



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

September 2017

Special points of interest:

- Fall Drive In
- New Hires Meetings
- Negotiation Meetings
- Summer Seminar
- 2017 NEA RA

FALL 2017

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2017 Fall Drive In

The 2017 Kramer-Brown I.O. FALL DRIVE-IN will be held at the Lincoln High School in Thief River Falls, MN on October 4th!

AGENDA

5:00 Registration

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

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.** To register click <http://bit.ly/2i7j8yD>, call Andrea Gross at the Bemidji Education Minnesota field office at 800-622-4971 or email andrea.gross@edmn.org.

ONLINE REGISTRATION

<http://bit.ly/2i7j8yD>

Continuing Education Credits!

Please remember to bring your own electronic devices

**SIGN UP DEADLINE:
9/22/17 by 4:00 PM!!**

AFT Renewal Session: Accommodations & Modifications

Session I Presenter: Natalie Schoenbauer, AFT Trainer
Participants will learn about research based instructional tools and strategies for every student in the classroom, with an eye toward adapting materials for all learners.

TRA Pension Education/Investment Planning/LTC

Session I & II Presenter: Chuck Elliot & Doyle Turner, ESI
This session will include the following: Retirement planning, Managing your tax-deferred investments, Overview of member benefits.

Top Ten Reasons for Teacher Discipline

Session I Presenter: Jess Anna Glover, Attorney
Join one of the Education Minnesota attorneys and discuss the top 10 reasons teachers receive discipline. From boundary issues with students to paperwork compliance, we will look at why discipline commonly happens and consider best practices for avoiding discipline as a teacher.

TRA: Your Paycheck of the Future!

Session I Presenter: TRA
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.

Data Practices: Public, Private, Confidential, Nonpublic, Protected-What Does this All Mean

Session II Presenter: Jess Anna Glover, Attorney
This session will cover the Minnesota Government Data Practices Act, including a basic introduction and more advanced topics. Participants will learn about various types of personnel data, and the circumstances under which that data may be available to the public. We will discuss educational data and the duty to keep this data private.

Degrees Not Debt

Session II Presenters: Vanessa Pulkrabek, Field Staff
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.

Membership: The Value of a Lifetime

Session II Presenters: Kevin Young, Field Staff
This session covers information about the benefits of Education Minnesota membership and how the union supports you as an education professional. Attendees will learn how to access benefits and resources from the local level all the way to the national level. Any current or prospective members would benefit from this session.

Grants from Your Education Minnesota Foundation

Session II Presenters: Dayonna Knutson
What's in it for you? Get an update on programs and tips for writing successful grants.

Breakout EDU

Session II Presenters: Lora Rantanen, Thief River Falls Member
Breakout EDU creates engaging learning games for all ages. Similar to popular Escape Rooms, games (Breakouts) teach teamwork, problem solving, critical thinking, and troubleshooting. Participants are faced with challenges that inspire their competitive nature. Games are aligned to different content areas as well as for professional development. Come experience an example game demonstrating this new learning environment. Find out if you have what it takes to BREAKOUT!



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From the Field



KEVIN YOUNG

Welcome back to another school year! I hope you were able to spend some quality time with family and friends. I also hope you were able find some time for yourself and will be returning to the classroom refreshed and reenergized to do the important work of educating our students.

It has been a very busy summer this year. The month of August has been especially busy. Ever since I returned from Summer Seminar, the phone calls and e-mails just keep coming. I guess this is to be expected since many locals are starting the school year without a new master agreement in place. As I write this, I believe there are only 4 of the 17 Kramer-Brown locals settled. Hopefully that will change in the near future and those of you working without a new master agreement will have a quality settlement in the near future. Overall, settlements across the state have been better this year. The average settlement stands at just over a 2% increase for each year of the new contract. Although this is better than the past few rounds of bargaining, it could be better. My hope is those of you without a current master agreement in place will be able to do better than the current average.

Education Minnesota's initiative this fall is the Power of We. The goal of the Power of We is to engage members and have each member complete a member renewal. Not only is this an opportunity for you to show students, administration, and the community your commitment to the union, you also have the opportunity to indicate what you are willing to be involved in. Being a member of a union is like anything else. The more active you are the more you get out of it. I encourage you and all members to be involved in your union as much as possible. Sometimes all it takes is someone to ask. I encourage you to be that person who asks another to get involved in the union. Have conversations about the union and express why you are a union member. Share your story. Inspire others, especially our newer teachers, to get involved in the union. After all, union begins with U.

I encourage all of you to take advantage of upcoming opportunities. For those of you who are new hires, I encourage you to attend the upcoming Kramer-Brown IO New Hires Meeting. The Kramer-Brown IO Fall Drive-In will be October 4, at Lincoln High School in Thief River Falls. Registration information has been sent to all local presidents and KB IO Governing Board members. This is a great way for you to get some contin-

The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization

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KRAMER BROWN GOVERNING BOARD:

Chairperson Mara Gust, Greenbush-Middle River
Vice ChairAvis Kennel, Warroad
TreasurerLisa Amb, Tri-County
Secretary.....Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

