



# 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 Recognition Dinner
- Summer Seminar

## 2018 Kramer Brown Recognition Dinner

May 2018

Educators and Friends of Education were honored May 8, 2018 at the Kramer-Brown Intermediate Organization (I.O.) Recognition Dinner at the Quality Inn in Thief River Falls, Minnesota.

The event was held to honor Governing Board Members, local Presidents, Teachers of the Year, Retirees, and Friends of Education. Music was provided by the Lincoln High School Band Ensembles under the direction of Katie Hahn.

**Congratulations to all 2018 Teachers of the Year. Your dedication is an example for all!**

## SPRING 2018

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Brenda Dahl, Roseau Co-President & Sue Vatnsdal, Roseau Teacher of the Year

### Teachers of the Year

#### honored were:

- Lake of the Woods: Katie Hasbargen
- Roseau: Sue Vatnsdal
- Thief River Falls: James Foss
- Tri-County: Justina Pietruszewski
- Warroad: Julie Wilmer



Heidi Hanson, Tri-County Board Rep & President & Justina Pietruszewski, Tri-County Teacher of the Year



Gerrit Bjornstad, Thief River Falls Teacher of the Year James Foss & Christine Bjornstad, TRF



**Have a wonderful retirement to the 2018 Retirees!  
Thank You for your many years in the Education Field!**



Mike Swenson, Red Lake County Central Retiree & Shelly Steva, RLCC Retiree & President & Roberta Aakhus, RLCC



Heidi Schaum, Warroad, Cynthia Sandahl, Warroad Retiree & Janet Olson, Warroad Retiree

**The 2018 Retiring Educators are:**  
 Lake of the Woods: Nyla O'Connell & Mike Pepera  
 Red Lake County Central: Shelly Steva & Mike Swenson  
 Red Lake Falls: Cheryl Matzke  
 Thief River Falls: Jodi Bendickson  
 Tri-County: Jeff Westberg  
 Warroad: Cynthia Sandahl & Janet Olson



Jodi Bendickson Thief River Falls Retiree & Karen Bakken, TRF



Cynthia Hanson, Lake of the Woods Board Rep & Nyla O'Connell, Lake of the Woods Retiree



Marian Berggren Tri-County & Jeff Westberg Tri-County Retiree



CAPSULE

# Thank you Friends of Education!

There are those special individuals or groups that go out of their way to aid education, whether it is for the teachers, students, materials, or classes in their communities. Honored as Friends of Education by their locals were: Goodridge: The Lions and The Lion Tamers; Red Lake County Central: Gin Berns; Red Lake Falls: Snip & Stitch Quilting Group of Red Lake Falls; Roseau: Roso Theater (Sherry Anderson); Tri-County: Denise Lund; Warren-Alvarado-Oslo: Jason Olson; Warroad: Warroad Backpack Program (Sharon Keller, Deanna Comstock, Therese McBride, Renae Tveit, Nancy Lien, Bev Johnson, Sharon Smith, Rhonda Paulson, Karen Stoskopf and Mary Corneliusen)



Andrea Eskeli, Red Lake County Central Board Rep & Gina Berns, RLCC Friend of Education



Snip & Stitch Quilting Group Wanda Nelson, Barb Seeger, Linda Hofman, Red Lake Falls Friends of Education



Heidi Hanson, Tri-County Board Rep & President & Denise Lund, Tri-County Friend of Education



Warroad Friends of Education: Warroad Backpack Program Deanna Comstock, Renae Tveit, Therese McBride, Heidi Schaum, Sharon Keler, Mary Corneliusen, Bev Johnson, Rhonda Paulson, Sharon Smith



A big **THANK YOU** to Heidi Hanson, Tri-County Board Rep for taking such great pictures this evening!!



