



Missouri State
Teachers Association

Annual Report 2020



Dear MSTA Leader,

This year MSTA celebrates the 100th anniversary of our Assembly of Delegates. The Assembly of Delegates was created with the passage of the new MSTA Constitution on Friday, Nov. 8, 1919. (That convention had been rescheduled from January to November because of the Spanish Flu.) Sounds uncomfortably familiar doesn't it?

The Official Convention Program from 1920 notes that the first Assembly of Delegates met on Nov. 11, 1920. In 1920 the country was still reeling from the aftermath of the Spanish Flu which killed an estimated 675,000 Americans and disrupted every aspect of society...including schools.

Then, as now, the members of MSTA showed resilience and perseverance. "We are MSTA!" is more than just a slogan. It is an expression of our shared identity as professional educators. An acknowledgement that MSTA is more than an organization. The core of MSTA is the people who voluntarily come together to solve common problems, meet common needs, and accomplish common goals. And I can think of no better example of that than our grassroots governance process that begins with the Regional Open Hearings and culminates with the Assembly of Delegates in Columbia.

This fall that has looked very different. Delegates from 1920 could not have imagined the technology allowed MSTA to continue our work as Missouri's largest grassroots education organization. We shifted our Leadership Conference to a virtual format and opened it to all members. Likewise, our Region Open Hearings and Business Meetings were all conducted using virtual technology unimaginable just a few decades ago. At every virtual event, I've been impressed by the energy and dedication of leaders like you who give your time and talent to serve your colleagues. Your service makes MSTA a stronger organization, and Missouri schools a better place for teachers to teach and students to learn.

This Annual Report was produced so you can see MSTA's progress and growth as your professional organization. As you review this publication, consider where you fit in and how you can contribute to our shared mission—to advocate for and empower educators, so they can teach. We are stronger and better with you involved!

On behalf of the staff and Board of MSTA, thank you for allowing us to serve you.
Together "We are MSTA!"

Sincerely,



Bruce Moe
Executive Director
Missouri State Teachers Association

MSTA advocates for and empowers public educators so they can teach.

Governance

MSTA Board of Directors

Each MSTA region elects members to represent its area of the state. The number of members in each region determines the number of board representatives. The Board of Directors, which guides the work of the association, is made up of at least one classroom teacher from each region. There are currently 20 directors and officers.

Assembly of Delegates

More than 700 members determine MSTA's legislative agenda at the association's annual meeting. Delegates are elected by local CTAs.

Regions

The state is divided into 10 MSTA regions. Officers and committee members from each region help shape MSTA policy, host legislative events and offer professional development opportunities for members through regional meetings.

Local CTAs

Community Teacher Associations provide a unified voice for the MSTA members who work in a particular school district. Many CTAs have salary, legislative, public relations and professional development committees to represent their specific needs.

Leader training

The MSTA Leadership Conference was a virtual conference this past July. Typically held each summer at Margaritaville Lake Resort—Lake of the Ozarks, it provides the resources and training that help foster successful CTAs.

MSTA Board of Directors

MSTA advocates for and empowers public educators so they can teach.

The 2019-2020 school year was like no other. MSTA worked to provide resources to educators while making sure their voices were heard.

COVID surveys

MSTA decided early on that we needed more information from teachers and school personnel about what was happening in schools across Missouri. From March 31 to April 15 a survey was sent to members to determine the impact of COVID-19 to their students, schools and communities. Over 3,400 educators responded. Results were shared with the MSTA Board of Directors, Department of Elementary and Secondary Education and State Board of Education.

A second survey ran from June 16-23 with over 2539 responses. This survey focused on the upcoming 2020-2021 school year. Again, responses were shared with the MSTA Board of Directors and State Board of Education.

COVID communication

The surveys, plus other direct feedback from educators, were key in providing resources to members. Over the course of the spring and summer MSTA produced FAQs for the website, a series of video interviews with MSTA attorneys on COVID issues, media interviews, additional print resources and policy recommendations. These communications were accessed by thousands of members.

Next steps

With the input from the surveys and member feedback, the MSTA Board of Directors examined the potential changes to education on the state or local level as well as implications for the coming year. As a result, MSTA crafted recommendations for school reopenings, as well as policy recommendations. MSTA's response, including the FAQs, MSTA attorney interviews, print resources and policy recommendations, can be found at msta.org/covid-19-resources/.

Virtual CTA and Region Leadership Conferences

The decision to convert the CTA and Region Leadership Conferences to a virtual format was disappointing but necessary. The CTA Leadership Conference was condensed into a one-day event with Dan Meers (KC Wolf) and Gerry Brooks providing keynote addresses. Speakers were able to engage with participants during the workshops, answering questions and providing additional information. The switch to a virtual format allowed for more participation. On average, 180 CTAs send a representative to the Leadership Conference, but in 2020 that number increased to 286. Individual registrations were almost double, and several CTAs were able to have multiple members participate.

