

BOARD, DELEGATE
PETITIONS DUE FEB. 15

NDEA RA
SET APRIL 14



READY CHILD
AWARDS PRESENTED

NORTH DAKOTA
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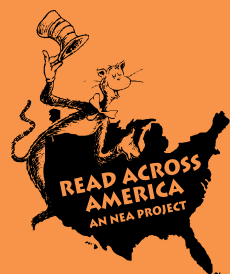


Celebrate Read
across America

Dr. Seuss' The WITH

LORAX

on March 2nd



 NATIONAL
EDUCATION
ASSOCIATION

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president's post



▲ NDEA President Dakota Draper

'Washers and Dryers in the Front Yard'

A few years ago my wife and I took a vacation to Hawaii. As many of you know, the Hawaiian Islands' beauty is almost beyond compare, and we have many lasting memories of our trip. But one of our memories was not so beautiful.

We were doing the tourist thing and riding a bus around Honolulu. Hawaii's capital is the eleventh largest city in the United States, condensed into a relatively small area of land, and very much prone to traffic jams. Such was the case for us, because our bus was crawling along at a snail's pace. The bus driver/tour guide, running out of information to share, directed our attention to some modest homes that just happened to be off on the side of the road.

There was nothing too impressive about these houses, until we were directed to specifically notice what was in the yards of these homes. The vast majority of these homes had washing machines and clothes dryers outside in their yards. Our guide explained how housing was in such short supply in Honolulu that families and friends were increasingly moving into the same home, putting a great demand on living space. As a result, many homeowners were moving the washing machine and dryer out into the yard, so the laundry room could be used as a bedroom.

While many reading this in North Dakota will wonder how this relates to us, I suspect that an equal number can see the relationship immediately. In a relatively short period of time, we are seeing the evaporation of living space in many North Dakotan communities, and with that all the problems that follow when large numbers of people try to move into areas that have too small of an area of living space. It is the North Dakotan version of washing machines and dryers out in the yard and we, as an Association, must be one of the leaders of this state in trying to address this issue.

Ask many of our members as to what has happened in just the last few years in their communities and schools, and they will tell you about over-crowded classrooms and students who live in trailers and houses without running water and/or electricity. They'll tell you about kids who come to school grateful that the space heater, the only source of heat in their little trailer, actually worked throughout the previous night, thus providing a little warmth. They'll tell you about their new students who struggle because that while they might be only in a primary grade, they've already been in numerous schools over the course of their short academic careers. School has become a revolving door to them -- they go in, spin around, and they come out. These members will, with tears in their eyes, tell you about their

students whose real home address is the local Wal-Mart parking lot.

They'll also tell you how their districts want to hire more teachers and ESP, but the problem is that many new hires cannot find decent housing at a decent price, thus they turn down the job. This leads to overcrowded classrooms and educators struggling just to do their best. They tell you how their neighbors want to leave at the first chance they can get; and as they say that, you can tell that is what they are thinking as well. Life has become such a struggle on so many fronts in too many

“Members will, with tears in their eyes, tell you about their students whose real home address is the local Wal-Mart parking lot.”

of our North Dakotan communities and rural areas.

Governor Jack Dalrymple said in his Address during the Special Session of the Legislative Assembly back in November that North Dakota continues on a path of unparalleled economic growth. But, then he told legislators that they needed to deal with the two major problems... flood relief and oil rapid-development. Here is an important line from that speech: *The last piece of this much-needed disaster recovery package should assist not only flood-impacted communities, but also communities impacted by the oil industry's rapid development. We need more low-income housing in North Dakota, and it cannot wait.* (Underline added for effect.)

While some will try to direct your attention away from this situation by pointing to an enormous wealth of revenue, the fact remains that those being asked to weather this storm of misery the most are sitting in front of us in our classrooms and walking down the hallways of our schools -- our students (*both new and old*).

But now is not the time for the blame game and finger-pointing; there is too much of that in America today. **Now is the time to do something about it.** I get a sense that many of us really wish to do something, but we are held back because we have come to believe that by asking the question — “What can we do?”... we

imply that someone is to blame, someone or something has done something wrong, and that puts us in a position where confrontation occurs.

Well, let's take that away right now. No one is to blame; besides blaming solves nothing. A few good things have happened and with them some bad things have occurred. We need to move in a positive direction to help our students. They are depending on us.

We are an Association dedicated to the idea stated in our mission statement, “Great Public Schools – A Basic Right”. That basic right is not afforded to us, the adults. No, we believe it is a right “endowed by their Creator” to our kids. They have a right to a great education... all of them.

Here's what I propose:

- Recognize that this problem is huge and as such will take an equally vast effort on the part of many to make a difference. I know that some local associations, already mindful of this, are working with their administration, school board and local leaders in trying to find ways to help.
- Now is the time to perhaps host a discussion with any and all affected parties in your community on whatever level works the best for you. To put it simply, now is the time to reach out. It's time to be the leaders we are.
- Engage your state Association through your Uniserv Director. We want to be a part of your effort, either by helping you organize your local around this situation, or in trying to find some information that might serve you. Please try to keep us informed because that way what is working well in one community, might just work in others. You should know that it is my intention for us to use this challenge as one that has the potential to define us, both individually and as an Association.
- As a guide to our efforts, I wish to offer a quote from Teddy Roosevelt, that I try to keep in mind when I take on a big challenge: “Do what you can, with what you have, where you are.” It worked for TR; it can certainly work for us in this important work we try to do on behalf of our disadvantaged students.

We might not be able to solve the housing shortage in North Dakota. And, we might not be able to keep the washing machines and dryers off North Dakotans' lawns. But we can do the best we can, with what we have, where we are.

Thanks for all you do on behalf of your students, your schools and your communities.



▲ NDEA Executive Director
Greg Burns

Diverse Coalition Opposes Measure 2

In September, I first wrote about the dangers Measure 2 (which would eliminate property taxes) poses if passed by voters this coming June 12. You may recall our last Representative Assembly voted that the NDEA should oppose the measure and that the NDEA should use the necessary resources to defeat Measure 2. One of the surest ways to defeat ill-advised and reckless measures like this one is to participate in a coalition of organizations who agree that Measure 2 should be voted down.

Keep It Local North Dakota is the name of the coalition in which the NDEA is participating. It contains some "strange bedfellows" working together to insure this flawed measure is defeated. The North Dakota Public Employees' Association is a normal friend in these fights, but we are aligned with the North Dakota Chamber of Commerce and the Bismarck-Mandan Chamber of Commerce as well. Also in the coalition is Bob Harms of the Harms Group. Rare are the times the NDEA and the Harms Group agree on tax policy, but we are in agreement that Measure 2 must be stopped. Additionally, more than thirty other North Dakota organizations, ranging from police officers to bankers have gone on record in opposition to Measure 2. The coalition adds members on almost a daily basis.

Why is the coalition so diverse and so large? The simple answer is this draconian measure is flawed and has no place in the Constitution of North Dakota. The coalition has developed talking points which you can feel free to use in conversations with family, friends and neighbors.

We need to keep local government local. It is your community and you should decide what parks, roads, fire protection and other types of services your community should have. You should not be dependent on the state legislature to determine through funding allocations what is best for your neighborhood. Local governments such as city councils, county commissions and school boards are more accountable to

the people.

One size fits all government does not work, especially in North Dakota. Measure 2 requires the legislature to determine what is best for local governments. This is counter to political and regional reality. What works for Williston will not work for Wishek.

Tax policy should be made by elected officials and not locked into our state's constitution. Tax policy should not be locked into

“One of the surest ways to defeat ill-advised and reckless measures like this one is to participate in a coalition of organizations who agree that Measure 2 should be voted down.”

any constitution because it removes the flexibility to deal with local emergencies and needs. It places accountability for tax policy on the constitution, not on our elected officials. Specifically, Measure 2 should not go into our constitution because it contains flawed language and unintended consequences. As an example, The North Dakota Public Finance Agency announced a January 1, 2012 moratorium on the use of future property tax collections as a guarantee for general obligation bonds. This could hamper future flood relief efforts.

Measure 2 will likely require tax increases in state income taxes, state sales taxes, state fees

and local sales taxes. The elimination of property taxes would cause an immediate \$800 million loss of revenue that would have to be replaced by other revenue sources. Legislators would almost certainly have to raise taxes and fees to fill that gap. Local officials will have to raise local sales taxes and that would adversely impact local businesses.

We should not put the current state level of 70 percent funding of public education at risk by approving ill-advised and flawed constitutional language. (This is not a coalition talking point but it is crucial to us.) As educators you know how long it took and how difficult it was to reach this level of state funding. Although Measure 2 tries to hold public education harmless, the wording of the measure is so vague and its impact so uncertain that no one can say how the remaining 30 percent of education, currently provided by property taxes, will be replaced. If the state is forced to go hunting for revenue to replace \$800 million it may prove to be impossible to maintain the state's 70 percent.

There are several things you can do as NDEA members to help defeat Measure 2. First and foremost, be sure to vote "NO" on June 12, or earlier if you vote by absentee ballot. Second, urge family members of voting age to vote "NO" on Measure 2. Feel free to use any of these talking points or even copy this article if that helps. Finally, urge your friends and neighbors to vote "NO" on Measure 2. As educators you are highly regarded in your communities and your words will carry great weight.

Keep It Local North Dakota began holding a series of press conferences around the state on February 1 and 2 to educate the public about the perils of Measure 2. NDEA President Dakota Draper appeared at five of these. For further information go to www.keepitlocal.com

Children's Miracle Network Phonathon begins in January!