# CAPSULE

## Thank you to all the local Presidents for the work you do throughout the year!

Presidents recognized were: Badger: Gretchen Lee; Goodridge: Amy Reznicek & Lacey Hruby; Greenbush-Middle River: Mara Gust; Grygla-Gatzke: Gene Lunsetter; Kittson Central: Mark Christenson; Lake of the Woods: Elizabeth Tange; Lancaster: Laura Reese; Marshall County Central: Lisa Donarski; NWRIC: Ann Woinarowicz; Red Lake County Central: Shelly Steva (pictured); Red Lake Falls: Andrea Remick & Linda Johnston; Roseau: Brenda Dahl (pictured) & Kim Czeh (pictured); Stephen-Argyle: Shawna Peterson & Jill Adolphson; Thief River Falls: Sandy Fladeland (pictured); Tri-County: Heidi Hanson (pictured); Warren-Alvarado-Oslo: Nathan Wozinak & Dana Larson; Warroad: Rose McDonald (pictured).



Shelly Steva (pictured); Red Lake Falls: Andrea Remick & Linda Johnston; Roseau: Brenda Dahl (pictured) & Kim Czeh (pictured); Stephen-Argyle: Shawna Peterson & Jill Adolphson; Thief River Falls: Sandy Fladeland (pictured); Tri-County: Heidi Hanson (pictured); Warren-Alvarado-Oslo: Nathan Wozinak & Dana Larson; Warroad: Rose McDonald (pictured).

## Thank you Kramer-Brown Governing Board!

Chairperson: Mara Gust, Greenbush-Middle River; Vice Chairperson: Avis Kennel, Warroad (pictured); Secretary: Marcy Helling, Thief River Falls (pictured); Treasurer: Lisa Amb, Tri-County **Local Representatives:** Badger: Kelly Grahn (pictured); Goodridge: Kelsey Loberg & Lindsey Rystad; Greenbush-Middle River: Mara Gust; Grygla-Gatzke: Robin Johnson (pictured); Lake of the Woods: Cynthia Hanson (pictured); NWRIC: Kathleen Kallis; Red Lake County Central: Andrea Eskeli (pictured); Red Lake Falls: Paula Miller (pictured); Roseau: Justine Schumacher & Dale Carlson; Stephen-Argyle: Jill Adolphson; Thief River Falls: Marcy Helling (pictured), Rebecca Schmidt (pictured) & Jon Hams; Tri-County: Heidi Hanson (pictured); Warren-Alvarado-Oslo: Beverly Torgerson; Warroad: Rose McDonald & Avis Kennel (pictured).



## From the Field



KEVIN YOUNG

### I will vote! Will you?

Yes, it is already time to start thinking about the election this fall. Why? Well, early voting starts September 21, just a few weeks in to the 2018-19 school year. Because of this, Education Minnesota has been hard at work getting ready for this election. Goals we have include increasing member participation and more trans-

parency in the endorsement process for all candidates. New this year is the requirement all candidates for governor complete a five-step process to earn 2018 Education Minnesota gubernatorial endorsement. These are: 1) Participate in the public candidate forum at the Education Minnesota Political Conference. 2) Spend a full- or half-day shadowing educators at work. 3) Engage in a pocketbook and community issues roundtable conversation with educators. 4) Complete a candidate questionnaire that will be shared publicly. 5) Participate in a screening interview with the Education Minnesota PAC board. Education Minnesota members will also be screening and endorsing other candidates running for political office. Please be ready for communications that will come from our office regarding the need for members to help screen candidates. Screening will most-likely take place in late May and June, after the legislative session has come to a close.

It is never too early for you to identify and engage fellow members to get involved in the political process. We are looking for volunteers from ALL of our locals to work on "get out the vote" campaigns. In 2014, the last non-presidential election, approximately 33,000 of Education Minnesota's members did not vote. We need your help in developing a local plan that will encourage all of our members to vote. The idea is to develop a local plan this spring so it will be ready to be put into action when everyone returns to workshops in the fall. As mentioned earlier, Education Minnesota will continue to endorse candidates, but the focus this year will be to get all members to the polls. If you would like to be on your local team to help make this happen, please let me know.

