

**2024 Candidate endorsement questionnaire : Entry #
1641**

Page

Candidate endorsement questionnaire - New Brighton office

Candidate name

Mary Murphy

Election district

28B

Party endorsement

DFL

Email

mjmurphy@midco.net

Phone

6514704512

Educator Pay

1. ESP living wage: Will you support legislation to ensure that all education support professionals earn a living wage of at least \$25 an hour?

Yes

2. Due to significantly below-market compensation for teachers, most school districts in Minnesota are having difficulty filling teaching jobs, and state colleges report a continued decline in the number of graduates from teacher preparation programs. Would you support creating a minimum salary for all licensed Minnesota teachers of \$60,000 a year and an \$80,000 minimum salary for licensed teachers with 10 years of experience and a master's degree?

Yes

Pensions

3. Will you support increasing state funding to ensure the financial sustainability of public pension funds?

Yes

4. Will you support exploring the necessary benefit improvements in order to provide educators with a secure retirement, including reducing early retirement penalties, lowering the normal age of retirement and a career threshold that will help recruit and retain educators?

Yes

5. How will you support efforts to lower inequitable penalties in the Teachers Retirement Association in order to expand retirement options?

1. Introduce bills aimed at revising the current penalty structures. These bills could seek to reduce penalties for early retirement or amend the calculations formulas that disproportionately affect certain groups of people.

**2024 Candidate endorsement questionnaire : Entry #
1641**

2. Look at other states with more equitable teacher retirement systems. Use these examples to show potential benefits and best practices.
 3. Present a cost-benefit analysis showing how lowering inequitable penalties can lead to better teacher retention and overall benefits for the education system
- *By combining some of these strategies, we can effectively support efforts to lower inequitable penalties in the teacher retirement program and expand retirement options for teachers.

Health care

6. Do you support educators having access to a mandatory statewide health insurance pool, just like other state workers?

Yes

7. Do you support the current language that allows educator locals to unilaterally seek a bid and join the Public Employee Insurance Program (PEIP) as the insurance provider for local bargaining units?

Yes

8. All Minnesotans deserve access to affordable health care and publicly managed plans like MN Care and Medicare are some of the most efficient plans out there. The legislature is currently seeking a federal waiver to expand MN Care to more residents. Do you support expanding all public health care programs to include more working people?

Yes

Education funding

9a. Reverse Minnesota's perpetual underfunding of education by significantly increasing the per-pupil funding formula.

Yes

9b. SPED cross subsidy: The state must fully fund special education costs instead of relying on school districts to pay for them.

Yes

9c. EL cross subsidy: Fully fund the costs districts pay to provide quality English learner programs and instruction.

Yes

9d. Lower class sizes: Lower class sizes so teachers can give students more of the individual attention they need and deserve.

Yes

9e. Full-service community schools: Expand access to full-service community schools across the state.

Yes

9f. Teachers of color: Fund programs to increase the number of teachers of color significantly so teachers providing instruction better reflect the students in our classrooms.

Yes

9g. Student support: Continue providing additional resources for school districts to hire more student support staff, including counselors, social workers, psychologists, nurses and other job classifications.

**2024 Candidate endorsement questionnaire : Entry #
1641**

Yes

9h. TDE/Q Comp: Fully fund the 2011 Teacher Development and Evaluation law, an unfunded state mandate, to ensure teacher quality and lift the cap on the Q Comp program.

Yes

9i. Professional development: Provide professional development to all staff around cultural competency and trauma-responsive classrooms with aims of closing the discipline disparity gap.

Yes

9j. Education debt relief: Provide debt relief to retain teachers so they can afford to stay in the classroom.

Yes

Taxes/revenue

10. Would you commit to raising revenue to ensure the wealthiest corporations and richest households pay what they truly owe in taxes so every student, no matter what they look like or where they live, can attend a fully funded public school that prepares them to pursue their dreams?

Yes

11. Education Minnesota believes in restoring fairness to the state tax code by raising revenue from the very wealthiest corporations and richest households and reducing the reliance on local levies to fund schools. Considering your own experience and expertise, are there other progressive, equitable ways to raise state revenue that you would recommend the union consider supporting?

Yes

12. Fully funded schools require adequate and stable revenues. Will you oppose tax cuts and carve outs that lower tax collections or narrow the tax base?

