



CAPSULE

THE KRAMER BROWN NEWSLETTER

Badger, Goodridge, Greenbush-Middle River, Grygla-Gatzke, Kittson Central, Lake of the Woods, Lancaster, Marshall County Central, NWRIC, Red Lake County Central, Red Lake Falls, Roseau, Stephen-Argyle, Thief River Falls, Tri-County, Warren-Alvarado-Oslo, Warroad

2016 Fall Drive In

September 2016

Special points of interest:

- Fall Drive In
- Healthcare Advocate Meetings Scheduled
- Negotiation Meetings
- Summer Seminar
- 2016 NEA RA

FALL 2016

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AFT Renewal Session: English Language Learners

Learn to tap into the strengths English Language Learners bring to your class. Discover strategies for differentiation and scaffolding to support their work as they progress through stages of language acquisition.

AFT Renewal Session: Reading Seminar

Focuses on the research and exemplary practices that help students acquire strong reading comprehension skills.

TRA Pension Education/Investment Planning/LTC

This session will include retirement planning, managing your tax-deferred investments and the overview of Education Minnesota member benefits

What's New ask the Lawyer

Join one of the Education Minnesota attorneys as we play Jeopardy! and review current legal issues. Even if you've attended before, we'll have new questions to test your knowledge of the legal issues impacting educators.

Show Me The Money! Financial & Fiduciary Responsibilities for Local Leaders

Education Minnesota and all its affiliates and intermediate organizations must comply with local, state and federal laws, plus the rules and policies set forth in our governance documents and by our national affiliates. At the same time, we must ensure strong financial practices. This session will provide information on fiduciary responsibilities and financial training for treasurers, local and intermediate organization leaders.

Special Ed Dilemmas

An interactive discussion for special education staff and paraprofessionals on how to improve collaboration and communication with colleagues, parents, and administrators in difficult situations.

Gallery on the Go (*\$7.00 Fee for this session*)

Gallery on the Go is a mobile canvas painting service that began in Colorado in 2011. Gallery on the Go is for anyone of any age. People come together to paint, share treats and drinks and enjoy the company of others in a fun creative environment. For this event, participants do NOT have to be artistic. Come one, come all. Each participant will complete a guided canvas creation to take home. \$7.00 will cover the cost of supplies needed for session. **(Please bring your check/cash to the session made payable to Kramer Brown IO)**

QR Codes in the Classroom (*Bring your own device*)

In this session we will talk about numerous ways to incorporate QR codes into your classroom. Whether QR codes are new to you or you have experience using them, this session will give you lots of ideas to engage your students with technology! Several apps and websites will be shared to use with QR codes. Suitable for all grades/subjects.

TRA: Your Paycheck of the Future!

This session is designed for newer or younger teachers. We will review TRA contributions, beneficiary coverage, Defined Benefit vs Defined Contribution Plans, The TRA web site and future TRA benefits.

Substance Abuse & Mental Illness: A Connection?

Explore the intersection between mental health and substance use disorders, a connection now shown to be significant. More and more research is indicating a strong connection between mental health difficulties, trauma, and substance abuse. Identify specific mental health issues and emotionally significant experiences that might lead to substance abuse, and discuss options for seeking help when this connection may be present. This topic reaches back to early childhood years to identify connections that manifest in adolescent and adult ages.

Degrees Not Debt

Education Minnesota's Degrees Not Debt program is rallying public support to decrease the cost of college and make it easier and cheaper to pay student loan debt. We know that student loan debt makes life hard for many young educators, driving some away from teaching. Many see the cost of college as a barrier to getting into the profession in the first place. These challenges weaken the diversity and depth of our teaching corps. We want to make sure you, as an educator, know about existing student loan forgiveness programs, how to find out if you're eligible and how to apply for them.

Depression & Suicidal Thinking: Response Strategies

The highest risk for suicide is found in adolescents, middle aged men, and older men past retirement. Depression is highly correlated with suicidal thinking, and research indicates that intervention early in depression yields better outcomes for recovery. But how can you know if a person is depressed? What makes a person depressed? What are the warning signs for suicidal thinking? Explore these questions and more, and gain some tools and tips for responding to a person who may be depressed or thinking about suicide. Also, learn the informal and formal supports that help people toward recovery and positive choices.

The 2016 Kramer-Brown I.O. FALL DRIVE-IN will be held at the Grygla-Gatzke School in Grygla, MN on October 5th!

AGENDA

5:00 Registration

Please eat dinner when you arrive, dinner will be served until the start of Session 1.

5:30 Dinner

6:00 Welcome/Intro

6:15 - 7:15 Session I

7:20 - 8:20 Session II

8:25 Refreshments & Door Prizes

Information for the evening has been sent to all local Presidents. Pre-registration for your sessions is required. Call Andrea Gross at the Bemidji Education Minnesota field office at 800-622-4971 or email andrea.gross@edmn.org with your sessions.

NEW THIS YEAR! ONLINE REGISTRATION
<http://v.ht/lBzq>

CONTINUING EDUCATION CREDITS!

Please remember to bring your own electronic devices



From the Field



KEVIN YOUNG

Welcome back to yet another school year! I hope you enjoyed your time away from school and were able to spend some quality time with family and friends.

As I write this, the first day of school is nearly over. Most, if not all of the athletic teams have competed in at least one competition. Teachers have welcomed students into their classrooms.

Text books are being passed out, with the first assigned homework soon to be given. For students and teachers alike, it is an exciting time of the year. The start of the school year is a new beginning, with high excitement and expectations for all involved. May this be the most successful year for you and your students.

Over the course of the last several months, Education Minnesota has been working hard with members screening and endorsing candidates who are supportive of education issues. Members make these decisions by interviewing candidates during screenings and reviewing their responses on a questionnaire that is provided to each candidate. Even with all of this work, there is still more work to do. We continue to strive towards getting education friendly candidates elected. In order to do this, we need members engaging members. Please take time to check out the full list of endorsed candidates on the Education Minnesota website (<http://www.educationminnesota.org/advocacy/election2016/endorsements>) and get involved. We encourage all members to engage other members in one to one conversations regarding the endorsed candidates and the importance of being involved in the upcoming election. Whether you make a financial contribution to a candidate, volunteer to help a candidate's campaign or help at an EdMN sponsored phone bank or postcard writing event, getting involved is not difficult at all.