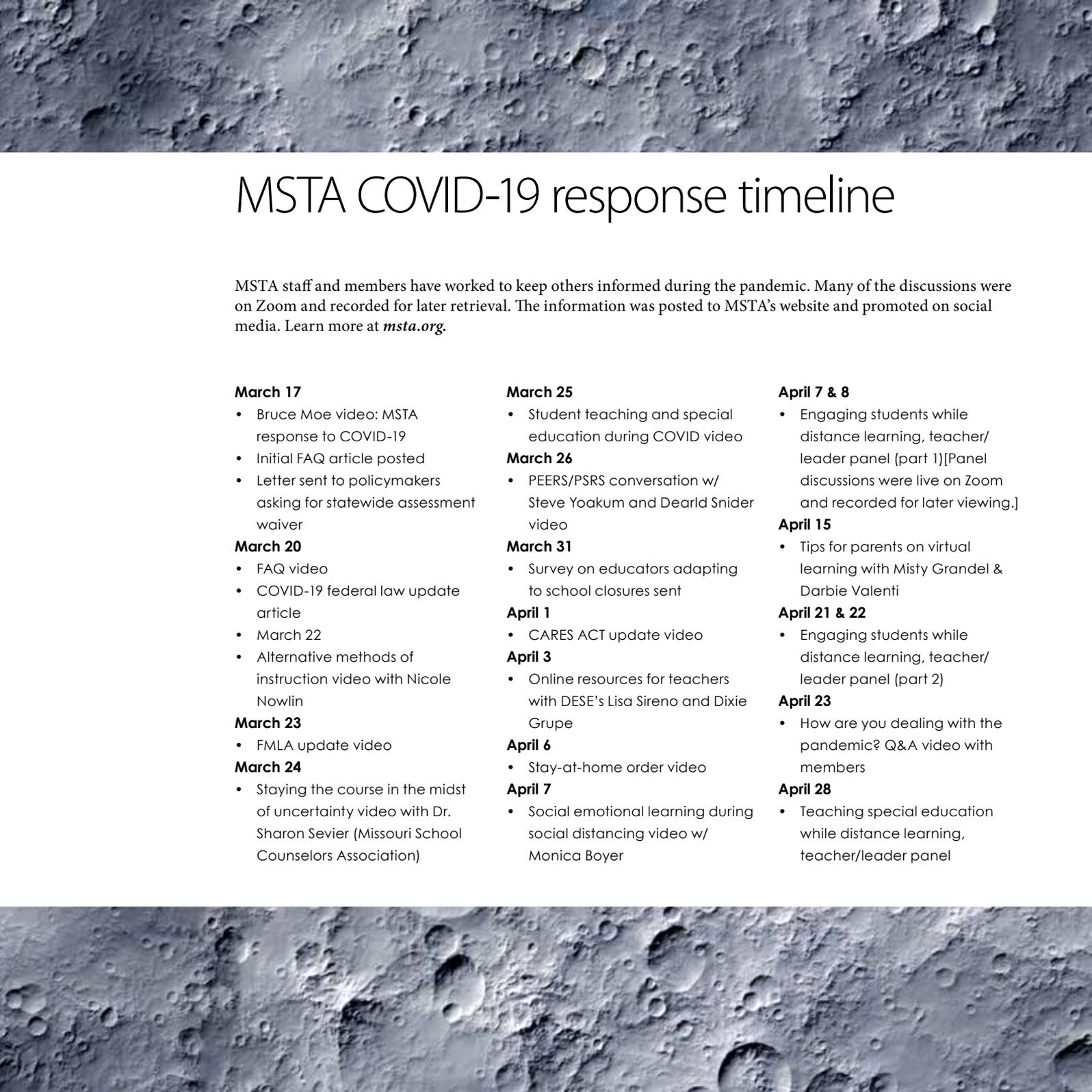
This was the first year for a new event, the Region Leadership Conference. Initially planned to begin at the conclusion of the CTA Leadership Conference, it also was moved online. Over 35 region leaders met to discuss MSTA programs, the impact of COVID on region business, and shared ideas across regions.

Joining MSTA

We have made improvements to our member join process. Both are important in light of the uncertainty created by COVID-19 and the need to provide “no contact” renewal options for individuals and CTAs.

- Upgraded MSTA Autopay to make it easier to use and provide more flexibility for members.
- Piloted the use of DocuSign in the spring for digital authorization of payroll deduction.





MSTA COVID-19 response timeline

MSTA staff and members have worked to keep others informed during the pandemic. Many of the discussions were on Zoom and recorded for later retrieval. The information was posted to MSTA's website and promoted on social media. Learn more at msta.org.

March 17

- Bruce Moe video: MSTA response to COVID-19
- Initial FAQ article posted
- Letter sent to policymakers asking for statewide assessment waiver

March 20

- FAQ video
- COVID-19 federal law update article
- March 22
- Alternative methods of instruction video with Nicole Nowlin

March 23

- FMLA update video

March 24

- Staying the course in the midst of uncertainty video with Dr. Sharon Sevier (Missouri School Counselors Association)

March 25

- Student teaching and special education during COVID video

March 26

- PEERS/PSRS conversation w/ Steve Yoakum and Dearth Snider video

March 31

- Survey on educators adapting to school closures sent

April 1

- CARES ACT update video

April 3

- Online resources for teachers with DESE's Lisa Sireno and Dixie Grupe

April 6

- Stay-at-home order video

April 7

- Social emotional learning during social distancing video w/ Monica Boyer

April 7 & 8

- Engaging students while distance learning, teacher/leader panel (part 1)[Panel discussions were live on Zoom and recorded for later viewing.]

April 15

- Tips for parents on virtual learning with Misty Grandel & Darbie Valenti

April 21 & 22

- Engaging students while distance learning, teacher/leader panel (part 2)

April 23

- How are you dealing with the pandemic? Q&A video with members

April 28

- Teaching special education while distance learning, teacher/leader panel

**April 29**

- Addressing social and emotional needs of students, teacher/leader panel

May 5 & 6

- Engaging students while distance learning, teacher/leader panel

May 6

- Teacher Appreciation Week thank-you video
- Release of survey results on adapting to school closures

May 7

- Survey results sent to Missouri elected officials

May 12

- Teaching special education while distance learning, teacher/leader panel

May 26

- Announcement of free virtual Leadership Conference open to all members

June 16

- Survey on opinions and concerns regarding 20-21 school year sent

July 2

- Launch of the Beyond the Book Club

July 7

- Release of survey results on opinions and concerns regarding 20-21 school year

July 9

- Member survey results video

July 13

- COVID-19 Back-to-School Q&A

July 15

- Free speech article

July 17

- MSTA's Position on School Reopening

July 21

- Virtual Leadership Conference

July 22

- Letter to Dept. of Labor and governor on workers' compensation

Aug. 5

- Policy change recommendations article

Aug. 6

- Beyond the Book Club's second session begins
- Policy change recommendations video

Aug. 7

- FERPA during COVID-19 article

Aug. 17

- Distance learning resources video with Teacher of the Year Misty Grandel

Aug. 21

- Statement on change to essential workers rule

Sept. 3

- Beyond the Book Club's third session begins

Sept. 15

- Keeping Students Engaged Using Zoom Video Conferencing webinar





Articles, Bylaws, and Rules Committee

The AB&R Committee is responsible for maintaining the documents which govern the operation of the association. The committee met in Jefferson City on Sept. 7, 2019, in conjunction with the Education Policy Committee, to complete the preparations for the 2019 Assembly of Delegates.

A spring meeting was held on April 18, 2020 via Zoom to review and consider updates to the Standing Rules, Voting Plan, Rules for Candidates and Order of Business.

The committee met again via Zoom on Sept. 12, 2020, with the Education Policy Committee, to discuss Open Hearing and Convention materials and activities. Separately, the committee finalized its recommendations to the Board of Directors with regard to the following:

- Standing Rules
- Voting Plan
- Rules for Candidates
- Order of Business

The results of these recommendations and consequent Board action are reflected in the Assembly of Delegates book.

