



## KEEP IT LOCAL AND VOTE NO ON MEASURE 4

Measure 4 would eliminate property taxes in our state without a well-vetted plan on how to replace \$3.15 billion per biennium in local revenue that will be lost if it passes.

## FOUR TOY FINALISTS ND UNITED MEMBERS

All four of this year's Teacher of the Year finalists are ND United members.

## THE RETURN OF VOUCHER SCHEMES?

Lawmakers once again have their eyes on diverting public school funding.

## FALL PROFESSIONAL DEVELOPMENT

Check out the new fall professional development schedule. Now including podcasts!

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# Chaos, Division Will Be Price We All Pay if Voters Pass Measure 4



NICK ARCHULETA  
ND UNITED PRESIDENT

Welcome to the first-ever, all-digital edition of NDU's United Voices magazine! We are extremely excited about this shift as it will allow us more immediate communication with you on what is happening and how it may affect your work life.

Our public PK-12 schools, colleges and universities are back in session now, so on behalf of all of us at ND United, I want to wish all our educators and education support professionals all the best in the year ahead! The work you do and the relationships you forge with your kids, their parents and guardians, and your communities will have positive and long-lasting impacts. Thank you for dedicating your time and talents to educating our future. It is hard to imagine work more important.

Here are a few of the things that we are engaged in right now at North Dakota United:

First, there's Measure 4.

This Nov. 5, you will be asked to vote on Measure 4, which, if it passes, will bar political subdivisions from collecting property taxes based on the value of one's home and property.

To replace the \$3.15 billion that is collected biennially by the political subs, Measure 4 shifts that financial burden to the state. That means that 40% of what the state collects annually would automatically be sent to the political subdivisions, leaving a large hole to fill in order to meet the state's obligations.

And where will the state Legislature get the money it needs to fill that hole? We don't know. The measure sponsors simply shifted the burden to the state and assume that the state Legislature will figure it out.

Make no mistake, the state will have to produce the revenue it needs to meet its obligations, and that money will come from all of us. Currently, responsible people understand that taxation is like a three-legged stool: property tax, income tax and sales tax make it possible for the state and local entities to provide quality schools, police and fire protection, parks and bike trails, safe roads, and streets, and more.

Should Measure 4 pass, the ability to provide essential services will become more difficult, local control will be diminished, and the state Legislature will be your new school board, city council/commission, county commission, park board and township board. Measure 4 will create chaos and division.

That's why ND United has taken the lead in creating a coalition of over 85 entities across the state called Keep It Local. Though we represent different constituencies and may not always agree, we are united in our desire for a vibrant state with excellent public services. We are adamant that this measure offers no plan to improve our state. In fact, Measure 4 is no plan, and no plan is a bad plan for North Dakota!

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# Uniting Voices, Empowering North Dakotans

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*At the center of every North Dakota community, large or small, our educators and public employees serve as the pulsing heartbeat, shaping the future of our entire state and ensuring a better tomorrow for everyone.*



**KELLY HAGEN**  
Communications  
Director



At North Dakota United, we believe that the strength of our union of 11,000+ members relies upon building strong relationships with trust, inclusion and respect at their core, between all our members and all the people they serve.

Our mission is simple yet impactful: to improve the lives and working conditions of our members, while at the same time enhancing the quality of public services and education for all North Dakotans.

We believe that all of our state's students deserve universal access to quality education opportunities, so that they might achieve academic success and develop moral, ethical, spiritual, and cultural values. We also believe in providing outstanding public services and assistance to any North Dakotan who should seek a helping hand. By working together, we all do better.

We all believe strongly that YOU are the U in NDU.

Together, we equal much more than the sum of our parts. North Dakota United is the state's largest union of more than 11,000 public employees, including members who are working in K-12 schools, higher education, state, county and city government, as well as retired workers and aspiring educators. Together, we strive to make certain that the voices of all our members are being heard.

We have successfully raised wages, improved working conditions, and fight to preserve retirement benefits. By standing united, there is nothing we can't achieve for the hard-working professionals who have dedicated their lives to improving living and learning conditions for all our state's students, families and communities.

## NDU Membership Types



K-12 TEACHER



ASPIRING ED  
(SNDU)



ESP



NDU-RETIRED



HIGHER ED



PUBLIC EMPLOYEES

## ND United Membership Benefits

- Strong representation in grievances to resolve disputes
- Training and leadership development
- Expert assistance and guidance in the process of collective bargaining
- A stronger voice in the political process, both locally and on the state level
- Assistance in obtaining better working conditions
- Professional development training courses, available for credit
- Support of NDU staff and our state and local leaders
- Access to exclusive member publications and information
- \$1 million liability insurance protection for work-related incidents
- Legal services
- Recognition of your important contributions to education and public service
- Member Benefits programs and discounts that help stretch paychecks

## Who to Call & When

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Together, we equal much more than the sum of our parts. North Dakota United is the state's largest union of more than 11,000 public employees, including members who are working in K-12 schools, higher education, state, county and city government, as well as retired workers and aspiring educators. United, we strive to make certain that the voices of all our members are being heard.

As a member of ND United, you have the right to participate in decision-making regarding contract negotiations and other aspects of our union's advocacy efforts. Utilize your voice, get involved, and help shape your local association and what it does. When we work together, our collective actions and voices can lift us all up.

Our expert staff at NDU are there to help you with any of your workplace and advocacy concerns.

[Find a full list of NDU staff members and their updated contact information.](#)

## Professional Development

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North Dakota United delivers professional development with a focus on customized learning, based upon your individual wants and needs. This format allows participants to choose from multiple topics and themes, form an individually tailored plan, and access the professional development wherever and whenever works best for you.

From Sept. 1, 2024, to Aug. 31, 2025, ND United is able to provide FREE professional development courses to ALL NDU members! An appropriation from the NDU Foundation is paying the cost of providing PD courses to our members, which will save you \$100 for every course you choose to take.



## Community Ally Membership

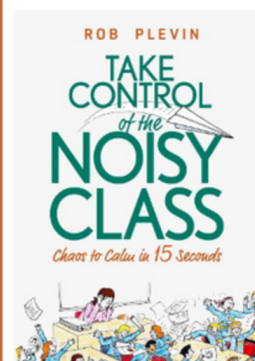
Now members of the wider community can join North Dakota United as a Community Ally and stand with us in supporting public education and public services.

Our Community Allies help ensure that North Dakotans of all ages have access to the services that build stronger, healthier communities.

Encourage those close to you to join our cause and help ensure that our schools and services remain strong for future generations. Together, we can build a stronger community and a stronger North Dakota. Let's grow our NDU family by inviting others to stand with us!



Become a  
[Community Ally](#)



**Book Study**

**Take Control of Your Noisy Class:**

Super-Effective Classroom Management Strategies for Today's Toughest Classrooms

**September 23, 2024**

## PD Formats

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### Book Studies



A variety of relevant topics to enhance professional skills and awareness are offered throughout the year. The book study format enables self-directed learning.

### NEA Micro Credentials



Competency-based, on-demand, personalized, shareable professional development offered by the National Education Association.

### Podcast PD



Podcast PD allows educators to make personal choices for their learning based on their content area and professional interests while helping them to earn up to five credits.

### Educator Ethics



This in-person training aims to maintain and exceed the model of education ethics and standards.

## UPAC

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United PAC (UPAC) is North Dakota United's political action committee (PAC). We use money that is voluntarily contributed to elect pro-public education and pro-public service individuals at the state and local level.

The UPAC supports candidates at every level of North Dakota politics. Whether it's helping elect a public education champion to a local school board, or helping send someone who understands public employee issues to the Governor's office.

UPAC fights to ensure that our state's decision-makers hear our voices and will stand with us as we fight to improve public schools and public services in North Dakota.