BadgerKelly Grahn
Goodridge..... Kelsey Loberg
Goodridge..... Lindsey Rystad
Greenbush-Middle River.....Debra Koebernick
Grygla-Gatzke.....Robin Johnson
Lake of the Woods.....Cynthia Hanson
Marshall County Central..... Tom Loberg
Red Lake County Central.....Andrea Eskeli
Roseau.....Justine Schumacher
Roseau.....Dale Carlson
Stephen-Argyle.....Jill Adolphson
Thief River Falls.....Beckie Schmidt
Thief River Falls.....Jon Hams
Tri-County.....Heidi Hanson
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**

uing education credits. For those of you who are negotiators, there will be Negotiations Update meetings on September 26 and 27. Registration information will be out soon. The Minnesota Educator Academy will be October 19 & 20 this year and will be a member only event on the second day. This is another great opportunity for you to obtain continuing education credits. The previously mentioned events are just a few of the opportunities available to you as a union member. If you have any questions regarding any of these events or any other Education Minnesota opportunities, please contact me. You can also find more information on the Education Minnesota web site, <https://www.educationminnesota.org/home.aspx>.

As always, please do your best to be involved in YOUR Local. Remember, union starts with u. U working with other members will help us be successful in the future. 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. Please do not hesitate to call if you have questions. 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.



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MARA GUST

2017-2018 Kramer Brown I.O. Chair

Hello and Happy Fall! Fall is my favorite time of year. Beautiful cool evenings, colorful landscapes, and of course back-to-school! I am pleased to be writing my first article as Chairperson of the Kramer Brown Intermediate Organization.

I teach Spanish and Computer Technology at Greenbush-Middle River School. I have served on local committees, as secretary and am currently local union President. I have served as the Kramer Brown IO representative for GMR for 4 years. In June at the Kramer Brown Summer Planning retreat, I was appointed to fill out the Chairperson's term, as a result of Judy Turenne's (Warroad) retirement. I am honored and humbled to be selected, and a little nervous as I take on this new role. Kramer Brown's Vice-Chair Shirley Johnson (Red Lake Falls) and Treasurer Beth Kucera (Grygla) also retired, leaving only Marcy Helling (Thief River Falls) continuing on the executive board. We are fortunate to have Avis Kennel of Warroad as Vice-Chair and Lisa Amb of Tri-County as Treasurer. Your IO Governing Board is made up of many dedicated individuals working for you.

When I started on the Kramer Brown Governing Board, I was honestly curious about what it did and what it was for. I had been active in my local but was really uneducated about what happened at the regional, state and national levels of our union. Joining the Governing Board was one of the best decisions I ever made--opening my eyes and bringing the union's benefits front and center. I evolved from a belief that Education Minnesota was something to use when I needed help, to an active professional organization. To use a cliché: the more you give, the more you get back. We currently have open seats on the Governing Board. Please talk to your local President if you are interested in serving the IO.

As a busy mom of three, I can't attend everything, but I do what I can. I encourage all of you to do the same. Every bit helps to bring you professional development, networking with colleagues, and the political information that is (sometimes regrettably) a deciding factor in our profession. I look forward to seeing you at upcoming events!

I hope you have a wonderful year!



MEA speakers, workshops take shape

Educators will yet again find the tools and inspiration they need to grow professionally at MEA, the union-sponsored professional development event Oct. 19-20 at the Saint Paul RiverCentre.

East Oakland teacher and school leader Jeff Duncan-Andrade will headline this year's conference. Duncan-Andrade, an associate professor of Raza Studies and Education at San Francisco State University, will speak about equity in education and how community responsive practices can transform engagement and outcomes for all students.

A change to this year's conference is that Friday will now be open to members only. Education Minnesota wants to make sure our members can get the most up-to-date training. Friday's workshops will focus on relicensure areas. Register online to save your spot. In the past, many workshops have been so popular, we have had to turn away attendees.

For more details, look for the conference preview in the October issue of the Minnesota Educator or on the website at www.educationminnesota.org/events.aspx#mea.



Kramer Brown Summer Planning Meeting

June 6-7, 2017

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 Rose McDonald, second by Mara Gust. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Judy Turenne, Kelly Grahn, Lisa Amb, Rose McDonald, Beth Kucera, Shirley Johnson, Mara Gust, Jill Adolphson, and also EM Field Staff, Kevin Young, EM Staff, Kathi Sloan, and EM Secretary, Andrea Gross.

Correspondence: None

A. Field Office Report - Kevin Young

1. **Discussion of what the future may bring** – you need to be aware of what we will face and be ready to adjust to the changing landscape(see handouts)
2. **2017-18 School Year Events and/or Meetings** – please send me a message with dates, times and locations of events; consider applying for a VOB grant to support an all member event, new hire event, or both; if you would like to have a speaker for an event, I can try to help with this. Deadline is August 31. Try a "Back to School" event before the deadline.
3. **Power of We** – (see handout – Presidents Insider) <http://www.edmn.org/advocacy.aspx#Member-engagement>; more information to come
4. **Membership Renewal** – part of "Power of We" (20 min. video)
 - a. training of local leaders, presidents, treasurers, membership chairs; When and where? I am thinking the week of August 7-11. Share info. to keep involvement.
 - b. Locals may request pre-populated forms (2 week lag time for printing) or use computers/ tablets
5. **Member to Member Summer Canvass** - in the case you get questions about this (FYI)
 - a. not sure on all details at this time
 - b. follow-up from phone survey
 - c. if local would like results from past year phone survey, let me know