Every year – the NDEA helps to make a difference in the lives of sick and injured children throughout the state of North Dakota by contributing to the Children's Miracle Network Hospitals® Phonathon.

Watch your mailboxes for a letter from Sanford Health Foundation requesting your help to provide life-saving treatment, high-tech medical equipment and special programs to children being treated at Sanford Children's Hospital in Fargo.

Visit the North Dakota Education Association Members Helping Local Children website, www.helpmakemiracles.org/event/NDEA, to make a donation online and make a difference in the lives of local children today!

We hope you consider supporting Sanford Children's Hospital in Fargo – 100% of your gift will stay local and help sick and injured children receive the very best care at a critical time in their lives. For more information, please contact Laura Scott by email, laura.scott@sanfordhealth.org, or by phone, 701-234-6620.

SANFORD
Children's



Children's
Miracle Network
Hospitals

facebook®

The NDEA Facebook page needs more likes. So far it is growing, allowing our members and others to interact with the Association and with one another in a format that so many are now using to communicate every day.

Check us out on Facebook.

2012 Keep North Dakota Clean Contests for Grades 1-12 and Special Needs

Keep North Dakota Clean (KNDC) Incorporated is proud to partner with Newman Outdoor Advertising on the 44th poster contest for grades 1-8 and special needs. Students create artwork that reflects his or her knowledge about the responsibility we all have to keep our state and water clean, reduce waste, recycle, plant trees, prevent wildfires, create wildlife habitat, and use all our natural resources wisely. The first place poster in each grade will be turned into a billboard and placed near the winner's hometown!

KNDC and the ND Parks and Recreation Department are sponsoring a statewide digital artwork project for students in grades 9-12. This could be a poster, video or audio clip that promotes keeping North Dakota's trails and parks clean and green.

All posters and digital artwork are due by March 15, 2012. Each school is encouraged to send in one winning school poster from each grade 1-8 and special needs. Any student in grades 9-12 interested in participating in the digital artwork contest may submit one entry. The rules and regulations, along with an entry form, can be downloaded at www.keepndclean.org.

All state winners, their immediate family, and grade 1-8 teachers will be invited to an awards ceremony on Monday, April 23, 2012, in Washburn,

ND. Immediately after the ceremony, a luncheon will be served and everyone will get free admission to the North Dakota Lewis and Clark Interpretive Center and Fort Mandan.

First Place Poster Winners receive a cash award of \$100, a certificate, gold medallion and have their posters made into a billboard. Second and Third Place Poster Winners receive a cash award of \$75 or \$50, a certificate, and a silver or bronze medallion. The First Place Digital Artwork Winner will receive a cash award of \$100, a certificate, and gold medallion. The Second and Third Place Digital Artwork Winners will receive a \$75 or \$50 cash award, a certificate, and a silver or bronze medallion.

KNDC is also partnering with the Dakota Wizards on Sunday, March 25, 2012, for a KNDC Day with the Dakota Wizards! All KNDC participants should come and cheer as the Erie BayHawks of Pennsylvania make a trip to the Bismarck Civic Center for a 3 p.m. game. The Wizards will donate \$2 of every Reserved Seat and \$1 of every Adult General Admission Seat back to the Keep North Dakota Clean programs for those who order tickets at (701) 258-BALL (2255) by March 23.

For more information, contact KNDC Poster Contest co-chairs Glenda Fauske at (701) 228-5446 or Jean Monroe at (701) 328-2581.

Student Essay Contest Reaps Rewards

The Federal Reserve Bank of Minneapolis, for its 24th Annual Essay Contest, is asking students, "What is the value of higher education?"

In order to begin research, students can visit the Minneapolis Fed's website to retrieve materials for the contest. A bibliography of online and print resources, rules and a registration form are also available. Information can be found at: www.minneapolisfed.org/community_education/student/essay/.

Teachers with one or more students who are selected as finalists are now eligible for a \$100 cash prize.

Thirty student finalists will receive \$100 cash. In addition, first-, second- and third-place winners will be selected. The third-place winner will receive an additional \$200, and the second-place winner will receive an additional \$300. The first place winner will receive an additional \$400 and a paid summer internship at the Minneapolis Fed.

The supervising teachers or students must submit all essays and student entry forms on or before the contest due date, March 23, 2012.

ESEA/NCLB Flexibility Waiver Explained

1. What is it?

Rumor has it that ESEA/NCLB will not be reauthorized before the 100% proficiency date of 2014. So to assist schools to build on and support state and local reform efforts already under way the DOE is providing a voluntary flexibility waiver. Date waiver was announced by President Obama's administration - September 23, 2011.

Waiver's 3 main Principles:

Principle 1: College and Career Ready expectations for all students

a. Adopt college and career ready standards

b. Transition to college and career ready standards

c. Develop and administer annual, statewide, aligned, high-quality assessments that measure student growth.

In the spring of 2011 Dr. Wayne Sanstead, State Superintendent, announced the adoption of the Common Core Standards in English/Language Arts and Mathematics, which should align with Principal 1. The state is currently reviewing two entities to assess the new standards - PARCC and SMARTER Balance.

Principle 2: State-developed differentiated recognition, accountability, and support

a. Develop and implement a state-based system of differentiated recognition, accountability, and support

b. Set ambitious but achievable annual measurable objectives (AMO)

c. Reward schools

d. Priority schools

e. Focus schools

f. Provide incentives and supports for other Title I schools

g. Build SEA, LEA and school capacity to improve learning

Instead of states having to reach 100% proficiency by 2014, states who apply for the waiver need to set AMOs to reach a goal of reducing the percentage of students who are not proficient within six years by at least one half. See attached sample timeline developed by NDDPI.

Principle 3: Supporting effective instruction and leadership

a. Develop and adopt guidelines for local teacher and principal evaluation and support systems

b. Ensure LEAs implement teacher and principal evaluation and support systems

Principle 3 has been the most difficult item to address in discussions. What does an effective teacher/principal look like? How do you assess a teacher/principal for effectiveness?

The North Dakota Department of Public Instruction recently pulled together a State Elementary and Secondary Education Act (ESEA) Reauthorization Planning Committee. It met for the first time in Oct. and a couple of times after. From this committee a Teacher and Principal Evaluation and Support

Systems Subcommittee was developed to address Principle 3. This committee met twice and listed opportunities and concerns. They also reviewed evaluation systems from other states. If NDDPI does apply for the waiver, the premise is that districts will develop their own evaluation systems utilizing the state developed guidelines. This committee will begin to develop the guidelines in February.

NDEA is in favor of teacher and principal evaluation systems if they are used for support and improvement of instruction. NDEA is NOT in favor of the evaluation systems that are punitive and rely heavily on standardized test scores.

2. What is the timeline?

a. First submission of applications was due November 14, 2011. Eleven states applied for the flexibility waiver: Colorado, Florida, Georgia, Indiana, Kentucky, Massachusetts, Minnesota, New Jersey, New Mexico, Oklahoma and Tennessee.

b. Second round of applications can be filed mid February. States can also make requests later in the spring. Will ND file? We are not quite sure yet.

c. DOE will grant waivers through the 2013-2014 school year, after which time an SEA can request an extension.

3. More information about the flexibility waiver can be found at: <http://www.ed.gov/esea/flexibility>

Check Out the New Rules for TFFR as proposed by the State TFFR Board

The NDEA would like to make members aware of proposed changes to TFFR, as proposed by the state board. Although most changes were merely housekeeping in nature, members should pay attention to three specific points:

- 82-02-01-01 (5). Bonus Definition. Clearly defines a "bonus" as an amount paid in addition to regular contract salary that does not increase the member's base pay, is not expected to recur, or is not expected to be a permanent increase. Additionally, these dollars are not eligible for retirement salary. The change is a result of HB 1133, which sets specific parameters for eligible retirement salary.
- 82-02-01-01 (13). Performance or Merit Pay Definition. This section defines "performance or merit pay" as an amount paid pursuant to a "written compensation plan." This plan links pay to the attainment of specific performance goals and/or duties, and makes these dollars eligible for retirement salary. The change is a result of HB 1133, which set specific parameters for eligible retirement salary.
- 82-04-02-01. Criteria for Eligible Salary Determinations. This chapter creates an outline of the criteria and documentation required by TFFR board to determine which benefits/payments are included as eligible retirement salary. It removes bonus payments from eligible retirement salary.

The North Dakota Retirement and Investment Office conducted a public hearing on January 26, 2012. Written comments will be accepted through February 10, 2012.

For a full summary of the proposed administrative rule changes, go to http://www.nd.gov/rio/tffr/Administrative_Rules_Changes/default.htm.

MARK YOUR CALENDAR

NDEA - Retired Statewide Regional Meetings are planned for April 28th.

Lunch is provided. Location information coming soon!

Retired Members Help Association

■ NDEA-R President Gloria Lokken

Let me begin by thanking all the retired members sending in the \$13 for NDEA's Public Relations Marketing Campaign Fund. It isn't too late for those of you who would still like to contribute. Send your check to NDEA PR Campaign Fund, 301 N. 4th Street, Bismarck, ND, 58504 and memo it from a retired member. Our issues need everyone's support — this spring will be a busy time for all members.