UPAC is fueled by supporters of public education and public service. We come together to elect pro-public education and pro-public employee politicians at the local and state level, regardless of political party. Make your voice heard by making your recurring contribution to UPAC.

# NDU Foundation

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The purpose of the North Dakota United Foundation is to promote educational excellence and quality public service in North Dakota. The Foundation's goal is to aid educators, public servants and students in achieving greater educational success.

To that end, the Foundation currently offers 17 specifically designed and administered scholarships and grants to North Dakota United members, including SNDU and NDU-Retired members, as well as the dependents of all members.

[Get more info about available scholarships and grants, and how to apply.](#)

## Legal Assistance

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NDU staff consists of trained experts in labor relations and worker rights. Our organization can work with any of our members on issues that come up on the job, and help to advise and represent you on:

- Grievances, terminations, layoffs
- Promotions, reclassifications, pay issues
- Health and safety issues
- Worker's rights

## Attorney Referral Program

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The NDU Attorney Referral Program provides each eligible member a free, 30-minute consultation session on personal matters during each membership year. If you end up needing additional legal help, the Attorney Referral Program lets you get that help at rates below participating attorney's usual fees. Legal services under this program include criminal defense, wills and estates, real estate, domestic relations, consumer protection and traffic violations.

The program is offered by both the NEA and the AFT. The benefits of the two national affiliates are very similar, but members should always ask questions, particularly about the fees, before engaging an attorney.

### Participating firms:

- For criminal matters: Ringstrom DeKrey PLLP\*, (218) 284-0484
- Schneider Law Firm\*\*, (701) 235-4481

\*NEA Attorney Referral Program Participant

\*\*AFT Legal Services Program Participant



## AFT Member Benefits

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At the AFT, we have our own marketplace — AFT + Member Benefits — which combines the purchasing power of the AFT’s 1.7 million members with the benefit offerings of Union Plus, the AFL-CIO’s benefit arm.

This gives you a rich array of discounts, services and benefits that go beyond the workplace.

Many of these programs are available to family members, too.

### **Benefit categories include:**

- Education
- Finance & Legal
- Staying Healthy
- Discounts & Shopping
- Insurance
- Travel
- Mortgages & Home Services

Visit [aft.org/member-benefits](https://aft.org/member-benefits) for more information.

## NEA Member Benefits

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The National Education Association offers a wide variety of benefits in order to make NEA members’ lives better.

### **Benefit categories include:**

- Banking & Lending
- Investing & Retirement
- Insurance
- Everyday Savings
- Home & Auto
- Travel

Visit [neamb.com](https://neamb.com) for more information.

## COVER STORY:

# Keep It Local & Vote No on Measure 4



**KELLY HAGEN**  
Communications Director



*Our union has joined with 85+ member associations and organizations in opposing an initiated measure that would eliminate property taxes in our state without a well-vetted plan on how to replace \$1.3 billion per year in local revenue that will be lost if it passes.*

Benjamin Franklin, one of our nation's Founding Fathers, has been attributed with an abundance of famous phrases – some true, most falsely. See if you can guess which of the following quotes were authentically his:

1. "Our new Constitution is now established, everything seems to promise it will be durable; but, in this world, nothing is certain except death and taxes."
2. "If you fail to plan, you are planning to fail!"

You can find the answer key at the end of this story, but whether or not Franklin first spoke these truisms is less important than the wisdom they both infer upon anyone willing to listen. While no one particularly likes paying their taxes each year, especially property taxes, they truly are necessary in a functioning society like ours.

## It's Déjà Vu, All Over Again

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To quote another great American, Yogi Berra: "It's déjà vu, all over again."

Twelve years ago, supporters of a ruinous "plan" (there was no plan; more on that later) to eliminate property taxes in our state brought an initiated measure to the ballot in 2012, and it was defeated soundly.

Now it is 2024, and again a group of individuals who do not listen or learn from history are again going after property taxes. This group collected enough petition signatures to place Measure 4, an initiated constitutional amendment to eliminate the collection of property taxes on assessed values, onto the Nov. 5, 2024, general election ballot.

## Keep It Local Coalition

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From the moment it was first announced that a group led by former state representative Rick Becker was gathering petition signatures for this measure, North Dakota United's members and leaders have been working to build a coalition of similar groups and concerned citizens opposed to this harmful proposal.

During the 2024 ND United Delegate Assembly on April 20, 2024, our members approved a new business item that said our union "will oppose any proposed legislation or constitutional amendment designed to usurp the power of North Dakota's political subdivisions to levy property taxes based on property value to support public services in their counties and communities."

On June 20, ND United leaders and representatives of other associations and nonprofit organizations held press conferences in Bismarck and Fargo to announce the launch of the Keep It Local coalition that will oppose Measure 4.

Some of the other groups in Keep It Local, which stood at about 62 at launch and has now grown to more than 85, include AARP ND, the Greater North Dakota Chamber and Chambers of Commerce in the state's largest cities, North Dakota Farmers Union, North Dakota Petroleum Council, ND AFL-CIO and many more.

# Protecting Local Control

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Proponents were successful in their efforts to get the measure put up for a vote. On Aug. 23, Legislative Council determined that a fiscal note of \$3.15 billion for the 2025-27 biennium will appear alongside Measure 4 on the ballot.

[Learn more about the Keep It Local coalition and what you can do to help.](#)

We recently asked a few of our members from different parts of the state to talk to us about what they knew about Measure 4, and to share their thoughts and opinions on what could happen if it were to pass and school districts would stand to lose 30%-40% in annual funding.

“As a school, if we lost 40% of our funding, there would be a variety of things that would take a cut,” said Monica Klein, a kindergarten teacher at Lakewood Elementary in Mandan and president of the Mandan Education Association. Because of that, we would, obviously, not be able to offer the salaries to our teachers and to our ESPs, and it is already hard to recruit and retain teachers in our current environment.

“It would take resources away from our students, like updated curriculum, facilities and those supplies and things that we offer to our students every day.”

Jessica Van Winkle, a special educator with Horizon Middle School in Bismarck and vice president for Bismarck Education Association, similarly sees a steep cost to resources available for students if Measure 4 should pass in November.

“First and foremost, our kids are going to lose out on a lot,” Van Winkle said. “We use a lot of our money for curriculum,” which she said is constantly changing and evolving.

“We don't want our students to be learning English from archaic textbooks and don't want (them) to have broken Chromebooks. We don't want them to not have the supplies that they need to become a better human and a future adult.”



“ We would, obviously, not be able to offer the salaries to our teachers and to our ESPs, and it is already hard to recruit and retain teachers in our current environment.

- Monica Klein,  
kindergarten  
teacher at  
Lakewood  
Elementary in  
Mandan

## Measure 4 Exacerbates The Teacher Recruitment and Retention Problem

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“First and foremost, our kids are going to lose out on a lot. We use a lot of our money for curriculum, which is constantly changing and evolving.”

- Jessica Van Winkle,  
special educator at  
Horizon Middle  
School in Bismarck

As our state is currently struggling greatly to both recruit and retain educators in the field, decimating school district budgets to hire and keep quality teachers and education support professionals will become an even more imposing challenge.

And when educator shortages happen, the group of people who suffer the most are the students who rely upon consistency and well-trained, highly qualified personnel in our public schools.

“One of the biggest things is having those connections with those trusted adults, having those consistent ... in front of them,” Klein said.

“Whether those are teachers, whether those are ESPs, whether those are anybody that they connect with, any adult that they connect with throughout the day. If we are having teachers leave and then taking away 40% of a school budget due to lack of property taxes, we're going to lose even more than we already have.”

