, Omaha.
- Executive committee: Stacie Stevens, Leanna Doig-Gray, both of Omaha; Christine Janovec-Poehlman, Millard; Dave Herbener, Papillion-LaVista; Melissa Yost, Ralston.

PANHANDLE DISTRICT

- District president: Renae Noble, Chadron.
- District treasurer: Matt Chrisman, Mitchell.

SANDHILLS DISTRICT

- District president: Kevin Pettigrew, Valentine.



Transition: Last year, Allie Bastian, right, earned a certificate of completion for attending NSEA's Leadership Institute. Now she's a leader! NSEA Organizational Specialist Kristen Sedlacek, left, hands the certificate to Bastian.

NSEA Grows Instant Leaders!

Leadership Institute Offered at No Cost

It did not take long for Raymond Central Education Association's Alexandra Bastian to put her new leadership skills to use.

Bastian NSEA Leadership Institute 2016, and has now been elected to the executive committee of NSEA's Capitol District (see story at left). Such advancement is not unusual for graduates of the Leadership Institute, which will observe 30 years this summer.

"Many Leadership Institute grad have gone on to serve the Association well, both at the state and the local level," said



NSEA Organizational Specialist Randy Gordon, a 2017 Institute coordinator.

If you're a new leader in your association, or if you're thinking about becoming a leader, consider the 2017 event, scheduled for Monday afternoon, June 12, though lunch on Wednesday, June 14, at NSEA in Lincoln. There is no cost for members.

Participants will learn about resources available to local associations, and will identify areas of focus for their local unit. Time will be set aside to allow participants to plan a successful 2017-18 for their local association.

The number of attendees is limited, so don't delay. Register your intent to attend by calling NSEA at 1-800-742-0047.

SPECIAL EDUCATION AND BEGINNING TEACHING 6th Annual Symposium – June 8 – Lincoln, NE



Free registration:
Keynotes:

<http://www.cvent.com/d/15qljx>

Mark Shinn, National Louis University
Heather Robbins, Heather's Behavior Support Services



Newbery, Caldecott Winners on Tap at Plum Creek Fest

Literary Festival Now in 22nd Year

The 22nd annual Plum Creek Adult Literacy Festival will be held Saturday, Sept. 30, on Concordia University's campus in Seward. Teachers, administrators, media specialists and book lovers are invited.

Featured authors and illustrators scheduled are: Kwame Alexander, Lauren Castillo, Henry Cole, Rebecca Kai Dotlich, Sharon Draper, Tad Hills, Jennifer Holm, Matthew Holm, Patricia MacLachlan, Brandon Mull, Kadir Nelson, Christian Robinson, Laura Vaccaro Seeger, Philip and Erin Stead and Melissa Sweet.

That list includes three Newbery honorees and six Caldecott awardees. All are best-selling authors.

MacLachlan will deliver the luncheon keynote on "Revising My Life in My Books." Only 400 tickets are available.

Featured literacy expert Dr. Mary Howard will discuss Response to Intervention and professional senses of wonder. "Book Whisperer" Donalyn Miller is on the agenda, and Dr. Teri Lesesne will talk about using graphic novels in the classroom.

Other topics will include bibliotherapy; Nebraska folk songs and literature; school-wide reading communities; reading and agriculture; literacy and technology; and multisensory techniques for engaging learners.

Registration, book sales and author autographing begins at 7:30 a.m. The first session begins at 9 a.m. The final afternoon session opens at 3 p.m. Authors will autograph after the last session and book sales will remain open.

A special exhibit, *Wizards of Pop: The Original Pop-up Book Art* of Matthew Reinhart and Robert Sabuda, will be open in the Marxhausen Gallery.

Registration is \$99, which includes the author luncheon and five sessions. The luncheon also includes entertainment by Emily Arrow, giveaways and more.

For details, contact Dylan Teut at 402-643-7438. Registration forms are found at:
www.cune.edu/plumcreek

Speaking of Education

"For the things we have to learn before we can do them, we learn by doing them."

—Aristotle,
Greek philosopher (384-322 B.C.)

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



The Message is Clear! These teachers at Lincoln's Lux Middle School took advantage of Spring Break to support public schools and oppose a charter school bill during a rally at the State Capitol in early March. From left are Mindy Diller, Brent Burch, Corie Lubash and Briana Stewart. To learn more about the charter school bill and the rally, turn to page 7.

Behavior Bucks

Provided by Nancy Morrison, a third-grade teacher in Kansas:

"At the beginning of each nine weeks, each student receives \$25 in play money. Anytime they break a classroom or school rule, they are charged a fee. Breaking rules that COST them include such things as not returning homework, disrespect to the teacher or peers, abusing computer limits, etc.

"At the end of the nine weeks, I have a celebration. I charge an entry fee such as a \$10 cover charge. Then I assign prices to the amenities like \$2 for popcorn, \$1 per beverage, \$4 to read a book to the class, and \$5 to be the teacher for 30 minutes – the students just love this. They are not allowed to lend money to friends, and I have truly seen a change in the behavior of my students.

"Those that do not have enough money for the cover charge are the waiters and waitresses. They are so jealous of the others, that they make sure they are NOT the servants at the next party. Parents have loved this idea and even come in on reward days to help out and join the fun. The students EARN the right to keep their money and the end result is worth all the money in the world!

Works4Me
nea's e-mail
classroom tip of the week!

Sign up for Works4Me at:
nea.org/tools/Works4Me.html