Please be ready for the communications that will come from our offices. Getting good results from elections is one of the most important things your union does to ensure that public education thrives in Minnesota. Please do not just delete or throw away our communications because you "don't like politics." The future of our profession is ALWAYS in the hands of politicians. Education Minnesota is providing you with information. Education Minnesota is not telling you how to vote. Our ask is that you become an informed voter. Take into consideration all the issues that are important to you and make the best informed decision you can. Please understand, the job of continuing to move public education forward in our state will be much easier if we have a pro-education house of representatives and senate. Your

The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization
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KRAMER BROWN GOVERNING BOARD:

Chairperson Judy Turenne, Warroad
Vice Chair Shirley Johnson, Red Lake Falls
Treasurer Beth Kucera, Grygla-Gatzke
Secretary..... Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

Badger Kelly Grahn
Goodridge..... Kelsey Loberg
Goodridge..... Lindsey Rystad
Greenbush-Middle River..... Mara Gust
Grygla-Gatzke..... Robin Johnson
Marshall County Central..... Tom Loberg
Red Lake County Central..... Andrea Eskeli
Stephen-Argyle..... Jill Adolphson
Thief River Falls..... Sherri Pearson
Tri-County..... Lisa Amb
Warren-Alvarado-Oslo..... Beverly Torgerson
Warroad..... Rose McDonald
Education Minnesota Field Staff..... Kevin Young
Education Minnesota Support Staff..... Andrea Gross

The Kramer-Brown office is located in Bemidji, MN
800-622-4971

vote can make this happen.

It is important we continue to work hard to ensure we keep what we have worked so hard to achieve and continue progressing into the future.

We also would like to know if you have any local levy campaigns or school board races you want supported. EdMn can help you in the process of passing a levy or endorsing various school board candidates. Please do not hesitate to let me know if you have any such local races. We want to help.

We continually hear, Elections Matter. Well, it is true. It is time to think about the future. Like it or not, politics rule our public education world. We need to take an active role in the process. Please get involved!!!!

As always, please do your best to be involved in YOUR Local. TOGETHER we can do so much. I would like all of you to know that I am here to help you in any way I can. Whether you have questions regarding your contract, negotiations, TD&E, ACA, elections or any other item, please send an e-mail or give me a call. I can be contacted at the Education Minnesota Bemidji Field Office at 1-218-751-5957 or 1-800-622-4971. My e-mail address is kevin.young@edmn.org.

This independent expenditure is prepared and paid for by Education Minnesota, 41 Sherburne Ave., St. Paul, MN 55103 in support of Education Minnesota endorsed candidates. This material is not approved by any individual candidate, nor are any individual candidates responsible for it.



CAPSULE



JUDY TURENNE

2016-2017 Kramer Brown I.O. Chair

I wish you a happy and healthy 2016-17 school year! I hope that you enjoyed the summer with familiar and new adventures. Now, it is time to reconnect with staff, students and parents and prepare for another successful learning experience.

I had a busy and enlightening summer, attending the following events... (June 8-9) The summer began with the annual KB Governing Board Retreat at Ruttger’s Resort in Bemidji. We reviewed the past year’s events, using your evaluations as a guide to update the KB handbook and event agendas for the coming year. We appreciate the suggestions. We were fortunate to have an EM Legislative Update held in conjunction with the retreat.

(July 1-7) This year’s NEA Assembly was held in Washington DC. These KB Governing Board members were delegates: Myself (Warroad), Cindy Hanson (LOW) and Shirley Johnson (RLF) See their articles in this Capsule edition. The NEA voted to endorse Hillary Clinton for President. She addressed the assembly about her desire to support teachers. 1. Educators will always have a seat at the table. 2. She is serious about raising teacher pay so there is no need for a second job. 3. Hillary has a plan to keep students out of debt. 4. She will stand up for our right to organize, bargain collectively and have strong unions that have been at the core of the middle class. 5. This is only a sampling of her education plan. It is challenging to find a candidate that espouses all of our views, I would think our livelihood would be of major concern! In other business, Ellen Olsen (ESP/St. Paul) and Wilson Ebner (Director/EM Student Program) were both elected to the NEA Board of Directors.

(July 18-21) It is the 100th Anniversary of the AFT and the convention was held in Minneapolis this year. Nicole Fiala, (LOW) and I were the delegates from KB locals. The AFT was the first national union to endorse Hillary Clinton for U.S. President. She spoke and discussed the historic stakes of this year’s election. “It’s Minnesota, of course, so if you were wondering whether Al Franken and Amy Klobuchar, the state’s two great progressive voices in the US senate, and Mark Dayton, our fantastic governor, stopped by with a North Star welcomeoh, you betcha! “ Walter Mondale was also in attendance. We were the envy of the delegates from other states! P.S. With the exception of Executive Vice President, Mary Cathryn Ricker, Hubert Humphrey is the best known AFT member from Minnesota as a U of M instructor in the early 1940’s.”

(Aug. 1-3) The yearly EM Summer Seminar was held at St. Ben’s. Michelle Sokoloski and myself (Warroad) together with other KB members were in attendance. Some sessions focused on the election year and legislative priorities and lobbying. Others focused on legal issues and appropriate use of social media. Training for local leaders was also offered. There was something for everyone. A social gathering for Next Gen. was held Mon. night. There was time to network in topic groups tours, improv entertainment, bingo, a picnic, ice cream social and door prizes. *The most meaningful general session that I attended was the film, “Paper Tigers”. It told the story of a California school’s success with improving the learning of their at risk students.

Please contact the Kevin Young for further information about the topics in this column. Also, peruse the calendar of events for this fall and winter. I invite you to attend. Always remember that knowledge is power!



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

Kramer Brown Summer Planning Meeting June 8-9, 2016 Ruttger's Resort/Bemidji, MN

Chairperson Judy Turenne called the meeting to order at 1:00pm. (Lunch was served at noon.)

Adopt Agenda with flexibility: Moved by Kelly Grahn, second by Cindy Hanson. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Judy Turenne, Kelly Grahn, Rose McDonald, Beth Kucera, Shirley Johnson, Bev Torgerson, Kelsey Loberg, Cindy Hanson, Andrea Eskeli, Jill Adolphson, Becky Schmidt, and also EM Field Staff, Kevin Young, EM Staff, Jim Meyer, and EM Secretary, Andrea Gross.

Correspondence: Kevin read emails from Pam Lovejoy and Sherri Pearson stating that they will no longer be on the KB Governing Board effective immediately. A "thank you" was sent to both board members and also a check to Pam (\$130) for her grant writing efforts and years of service on the KB board. A sympathy card was also sent to Sharon Nelson, a former KB board member, on the sudden death of her husband.

Introductions: Becky Schmidt, new TRF representative

Presentation: Jim Meyer, EM Staff

Topics of discussion : School Levies and School Board races. He gave information on how to create a campaign plan to win your levy or school election. Feel free to contact him with questions or concerns.

A. Field Office Report - Kevin Young

Value of Belonging/Member Engagement – the work continues; we all need to reach out to all members and have one on one conversations to encourage more involvements and inform members of the VOB

Member engagement plans – (Thanks to those who have already submitted plans for the 2016-17 school year!!)

