



Southeast
Service
Cooperative

Connections

May 2018

Young Authors
Young Artists
Conference

P2



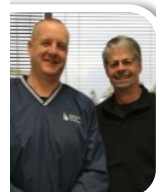
STEMify Your
Teaching

P5



Local Government
Member Visits

P6



New

Beginnings



Creativity Overload at Record-Setting YAYA Conference!

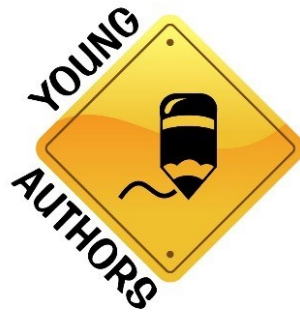
By Katie Hartman

Over 1,100 students in grades 3-5 convened at the 31st Annual Young Authors, Young Artists Conference in Rochester on May 15-17. Students from public, private, and home schools all enjoyed taking part in their choice of three different sessions offered by professional authors, illustrators, painters, poets, sculptors, and more!

"This is so much fun!" said one student to her chaperone. "Oh my gosh, I can use the book I made in one session to write down the lyrics that we wrote in the other!" said another. "The kids can't wait to come back." said a chaperone. These are just a few of the wonderful things we heard over the three days at the conference.

The YAYA Conference for grades 6-8 takes place in the fall.

If you are interested in more information on either conference, or what else SSC provides, please contact Katie Hartman at khartman@ssc.coop or check out our [website](#).



Participation numbers shattered last year's record-setting attendance!

Great Showing by Southeast Minnesota Teams at State Knowledge Bowl

By Katie Hartman

The top forty-eight teams, out of over 1,000 across the state, competed at the Minnesota Service Cooperatives' State Knowledge Bowl Meet held at Cragun's Resort near Brainerd on April 12 and 13. After one written round and four oral rounds of close competition, the State Champions were:

Glencoe Silver Lake – A Division

Sartell St. Stephen – AA Division

Other teams placing included:

A Division

2nd place – MN Valley Lutheran

3rd place – International Falls

4th place – Cook County

5th place – Hawley

6th place – Park Christian

AA Division

2nd place – Edina

3rd place – Rochester Mayo

4th place – Mankato West

5th place – Holy Family Catholic

6th place – Saint Thomas Academy

Teams competing from SE MN were:

A Division

Rushford-Peterson, Spring Grove

AA Division

Rochester Mayo, Northfield Steel, Northfield Chrome

Winners of the Heritage Spirit Awards for qualities and conduct becoming to a champion competitor were:

A Division – Fosston

AA Division – Northfield Steel

At the state meet, four-person teams competed against one another in one written and four oral rounds of interdisciplinary questions, for a total of 285 questions. Success at the competition required the ability to work as a team, as well as knowledge of a variety of areas of study and the ability to recall that information quickly. Knowledge Bowl is sponsored by the nine Minnesota Service Cooperatives.

We're so proud of these students!

**Teams Competing From
Southeast Minnesota**

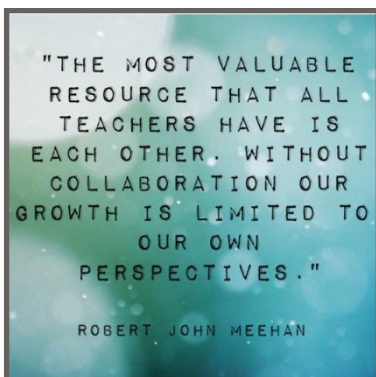


A-A Division Winner—Rochester Mayo



Heritage Spirit Award Winner—Northfield Steel

Making the Most of Your Instructional Coaches - Regional Coaching Cohort 2018-2019



By Kari Kubicek

SSC will be offering a Regional Coaching Cohort for the second year in a row due to the overwhelming number of requests from both current year participants and individuals who were not able to take advantage of the 2017-2018 opportunity. The Regional Coaching Cohort is designed for instructional coaches working in some capacity in their district to help grow and develop their coaching skills. Heather Willman, Principal on Special Assignment for Rochester Public Schools, will facilitate the cohort and share tips and tricks for maximizing the impact of your instructional coaches.

"I always walked away with key take aways and new information after each session," shared a participant from the 17-18 cohort.

Cohort members will meet quarterly and spend time each session practicing the skills fundamental to coaching. Participants will also take time to share what's working and what's not in their own districts.

Willman will also be available to provide additional support to cohort members between they cohort sessions. Building leaders, district leaders and instructional coaches are all welcome to attend.

Each session will have a focus topic and general and admin CEUs will be available for this series.