Amanda Darveaux, a special education paraeducator who is moving into an instructional role in both the Fargo and West Fargo districts, recognizes the importance of retaining and recruiting both teachers and ESPs in special education, and the ripple effect it would have on all students if students in need of extra support are denied these services due to budget restraints.

“A lot of our schools are a refuge for students,” Darveaux said. “The services that we provide, the counseling that we provide, the safety that we provide as a building, as a community in our school, we would lose a lot of resources to be that kind of safe haven.”

“If we can't afford to hire more teachers, you know, we have larger class sizes, and that larger class size can lead to students that might need more help either not getting the help that they need in a direct way, or just disengaging altogether, and being kind of lost in the shuffle.”

## Measure 4 is a Nightmare for Rural Communities

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While the thought of rolling back public school services by somewhere around 40% is scary enough in larger districts like Fargo and Bismarck, it's a next-level nightmare when you consider cuts to that extent in smaller, rural school districts.

Brenda Seehafer teaches Title I reading and math at Mt. Pleasant School in Rolla, in addition to serving as the Rolla Education Association president and negotiator and NEA Director for North Dakota United. With a student population of less than 300, Seehafer and her colleagues in Rolla would likely face the prospect of having their school shut down.

"It's over (\$1.6 billion) per year that is lost in property taxes," Seehafer said about the fiscal impact of Measure 4. "So, that takes away things like curriculum, services to our students, all those types of things that we need daily to work with. And it's also going to push away people from your community, because in a smaller rural district like I work in, there also could be the idea of consolidating districts because you don't have the resources and the money to do those types of things that we want to do every day with our students."

## Rural Communities Will Suffer In Many Ways

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North Dakota United members aren't just educators and public employees; they are also property owners, taxpayers and community members. While the bulk of property taxes go to public schools, they are also used to fund other vital public services, including emergency responders, road repair, public parks, libraries, snow removal, and a lot more.

They, too, stand to stand to lose a lot of services that they, their families, friends and neighbors all depend upon daily.



“It's also going to push away people from your community, because in a smaller rural district like I work in, there also could be the idea of consolidating districts.”

- Brenda Seehafer, Title I reading and math teacher at Mt. Pleasant School in Rolla

"It scares me to death [to think about] what our township would look like," in the event of a snowstorm if Measure 4 passed, Van Winkle said. "We've had a couple pretty bad snow storms. I'm not going to be able to make it into town if I don't have my neighborhood plowman coming and plowing our roads."

When teachers can't make it into school, students most likely won't, either. And that's valuable classroom time being lost, unnecessarily. Beyond that impact, emergency responders will struggle to reach sick and elderly residents in cases of distress.

“I have elderly in-laws,” Van Winkle added. “I’m very worried that if something were to happen, and we are pretty far out of town. How long am I going to have to wait for that ambulance or that fire service to come and support us? And knowing that just like teachers, those public-service workers really do their job from the heart. How terrible that must feel to think about those possible emergencies and not having the equipment, or the budget, or the space to get to people on time to help out.”

“*I’m very worried that if something were to happen, and we are pretty far out of town. How long am I going to have to wait for that ambulance?*”  
- Jessica Van Winkle

## Property Taxes Hold Our Communities Together

Klein’s husband works as a first responder in their community, and they were both drawn to the quality of public services available in Mandan when they decided to make that place their home.

“My husband and I both had a calling to public service,” Klein said, “and when we were looking at a place to move, North Dakota was a really growing area. So, we knew that it would be a place [where] our careers would thrive.

When we got up here, I fell in love with the community. I fell in love with the parks. I fell in love with the libraries. I fell in love with the community events. I fell in love with so many of those things. He fell in love with the hunting and fishing. But I fell in love with the community. And that community is going to be so affected by [Measure 4], because not only is it going to take 40% away from our school districts, it’s going to take away 30% to 20% of cities and county budgets, also.”

## What Happens if Measure 4 Passes?

One of the scariest parts of Measure 4 is the lack of a well-vetted plan for replacing \$3.15 billion per biennium in lost revenue that goes directly to political subdivisions, primarily counties, for funding public schools and essential services in our communities. The drafters of Measure 4 deliberately omitted any semblance of a plan for political subdivisions to make up the billions of dollars in revenue they receive each year through the collection of property taxes.

Proponents of the “plan” say that the Legislature will reduce spending and possibly dip into the Legacy Fund to offset these losses and repay political subdivisions in full. This seems to be tenuous logic, since Legislative Council estimates that Measure 4 would cost the state \$2.466 billion per biennium, which amounts to 40.4% of the general fund budget.

The North Dakota Association of Counties, which is also a member of the Keep It Local coalition, expressed severe reservations on how the property tax revenues that counties currently receive would be replaced. In a resolution, the association said, “Although the potential measure states the lost revenue would be replaced by State dollars, it is unclear where the legislature would find the required dollars.”

“*Although the measure states the lost revenue would be replaced by State dollars, it is unclear where the legislature would find the required dollars.*”  
- ND Association of Counties

When asked about the prospect of going into a new school year and changing nearly everything about how she teaches in the classroom to accommodate for a 40% loss of funding without doing any planning ahead of time, Van Winkle laughed.

“I'm laughing because all summer I've been planning, and getting prepared for this new school year,” she said. “So, going into something as big as this, without a plan is just laughable in that sense. And when you question, ‘Why don't you have a plan?’ [they] say they have plans, they just are not sharing them. And it's because they don't have anything to provide and backup the reasonings.”

Darveaux agreed with that perspective, adding that those negatively impacted the most by doing something so reckless as passing Measure 4 would be the students who attend our public schools.

“You know, the first thing that goes when we take away funding [are] programs we put in place to ensure equity or inclusion. ... And if we start taking away those things, who's going to do that? What is your plan for that? What is the plan for getting rid of services like that, for having fewer counselors, for having fewer teachers? There is no plan. That's a lack of a plan, and that doesn't work.”

“Taking property taxes away from our schools would ultimately hurt the students that we claim that we're trying to help, that we're trying to grow, that we're trying to be more equitable,” she said.

## Taxes Allow our Communities to Thrive

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Finishing where we started, did Benjamin Franklin originally coin the quote on “death and taxes”?

He did, and it's wise counsel to our members and all of your friends, family members, neighbors and colleagues who will be voting on Measure 4. Taxes will not magically go away, whether you vote or wish hard enough.

Eliminating property taxes will only necessitate the raising of other taxes and fees to make up the difference. Essential services in our communities have a cost, and we all share in paying those costs through paying taxes.

Finally, did Franklin say, “If you fail to plan, you are planning to fail”? Probably not, but that doesn't minimize the wisdom of this quote. Measure 4 has no plan, and will undoubtedly lead to failure.

North Dakota United members are urged to get out to vote this November, and to VOTE NO on Measure 4.



“What is the plan for getting rid of services like that, for having fewer counselors, for having fewer teachers? There is no plan. That's a lack of a plan, and that doesn't work.”

- Amanda Darveaux, special education paraeducator in Fargo & West Fargo



# Four Teacher of the Year Finalists are NDU Members

*This July, the North Dakota Department of Public Instruction announced that there will be four finalists in contention for this year's state 2025 Teacher of the Year award. North Dakota United is proud to note that all four of this year's finalists are members, and we wish them all good luck!*



**KELLY HAGEN**  
Communications Director

“These finalists are exemplars of the outstanding teachers we are fortunate to have across North Dakota,” said North Dakota School Superintendent Kirsten Baesler in a release. “Our educators deserve our appreciation, respect and admiration for the work they do with our young people.”

This year's finalists are:

- **Kendall Bergrud**, a mathematics teacher at Wachter Middle School in Bismarck;
- **Macie Harris-Nelson**, a music teacher at Kenmare Elementary School;
- **Ashley Nudell**, a family and consumer science teacher at Lisbon High School; and
- **Kayla Tatro**, who teaches English, math, science, music and technology at Roosevelt Public School in Carson.