Action Item from the 2016 RC – All locals will have a member engagement plan in place by 2017 RC – see handout

- Local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources>

for those that have not already, please submit a copy of your local plan so that I can support your local efforts

all locals are encouraged to have a Back to School Member Engagement event; contact me for help and resources that are available

all locals are encouraged to have a new hire event as part of the Back to School Member Engagement event or as a standalone event

New hires meetings –

As I did last year, I would like to make an effort to reach out to more new hires.

Please send me lists of your new hires.

I will send a personal invitation to the new hires meeting

Retiree Continuous membership –

All retirees MUST REGISTER to get this benefit – it will not automatically happen based on your local's membership lists

Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>

Fall Drive-In – need to determine remaining sessions;

Do we want the Foundation to attend again?

TRA session for newer teachers? Frank is willing to attend. I can set this up if you want?

NextGen????

Degrees NOT Debt???????

Presidents/Negotiations Overnighter – need to determine sessions

Negotiations Update –

all KB locals have settled

Send Settlement Reports to Andrea and Kevin ASAP

Need from: Badger, Goodridge, Grygla, KCC

Electronic Copy of Contracts in Word to Andrea and Kevin ASAP

Minutes

A. When would you like to have Negotiations Update mtgs? February, 2017???

Collective Bargaining & Organizing Conference – see handout; Save the dates! Jan. 20-21, 2017.

Political Screenings for Senate District 1, House of Rep. 1A, 2A & 2B – see handout

A motion was made by Bev Torgerson to have KB pay \$50 plus mileage to attend the Political Screenings for Senate Dist. 1, House of Rep. 1A, 2A, and 2B with a maximum of 6 KB members, second by Andrea Eskeli. Motion carried.

TD&E Joint Agreement - if any changes were made in your TD&E plans and/or joint agreements, please send us a copy of the signed agreements.

Local Leader Rosters – when changes are made please get to Andrea ASAP

Membership and Treasurers Information –

Local Audits - Make sure to get in ASAP (continues to improve each year!!! Thank You!!!)

Dues Payments – make sure payments are made throughout the summer

Membership Rosters – make sure all are turned in for the 2015-16 School Year (again, much better this year!!! Thank You!!!); this drives dues payments so it is very important to be accurate

Summer Seminar – Aug 1-3

- please make an effort to attend and encourage members to attend

- many new sessions this year

- multiple ways for members to attend w/o paying fees

- financial limitations for your local preventing people from attending, please contact me

- registration at <http://www.educationminnesota.org/events/summer-seminar/registration>

Kramer Brown will pay the registration fee to the Education Minnesota Summer Seminar for one

person from each Kramer Brown local. To assist with travel expenses, Kramer Brown will pay the full IRS mileage rate for one vehicle per local. If members choose to travel in more than one vehicle, Kramer Brown will pay 50 % of the IRS rate for two vehicles. In no case will Kramer Brown be responsible for more than the cost of mileage for one vehicle at 100% of the IRS rate. Final payment for mileage will be paid on submission of a voucher and a paragraph for the Capsule on your Summer Seminar experience by August 15th to the Kramer Brown treasurer. (Approval August 2014)

Group Settlement Assessment –great way to get several assessments done at one time; can look at holding a session in a local area if there is interest

AFT Convention in Minneapolis, MN

see website for details <http://www.aft.org/aft-convention-2016>

information for local delegates receiving funding was sent mid-May

AFT PD Summer Academy – email was sent with registration information

- We always need more trained member to fill our training needs!

- July 5-14, 2016, \$495 (hotel, airfare, per diem, materials)

- If you need the registration information sent again, please let me know

Health Care Advocate Meetings (2nd bid process)

-October 24 @ Roseau

-October 25 @ Thief River Falls

B. Secretary's Report: No new minutes to approve at this meeting.

C. Treasurer's Report: File as reported.

1. A motion was made by Avis Kennel to add a \$10 stipend for lunch on June 8, 2016, second by Rose McDonald. Motion carried.

2. Beth Kucera made a motion to increase salaries by \$50 to the Kramer Brown Chairperson, Secretary, and Treasurer to begin in the 2016-17 year, second by Avis Kennel. Motion carried. (Noted in the 2016-17 KB Budget.)



Minutes

3. A motion was made by Rose McDonald to pay a salary of \$250 to the Vice Chairperson retroactive this year, second by Andrea Eskeli. Motion carried. (Noted in the 2016-17 KB Budget.)

NOTE: Roseau owes for apples and checks are out from Kelsey L. and Pam L.

D. Old Business:

1. Members Rights Overnighter Evaluation/Hampton Inn/Bemidji, MN

a. It was very well attended, with positive comments from members. The CORE trainings were well attended, very organized. Nice to have TALL involved.

b. Here are further points of interest:

"Extra" help for registration was worthwhile

Time for sessions possibly 10-15 min. longer

Skip ice breakers and focus on agenda of session

2. EM Convention Report (Information from delegates)

3. Teacher Recognition Dinner Evaluation/Quality Inn, TRF

a. Food and entertainment was great/attendance (about 68)

b. Pictures taken by Lisa A. - very organized/great for Capsule

c. Have a representative from your local attend to present (Reminder)

4. Reviewed Kramer Brown Governing Board Standards/Norm Sheet

5. NEA Rep. Assembly State Credential Delegates

a. Shirley J. (KB Cluster Delegate), Cindy H. (State Delegate) Judy T. (EM Small Locals Grant Recipient)

6. Updated Years of Service For 2016

0 years - Becky S.

1 years - Kelsey L.

3 years - Lisa A., Mara G., Jennifer S., Jill A.

4 years - Andrea E.

5 years - Bev T.

9 years - Avis K.

10 years - Rose M.

11 years - Shirley J.

12 years - Cindy H.

13 years - Kelly G.

22 years - Judy T.

23 years - Marcy H.

25 years - Beth K.

Policy P.S. 203 (adopted in 2008-2009) Longevity for board service

0-3 years	Thank You
4-6 years	\$25
7-9 years	\$50
10-14 year	\$100
15+years	\$200

E. Action Items:

1. Appointed positions for 2016-2017 Kramer Brown Governing Board

Chairperson - Judy Turenne Vice Chairperson - Shirley Johnson

Secretary - Marcy Helling Treasurer - Beth Kucera

A motion was made by Rose M. to appoint the following positions (noted above) to the KB Governing Board for the 2016-2017 year, second by Avis K. Motion carried.

2. KB Capsule

a. Andrea Gross will continue with the capsule. THANKS for the great job! The capsule will go out three time a year. Pictures will be taken by KB board member, Lisa Amb. A stipend will be given to her for her work with the photos.

b. Article ideas: community, classroom, special programs, Summer Seminar, etc.