The NDEA-Retired Advisory Council is busy working on behalf of all NDEA members. We attend the TFFR meetings, monitor legislative issues, help with student members, work in our area schools promoting best practices and encouraging membership in all categories, and we are active in our communities. Once again it is also election time; please consider being a candidate for a position on the Advisory Board. (See article in this issue.)

We are proud of all the retired members that are doing many of these activities in their communities and at the state level. Let us know what you are doing — we'd love an article from you! And please let us know if you have concerns you would like us to address.



▲ Gloria Lokken

Please get your calendars out and reserve two very important events in April. Become a retired delegate to the NDEA RA on April 13-14, 2012 in Bismarck.

Be sure to attend one of four meetings for pre-retired/retired on April 28th. These meetings will be held in Fargo, Grand Forks, Bismarck and Minot. We are delighted that representatives of Horace Mann will present important information on critical issues affecting those planning retirement and those currently retired. A light lunch will be served and, of course, we'll have door prizes — we always have fun! Look for coming information on the details and registration.

One issue that we must always work on is membership for NDEA. Meet the new hires in your area and encourage them to join their association, tell the actives they can join pre-retired after working only five years and to join now because the price for life-time pre-retired will go up, remind those who join NDEA-R yearly to join this year — we need you to help spread the word. We all know membership is everyone's business.

Here is how it can be done:

Yes, Sign Me Up Now In NDEA/NEA-Retired

Complete and mail with your check today, to NDEA-Retired, 301 N. 4th Street, Bismarck, ND 58501 4049.

Name: _____ Social Security Number: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Phone: _____ E-mail: _____
 Local Association: _____ Signature _____ Date _____

_____ I wish to join as Annual Retired and pay \$49 per year. Check the box for voluntary withholding for annual membership dues in NDEA-Retired from North Dakota Teacher's Fund for Retirement July annuity payment. This authorization will remain in effect until I choose to terminate it by written notice to the ND Teacher's Fund for Retirement prior to June 15 of any year. (NDEA membership year is from Sept. 1 to August 31.)

_____ I wish to pay a one-time payment of \$314 for Lifetime Retired. Expected Date of Retirement _____ (month/year)

_____ I wish to pay one payment of \$44 and have 9 (nine) electronic transfers of \$30 from my bank account for lifetime retired.

Think about Serving on NDEA-Retired Board

By NDEA President Gloria Lokken

As we enjoy this wonderful mild winter hopefully we can use the time saved from shoveling and scraping to engage in the issues that affect our well-being. I know our group is a wonderful resource to promote education and legislative issues that affect all NDEA-NEA members — so — thank you for your involvement.

It is also election time again! Candidates for office in NDEA-Retired Advisory Council must give their name to ellie.sharbono@ndea.org. The person interested in becoming a candidate must be a retired member of NDEA and live in the region that has an opening. Candidates for the office of President can live anywhere and must be available to serve on the NDEA Board of Directors. The regional candidates should be available to meet in Bismarck for three business meetings, and be available to help with regional meetings. For details, please contact, Gloria Lokken, at rglokken@srt.com or by cell at 701-340-3700 or at home 701-838-7913. You can also contact NDEA-R Vice President, Nancy Peterson, nap70@live.com.

Positions open this NDEA-Retired Advisory Council election:

President: Gloria Lokken is currently serving as President and is seeking reelection.

SE Region: Bill Hrdlicka is currently serving and is seeking reelection.

SW Region: Larry Nagel is currently serving and is seeking reelection.

SW Region: Vacant

NE Region: Vacant

Please look at these opportunities to serve your Association and become a candidate.

Attention NDEA-Retired Members

NDEA-Retired members are allowed 19 delegates to the NDEA Representative Assembly April 14, 2012 at Bismarck's Doublewood Inn.

If you are interested in being a delegate to the RA, contact the NDEA office at ellie.sharbono@ndea.org.

NEA member benefits FEB12

■ Mary Grace Lee, NEA MEMBER BENEFITS - AFFILIATE RELATIONS SPECIALIST

hot deals and discounts

nea click & save "buy-lights" for february 2012

NEA Click & Save, the online discount buying service for NEA members, highlights select retailers and merchants each month. Remember to do something sweet this month for the loved ones in your life! Check out these featured "Buy-lights" for February:

Hotels.com: Get 10% off (through Feb. 20)

Harry and David: Get 20% off

Shoebuy.com: Get 10% off

Sears: Get \$35 off \$300

Home Depot: Get 10% off \$297

Join the 225,000 NEA members already registered for NEA Click & Save. Go to www.neamb.com/clickandsave and start shopping today!

special discounts for nea members from h&r block

During February, download a coupon for special NEA member discounts! File a federal form 1040EZ for FREE (through February 29) or save \$20 to \$99 on tax preparation at a participating H&R Block tax office or online at Block Live™. Visit www.neamb.com/hrblock or call 1-800-786-3429 for details!

nea® hearing care program—for nea members and their families

- Free annual screening for hearing loss
- Available to NEA members and family members
- Referrals to local hearing centers
- High quality hearing aids at discounted prices
- Two-year repair warranty included with purchase
- Three years of batteries included with purchase
- One year loss and damage insurance included with purchase

Find the NEA Hearing Care Program under the Health & Wellness tab at www.neamb.com!

nea® vision and prescription savings plan

NEA Member Benefits is pleased to present a special discount offer from Outlook Vision and Outlook Rx!

Special Offer: Register or Sign in at www.neamb.com to learn how you can receive a free prescription savings card!

NEA members are eligible to sign up for prescription and vision care savings for themselves and their family members.

- Average savings of 5% to 50%

off vision care and prescription drugs

- Over 59,000 pharmacy providers honor the Outlook Rx Card
- Over 11,500 vision providers honor the Outlook Vision Card

For more information, go to the Health & Wellness tab at www.neamb.com!

resources to bolster your job and career

Adopt-A-Classroom

Raise funds for classroom supplies and materials through donations from parents, friends, and local businesses. Register for Adopt-A-Classroom and see how fast money can add up! Learn more at www.neamb.com/xchg/neamb/xsl/hs.xsl/-/home/1209_4734.htm.

Teachers-Teachers

Looking for a new position? The Teachers-Teachers site allows you to create and post your resume, send cover letters, and view and apply for jobs online—and it's FREE! Get started on Teachers-Teachers by creating a login and password at http://www.neamb.com/home/1209_2847.htm. Start exploring your new job possibilities today!

Teacher Support Tool Gives Instant Access to Professional Development

The NEA Academy and Learning Bridges, a provider of research-based,

online professional development programs, are now offering NEA members a new tool designed to increase teacher effectiveness and improve student outcomes.

The Teacher Support Tool comprises five powerful resources drawn from the Learning Bridges system:

1. **Instructional Strategies:** Research-based instructional strategies organized by grade level standards and Common Core State Standards.
2. **Lesson Plans:** Teachers can review and choose from proven, high-quality lesson plans for grades K-8 in a variety of subjects.
3. **Parent Activities:** Ideas for engaging parents in their child's learning—available in English and Spanish.
4. **Professional Development:** Unlimited access to just-in-time learning on instructional strategies and teaching standards.
5. **Online Community:** A national online learning community allows teachers to ask and answer questions in an online forum.

NEA members can subscribe to the Teacher Support Tool for only \$95 per year (a savings of 40%) and get unlimited access to professional development courses along with an online community for collaboration.

For more information about the Teacher Support Tool and how to sign up, visit the NEA Academy online at www.neacademy.org!

NEA Complimentary Life is the no-cost insurance benefit every member enjoys.

NEA Complimentary Life Insurance®

- Up to \$1,000 life insurance and \$5,000 accidental death and dismemberment coverage
- \$50,000 AD&D insurance for any covered accident that occurs while on the job or serving as an Association Leader
- \$150,000 life insurance for unlawful homicide while on the job

We're devoted to helping every member get adequate coverage affordably. Because it's so important that your family is financially secure, we provide this additional insurance benefit at no cost to all eligible members.

Register your beneficiary now at neamb.com/insurance

NEA Members Insurance Trust®

NEA Complimentary Life Insurance is provided at no cost to all Active, Staff, Reserve and Life members.

DT370112

WE NEED YOU... TO BE INVOLVED

Below is a list of each political party's district conventions.
Attend your political party district convention to make your voice heard on education issues that matter most to you and your students!