Finalists are interviewed each year by an eight-member screen committee that includes a representative of ND United. The 2025 ND Teacher of the Year will be announced officially at a ceremony on Friday, Sept. 27, starting at 1 p.m. CDT.

As we get ready for the announcement ceremony, we have compiled these short bios of all four finalists.

Stay tuned to our [News & Media Center](#) for in-depth coverage of the announcement ceremony and Member Spotlights of this year's honorees.

## Kayla Tatro



*Kayla Tatro is a member of the Carson Education Association. She teaches English for grades five through eight, grades seven through eight science and math, and fifth- and sixth-grade music and technology.*

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Tatro graduated from Minot State University with a Bachelor of Science degree in Elementary Education with concentrations in reading and middle school English in 2016 and a Master of Education with a concentration in English in 2020.

Tatro said that she is passionate about providing a high-quality education to rural students. She strives to create a classroom environment where all students feel valued, supported, and encouraged. Tatro embraces leadership within her school by being on the school improvement committee, coordinating the school and county spelling bees, and serving as a mentor for a first-year teacher. Tatro is also the 2024 Grant County Teacher of the Year.

## Ashley Nudell



*Ashley Nudell has taught for six years at Lisbon Public Schools, located in Lisbon. She teaches freshman through senior Family and Consumer Science (FCS) education and is a member of the Lisbon Education Association.*

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Nudell earned her Bachelor of Science in Family and Consumer Science Education from North Dakota State University in 2019. Additionally, she earned her Master of Education degree in Family and Consumer Science from NDSU in 2023. Nudell teaches a variety of FCS courses including child development, food and nutrition, independent living, and cultures and cuisines.

Nudell's FCS program was recognized in 2023 by being awarded the North Dakota Career and Technical Education Director's Award for Excellence in FCS education. She also earned the FCS Young Educator award and FCCLA Advisor of The Year award in 2022. Nudell currently serves on the North Dakota Association for Family and Consumer Science Educators (NDATFACS) executive council and the NDSU School of Education Advisory Council.

Within the classroom, Nudell said she aims to empower students with practical skills and knowledge essential for lifelong success. She does this by fostering a supportive and inclusive classroom environment, that encourages creativity and collaboration. Her goal is to equip students with the tools needed to make informed decisions about health, finances and relationships, and resilient individuals prepared for the future.

## Macie Harris-Nelson



*Macie Harris-Nelson is a music educator at Kenmare Public Schools in rural Kenmare and is a member of the Kenmare Education Association. She serves students in kindergarten through fifth grade.*

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Harris-Nelson graduated from the University of Mary in Bismarck with a Bachelor of Science in Elementary Education and Early Childhood Education in 2014. Harris-Nelson is pursuing a Master's in School Counseling through the University of Mary.

Harris-Nelson served as a classroom teacher in Bismarck, North Dakota, for six years and served in various educational roles in Kenmare, North Dakota, such as physical education, computer science, mentoring, and music. Harris-Nelson has served on various educational committees and teams in Bismarck and Kenmare. She was recently selected for the Excellence in Holistic Education award during Teacher Appreciation Week in May 2024. One of Harris-Nelson's biggest accomplishments was being the assistant Century High School girls' golf coach in Bismarck for six years and part of three state championship teams.

Harris-Nelson said she takes a holistic approach to teaching music education. Her ability to create powerful relationships helps create a positive culture in her classroom setting where all students feel empowered, safe and included. Her initiative is to involve her students in social-emotional learning through music education and develop interpersonal skills to become successful lifelong learners.

## Kendall Bergrud



*Kendall Bergrud currently teaches seventh-grade mathematics, AVID and Peer to Peer at Wachter Middle School in Bismarck, and is a member of the Bismarck Education Association.*

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He holds a Bachelor of Science degree from Dickinson State University in Elementary Education and a Master's of Science in Educational Leadership from the University of Mary in Bismarck.

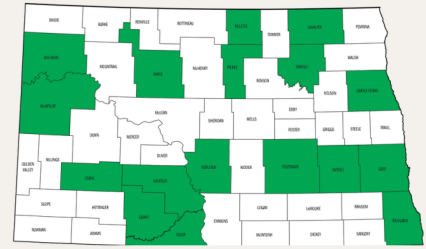
He has been an active member of the multi-tiered systems of support at Wachter Middle School as well as other committees to support student achievement. Bergrud said he not only supports students in the classroom academically, but supports students on the court as well coaching athletes in basketball and volleyball.

He was named the Bismarck Chamber of Commerce teacher of the year in elementary education in 2018, as well as outstanding cooperative teacher from Dickinson State University for the fall semester of 2021. Bergrud said he believes in promoting strong relationships with his students by creating an inclusive and supportive learning environment where all students feel valued and empowered to be successful in their learning. He looks to promote deep conceptual understanding in his classroom by designing lessons incorporating hands-on activities and collaborative learning experiences. Through the variety of lessons throughout the school year, his goal is to inspire students to become lifelong learners.

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# Are We Ready for the Return of Voucher Schemes?

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## DID YOU KNOW?

Only 32% of North Dakota counties have access to a private school.

Voucher schemes redistribute funding from rural schools that are already underfunded to help kids in larger cities attend private school.



**JOEL CRANE**  
Press Secretary

*As another legislative session nears, rumblings have started to reverberate across the state of North Dakota that anti-public school lawmakers are preparing to take another pass at diverting public tax dollars into the coffers of private schools. We already know that vouchers don't work for students, families and rural communities like ours. Several ND United members share their views on why it will be vital to ready ourselves to fight against the creeping stain of vouchers, one more time.*



In a few short months, another legislative session will be upon us, and with it, we will almost certainly face another fight over school vouchers.

Last session, North Dakotans narrowly escaped vouchers after Gov. Doug Burgum vetoed HB 1532, which would have paid \$10 million of public funds for students to attend private schools. The bill was vetoed, but many lawmakers have expressed their desire to pass a similar bill during the upcoming session. North Dakota United members led the fight against vouchers last time, and we believe it's time to gear up to protect our already under-resourced public schools one more time.

No matter how you spin it, vouchers take opportunities away from many of North Dakota's students. In countless rural communities across the state, private schools are a non-factor. Take Rolla, for example. Two hours northeast of Minot, the closest private school is too far away to be feasible.

"I guess it might benefit people who homeschool their kids," said Brenda Seehafer, who teaches Title I reading and math to elementary students at Mt. Pleasant School in Rolla.

Seehafer says that exposure to a diverse student body at public school settings like Mt. Pleasant makes students' experience wholly different from what they would experience at a private school.

"We have a whole family that is autistic," Seehafer said. "They kept their kids out for an extra year during COVID, and they sent their kids back to Mt. Pleasant this year. I think it has a lot to do with the teachers that work with these kids and the opportunity for the kids to be with other kids and be social."

By contrast, at private institutions, administrators aren't required to approve enrollment for everyone, which means families like the one Seehafer mentioned might be missing at private schools around the state.

Then there's the issue of funding. Monica Klein, a kindergarten teacher at Lakewood Elementary in Mandan, says her biggest issue with vouchers is that private schools have different standards than public schools, so it doesn't make sense that they would receive public dollars.

"If private schools had to play by the same rules as public schools, it would be less of an issue," Klein said. "But there's just different expectations at public schools versus private schools."

Proponents say vouchers save taxpayers money because the cost to educate kids at a private institution would be less than what it would cost to educate them in the public school system.

However, evidence from other states like Iowa and Arizona suggests that offering financial incentives for alternative forms of education haven't necessarily saved significant funds. Instead, they often create a system that diverts resources away from public schools, further exacerbating the challenges faced by public school educators, without benefitting a broad swath of students from all socioeconomic backgrounds – as many proponents of these programs claim they do.