Assignments for Capsule articles/ 2016-

2017:

Fall: Shirley J., Jill A., Rose M., Cindy H.

Due: Aug. 15

Winter: Kelly G., Kelsey L., Becky S. (bio), Mara G. Due: Jan. 15

Due: Apr. 15

Spring: Bev T., Avis K., Andrea E., Lisa A.

Due: Apr. 15

A motion was made by Bev Torgerson stating that an article that is required for reimbursement can also be included/take the place of an assigned article for the Capsule, second by Shirley Johnson. Motion carried.

3. Pamphlets

Andrea Gross will make 200 pamphlets to be distributed at the Fall Drive-In.

4. 2016-17 Budget

To be finalized and approved at August meeting.

5. Calendar for 2016-2017 (as noted)

NOTE: All KB Governing Board meetings will begin at 5:30pm.

6. August Governing Board Meeting/August 29 @ 5:30pm/Grain Bin in Grygla

7. KB Handbook/2016-17

Changes noted in KB Handbook:

Role of the IO Governing Board Vice Chairperson (page 17):

3. Act as chairperson to review the constitution and bylaws.

A motion was made by Rose McDonald, second by Bev Torgerson to add this to the KB Handbook. Motion carried.

P.S. 101. Funding of National Delegates (page 19)

1. To be eligible for funding from Kramer Brown, all delegates need to have their name on file at the Bemidji Filed Office by June 1. The first five duly elected local and cluster delegates to NEA or AFT conventions will be eligible for up to a \$1000 expense reimbursement from Kramer Brown when the request for reimbursement is accompanied by copies of itemized receipts and a Kramer Brown voucher form. All credentialed delegates from Kramer Brown locals can apply for up to \$250 in additional reimbursement as approved by Kramer Brown board at its August meeting.

Minutes

This reimbursement is credentialed delegates would be for expenses in excess of those paid by Education Minnesota. This request must be accompanied by copies of itemized receipts and a Kramer Brown voucher. Final expense reimbursement will be paid to delegates upon submission of a convention report to the Kramer Brown treasurer **by August 15**. Approved June 2016.

A motion was made by Beth Kucera, second by Shirley Johnson to change this policy statement. Motion carried.

P.S. 101. Funding of National Delegates (page 19)

2. Eliminate (b.) Chairperson will be reimbursed expenses up to \$1,000.

Approved June 2016

A motion was made by Shirley Johnson to eliminate (b.) from P.S. 101 #2, second by Bev Torgerson. Motion carried.

P.S. 405. Finance - Payment of Claims (pages 22-23)

3. The Governing Board Chairperson will receive \$1,550 stipend payable at the June Board meeting.

4. The Governing Board Vice Chairperson will receive a \$250 stipend payable at the June Board meeting.

5. The Secretary and Treasurer will each receive a \$900 stipend payable at the June Board meeting. Approved June 2016

A motion was made by Avis Kennel to add the increased stipend for the 2016-17 year, second by Shirley Johnson. Motion carried.

8. Fall Drive-In 2016

October 5/Grygla-Gatzke School /Grygla, MN

Registration at 5:00pm

Dinner at 5:30pm

Welcome/Intro. at 6pm

Meal - \$10/\$12

Session I at 6:15-7:05pm

Dessert - (cookies/water)

Session II at 7:15-8:10pm

Evaluations (mints)

Refreshments/Door Prizes at 8:15pm

Entertainment (45 min.)

Contact person: Beth Kucera, Grygla-Gatzke School

Door Prizes (\$25 per local)

NOTE: Encourage participants to bring their own technology to sessions.

Suggested Sessions: (Will review at August meeting)

Technology/Apps (Possibly Mara G./Kelly Weets/Lisa Amb)

ELL

Show Me The Money (Local Treasures)

Mental Health /Tim Denney/Drugs and Addiction

NOTE: Beth will contact Tim to see if he is available to present.

Reading Seminar

TRA (2 sessions)

Legal Issues

Legal Basics

Degrees, Not Debt

Retirement for Newer, Younger Teachers

Gallery On The Go - Rose M. will contact her daughter and see if available

NOTE: Next Gen, Nicole Fiala, will set up a table at the Fall Drive-In.

*Present an award/card to Leroy Stumpf at Fall Drive-In. Discuss at Aug. meeting.

Recess at 4:30pm on June 7th (Legislative Update) / Reconvene at 8:30am on June 8th

F. New Business:

1. President's/New Hires/September 21/Evergreen, TRF
 - a. Registration at 5pm with meal at 5:45pm
 - b. Meal: Sandwich/Soup Bar
 - c. Program: Presidents (Judy T.)/New Hires

(Kevin Y.)

NOTE: Binder given to each new hire.

2. President's Overnighter/ December 2-3/Quality Inn, TRF

a. Friday Evening:

5:30-6:45pm Registration/Pizza

6:45-7:00pm Welcome/Introductions

7:00-8:30pm Legal Session

8:30-9:00pm Question and Answer Session

(followed by social)

b. Saturday:

8:00-9:00am Continental Breakfast

9:00-10:15am Session 1

10:15-10:30am Break

10:30-11:45am Session 2

11:45am Door Prizes

NOTE: Have a flip chart or sticky notes during both Fri. and Sat. sessions

c. KB Governing Board Meeting to follow at 12:00pm

Ideas for sessions from last year's evaluations:

KB Handout - Dates and reminders

EM President's Handbook - Organize

your local, job titles, etc.

Legal Issues

Meet and Confer Issues

TDE Update

Negotiations

3. IO Affiliation (Judy T.)

A motion to adjourn the meeting at 11:00am was made by Bev Torgerson, second by Jill Adolphson. Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary

Minutes

Kramer Brown Governing Board Meeting

August 29, 2016

Grain Bin/ Grygla, MN @ 5:30pm

Chairperson Judy Turenne called the meeting to order at 5:45pm.

Adopt Agenda with flexibility: Moved by Kelly Grahn, second by Cindy Hanson. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Judy Turenne, Kelly Grahn, Rose McDonald, Beth Kucera, Shirley Johnson, Kelsey Loberg, Cindy Hanson, Mara Gust, Jill Adolphson, Becky Schmidt, and also EM Field Staff, Kevin Young.

