



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

Special points of interest:

- KB Rep Assembly
- KB/NU Negotiations Overnighter
- EM Rep Convention

2017 Kramer Brown Rep Assembly

January 2017

The 2017 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 8, 2017 at Nordheim Cafe in Karlstad, MN. Registration will be at 5:15pm, meal at 5:30pm, and the meeting to follow.



The Representative Assembly is for Kramer-Brown members. Each member is important to maintain your Intermediate Organization (IO) and to voice your opinions and concerns at this level. You Representative carry these concerns to the EM State level.

Only Delegates may vote for any issues brought to the floor. Each local is entitled one voting delegate plus one delegate for each additional 50 members or

fraction thereof. Such as: Thief River Falls – 3 delegates / Roseau and Warroad – 2 delegates.

A pre-registration is needed to make all the arrangements and plans for the evening. Please contact your president or building representative so they can let us know how many will be coming.

The local President or member is to notify the EM Office in Bemidji at 800-622-4971 or andrea.gross@edmn.org of the delegate names and the number planning to attend by ***Friday, March 3, 2017.***



Mark Your Calendar

Kramer Brown/Northland United Negotiations Overnighter

Mark your calendar!! The Kramer- Brown/Northland Overnighter Workshop is scheduled for March 17-18, 2017 at the Hampton Inn in Bemidji.

Your local President will receive information on the workshop and topics as well as the registration information.

Contact the Education Minnesota Field Office to register. You may call 800-622-4971 or email Andrea Gross (andrea.gross@edmn.org) with your numbers.

WINTER 2016

Inside this issue:

From the Field	2
KB Chair	3
Meeting Minutes	4-8
Teacher Appreciation	8
NEA Rep Assembly	10
EM Rep Assembly	10
KB Rec Dinner	10
Negotiations Meetings	16





From the Field



KEVIN YOUNG

Steps are deferred pay, not raises Know Your Rights (and Responsibilities)

Ever wonder how the crazy system of using a salary schedule to pay teachers was developed? Well, since all locals across the state are gearing up for the next round of bargaining, I thought I would share some insight and history how teacher salary schedules became what we all know today. A filed staff colleague, Aaron Van Morrlehem, recently

put together a great article explaining teacher salary schedules. In this article Aaron explained how decades ago salary schedules were created by school boards to: 1) standardize the budgeting process, 2) spend less money, and 3) provide later career incentives to keep highly skilled teachers in the classroom. Salary schedules suppress pay by underpaying teachers for years, while at the same time, promising to pay them what they deserve closer to retirement. Teachers agree to take a financial hit for the district early in their careers and, in exchange, promises to pay better once a teacher has displayed loyalty, high skill levels, and increased levels of training.

In essence, teachers are told that if they do a good job, care for our students, and prove their loyalty, after several years teaching in the district, they will make it to the top of the salary schedule and earn a wage closer to other professionals with similar levels of education. This may vary from district to district, but after being in the district 15-20 years, maybe even 25 years in some, a teacher is at the top of the pay schedule and he or she will hopefully make enough to pay their mortgage and raise a family. Still, this is a bit of a risk to put your unborn children's future on the line to wait all these years to make it to the top of the salary schedule. Some school boards realized such a deal was not going to keep the best and the brightest teachers in the classroom.

So, some districts then added incentive lanes to the salary schedule as another kind of deferred pay. If teachers spend their own money to go back to graduate school to earn a Master's Degree, the district provides incremental pay increases for set levels of credits. If an employer values highly trained employees and provides incentive to become highly trained, who wouldn't comply? Still, even though teachers are givers and willing to make less, they could not afford to stay in the profession that doesn't offer a secure retirement. Once again, school boards realized they had to do more to keep the best and the brightest teachers in the classroom.

Many school district then added seniority or longevity pay to the schedule, as another kind of deferred payment. Again this varies from district to district, but this pay starts after 20 or 25 years and may have incremental levels as more years of experience in the district pass. Longevity pay helps retirement become more secure



since the Teacher Retirement Association (TRA) bases retirement pay on the average of a teachers highest five paid teacher years.

First year teachers start out at a salary low for professionals with similar levels of education: <http://time.com/money/3829776/heres-what-the-average-grad-makes-right-out-of-college/>. A salary schedule, a system of low pay followed by the promise of higher pay toward the end of a career, is how a school district can pay a highly trained workforce less than they are worth. Salary schedules are cost saving, salary suppression systems used in school district around Minnesota.

Every two years when a new contract is negotiated, the salary schedule system stays essentially the same. The only salary piece that is generally negotiated is the cost of living increase to the basic schedule. If there is not cost of living increase for inflation, teachers would make less and less because goods and services cost more and more.

School boards, as a minimum, must agree to salary schedule inflationary increases, and responsible school board members must help the community understand that step and lane advances are not raises. They are part of the deferred pay process promised to teachers if they first agree to be underpaid for years. Responsible school boards honor loyal, highly trained teachers and should be seen as partners in helping provided quality schools.

I hope you found this information educational and worthwhile. Maybe you will be able to use this information to education fellow members of EdMN, administrators, school board members, and community members. There are many people with inaccurate information, such as some thinking teachers are making extremely high salaries in the \$90,000 range. Any of you out with a salary at this level, congrats and please let me know where you are!!

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. I also would like to thank Aaron Van Morrlehem for sharing the information used to write this article.





CAPSULE



JUDY TURENNE

2016-2017 Kramer Brown I.O. Chair

2017: New Year, New Congress, New President!

Election 2016: Thanks to all of our members that voted for their profession. Unfortunately, President Elect Trump chose Betsy DeVos, Secretary of Education, whose appointment is now being challenged.