Another way to get involved is to participate in the Political Refund Contribution Program. This program allows any resident of Minnesota to make a contribution to any candidate and be reimbursed up to \$50.00 for singles and \$100.00 for married couples. To learn more about this program you can go to <http://www.cfboard.state.mn.us/publicsubsidy/conrefund.htm>. This is a great way to support your candidate and get involved in the political process.

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

We continually hear, Elections Matter. Well, it is true. It is time to think about the future. Like it or not, politics rule our public education world. We need to take an active role in the process. Please get involved. The most important thing you can do is vote. That may seem like common sense, but we cannot afford to have 33,000 Education Minnesota members not vote in the 2018 election. Getting good results from elections is one of the most important

things your union does to ensure that public education thrives in Minnesota. The real work of getting education friendly candidates elected comes from engaging ALL of you. It is time to stand up for public education just as your colleagues in West Virginia, Arizona, and Oklahoma have the past few months. If you don't, who will? The future of our profession is always in the hands of politicians. I hope you will join me in voting this fall and encouraging all members to vote in 2018. Please utilize the Education Minnesota web site, <https://www.educationminnesota.org/home>, for more details on the topics shared in this article.

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](mailto:kevin.young@edmn.org)





MARA GUST

## 2017-2018 Kramer Brown I.O. Chair

As I write this there is still snow on the ground, even though we are well into Spring. I hope by the time you are reading, Spring has finally Sprung! Spring is always busy for members at all levels—local, intermediate and state. Thank you to everyone who has participated in some

way to make our union stronger and as always, to put our students first.

On March 14, The Kramer Brown Representative Assembly was held at the Nordhem café in Karlstad. Delegates who attended this assembly represented locals at the state Education Minnesota Representative Convention in April in Bloomington. Thank you to all who were able to participate in this special event. If you have never attended the Representative Convention, I encourage you to think about it in the future. It is a fun event where you can network with colleagues but most importantly see how our union works at the state level and be a voice for your constituents.

In early May, the Kramer Brown board hosted its annual appreciation dinner at the Quality Inn in Thief River Falls. We honored Teachers of the Year, retirees, and Friends of Education. You'll see photos in this edition of the Capsule. This is always a special event to mark the end of the school year and celebrate notable people in education. Thanks to the Kramer Brown board members for their work to make this event a success.

The Kramer Brown Board will have its last meeting of the year in early June. This meeting, "the summer planning meeting," sketches out all of our events for the coming year. As always, you can suggest plans or ideas to your local president and/or your Kramer Brown representative. We consider all feedback and use it to guide our decisions throughout the year.

And finally don't forget to think about attending the Education Minnesota Summer Seminar in August. It is laid-back professional development and networking for our members.

A personal note. I have been dealing with some unwanted health problems of late and have been unable to fulfill all of my chairperson duties. I want to thank the Kramer Brown Board, officers, and especially Vice President Avis Kennel of Warroad, for picking up the slack. I should be fully recovered in a couple of months and will be ready for the coming school year! I have one year left of my 2-year appointed term, filling a retirement. Election will take place in the Spring of 2019.

Have an enjoyable May and summer!

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

Capsule Editor - Andrea Johnson

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### KRAMER BROWN GOVERNING BOARD:

Chairperson ..... Mara Gust, Greenbush-Middle River  
Vice Chair .....Avis Kennel, Warroad  
Treasurer .....Lisa Amb, Tri-County  
Secretary.....Marcy Helling, Thief River Falls

### LOCAL REPRESENTATIVES:

Badger .....Kelly Grahn  
Goodridge..... Kelsey Loberg  
Goodridge..... Lindsey Rystad  
Greenbush-Middle River.....Debra Koebernick  
Grygla-Gatzke.....Robin Johnson  
Lake of the Woods.....Cynthia Hanson  
NWRIC..... Kathleen Kallis  
Red Lake County Central.....Andrea Eskeli  
Red Lake Falls.....Paula Miller  
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 Johnson

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

**800-622-4971**





**Kramer Brown Governing Board Minutes  
January 17, 2018/5:30pm  
Evergreen, Thief River Falls**

Vice-Chairperson Avis Kennel called the meeting to order at 5:35pm.