Correspondence: None

A. Field Office Report - Kevin Young

- 1. Summer Seminar:** July 31-Aug 2, 2017 (Save the dates. Please talk with your District Admin. to keep dates open)

Missing local information:

NWRIC contract for 2015-17

Leadership rosters for Goodridge, Grygla, Kittson, Lake of the Woods, Lancaster, NWRIC, RLCC, Roseau, Stephen-Argyle, Thief River Falls and Tri-County

See **Important Dates for Local Leaders** handout

Reminder:

- **Membership Rosters** – Due three times a year – August, January, April
- **Audits** – Due one time per year depending when your fiscal year ends
- **Local Leader Rosters** – get to Andrea as soon as possible

- 2. Continuous Membership:** remind members – it is their responsibility to register at <http://www.educationminnesota.org/member-benefits/membership/Continuous-membership-form>

It is recommended this be done PRIOR to membership expiring

- 3. Fair Share Fee Processing:** responsibility of local to be compliant w/ the statutory requirements
reminder to have fair share fee payer packet ready for workshop (info sent to all locals on 8-18-2016)
starting last year, the packet can be hand delivered to each individual 30 days prior to collection of the fair share fee; please follow the instructions

(local log of deliveries)

16-17 EdMN dues structure sent to all presidents, treasurers and membership contacts 8- 9-2016

National and state information now available by using an electronic link

KB IO needs to provide information to all locals for fair share packets

4. KB Governing Board Representatives:

Missing KB Governing Board Reps for Kittson Central, Lancaster, MCC, NWRIC, and Roseau(???). I will continue encouraging participation.

5. Organizing and Settlement Assessment Fund Application:

increase in amounts that can be spent on non-consumables and food from the past can apply for this prior to negotiations becoming difficult
will consider a regional assessment if multiple locals are interested
can incorporate member engagement plans with this

6. Presidents/Building Representative Overnighter (December 2/3):

Session I (7-9 Friday Evening) – Legal Session?????

Session II (9-10:15 Saturday Morning) –

Session III (10:30-11:45 Saturday Morning) –

7. Negotiations Update Meetings: see handout (Change from last meeting)

November 15 – Evergreen, TRF; November 16 – Gene's Bar and Grill, Roseau

March 1 - Gene's Bar and Grill, Roseau; March 2 - Evergreen, TRF

8. Collective Bargaining & Organizing Conference – see handout; Save the dates! Jan. 20-21, 2017.

9. HCA/HITA/EHCI meeting/training: see handout

October 24 at 6:00 P.M – Evergreen, TRF or
October 25, 6:00 P.M. – Gene's Bar, Roseau

At least one member from each local, but three from each local will need to be involved in the HITA process, so it would be ideal for all three to attend

If a local does not attend this training, I will be contacting you to set up a time and place to meet

10. Fall Drive-in Flyer: Review and approve.

11. Election, Nov 8:

Locals may want to consider designating a person to be the contact for political information

Local Levies – let me know if your district is trying for a referendum; we can help

Endorsed Candidates – EDMN's job is to recommend candidates who are education friendly. Information pertaining to these candidates will be sent to local presidents or designee. Members have a right to this information, so please make sure it is passed on to them.

EdMN staff are expected to train local leaders of all locals to have conversations with their members regarding the upcoming elections. More information to come in the near future regarding this.

Bemidji Office:

Will have a retiree helping with organizing political work. (Bob Kapsner)

We need help. **When? Where?** Phone banking – several hundred calls need to be made; Post card writing campaigns. We can bring phones and postcards to you. Food will be provided.

12. Value of Belonging/Member Engagement – the work continues; we all need to reach out to all members and have one on one conversations to encourage more involvement and inform members of the VoB

13. Member engagement plans – (Thanks to those who have already submitted plans for the 2016-17 school year!!) **Action Item from the 2016 RC – All locals will have a member engagement plan in place by 2017 RC – see handout**

- Local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources>

for those that have not already, please submit a copy of your local plan so that I can support your local efforts

all locals are encouraged to have a Back to School Member Engagement event; contact me for help and resources that are available

all locals are encouraged to have a new hire event as part of the Back to School Member Engagement event or as a standalone event

14. TD&E Joint Agreement - if any changes were made in your TD&E plans and/or joint agreements, please send us a copy of the signed agreements.

15. Visibility in locals: Please send calendar/ notification of general membership meetings, events the local is taking part in, school calendars, etc..... I will do my best to attend.

16. KB Handbook - Take a final look before Andrea makes copies to be brought to Fall Drive-In.

B. Secretary's Report:

A motion was made by Cindy Hanson to approve the Secretary's Report, with correction made, second by Kelly Grahn. Motion carried.

NOTE: E. Action Items: #1 was changed to Elected/Appointed position for 2016-17.

C. Treasurer's Report: File as reported.

NOTE: Roseau owes for apples and checks are out from Pam Lovejoy.

A motion was made by Lisa Amb to approve the KB proposed budget for 2016-17, second by Shirley Johnson. Motion carried.

D. Old Business:

1. Fall Drive-In 2016 (Flyer being finalized)
October 5/Grygla-Gatzke School /Grygla, MN

Registration at 5:00pm

Dinner from 5 -6:15pm

Welcome/Intro. at 6pm

Meal - \$10/\$12

Session I at 6:15-7:05pm

Dessert – (cookies/water)

Session II at 7:15-8:10pm

Evaluations (mints)

Refreshments/Door Prizes at 8:15pm

Entertainment (45 min.)

Contact person: Beth Kucera, Grygla-Gatzke

School

Door Prizes (\$25 per local)

NOTE: Encourage participants to bring their own technology to sessions.

*KB members can sign up for sessions online.

2. President's/New Hires/September 21/
Evergreen, TRF

Minutes

- a. Registration at 5pm with meal at 5:45pm
 - b. Meal: Sandwich/Soup Bar
 - c. Program: Presidents (Judy T.)/New Hires
(Kevin Y.)
 - d. Next Gen/Nicole Fiala will be in attendance
NOTE: Binder given to each new hire.
 3. President/Building Rep. Overnighter/Dec. 2,3/Quality Inn, TRF
 - a. Friday Evening:
 - 5:30-6:45pm Registration/Pizza
 - 6:45-7:00pm Welcome/Introductions
 - 7:00-8:30pm Legal Session/Social Media Topic
 - 8:30-9:00pm Question and Answer Session (followed by social)
 - b. Saturday Morning:
 - 8:00-9:00am Continental Breakfast
 - 9:00-10:15am Session 1/Unsession (Come with topics for session)
 - 10:15-10:30am Break
 - 10:30-11:45am Session 2/ECFE and School Readiness Programs
 - 11:45am Door Prizes

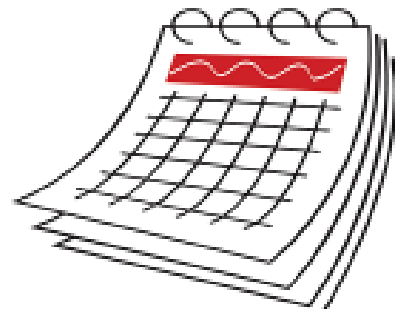
NOTE: Have a flip chart or sticky notes during both Fri. and Sat. sessions