“The opposition to DeVos, Politico reports, comes from “more than a dozen Democratic senators from

all wings of the party” who “will portray DeVos’ views as being outside the education mainstream. ” The non-mainstream “views” Politico cites include her “bankrolling efforts to create state voucher programs” and to expand a “loosely-regulated charter school sector” in Michigan, her home state. The Senators are “also intent on drawing attention to her lack of experience in a traditional public school setting. DeVos has never worked as a public school teacher or superintendent, nor has she sent her own kids to public schools.”

EM is leading the way to ensure every member feels valued in our organization. We need to come together like never before to defeat the unfunded mandates on the horizon. United we stand!

The Kramer Brown new year began with the Governing Board overnighter at the Quality Inn on Jan. 6-7 in Thief River Falls. The main goal was to plan the KB events for this spring.

All local presidents should have received an invitation to the EM President’s Appreciation Weekend held February 3-4 this year at the Marriott in Bloomington. It is a great time to network with EM officers, staff and your colleagues. Also, there are many opportunities to participate in activities with your family.

The KB Representative Assembly will be held on March 8 in Karlstad at the Nordheim café. Presidents, please read the information recently sent by the Education Minnesota field office concerning the delegate allotment for each local. If a member is planning to be a delegate to the EM Convention in April, they MUST attend this assembly to qualify for a \$100 rebate to help with convention expenses.

On March 17-18, the KB/Northland Negotiations Overnighter will be held at the Hampton, Bemidji. Negotiators and Health Care Advocates please register because there will be sessions to suit your needs. Look for details forthcoming.

The spring events will culminate with the KB Appreciation Dinner to be held at the Quality Inn in Thief River on May 2. This is a wonderful opportunity to congratulate and celebrate with your Teachers of the Year, Friends of Education and retirees and share their stories.

I continue to represent you on the EM Council of the EM Intermediary Organization Leaders at the state level. We are looking at bargaining goals for upcoming negotiations and improving services that our IO’s deliver. I lobbied on your behalf to improve equity for locals in greater Minnesota by increasing monetary support to EM events like the 2017 Collective Bargaining & Organizing Conference held at the Doubletree hotel in Bloomington. More help was provided to rural locals than ever before!

The KB Governing Board appreciates your attendance and feedback at KB events. We are here to serve your interests.

Enjoy the rest of the school year with your students and colleagues!

The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization
Capsule Editor - Andrea Gross
800-622-4971
andrea.gross@edmn.org

KRAMER BROWN GOVERNING BOARD:

ChairpersonJudy Turenne, Warroad
Vice ChairShirley Johnson, Red Lake Falls
TreasurerBeth Kucera, Grygla
Secretary.....Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

BadgerKelly Grahn
Goodridge..... Kelsey Loberg
Goodridge..... Lindsay Rystad
Greenbush-Middle River..... Mara Gust
Grygla-Gatzke..... Robin Johnson
Lake of the Woods..... Cynthia Hanson
Lancaster..... Open
Marshall County Central.....Tom Loberg
NWRIC..... Open
Red Lake County Central.....Andrea Eskeli
Red Lake Falls.....Shirley Johnson
RoseauOpen
Stephen-ArgyleJill Adolphson
Thief River Falls.....Marcy Helling
Thief River Falls.....Beckie Schmidt
Thief River Falls..... Sherri Pearson
Tri-County..... Lisa Amb
Warren-Alvarado-Oslo.....Beverly Torgerson
Warroad.....Rose McDonald
Warroad.....Avis Kennel
Education Minnesota Field Staff.....Kevin Young
Education Minnesota Support Staff..... Andrea Gross

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



Minutes

Kramer Brown Governing Board Meeting

October 26, 2016

Evergreen/TRF @ 5:30pm

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

Adopt Agenda with flexibility: Moved by Andrea Eskeli, second by Avis Kennel. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Judy Turenne, Beth Kucera, Kelsey Loberg, Cindy Hanson, Mara Gust, Lisa Amb, Bev Torgerson, Robin Johnson, Tom Loberg, Sherri Pearson, Becky Schmidt, and also EM Field Staff, Kevin Young.

Correspondence: None

Introductions of New KB Board Members: Robin Johnson, Grygla/Gatzke; Tom Loberg, MCC

A. Field Office Report - Kevin Young

1. Election November 8:

Please encourage members to vote and remind them of the information EdMN has provided on candidates who are endorsed. They are supportive of public education.

2. Fall Drive-In: THANK YOU to Grygla-Gatzke and Beth K for the extra work. It is very much appreciated!!!

Discussion Items : No shows - (15 total)

Goodridge – 2, G-MR – 1, Roseau – 3, Grygla-Gatzke – 2, TRF – 7 Possible host for next year?

3. Audits:

Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office

Include list of non-chargeable items and keep a copy for future use.

Complete e-post card. Takes 5 minutes to complete.

Reminder of KB Audit to be completed and approved at January KB Gov. Board Mtg.

4. Membership Rosters:

Reminder, the first round of membership rosters have been **sent via e-mail**. All locals should have them by now. Please review your members and send back to Education Minnesota by **October 31**.

5. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2016-17 school year to Andrea at [an-drea.gross@edmn.org](mailto:andrea.gross@edmn.org). Missing are Goodridge, Kittson, Lake of the Woods, and Lancaster. (If no changes, let her know.)

6. Presidents/Building Representative Overnighter

(December 2/3):

Session I (7-9 Friday Evening) – Legal Session – Social Media in Schools

Session II (9-10:15 Saturday Morning) – Legal Session – ECFE/SR/ABE

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

7. Value of Belonging (VOB):

A reminder that all locals are expected to have a Member Engagement Plan in place by April 2017 (Action Item D at 2016 EdMN Representative Convention).