6. Value of Belonging/Member Engagement -

- a. Thank you for your work with the 10 minute meetings this spring; 4 locals have not turned in sign-in sheets – please send these in so we can update
 - b. the work continues; we all need to continue reaching out to all members and have one on one conversations to encourage more involvement and inform members of the VOB
 - c. expect more 10 minute meetings in the future.
 - d. VOB/Member Engagement Grants are still available (see handouts)

7. Member engagement plans – (Thanks to those who have already submitted plans for the 2017-18 school year!!)

- a. - Local planning guides can be found on the EdMN website: <http://www.edmn.org/members-only/Member-engagement/Resources>
- b. for those that have not already, please submit a copy of your local plan so that I can support your local efforts
- c. all locals are encouraged to have a Back to School Member Engagement event; contact me for help and resources that are available
- d. 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

8. Presidents meetings – what information is needed; could we use this time to have a short training on a specific topic? Maybe have the membership renewal meeting be the presidents meeting??? Multiple meetings????

9. New hires meetings – 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 if I get requested information

* What about having two events?? TRF and Roseau??? Try to have a mentor bring new hires to the sessions

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10. 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/membership/benefits/join-us/retired-membership>

11. Fall Drive-In (October 4 at Lincoln HS, TRF)- need to determine remaining sessions; see handout

- a. Do we want the Foundation to attend again?
- b. TRA session for newer teachers? Frank is willing to attend. I can set this up if you want?
- c. Stress new requirement for suicide prevention clock hours (Fall Drive-In)
- d. Degrees NOT Debt - depending on the changes proposed federally, may be no need to offer

12. Presidents/Building Representative Overnighter - need to determine sessions; to improve attendance, what if we sent out a survey of when a time would work for most??

13. Negotiations Update - (see handout of settled locals)

- a. Do we need to have fall meetings?
- b. Please contact negotiators and stress the need to propose union protection language (toolkit has been provided)
- c. Please contact negotiators and make sure ULA language is reviewed and addressed; loss of ULA language is statute results in the need for ALL locals to have contract language (toolkit has been provided and more information to come in the near future)
- d. Send Settlement Reports to Andrea and Kevin ASAP
- e. Electronic Copy of Contracts in WORD to Andrea and Kevin ASAP

NOTE: Possibly have more meetings in Karlstad and Crookston, as they are in a more central location.

14. Political Conference- more information to come; 2018 election will be very important for

15. Local elections - Please contact me if you need any help or resources with local elections.

16. 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. Try to set a time to meet before

school is out, as plan is due by July 1 each year.

17. Local Leader Rosters - the forms were sent by Andrea in mid-May; when changes are made please get to Andrea ASAP; we cannot and will not accept an e-mail with the changes; locals must use the provided form; our office cannot make any changes without this information

18. Membership and Treasurers Information -

- a. **Local Audits** - Make sure to get in ASAP (all KB IO audits are in!!! Thank You!!!)
- b. **Dues Payments** - make sure payments are made throughout the summer
- c. **Membership Rosters** - make sure all are turned in for the 2016-17 School Year (continues to improve each year!!! Thank You!!!); **this drives dues payments so it is very important to be accurate**
- d. **Edues** - will be piloted in 5 locals across the state during 2017-18; expansion planned for 2018-19; Recommendation to set dues in the spring for the next year

19. Summer Seminar - July 31-August 1,2

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 <https://www.cvent.com/events/summer-seminar-2017/registration-a42c36cc6e9746898f7fdb51211d8d6d.a.sp?fqp=true>

NOTE: 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 vehi-

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cle, 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)

20. **MEA 2017** – October 19/20; new this year – Friday will be members only

21. **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

22. **Locals missing KB IO Representatives** – Lancaster, Kittson Central, MCC, and NWRIC.

*New Roseau Reps - Justine Schumacher and Dale Carlson (Begin term in August, 2017)

23. **KB Banner**- It was discussed that it would be nice to have a banner to hang up at our KB events throughout the year. Andrea will check on this and report back at our Aug. meeting. It would be a large one that could hang from the ceiling with the KB logo on it.

B. Secretary's Report: No new minutes to approve at this meeting. (Reviewed the RA 2017 minutes to be approved at the RA 2018)

C. Treasurer's Report: File as reported.

1. A motion was made by Kelly Grahn to add a \$10 stipend for lunch on June 7, 2017, second by Avis Kennel. Motion carried.

2. Beth needs Rep. Convention from several locals...has from Tri-County, Grygla, LOW, and Warroad

3. RLCC and WAO owe for apples

D. Old Business:

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

a. It was very well attended, with many positive comments from members. The CORE trainings were well attended, very organized.

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

88)

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

c. Nice to have Leroy Stumpf as an honored guest, along with past chairpersons

d. "Extra" door prizes this year with Two Fools Wine/flowers

4. NEA Rep. Assembly State Credential Delegates/ Boston, MA

a. Avis K. and Cindy H. (KB Cluster Delegates), Shirley J. and Rose M. (State Delegate) Judy T. (EM Small Locals Grant Recipient)

5. Updated Years of Service For 2017

0 years - Tom L., Robin J., Sherri P.

1 year - Becky S.

2 years - Kelsey L.

4 years - Lisa A., Mara G., Jill A.

5 years - Andrea E.

6 years - Bev T.

10 years - Avis K.

11 years - Rose M.

13 years - Cindy H.

14 years - Kelly G.

24 years - Marcy H.