 - c. KB Governing Board Meeting to follow at 12:00pm with soup/sand. - 4. All KB dates/meetings/locations have been confirmed for the 2016-17 year.
- E. Action Items:
1. KB Capsule Review
Assignments for Capsule articles/ 2016-2017:
Fall: Shirley J., Jill A., Rose M., Cindy H. Due: Aug. 15
Winter: Kelly G., Kelsey L., Becky S. (bio), Mara G. Due: Jan. 15
Spring: Bev T., Avis K., Andrea E., Lisa A. Due: Apr. 15
 2. IO Grant Application
 - a. Use for MR/Negotiations Overnighter
 - b. Currently an IO leaders agenda item
 - c. Shirley will look into the application with help from KB board
- F. New Business:
1. NEA Highlights - Cindy, Judy, and Shirley
 2. AFT Highlights - Judy
 3. Summer Seminar Highlights - Judy, Kevin
NOTE: Ideas/discussion to increase KB attendance
 4. Capsule payment of \$50 to Lisa Amb
A motion to adjourn the meeting at 8:10pm was made by Cindy Hanson, second by Kelly Grahn. Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary

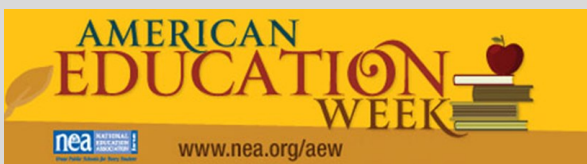
Calendar of Upcoming Events

- August 29**
Governing Board Meeting, Grain Bin, Grygla
- September 21**
Presidents and New Hires Meeting, Evergreen Restaurant, TRF
- October 5**
Fall Drive In, Grygla-Gatzke School, Grygla
- October 20-21**
Minnesota Educator Academy (MEA)
- October 24**
Healthcare Advocate (HCA) Meeting, Evergreen, Thief River Falls
- October 25**
Healthcare Advocate (HCA) Meeting, Gene's Bar, Roseau
- October 26**
Governing Board, Evergreen Restaurant, Thief River Falls
- November 14-18**
American Education Week
- November 15**
Negotiation Meeting, Evergreen Restaurant, Thief River Falls
- November 16**
Education Support Professionals Day
- November 16**
Negotiation Meeting, Gene's Bar, Roseau
- December 2-3**
Presidents Overnighter, Quality Inn, Thief River Falls
- December 3**
Board Meeting, Quality Inn, Thief River Falls, 12:00 p.m.
- January 6-7**
Governing Board Overnighter, Quality Inn, Thief River Falls
- January 13-14**
MEA Midwest Regional Conference





CAPSULE



American Education Week

American Education Week—November 14-18, 2016—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

2016's theme, "Great Public Schools: A Basic Right and Our Responsibility," was reflected in special observances each day of the 2016 weeklong celebration:

Monday, November 14, 2016: [Kickoff Day](#)

Tuesday, November 15, 2016: [Parents Day](#)

Wednesday, November 16, 2016:
[Education Support Professionals Day](#)

Thursday, November 17, 2016:
[Educator for a Day](#)

Friday, November 18, 2016:
[Substitute Educators Day](#)

Read more about the [history of American Education Week](#).

MEA Speakers, Workshops take shape

Educators will yet again find the tools and inspiration they need to grow professionally at the union-sponsored professional development event Oct. 20-21 at the Saint Paul RiverCentre.

This year's conference features more than 110 workshops focused on engaging students, school climate improvement, student mental health, positive behavior supports and equity in our schools. Educators can also learn about coding, using music to teach reading and math or integrating video and arts into their classrooms.

Journalist and author Dana Goldstein will headline the event Thursday and talk about her book "The Teacher Wars: A History of America's Most Embattled Profession." Other featured speakers that day include Dr. Anton Treuer on cultural competency and equity, instructional coach Dr. Tina Boogren on student engagement, and restorative practices specialist Nancy Riestenberg on the effects of adverse childhood experiences.

For more details, look for the conference preview in the October issue of the Minnesota Educator, on the website at www.educationminnesota.org, in our biweekly email updates and via Facebook and Twitter.



National Representative Assembly-Washington, D.C.

July 2– July 7, 2016

Submitted by Cynthia Hanson, Lake of the Woods

When I received this information--I thought I can't even go to the NEA Convention without having to defend my profession against political issues. How can a person who takes the words of an individual teacher and twists those positive words into negative remarks sleep at night. Teachers keep working for our students-but be aware that we are being watched and twisted to look bad. Together we are strong! Be active in your local union!



NEA Convention Update *News for delegates*

As we gear up for this year's annual Representative Assembly, we wanted to alert you to some steps you should take as you head to D.C.

Unfortunately, some right-wing activists have launched a secret recording smear campaign targeted at union members and leaders, and we expect them to use the RA as a source of secret videotaping. While their heavily edited and manipulative videos have been widely discredited for many years, their deceptive tactics and cyber-bullying can cause great personal hardship and even bring harm to our schools. If we ever learn from any source of a situation that does not meet our high professional standards, we take swift action to remedy the situation. We are consistent champions of students and public education and these opponents of our work will go to any lengths to obscure this reality.

Activists using fake identities and secret recorders have used any number of harmful ruses to prey on situations where people believe they are among trusted colleagues and often convince people who feel empathy for someone in need to make statements that can be misconstrued or manipulated. These activists have pretended to be a teacher, a teacher's friend, an exhibitor, a hotel staff person, and more. They use fake websites, identification, and/or business cards, even costumes, and sometimes no disguise at all.

URGENT: Be wary of ambush or secretly-recorded interviews

We want you to be aware that a group of right-wing activists have targeted educator union members and leaders for "sting" operations, in which they try to trick union members and leaders into making statements that they secretly record.

They then selectively edit the secret footage to create propaganda in an attempt to damage the individual and the union. We know that they have recorded these interviews over the past year, but that they also may have operatives at this year's Representative Assembly and related events.

In preparing for your RA-related events and caucuses, below are some actions you can take to protect Education Minnesota and our delegates. We will be implementing these procedures at all official meetings, but please be aware of these tips as you walk around the hotel, city and other gathering places you may visit during your personal time here.

Every state delegation should have a point person for handling delegate concerns about questionable encounters they have had with individuals "chatting them up" at RA-related events or at social events related to the RA.

We will discuss these issues further at our first state caucus meeting tomorrow.

Thank you again for serving our union, our profession and our students by attending the RA. We want you to have a fulfilling and enjoyable time, and also be aware of any potentially troubling situations that could arise.