If changes are proposed, the committee will next meet in April 2021.



Communication Awards Committee

MSTA's Communication Awards devotes time and effort to recognizing the best print, audio and video stories published both in public schools and media outlets statewide. The individuals who are recognized represent the best journalism has to offer in terms of those writing and publishing public education stories. The committee is designed to strengthen the relationships between media outlets and local community teacher associations.

Winners of MSTAs 2020 Media Awards this year is:

Newspaper- Features

Award: The Richmond News (weekly)

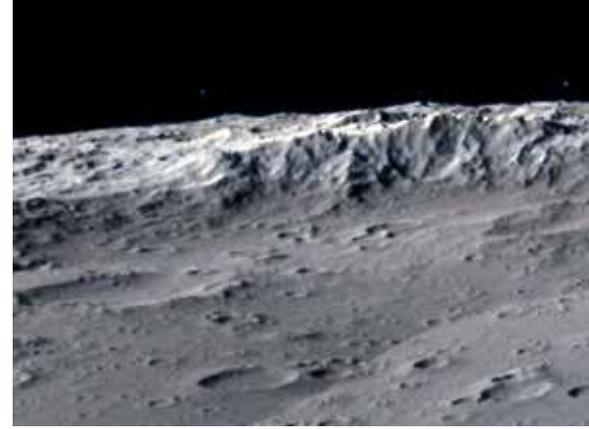
Winners of the MSTAs Professional Communication Awards this year is:

Audio/Visual- School Building

Award: Willard Intermediate South, Willard R-2 District

The committee encourages CTAs and regions to become actively involved by submitting media entries that promote education. The applications will be available to download from our website, www.msta.org, in January 2021.

Education Policy Committee



We began our work by meeting immediately after the adjournment of the 2019 Assembly of Delegates to set the legislative priorities for the upcoming legislative session.

2020 MST A Legislative Priorities

“A general diffusion of knowledge and intelligence being essential to the preservation of the rights and liberties of the people, the general assembly shall establish and maintain free public schools for the gratuitous instruction of all persons in this state within ages not in excess of twenty-one years as prescribed by law.” Missouri Constitution Article IX, Section 1(a).

State Issues

Funding:

While the state legislature has finally fully funded the school foundation formula, after years of underfunding by hundreds of millions of dollars, expectations from Missouri schools, teachers and students continue to rise, with few indications that future revenues will meet anticipated formula growth. To account for lost state revenues, local taxpayers have increased their percentage of funding for schools. The state must work to close the funding gap for K-12 transportation, while maintaining full funding of the formula. “Full Funding for Education” must include the state meeting its obligation to pay the legally required reimbursement for transportation costs. MST A also supports increased funding for early childhood education, parenting programs and family literacy programs.

- **MST A supports** helping students who have experienced adverse childhood events by incorporating trauma-informed initiatives in the classroom, and professional development for trauma-informed initiatives.
- **MST A supports** public charter school expansion when charters are granted by the local school board within an existing accredited Missouri public school district and requires all members of a public charter school board to be residents of the district in which the charter school serves. Charter school expansion should include requirements that charter schools have

the same certification and compensation standards of other schools in the district, and tenure status should not be reduced or lost as a result of teaching in the public charter school.

- **MST A supports** requiring all members of a public charter school board be required to be residents of the district which the charter school serves.

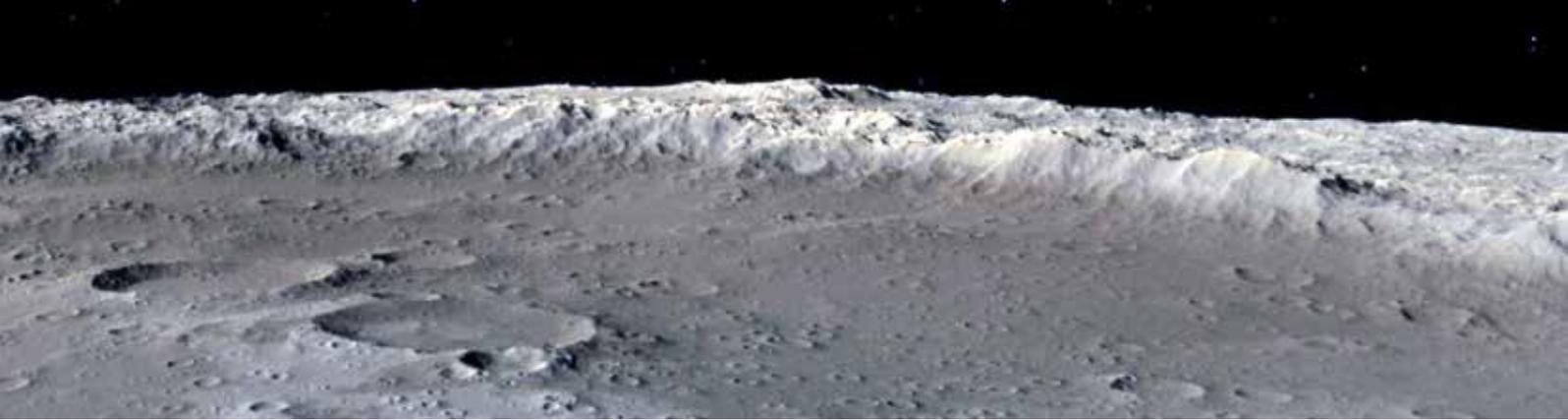
Teacher Salaries:

The average teacher salary in Missouri is far below the national average and compared to other states, the average beginning teacher salary is even lower. These inadequately paid professionals are expected to deliver student performance results that are above average. While states surrounding Missouri continue to increase teacher pay, Missouri falls further and further behind national trends in teacher compensation.

Recruitment and Retention:

Many legislators and state leaders say that they want to attract the best and brightest to the teaching profession, but fail to provide adequate funding to address teacher recruitment and retention problems across Missouri.

According to the 2019 MST A State of the Education Profession Survey results, over 82 percent of teachers know a teacher that has left in the last three years. The main reason teachers have left includes a lack of support and pay,



disrespect, student behavior and classroom support. In order to recruit and retain quality teachers; better pay, less paperwork and increased support from all stakeholders must be addressed.

School Safety:

Missouri teachers feel safe in their classrooms according to the 2019 MSTA School Safety Survey, but an alarming number of teachers have witnessed a form of violence directed toward themselves or another educator. New school safety measures must include not only school infrastructure, but also the behaviors and response to behaviors that occur in the classroom.