Yes

13. A balanced tax code draws revenue from a mix of income, sales, and property taxes. Will you support policies that maintain both adequate funding and a sustainable balance between revenue sources?

Yes

Higher education

14. Do you support increasing the state's direct investment in public higher education to significantly reduce institutions' reliance on tuition?

Yes

15. Will you support investments in capital bonding projects that preserve buildings, remodel classrooms and keep our technology assets current?

Yes

16. Do you support DEI efforts on our college campuses and universities?

**2024 Candidate endorsement questionnaire : Entry #
1641**

Yes

17. What would you do, as a state legislator, to help with the cost of higher education?

1. Push for increased state funding for public colleges and universities. This can help reduce tuition costs and provide more resources for students.
 2. Develop state-funded low-interest loan programs with favorable repayment terms.
 3. Implement loan forgiveness programs for graduates who work in high-need fields or underserved areas within the state.
- * By pursuing these strategies, we can help make higher education more affordable and accessible for all students in our state.

18. The North Star Promise is expected to result in an increase in enrollment on our campuses. Many of these students are projected to be disproportionately first-generation students and students from historically underserved communities. As a legislator, what would you do to ensure these students had the support they needed to be successful?

1. Develop programs specifically designed to help first-generation students navigate their first year, including orientation sessions, and workshops on study skills and time management.
 2. Ensure access to mental health services, including counseling and wellness programs, to help students cope with the stresses of college life.
 3. Ensure students have the necessary technology such as laptop and reliable internet to support their studies.
- *By implementing these measures, we can help create a supportive and equitable environment that promotes the success of all students., particularly those who are first-generation or from historically underserved communities.

19. There are efforts to expand the North Star Promise to Minnesota's private colleges and universities. This would dramatically increase the amount of public money going to private institutions. Do you support the expansion of the North Star Promise to include private colleges and universities?

Yes

High-quality professional educators

20. What will you do to help recruit and retain high-quality educators in our classrooms?

1. Advocate for competitive salaries that reflect the important role educators play. Consider periodic salary reviews to ensure wages remain competitive.
 2. Ensure educators receive comprehensive benefit packages, including health insurance, retirement plans and paid leave.
 3. Advocate for policies that limit class sizes to manageable levels, allowing teachers to provide more individualized attention to students.
- * By implementing these strategies, we can create an environment that attracts high-quality educators and supports their long-term retention, ultimately leading to better outcomes for students.

Standardized testing

21. What individual or system-level decisions in education do you believe are appropriate to make based on standardized test scores?

1. Use test scores to identify students who may need additional support or intervention programs in specific studies.
 2. Implement incentive programs for schools that show significant improvement in test scores, encouraging best practices.
 3. Use test scores constructively to support student learning and school improvement, rather than punitively.
- *By using standardized test scores appropriately and thoughtfully, you can make informed decisions that support educational equity and improvement at both the individual and system levels.

Honesty in Education

**2024 Candidate endorsement questionnaire : Entry #
1641**

22. Most educators believe students should have access to a wide range of age-appropriate books that include relatable characters and situations that reflect the diversity of Minnesota families. However, certain politicians and big money groups are trying to remove books from school libraries across America, particularly books with LGBTQ+ characters or those that deal with racism in America. How should Minnesota protect its students' freedom to read?

1. Propose or support legislation that explicitly prohibits the banning of books in school libraries based on their content, particularly those addressing LGBTQ+ issues and racism.
2. Fund and support professional development programs for educators and librarians on how to incorporate diverse books into their libraries and curricula
3. Develop clear guidelines and policies that protect educators' and librarians' rights to choose diverse and inclusive materials for their students.

*By taking these steps, we can help protect students' freedom to read and ensure that school libraries offer a wide range of books that reflect the diversity of Minnesota families. This will support a more inclusive and well-rounded education for all students.

23. Education Minnesota believes all students should have the freedom to feel safe and welcome in their public school, no matter what they look like, where they're from, how they pray, transgender or not. Do you agree?

Yes

24. Students bring many needs into their public schools, but our union believes they all deserve the freedom to grow with the help of support for their mental health and with lessons in how to recognize and control their emotions, which is sometimes called social-emotional learning. Do you support increasing support for students' mental and emotional health in public schools?