Seats are limited for this opportunity so don't wait to register by clicking [here](#)!

The sessions will focus on the following topics:

Session 1: October 3, 2018, 8:00 to 11:00 AM

- Strategies for Enrolling Teachers in Coaching
- Sharing Coaching Model from your Site/District

Session 2: January 9, 2019, 8:00 to 11:00 AM

- Problem-Solve Common Coaching Scenarios
- Sharing your New Teacher Induction Plan

Session 3: March 13, 2019, 8:00 to 11:00 AM

- Strategies for Monitoring Progress and Reflecting on Growth

Next School Year

With spring sessions wrapping up, we are looking at 2018-2019 planning. Look for an updated catalog to arrive in your email this summer. Some possible and/or confirmed topics include:

- Personalized Learning
- Instructional Coaching
- Leadership Program
- Mental Health
- Behavior Management

Discount on Customized PD – ends June 2018

We are offering a **10% discount** when you schedule two or more Customized Learning sessions in 2018-2019. Spent your PD dollars for this year? That's okay! Payment for sessions takes place AFTER the session! Course Options: Reading/Writing, Special Education, STEM, Math, Behavior Management.

Click [here](#) to learn more about these offerings.

PD Survey Winners!

Thanks to everyone who completed the recent online PD needs survey. The follow members' names were drawn for appreciation prizes:

Grand Prize – Free SSC Session
Rhonda Baldner

Ryan Kelly
Sarah Johnson
Todd Beynon
Tressie Bach
Beth Owens

\$10 Kwik Trip Card
Casie Nauman
Christine Wik
Dave Jenson
Donald Killeen,
Ewell Bryant
Julie Schmidt
Laine Herman
Laura Willis
Lynn Albers
Matt Schmit
Michelle Southworth
Renee Warrington

McDonalds Gift Cards
Camille Lechnir
Joe Adams
Lisa Palkowski
Patricia Mueller
Renee Burnham
Sara Jo Klubertanz
Susan Maiers
Traci Bauer

Learn How to STEMify Your Teaching and Learning

By Kari Kubicek

SSC is excited to be offering STEM professional development for K-12 educators in late July and early August this summer. K-5 teachers are invited to attend half day morning sessions on July 31 and August 1, and 6-12 teachers are invited to attend half day morning sessions on August 2 and 3 at SSC's meeting center.

In these sessions participants will learn how STEM is more than topics to teach, **STEM is HOW we teach**. Participants will learn specific lessons and activities that demonstrate how science, technology, engineering, and math can be easily integrated with language arts, social studies, and fine arts and can be used right away in your classroom. Join us in learning how to **STEMify** your teaching and student learning!

The K-5 sessions will focus on specific strategies for STEM journaling, observation, student and teacher questions and how to focus integrated learning through ORID questions, collecting data and analyzing findings. The introduction of academic language, shared common experiences and exploration can be applied to many content areas throughout the day. K-5 educators and administrators are encouraged to attend.

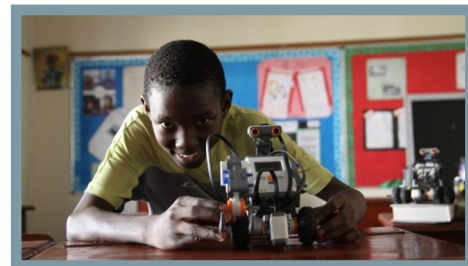
The 6-12 sessions will explore how collaboration among content specialties can integrate both content and instruction together to create lessons and units where

students can see how real-world content work together to bring deep learning. See how using **S**cientific questioning and exploration, **T**echnology usage, **E**ngineering solutions to relevant problems and **M**athematically analyzing findings can be used in all subject areas. 6-12 educators and administrators are encouraged to attend.



About the Instructor

SSC's Faculty Member Dr. Tom Meagher will be facilitating these sessions. Dr. Meagher's current position is the District STEM Education Coordinator for Owatonna Public Schools supporting over 120 teachers grades K-8 in Science, Technology, Engineering, Arts, and Math teaching & learning. He also holds the position of Lecturer of Science/STEM Education at the University of Minnesota College of Education and Human Development and works closely with the UMN STEM Education Center. He holds a PhD in Science Education from the UMN, a Masters of Biology from the



University of Montana and Environmental Education Certificate from Hamline University Center for Global Environmental Education. He has been awarded the Minnesota Secondary Science Teacher of the Year, awarded Japan Fulbright Memorial Fund Teacher Exchange, finalist President Award for Excellence in Math and Science Teaching, and semi-finalist Minnesota Teacher of the Year.