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. KB Capsule/2017-18

a. Andrea Gross will continue with the capsule. THANKS for the great job! The capsule will go out three times a year. Pictures will be taken by KB Treasurer, Lisa Amb. A stipend of \$50 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/

2017-2018:

Fall: Avis K., Rose M., Cindy H., and intro. of officers Due: Aug. 15

Winter: Kelly G., Kelsey L., Becky S. Jill A., Dale C.(bio), Justine S. (bio) Due: Jan. 15

Spring: Bev T., Robin J., Andrea E., Sherri P. Due: Apr. 15

Note: A motion was made by Bev T. 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 J. Motion carried. (June 2016)

2. Pamphlets

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

3. 2017-18 Budget

To be finalized and approved at August meeting. (Flip MR/N)

4. Calendar for 2017-2018 (as noted)

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

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5. August Governing Board Meeting/August 28 @ 5:30pm/Springsteel, Warroad
 Robin J. made a motion to have the August meeting at Springsteel Resort on August 28th at 5:30pm, second by Mara G. Motion carried.

6. KB Handbook/2017-18 (Update)
 P.S. 602. Miscellaneous-IO Handbook (page 24)
 The IO will put together a loose-leaf *and/or electronic* handbook for all members of the Governing Board, all local presidents, and anyone else of the IO requesting a copy consisting of the Constitution and Bylaws, all policy statements of the board, a directory of Governing Board members with their addresses and phone numbers. The handbook will be updated annually. *Please request a hard copy if you would prefer from Andrea at the EdMN office.* (Update June 2017)

7. KB Constitution/Bylaws
 A committee will be formed at the August Meeting and will report back to the board at a later date on recommendations. All changes need to be made/voted on at the KB Representative Assembly.

8. A motion was made by Lisa A. to pay for KB members only at the Summer Planning meeting, second by Shirley J. Motion carried.

Recess at 6:00pm on June 6th / Reconvene at 8:00am on June 7th

9. Fall Drive-In 2017
 October 4/Lincoln High School/TRF
 Registration at 5:00pm
 Dinner at 5:00pm (begin serving)
 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 persons: Becky Schmidt/Reid Froiland, Lincoln High School, TRF
 Door Prizes (\$25 per local)
NOTE: Encourage participants to bring their own technology to sessions.

Suggested Sessions: (Will review at August meeting)

Session 1:

Accommodations and Modifications
 Top Ten Reasons for Teacher Discipline
 TRA Pension Education/Investment Planning (both sessions)

Your Paycheck For The Future

Session 2:

Data Practices
 Degrees Not Debt
 Membership: The Value of a Lifetime
 Foundation Grant
 Technology (High School) - possibly Kelly Weets (Mara will contact her)

F. New Business:

1. Elected/Appointed positions for 2017-2018 Kramer Brown Governing Board: Chairperson - Mara Gust Vice Chairperson - Avis Kennel Secretary - Marcy Helling Treasurer - Lisa Amb

A motion was made by Beth K. to appoint the following positions of KB Secretary/KB Treasurer (noted above) to the KB Governing Board for the 2017-2018 year, second by Rose M. Motion carried.

A motion was made by Beth K. to appoint the following positions of KB Chairperson/KB Vice-Chairperson (noted above) to fulfill the current term (Election 2019/Section #3/Par. #3/page 44 of Constitution/Bylaws) due to retirements, second by Rose M. Motion carried.

NOTE: Term begins August 1-July 31

2. IO Affiliation (Judy T./Kevin Y.)
3. AFT Professional Development Academy/Minneapolis, MN

A motion was made by Shirley J. to give a stipend of \$275 plus mileage to Mara Gust, per request, for funding to attend the AFT Professional Development Academy to become an ELL trainer, second by Beth K. Motion carried.

A motion to adjourn the meeting at 9:45am was made by Rose McDonald, second by Kelly Grahn. Motion carried.

Respectfully submitted,
 Marcy Helling, KB Secretary

August Agenda Items:

1. Fall Drive-In Update
2. Budget Approval for 2017-18
3. Constitution/Bylaws Committee Formed
4. Summer Planning Ideas (from 2016-17) *We did not get to these items at Summer Planning...
 - a. Review IO Grand ideas - How else can we use the available money (\$5 per member)
 - b. How often should the Constitution/Bylaws be reviewed...should it be a part of the Vice-Chairperson's job description?
 - c. Should we continue to have Reid Froiland complete the KB audit or have someone on the KB Governing board complete it?
 - d. Could we request a KB grant (not funded by EM or locals) to attend particular training and events? Could that benefit the KB locals?

NOTE: Beth K., Shirley J., and Judy T. are invited to the August KB meeting.

Minutes

Kramer Brown Governing Board Meeting

August 28, 2017

Springsteel/Warroad @ 5:30pm

Chairperson Mara Gust called the meeting to order at 5:30pm.

Members Present: Avis Kennel, Marcy Helling, Cindy Hanson, Kelly Grahn, Lisa Amb, Rose McDonald, Beth Kucera, Jon Hams, Mara Gust, Dale Carlson, Justine Schumacher, Becky Schmidt, Andrea Eskeli, Robin Johnson, Debra Koebernick, and also EM Field Staff, Kevin Young.

A. Adopt Agenda with flexibility/Communications: Moved by Kelly Grahn, second by Avis Kennel. Motion carried.

Communications: Thank you note from Shirley Johnson, retiree from RLF.