Teacher Retirement:

A secure and stable defined-benefit retirement program is vital to recruiting and retaining highly qualified and effective educators. Actuarially sound improvements to the system continue to strengthen the Missouri public educators' financial futures. Transitioning work after retirement from a limit on the number of hours worked to an earnings limit for Public School Retirement System (PSRS) will further simplify burdensome requirements on employees and districts.

Local Control

Assessment and Evaluation Reform:

The single biggest factor in the success of students is the teacher. MSTA believes that teacher input is vital to the continued success of our students. Local districts need to have the freedom to meet the needs of their communities without control by the state or federal education departments.

- **MSTA supports** the use of locally developed assessments to improve instruction.
- **MSTA supports** local control of public education by the district board of education and autonomy of the local school district to develop and adopt curriculum, assessments, evaluations and other programs to meet educational goals.
- **MSTA opposes** any plan that would use student grades, student class performance or student performance on standardized tests as the single criteria to measure the merit of the teacher.

Federal Issues

Retirement and Social Security:

- **MSTA opposes** any state or federal proposal to group the teachers' retirement system funds with Social Security. In addition, the association opposes provisions that deprive teachers of their earned social security benefits.
- **MSTA opposes** the Government Pension Offset as well as the Windfall Elimination Provision.

Federal Influence in Education:

- **MSTA supports** requiring existing funding and future increases in federal dollars be delivered directly to the local school district whenever possible and increased focus on distributing federal dollars back to the classroom.
- **MSTA opposes** limiting the ability of employees to discuss working conditions with their employer.
- **MSTA opposes** federal supersession over state and local responsibility for public education, including assessments that set standards and drive curriculum.
- **MSTA opposes** any proposal to eliminate or weaken the teacher tenure law.
- **MSTA opposes** school vouchers, education tax credits, or education savings accounts, that would divert public money to pay for homeschooling or private school tuition.
- **MSTA opposes** merit pay, including the use of standardized test scores or other subjective criteria as a measurement of teacher performance or to determine further salary increases.

Friends of Bunker Hill

The Friends of Bunker Hill (FBH) Board of Directors, Bunker Hill staff, and FBH volunteers continue our commitment to improving the facility in order to ensure that generations to come will be able to create lifelong memories at Bunker Hill. The Board of Directors is guided by the land management plan to provide for the retreat's long-term health and growth. The plan, created in partnership with a certified forester, assists the board with planned improvements to the property, preservation of endangered species of flora and fauna, as well as, the best methods to preserve the natural forest.

Special Events

Bunker Hill continues to welcome a number of groups and special events. We are proud to be the host of many family vacations and reunions throughout the season. In any year, we proudly host approximately 15 families for their annual or semi-annual get togethers. Other activities include:

- MSTA Past Presidents Reunion
- MSTA New Professionals Camp
- Quilter's Weekend
- Creative Retreat
- Classroom Management professional development workshops

We were on track to have a record year this season with the number of scheduled visitors, but unfortunately with the pandemic (COVID) this year, several of the regularly scheduled events and reservations had to be canceled/postponed. We look forward to the return of the various reunions, camps and retreats next year, as well as the continued increase of personal reservations at Bunker Hill.

We would like to thank those that did move forward with their reservations this year under our new COVID guidelines. It provided for a different type of visit than those in the past, but we are sure that you were able to enjoy the camp, the quietness of nature, the beautiful, scenic Jacks Fork, and spend quality time with family and friends.

Charitable Contributions

The Friends of Bunker Hill has 501(c)3 status and donations are tax deductible. We invite each and every one of you to become a Friend of Bunker Hill! You can do so by donating online at friendsofbunkerhill.org or by going to www.bunkerhillretreat.com and clicking on "Friends of Bunker Hill" at the top of the page. You can also provide for Bunker Hill through your will or trust. For assistance contact your local attorney or Gail McCray at gmcrcray@msta.org. Your contributions are greatly appreciated!

We were able to upgrade our electrical system significantly this year, and all of the major electrical lines are up-to-date. This provides a much safer camp for all! However, this did come with a cost! We are asking for contributions to specifically offset some of those costs by earmarking your donations for the electrical campaign. You will find details on our social media pages as to how you can make those donations.

Conclusion

Bunker Hill remains a wonderful place to relax, recuperate and recharge. Whether this means kicking back in a rocking chair or hiking the beautiful Ozark terrain, there is something for everyone. The Friends of Bunker Hill Board and volunteers invite you to come see what it's all about. For more information please visit our website at www.bunkerhillretreat.com. You can also find us at www.visitmo.com/. Don't forget to "like" us on Facebook [facebook.com/bunkerhillretreat](https://www.facebook.com/bunkerhillretreat), post stories and memories, and share our page with your friends. And if you haven't been to Bunker Hill in a while, or if you have never visited, call Mary and Greg to make your reservation today. As our commercial says, "All you have to do is have fun; Bunker Hill takes care of the rest!"

www.bunkerhillretreat.com
417-934-2333

BUNKER HILL DONATIONS

FRIENDS OF BUNKER HILL

(up to \$99)

Michael Adreon
Abby Attoun
Gabriel Attoun
Charlotte Bailey
Jennifer Baldwin
Ruby Basso
Betty Beal
Molly Beck
Dawn Black
Piper Brintnall
Amanda Bradshaw
Crystal Burch
Charles Brooks
Laura Campbell
Chris Chapman
Leigh Chapman
Jonna Choat
Lee Clark
Melody Cochran Susan
Cochran
Eric Cohen
Laura Collins
Dana Cravens
Austin Crawford
Jennifer Crowder
Jim Denner
Donna Davis
Peggy Diamond
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Shaun Duiz
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Laura Smith
Russell Smithson
Debbie Spears
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Susan Taylor
David Tremain
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Erin Tremain
Ralf Trusty
Linda Uselmann
Kristen Voeller
Debra Warnol
Frances Wells
Daniel Wehner
Katie Webb
Liene Womack
Bolivar CTA
Cole Camp CTA
Excelsior Springs CTA
Hannibal CTA
Harrisonville CTA
Mexico CTA
Potosi R-3 CTA

CLARK LODGE (\$100-\$249)

Alice Breeze
Cheryl Fadler
Doris Ford
Nickie Jones
Cyndi Kinder
Betty Logan
Christina McCartney
Becky Ruth
Stephanie Smith
Linda Schnakenberg
James P. Speir
Glenda Thurlkill
Bernie CTA
Fox C-6 CTA
Lee's Summit CTA
Rolla CTA