DIST.	PARTY	DATE	TIME	PLACE	CITY
1	D	2/6/2012	6:30PM	Gramma Sharon's Restaurant	Williston
1	R	TBD		TBD	TBD
2	D	TBD	TBD	Ray Senior Center 8th Ave W	Ray
2	R	TBD		TBD	TBD
3	D	2/10/2012	7:00PM	IBEW Hall	Minot
3	R	2/6/2012	6:30PM	Holiday Inn	Minot
4	D	1/21/2012	3:00PM	Makoti, ND	Makoti
4	R	TBD	TBD	TBD	
5	D	2/10/2012	7:00PM	IBEW Hall	Minot
5	R	2/6/2012	6:30AM	Holiday Inn	Minot
6	D	TBD	TBD	TBD	TBD
6	R	TBD	TBD	TBD	TBD
7	D	2/11/2012	9:00AM	Bismarck Library Basement	Bismarck
7	R	2/21/2012	TBD	Shiloh Elementary School	Bismarck
8	D	2/19/2012	2:00PM	Garrison Senior Center	Garrison
8	R	TBD	TBD	TBD	TBD
9	D	TBD	TBD	TBD	TBD
9	R	TBD	TBD	TBD	TBD
10	D	TBD	TBD	Langdon Masonic Lodge	Langdon
10	R	TBD	TBD	TBD	TBD
11	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
11	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
12	D	2/21/2012	7:00PM	Jamestown Senior Center	Jamestown
12	R	2/20/2012	1:00PM	Ottertail Community Room, 315 2nd St SE	Jamestown
13	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
13	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
14	D	TBD	TBD	TBD	TBD
14	R	TBD	TBD	TBD	TBD
15	D	TBD	TBD	TBD	TBD
15	R	2/13/2012	6:00PM	Fireside Inn and Suites, Sunset Room	Devils Lake
16	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
16	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
17	D	2/18/2012	9:00AM	TBD	TBD
17	R	2/16/2012	7:00PM	The Guest House, 710 First Ave. North	Grand Forks
18	D	2/18/2012	9:00AM	TBD	TBD
18	R	2/16/2012	7:00AM	The Guest House, 710 First Ave. North	Grand Forks
19	D	2/18/2012	9:00AM	TBD	TBD
19	R	1/21/2012	10:00AM	Larimore Fire Hall	Larimore
20	D	2/26/2012	2:00PM	LEP Office Complex	Hillsboro
20	R	TBD	TBD	TBD	TBD
21	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
21	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
22	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
22	R	3/10/2012	10:00AM	City Hall 702 First St N	Casselton
23	D	TBD	TBD	TBD	TBD
23	R	2/18/2012	10:00AM	Coachman Inn, 504 9th St SW	Cooperstown
24	D	2/26/2012	1:00PM	Valley City State University	Valley City
24	R	TBD	TBD	TBD	TBD

DIST.	PARTY	DATE	TIME	PLACE	CITY
25	D	2/5/2012	3:00PM	Wahpeton Community Center	Wahpeton
25	R	2/29/2012	7:00PM	Chahinkapa Park, Hughes Shelter	Wahpeton
26	D	2/14/2012	10:30AM	Gwinner City Hall	Gwinner
26	R	1/19/2012	7:00PM	Milnor Sr Center, Main Street	Milnor
27	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
27	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
28	D	2/21/2012	7:00PM	Vetter Farm (2317 79th St. SE)	
28	R	TBD	TBD	TBD	TBD
29	D	2/21/2012	7:00PM	Jamestown Senior Center	Jamestown
29	R	TBD	TBD	TBD	TBD
30	D	2/11/2012	9:00AM	Bismarck Library Basement	Bismarck
30	R	2/21/2012	TBD	Shiloh Elementary School	Bismarck
31	D	1/11/2012	7:00PM	Solen Community Center	Solen
31	R	2/27/2012	7:00PM	Seven Seas Inn, 2611 Old Red Trail	Mandan
32	D	2/11/2012	9:00AM	Bismarck Library Basement	Bismarck
32	R	2/21/2012	TBD	Shiloh Elementary School	Bismarck
33	D	2/11/2012	10:00AM	Plumbers and Pipefitters Hall (2901 Twin City Drive)	Mandan
33	R	2/23/2012	6:30PM	Grand View Steakhouse, 320 2nd Ave NE	Beulah
34	D	2/11/2012	10:00AM	Plumbers and Pipefitters Hall (2901 Twin City Drive)	Mandan
34	R	TBD	TBD	TBD	TBD
35	D	2/11/2012	9:00AM	Bismarck Library Basement	Bismarck
35	R	2/21/2012	TBD	Shiloh Elementary School	Bismarck
36	D	2/12/2012	2:00PM	American Trust Center (1151 3rd Ave W)	Dickinson
36	R	TBD	TBD	TBD	TBD
37	D	2/12/2012	2:00PM	American Trust Center (1151 3rd Ave W)	Dickinson
37	R	1/17/2012	6:00PM	Elks Club, Sodbusters Room	Dickinson
38	D	2/10/2012	7:00PM	IBEW Hall	Minot
38	R	2/6/2012	6:30PM	Holiday Inn	Minot
39	D	2/12/2012	2:00PM	American Trust Center (1151 3rd Ave W)	Dickinson
39	R	1/20/2012	7:00PM	Adams County Courthouse	Hettinger
40	D	2/10/2012	7:00PM	IBEW Hall	Minot
40	R	2/6/2012	6:30PM	Holiday Inn	Minot
41	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
41	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
42	D	2/18/2012	9:00AM	TBD	TBD
42	R	2/16/2012	7:00AM	The Guest House, 710 First Ave. North	Grand Forks
43	D	TBD	TBD	TBD	TBD
43	R	2/16/2012	7:00PM	The Guest House, 710 First Ave. North	Grand Forks
44	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
44	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
45	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
45	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
46	D	2/11/2012	1:00PM	Peace Lutheran Church	Fargo
46	R	3/1/2012	5:30PM	Fargo South High School, Commons Area	Fargo
47	D	2/11/2012	9:00AM	Bismarck Library Basement	Bismarck
47	R	2/21/2012	TBD	Shiloh Elementary School	Bismarck

NEA'S READ ACROSS AMERICA

Building a Nation of Readers

Discounts Offered on Dr. Seuss Items

With Dr. Seuss' March 2 birthday on the horizon, we wanted to let you know that SmileMakers, a NEA Member Benefits partner, is launching a special promotion: 25%-50% off on every item and Free Shipping on all orders of \$25 or more when your members use the special promo code NEAMB. The offer runs February 1 - March 2, 2012. Discounts include 25% off on all Dr. Seuss items just in time for March 2 reading programs. A special catalog of Dr. Seuss materials is posted on SmileMakers' Facebook link:

www.facebook.com/pages/SmileMakers/10999987042?sk=wall#!/pages/SmileMakers/10999987042?sk=app_62088208022

Members can order online at www.SmileMakers.com, by phone at 888-800-SMILE, or by fax 877-567-7645. Be sure to use the promo code NEAMB to receive the 25%-50% discount.

NEA Partners with the Lorax in 2012

The theme is green for a very special 2012 Read Across America celebration. NEA's Read Across America campaign will showcase the Lorax book as well as NBC/Universal's The Lorax (featuring the voices of Taylor Swift, Zach Efron, Danny Devito and Betty White). The film opens nationwide March 2, 2012 and Universal, Dr. Seuss Enterprises, and Random House have joined NEA's Read Across America, creating new posters and classroom guides for the campaign. Read Across America will also develop new event ideas and materials to help you make this a Seussational celebration.

Join our Facebook Page

Don't forget to join NEA's Read Across America Facebook page and share your ideas for celebrations whether you're creating lessons from the Lorax or sticking with the Cat in the Hat. In January, we'll be relaunching the Read Across America pledge site, featuring a link to the Facebook page and Google Map locations for readings.

Looking for books to recommend?

How about choosing from teacher favorites? The International Reading Association has released its 2011 Teachers' Choices List at www.reading.org/Libraries/Resources/TeachersChoices2011_web.pdf of outstanding books, from picture books to nonfiction to graphic novels.

YALSA Invites You to Geek Out your Library

This Teen Tech Week™ (March 4-10, 2012), YALSA invites you to <http://teentech-week.ning.com>! This year's theme encourages libraries to throw open their physical and virtual doors to teens and showcase the outstanding technology they offer, from services such as online homework help and digital literacy-focused programs to resources like e-books, movies, music, audiobooks, databases and more.

Reading Rockets Goes Mobile

How can you make a reading resource even better? By making it mobile. Reading Rockets mobile www.readingrockets.org/mobile_info/ offers mobile format versions of its website, videos and resources for the educator and parent on the go.

What's in a Name?

If the name is **Learning Ally** www.learningally.org/, the new moniker for Recording for the Blind and Dyslexic, the name means an expanded mission, vision, and positive feedback from volunteers and students alike, plus a new opportunity to work with NEA's Read Across America as our newest partner.

Don't Forget to Pledge

Check out the Read Across America **Pledge site** at www.nea.org/readacross/. You'll find readings large and small, readers tiny, readers tall. And don't forget to add your own, whether it's a school, library, classroom or home.

Join our Cause page on Facebook

You'll be able to share photos, videos, and ideas, plus hear the latest news from NEA's Read Across America and its partners.

Send Your Video to SchoolTube

Looking for your 15 minutes of fame? SchoolTube has created a Read Across America channel designed to showcase student and educator videos from around the country. To sign up and share your videos, go to **SchoolTube** www.schooltube.com/channel/neareadacrossamerica/.

About NEA's Read Across America

The National Education Association is building a nation of readers through its signature program, NEA's Read Across America. Now in its thirteenth year, this year-round program focuses on motivating children and teens to read through events, partner-

ships, and reading resources.

NEA's Read Across America Day, NEA's national reading celebration takes place each year on or near March 2, the birthday of Dr. Seuss. Across the country, thousands of schools, libraries, and community

centers participate by bringing together kids, teens, and books, and you can too!

On March 2, the National Education Association calls for every child to be reading in the company of a caring adult.

Background on Read Across America What is NEA's Read Across America?

NEA's Read Across America is an annual reading motivation and awareness program that calls for every child in every community to celebrate reading on March 2, the birthday of beloved children's author Dr. Seuss.

NEA's Read Across America also provides NEA members, parents, caregivers, and children the resources and activities they need to keep reading on the calendar 365 days a year.

In cities and towns across the nation, teachers, teenagers, librarians, politicians, actors, athletes, parents, grandparents, and others develop NEA's Read Across America activities to bring reading excitement to children of all ages. Governors, mayors, and other elected officials recognize the role reading plays in their communities with proclamations and floor statements. Athletes and actors issue reading challenges to young readers. And teachers and principals seem to be more than happy to dye their hair green or be duct-taped to a wall if it boosts their students' reading.