- Local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources> locals that have not already, please submit a copy of your local plan; I will support when possible

8. Negotiations Update Meetings: see handout

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

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

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

10. KB/NU Overnighter: March 17/18 – sessions discussed at December KB Gov Bd Mtg. (negotiations focus)

11. IO Affiliation Money/IO Grant – Update

12. Degrees NOT Debt: see handout – If there is any interest in having this training, contact me.

13. 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.

14. Please make sure the information I share with you at Governing Board meetings is passed on to those in your locals who need the information. Thank You!!!

15. Other

B. Secretary's Report:

A motion was made by Cindy Hanson to approve the Secretary's Report, second by Sherri Pearson. Motion carried.

C. Treasurer's Report: File as reported

Minutes

October 21, 2016 Minutes, continued:

D. Old Business:

1. KB Presidents/New Hires Meeting/Sept 21/Evergreen, TRF
 - a. 37 members in attendance/13 locals represented
 - b. Discussion on getting more new hires to attend
2. Fall Drive-In /October 5/Grygla-Gatzke School /Grygla, MN
 - a. Attendance of 62 KB members
 - b. Concern of 15 "no-shows"/discussion
 - c. Good evaluations - members appreciated meal at 5pm.

NOTE: Possibly too many sessions-hard to get accurate numbers

3. EM CLP/IO Leaders/October 15/St. Paul
 - a. What's new in enhancing member involvement
 - b. Policy on allocation of \$5/member of IO
4. MEA/October 20-21/St. Paul
 - a. Very good sessions, but low attendance
5. Healthcare Advocate Meetings
 - a. October 24/TRF (8)
 - b. October 25/Roseau (15)

E. Action Items:

1. 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 In Schools

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/Legal Session (ECFE, SR, ABE)

10:15-10:30am Break

10:30-11:45am Session 2/Unsession (bring your topic)

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.

2. KB Capsule Assignments/Winter

Kelly G., Kelsey L., Becky S. (bio), Mara G., Robin J. (bio), Tom Loberg (bio) Due: Dec. 15

3. KB Governing Board Overnighter/January 6,7/Quality Inn, TRF

4. EM Collective Bargaining Conference/January 20-21/Doubletree, Bloomington

5. KB Negotiations Update Meetings

a. November 15 (TRF) November 16 (Roseau)

b. March 1 (Roseau) March 2 (TRF)

6. KB Rep. Assembly/March 8/Nordhem, Karlstad

F. New Business:

1. KB Audit - given to Reid Froiland and due at January meeting.

2. Next year's Fall Drive-In : October 4, 2017

A motion to adjourn the meeting at 7:48pm was made by Mara Gust, second by Bev Torgerson. Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary

Kramer Brown Governing Board Meeting

December 3, 2016

Quality Inn/TRF

Vice-Chairperson Shirley Johnson called the meeting to order at 12:05pm.

Adopt Agenda with flexibility: Moved by Lisa Amb, second by Andrea Eskeli. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Shirley Johnson, Beth Kucera, Kelsey Loberg, Cindy Hanson, Lisa Amb, Rose McDonald, Andrea Eskeli, Robin Johnson, Tom Loberg, Sherri Pearson, Becky Schmidt, and also EM Field Staff, Kevin Young.

Correspondence: None

A. Field Office Report - Kevin Young

1. Election, Nov 8: action completed by members of Kramer-Brown and Northland United Members
 Bemidji Office:

6 phone banking/postcard writing events

Some locals completed postcards on their own

3000+ postcards

2. Member Engagement:

Continue the work on increasing member engagement

Member Engagement Activity Grant – See application – send to me and I will pass it on to management

I am willing to help with this. I can train or coordinate other staff to help train **members**.

3. Collective Bargaining & Organizing Conference: see handout (Jan 21/22)

Encourage negotiations teams to attend. (Possibility of each local getting 2 free)

EDMN help – contact Andrea Cecconi directly to request financial assistance; cc me on the request

4. Crisis Fund Application

increase in amounts that can be spent on non-consumables and food

can apply for this prior to bargaining starts; encourage locals to start this process asap

may have opportunity for this on Saturday afternoon after the CBOC

Examples include "back to school" gathering, trainings, Friday rolls (Union based)

5. Negotiations Update Meetings: see handout

Feb 28 at the Evergreen in TRF & March 1 at Gene's Bar in Roseau

A motion by Rose McDonald, second by Avis Kennel to change the meeting dates as stated above.

Motion carried.

Minutes

December 3, 2016 minutes continued:

6. HITA: Make sure to do the following:
send letter to district informing them of the HITA process and participation in bid opening process

*******recommend sending PEIP Letter of Intent to participate*******

Please make sure to cc me on the above letters

start educating your members on PEIP if the local wants to explore this option

7. Audit reminder:

Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office

Include list of non-chargeable items and keep a copy for future use.

File 990 e-post card with IRS; take 5 min. each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status

<u>Fiscal Period:</u>	<u>Due Date:</u>
July 1 – June 30	due by Dec 31
Aug 1 – July 31	due by Jan 31
Sept 1 – Aug 31	due by Feb 28
Jan 1 – Dec 31	due by June 30

8. Every Student Succeeds Act (ESSA) – see Handout (No Child Left Behind)

Two options: (regardless of options, probable implementation 2017-18 school year)

- 1) ESSA plan mid January, then public comment for 30 days; release plan March 4
- 2) could wait until release of plan July 1

9. Discussion Items:

KB – Northland United Overnighter Sessions: (CNP I & Health Insurance Basics and Beyond plus up to 9 individual sessions are possible)

Recommended Sessions: See handout

IO Affiliations Monies – understanding is the IO will be able to request reimbursement for various member engagement activities no later than June 30 each year; make sure to keep all original documentation and receipts

\$30 for Core Trainings this year.