WOODLAND

SCHOOLHOUSE (\$250-\$499)

Mary Asmus: In Memory of
Jim and Janet Lyon
Steve Balough
Jeff and Lisa Funk
Hinckley Family
Jothi Pallikkathayil
Robert Rinklin
Sartorius Family
Columbia CTA
Northwest Region

EVERETT KEITH (\$500-\$999)

Clawson Family
Norma D'Eagle
McCray Family
Bruce and Pam Moe
John and Susan Pickering
Stan and Lois Smee
Wayne Soper and Jane
Stonner: In memory of Homer
H. & Inez I. Bowman
Veatch Family
Southeast Region

COUNCIL RING (\$1,000+)

Central Region
Jefferson County Region
Southwest Region



Government Relations

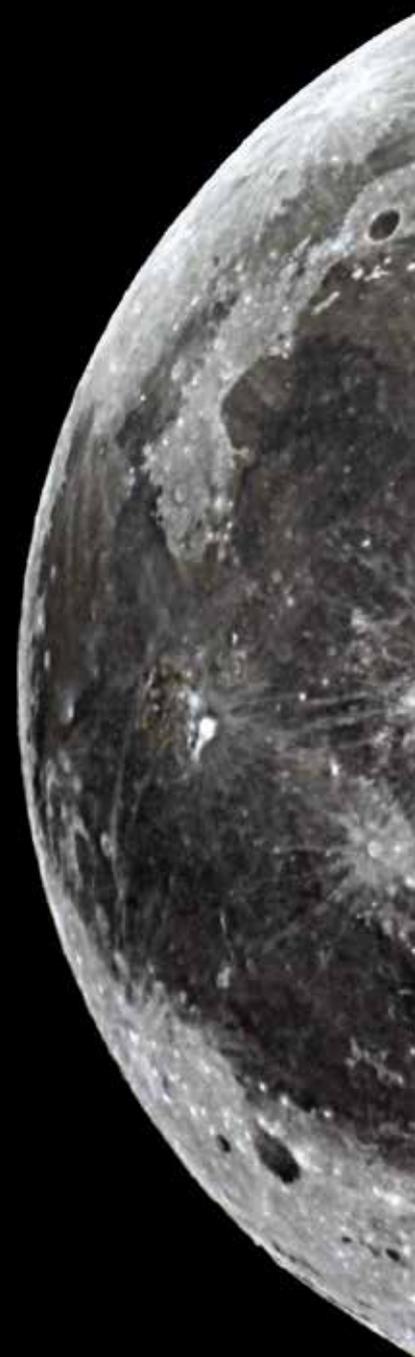
The Government Relations Department continues to advocate for members and help build relationships with candidates for public office, the Department of Elementary and Secondary Education, the Public School & Education Employee Retirement Systems, and elected officials. During the legislative session, MSTA lobbyists work with legislators, draft legislation, testify on bills and ensure MSTA members have a strong presence in Jefferson City. During the second half of the legislative session, lobbyists were able to continue to interact with legislators through email, phone calls and the use of MSTA Rapid Response. Through MSTA Action, MSTA Action in 30 seconds as well as additional video updates, the Government Relations Department staff provides timely information to members on important developments across Missouri government. As time permits, the department also provides updates to local CTAs with in-person meetings and video conferences.

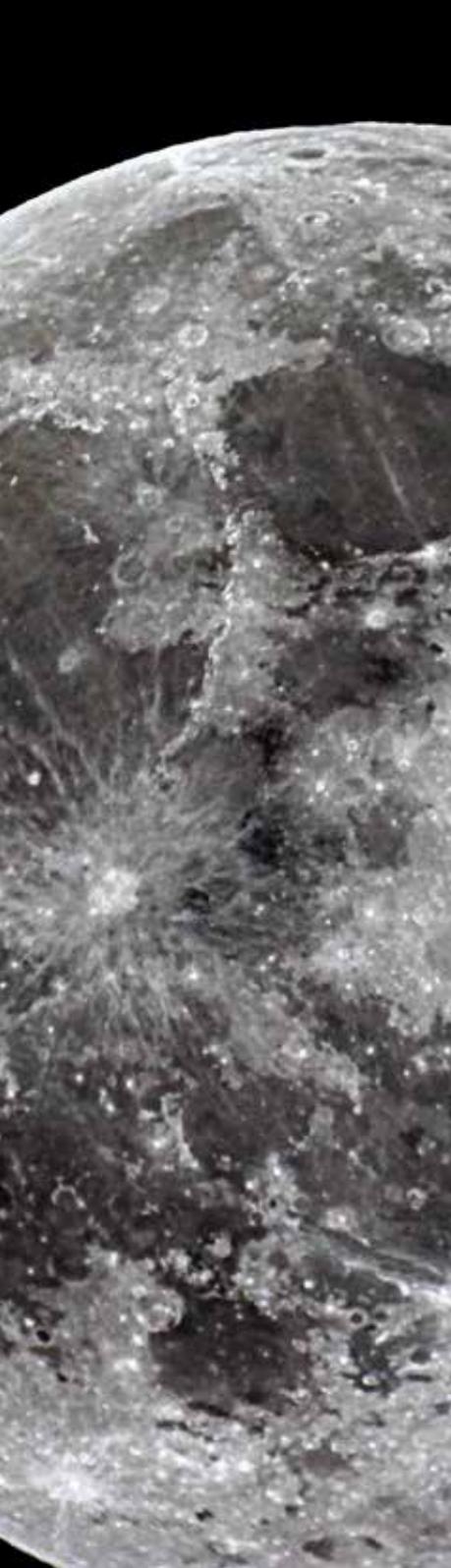
The pandemic and change in legislative session schedule, as well as rules regarding visitors to the Capitol, changed the MSTA Capitol Visits. The Government Relations Department was able to shift many briefings to video updates and online materials available to all members. MSTA will continue to work to have in-person

Capitol Visits but are prepared to continue to use all technology available to ensure that members are up to date and able to maintain and build relationships with elected officials.

This year, the Government Relations Department launched a text message-based MSTA Rapid Response program that has made connecting members with their legislators much easier, and it allowed for an even quicker and more efficient way for members to make their voices heard. This program will continue to expand with new features available in the next year.

The Impact Committee saw many successes in the August primary elections, with the election of retired teacher and 30-year MSTA member Elaine Gannon to the Missouri Senate, and further opportunities to support former educators in the General Election. The Impact Committee has one MSTA member from each region and directs every aspect of the endorsement process. These members then call on local members to receive input, conduct interviews and evaluate candidates.