The Beginning

In May 1997, a small reading task force at NEA came up with a big idea. "Let's create a day to celebrate reading," the group decided. "We hold pep rallies to get kids excited about football. We assemble to remember that Character Counts. Why don't we do something to get kids excited about reading? We'll call it 'NEA's Read Across America' and we'll celebrate it on Dr. Seuss's birthday." And so was born on March 2, 1998, the largest celebration of reading this country has ever seen.

The Purpose of Read Across America

Motivating children to read is an important factor in student achievement and creating lifelong successful readers. Research has shown that children who are motivated and spend more time reading do better in school.

Tell Us How You Plan to Celebrate!

Share with us how you plan to celebrate NEA's Read Across America Day on March 2.

Email your plans to linda.harsche@ndea.org.

Read Across America Sponsors

At the national level, the National Education Association sponsors and spearheads the program with support from more than 50 national nonprofit and association partners. Locally, everyone—from schools to libraries to community centers to churches to hospitals to bookstores—is invited to host local events to celebrate and promote children's reading.

Read Across America Partners

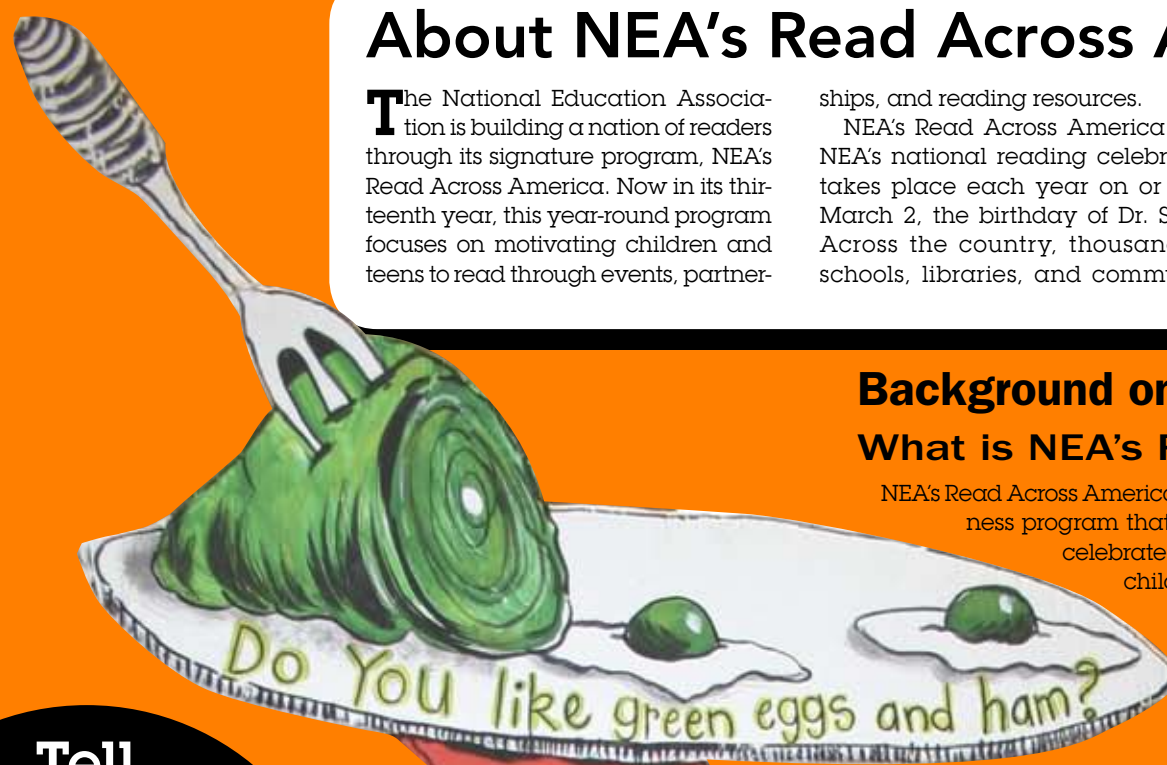
In addition to the 3.2 million elementary and secondary teachers, higher education faculty, education support professionals, school administrators, retired educators, and students preparing to become teachers who make up NEA membership, some 50 national organizations and associations give their support.

Get Involved!

Contact your local school, NEA local association, library, bookstore, or local chapter of NEA's Read Across America partner organizations about events that are taking place in your community. Explore this Web site fully for information, ideas, and resources.

Begin Planning Now!

NEA's Read Across America Resource materials offer numerous opportunities for involvement in children's reading throughout the year. The only thing you need to do is plan how, where, and when you will read to a child or teen in your life - everyday. Don't forget to join the Read Across America Fan page and Cause page on Facebook and check out the Read Across America Channel on Schooltube.com for videos.



MEMBERS ATTEND MIDWEST CONFERENCE



▲ The NEA Midwest Region Leadership Conference was held in Chicago, IL the end of January. NDEA members got together with other Midwest states to learn what's happening throughout the Region.



▲ NDEA members listen intently to a national speaker during the Conference.



▲ Twenty-three participants from North Dakota attended the Conference.

Apply for New Cripps Scholarship

Family and friends of Mary E. Cripps, a Grand Forks special education teacher, who died in June, 2011, have established a scholarship within the NDEA Foundation for either graduate or undergraduate students who are pursuing initial or advanced training in special education.

The Mary E. Cripps Special Education Scholarship will be awarded by the Foundation Board of Directors each March. Applications are available at <http://www.ndea.org/>. The deadline for applications will be March 1. The amount of the scholarship will be determined by the Board of Directors based on the earnings of the Foundation

NDEA Offers Grants and Scholarships

Bill Oban Special Education Scholarship

Established in memory of long-time special educator, NDEA member, and state legislator Bill Oban, this scholarship is available to undergraduate students pursuing a teaching career in special education.

Awarded by the NDEA Foundation ~ Deadline — March 1.

Ron and Ann Anstrom Scholarship Fund

A program to assist current English, math or science instructors to improve their qualifications by attending summer school.

Awarded by the NDEA Foundation ~ Deadline — March 1.

Joseph A. Westby Leadership Award

A \$500 stipend for an Association member or staff member to enhance their leadership skills.

Awarded by the NDEA Foundation ~ Deadline — March 1.

Excellence in Education

Funded with donations from members, memorials and gifts from individuals and businesses interested in public education in North Dakota, these scholarships assist and recognize outstanding students preparing to enter the teaching profession.

Awarded by the NDEA Foundation ~ Deadline — March 1.

Education Support Professional Award

A grant to aid an individual or group of individuals who are improving their

job qualifications or conducting an activity to improve education for public school students.

Awarded by the NDEA Foundation ~ Deadline — March 1.

Educational Grants

Awarded to assist individual educators, or groups of educators, to improve their skills through continued education, research, or development of instructional materials or techniques.

Awarded by the NDEA Foundation ~ Deadline — March 1.

Ethnic Minority Scholarships

Given to encourage and assist minorities to enter the teaching profession.

Awarded by the NDEA Ethnic Minority Affairs Commission ~ Deadline — March 1.

The NDEA Foundation is a separate 501(c)(3) charitable organization and as such, contributions may be deductible for federal income tax purposes. Members are assessed \$1.00 to fund the Foundation. Additional funding has come from individuals in the form of grants and scholarships, memorials, and contributions from businesses and individuals. Local associations may establish funds to recognize individual or group projects or for scholarships to enhance public education in North Dakota. The funds will be managed by the Foundation under a contract with the local association.

For more information about the Foundation, how to make a contribution or simply to apply for a grant or scholarship, visit www.ndea.org and select the Foundation tab.

Association Provides PR Grants, Gives Awards

The NDEA Public Relations Program offers grants of \$100 to \$500 to local associations. Associations must apply for a specific amount, submit a proposed PR program and estimated expenditures, and agree to meet a few criteria. Each recipient is required to write an article for the Association's official publication – *North Dakota Education News*.

Any association interested in applying for a grant can find the application form at www.ndea.org/teachers.

The NDEA also presents the following awards during its Representative Assembly in April.

Educational Leadership Award – This award recognizes a member who has demonstrated exceptional leadership ability by improving quality education either at the local or state level.

Outstanding Local Association Award – This award recognizes an outstanding local association that promotes community involvement in public education.

Media Award – This award recognizes outstanding coverage of public

education by a radio station, television station, daily or weekly newspaper or a media individual. (This award does not have to be given each year.)

Professional Courage Award – An award in this category recognizes a member or a local association for assuming a risk to further the right, dignity or academic freedom of teachers. (This award does not have to be given each year.)

Any member or local association can make nominations for each of these awards. The person or persons making the nominations should provide reasons for the nomination and the qualifications of the nominee or any other documentation pertinent to the Awards Committee. The nominations can be sent by e-mail to: ellie.sharbono@ndea.org or mailed to Dakota Draper, NDEA, 301 N. 4th Street, Bismarck ND, 58501-4049.

The deadline for submission of possible nominees is March 1.

For a local association public relations handbook, visit the NDEA website at <http://www.ndea.org/>.

