



The newsletter of Education Central Minnesota Services, a regional service unit of Education Minnesota

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WOW—WHAT AN ELECTION!

By Darrell Baty

November 6 was a very good day for Education. Many Friends of Education were elected in Minnesota and across the nation. We have all of you to thank for getting involved and supporting pro-education candidates with your time and resources. Education Minnesota members along with the AFL-CIO made more phone calls, conducted post card writing campaigns and knocked on more doors than we have ever done in the past.

We will be meeting with all of the legislators before the legislative session starts. Please watch for information about the upcoming legislative dinners in your area. Invite your legislator to meet with your local before the January session begins.

Thanks again for all your hard work★

START THINKING ABOUT OUTSTANDING LEADERS IN YOUR DISTRICT

By Janet Baughman

Each year Education Central Minnesota Services accepts nominations from each local in order to acknowledge an Outstanding Leader. It is time for locals to begin thinking about who from their local should receive the Education Central Minnesota Services Outstanding Leadership Award. This award showcases the outstanding achievements and practices of members. It is up to locals to create their own criteria, nomination process and selection procedure. The Outstanding Leadership Award will be given to an individual who is nominated and selected from Becker, Annandale, Braham, Cambridge-Isanti, Chisago Lakes, Delano, Foley, Isle, Milaca, Monticello, North Branch, Ogilvie, Onamia, Princeton and Rush City. Outstanding Leadership Award winners will be announced at the ECMS Rep Convention on April 3.

Baughman's Bits & Pieces

By Janet Baughman, ECMS Chairperson



I hope everyone had a great first quarter of school. As we move in our seasons from fall to winter and notice all the changes, it gives us the reminder of the changes many of us face in the school year as well. We have now created a routine for ourself and our students, we have given our first set of conferences, and we are fast approaching the holiday season.

Our Fall Drive In was in Foley this year. We had great sessions and a good number of people in attendance. The Fall Local Leader training was held in Princeton. Local Presidents, new teachers, membership chairs and treasurers were in attendance.

We are now looking forward to many winter events. On January 8th we start our Negotiations kickoff in Princeton. It is important that all locals be represented either by your negotiating team or other local representatives. February 1st and 2nd is the overnight collective bargaining training in St. Cloud at the Kelly Inn. There will be many sessions for your negotiators to attend.

It is also not too early to start thinking about the ECMS "Outstanding Leadership Award". Outstanding Leaders from each local will be honored on April 3rd. See you in the future.

TEACHER EVALUATION: IS YOUR DISTRICT READY?

By Curt Rock

A year ago I was asked to serve on the state Teacher Evaluation Work Group put together by the Commissioner of Education. Our committee is made up of teachers, principals, superintendents, school board members, parents, legislators, MDE staff and a few other interested group representatives. Our work has been slow, thought out and thorough.

Our charge is to create a state default model that school districts can implement by the fall of 2014. We have looked at other state models, we have heard presentations from groups who have information for us to consider and we have had many lively debates. All things leading to the creation of a state model that will include all the components the statute expects to be included in the plan.

As we have worked through this process we have found a few stumbling blocks, like, how to deal with the 35% student achievement piece, what criteria should be used to rate a teacher's performance and what is value added, just to name a few. There are three schools of thought revolving around the usage of the state default model:

- 1) some districts will pull the state model off the shelf and use it the way it is,
- 2) some districts will look over the state model and tweak it to fit the needs of their district,
- 3) some districts will use the statute and create their own evaluation model and not need the state model at all.

All of these discussions have been held with the knowledge that our work has to be done by December 13 and a final draft needs to be handed over to the Commissioner of Education. If you have any questions please don't hesitate to contact me.

THE TOP FIVE REASONS FOR SCHOOL EMPLOYEE DISCIPLINE

These are the most common reasons education employees face discipline on the job. Don't let it happen to you!

1. Inappropriate use of the Internet

As access to the Internet increases in the schools, inappropriate use of the Internet has similarly increased. As a result, school districts are establishing policies regulating the use of the Internet on the job. It is important that you know your school district policy on Internet use. This includes you as the employee and what you allow your students to do on the Internet as well. Again, read your district policy.

2. Sexual Harassment

Sexual harassment can fall under three categories: verbal, non-verbal, and physical. It can include unwelcome sexual advances, requests for sexual favors, or physical conduct of a sexual nature. Things like whistling at someone, referring to them as "sweetheart, handsome," etc., sexual comments, telling sexual jokes or stories, commenting on how someone looks repeatedly, looking someone up and down, blocking a person's path, wearing clothing with a sexual message on them, touching someone's clothing, hair, or body, standing too close, giving a massage around the neck or shoulders, patting someone, hugging them or putting your arms around someone. Quid pro quo sexual harassment involves using power relationships and making tangible job or educational benefits conditional upon the victim's submission. A hostile work or education environment is a more subtle form of harassment that is evidenced by a pattern of conduct that, viewed from the victim's perspective, interferes unreasonably with the work or education of the victim because of the intimidating, hostile or offensive atmosphere that is created by the harassing conduct.

3. Physical abuse or corporal punishment

Corporal punishment is prohibited by Minnesota state law. This conduct would include hitting or spanking a person with or without an object or unreasonable physical force that causes bodily harm or substantial emotional harm. The unwanted touching of a student can subject the school employee to an allegation of physical abuse. Unreasonable use of physical force can subject that employee to termination. On the other hand, the school employee has a responsibility to prevent bodily harm to others, including the student that the physical force is being administered to. The critical inquiry will be whether the employee used only the force that was reasonably necessary to quell the disturbance. If the employee is viewed as using escalating force, or more force than necessary to quiet the situation, discipline is more likely to be upheld.

4. Off duty conduct

Conduct that occurs while off the job can still result in a termination from employment. Examples include: DWI conviction, hit and run, drug related offenses, stealing, sexual misconduct, internet pornography, illegal gambling to name a few. In short, anything that you do off the job that can be shown to impair your ability to be successful on the job can subject you to a potential termination.

5. Licensure lapse

Teachers in K-12 public schools are required to hold a valid teaching license issued by the state of Minnesota Board of Teaching. Forgetting to renew your license is cause for termination. It is your responsibility to renew your license.

For more information about any of the above items check the Education Minnesota website at www.educationminnesota.org.



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ECMS Events

December 5

ECMS Governing Board Meeting

January 8

Negotiations Kick-off

January 11

Newsletter Articles Due

January 25

On Board Distributed

January 25-26

Education Minnesota Collective Bargaining Conference

February 1-2

St. Cloud Area Negotiations Workshop

Win a FREE gas card!

Look for a ★ somewhere in this issue of the On Board newsletter. Email Janet Baughman with the star location at jbaughman@becker.k12.mn.us by December 3. She will draw three lucky winners for a \$10 gift card!
Happy Holidays!