With over 25 years in education, he has taught many fields of science grades K-20, taught on three different Native American reservations and public schools and specialize in outdoor learning and inquiry. His passion is to mentor and support new and experienced teachers to help everyone learn the joys of STEM teaching and learning indoors and outdoors.

Register by clicking on one of the links below:

[Learn How to STEMify Your Teaching and Learning - Grades K-5](#)

[Learn How to STEMify Your Teaching and Learning - Grades 6-12](#)

Registrants from RAMSP districts will receive a additional 10% discount on the registration rate!

Innovating for Local Government

By Katie Schmitt

We hear the term “innovation” everywhere. There is a lot of hype, but no clear definition. When I began my work as *Development and Innovation Specialist*, I was intrigued by what innovation might look like at SSC.

What I discovered is that we needed to define it within the context of our mission and vision in order to build strategies and processes to support innovation. The definition of innovation that I use in my work for SSC members is, “Doing something different or new that adds value for members.”

For the most part, innovation is not flashy, splashy, or shiny. Meaningful and strategic innovation is hard work and, in the public sector, it’s complicated.

Adding Value

In recent months, we’ve added new opportunities for local government members:

- Piloted partnership with AMC to host Census 2020 (January) and Bridging Divides session in May
- Launched the Local Government Internship Program
- Added a new product - Cyber Liability Insurance
- Offered summer and fall professional development sessions

Challenge is a key driver in this work and connecting with members is rewarding. At SSC, a member’s perspective is priceless. Listening to members is a critical step (and my favorite step) in the research and development process. Your ideas, thoughts, and challenges move us forward and help us understand what you need from your service cooperative.

Member input is key to building the future of SSC. Steve Sallee, SSC’s Executive Director, and I have been meeting with city and county administrators to learn about what is happening in the region and how SSC can support local government in current and future challenges.

Our next step is to analyze what we’ve heard, mine key insights, and explore how we might innovate for members. We will engage with regional partners and our Local Government Advisory Committee (LGAC), which is made up of regional representatives from cities and counties. The LGAC will provide deeper knowledge on common themes and help us identify SSC’s area of focus in the region. I also work with a Minnesota Service Cooperative Local Government taskforce that is charged with identifying opportunities for statewide initiatives and projects.

We are continually re-inventing SSC and how we serve our members. Our organization is strong because of member input and engagement. Innovation is not the responsibility of one person. We have an incredible team of problem-solving, creative service designers, who are

Visiting Our Members



Jerome Illg, City Administrator of Harmony and Steve Sallee



Craig Oscarson, Mower County Administrator and Steve Sallee



Steele County Administrator, Scott Golberg and Steve Sallee

member-focused. Innovation does not happen in isolation. It is collaborative. Feel free to share your ideas with me or other SSC staff. We appreciate the opportunity to innovate for you!

Develop Your Students' STEM Literacy and Ability to Compete in the New Economy

By Sarah Ness

Enrollment in RAMSP is now open for 2018-2019! Join our growing group of 17 school districts, Perkins Consortiums, three higher education institutions, and multiple stakeholders as we explore the transdisciplinary approach to learning where rigorous academic concepts are coupled with real-world lessons as students apply science, technology, engineering, and math in contexts that make connections between school, community, work, and global enterprise. Involvement helps your schools learn about dedicated programs in and out of school that engage students in integrated,

Rochester Area MATH SCIENCE Partnership RAMSP

authentic, relevant, and hands-on learning experiences. STEM is relevant for all educators in all subjects.

Higher education, industry, and non-profit regional partners help support the STEM workforce pipeline by providing priority registration perks for STEM related events like hands-on professional development at Mayo Clinic's Regenerative Medicine & Science Course. These opportunities coupled with RAMSP only events

like IBM's Design Thinking Workshop held at IBM (\$12,500 value) and Minnesota Statewide Longitudinal Education Data Systems (SLEDs) 101 Workshop provide additional learning opportunities specifically to support building internal capacity for STEM programming and measuring impact. The new connection with SciMathMN will provide opportunities for statewide collaboration for advocating for effective, engaging, and rigorous STEM educational opportunities, resources, policy, and support.