Impact Leaders

The MSTA Legislative Impact Committee would like to thank the members of the 2019-2020 Impact Leaders for their generous donations.

The following individuals and groups gave to the Legislative Impact Committee between October 1, 2019 and October 1, 2020.

The MSTA Impact Political Action Committee is supported solely by your voluntary donation. If you would like to donate, login to my.msta.org click “donate” on the left side of the screen, then “Count me in” under Impact Donation.

Paulette Baker	Adam Hogan	Amber Redburn	Belton CTA	Central Region
David Bond	Teresa Jennings	Debbi Ritchey	Bernie CTA	Greater Kansas City
Amanda Bradshaw	Tonya Johnson	Hannah Rogers	Bevier CTA	Region
Natalie Brazeal	Amy Kelsey	Halley Russell	Cole Camp CTA	Greater St. Louis
Charles Brooks	Brenda Kerr	John Schlange	Fox C-6 CTA	Region
Glenn Bussen	Georganna	Linda Schnakenberg	Hannibal CTA	Jefferson County
Heather Camuso	Krumlinde	Lory Schupbach	Harrisonville CTA	Region
Tisha Clawson	Karen Lambeth	Rachel Shellenbarger	Independence CTA	Northwest
Melody Cochran	Deana Layton	Jonathan Sipp	Lee's Summit CTA	Region
Susie Compton	Pam Lowe	Kathy Spero	Mexico CTA	South Central
Kim Cribbs	Katherine Marler	Maggie Stiegman	Lathrop R-2 CTA	Region
Donna Davis	Gail McCray	Bryson Travis	Putnam County	Southeast Region
Teresa Dolan	Krista Meyer	Matt Walker	Unionville CTA	Southwest Region
Arbie Enloe	Melissa Meyer	Mindy Walker	Republic CTA	
Alycen Fiegel	Matt Michelson	Mike Walsh	Rolla CTA	
Kayla Gilmore	Bruce Moe	Debra Warnol	Scott City CTA	
Nicole Grant	Wannetta Moyers	Sarah West		
Angela Guest	Tonya O'Boyle	Shellie Wolfenbarger		
Brenda Hall	Samantha Parman	Janice Wolff		
Sara Hedge	Valerie Parman			
Gaylene Hesse	Andrea Parsons			
Brett Hoch	Tori Ramsey			

Student MSTA Committee

At the 2019 SMSTA meeting, students from across the state elected four statewide ambassadors:

- Rachel Baker, Southeast Missouri State University
- Leroy Barker, Missouri State University
- Alexandria Dannegger, Missouri Baptist University
- Eli Readnour, Southeast Missouri State University

These ambassadors planned and will preside over the 2020-21 SMSTA state meeting. This year's meeting will be in spring 2021 due to the MSTA Convention being held virtually.

The 2019 state meeting included:

- Breakout sessions for students at the beginning, middle and student teaching phases of their time in college. Students were able to discuss the challenges and experiences they are facing.
- Panel of MSTA New Professionals to discuss the transition from student to teacher.
- Award winners for best service project and outstanding SMSTA officer.
- Elections for the 2020 student ambassadors.

Student groups are invited to submit articles to the SMSTA page in *School & Community*. This is an opportunity to highlight projects, awards, honors and outreach programs from our student chapters.

New Professional Committee

The New Professional Committee met on Nov. 15, 2019, to discuss furthering MSTA's goal of assisting teachers at the beginning of their career. The committee talked about holding regional one-day events for new professionals to share information about topics of interest throughout the year. They also discussed ideas for regional new professional socials and ways to encourage attendance.

MSTA hosted the sixth annual New Professional Training Camp online on July 13. Ten participants from across the state attended. Due to the online nature of this year's event, registration fees were waived. Attendees learned about MSTA and legal topics from MSTA staff. Darbie Valenti served as the keynote presenter. New professionals also participated in small group discussions where they could ask each other questions and share insights about the previous school year, as well as plans for the upcoming year. We look forward to hosting the seventh New Professional Training Camp July 12-14, 2021 at Bunker Hill.



RMSTA Committee

This past year RMSTA saw a small decrease in annual membership (-30) but we continue to add lifetime members to RMSTA.

RMSTA continues to offer great discounts and deals including our popular dental and vision plans. In addition, RMSTA now has access to new benefits including Orlando Vacations and Passport Benefits which is a one-stop location for discounts on car rentals, hotels, restaurants and more.

RMSTA also offers the best protection for retirees that go back into the classroom. The RMSTA Optional Plus Protection is available for \$25. The Plus Protection program includes \$1 million in professional liability insurance coverage, AD&D coverage, identity theft protection and legal services from MSTA staff attorneys and member service coordinators. No other retiree organization can offer these benefits for this price.

The RMSTA annual luncheon at the MSTA State Convention continues to grow. Last year saw the event take place in a larger space on the MU Campus. As always, members enjoyed the update from PSRS as well as the fellowship that took place.

Finally, Todd Fuller, MSTA marketing and communication director, will now serve as the MSTA liaison to RMSTA. Feel free to contact Todd at tfuller@msta.org with any questions, comments or ideas you might have.

All the information about RMSTA can be found at msta.org/rmsta.

Reading Circle

Since 1885, the Reading Circle has been serving Missouri educators and students. Sometimes it takes different forms, but the underlying goal has always been to instill a love of lifelong reading in children. At the beginning of the pandemic, as schools began to shut down, the Reading Circle used its editorial space in School & Community to provide ways for teachers and parents to continue the learning at home. In addition, committee members were busy on social media, sharing book titles and ideas to keep the spark aflame. Although many conferences were canceled for the year, the committee was still able to distribute books to teachers and schools in need. Throughout the year, committee members add book annotations to readingcircle.org, a searchable database. Patrons are able to search by title, category, theme, awards, and much more. This online-only version is easy for members and saves money since a booklet is no longer printed and mailed.

The committee continues to work efficiently with four reviewers, one for each level: preschool-primary; primary; grades 5-8; grades 9-12. Publishers send hundreds of level-appropriate books directly to each reviewer.

The committee continues to be a driving force in promoting Missouri's Read-In Day, the second Friday in March. The next Read-In Day is March 12, 2021.