Members Present: Marcy Helling, Cindy Hanson, Kelly Grahn, Lisa Amb, Bev Torgerson, Jon Hams, Becky Schmidt, Andrea Eskeli, Paula Miller, Avis Kennel, Rose McDonald, Debra Koebernick, Robin Johnson, and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications-
  - a. Andrea Eskeli made a motion to accept, second by Kelly Grahn. Motion carried.
- B. Secretary's Report
  - a. Jon Hams made a motion to accept the minutes, second by Rose McDonald. Motion carried.
- C. Treasurer's Report
  - a. Andrea Eskeli made a motion to accept the report, second by Bev Torgerson. Motion carried.
  - b. Becky Schmidt made a motion to accept the audit, second by Rose McDonald. Motion carried.

NOTE: Look into format – aligns with EM Treasurer

All officers be authorized on checking and savings transactions (if needed)  
Possibly use a computer program-Quick Books, Quicken, etc.

- D. Old Business
  - a. IO Grant Review – Mara Gust (TABLED)  
Andrea has drafted page for KB Handbook...review at Summer Planning. Process will begin in Fall 2018.
  - b. KB Handbook Committee Update – Avis, Cindy, Rose  
Share the Bylaws/Constitution to board members by email ASAP to approve at the March 14<sup>th</sup> meeting. Organization/discussion to take place with committee and Andrea. NOTE: We will discuss a better process at Summer Planning Meeting.

E. Action Items

- a. 2018 Fall Drive-In Sessions/GMR/October 3
 

Suicide Prevention	Student Mental Health
Culturally Responsive Teaching	ELL
Best Online Resources	Intro. To Restorative Practice
No More, No Comment	Community Storytelling

NOTE: We will choose two more sessions at Summer Planning Meeting.

- b. Political Conference Funds for KB Members  
Bev Torgerson made a motion to reimburse KB members \$40 for any political conference during the 2017-18 year, up to 10 members. These members need to report back to the governing board, write a note on experience, or share an article through the Capsule. Second by Rose McDonald. Motion carried. NOTE: The first KB member is fully paid.
- c. Gift Purchases  
Becky Schmidt made a motion to purchase \$50 gift cards for Kevin Young and Andrea Gross for Christmas gifts on behalf of KB board, second by Jon Hams. Motion carried. Lisa will purchase the cards.
- d. Accounting Software  
Jon Hams made a motion for Lisa Amb, KB Treasurer, to spend up to \$100 for an accounting software program, second by Andrea Eskeli. Motion carried.
- e. Account Signers  
Jon Hams made a motion to add the vice-chairperson and secretary as possible signers on the KB account, second by Cindy Hanson. Motion carried.
- f. Audit Payment



Cindy Hanson made a motion to pay Reid Froiland \$200 for auditing the KB books (Sept. 2016-Aug. 2017), second by Kelly Grahn. Motion carried.  
Payment/Thank You card delivered.

A. New Business:

- a. KB Representative Assembly/March 14 @ 5:30pm/Nordhem, Karlstad  
Cindy Hanson and Avis Kennel will discuss information on the RC Bylaws/Constitution will be approved at meeting
- b. KB Teacher Recognition Dinner/Quality Inn/May 8  
\*Meal – Marcy will work with the Quality Inn and report back  
\*Music – Suggestions given to Marcy/Becky  
\*Pictures – Lisa will not attend/need to get someone to take photos

B. Field Office Report – Kevin Young

1. Value of Belonging/Member Engagement:

- a. the work continues; we all need to reach out to all members and have one on one conversations to encourage more involvement and inform members of the Value of Belonging.
- b. Power of We: Membership Renewal Forms were due December 31 – please get any additional forms to our office as soon as possible. There are several locals who are missing just a few forms.