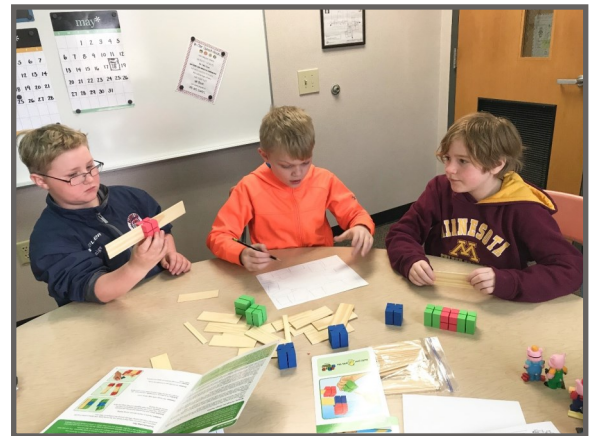
What Can You Look Forward to from RAMSP in FY19?

Enroll Your District in RAMSP

Spring Forum Receives Highest Satisfaction Rates to Date

By Sarah Ness

80 educators attended the Spring STEM Forum at SSC on April 11. RAMSP stakeholders learned from other districts and community professionals what it means to truly be a STEM school, how to start makerspaces in their schools, incorporating the community, local businesses and parents in makerspaces, why schools should consider being a Google certified school, and hands on computational thinking and coding experiences. Six lucky schools won door prizes, donated by Cooperative Purchasing Connection vendors School Specialty, Lakeshore Learning, Really Good Stuff, and Midwest Technology Products, for their district's makerspaces and media centers valued at over \$500!



Students from Albert Lea expanding their learning horizons.



"It was great that presenters shared resources with us. I really appreciate all the examples we were able to try."
Carley Seifert, Red Wing Public



"Wow! First time attendee and I was blown away! Great resources, friendly people, and great recharge for spring."
Chelsey Baumbach, Kasson-Mantorville Public Schools



"Makerspaces don't have to be 'fabulous'! I want to get started right away!"
Cathie Dudley, LeRoy Ostrander Public



"Loved the makerspace ideas and the keynote's enthusiasm and passion! Very hot topics in education."
Jamie Quam, Zumbrota Mazeppa Public Schools

Minnesota Science Standards Review Process and Timeline

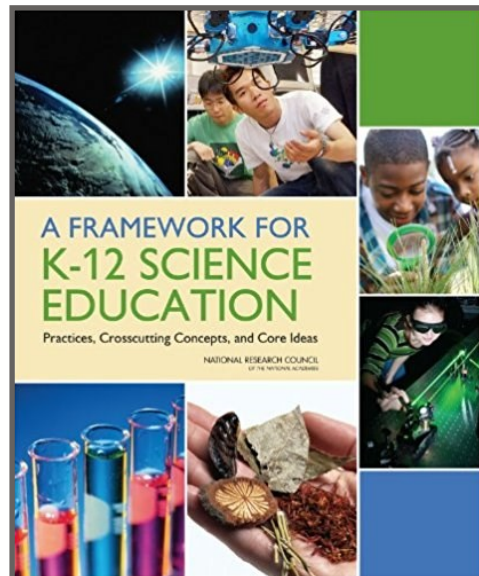
By Sarah Ness

Minnesota was a lead state in the development of the Next Generation of Science Standards. This was a cooperative effort of several states to provide standards that could be adopted by all states. The standards are based on *A Framework for K-12 Science Education* developed by the National Research Council. The framework sets the vision for science education and identifies science and engineering practices, core disciplinary ideas, and cross-cutting concepts.

The standards review committee will soon be announced on MDE's website. This group represents the following stakeholders: teachers, administrators, higher education, business/industry, and citizens. It will include content teachers in physical science, Earth and space science, life science, and engineering. The committee will include geographic and racial diversity.

How Will RAMSP Get Involved?

We are excited that SSC and RAMSP will be represented on the Board of Directors for SciMathMN this fall! SciMathMN will have a close team following the developments of this committee and communication with MDE's Science Specialist. RAMSP will seek to be a host for town hall meetings, focus groups and electronic surveys. Timelines and additional information can be found on [MDE's website](#).

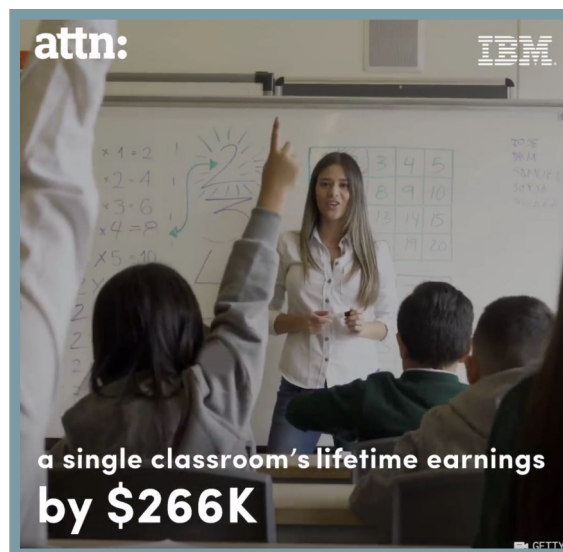


Helping K-8 Math Instructors & Coaches Experience the “Lightbulb Moment” In Student Learning