Missouri State Teachers Foundation

The Missouri State Teachers Foundation is a 501(c)3 public foundation formed to help fulfill the mission of the Missouri State Teachers Association by providing resources for teachers in the state of Missouri. The goal is to promote excellence in teaching and education by supporting teachers and students across the state. MSTF is governed by a volunteer board of directors consisting of a group of active or retired teachers and MSTA members. The board members are appointed by the MSTA Board of Directors and are a geographically and experientially diverse group of professionals. As a charitable foundation, MSTF receives tax-deductible contributions from individuals, local CTAs and MSTA Regions to support its numerous initiatives and scholarships including:

- Classroom grants: MSTF awards two \$100 grants per month to help educators fund special projects within their classrooms. Recent grants have been used to fill bookshelves with new books, create maker spaces and spice up grammar lessons.
- Kent King Scholarships: MSTF offers \$275 scholarships to college seniors planning a career in education to defray the costs of obtaining teacher certification. Recipients must be enrolled as full-time students eligible to enter their institution's student teaching block.

The Foundation also provides relief for schools and teachers that fall victim to natural disasters through the HOPE Initiative. Since 2016 MSTF has donated \$8,500 to members across the state through the HOPE Initiative. To support MSTF's mission to support teachers in some of their more vulnerable moments visit www.mostf.org/hope-funds.

With new executive leadership and an expanded board, MSTF is poised to make great strides. To stay up-to-date with the Foundation or to support its work with a financial contribution, please visit mostf.org.

MSTF donations in 2019

Up to \$99)

Michael Adreon
Amazon Smile
Anonymous - Network for Good
Bolivar CTA
Alice Breeze
Charles Brooks
Glenn Bussen
Tisha Clawson
Columbia Performing Arts Total
Barbara Dixon
Amy Farmer - Network for Good
Kyle Farmer - Network for Good
Lisa Funk
Harrisonville CTA
The Hire Connection
J&A Creative
Jazzy Kat Productions
Betsy Johnson
Kate Mehle
Lana Moore
Jothi Pallikkathayil
Putnam Co CTA Unionville
Raytown C-2 R-MSTA
Otto Schultejaans
Courtney Seeley
Lauren Skelton
Kesley Stottsberry
Various cash donors
Christopher Wright

\$100-\$499

Bruce Moe
Rolla CTA

\$500-\$999

Central Region

\$1000 and above

Jefferson County Region
South Central Region
Southeast Region
Southwest Region

TOTAL: \$ 8857.35



Introduction to Audited Financial Statements

MSTA's Bylaws charge the Board of Directors with the responsibility for the oversight of the association's finances. Specifically the Bylaws state that:

- The Board will provide for an annual audit of MSTAs financial statements by an independent auditor. Results of that audit will be reported by that auditor to the Board. (Article XIII: Finance and Budget, Section C.)
- The Board will appoint the Finance and Audit Committee from among Directors then in office. The Treasurer will be the Committee's Chair. This Committee will oversee MSTAs finances and coordinate MSTAs annual audit of its financial statements with MSTAs independent CPA firm. (Article VIII: Committees, Section B)
- The Treasurer will coordinate with MSTAs independent CPA firm and with MSTAs Chief Financial Officer to assure that MSTAs: 1. annual financial statements are audited and receive the CPA's unqualified opinion of fair representation; (Article IX: Officers, Section H.)

As required by the Bylaws the MSTAs Board appointed the Finance and Audit Committee composed of directors Jennifer Gill, Leigh Chapman and Pam Lowe and chaired by MSTAs Treasurer Amy Kelsey.

Summary of Significant Accounting Policies

Nature of Activities: The purpose of Missouri State Teachers Association, Inc. (MSTA) is to promote the common interest of teachers and other education personnel by providing them information resources, workshops, and other services. Members of MSTAs include prospective, active and retired teachers and other school employees in private, parochial and public schools throughout the State of Missouri.

Method of accounting: The financial statements have been prepared on the accrual basis of accounting, whereby revenue is recognized when earned and expenditures when incurred. Accordingly, the financial statements reflect all significant receivables, payables and other liabilities.

Use of estimates: The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts and disclosures. Actual results could differ from those estimates.

Cash and cash equivalents: The Association considers all highly liquid investments, except those held for long-term investment with original maturity of three months or less when purchased to be cash equivalents. MSTAs maintains cash balances at established financial institutions. MSTAs cash accounts are insured by the Federal Deposit Insurance Corporation (FDIC) subject to the FDIC's current coverage limitations on interest-bearing accounts. The balances generally exceed the FDIC insurance limits.

Inventory: Inventory is valued at average cost. Inventory for MSTAs regular operations consists of clothing, jewelry, classroom supplies, specialty items, MSTAs collector items, and various other items.

Investment securities: Investments in equity securities with readily determinable market values and debt securities are reported at fair value. Realized and unrealized gains and losses are reported in the Statement of Activities to the extent the gains and losses accrue to MSTAs. Gains and losses that accrue to participants in the supplemental retirement income plan are added to the corresponding liability.

Property, buildings and equipment: Property and equipment are recorded over their useful lives, ranging from 3 to 39 years, using the straight-line method. MSTA's policy is to capitalize individual purchases of \$3,000 or more. Donated assets are recorded at fair market value at the date of the gift. When assets are sold or otherwise disposed of, the cost and related depreciation or amortization are removed from the accounts, and any resulting gain or loss is included in the statement of activities. Costs of maintenance and repairs that do not improve or extend the useful lives of the respective assets are expensed currently.

Revenue recognition: The majority of the MSTA's revenue is from members' dues. The membership year runs from July 1 to June 30. Revenue is recognized when earned over the course of the membership year. MSTA offers a number of options for paying dues that have been billed. Uncollectible amounts are normally not significant to the total dues revenue. As of the years ended, the allowance for uncollectible dues receivable was \$20,000 and \$20,000, respectively.

Functional allocation of expenses: The expenses associated with providing the various programs and other activities have been summarized on a functional basis for presentation in the Statement of Activities.

Income taxes: MSTA is exempt from federal and state income taxes under Internal Revenue Code (IRC) section 501(c)(6) and a similar Missouri state statute, except for any income that meets the IRC definition for unrelated business income. Accordingly no provisions for income taxes have been reflected in the Association's financial statements as of the years ended, respectively.