Christopher Columbus Awards Challenge Middle School Students

TO SOLVE COMMUNITY PROBLEMS USING SCIENCE AND TECHNOLOGY Finalist Teams Win Trip to Walt Disney World®

Now in its 16th year, the **Christopher Columbus Awards**, a free program that challenges middle school students to explore opportunities for positive change in their communities, announces the program's Call for Entries for the 2011-2012 school year. Teams of up to four students and a coach identify a community issue and use the scientific process to solve it. Finalist teams win an all-expense-paid trip to Walt Disney World® where they attend the Christopher Columbus Academy and compete for gold medals and U.S. Savings Bonds.

In its 15 years, the program has attracted over 19,000 'everyday' students from all across the U.S., and appeals to educators who are increasingly looking to develop critical STEM skills in students while meeting state and Federal standards. The program:

- is a cross-curricular STEM activity that helps meet both NCLB and state standards.

- helps address the performance gap in U.S. science education by encouraging critical thinking skills in all

students.
-- encourages community service.

Deadline and How to Enter

The **Christopher Columbus Awards** is free to enter. For more information and competition guidelines, call 800-291-6020 or visit www.christophercolumbusawards.com. Coaches may be teachers, parents, community leaders or mentors. Teams do not need to be affiliated with a school to enter. The deadline for receipt of entries is Monday, February 6, 2012.

Who Wins?

One of the 2007 winning teams was a group of students from West Branch, Iowa, who felt there was an environmen-



tal hazard caused by used oil filters being disposed of in household trash.

They developed an awareness campaign to educate the public about the dangers of placing used oil filters in landfills and worked with their state legislature to pass an oil filter recycling law.

Past winners also have included a team from San Diego that has secured a provisional patent for a specialized seat cushion design that uses sensory feedback to train people to maintain a healthy posture while sitting at a computer, and a group of students from Illinois who developed a multifaceted recycling awareness campaign that increased recycling in their community by 60% in just four months. A complete list of past winners can be found at: [\[lumbusawards.com\]\(http://lumbusawards.com\).](http://www.christopherco-</p>
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Strong Participation from Girls, Minorities

The program attracts many students who may not typically enter a science competition. More than half of the entrants are girls, and more than a fourth are from diverse ethnic and cultural backgrounds, statistics that are higher than those of most science competitions.

About the Sponsor

The **Christopher Columbus Awards** program is sponsored by the Christopher Columbus Fellowship Foundation (www.columbusfdn.org) and it is endorsed by the Association of Middle Level Educators. The Foundation is an independent Federal government agency created by Congress in 1992 to encourage and support research, study and labor designed to produce new discoveries in all fields of endeavor for the benefit of mankind.

Online learning for your life



Have You Visited NEA Academy's New Interactive Website?

Your input helped guide the design of the NEA Academy's new website, and we think you'll be pleased with the results. Come explore the site and fill out your personal profile. Based on the preferences you select, this new interactive learning environment will provide content recommendations, course alerts, and additional material of specific interest to you. We invite you to see the all-new NEA Academy at neaacademy.org.



Let Us Count the Ways . . . to a Master's Degree

- 50 master's degree programs in Curriculum and Instruction, Administration, Counseling, and General
- Three leading universities - UMassOnline (University of Massachusetts), Walden University, and Western Governors University
- 5 to 20% discounts on course tuition plus waivers of some fees
- NEA member-only scholarships for eligible applicants

NEA Academy's University Partners

NEA Academy's university partners were selected after a nationwide review of higher education institutions and advanced degree programs for educators. Visit the Academy's website, neaacademy.org, for more information about each of these outstanding institutions and their special benefits for NEA members.



SIGN UP MEMBERS

As part of the effort to assist locals with the recruitment of Association members, NDEA is offering a \$50 incentive payment for **enrolling veteran school staff** as new NDEA members. To be considered an eligible new member, the person must have been employed by a school district in the **2010-11 year**. The \$50 will be paid directly to the "recruiter" who signs the membership enrollment form. **Remember members can be recruited all year long, and don't forget those who started late.**

Here are **FOUR EASY STEPS** to claim the \$50 incentive:

Verify that the new member was eligible for membership in the **2010-2011** school year.

Be sure the local Association is aware of the individual joining and that all necessary **payroll deduction forms, local dues, etc.** are **processed through the local Association.**

Complete and send the completed form, which can be found at www.ndea.org under Members Only to:

North Dakota Education Association, ATTN Incentive Rebate, 301 N. 4th Street, Bismarck, ND 58501

Payments will be mailed in December 2011 and March 2012.

Horace Mann Offers Fellowships

For the sixth consecutive year, Horace Mann Educators Corporation (NYSE: HMN) and the Abraham Lincoln Presidential Library (ALPL) have partnered to form the Horace Mann-Abraham Lincoln Fellowship, a program designed to help educators teach children our rich historical heritage.

"Horace Mann believes that this partnership is an extension of our strong commitments to the education community and the Abraham Lincoln Presidential Library," said Lou Lower, Horace Mann President and Chief Executive Officer.

The Fellowship program offers 50 teachers the chance to study the life and legacy of Abraham Lincoln. The program includes round-trip transportation to Springfield, Ill., lodging and most meals. While educators from K to 12 are eligible to apply, the curriculum is targeted to teachers of grades 4-12.

Interested teachers should contact their local Horace Mann agent and visit the Horace Mann home page at www.horacemann.com or the ALPL home page at www.alplm.org. The application deadline is February 12, 2012, and the 50 winning Fellows will be announced in April.

Why Join NDEA?

NDEA is the state's largest employee organization. It exists primarily to protect and advance the professional and economic interests of its members. With approximately 8,000 members NDEA is the strongest advocate for providing a free, quality public education to all children. Joining NDEA ensures members a number of benefits.

NDEA membership provides economic clout, which allows members to take advantage of a number of valuable benefits, including low rates and substantial discounts on home loans, personal, life and car insurance, merchandise, travel and legal services.

YOUR RIGHTS

Educators deserve fairness in their work lives. As a public employee, you have certain rights and NDEA is there to defend them. We all live in a litigious society, and if you are sued in the course of your employment, NDEA and NEA are there for you. Whatever the forum, NDEA and NEA represent their members proudly and effectively.

YOUR PROTECTION

NDEA members are automatically covered by a professional liability policy. You receive up to \$1 million in professional liability insurance, access to different law firms offering free consultations and discounted fees on various personal legal services and legal representation during reduction in force procedures and protection of due process rights.

YOUR PROFESSION

Education is a proud profession, as rich in learning for the educator as for the student. Like many other professions, it requires skills, a body of knowledge, traditions and responsibilities. NDEA is attuned to the professional lives of its members and is committed to improving the profession and assisting members as they move from novice to mature practitioner.

YOUR VOICE

NDEA speaks for all of us. The voice of public education is your voice and the voice of thousands of public employees across North Dakota. NDEA makes your voice heard on the issues that matter most for your students, your school, your work and your profession.

YOUR ORGANIZATION

NDEA is your organization. It gets its strength from local associations statewide and from its national affiliation with NEA. But most of all, it gets its strength from you and approximately 8,000 of your colleagues across North Dakota. Your decision to become a member of NDEA strengthens public

education in your corporation and across North Dakota.

YOUR PAYCHECK

Economic security is vital to every Association member. Your salary and benefits are important to your professional satisfaction. NDEA has always made it a top priority to enhance and protect your compensation and benefits.

YOUR POCKETBOOK

Saving you money is our pleasure. Thanks to the many member benefits offered by NDEA and NEA, members can save the cost of their dues by taking advantage of one or more of the benefits and discounts.

YOUR SCHOOLS

Education is everyone's birthright. NDEA is committed to the principles of high quality, universal, free public education. Thousands of students from preschool through high school depend on NDEA and its allies to keep that commitment strong.

YOUR STUDENTS

We care deeply about our students, because students from preschool to high school are at the heart of everything we do. When NDEA advocates for reasonable student-teacher ratios or more opportunities for professional growth, we are sometimes criticized for being self-serving. Yet, the conditions that improve learning and the conditions that improve teaching rarely, if ever, diverge. Education equity, opportunity and excellence are prized organizational goals.

YOUR RETIREMENT

Your retirement is a serious concern. Whether you are a beginning teacher or a veteran, retirement issues are an important part of your career concerns. It is reassuring to know that NDEA helps members to plan retirement options and works to improve retirement options for all public education employees.

Members Can Deduct 87% of Dues

Based on Internal Revenue Service (IRS) regulations, NDEA has determined members who itemize deductions on their federal income tax return for the 2011 tax year may, depending on their individual tax circumstances, deduct 87 percent of their state Association dues.

Considering the 2011-2012 full time teacher dues amount of \$316, those who itemize deductions on their tax return may deduct \$274.29. The NEA dues of \$178 and any local dues may be deducted in their entirety. For full time ESP members, the amount of deduction for NDEA Dues is \$137.95 and for NEA dues it is \$106.50. The dues amount includes the special assessment for public relations.

This provision exists because NDEA is classified as a 501(c)(6) organization and that designation does not allow deduction of that portion of the dues spent on lobbying activities. NEA and local associations are organized under a different section of the tax code and are not governed by the lobby tax rule.

NDEA will compute the deductible amount for the tax year 2012 and will provide notice of that amount with the 2012-2013 membership material. It is estimated that the deductible amount will be about 84 percent. The change in deductible percentage is the result of the amount of Association resources expended for lobbying. The 2012-2013 is a legislative year.

Members who are paying dues based on part-time employment or who became members after the start of the school year should contact the NDEA office for the appropriate amounts.