Yes

Time to Teach

25. The planning and differentiating that teachers do daily needs more time. Most after school "prep" is filled with meetings. The current statute falls short of the time needed for preparing lessons. Will you support adjusting this statute to increase prep time?

Yes

26. Will you support legislation that protects an educator's prep time so it can't be used for meetings or having to sub for colleagues?

Yes

27. Do you support paid, dedicated time outside of student contact time for special education teachers to complete their paperwork and attend required meetings?

Yes

School safety

28. Creating incentives for school administrators to enforce districts' codes of conduct without bias and/or creating accountability measures for those who don't?

Yes

29. Increase reporting and transparency in worksite safety when reporting physical injuries and emotional trauma in the workplace?

**2024 Candidate endorsement questionnaire : Entry #
1641**

Yes

Union Rights

30. The ability of workers to come together in union and bargain collectively has been vital for reducing wage gaps by gender, building the middle class, and limiting wealth inequality in Minnesota. Do you support expanding and strengthening workers' rights to join a union and bargain collectively?

Yes

31. Will you oppose any legislation or constitutional amendments that would weaken collective bargaining rights, the right to organize, the right to strike, automatic payment of union dues, union access and activities at worksites or other anti-union policies backed by anti-worker groups?

Yes

32. How will you support unions as a state legislator?

1. Introduce and support legislation that strengthens collective bargaining rights, ensuring that workers can negotiate fair wages, benefits, and working conditions.
 2. Publicly endorse union-supported initiatives, such as campaigns for fair wages, improved working conditions and expanded labor rights.
 3. Share success stories of unionized workers and the positive impact of unions on communities and the economy.
- *By taking these steps, we can effectively support unions, protect workers' rights, and promote fair labor practices as a state legislator.

Privatization

33. Do you oppose state tax credits for private K-12 education tuition and expenses?

Yes

34. Will you support policy changes that will ensure a stronger accountability system with necessary oversight and reporting to ensure quality management and instructional practices in charter schools?

Yes

35. Will you support a moratorium on new charter schools until such changes are made?

Yes

Your role as a legislator

Have you visited a public school in your district in the past year? If so, which one? What were your observations from your visit? How will that experience inform your work as a legislator? If not, when did you last visit a school? Would you like us to help arrange a visit?

I have visited a public school in my district in the past year. Taylors Falls Elementary.

1. I noticed dedicated teachers, office members, library access, and well-maintained facilities.
2. Visiting the schools in my district has informed my understanding of the needs and strengths of local schools, helping me make more informed decisions when crafting or supporting education-related legislation.
3. The visits have strengthened my commitment to advocating for better funding, resources, and support for public schools.

**2024 Candidate endorsement questionnaire : Entry #
1641**

What have you done to become informed on issues relating to public education? What organizations and individuals do you go to for your information?

* I have a large group of educator friends, as well as other school staff who keep me informed of activities within the school district. My late husband also worked at the Taylors Falls Elementary when our daughter attended. Our friendships continue, and I typically go to these folks if I need more details or information.

How do you envision working with Education Minnesota if you are elected/re-elected? If you disagree with us on an issue, how will you communicate that?

1. Establish open lines of communication to ensure timely and transparent discussions on education policies and initiatives.
2. Work to secure adequate resources for schools, ensuring that teachers and students have the tools they need for success.
3. Maintain respectful and professional tone during discussions, even where there are disagreements. I will show respect for the union's views and the importance of their advocacy for educators.
4. Look for areas of compromise and collaboration. Identify shared goals. and work together to find solutions that address both my and concerns and the union's priorities.

*By fostering a collaborative relationship with the Education Minnesota Union and handling disagreements with respect and transparency, I can work effectively to support educators and improve the education system in our district.

If elected/re-elected, how will you balance competing priorities that might exist between Education Minnesota and other education groups?

*Balancing competing priorities between Education Minnesota and other education groups requires careful consideration, open communication, and a commitment to finding solutions that serve the best interest of all stakeholders.

1. Focus on areas where there is agreement among different groups, such as improving student outcomes, increasing funding for education, and supporting teacher professional development.
2. Initiate projects and policies that address these shared goals, fostering collaboration and reducing conflicts.
3. Learn and develop conflict resolution skills to effectively handle disagreements and find common ground.
4. Continuous monitoring and evaluation to establish metrics to monitor the effectiveness of policies and initiatives, gathering data from all relative groups.