B. Introduction of New Members: Justine Schumacher, Roseau; Dale Carlson, Roseau; Debra Koebernick, G/MR; and Jon Hams, TRF.

C. Secretary's Report: Kelly Grahn made a motion to accept minutes, second by Rose McDonald. Motion carried.

D. Treasurer's Report: File as reported.

*Beth and Lisa worked together on the Treasurer's Report and duties for this meeting.

E. Old Business:

1. Kramer Brown Fall Drive-In

- a. October 4, 2017/Lincoln High School, TRF
- b. Reviewed sessions/schedule (Itinerary below)
- *Possibly have Lora Rantanen present in place of Kelly Weets (secondary technology)

Kelly Weets (secondary technology)

- c. Will pay rental fee of \$250 after event takes place
- Fall Drive-In 2017
October 4/Lincoln High School/TRF

Registration at 5:00pm
Dinner at 5:00pm (begin serving)
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 persons: Reid Froiland/Becky Schmidt, Lincoln High School, TRF

Door Prizes (\$25 per local)

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

2. President Meetings

a. These took place in August in TRF/Roseau (14/17 locals attended)

3. New Hires Meetings (Kevin and Mara)

- a. September 19th/Evergreen, TRF
- b. September 20th/Gene's Bar and Grill, Roseau
- *Nicole Fiala will present on Next Gen.

*Presidents and Governing Board are encouraged to attend.

F. Action Items:

1. KB Capsule/2017-18

- a. Andrea Gross will continue with the capsule.

THANKS for the great job! The capsule will go out three times a year. Pictures will be taken by KB Treasurer, Lisa Amb. A stipend of \$50 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/ 2017-2018:

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Due: Aug. 15

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(bio), Justine S. (bio) Due: Jan. 15

Spring: Bev T., Robin J., Andrea E., Jon H. (bio),

Debra K. (bio) Due: Apr. 15

Note: A motion was made by Bev T. 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 J. Motion carried. (June 2016)

2. Pamphlets

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

3. KB Handbook Committee Selection

a. Avis Kennel, Rose McDonald, and Cindy Hanson will be on the committee to review the constitution/bylaws and present at the October meeting, with a FINAL recommendation made at the January meeting.

b. All changes need to be made/voted on at the KB Rep. Assembly.

NOTE: P.S. 602. Miscellaneous-IO Handbook (page 24)

The IO will put together a loose-leaf *and/or electronic* handbook for all members of the Governing Board, all

Minutes

local presidents, and anyone else of the IO requesting a copy consisting of the Constitution and Bylaws, all policy statements of the board, a directory of Governing Board members with their addresses and phone numbers. The handbook will be updated annually. *Please request a hard copy if you would prefer from Andrea at the EdMN office.* (Update June 2017)

4. IO Grant

a. Mara Gust will look over the grant application criteria and share at the October meeting. We would put language into the Constitution by the January meeting.

5. Approve Kramer Brown Budget/2017-18

a. Mara Gust made a motion to accept the 2017-18 KB Budget, second by Robin Johnson. Motion carried.

G. New Business

1. NEA Highlights - Student mentors were great
2. AFT Highlights - Participation was good
3. Summer Seminar Highlights - Sessions were really good

H. Field Office Report - Kevin Young

1. **Summer Seminar** : July 30-Aug. 1, 2018 (Save the dates)
2. **Important Dates for Local Leaders:** (see handout)

Reminder:

Membership Rosters - Due three times a year - Aug., Jan., Apr.

Audits - Due one time a year depending when your fiscal year ends

Local Leadership Rosters - get to Andrea as soon as possible

Missing Leadership Rosters: Grygla-Gatzke, Lancaster, MCC, NWRIC, RLCC, WAO

3. **Continuous Membership:** remind members - it is their responsibility to register at

<http://www.educationminnesota.org/member-benefits/membership/Continuous-membership-form>

4. **Fair Share Fee Processing:** responsibility of local to be compliant w/statutory requirements

- a. Reminder to have fair share payer packet ready for workshop (sent 8/16/17)
- b. The packet can be hand delivered to each individual 30 days prior to collection of their fair share fee; please follow the instructions
- c. 17-18 EdMN dues structure sent to all presidents,

treasurers, membership contacts (8/10/17)

d. National and state information now available by using electronic link

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

5. **Negotiations Update** : see settlement report

a. Please make sure to talk with negotiators about address language areas that are affected by legislative changes (ULA, Tiered Licensing)

b. Negotiations Update Meetings: Sept. 26 @ Evergreen/Sept. 27 @Gene's Bar and Grill

6. **Organizing and Settlement Assessment Fund Application:**

a. Increased amounts that can be spent on food and non-consumables

b. Can apply for this prior to negotiations becoming difficult

c. Will consider a regional assessment if multiple locals are interested

d. Can incorporate member engagement plans with this

e. Ask for help early

7. **New Hires Meeting:**

a. Sept. 19 @ Evergreen, TRF and Sept. 20 @ Gene's Bar and Grill, Roseau

b. Please send me a list of new hires and their contact information for meeting

c. Local Presidents/Leaders are encouraged to attend with their new hires

8. **Fall Drive In:** see and approve flyer

9. **Election: November 7, 2018**

a. EdMN Political Conference on Nov. 17,18

b. Not sure on Regional Opportunities at this time

c. MN Governor seat will be very important to us

d. Need 11 seats to change to education friendly candidates in the MN House

10. **Value of Belonging/Member Engagement:**

a. The work continues; we all need to reach out to members and have one-to-one conversations to encourage more involvement and inform members of VOB

Minutes

b. **Power of We:** see email sent on 8/10/17

1. **10 minute meeting** sign-in sheets and facilitator worksheets to Bemidji Field Office by mid-September

2. **Membership Renewal Forms** to Bemidji Field Office by Nov. 1

11. **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. Keep on file.