Members may also deduct the \$1.00 special assessment for the NDEA Foundation. The Foundation is a 501(c)(3) charitable organization.

JFK Library Offers Classroom Resources

The John F. Kennedy Presidential Library and Museum website offers classroom resources for teachers including interactive exhibits, lesson plans for elementary, middle and high school students, reference materials featuring famous JFK speeches and quotes, and a media gallery of photos of Kennedy's life, family and presidency. Many of the resources include newly-digitized archival materials.

To learn more, go to www.jfklibrary.org/education/teachers.aspex.

Feb. 15 is Nominations Deadline for Board Seats

The NDEA has five seats open on its Board of Directors. The election for these seats will be held in April, and winners will take office after the NEA Representative Assembly in Washington, D.C. next July.

Duane Ell of Mandan resigned earlier this year from his position of At-Large ESP. His position is open on the Board.

The Northwest Region Director position will be open, because Rob Anderson of Minot has fulfilled his two terms on the Board.

Southeast Region Director David Marquardt of Fargo filled the unexpired term of David Paulson of West Fargo. He is eligible to run for his first full term.

Southwest Region Director Linda Maize of Beulah has completed two terms on the Board. Her position is open.

NDEA-R President Gloria Lokken is eligible to run for a second term on the Board.

All terms run until 2015. Petitions can be obtained by contacting ellie.sharbono@ndea.org.

The deadline for submission of petitions with 50 signatures is Feb. 15.

NEA Delegates Sought for 2012 Convention

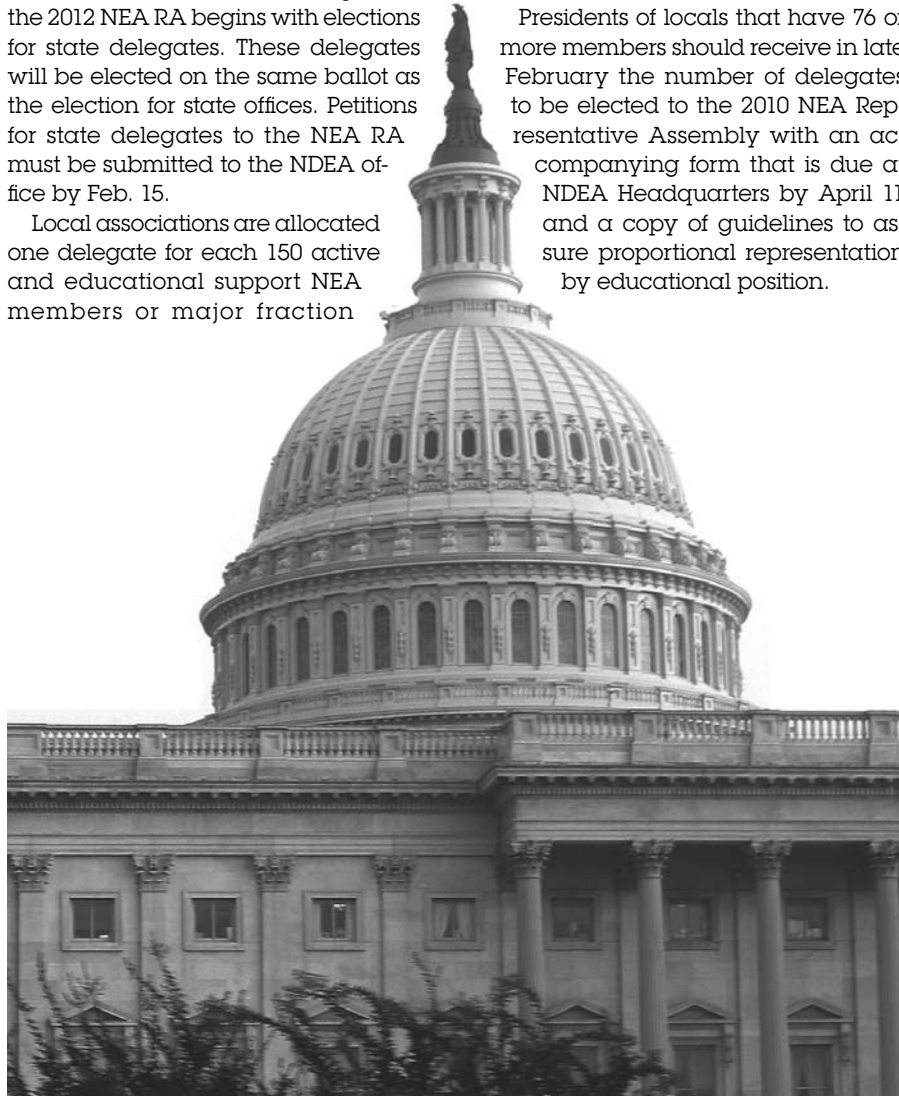
The 2012 NEA Representative Assembly (RA) will be held June 29 (travel day) through July 6 (travel day), 2012 in Washington, DC.

Election of North Dakota delegates to the 2012 NEA RA begins with elections for state delegates. These delegates will be elected on the same ballot as the election for state offices. Petitions for state delegates to the NEA RA must be submitted to the NDEA office by Feb. 15.

Local associations are allocated one delegate for each 150 active and educational support NEA members or major fraction

thereof. Locals with fewer than 76 members may cluster to form delegate units. Delegate credentials may not be transferred from a local to a state affiliate or vice-versa.

Presidents of locals that have 76 or more members should receive in late February the number of delegates to be elected to the 2012 NEA Representative Assembly with an accompanying form that is due at NDEA Headquarters by April 11 and a copy of guidelines to assure proportional representation by educational position.



NDEA Bylaws Require 2 Minority Delegates

NDEA's affirmative action plan commits the Association to elect two minority delegates to the NEA Representative Assembly each year.

Two delegates are necessary to comply with the bylaws of the NEA which require delegate representation at least equal to the proportion of identified ethnic-minority population within the state.

North Dakota's ethnic minority population of the state is determined according to a census record developed by the NEA Research Division.

American Indians make up the largest ethnic minority in North Dakota.

The plan allows a candidate filing for NEA delegate positions the opportunity, if they choose, to inform members of their ethnic background in NDEA publications.

Ethnic minorities may be nominated for state delegate positions in the same manner as others; by submitting a petition signed by 50 members to NDEA Headquarters by the Feb. 15 deadline.

NDEA RA Scheduled April 14 in Bismarck

The 2012 NDEA Representative Assembly will be held at Bismarck's Doublewood Inn on Saturday, April 14.

If you are a local association with membership of 21 or less, the NDEA will help with your expenses. If needed, local associations with membership of 21 or less may voucher ½ the double occupancy room rate per delegate. Mileage for one vehicle per local will be reimbursed at 15 cents per mile. (Vouchers will be available at registration.)

Please make every effort to have your local fully represented at this very important meeting.

Register Online for NDEA Ambassadors Feb. 24-25

The next NDEA Ambassadors' Meeting is scheduled at the Radisson Hotel in Bismarck on February 24-25.

We encourage all Ambassadors who need sleeping accommodations to share a room with another Ambassador on Friday evening. Mileage will be reimbursed at \$.555 per mile. Vouchers will be available at the end of the meeting.

2012 Presidential Awards for Science and Math Teachers

Do you know a good science or math teacher who teaches in grades K-6? If so, nominate them by May 1, 2012 for the Presidential Award in Science or Math.

If you are a science or math teacher, have someone nominate you or nominate yourself. We would like to recognize those teachers striving to enhance science or math education.

The Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST) program was established in 1983 by the White House and is sponsored by the National Science Foundation (NSF). The program identifies outstanding math and science teachers, K-6, in each state.

Each Presidential Awardee will receive a \$10,000 award from NSF and gifts from donors. Each awardee will also be invited to attend, along with a guest, recognition events in Washington, DC, in March 2012, which will include: an award ceremony, a Presidential Citation, meetings with government and education leaders, receptions and banquets.

Eligibility for 2012:

- Teach mathematics or science at the K-6 grade level in a public or private school.
- Hold at least a Bachelor's degree from an accredited institution.
- Be a full-time employee of the school or school district as determined by state and district policies, and teach K-6 students at least 50% of the time.
- Have at least 5 years of full-time, K-12 mathematics or science teaching experience prior to 2010-2011 academic school year.
- Teach in one of the 50 states or the four U.S. jurisdictions. The jurisdictions are Washington, DC; Puerto Rico; Department of Defense Schools; and the U.S. territories (American Samoa, Guam, the Commonwealth of the Northern Mariana Islands, and the U.S. Virgin Islands).

- Be a U.S. Citizen or Permanent Resident.
- Not have received the PAEMST award at the national level in any prior competition or category.

If interested in nominating a teacher go to <https://www.paemst.org/controllers/nomination.cfc?method=nominate>.

Teachers must be nominated. Anyone (e.g. principals, teachers, students, parents, etc.) may nominate a teacher. Self nominations are accepted.

Teachers grades 7-12th will be eligible to apply next year as the program alternates yearly.

Information and nomination forms are available at www.nsf.gov/pa or by contacting:

ND State Coordinator (PAEMST), Don Hoff, Professor of Science, Valley City State University, 101 College St. SW, Valley City, ND 58072, Ph. 1 800 532 8641, ext. 37522 or 701 845 7522, fax 845 7450, or donald.hoff@vcsu.edu.

Wahpeton Students Spend for a Good Cause

In Wahpeton, a group of sixth graders shopped for needy area children as part of a community service project.