Welcome
Back To
School



CAPSULE

National Representative Assembly-Washington, D.C. July 2– July 7, 2016

Submitted by Cynthia Hanson, Lake of the Woods

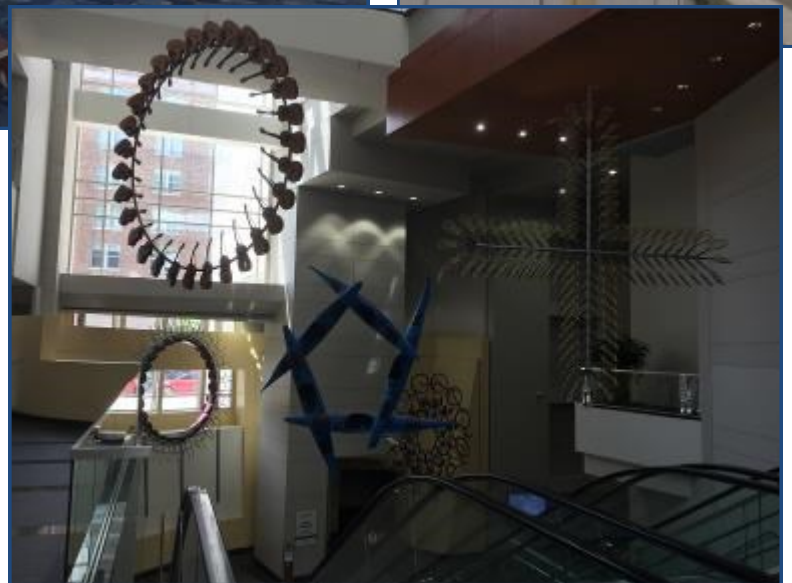




CAPSULE

National Representative Assembly-Washington, D.C.

Submitted by Cynthia Hanson, Lake of the Woods

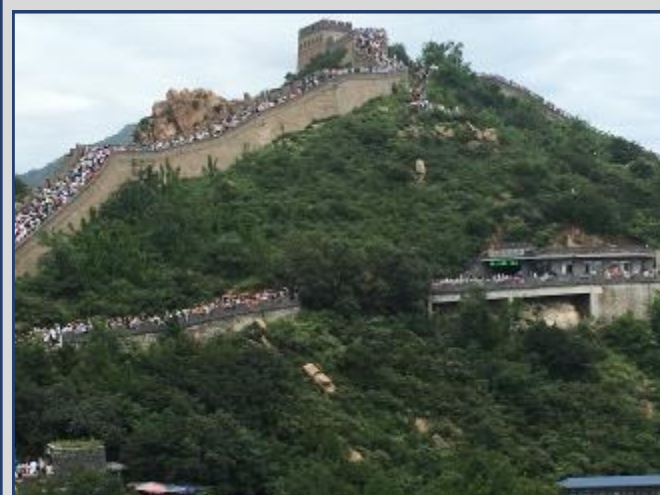




Teaching in China

Submitted by Rose McDonald, Warroad Rep

As a young educator it always loomed in the back of my mind to try and get connected with a foreign teaching opportunity. Little did I know the chance would come after several years of teaching. I had often dreamed of teaching in some European country, but China had never crossed my mind. In March of 2016, an opportunity of a lifetime presented itself to me, and I jumped at the chance. I was not only given the chance to make the trip, but I was asked to find another teacher to go with me. It truly seemed surreal. However, on the 8th of July, I embarked on a trip that will forever be etched in my mind. I was able to tour and teach in China for five weeks all



while experiencing the people, the culture, the landforms, and the simple wonders of expanding my horizons over 3000 miles from home. It is truly amazing how much one continues to learn throughout life.

In the mountains near Linfen, China, a small city of four million people, I spent 18 days teaching in an immersion program where Chinese teenagers could learn American culture and the English language with hopes of one day visiting the United States of America. They were interested and “hungry” for every bit of information they could gather about the USA’s people, culture, weather, sports and more. It was so incredibly fun to be in the company of young students who would maybe one day have the chance to study in America.

I worked with students in two different nine day ses-

sions in the appropriately titled Goodwill Camp. In the culminating days of each session, the junior high and high school students had to write, memorize, and present a speech on a topic of choice. The speeches were judged and students who received the most points won a free trip to the U.S.A. scheduled in February of this year. I will have a chance to see several kids I know, and I look forward to the reunion. The camp is a wonderful opportunity for students living in affluent families to experience true American culture and language with experienced teachers.



In regards to education, the Chinese students have a much different lifestyle than that of the average American student. Chinese students go to school many hours each day, and much of a junior and high school student’s day is made up of lecture. The students also have high stakes testing before entering middle school and high school. Each of them is rated based on scores which determines the quality of school they will be allowed to attend. The schools are often numbered with number one being the best, and a number eleven being the least appealing. This is not only in regards to educationally appealing but the physical aspects of the schools also deteriorate as the number increases, sadly. The students begin studying at a very young age because if they do not pass the entrance exams and qualify for a numbered school, they must enter the workforce at an extremely

young age.

Teaching in China, journaling every detail, taking hundreds of pictures and learning about its traditions and culture proved to be a most memorable and educational endeavor!

ConnectEd offers online networking, professional development

The Minnesota Educator Academy's web-based learning network, ConnectED, makes it easy to accomplish multiple professional goals in one online space.

Join ConnectED to find other groups of Minnesota educators who share your professional interests – or create your own groups to fit your specific needs. You will also be instantly linked to a nationwide network of educators and resources, through the NEA Connected Communities platform.

Existing ConnectED groups include:

- National Board Certified teachers
- Education Minnesota Foundation grantees
- Educators interested in digital learning
- Educators interested in data and assessments
- Peer review

ConnectED provides statewide professional development opportunities designed to engage educators in innovative digital learning, modeling equitable learning practices that can be easily translated to local classrooms and communities. Online relicensure courses will be available for Education Minnesota members by the 2016-17 school year.

ConnectED statewide community leaders will also receive incentives such as stipends and badges for participating at a high level, and facilitating transformative collaborative relationships.

For more information, go to <http://www.educationminnesota.org/resources/minnesota-educator-academy/ConnectED>.

NEA Representative Assembly

Submitted by Shirley Johnson, Red Lake Falls

Attending the NEA Representative Assembly in Washington D.C. as a first time delegate was an amazing experience. From the time my flight arrived there on July 2nd until the morning of July 8th, I was kept busy as the days began with a breakfast provided by EM at 6:30 followed by 7 am MN caucus meetings and then we were off to the NEA meeting which would end between 5:50 and 9:30 pm. The conference was presided over by President Lily Eskelson Garcia with whom I was very impressed. The NEA conference helps set NEA's policies and priorities for the coming year. To keep things orderly as there is an immense amount of business to be conducted during those few days, strict parliamentary procedure is followed. The delegates from each state sit together in assigned sections and voting is done by voice or by standing. It was very interesting to hear all the different views on various issues from different groups and the changes that would be proposed before final versions were adopted. Business items discussed included membership dues, NEA election times, having President Garcia write letters to various government officials, giving our official position on matters, allocating funds for various studies or groups, and etc. Fortunately, most of the positions taken by the NEA on proposals were in agreement with the views of Education Minnesota.