A motion by Cindy Hanson, second by Kelsey Loberg to accept the program as provided. Motion carried. NOTE: Get rid of ice breakers to save session time.

10. Other

B. Secretary's Report:

A motion was made by Beth Kucera to approve the Secretary's Report, second by Rose McDonald. Motion carried.

C. Treasurer's Report: File as reported

D. Old Business:

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

- a. Very good information, many positive comments
- b. Great food and accommodations
- c. Need more locals to attend

NOTE: Here were the topics of the Unsession held on Saturday.

*Union Background - pair with retiree, one to one contact, brochure in staff lounge

*Long-term sub membership - State Statute Law/ 30 days or more in same position

*Sub Shortage - pay more, be creative

*Special Ed. Case load - days or additional time

*Contract for ECFE - How to get them on contract schedule?

E. Action Items:

1. KB Capsule Assignments/Winter
Kelly G., Kelsey L., Becky S. (bio), Mara G., Robin J. (bio), Tom Loberg (bio) Due: Dec. 15
2. KB Governing Board Overnighter/January 6,7/Quality Inn, TRF
 - a. Meeting at 5:30pm, with buffet dinner (Beth) to follow
 - b. \$15-\$20 Gift Exchange with a White Elephant gift (optional)
 - c. Cindy and Shirley will plan the games...some money available to purchase prizes
3. EM Collective Bargaining Conference/January 20-21/ Doubletree, Bloomington
4. KB Negotiations Update Meetings
 - a. February 28 (TRF) March 1 (Roseau)
5. KB Rep. Assembly/March 8/Nordhem, Karlstad
 - a. Keep agenda/meeting short
 - b. Menu was confirmed by Lisa Amb
6. KB/Northland Overnighter/March 17,18/Hampton, Bemidji
 - a. Sessions planned
 - b. Registration - Beth and Andrea
 - c. Mileage, meals, door prizes (discussed and planned)
 - d. EM to pay \$5 per IO member - Beth will turn in at end of fiscal year

F. New Business:

1. KB Audit - given to Reid Froiland and due at January meeting.
2. Next year's Fall Drive-In : October 4, 2017

A motion to adjourn the meeting at 1:48pm was made by Andrea Eskeli, second by Cindy Hanson. Motion carried.

Respectfully submitted, Marcy Helling, KB Secretary

Kramer Brown Governing Board Meeting

January 6, 2017

Quality Inn/TRF

Vice-Chairperson Shirley Johnson called the meeting to order at 5:45pm.

Adopt Agenda with flexibility: Moved by Andrea Eskeli, second by Cindy Hanson. Motion carried.

Members Present: Mara Gust, Marcy Helling, Shirley Johnson, Beth Kucera, Bev Torgerson, Cindy Hanson, Lisa Amb, Rose McDonald, Andrea Eskeli, Robin Johnson, Judy Turenne, Becky Schmidt, and also EM Field Staff, Kevin Young.

Correspondence: None

A. Field Office Report - Kevin Young

1. Member Engagement:

Continue the work on increasing member engagement
Member Engagement Activity Grant –Contract me for application

I am willing to help with this. I can train or coordinate other staff to help train **members**.

2. Collective Bargaining & Organizing Conference: see handout (Jan 21/22)

Encourage negotiations teams to attend. (Possibility of each local getting 2 free)

EDMN help – Must contact Andrea Cecconi directly to request financial assistance; cc me on the request
Locals pay up front and get reimbursed.

3. Crisis Fund Application:

increase in amounts that can be spent on non-consumables and food

can apply for this prior to bargaining starts; encourage locals to start this process ASAP

4. Negotiations Update Meetings: (see handout)

Feb 28 at the Evergreen in TRF & March 1 at Gene's Bar in Roseau

Please remind negotiators to get me topics/information they would like for these meetings

5. HITA: (see handout) make sure to

send letter to district informing them of the HITA process and participation in bid opening process

*******recommend sending PEIP Letter of Intent to participate*******

Please make sure to cc me on the above letters

start educating your members on PEIP if the local wants to explore this option (Shawn Byrne willing to Skype w/ locals)

6. Audit reminder:

Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office

Include list of non-chargeable items and keep a copy for future use.

File 990 e-post card with IRS; take 5 min. each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status

Fiscal Period:

July 1 – June 30

Aug 1 – July 31

Sept 1 – Aug 31

Jan 1 – Dec 31

Due Date:

due by Dec 31

due by Jan 31

due by Feb 28

due by June 30

***Make sure all treasurers have budgets approved by members and all paperwork is up to date (possible increase of audits.

7. **Presidents Appreciation Weekend:** February 3/4, 2017; DoubleTree, Bloomington

8. **EdMN Representative Convention** – April 21/22; DoubleTree, Bloomington

9. Discussion Items:

KB – Northland United Overnighter Sessions:

(CNP I & Health Insurance Basics and Beyond plus up to 9 individual sessions are possible)

Recommended Sessions: See handout

(change in legal session)

IO Affiliations Monies – understanding is the IO

will be able to request reimbursement for various member engagement activities no later than June 30 each year; make sure to keep all original documentation and receipts

Fall Drive-In: determine date and session; see last year's survey

10. MR/3 Training/TRF:

A motion was made by Cindy Hanson, second by Bev Torgerson, to support MR training by Kramer Brown, with a refund of \$30 per member, with everyone in the state being allowed to attend. Motion carried.