In Iowa, for example, two-thirds of voucher recipients were already in private schools, and only 13% of recipients had ever previously attended a public school. In Arizona, the state provides \$7,000 of taxpayer dollars per child for broadly defined "educational expenses" – which have been used to pay for things like horseback riding lessons, home gyms, and televisions.

The result of that has been unexpected spending and a massive budget shortfall: Arizona's universal vouchers vastly exceeded the original estimate of \$65 million per year. Last fiscal year, it was \$332 million. Next year, it's expected to be \$429 million.

Klein says such a system would be disastrous for North Dakota, which has some of the best public schools in the country.

"At our most recent local school board meeting, I learned 81% of our budget goes towards people," Klein said. "It's not resources, it's not supplies, it's staff. If we had to cut funding because of private school vouchers, it would be devastating for students in those schools to be losing our most important resource, which is the people that provide their education."

In Grand Forks, Melissa Buchhop, who teaches fourth grade at Century Elementary School, says she believes a vouchers program in North Dakota would be crushing for morale among public school educators. “It seems like we’re already underfunded and struggling to have the money for enough teachers or enough programs for students,” Buchhop said. “It could mean even larger class sizes and fewer opportunities for our students.” She said she’s also concerned about curricula: “If you don’t have the money to update your curriculum, you’re teaching outdated materials, and every educator knows curriculum is always changing. And frankly, things wear out over time.”

And of course, fewer resources for public schools means fewer resources to increase teachers’ salaries. In a recent survey conducted by North Dakota United, among teachers who are considering leaving the profession, 82% cited “lack of pay and benefits” as impacting their decision.

Pay isn’t the only factor contributing to teacher burnout (other concerns included a lack of tangible support from district administrators and elected officials), but higher wages that reflect their professional commitment would almost certainly improve morale and ultimately retention among educators. Educators who leave the profession for a job elsewhere generally make more money, and therein lies the problem.

Buchhop says the implementation of vouchers would only exacerbate negative feelings among educators: “It feels like we already have to fight for decent pay and smaller class sizes and more resources for our students. I think it would increase that frustration even more,” she said.

“ It feels like we already have to fight for decent pay and smaller class sizes and more resources for our students. I think it would increase that frustration even more.

– Melissa Buchhop

There are no private high schools in Grand Forks, which raises another concern for Buchhop: “If they’re going to go to a private school in our area, they actually go across the river to East Grand Forks, which is in Minnesota,” she said. “So, if parents who live in Grand Forks are sending their kids to a school across the river in Minnesota, does that mean our taxpayer money is going to go across the river to Minnesota?”

The answer to that question is not clear. What is clear is that if a new vouchers bill is passed in North Dakota, stakeholders will have to address an array of unnecessary issues we have never had to deal with before. We need a serious, data-driven conversation with all stakeholders, including teachers, parents, and policymakers, to find solutions to education problems that benefit all students in North Dakota. The proposition of vouchers would ultimately weaken, not strengthen, public education in our state.

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# NDU Foundation Grants Now Open All Year



*The North Dakota United Foundation proudly announces that its four grants are now accepting applications throughout the year, with a rolling application process and no closing date.*

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The purpose of the North Dakota United Foundation is to promote educational excellence and quality public service in North Dakota. The Foundation's goal is to aid educators, public servants and students in achieving greater educational success. The Foundation accomplishes this by offering various grants and scholarships to individual educators, public servants and college students designed to enhance their skills.

**SARAH KEISER**  
Special Projects Coordinator

The NDU Foundation is proud to present special awards and grants to our members each year, for the continued development of their professional skills and knowledge:

## **Dr. Joanne Pearson Fine Arts Grant**

Available for an individual member or a group of members to enhance arts at the elementary or secondary level, support professional development, and/or support student activities in the arts including, but not limited to: painting, sculpture, literature, architecture, cinema, music, and theater.

## **Holland Family Experiential Learning Grant**

Available for an individual member or a group of members to enhance arts at the elementary or secondary level, support professional development, and/or support student activities in the arts including, but not limited to: painting, sculpture, literature, architecture, cinema, music, and theater.

## **NDU Workplace Innovation Grant**

Available for an individual member or a group of members to implement service delivery innovation to improve public education or public service in North Dakota.

## **Joseph A. Westby Leadership Award**

Given in recognition of Joe Westby's 45 years of leadership in education, including 32 years within our union. Westby recognized the need to encourage members and staff to pursue leadership training.

# Tax Revenue Necessary for Public Services and Education

*What kind of state and community do we want North Dakota to be? North Dakota United's motto, "Great Public Education and Great Public Services," speaks to the vision that we as NDU members hope for North Dakota. Quality education and public services can only be achieved with adequate funding, generated through the collection of taxes.*

For many years, the state has focused on a balanced approach to funding government through the collections of property, income and sales taxes. There have been initiated measures in the past to significantly reduce individual and corporate income taxes, and eliminate property taxes. The citizens of North Dakota soundly defeated these measures because they support and value public services. On Nov. 5, 2024, the citizens of North Dakota will again vote on an initiated measure to eliminate property taxes.

This summer at the AFT Convention, the North Dakota Public Employee local submitted the resolution "Addressing the Harms Exacerbated by State Level Tax Cuts." During 2022 and 2023, state legislatures passed more than 500 tax and revenue cuts with a value of \$37 billion, accounting for approximately 2.5% of state tax collections in 2022. Additional state tax cuts will be phased in, further reducing revenue by an additional \$1.4 billion. In North Dakota, the 2023 Legislature passed legislation significantly reducing the individual income tax rates and eliminated income tax on sources of income.



**GARY FEIST**  
**VICE PRESIDENT - PUBLIC EMPLOYEES**

Reductions to tax collections are significantly impacting state and local governments from providing the resources to fill public employee vacancies, and to fund both our PK-12 public education and higher education systems, which are necessary to train our future workforce. Reducing higher education results in higher tuition, increased student debt and expanding the use of adjunct faculty.

Property taxes not only fund public education but many municipal government services that we need and enjoy, including parks and libraries. If the state must provide revenues to municipal governments, the revenue will not be available to hire and retain quality public employees, provide needed salary increases, and fund the public employee pension as promised during the last legislative session.

From now until November, we must talk to our families, neighbors and friends about why eliminating property taxes is not good for North Dakota. Join us in the fight to defeat Measure 4, and help to ensure North Dakota and the community in which you live are the best they can be, and places that we all can be proud to call home.



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Delegate Assembly:

# 2025 Election of Officers Announcement

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The North Dakota United offices of President, Vice President of Education, Vice President of Public Employees, and NEA Director are up for election in 2025. Elections for officers will be held at the 2025 NDU Delegate Assembly in Bismarck on April 12, 2025.

Nick Archuleta, NDU President; Alicia Bata, VP of Education; and Gary Feist, VP of Public Employees, are all eligible to run for another three-year term. NEA Director Brenda Seehafer is not eligible for re-election having served two three-year terms, the maximum for the position.

As of Aug. 6, 2024, Nick Archuleta and Gary Feist have requested petitions for reelection to their respective offices.

New this year, the NEA RA delegates will be elected by an every-member ballot for the 2025 NEA Representative Assembly. The 2025 NEA RA will be held in Portland, Ore., on July 2-6. North Dakota is allowed 15 delegates.

If you are interested in running for office and/or NEA RA delegate, you must file a nominating petition signed by 50 active members in good standing by Feb. 18, 2025. Active members include all NDU membership categories except K-12 substitute teacher members, Retired and Aspiring Educator (student) members. The retired and student officers are elected by their constituencies.