By Sarah Ness

What had over 1,000,000 views, 7,100 likes, and 3,500 shares on Facebook from Tuesday, May 8 – Friday, May 11, 2018? Stewartville educator, Ragen Lonien's debut in IBM's Teacher Advisor with Watson video! Ragen and 178 other southeast Minnesota K-5 math instructors are taking advantage of this FREE standards aligned, research based, and vetted open source curriculum database that utilizes IBM's Watson technology to help educators save time on preparation for lesson planning, activities, and teaching strategies. This solution will be K-8 in August. Watch Ragen and IBM's Teacher Advisor with Watson video [here](#)!

To set up an informational meeting or schedule your district training on Watson, [contact Bill Putnam](#).



Sign up for [Teacher Advisor with Watson](#).

Learn and Enter to Win Prizes at our Facilities Management Town Hall Meeting



By Sarah Ness

Don't think that we forgot about our important members who run our buildings and take care of our facilities! Join us and your colleagues at the Facilities Management Town Hall meeting on Wednesday, June 13 from 9:00 AM -2:00 PM at Southeast Service Cooperative. Following lunch, sponsored by CPC partnered vendor Hiller Carpet, learn about hot topics, industry trends, and CPC contract details during our 15-minute pop-up sessions with CPC industry experts from

companies like Hiller Carpet, 21st Century Safe Classrooms (School Specialty), Tridim Filters, SwedeBro (concrete floor coatings), H&B Specialized Products (athletic equipment, wall mats and lockers), Mid-State Auto Auction, Nelson Auto, and Innovative Office Solutions (MRO/Jan San).

One or more lucky SSC districts or local government agencies will take home prizes, like this Easy Drive Golf Cart for your school's golf team or municipal golf course, donated by our CPC vendors! **Must be present to win.**



[Register to attend.](#)

Final Paper Sale Order Window Closing Soon

It's time to order paper! The Cooperative Purchasing Connection offers discounted pricing on white and colored paper. See details in the catalog and in [Express](#).

Order Deadlines:

- June 13 – For delivery after July 1

You've got to mulch. You've got to!

Back by popular demand, Southeast Service Cooperative's 6th Annual Engineered Wood Fiber and Playground Surfacing Material Sale is happening through October 2018! IMEPA certified playground and landscaping mulch will be available for \$20.25 per cubic yard (free shipping for orders over 90 cubic yards). [Download your order form!](#) Do you need install service? [Email Sarah Ness today.](#)



Spring Cleaning with Information Systems Sciences

By Sarah Ness

ISS offers simple and concise records retention and document management services to ease your mind in meeting records retention requirements for Minnesota school districts.

Reclaim building space currently storing old documents and increase your document security. Ensure that your important records are safe from water, fire, and natural disasters. Whether a few boxes or a 100 or more, the ISS Storage Vault solution can provide you with secure, flexible offsite storage for your valuable records.

Now is a great time to revisit your mandated state retention schedule, organize your records, and end life documents no longer legally required. It's important to have solid records management practices in place. ISS has completed record retention projects with several SSC member districts interested in improving their records retention and records management process and would be happy to meet with yours.



In addition to a 30% discount for SSC members, this summer ISS will provide 4 free hours of assistance to help organize, prepare labels, and set-up your free online portal to assist you in getting started. ISS will also provide free training for your staff on their ISS Records Management Software. This software is available at no cost to ISS records management customers.

Contact Randy Sprau today at iss.cloud@infosysci.com or (507) 754-4405.

Contract Categories Coming to CPC This Fall

- **LED Bulbs**
- **Plumbing**
Parts, fixtures, drinking fountains, chemicals, caulk, HVAC partition parts, toilets, and urinals
- **MSDS Online Storage**
- **Athletic Equipment**
Football, baseball, and softball equipment and supplies, field maintenance, lime, clay, commissioners, moisture absorbers, fencing, field marking supplies and equipment, pitching mounds, bases, shoulder pads, helmets, and catcher's gear



Facilities Management Regional Meetings

By Jodi Dettmann

Back-to-back April snowstorms made for some stressful moments, but fortunately, SSC staff made it to Rushford-Peterson, Kenyon-Wanamingo, and Grand Meadow for Facilities Management area meetings. Our purpose, much like the December meetings, was to reach out to member school districts to provide current information. In Rushford, those who attended were treated to a tour of the new school. Kenyon-Wanamingo had building update plans to share and Grand Meadow showed off their newly renovated facilities. Topics covered in the regional meetings included helpful hints in engaging stakeholders in the referendum process, construction management tips from superintendents and business managers, Express online purchasing website updates, and cyber liability insurance.