Please make sure the information I share with you at Governing Board meetings is passed on to those in your locals who need the information. Thank You!!!

B. Secretary's Report:

A motion was made by Cindy Hanson to approve the Secretary's Report, second by Mara Gust. Motion carried.

C. Treasurer's Report: File as reported

NOTE: The KB Audit will be approved at the March 8th meeting.

D. Old Business:

1. KB President/Building Rep. Overnighter/ December 2,3

a. Reviewed the event/very successful

b. Need to find ways to get more locals to attend

2. KB Capsule Assignments/Winter

Kelly G., Kelsey L., Becky S. (bio), Mara G., Robin J. (bio), Tom Loberg (bio) Due: Dec. 15

E. Action Items:

1. KB Governing Board Overnighter/January 6,7/
Quality Inn, TRF
 - a. Meeting at 5:30pm, with buffet dinner
(Beth) to follow
 - b. \$15-\$20 Gift Exchange with a White Elephant gift (optional)
2. EM Collective Bargaining Conference/January 20-21/Doubletree, Bloomington
Beth Kucera made a motion that if locals have gone through the proper channels for financial assistance, KB will give p to \$100 per local for other expenses (receipts/vouchers provided), second by Bev Torgerson. Motion carried.
3. KB Negotiations Update Meetings
 - a. February 28 (TRF) March 1 (Roseau)
4. KB Rep. Assembly/March 8/Nordhem, Karlstad
 - a. Keep agenda/meeting short
 - b. Look over action items prior to meeting
 - c. Menu was confirmed by Lisa Amb
5. KB/Northland Overnighter/March 17,18/Hampton, Bemidji
 - a. Sessions planned: Note change: Legal Session will be "Past Practices"
 - b. Registration - Beth and Andrea
 - c. Mileage, meals, door prizes (discussed and planned)
 - d. EM to pay \$5 per IO member - Beth will turn in at end of fiscal year

A motion was made by Andrea Eskeli to accept the sessions as posted, with a second by Rose McDonald. Motion carried.
6. EM Rep. Convention/April 21,22?Hilton, Bloomington
7. KB Teacher Appreciation Dinner/May 2/Quality Inn, TRF
NOTE: Beth and Marcy will plan the meal, entertainment, door prizes, etc.

F. New Business:

1. Fall Drive-In 2017
 - a. The site will be Lincoln Commons/TRF
 - b. Wednesday, October 4th, beginning at 5pm. (Becky S. will be KB contact person)
2. Session Ideas for Fall Drive-In:
 - TRA/Pension (2 sessions)
 - Tim Denny (2 sessions)
 - Accommodations/Modifications
 - Technology (2 sessions)
 - Degrees, Not Debt
 - Wellness/Art
 - Membership: The Value of a Lifetime
 - Top 10 Issues for Discipline
 - Data Practices

A motion to adjourn the meeting at 7:30pm was made by Beth Kucera, second by Becky Schmidt. Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary

March Agenda Items:

1. Review on KB NU Overnighter/Bemidji (March 17,18)
2. Approve KB Audit
3. Review KB Teacher Appreciation Dinner on May 2/
Quality Inn, TRF
4. Spring Capsule (Due: April 15)
5. Gift for Leroy Stumpf to be presented at Teacher Recognition Dinner. (Walking stick from Jim Barron.)
NOTE: Two Fools Wine bottles (15) have been set aside at Bottle Shop in Karlstad.
Possibly invite Velma Oakland, Diane Churchill, and other past board members.
Beth will contact Leroy Stumpf to see if he is available in May.





CAPSULE



Calendar of Upcoming Events

- January 6-7**
Governing Board Overnighter, Quality Inn,
Thief River Falls
- January 13-14**
NEA Midwest Regional Conference
- February 3-4**
Presidents Appreciation Weekend
- February 28**
Negotiation Meeting, Evergreen Restaurant,
Thief River Falls
- March 1**
Negotiation Meeting, Gene's Bar, Roseau
- March 8**
Representative Assembly & KB Governing
Board, Nordhem, Karlstad
- March 17-18**
KB/NU Negotiations Overnighter,
Hampton Inn & Suites, Bemidji
- April 21-22**
EM Representative Convention, Hilton,
Bloomington
- April 24-28**
Administrative Professionals Week
- April 26**
Administrative Professionals Day

Bullying, safety resources available online

In the wake of the 2016 election, some Minnesota educators are find themselves in a time of uncertainty.

Some students have questions. Some are afraid amid an uptick in racially-charged incidents at several Minnesota schools. But you don't have to go it alone.

Education Minnesota has compiled a list of resources to help you talk to your students in the weeks and months ahead. Also included are resources to help educators and students dealing with suicide prevention.

To see the list of resources, go to www.educationminnesota.org/resources/in-the-classroom/Bullying-and-student-safety.

There are also resources on Education Minnesota's Guide for New Educators section, including tips on inclusion and diversity and creating positive learning environments.

To see those tips, go to www.educationminnesota.org/resources/in-the-classroom/Guide-for-New-Educators. You will need to be logged in to see this page.

teacher appreciation Week

On National Teacher Day, thousands of communities take time to honor their local educators and acknowledge the crucial role teachers' play in making sure every student receives a quality education.

Tuesday, May 2, 2017 is National Teacher Day. THANK YOU Kramer-Brown Teachers! This is the time we honor you and recognize all the contributions you do for your school, community and especially the students. Although it does take a lot of people to make a school succeed, National Teacher Day focuses on the teachers who work to make public schools great places for students to succeed in life.