For more information or to request a petition for office or RA delegate, contact Ellie Sharbono at [ellie.sharbono@ndunited.org](mailto:ellie.sharbono@ndunited.org).

Educators influence countless lives every day. For many students, their teachers are a source of inspiration, a guiding light, and a supportive voice. In the northwest corner of the state, members of the Ray Education Association have taken their commitment a step further by partnering with the North Dakota United Foundation to offer financial support for higher education.

# Ray Education Association Provides Unique Opportunity for Graduating Seniors



**JOEL CRANE**  
Press Secretary



*Ted Meckle, above, while in U.S. Navy, and below, more recently.*



Kristen Olson, a history and government teacher at Ray High School, was looking for a meaningful way to honor her father after his passing last year.

“I’ve always been influenced by him, so I wanted to do a scholarship for the Ray students that focused on his service, since he was always a big advocate for education,” Olson said.

Her father, Ted Meckle, entered the U.S. Navy from 1952 to 1956. He was a Boilerman 1st class on the USS Rich and USS Sierra during the Korean conflict. He was awarded the National Defense Service Medal, Navy Occupation Service Medal and the Good Conduct Medal.

“He had only gone through eighth grade, but he loved to read, and for all of us kids, he really promoted education and higher education,” Olson said.

So, she thought, what better way to honor his memory than to support students pursuing higher education?

“ He had only gone through eighth grade, but he loved to read, and for all of us kids, he really promoted education and higher education.

– Kristen Olson

But Kristen had one problem – she had never done anything like this before: “It can be a lot to do on your own and getting things set up,” she said. That’s where the NDU Foundation comes in.

“I went to our local union to make sure that it was something that they were okay being a part of. Then from there, we got in contact with the NDU Foundation, and they were great: they lined everything out and just made it a very easy process for me as far as being the teacher behind it and for my family,” she said.

As a 501(c)(3) public charity, donations to the NDU Foundation are tax-deductible for donors, in accordance with IRS code provisions. With the financial logistics managed by professionals, Kristen could concentrate on what she had set out to do in the first place: honoring her father’s legacy by working with the Ray Education Association to identify deserving students, like Maddix Falk, whose grandfather served in Vietnam.



*Submitted photo*

*Ted Meckle with some of his family.*

“It’s really just an honor to be a part of this scholarship and being able to carry on Ted Meckle’s legacy,” Falk said.

Falk, who graduated from Ray High School in 2024, is now attending Williston State College, where she is pursuing an Associate in Science degree before she heads to a four-year school for biomedical engineering.

“*It’s really just an honor to be a part of this scholarship and being able to carry on Ted Meckle’s legacy.*

*– Maddix Falk*

“Hopefully, I’ll be getting to work with a lot of machinery and new technology. I don’t know exactly if I want to create new things or work on maintaining stuff that’s already there. Maybe like prosthetics. Who knows?” Falk said.

Falk is one of three Ray High School graduates who received \$200 through the scholarship this year.

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# Summer Leadership & Advocacy Summit Seen as Success

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**JOEL CRANE**  
Press Secretary

*In July, dozens of educators gathered in Bismarck for the two-day Summer Leadership and Advocacy Summit hosted by North Dakota United. And those who attended walked away with glowing reviews.*



*Photos by Kelly Hagen*

*A group photo of presenters and participants at the Summer Leadership and Advocacy Summit.*

“This has given me a purpose and a mode of moving forward and a plan on how to make the most out of our negotiations year, how to make the most out of the legislative session coming up, and also just things that I want to tweak and change to be able to make my presidency and then beyond in my local be just more efficient,” said Monica Klein, kindergarten teacher at Lakewood Elementary in Mandan.

Beyond participating in sessions on union leadership, conversations on politics, and

navigating legislative advocacy, attendees interacted with colleagues from across the state.

“There are so many different ways that you can be active in your local in your district, in your legislative community, all those different types of things. It’s about property taxes, about other issues like child care, vouchers, all those kinds of things to have on our radar,” said Brenda Seehafer, Title I reading and math elementary teacher at Mt. Pleasant School in Rolla.



*North Dakota United President Nick Archuleta welcomes SLAS participants on the first day.*

Still others took the opportunity to inform their leadership roles.

“Now that I’m serving on my executive board, I just want to make sure I have all the tools and all the knowledge and all the facts that I can have, and knowing that I was provided a whole lot more than I was expecting during this whole conference is probably one of the best feelings,” said Jessica Van Winkle, a special educator at Horizon Middle School in Bismarck and vice president of Bismarck Education Association.



*Participants separated into breakout rooms throughout the Summit, to discuss various topics.*



*NDU political director Ali Hoffman talks about the work of the Keep It Local coalition.*

And others say they were reminded you don’t always need rhetorical flair to be a successful leader.

“There are other ways to contribute to being a member and being in a leadership position other than being in the spotlight. And I think this is a really good way for people to see what the other roles are,” said Amanda Darveaux, a special educator in Fargo and West Fargo.

A successful couple of days in Bismarck, for both NDU staff and the members in attendance.



*Grand Forks Education Association President Melissa Bucchop asks a question.*

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# Upcoming PD Events

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## Podcast PD



Podcast PD is an asynchronous and new format for professional development and learning that is being offered by North Dakota United. You listen and reflect as time allows without having to meet weekly deadlines, meet in person, or access Zoom meetings.

Podcast PD allows educators to make personal choices for their learning based on their content area and professional interests while helping them to earn up to five credits.

With six different podcasts to choose from you can choose any of the sessions that relate to education, professional interest, content that work for you.

Each session requires a reflection paper and seven sessions and reflections equal one credit. Participants can mix and match podcasts to meet the requirements for credit.

The six podcasts that can be used for credit:

- Sold a Story (Science of Reading based) Podcast
- The Educator's Room: The Teacher Self-Care Podcast
- Those Who Can't Do Podcast
- The Cult of Pedagogy Podcast
- The Creative Class with John Spence Podcast
- Too Dope Teachers Podcast

Podcasts can be heard on any format you may currently use for podcasts or on the free version of Spotify from your smart phone or your computer. (You will have to download the app if you do not have a podcast format you currently use.) After registration is complete, information to begin Podcast PD will be emailed to you.

Podcast PD will begin on Sept. 1, 2024, and must be completed by Aug. 31, 2025. The credit fee is \$50 payable to UND.

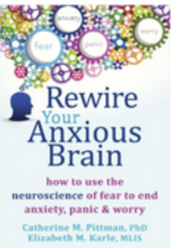
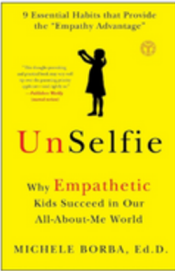
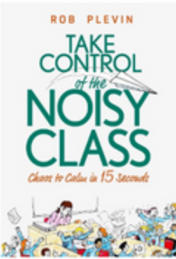
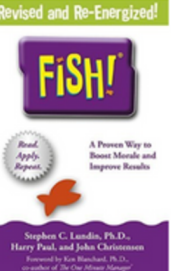
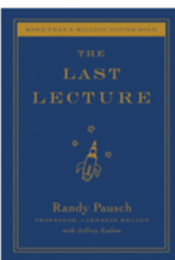

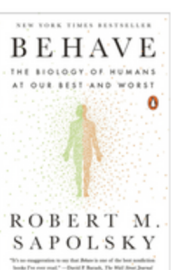
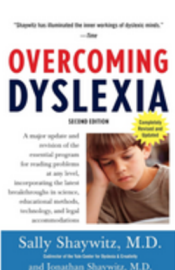

[Register](#)