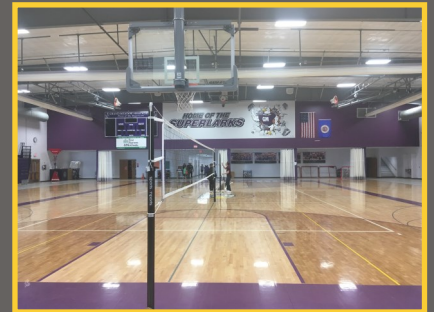


Rushford-Peterson

The annual Facilities Management Town Hall will take place on Wednesday, June 13, from 9 AM – 1:30 PM. Lunch will be sponsored by Hiller Carpet. To register, [click here](#).



Kenyon-Wanamingo



Grand Meadow

SSC Wins Best Place to Work Award for Sixth Time



Southeast Service Cooperative is a recipient of 2018 Best Place to Work award through Rochester Workforce Development, Inc.

Workforce Development Inc., which manages several Minnesota WorkForce Centers in the area, recently released its list of top

employers in Southeast Minnesota. Southeast Service Cooperative was one of the recipients in the small places to work category.

Companies that participate in the annual survey answer 40 questions about turnover, rate of growth, promotion rates, employee evaluations and feedback, percentage of employees injured, diversity of management, benefits offered, training expenditures, paid days off, and increase in pay. The findings help determine the

awardees, and provide valuable comparison data.

SSC Executive Director Steve Saltee shared, ““We are all very dedicated and proud of the work that we do for our members. Our culture and staff retention at SSC is outstanding and this award means a lot to us.”

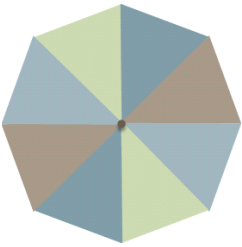


SSC staff members Jodi Dettmann, Steve Saltee, Sarah Ness, Nicole LaChapelle-Strumski, and Alicia Bredesen at the Best Place to Work award ceremony

SSC Rewards Two School Districts for Low Claims

Grand Meadow and Medford Public Schools received rebate checks because of their low claims this past year. Medford received a check for \$7,501.50 and Grand Meadow received \$27,870.1. There are a lot of ways to keep your insurance costs lower, but one of the most important is for group members to maintain their health at an optimal level. By eating right, exercising regularly, and getting check-ups as advised, each individual can minimize medical expenses. They will likely encounter fewer health problems, and when they do, it is easier and cheaper to remedy them because of early detection. We would love nothing more than to handout more of these checks next year ... Grand Meadow and Medford have shown it can be done by encouraging health and wellness.

Complete Coverage, Health & Benefits Newsletter



We are pleased to share that on April 11, we launched "Complete Coverage: Health & Benefits Newsletter." While the primary audience is geared toward Human Resources and Business Managers, anyone with an interest in health and benefits would find it both interesting and beneficial. The next newsletter will be sent out in June.



Paul Besel and Steve Sallee



Mark Ristau and Steve Sallee

Click [here](#) to access articles from the inaugural issue of *Complete Coverage*.

Online Care Helps Reduce Employee Health Care Costs

By Bill Colopoulos, SSC's Health & Benefits Consultant

With more than 80% of health benefit program sponsors using high deductibles to reduce premiums, plan participants are being exposed to higher out of pocket costs for routine and minor health care services. An outpatient office visit can cost as much as \$150-\$200 – expenses that most employees now have to pay on their way towards satisfying an annual deductible of \$2,000 or more. Even so-called "quick clinics" can cost \$50 - \$75 per visit.

Fortunately, there are cost savings alternatives for less serious, chronic care services that are even less expensive than "quick clinics" – and far less than office visits, urgent care or emergency room facilities.

Online or virtual health care provides patients with the convenience of online access to a health care professional that can provide an assessment of their acute health care needs. It is typical for health plans to offer a specific option that is integrated with the employer's benefit plan so that

the fees for the online care can accumulate towards deductibles and out of pocket maximums.

How does it work? In the convenience of their workplace or home, a patient can participate in video conference, via the Internet, with a clinician who can prescribe treatments and issue prescriptions for health care conditions similar to those serviced by quick clinics. The prices for on line services range from \$40 - \$75; depending on the level of clinical care provided and what kind (e.g., mental health services typically cost more; acute care prescribing, less).