The week of May 1-5 2017 is designated Teacher Appreciation week by the National PTA.





CAPSULE

Collective bargaining, organizing conference to be held Jan. 20-21, 2017

Registration is now open for Education Minnesota's 2017 Collective Bargaining and Organizing Conference. The conference will take place Jan 20-21 at the DoubleTree by Hilton Bloomington-Minneapolis South in Bloomington, Minnesota.

The conference kicks off the 2017-19 contract negotiations for teachers and provides information for ESP locals that are either negotiating or preparing to negotiate.

The conference offers core negotiations classes, while expanding its focus to new member engagement and equity issues like school climate and the teacher shortage. The conference will feature three strands of sessions: Negotiations fundamentals, organizing for power and student-centered advocacy.

Each local receives one complimentary registration, and the opportunity for a second complimentary registration when that person is designated by the local president. Locals may send a second person at no charge who:

- Is a member of color, or
- Is a member serving on his or her first negotiating or organizing team, or
- Is a member within his or her first 10 years of teaching or working, who has committed to serve as a local organizer or negotiator.

ESP locals that did not send a member to the 2015 conference may have registration fees for up to four people reimbursed, with hotel, lost-wage coverage and mileage paid. All reimbursements will be made to locals after the conference.

For more information or to register for the conference, go to www.educationminnesota.org/events.aspx#collective-bargaining-and-organizing-conference.

Two new professional development opportunities coming in 2017

Education Minnesota will host two new professional development sessions at the beginning of next year—a lesson plan jam and an EdCamp focused on equity in education.

Lesson Plan Jam: Developing Curriculum for Equity and Engagement will be an event where teachers will have an opportunity to choose how to engage with their colleagues throughout the day—by grade level, content areas or across grade and content areas.

The event will take place Saturday, Jan. 7 at a school in the Twin Cities metro area. The event location and time will be shared on Education Minnesota's website as soon as it has been confirmed.

All E-12 teachers are invited to gather together to share curriculum, instructional strategies and tools for student engagement with an equity frame. Teachers will be able to share ideas, materials and strategies with colleagues from across the metro area.

EdCamp Equity Minnesota will take place Saturday, Feb. 11 at a location to be determined. The event location and time will be shared on Education Minnesota's website as soon as it has been confirmed.

EdCamps are organic, participant-driven professional development experiences, sometimes referred to as "unconferences." Organizers set the schedule for the day, but all sessions are determined by participants on the day of the event. Everyone is welcome to propose and lead a session where conversation and collaboration are paramount.

Both events will be free and open to the public and are a part of Education Minnesota's Minnesota Educator Academy (MEA) offerings.

More information on the events and registration will be available at www.educationminnesota.org as soon as they are available.





CAPSULE

2016 Education Minnesota Representative Convention

The 2017 Education Minnesota Representative Convention is scheduled for April 21-22 at the DoubleTree by Hilton Bloomington Minneapolis South.

Each local and statewide affiliate is entitled to at least one delegate. The number of additional delegates is one for every 75 members of the local or statewide affiliate. Local presidents have received information about elections for these slots.

Local presidents must submit all delegate and alternate names no later than March 17. The registration link is <http://www.cvent.com/events/2017-representative-convention/event-summary-07f39c5546644c40bb69bfe666a6195e.aspx>



THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS

The deadline for submitting proposed amendments to the Constitution and Bylaws is Jan. 11. The cut-off date for securing reservations at the Education Minnesota convention rate is March 30.

For more information, forms, documents and resources, go to www.educationminnesota.org/events.aspx#representative-convention. You must be logged in to see this content.

NEA Representative Assembly

The National Education Association Representative Assembly, the NEA's major decision-making body, will be June 30-July 5, 2017 in Boston, Massachusetts.

NEA: We Educate America



Over 9,000 delegates will gather for NEA's 155th annual meeting and 96th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

Kramer Brown Recognition Supper

Kramer-Brown Intermediate Organization recognizes their Presidents, Retirees, Teachers of the Year, Friends of Education, Governing Board each year at the Kramer-Brown Recognition Supper. The Recognition Supper is held on National Teachers Day – which will be May 2, 2017. Watch your mail and email in the upcoming months for details. Each local should submit their names to the Field office in Bemidji. 1-800-622-4971 or email the Field Office: Andrea.Gross@edmn.org



Badger Robotics Team Safety Training

Submitted by: Kelly Grahn, Badger (written by Val Truscinski, Robotics Advisor)



On November 15, Badger School Robotics Team 3750 held a fire extinguisher safety training session presented by Greenbush Fire Chief, Randy Jenson. Mr. Jenson had ten different fire extinguishers on hand. He went through a PowerPoint presentation with the team which explained the different types of extinguishers, what they are used for, and how to properly put out a fire. While discussing the proper way to extinguish a fire he explained to stand 6-8 feet away from the fire, and remember the word



PASS:

Pull the pin
Aim at the base of the fire
Squeeze the trigger and hold
Sweep the nozzle

At the conclusion of the presentation, Badger Fire Chief and Robotics Mentor Jeremy Swenson helped Mr. Jenson to start a fire in the school parking lot which each team member had the opportunity to put out with a fire extinguisher.



Introducing...