Statement of Financial Position

June 30, 2019 and 2020

Assets	2019	2020
Cash	2,586,496	2,837,736
Accounts receivable - membership dues, net	223,690	280,261
Accounts receivable - other	52,823	29,651
Prepaid expense	395,987	346,714
Inventories	40,025	46,239
Restricted investments	255,572	150,662
Property, buildings and equipment, net of accumulated depreciation	1,224,115	1,154,870
Total Assets	4,778,708	4,846,132
Liabilities and Net Assets		
Accounts payable	211,725	204,454
Region and CTA dues collected	289,467	284,781
Accrued payroll, taxes and benefits	282,539	345,247
Deferred membership dues and benefits	20,747	18,952
Other accrued liabilities	255,572	150,662
Total Liabilities	1,060,050	1,004,096
Net assets - unrestricted	3,718,658	3,842,036
Total Liabilities and Net Assets	4,778,708	4,846,132

Statement of Activities

Years Ended June 30, 2019 and 2020

Revenues	2019	2020
Member dues and fees	6,940,597	6,974,216
Conferences and events	116,906	104,730
Advertising	10,250	7,678
Investment income (loss)	15,983	10,565
Royalties	47,265	14,711
Promotional sales	5,108	-323
Sales of assets	7,200	33,121
Other revenues	285,953	273,761
Total Revenues	7,429,262	7,418,459
Expenses		
Program Services		
Educator services	4,785,604	4,896,886
Education policy	490,365	511,932
Conferences and events	327,342	376,472
Education media	1,298,829	1,347,350
Total Program Services	6,902,140	7,132,640
Support Services		
	199,704	162,448
Total Expense	7,101,844	7,295,088
Change in net assets	327,418	123,371
Net assets, beginning of year	3,391,240	3,718,658
Net assets, end of year	3,718,658	3,842,036

Statement of Cash Flow

For the Years Ended June 30, 2019 and 2020

Cash Flows From Operating Activities:	2019	2020
Change in net assets	327,418	123,371
Adjustments to reconcile changes in net assets to net cash provided (used) by operating activities:		
Depreciation and amortization	125,876	129,797
(Gain) loss on property, buildings and equipment	-7,200	-33,121
(Increase) decrease		
Accounts receivable - membership dues	-104,518	-56,748
Accounts receivable - other	5,598	23,172
Prepaid expenses	47,621	49,273
Inventories	-468	6,214
Restricted investments	-8,387	104,910
(Decrease) increase		
Accounts payable	20,683	-7,271
Region and CTA dues collected	139,195	-4,686
Accrued payroll, taxes and benefits	-18,578	62,708
Deferred membership dues and other	-10,261	-1,785
Other Accrued Liabilities	8,387	-104,910
Total Adjustments	197,948	167,553
Net Cash Provided (Used) by Operating Activities	525,366	290,924
Cash Flows From Investing Activities:		
Property and Building Improvements and Equipment Purchases	-128,485	-9,473
Proceeds from Sale of Property, Buildings and Equipment	7,200	33,121
Purchase of Certificate of Deposits	198,983	750,000
Net Cash Provided (Used) by Investing Activities	77,698	773,648
Cash Flows From Financing Activities:		
Principal Payments Under Capital Lease Obligation	0	0
Principal Payments on Note Payable	-304,666	0
Net Cash Provided (Used) by Financing Activities	-304,666	0
Change in Cash and Cash Equivalents	298,398	-498,760
Cash and Cash Equivalents, Beginning of Year	1,986,310	2,284,708
Cash and Cash Equivalents, End of Year	2,284,708	1,785,948

Disclosure of Accounting Policy:

The Association considers all highly liquid investments, except those held for long-term investment, with a maturity of three months or less when purchased to be cash equivalents.

Adopted Operating Budget

Fiscal Year July 1, 2019 through June 30, 2020

Revenues	
Member dues and fees	6,955,635
Advertising	21,500
Meetings and events	65,880
Royalties	24,000
Promotional sales	25,000
Sponsorships & contributions	24,500
Sales of assets	0
Investment income	4,000
Other revenue	296,950
Total Revenue	7,417,465
Expenses	
Program Services	
Educator services	3,391,471
Education policy	360,326
Conferences and events	278,243
Education media	789,643
Total program services	4,819,683
Support Services	
Governance	138,015
G&A before allocation	2,422,913
Total support services	2,560,928
Total Expense	7,380,611



State Committees

Thank you to all of our committee members:

Articles, Bylaws and Rules Committee

Michael Adreon
Victoria Barton
Carrie Brown
Brenda Clayton,
ex-officio member
Gwen Ford, chair
Julie Hodges
Jennifer Hoecker
Noelle Horner
Danny Loughridge,
retired member
Jessica Manke,
associate member
Mark Munger
Andrew Reynolds
Logan Schamerloh
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Laine Towe
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GSL vacant
Keri Cottrell,
staff liaison

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Vice President
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Patricia Ross
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Brittany Hosmer
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Jennifer Baldwin
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staff liaison

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Brenda Kerr
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Wayne Pressley
Margaret Rightnowar
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Margaret Skouby
JoLynn Venneman
Kim Wencewicz
Suzie Williams, chair
Todd Fuller, staff liaison

Student Committee

Rachel Baker
Leroy Barker
Alexandria Dannegger
Beth Ogden,
ex-officio member
Eli Readnour
Krista Meyer,
staff liaison



MSTA staff recognition

MSTA Board of Directors

Paulette Baker	Central Region
Kezia Bohanon	Greater Kansas City Region
Amanda Bradshaw	Southwest Region
Leigh Chapman	Jefferson County Region
Tisha Clawson	Southwest Region
Brenda Clayton	Greater Kansas City Region
Donna Davis	Central Region
Elissa Garr	St. Joseph Region
Jennifer Gill	Northeast Region
Amy Kelsey	Northwest Region
James Kreyling	Greater St. Louis Region
Pam Lowe	Southeast Region
Lana Moore	Southwest Region
Beth Ogden	Southeast Region
Mindy Prenger	Northeast Region

Officers

Nickie Jones	President
Halley Russell	President Elect
Chuck Martin	Vice President
Amy Kelsey	Treasurer
Nic Vasquez	Past President

25 years

Jennifer Bacon-Administrative Assistant-Communications

20 years

Glenn Bussen-Member Service Coordinator

15 years

Deana Layton-Professional Learning Manager

Tammy White-Accounting Manager

Greg Howell-Bunker Hill

Mary Howell-Bunker Hill

10 years

Kyle Farmer-Senior Staff Attorney

Mandy Henry-Research Supervisor

5 years

Kim Bielinski-Member Service Coordinator

Jane O'Toole-Staff Attorney

Bill Steis-Member Service Coordinator



MSTA