Online vs. On-Site/Near-Site Clinics

It has become popular for larger employers to build and staff their own on-site clinics. These clinics provide services at the worksite (or nearby in a "near-site" clinic) and are paid for directly by the employer. The clinic services are provided to the employees in addition to their health benefit plans. The idea is that for every on-site visit, a plan member will avoid the use of a more expensive,

(Continued on next page)

Online Care continued...

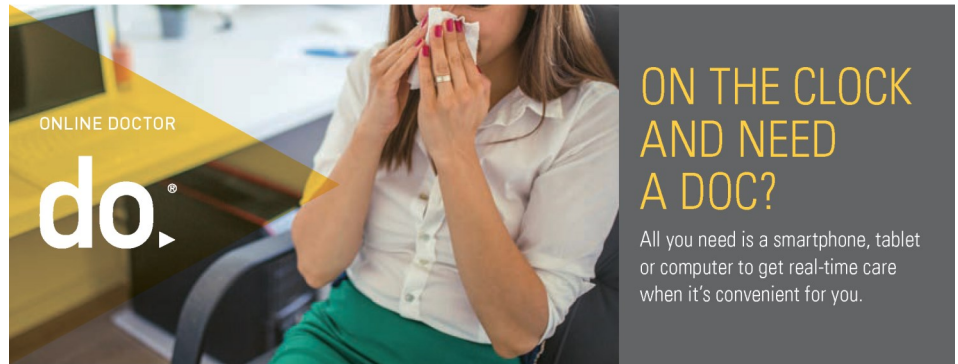
traditional office visit, urgent care facility, or emergency room facility. The employee may also seek acute care for simple, straightforward conditions without having to leave the workplace, improving productivity and absence management.

However, on-site and near-site clinics have their limitations:

- They can be expensive to set up and maintain; per visit cost is typically three times more expensive than online care.
- Multiple site employers are challenged to choose a single site for their on-site clinic in order to provide similar services to all of their employees at all of their locations.
- Only the largest employers are able to justify the clinic being open even five days a week. For most on-site clinic sponsors, staffing office hours two or three days a week is the most they can afford.
- With on-site and near-site clinics, weekends remain a gap; left to traditional service providers. This can easily cut into the expense offset for the clinics.
- Near-site clinics are often sponsored by more than one employer; access can become an issue for their employees should utilization fluctuate higher due to health care events such as an unexpectedly severe flu season.

All of the aforementioned limitations may be addressed more efficiently with online care providers.

Moreover, online care providers can be used effectively by a group of any size, with any number of locations and by both employees and dependents. Bi-lingual services are also available and provided much easier and more efficiently online.



dr. on demand

Health Plan Integration

On-site clinic services are typically provided at no charge to employees. They are not typically integrated with a health plan; making them somewhat problematic for HSA benefit plans. Online care is either paid 100% by the employee, with pharmacy expenses being eligible under the health plan, or provided to the employee at no charge with both services integrated with the employees' health plan; even an HSA plan. In cases where the online care service is integrated with the health plan, the employer may or may not waive some or all of the cost, depending on the type of plan they offer. In the case of an HSA-compatible plan (for example) the online care service charge may be counted towards the employee deductible, in order to maintain HSA compatibility.

Set Up Costs for Online Care

Online care expenses fall into two categories:

- The per visit service charge.
- The cost of establishing a worksite location where employees can go during office hours to access online care (optional).

In the latter case, the expenses incurred by the employer are minimal – a computer and ancillary

equipment, such as a blood pressure monitor, disposable thermometers, etc. Compared to on-site or near-site clinic set up expenses, online care costs are minimal.

Benefit to Employees and Dependents

Online care provides employees and their dependents easy, fast, and affordable access to health care services at a fraction of the cost of more traditional alternatives; a critical cost consideration now that employee deductible and out of pocket liabilities require upfront payment.

Promotion of online care should proceed a plan to explore either an on-site or near-site clinic. In fact, all three programs may be effective in combination at controlling health care costs and provide employees with a convenient alternative to office visits, ER and Urgent Care.

*Bill Colopoulos is a health care economist who has conducted studies in the single payer systems currently operational in the U.S., Canada, Europe, and Japan. He has taught classes on international health care systems and is the author of a new book, **Single Payer America**. He can be reached at bcolopoulos@ssc.coop.*

Keeping Teen Employees Safe on the Job During the Summer

By Angie Radel

This summer, hundreds of teens will go work for school districts as part of their custodial and grounds crews. These teen employees have job responsibilities that range from mowing and grounds work to summer cleaning tasks using hazardous chemicals. Without proper training, personal protective equipment, and oversight, the likelihood of injury is high. Teen employees are far more likely than adults to be injured at work, even though they work fewer hours and are prohibited by law from working in high-risk jobs.