12. **KB Governing Board Representatives:**

a. Missing KB Governing Board Reps for Kittson/Central, MCC, NWRIC, and RLF

13. **KB IO Info:**

a. **Banner** - see handout

b. **KB IO Origins** - Hand out at New Hires meeting

c. **Organization Structure** - Hand out at New Hires meeting

d. **Western North IO Grant Info.** - Mara G. will look this over and report

14. **Future meeting locations:** possible options (will discuss throughout the year)

15. **Visibility in locals:**

a. 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. **Copy of calendar for 2017-18**

I. Other

a. KB Banner

A motion was made by Andrea Eskeli to have Andrea (EM Office) purchase a 3x6 banner with outdoor ink (blue) and the KB/EM logos printed on, second by Becky Schmidt. Motion carried. NOTE: We hope to have it by the Fall Drive-In.

b. Request a Handbook from Andrea (EM Office) if you want a hard copy. All other copies will be sent out electronically.

A motion to adjourn the meeting at 8pm was made by Jon Hams, second by Cindy Hanson. Motion carried.

Respectfully submitted, Marcy Helling, KB Secretary

October 25th Agenda Items:

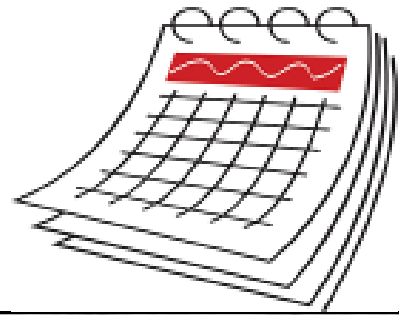
1. IO Grant Application Criteria - Mara Gust

*Have language in the Constitution by January meeting

2. Constitution/Bylaws Update - Committee members: Avis, Rose, Cindy

*Have language in the Constitution by January meeting

3. KB Badges



Calendar of Upcoming Events

September

19 New Hires Meeting, Evergreen Restaurant, TRF

September

20 New Hires Meeting, Gene's Bar, Roseau

September

26 Negotiation Update Meeting, Evergreen Restaurant, TRF

September

27 Negotiation Update Meeting, Gene's Bar, Roseau

October

4 Fall Drive In, Lincoln High School, TRF

October

19-20 Minnesota Educator Academy (MEA)

October

5 KB Governing Board, Evergreen Restaurant, TRF

November

13-17 American Education Week

November

15 Education Support Professionals Day

November

29 KB Board Meeting, Evergreen Restaurant, TRF

January

5 KB Governing Board Meeting, TBD, TRF

January

24 Presidents/Building Rep Meeting, Nordhem, Karlstad





CAPSULE

Box Top Money funds trip to Zoo

Submitted by Lisa Amb, Tri-County

At 8:30 a.m. on May 31, Tri-County students and staff boarded 3 school buses and a van and began the adventure of the school year. They traveled from Karlstad to Fargo, North Dakota where they spent time exploring the Red River Zoo.

Halfway through the 156 mile drive to Fargo, the caravan of school vehicles stopped so that the students could stretch their legs and enjoy a sack lunch. When the students arrived at the zoo they stood still long enough for a group picture and then the students and chaperones were off to explore the zoo in small groups. Scheduled into each group's activities during the field trip were a carousel ride and a zoo talk. The students enjoyed the exhibits and declared the white wolves, the red pandas and the bald eagle among their favorite animals to watch.

The cost of the day's sack lunch, zoo admission, carousel ride, zoo talk and snack were all paid for with Boxtop money that had been collected by students, staff, family and friends of TCS.



Welcome
Back To
School

NEA Representative Assembly

Submitted by Shirley Johnson, Red Lake Falls

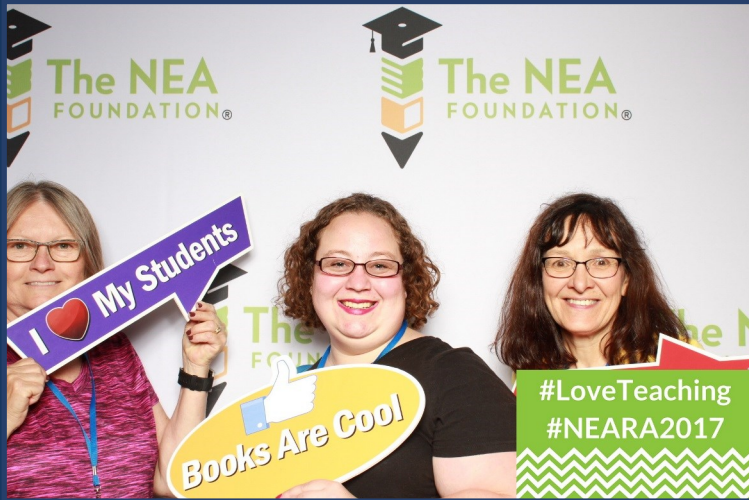
The 2017 NEA Representative Assembly was held in Boston this year. All the Minnesota delegates met at 7 am each morning following a 6:30 am breakfast. At the caucus meetings, important announcements for the day were given by or Education Minnesota officers. Proposed laws constitutional amendments and bylaws were debated by the delegates before taking a vote to determine our caucus position. President Denise Specht did an excellent job of reminding the delegates to always be respectful of the opinions expressed by other delegates during the debates. Candidates running for various positions were also given an opportunity to speak for a minute.