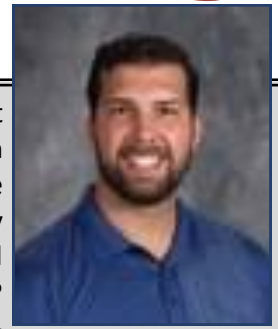
Meet Robin Johnson
Grygla-Gatzke Kramer Brown Rep

Hi, my name is Robin Johnson, and I have been a teacher for 26+ years. I have taught at Grygla School as a Special Education teacher for the past 8 years. I have a Master's degree in Special Education from Mankato State University and also hold Social Studies & Political Science degrees from Augsburg College in Minneapolis. In addition to teaching, I have coached track and cross country at many different high schools across the state. I currently serve as the Secretary of our local GEA. This is my first year as a delegate from Grygla School on the Kramer-Brown Board. I live in rural Gatzke with my amazing 10 year-old daughter, Emily. We have 2 horses (Katy Perry & Dude), a Black Lab/Rottweiler Mix (Lola), and 2 spoiled felines (KiKi and Hershy.) All five of our pets are "rescues". They are all very pampered and spoiled! When I have extra time, I love to hunt, fish, cross country ski, snowshoe, ride horse, do yard work, take photos, read, cook, bake, and find bargains at local garage sales & consignment shops. I am very passionate about teaching, but the role that I love most is being a mom to Emily. I feel so blessed...in so many ways! Most of our family activities revolve around our pets, family, and school. Merry Christmas and a Blessed New Year to all of you and your families!



Introducing...

Meet Tom Loberg Marshall County Central Kramer Brown Board Rep



Hi, my name is Tomas Loberg and I am a social studies, phy-ed, and driver's education teacher at MCC High School. I live in Thief River Falls, with my wife Kelsey who is a 4th grade teacher in Goodridge and also a member of the Kramer Brown Board. This is my 6th year at MCC and time sure has went fast Throughout my time at MCC I have greatly enjoyed being involved in a variety of activities and extracurriculars, which I believe is a definite advantage of teaching in a small school. I have also had the opportunity to be involved and active in my local union, serving as VP of my local and chief negotiator of our bargaining unit. I feel like it is very important for young union members to get involved in MEA, which is why I decided to join the Kramer Brown Board this year. I look forward in continuing to work with my fellow board members throughout the year and I hope all of you have a great rest of the school year.

Chromebooks in Spanish Class!

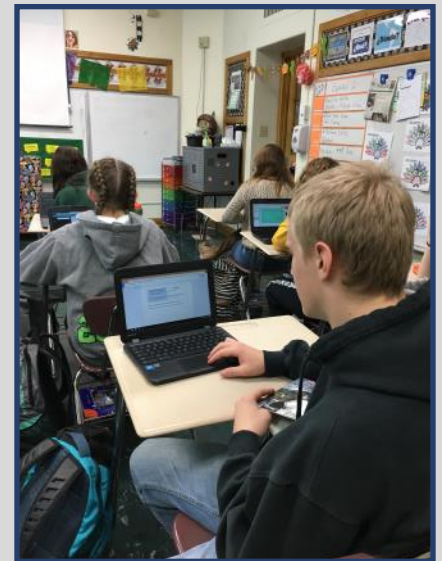
Submitted by: Mara Gust, Greenbush-Middle River



As a teacher of both technology and Spanish, I always look for ways to add technology activities to my Spanish classes. I love it, as do my students. Unfortunately, we do not have one-to-one access and I share a computer lab with several other teachers.

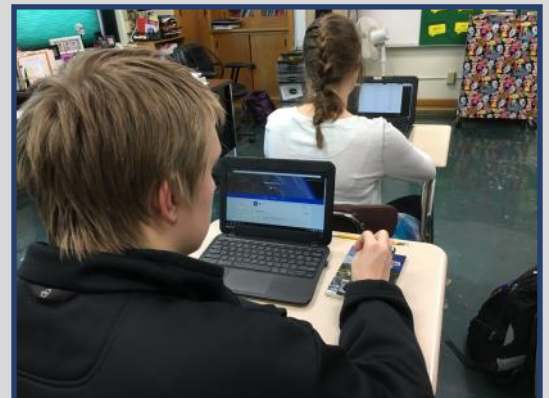
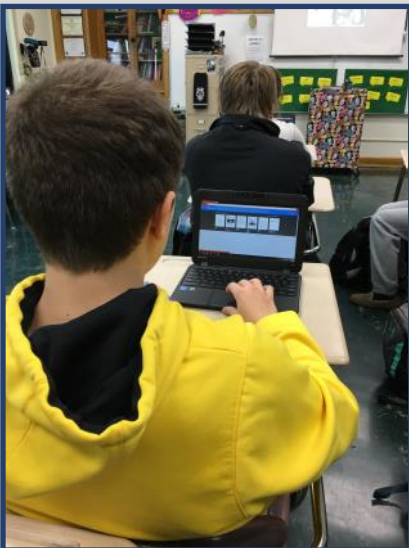
After some research, I decided to apply for an **Education Minnesota Foundation Grant**. Last May I found out my project, "Digital Portfolios in Spanish Class" was awarded a grant.

I was able to use the \$3000 to purchase 17 Chromebook laptop computers. Students use them nearly every day for games and activities, authentic audio and video, and most importantly, to show progress and growth. During each unit, students take evidence including a writing sample, pronunciation sample (audio recording), speaking sample (video recording) and culture sample (which might be a writing in English or a project) and place them into a website they manage. They and I can clearly see evidence of meeting their learning goals and the growth over time. Students also complete a short reflection with goals for the next unit.



Creating a one-to-one Spanish classroom has been a game-changer for me. My students have the world at their fingertips. We have gained instructional time because we don't have to transition to a computer lab and students are more organized with much of their work stored online. I asked my students what they enjoy about the Chromebooks. They said they liked not having to move to a computer lab where one might be distracted by other students. They specifically mentioned some of the fun electronic activities we do. One student said Chromebooks are a good choice because they power up so quickly and can be used with (almost) any website. Students appreciate seeing their progress on their portfolio websites and they agree it is easier to keep track of materials in "Google Docs" than on a flash drive or on paper.