Employers must provide a safe and healthful workplace and comply with OSHA standards to prevent injuries and illnesses, even for teen employees. Employers must train new and returning employees on job hazards and safe work practices in a language they understand. Some common trainings that may be required for teen summer employees that school districts should consider include:

Employee Right to Know (ERK)/GHS

Train your employees on how to work with hazardous chemicals, harmful physical agents and infectious agents they are routinely exposed to in the workplace. This training should emphasize the interpretation of chemical labels and Safety Data Sheets (SDSs).

Ladder Safety

Train your employees on how to select the right ladder for the job, how to conduct pre-use

inspections, and the proper set-up and use.

Environmental Concerns

Train your employees on different environmental concerns such as working outdoors near wild parsnip, poison ivy, poison oak, bees, and heat stress.

Lifting/Back Safety

Train your employees on the proper technique for safe lifting and materials handling.

Overview of Equipment Operation Safety

Train your employees on the equipment they will be operating; including mowers, tractors, trimmers, utility vehicles, power tools, etc.

Personal Protective Equipment (PPE)

Train your employees on the equipment that is required for job tasks; including proper use, care, and storage.

Personal protective equipment, commonly referred to as "PPE", is equipment worn to minimize exposure to hazards that cause serious workplace injuries and illnesses. These injuries and illnesses may result from contact with chemical, radiological, physical, electrical, mechanical, or other workplace hazards. PPE includes items such as gloves, safety glasses and shoes, earplugs or muffs, hard hats, respirators, or coveralls, vests and full body suits.



When choosing the appropriate PPE for your employee, make sure to match up the type of hazard with the PPE. For PPE that protects an employee from chemical exposure, the Safety Data Sheet is the best place to find this information.

Employers should take steps to protect teen employees by not requiring them to perform inherently dangerous tasks that are outlawed by OSHA or by supplying dangerous work equipment. With the proper standard operation procedures, training and PPE, an employer can avoid costly injuries!

For more information on training requirements, or to schedule training through IEA, contact Angie Radel at (507) 281-6682 or angie.radel@ieasafety.com.



SSC Upcoming Events

May

Board Meeting
May 23

Bridging Divides: What to Do When People Disagree
May 24

June

Facilities Management Town Hall
June 13

Legislative Update
June 14

MDE Data Training
June 15

Board Meeting
June 27

July

Learn How to STEMify Your Teaching and Learning (K-5)
July 31 and August 1

August

Learn How to STEMify Your Teaching and Learning (6-12)
August 2 and August 3

Regional STEM Networking
August 14

Board Meeting
August 15

SSC Board Actions and Information

In addition to routine fiscal and routine business actions, the Board took the following actions in recent meetings. Complete SSC Board of Directors meeting minutes are available on the SSC website at www.ssc.coop.

March

- Approved the award of the CPC bid for mulch to Crescent Landscape.
- Approved IEA as the contracted vendor for both Category 1-Environmental Health and Safety Management Services and

Category 2-Mock OSHA services based on recommendation of staff, to authorize staff to negotiate a contract based on past contracts and the RFQ response by IEA, and to reject all bids for Category 3-Facility Ancillary Services.

- Approved Southern Minnesota Education Consortium as a new Associate member, effective April 2, 2018.

April

- Approved the recommendation of staff, local, and statewide

consultants for the 9/1/2018 school pool renewal strategy resulting in a maximum increase of +7.5% and a minimum of 0.0% with a projected RSR margin buy down pledge of \$265,000 subject to additional staff recommendations approved by the Executive Director.

- Approved \$180 donation from Cathy Nathan to support students attending the Young Authors, Young Artists Conference.
- Approved Dave Thompson as the 2018 Outstanding Service Award recipient.

SSC Board of Directors

Theresa Arrick-Kruger, Chairperson
Houston County

Mary Blair-Hoeft, Vice-Chair
City of Byron

Mike Christensen, Treasurer
Red Wing Public Schools

Bree Maki, Clerk
Lewiston-Altura Public Schools

Karla Bauer
Kenyon-Wanamingo Public Schools

Carol Cravath
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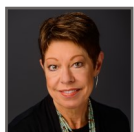
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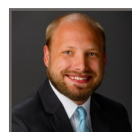
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Shaping the Future
for communities of leaders and learners