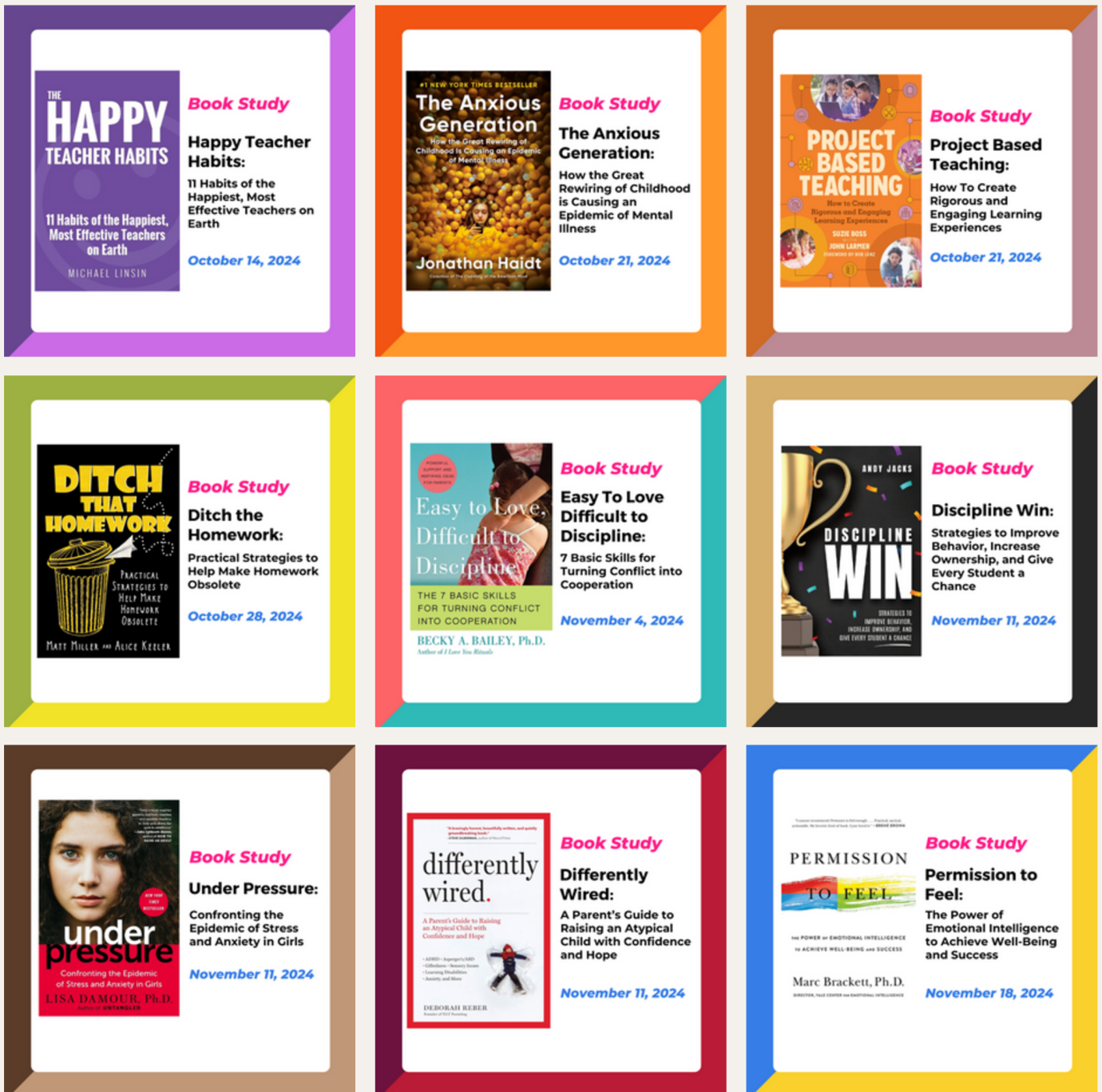
# Book Studies

All NDU professional development courses are FREE to North Dakota United members thanks to funding from the North Dakota United Foundation. Participants are responsible for the cost of the book and the \$50 credit fee to University of North Dakota to have your credit recorded onto your transcript. The fee to participate in an NDU professional development course for non-members is \$100, plus the cost of the book and the credit fee to UND.

Book studies are typically one credit courses that last approximately six weeks. One credit equates to 15 hours of study. Expectations include reading the book, answering discussion questions, responding to others' responses and a reflection paper/action plan.

## Fall Book Study Schedule

 <p><b>Book Study</b></p> <p><b>Rewire Your Anxious Brain:</b> How to Use the Neuroscience of Fear to End Anxiety, Panic, Worry</p> <p>September 16, 2024</p>	 <p><b>Book Study</b></p> <p><b>UnSelfie:</b> Why Empathetic Kids Succeed in Our All-About-Me World</p> <p>September 16, 2024</p>	 <p><b>Book Study</b></p> <p><b>Take Control of Your Noisy Class:</b> Super-Effective Classroom Management Strategies for Today's Toughest Classrooms</p> <p>September 23, 2024</p>
 <p><b>Book Study</b></p> <p><b>Fish:</b> A Proven Way to Boost Morale and Improve Results</p> <p>September 23, 2024</p>	 <p><b>Book Study</b></p> <p><b>The Last Lecture</b></p> <p>September 30, 2024</p>	 <p><b>Book Study</b></p> <p><b>Plan Like a Pirate:</b> Designing Extraordinary Learning Journeys for Every Student</p> <p>September 30, 2024</p>
 <p><b>Book Study</b></p> <p><b>Behave:</b> The Biology of Humans at Our Best and Worst</p> <p>October 7, 2024</p>	 <p><b>Book Study</b></p> <p><b>Overcoming Dyslexia</b></p> <p>October 7, 2024</p>	 <p><b>Book Study</b></p> <p><b>What Happened to You?</b> Conversations on Trauma, Resilience, and Healing</p> <p>October 14, 2024</p>



# Early Career Cohorts

North Dakota United is continuing to sponsor early career educator cohorts, the next beginning in January 2025. The cohort will last approximately 14 months and will include 30 early career educators (service years 1-7). This is a closed group forum so you can establish camaraderie, collaboration and network with educators in similar situations as yourself.

The educators will complete six courses for six credits that can be used for re-licensure and lane changes, at no cost to the educators. That's right – FREE!

North Dakota United is currently accepting educators for the 2025 cohorts. If you are interested, please contact NDU professional development director Amy Flicek by email at [amy.flicek@ndunited.org](mailto:amy.flicek@ndunited.org).



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# Kraft, Liebel Added to NDU Staff

*Our staff at North Dakota United, the state's largest union of public educators and employees, added two new faces this summer. Please join us in welcoming Grant Kraft as field consultant for our southeast region, and Matt Liebel as field consultant for our northwest region.*

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Grant Kraft began his new role as field consultant in our Fargo office in June. Field consultants are responsible for working with local education associations on members' rights, member recruitment and retention, leadership training and development, professional issues, collective bargaining, political action and community partnerships. He will work primarily with locals in the southeastern part of the state.

Grant received a Bachelor of Arts in Classical Studies and Bachelor of Science in Mathematics from UND, as well as a Master of Science degree in Youth Development Leadership. Prior to working for ND United, he taught for nine years, mostly as a middle school language teacher. Grant was also active as a member of the Fargo Education Association, having served as negotiations committee chair, governance committee chair, vice president and president.

Kraft lives in Fargo and enjoys hammocking in the parks and going for walks along the river. He describes himself as a semi-pro scavenger hunter, having won a local hunt six times. One day he hopes to be a contestant on "The Amazing Race."

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Matt Liebel joined NDU in August, and he is based in Williston. In his role as field consultant, he works directly with locals in the northwest part of the state.

Matt has a bachelor's degree in biology education from Minot State, and his Master's in Secondary Earth Science from Western Governors University. Previously, he worked as middle school science teacher in Williston and was a negotiator for the Williston Education Association.