NDEA member Tim Kaiser, along with several other adults, chaperoned the students, who each had more than \$50 to spend on a disadvantaged child. Each student worked from a list that described the age and sex of the child, as well as the types of interests they had. Students were mainly shopping for toys and clothing. Eight families with 19 children received special gifts for Christmas.

Kaiser said the classes pooled together money to buy gifts, along with donations from the Knights of Columbus, Thrivent Financial, the Eagles Club and Wal-Mart, for a grand total of \$1,025.86.

North Dakota Studies Project "North Star Dakotan" Goes Online

In 1992, the North Dakota Humanities Council under the guiding hand of Ev Albers, NDHC Director, 1973-2004, and D. Jerome Tweton, UND Professor Emeritus and North Dakota Humanities Scholar, published the North Star Dakotan, a North Dakota Studies education resource for use in the classroom in newspaper format. The objective was to bring quality North Dakota studies content to the classroom at little or no cost to North Dakota schools.

It's 2012. The North Dakota Humanities Council has taken the North Star Dakotan, rewritten the entire second issue, renumbered, and redesigned the series, and is making this resource available online at no cost.

Units include North Dakota history, agriculture, geography, politics, trade and commerce from 1780 to 1972. Each issue is accompanied by an educator guidebook. Visit the North Dakota Humanities Council website and view each issue or download your copy today at: www.ndhumanities.org/north-star.html.

Printed copies of the new editions of the North Star Dakotan will be available by August, 2012.

Members Made Christmas Brighter

In December, the Fargo Education Association (FEA) made a donation of \$4,000 to the FM 105.1 Christmas Wish Program, which gives donations to families or persons in need during the Holiday Season.

The fundraising took place during American Education Week (AEW). Teachers and support staff paid to wear jeans in each Fargo Public Schools building. Each building then turned

in the money to FEA President Kim Belgarde. Not only did all the teachers and support staff participate, but so did the administrators in the District.

Belgarde and the FEA continued donations until Christmas designated for NDEA member Ginger Deitz, who was seriously injured in a car accident in which her husband died. The fundraising was called "Jingle for Ginger."



▲ Dr. Buresh, Kim Belgarde, Cori Jansen, Julie Feske, Dr. Grosz

NDEA Member Shares Resources

NDEA member Theresa Mattheis of Solen started putting together a list of free online books (eBooks) for her use. But, while compiling the list, she realized it might be a great resource for other members as well. Below is a list of the sources Mattheis has compiled:

www.solen.k12.nd.us/Solen/solenstaff/library.html

This is Mattheis' high school library page, and it has links to the internet library, state library and a couple of other sites.

www.gutenberg.org/wiki/Main_Page

Project Gutenberg offers over 36,000 free eBooks to download to your PC, Kindle, Android, iOS or other portable device. (You can even read Mark Twain's books here and many more authors.)

www.forgottenbooks.org/index.php

More e-books can be found here.

www.free-ebooks.net/

Mattheis hasn't registered for this one yet, but please let her know if you like it by e-mailing her at Theresa.J.Mattheis.2@sendit.nodak.edu.

<http://books.google.com/ebooks>

At the top are books for sale and at the bottom of the page is a link for free books.

Kindle's Reading App (it is free)

www.amazon.com/gp/feature.html/ref=sd_allcat_karl?ie=UTF8&docId=1000493771

Kindle's books

www.amazon.com/Kindle-eBooks/b/ref=sv_kinc_1?ie=UTF8&node=1286228011

On the left side there is a link that says free collections.

Nook Reading App (it is free)

<http://www.barnesandnoble.com/u/free-nook-apps/379002321/>

Nook Books

<http://www.barnesandnoble.com/u/Free-eBooks/379003078>

Yes, there is also a section where you must pay, but Mattheis was impressed at the new titles in this section.

For any questions you might have, contact Theresa.J.Mattheis.2@sendit.nodak.edu.

Harildstad Named History Teacher of Year

NDEA member Janice Harildstad, a fifth grade teacher at Carrington Elementary School, was named the 2011 North Dakota History Teacher of the Year.

Harildstad has been teaching for 34 years, with the last 28 years at Carrington Elementary. In receiving the award, she said that she has always enjoyed a love of history.

"I have a wonderful school system in which to work," she said. "To me, teaching history is one great adventure story, only better. I like to take those historical events and bring them to life through plays, projects, research, and presentations. I enjoy seeing the excitement in students when they get wrapped up in their history lessons."

Harildstad received a \$1,000 honorarium and the Carrington Elementary School library received a core archive of history books and educational materials from the Gilder Lehrman Institute of American History. She also received an invitation to a Gilder Lehrman summer seminar, and Carrington Elementary school will be named a Gilder Lehrman Affiliate School.

The award is co-sponsored by the Gilder Lehrman Institute of American History, HISTORY and Preserve America. The North Dakota History Teacher of the Year Award is coordinated by Neil Howe at the State Historical Society of North Dakota.

Schneider Receives Crystal Apple

Association member Kim Schneider, Langdon Area Elementary School's (LAES) Kindergarten teacher, was honored as Langdon's 2012 Teacher of the Year and received a Crystal Apple at an awards banquet in November.

"I am so humbled and grateful to receive Langdon's Teacher of the Year," Schneider said, "but all of us come to work every day and work very hard so I have to give credit to my colleagues as well."

There were eight nominees for Teacher of the Year. Schneider was selected by her coworkers to receive the Crystal Apple.

Schneider attended Valley City State College and earned her major in Elementary Education with a minor in Early Childhood Education.

After teaching for almost 16 years, she still loves to see those looks, which spark in the kids eyes when they "get it."



2011 ReadyChild Awards

Minot Public Children's Library Gets Community-Based Award



▲ From left to right: Maritta Hoffart, Elsie Culbertson, Sherry Heilmann, Marlene Srock, NDEA President Dakota Draper, Kathy Hintz, Paulette Nelson (who received the Ready Child Award), Julie Wolfe, and Cheryl Hagar pose in the Minot Public Children's Library.

The 2011 NDEA Ready Child Community-Based Award went to the Minot Public Children's Library. The Community-Based Award – honors a community program or initiative that exemplifies or promotes the Ready Child vision statement, the Ready Child mission statement, and/or the Ready Nine.

According to NDEA Member and kindergarten teacher Marlene Srock, the Minot Public Children's Library is more than a place to read books.

"Under the direction of Paulette Nelson," says Srock, "the staff has created programs that enable learners of all ages to fall in love with literacy and learning."

Children ages 18 months to two years and their caregivers are invited to participate in a side-by-side story time. Children ages three to six have the opportunity to choose to attend story times for independent children or story times at which the caregiver accompanies them. This age can also enjoy holiday puppet shows.

Children ages four years to Grade five and parents interested in building with LEGOs have the opportunity to

join the LEGO Club and meet to create different structures and vehicles with LEGOs.

Fun activity-based programs are planned for school-age children on days when children are not in school. Workshops such as *By the Light of the Marvelous Moon* and *Mad Scientist* allow children to do all kinds of wacky science activities.

The After School Kids Programs are offered each week during the school year. The library also offers free computer classes for children in Grades three-five.

Guys Read Programs at the Library are evenings scheduled so dads can join their sons for an evening of fun at the library.

Some of the *Guys Read Programs* include Martial Arts, Gaming, Model Airplanes, and various sports teams from the community.

In addition, the library uses some of the school vacation days to hold family movie days which have been well received by the community. Children of all ages and their parents are invited to attend.



Fargo South Bike Club Receives Ready Child School-Based Award

The Ready Child School-Based Award – honors a school program or initiative that exemplifies or promotes the Ready Child vision statement, the Ready Child mission statement, and/or the Ready Nine.

Officer Chris Potter shares his passion for bicycling with the students at Fargo South High School as founder and activity advisor of the Fargo South Bike Club, the first intramural club of its kind in the state of North Dakota.

The Fargo Public Schools partnered with Potter as a bike safety and club consultant when their Safe Routes to Schools grant was tapped to start bike clubs in Fargo middle schools and offer police bike safety presentations to hundreds of elementary school students. Fargo South Student Counselor Jim Keal assists Potter as a club co-advisor.

The club started in late 2009 and began to recruit student members in the spring of 2010. Club activities focus on teaching young people to ride bicycles lawfully and safely, educating them about traffic laws in order to help them become safe and predictable cyclists. Students also learn the benefits of exercise, teamwork, leadership skills, and basic bicycle mechanics, while

interacting with positive adult role models.

Bike club members have participated in civic activities like bicycle advocacy and government planning meetings, group rides on local bike routes and trail systems, and tours of local points of interest in combination with club rides. During spring semester, club members completely overhaul a bicycle, rebuilding it into a practical commuter bike that is auctioned off as a club fundraiser. Their latest rebuild is a one of a kind, customized mountain bike designed to

match the "Project Blue Thunder" SRO police squad car, to include new paint, graphics, custom features and new parts. The Blue Thunder bicycle will be auctioned when the car project makes its public debut in May.

Potter considers the bike club one of his most rewarding and valued SRO projects. Providing a unique and fun activity to students who may not be involved in other school activities has helped cement SRO relationships with kids in a non-enforcement environment.

For more information on the Ready Child awards go to www.readychild.org.



▲ Fargo South Bike Club Receives Award. Officer Chris Potter (far right) is the founder and activity advisor of the Fargo South Bike Club. Far left in back is Fargo south Student Counselor Jim Keal who assists Potter as a club co-advisor.