Information about Education Minnesota Foundation Grants can be found at <http://educationminnesota.org/resources/grants/foundation>.



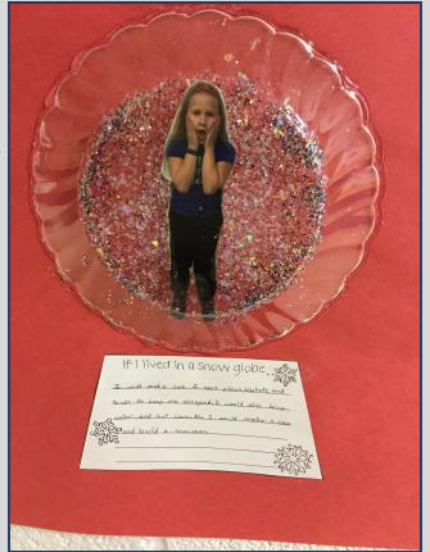


Art in the Classroom

Submitted by: Kelsey Loberg, Goodridge



Few elementary schools across the state of Minnesota employ a full-time elementary art teacher or have an elementary art classroom anymore. Most elementary schools have long since had their teachers assume the role as a classroom art teacher. When it comes to making budget cuts departments that are not a part of the common core, or do not have a standardized test linked with their subject have had a difficult time hanging on within public schools. All of this directly contradicts many studies showing that exposure to alternative curriculums such as art, can have a positive impact on a student's academic performance. Exposure to the arts can not only boost academic achievement, but also promote creativity, self-confidence, and school pride.



Most elementary teachers have had to become very creative as to how to implement art in their classrooms. Time, space, and budgets for materials must always be taken into account. However, if you walk the hallways of any elementary school across our state, in most instances visitors are greeted with dazzling arrays of drawings, colorings, and various other masterpieces created by our students. As educators we understand that art is not just a standard that we are forced to teach, but an opportunity for hands on engagement and student expression.

Something that I have found valuable in my classes. Before Thanksgiving break I had my 4th studies lesson. The play reflected what it would Americans celebrated their very first Thanksgiving have eaten in that time era. My students were in a part in the play, and got very creative with



room is integrating art within other sub-grade students put on a play during my social have looked like when the pilgrims and Native ing. It also portrayed the foods they would thrilled! They loved the responsibility of hav- prop ideas.

When educators create hands-on activities while a unique learning atmosphere and deepening the cific topic. Students are also able to demonstrate be a powerful motivator for hard to reach stu-

also integrating art themes, they are creating level of student understanding about a spe- competency and express themselves. Art can dents as well.

Many elementary teachers have now become within their curriculums and more schools will the obstacles, art is an extremely valuable part of reinforce concepts in other subjects. So I encour- ty in your schools and classrooms.

accustomed to the idea of also teaching art most likely continue with this trend. Despite a student's development and a great way to age all of you to continue to make art a priori-

Meet Rebecca Schmidt
Thief River Falls Kramer Brown Board Rep

Introducing...

I am Rebecca Schmidt and I was recently elected to serve on the Kramer Brown Governing Board as a representative from Thief River Falls. This is my fourth year teaching in Thief River Falls as a special education teacher. At Franklin Middle School I teach 8th grade special education students. I left a teaching career in Michigan to move to northern Minnesota in August, 2013. After earning my B.A. in elementary education from Bethel College in Mishawaka, Indiana I taught 2nd grade at a private school for 2 years. While working on my Master's degree in Learning Disabilities, I worked as a substitute teacher and started teaching at Van Buren Public Schools as a special education teacher. I taught at the elementary and middle school level for 11 years at VBPS, leaving to move to northern Minnesota. It is wonderful to be part of such a great group of individuals working in support of students and public education.



CAPSULE

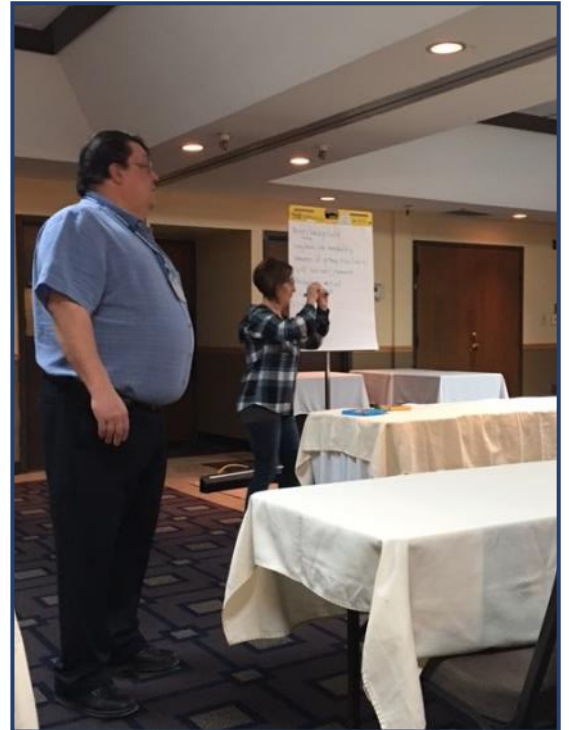
Kramer Brown Fall Drive In
Grygla School October 5, 2016





CAPSULE

Presidents & Building Reps Overnighter
December 2-3, 2016



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, February 28, 2017	Wednesday, March 1, 2017
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
<i>Registration deadline for the meetings: Tuesday, February 21, 2017</i>	

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