The *ra today*, a newspaper that gave the latest information on the proposals and results from the previous day's Representative Assembly business session, were available each morning before the caucus meetings. Many of the delegates would record our caucus position in the *ra today* as an aid when voting the NEA assembly. Frequently student members would also take turns walking back and forth beside our MN delegation area holding a sign indicating our caucus position. Delegates did not have to vote according to the caucus position and were free to vote what they felt was right.

Members can go the NEA website to learn more about the business items that were addressed and the results of the voting. Next year's RA will be in Minnesota and I would recommend that as many members as possible attend either as a delegate or as a volunteer to help.

National Representative Assembly-Boston MA

Photos Submitted by Cynthia Hanson, Lake of the Woods





2017 NEA Representative Assembly/Boston MA

Submitted by Avis Kennel, Warroad Rep

This year the NEA Representative Assembly was held in Boston, Massachusetts July 1-5th at the Boston Convention Center. The 2017 RA was the 96th NEA RA to be held. There were over 7000 delegates from across the USA and 3000 guests who attended this event this year.

Despite the many serious challenges we are facing in education today, delegates vowed to stay together, stay strong, and continue to fight for public education. There were many intense debates and discussions held at both the state level caucuses and at the NEA RA national level. Social Justice, the Trump-DeVos education agenda, and the accountable charter schools dominated NEA RA discussions.

In her keynote address, President Lily Eskelsen Garcia did not sugar coat the challenges we all face as educators. She stressed to delegates that we are powerful as a union and that "we can win." Lily Eskelsen Garcia received a resounding applause when she told delegates that she will not allow the NEA to be used by either Donald Trump or Betsy DeVos and that she does not trust their motives.

Professional practice, including two outstanding educators: NEA ESP of the year, Saul Ramos and NEA National Teacher of the Year addressed the delegates. Ramos encouraged delegates to stay strong and live up to the promise of this year's RA theme: "Uniting Our Members and the Nation For Strong Communities, Empowered Professionals, and Successful Students." Ramos stressed that it is more important now than ever to unite and support public education. Sydney Chaffee stressed that all educators should listen to student voices and be architects of "school communities." She stated we need to keep our ears and hearts open to all of our students.

On day three of the RA, the highlight was the approval of growth of unaccountable privately managed charter leader of a 21member task force that worked on creating sharp new line between charter schools that have a position-unaccountable and privately managed.

Day four was the final day for delegates to complete their involvement delegates continuing to discuss and debate new delegation body. Also taking a group photo of Minnesota finding out who the lucky winner of the 15,000.00 cash get the answer to this.

Delegates this year were asked again to elect their NEA Pringle, and Secretary-Treasurer, Princess Moss were all re-elected to serve another 3 year term, beginning September 1, 2017. Also re-elected was California Educator George Serendian to serve on the NEA Executive Committee. Minnesota's own Brenda Johnson was elected as a first time ESP to the NEA Executive Committee.

The overall highlight of this year at the RA was the appearance of LeVar Burton. He was the recipient of the NEA's highest honor: The Friend of Education Award." LeVar stated: "I believe that what you have to offer is essential to this nation and one desire to lead the world in any meaningful manner depends on you!" "Without you, we go NOWHERE!"

Now that I have given you a brief overview of this year's RA, I would like to let you know how well Northern Minnesota was represented at the RA. Being strong and taking a voice to the RA for each of you were six Kramer Brown members, two District R members, plus a student delegate from University of Minnesota, Duluth, who has Kramer Brown roots.

Those attending this year were as follows: Rose McDonald, Avis Kennel, and Judy Turene all from Warroad. Cindy Hanson and Nicole Fiala from Lake Of The Woods, Baudette, and Shirley Johnson from Red Lake Falls. Attending from District R were Tami Schumacher from East Grand Forks and Blake Plankers from Moorhead. Molly McDonald a UM student from Duluth and a Warroad graduate, attended as a student delegate.

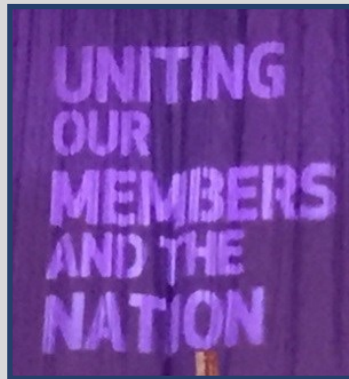


All of these representatives attended daily Minnesota caucuses 6:30 to 9:00 AM and then attended the RA from 10 AM until the finish of each day. Days were long but inspiring and eventful. We were all proud to represent northwestern Minnesota. Together more than ever, we need to stay strong and continue to fight for public education.

Before I complete my article, I would personally like to say that the one thing that was a highlight for me personally was our Minnesota student delegation. They are an enthusiastic and energetic group ready to work for all of us. Watching their involvement for our union and all of us gives me hope and promise that they are willing to go the extra steps it takes to keep a strong union. I appreciated observing Molly McDonald take charge and be involved.

