**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*December 15, 2020*

*GoToMeeting*

**Roll call of officers:**

Maurice Wilson, president – present

Deb Rose, vice president – present

Mike Schultz, secretary – present

Jeff Plaman, membership secretary – present

Michael Diedrich, treasurer, MDE meet and confer chair – present

Alex Migambi, region 10 chief steward – not present

Jackie Blagsvedt, region 10 director – not present

Dan Engelhart, MAPE business agent for Local 1002, was also present.

**MAPE Elections**

A special statewide MAPE election for an organizing council and trustee position will start December 29. Email Maurice if you would like to be part of the local nominations or elections committee. You can’t be on the elections committee if you are planning to run for office. Members are highly encouraged to run. The next regular election cycle should start in February.

**Business Agent Update**

Jackie is an all-day training today. There was no December board of directors meeting. Work has been focused on contract bargaining and special elections. MMB will be rolling out an early retirement option – the position would have to result in one FTE of savings if vacated. Expanded FMLA will be expiring without federal action.

**Negotiations Update**

MAPE sent out a survey yesterday. Take time to complete it as it helps the negotiations team. A higher participation rate helps with decision-making. The healthcare coalition will be meeting in January. MAPE will have an online portal for contract ideas.

**Draft 1002 Budget**

Michael provided an overview of the draft 1002 budget for 2021. A meeting will be set up to go through the draft budget in greater detail, then a remote vote on a proposed budget will occur. The draft budget assumes a $25k starting balance, membership at 250 for budgeting purposes, and a proposed hardship fund. The draft budget includes planned spending down of the fund balance.

**Miscellaneous Items**

Keep an eye on your vacation accrual – you need to use hours if you are approaching the cap, otherwise you will lose them.

The lease situation is in limbo – MDE is waiting for guidance from the Department of Administration. If you have a free day, consider getting your personal items from the office and bringing them home. There is a very good chance we will not be working in the building as we did before the pandemic.

**Strategic Plan Discussion**

1002 members discussed the revised draft of MDE’s internal strategic plan. Some thoughts shared:

***Objective 1***

In Objective 1, I would like to see some wording that talks about support for promotion of BIPOC from within the Agency instead of just hiring BIPOC.

Is the Objective 1 mentoring strategy about changing culture or doing a better job of assimilating BIPOC into the current culture so they can advance? [Hopefully it’s about changing the agency’s culture] but it doesn't read that way. Same as the recruitment strategy.

Mentorship should not be for assimilation – should not be approaching BIPOC as having a deficit; that they don’t have the skills necessary for the workplace. Mentorship should be two-way street – a learning experience to change the culture and mindset of all.

What is the goal of the mentorship program? To move up in the hierarchy, or are there opportunities for informal leadership? Who are the mentors? The directors and supervisors, or others in the agency? (“leadership training [for those] without supervisory ambitions”)

***Objective 2***

Key results don’t align to objective; strategies kind of align to results. This section doesn’t appear to align to a learning organization model; it seems to be about just integrating DEI into MDE processes.

Key results are participation goals, not outcome-based goals – like engaging in training: sure empolyees engaged, but to what end? What is the outcome? How does the training get translated into our work? Make sure goals/key results are outcome-based.

Affinity groups might be a better route.

Is DEI Center going to be staffed or just one person/director? It has to be more than one center/division. Needs a full budget to support all of MDE. And not just once, but ongoing.

***Objective 3***

The Key Results are the least defined in this objective. For example, increase – by how much? How are terms defined? What is a partnership? What is an external partner? Etc.

***Objective 4***

Grants – is it external or internal? Is it the ones we apply for? The ones we offer?

Objective 4 is about engaging staff in the budget around values and priorities. But as was pointed out earlier with the objectives, we weren't included in the values and priorities discussion. Why isn't including staff in the procedures for creating the values and priorities?

***General Feedback***

How do we get this plan done? Are we interested in outcomes or outputs? This parallels conversations districts are having about grading practices. What are we really seeking and measuring as “results”?

Some Key Results seem more like inputs.

What are the actual percentages for outcomes?

How did divisions/directors/supervisors approach internal plan discussion? Some only allowed discussion on strategy ideas; some talked about all aspects of plan.

We only had a little time to review the plan as a division

Can we make sure there is something about these strategies being consistent across divisions?

Consistency, yes, but also ensuring everyone has access to equitable resources, and not removing access to create equality.

Is the MDE executive team also getting input from external stakeholders, like Superintendents’ Association and Minnesota Youth Council, to make sure our plan is relevant to the people we are working with and those we are serving?

**Next Meeting**

January 19, 2021

11:30-12:30

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*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*