The highlight of the conference, however, was Hillary Clinton's appearance. Security at the convention was very tight that morning. Hillary spoke in support of educators and public schools and her comments pleased the attendees.

Although most of the time was taken up with meetings, I was able to do some sightseeing. I spent an afternoon touring Smithsonian museums and walked around the outside of the White House grounds. I also visited the NEA headquarters, AFT headquarters, and various memorial and monuments as part of MN Night-Out bus tour. I found the Korean and FDR memorials most moving.

The next NEA Representative Assembly will be in Boston next year and I would recommend the experience of attending.



CAPSULE



Summer Seminar

Submitted by Jill Adolphson, Stephen-Argyle

The 2016 Education Minnesota Summer Seminar was held at the College of St. Benedict August 1-3. Almost 100 courses were offered within the categories of Bargaining & Benefits, Building a Strong Local, Personal Development, Policy Politics & the Law, and Professional Development. Nearly 600 educators (including teachers, ESPs, and other school related individuals) participated in the two and half day activities. I've included some highlights of a few of the sessions I attended.

Connected Learning for 21st Century Teachers workshop featured the Minnesota Educator Academy's web-based learning network, ConnectED. ConnectED provides statewide professional development opportunities designed to engage educators in innovative digital learning. On-line relicensure courses will be available for Education Minnesota members. Register for mynea360.org and join the MEA ConnectEd Home community.

Digital Tools for Students Assessment workshop focused on various free on-line tools including polleverywhere, getkahoot, peardeck, and socrative. Information about other websites was shared including flipgrid, class craft, engrade, and edmodo. Dr. Judi Roux allowed everyone time to explore various assessments during the session.

Financial Concerns for Women workshop was very informative! Financial Advisor Paulette Levasseur, from Educators Financial Services Inc., discussed the importance of women to consider several factors when planning for retirement such as retirement lifestyle, pension, social security, managing investments, healthcare/life insurance/long term care, legacy planning and debt/mortgage. Levasseur stressed that women should meet with their financial advisor every 12 to 18 months. She said that if women do not have a financial advisor, to do their research and find an advisor.

Besides the sessions during the days, I also attended both night's activities. Monday's evening tour of the Quarry Park and Nature Preserve and the Assumption Chapel (and a stop at Mr. Twisty's Ice Cream shop) was very good. The Sacred Heart Chapel (on the St. Benedict's campus) was offered Tuesday evening. Bingo was also a popular activity on Tuesday evening. Summer Seminar is a great opportunity for Education Minnesota members!!

Foundation offers two new professional development grants

The Education Minnesota Foundation for Excellence in Teaching and Learning has expanded its grant offerings for the 2016-17 school year. The Classroom Professional Development grant and the Bruce Vento Science Educator Professional Development grant are new this year and focus on allowing educators who want to learn more about a subject of their choosing and bring it back to their colleagues and students.

The Classroom Professional Development grant was created by the Foundation board after hearing from colleagues that they have a desire to take professional development classes outside of what is offered at the district level or through the union.

Educators may request up to \$1,500. Classroom Professional Development grants will be awarded once per year in each congressional district. The first application deadline is Nov. 1.

The Bruce Vento Science Educator Professional Development grant supports educators who teach science as part of their day and want to acquire and share new skills and knowledge.

The grant is a gift from The Bruce F. Vento Science Educator Scholarship Fund. Bruce's wife Sue wanted her husband's memory and legacy as a science educator to be passed on to others throughout the state. The gift will be \$5,000 a year, for five years.

Educators may request up to \$1,500. Bruce Vento Science Educator Professional Development Grants will be awarded once per school year. The first application deadline is Dec. 9.

All applications must be submitted by members of Education Minnesota who do not request their Foundation assessment be returned.

For more information about the grants and how to apply, go to www.educationminnesota.org/resources/grants/foundation.



CAPSULE



Presidents & New Hires Meeting

Wednesday, September 21, 2016

Registration: 5:00 PM

Dinner: 5:45 PM

Please join us for dinner, a local presidents meeting, a new hires meeting and door prizes. The tentative agenda for the presidents meeting includes the KB Handbook, Governance Issues, and time to share.

The new hires meeting includes information on master contracts, licensure issues, member benefits, and time for questions.

RSVP to your local president or

Bemidji Field Office

(800-622-4971 or andrea.gross@edmn.org)

by **Wednesday, September 14th**



NEGOTIATIONS MEETINGS



Kramer Brown has scheduled negotiations meetings at two locations on different dates for the convenience of local negotiators.

All those who attend will also get a free meal.

Tuesday, November 15, 2016	Wednesday, November 16, 2016
Evergreen Restaurant	Gene's Bar & Grill
700 Highway 32 S	1095 3rd St NW
Thief River Falls	Roseau MN
6:30-8:00	6:30-8:00
Registration deadline for the November meetings is Monday, November 7, 2016	
Wednesday, March 1, 2017	Thursday, March 2, 2017
Gene's Bar & Grill	Evergreen Restaurant
1095 3rd St NW	700 Highway 32 S
Roseau MN	Thief River Falls
6:30-8:00	6:30-8:00
Registration deadline for the March meetings is Monday, February 20, 2017	

Please contact Andrea at the Bemidji Field Office with the names of your local negotiators who plan to attend so that proper arrangements for dinner and materials can be made. Andrea can be reached at 800-622-4971 or at andrea.gross@edmn.org.



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

Education Minnesota Health Care Advocate Meeting

What are HCAs and what do they do?

HCAs serve as the local point person on Education Minnesota's health care bills. They distribute information, educate their colleagues through meetings and emails and contact/meet with legislators. They provide information to field staff about how things are going and what they need to be successful. Larger locals may want to have more than one HCA.

During this meeting we will be reviewing the HITA and EHCI (Educator Health Care Initiative), and any new information regarding the Affordable Care Act

Dinner will be provided

When:

Monday, October 24, 2016

6 p.m. - 8 p.m.

Evergreen Restaurant, 700 Highway 32 S., Thief River Falls

Tuesday, October 25, 2016

6 p.m. - 8 p.m.

Gene's Bar & Grill, 1095 3rd St NW, Roseau

RSVP no later than Monday October 17th:

Andrea Gross at andrea.gross@edmn.org or 1-800-622-4971