One last item I alluded to was who won the big give away. Our very own Kramer Brown member, Nicole Fiala from LOW, Baudette was the winner. Not only were KB members excited, but so was the Minnesota delegation. Nicole is only the second Minnesota delegate to ever win. What a great way to end the 2017 RA!

As the RA ended, each of us took our own paths home, inspired and ready to continue working for public education. Many memories were made. Avis Kennel



a new policy by delegates that responds to the rapid schools. NEA Vice President Becky Pringle was the the new policy statement. The statement draws a tive affect on public education and those that are

responsibilities while attending the RA. This final day business items and amendments presented to the RA delegation members was part of day four as well as give away would be. Continue to read this article to

leaders. President Lily Eskelsen, Vice President Becky



Education Minnesota can help with school board, levy elections

Local races have a major impact on our communities—especially our public schools and the education profession. Education Minnesota can help your local create a campaign plan to win your levy or school board election.

Here is how Education Minnesota can help:

Working with other organizations

It's important to work with parent groups and levy campaign committees, school district leaders and AFL-CIO Area Labor Councils. Education Minnesota can help connect you with the ALCs, which can offer numerous resources.

Data

Education Minnesota can create lists that target likely supporters and eliminate voters who may oppose your issue. Targeted lists reduce unnecessary work and help harvest supporters for your campaign.

Equipment

Locals can get cellphones and minutes at no cost for use in campaigns. Depending on availability, locals can also use Education Minnesota laptops and online phone lists.

Design and printing

Education Minnesota's in-house graphic designer and print shop can create and print postcards, signs and other documents for your campaign.

Financial resources

Education Minnesota's Political Action Committee makes funds available to locals for use in campaigns. To be eligible, at least 90 percent of a local's members must be contributing to the PAC. To find out if your local is eligible or for how much, please contact Education Minnesota staff member Sarah Burt at sarah.burt@edmn.org.

Need help? Contact Jim Meyer, jim.meyer@edmn.org or 800-652-9073 x4813 for levies or Anna Brelje, anna.brelje@edmn.org or 800-652-9073 x4841 for school board races.

Minnesota State Fair-Education Minnesota Booth

Submitted by Cynthia Hanson, Lake of the Woods Rep

EDUCATION MINNESOTA

THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS



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JANUARY 2018	FEBRUARY 2018	MARCH 2018	APRIL 2018
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Education Minnesota has a booth at the MN State Fair that you can have your picture taken and it gets put on a calendar. I have worked at the booth for at least the last 5 years. The experience of meeting the people that take their calendar pictures is priceless.

Many families have had their pictures taken since Education Minnesota started the event which is about 20 years. Their calendars line their cupboards, walls going down their steps, or are sent for Christmas cards. People go to the Education Minnesota booth first thing so they "look" their best and can enjoy the rest of their day on rides, looking at exhibits and eating fair food.

For the last three years I have been fortunate to have our granddaughter Elle Farasyn come with for our Grandparent calendar. We are starting our tradition like the many folks that I have visited with while working the booth.

So Education Minnesota members think about working at the Education Minnesota Booth next summer at the MN State Fair. You can start your own tradition!



American Education Week 2017 | November 13-17
Great Public Schools: A Basic Right and Our Responsibility

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
13 Kickoff Day Celebrate excellence in education by hosting events and activities.	14 Parents Day Invite parents and family members to school for a first-hand look at a typical school day.	15 Education Support Professionals Day Recognize paraeducators, bus drivers, food service workers, maintenance staff and all other ESPs who meet the needs of the whole student.	16 Educator for a Day Encourage elected officials and community leaders to serve as "educators for a day" for a hands-on school experience.	17 Substitute Educators Day Honor and celebrate educators who are called on to substitute for regular classroom teachers in their absence for their services.

#aew2017 | www.nea.org/aew 

Foundation grants available throughout 2017-18 school year

The Education Minnesota Foundation for Excellence in Teaching and Learning will offer the following grants to eligible members during the 2017-18 school year.

Professional Development Grants: Formerly called Classroom Professional Development, Higher Education Faculty Professional Development and Education Support Professionals Professional Development

ESPs and teachers may request up to \$1,500, and higher education faculty may request up to \$3,000.

Applications are due Nov. 1 and April 6, 2018.

Bruce Vento Science Educator Professional Development Grant

Science educators may request up to \$1,500.

Applications are due Dec. 8.

Classroom-Focused Grants: Formerly called Classroom Project, Classroom Technology and Second-Year Classroom

Applicants may request up to \$3,000 for a project designed now and implemented in the upcoming school year.

Applications are due Dec. 8.

IMPACT Grant

IMPACT Grant projects must be coordinated by an active member of Education Minnesota who has teamed up with a nonprofit organization or their local union/school district. Approximately \$15,000 is available for one year.

Applications are due Jan. 12, 2018.

National Board Certified Teachers (NBCT) Scholarship

The Foundation Board is looking to award scholarships to members who are applying to be a NBCT.

Applications are due Nov. 1.



New Hires Meeting

Tuesday, September 19

Evergreen Restaurant, Thief River Falls

Meeting Starts: 5:30 PM

&

Wednesday, September 20

Gene's Bar, Roseau

Meeting Starts: 5:30 PM

New hires, please join us for dinner and a new hires meeting. The tentative agenda for 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 **Tuesday, September 12th**



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, September 26	Wednesday, September 27
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, September 19, 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.