He lives in Williston with his wife Amy and their three children. Matt grew up in Watford City and taught in Williston for 15 years. He owns and operate Liebel's Guide Service on Lake Sakakawea and loves fishing, hunting and golfing.

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*In May, the North Dakota United Foundation announced that over 50 NDU members and dependents had been selected to receive more than \$37,000 total in scholarships and grants. Congratulations to this year's recipients.*

# The ND United Foundation Announces 2024 Scholarship & Grant Recipients

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- Michelle Arnold Nitengale has been awarded a Horace Mann ND Agents Graduate Education Scholarship for her graduate degree in education from Ball State University.
- Kendall Bergrud and Sheila Peterson, middle school educators in Bismarck, were awarded a NDU Workplace Innovation Grant for a Peer to Peer semester-end bowling party.
- Lexie Birnbaum has been awarded a Halstenson Family Music Scholarship for her graduate program at North Dakota State University.
- Allison Bryn is the recipient of a NDU Member/Dependent Scholarship for her social work degree at the University of Mary.
- Callie Cook has been awarded a Horace Mann ND Agents Graduate Education Scholarship for her graduate degree in elementary education from the University of Mary.
- Emma Dazell, an undergraduate elementary education major at Dickinson State University, has been awarded a Les Snavely Memorial Education Scholarship.
- Gracie Doe is the recipient of a NDU Member/Dependent Scholarship for her health sciences degree at North Dakota State University.
- McKayla Donat is the recipient of a NDU Member/Dependent Scholarship for her history degree at George Washington University.
- Emmanuel Duot, an undergraduate science major at the University of North Dakota, has been awarded an NDU Foundation Ethnic Minority Scholarship.
- Maria Draper, an educator in Emerado, was awarded a Dr. Joanne Pearson Fine Arts Grant for repairing and cleaning the school's band instruments.
- Hudson Eggie, an undergraduate business education major at the University of Mary, has been awarded an NDU Foundation Ethnic Minority Scholarship and a Harris & Arlyce Widmer Family Business Education Scholarship.
- Alexander Gellner, an undergraduate precision agriculture major at Lake Region State College, has been awarded a NDU Foundation Ethnic Minority Scholarship.
- Lane Goehring, an undergraduate math education major at Dickinson State University, has been awarded a NDU Education Scholarship, a Fern Pokorny Education Scholarship, and a Cindy & Gary Rath Education Scholarship.

- Jason Grueneich is the recipient of a NDU Member/Dependent Scholarship and a Harris & Arlyce Widmer Family Business Education Scholarship for his business administration degree at Dickinson State University.
- Jesslyn Hall, an elementary music teacher from Hazen, has been awarded a Holland Family Experiential Learning Grant to bring world drumming into the elementary music classroom.
- Gabrielle Helfrich has been awarded a Halstenson Family Music Scholarship and a Horace Mann ND Agents Graduate Education Scholarship for her graduate program at American Band College.
- Alison Heyen, an undergraduate elementary education major at Valley City State University, has been awarded a NDU Education Scholarship and a Cindy & Gary Rath Education Scholarship.
- Emily Ismil has been awarded a Horace Mann ND Agents Graduate Education Scholarship for her graduate degree in education from the University of North Dakota.
- Steve Justice is the recipient of a Mary Cripps Special Education Scholarship and a Bill Oban Special Education Scholarship for his graduate degree in special education from the University of Minnesota.
- Veronica Kleppe has been awarded a Horace Mann ND Agents Graduate Education Scholarship for her graduate degree in elementary education from the University of Mary.
- Emma Kratcha is the recipient of a NDU Member/Dependent Scholarship for degrees in molecular biology and music at the University of North Dakota.
- Bailee Kupper has been awarded a NDU Education Scholarship for her undergraduate degree in educational psychology from the University of North Dakota.
- Jamison Lang is the recipient of a NDU Member/Dependent Scholarship for his science degree at North Dakota State University.
- Mikaylee Livedalen, an undergraduate elementary education major at the University of Mary, has been awarded a NDU Education Scholarship.
- Chase Lura has been awarded a Harris & Arlyce Widmer Family Business Education Scholarship for his degree in business education from the University of North Dakota.
- Torrie Mack, an undergraduate math major at North Dakota State University, has been awarded a Harris & Arlyce Widmer Family Business Education Scholarship.
- Josiah Marcellais, an undergraduate accounting major at Turtle Mountain Community College, has been awarded a NDU Foundation Ethnic Minority Scholarship.
- Megan McCarthy is the recipient of a NDU Member/Dependent Scholarship for her science degree at Bismarck State College.
- Crystal Mills has been awarded a Horace Mann ND Agents Graduate Education Scholarship for her graduate degree in education from the University of Mary.
- Mackenzie Motter, an undergraduate elementary education major at Valley City State University, has been awarded a Cindy & Gary Rath Education Scholarship.
- Ashley Mogard has been awarded a Halstenson Family Music Scholarship for her graduate program at the University of Mary.
- Samantha Olson, an educator in West Fargo, is the recipient of a Joseph A. Westby Leadership Award for her graduate degree in education, focused on teaching and technology.
- Elise Opp has been awarded a Halstenson Family Music Scholarship for her graduate program at the University of Mary.
- Shaylee Praus, an undergraduate elementary education major at Dickinson State University, has been awarded a Les Snavely Memorial Education Scholarship and a Cindy & Gary Rath Education Scholarship.

- Abigail Redfearn is the recipient of a NDU Member/Dependent Scholarship for her political science degree at Brigham Young University.
- Amanda Richardson is the recipient of a Ron & Ann Anstrom Scholarship for her graduate math degree at Western Governors University.
- Allison Roth is the recipient of a Mary Cripps Special Education Scholarship and a Bill Oban Special Education Scholarship for her graduate degree in special education from Mayville State University.
- Caleb Roth, an undergraduate music education major at North Dakota State University, has been awarded a NDU Education Scholarship.
- Gavin Ruud is the recipient of a NDU Member/Dependent Scholarship for his electrical engineering degree at North Dakota State University.
- Tana Schafer is the recipient of a Ron & Ann Anstrom Scholarship for her graduate science degree at Western Governor's University.
- Jackson Schroeder, an undergraduate business major at North Dakota State University, has been awarded a Harris & Arlyce Widmer Family Business Education Scholarship.
- Patrick Shen, an undergraduate science major at Columbia University in the City of New York, has been awarded a NDU Foundation Ethnic Minority Scholarship.
- Jessica Stoppeworth has been awarded a Horace Mann ND Agents Graduate Education Scholarship for her graduate degree in education from North Dakota State University.
- Ryan Strande, an undergraduate education major at Mayville State University, has been awarded a NDU Education Scholarship.
- Jacob Thomas is the recipient of a Ron & Ann Anstrom Scholarship for his graduate degree in Library & Information Technologies at Valley City State University.
- Lisa Weippert, an educator in Solen, was awarded a Dr. Joanne Pearson Fine Arts Grant for purchasing ukeleles for the music classroom.
- Nicole Wilebski is the recipient of a Mary Cripps Special Education Scholarship and a Bill Oban Special Education Scholarship for her graduate degree in special education from Minot State University.
- Erin Willyard is the recipient of a NDU Member/Dependent Scholarship for her education degree at Mayville State University.
- Alisha Wohl has been awarded a Halstenson Family Music Scholarship for her graduate program at Northern State University.
- Lisa Wolf, an educator in Minot, was awarded a NDU Workplace Innovation Grant to purchase VR sets that work with virtual job shadow experiences.

For more information about North Dakota United Foundation's scholarships and grants, including requirements, due dates and how to apply, please visit [ndunited.org](http://ndunited.org).





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\*LIMRA, “A Measure of Financial Wellness” 2020

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