2. Election, Nov 7, 2018:

- a. Regional Political Conference February 2 & 3, Bemidji State University Governor seat will be very important to us
- b. Need 11 seats to change to education friendly candidates in the MN House, MN Senate needs a few to change
- c. Early voting starts September 21, 2018
- d. Get out the vote work will start soon

3. Membership Rosters:

- a. Reminder, the second round of membership rosters will be sent via e-mail mid-January. Please review the roster for accuracy and send back to Education Minnesota by April 30.

4. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2017-18 school year to Andrea at [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org). Missing are Lancaster and RLCC.

Audit reminder:

- a. Check with your Treasurer’s to make sure audits are getting done and copies are sent to the Field Office
- b. Include list of non-chargeable items and keep a copy for future use.
- c. File 990 e-post card with IRS; take 5 mins 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

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

5. Presidents/Building Representative Meeting January 24, Nordhem, Karlstad:

- Registration is at 5:15; we need to start eating right at 5:30 so we are ready to start sessions at 6:00.

6. Fall Drive-In: October 3, 2018 at G-MR; Need to determine sessions; see last year’s survey

7. Presidents Appreciation Weekend: February 15/16, 2018; DoubleTree, Bloomington

8. EdMN Representative Convention – April 27/28, 2018; DoubleTree, Bloomington

9. KB/NU Overnighter Sessions: March 16/17, 2018 Hampton Inn, Bemidji: (see flyer)





1. 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!!!
2. Other

Reminders:

Next KB Governing Board Meeting/RA – March 14<sup>th</sup> @ 5:30pm/Nordhem, Karlstad

KB/Northland Overnighter- March 16,17/Bemidji

Capsule Articles: Bev T., Robin J., Andrea E., Paula M. (bio) Jon H. (bio) Due: Apr.15

EM Representative Convention- April 27,28/Bloomington

KB Teacher Appreciation Dinner/May 8/Quality Inn, TRF

Summer Planning/June 6 @ 9am/EM Office, Bemidji

- a. Pizza served at the EM office for lunch and dinner out
- b. Keep the meeting to possibly one day

A motion to adjourn the meeting at 7:45pm. (White elephant followed.)

Respectfully submitted,  
Marcy Helling, KB Secretary





**Kramer Brown Representative Assembly Minutes (Unapproved until 2019)**

**March 14, 2018/5:30pm**

**Nordhem Cafe, Karlstad**

Vice-Chairperson Avis Kennel called the meeting to order at 5:35pm.

Introduction of Governing Board and Guests

Delegate Roll Call: Marcy Helling, KB Secretary, Cindy Hanson, LOW delegate; Kelly Grahn, Badger delegate; Gretchen Lee, Badger alternate; Becky Schmidt, TRF delegate; Andrea Eskeli, RLCC delegate; Avis Kennel, Warroad, delegate; Debra Koebernick, GMR delegate; Robin Johnson, Grygla-Gatske delegate; Heidi Hanson, Tri-County delegate; Kelsey Loberg, Goodridge delegate; Kathleen Kallis, NWRIC, delegate; Jeremy Sollund, NWRIC alternate; and Kevin Young, EM Field Staff.

Absent: Lisa Amb, KB Treasurer, Mara Gust, KB Chairperson, Tom Loberg, Goodridge alternate

- A. Adopt agenda with flexibility/Communications-
  - a. Cindy Hanson made a motion to accept, second by Kelly Grahn. Motion carried.
- B. Secretary's Report (2017 RA Minutes)
  - a. Becky Schmidt made a motion to accept the minutes, second by Robin Johnson. Motion carried.
  - b. Amended: Andrea Eskeli was absent for 2017 RA.
- C. Treasurer's Report (Tabled, Lisa Amb was absent)  
NOTE: Look into format – aligns with EM Treasurer  
All officers be authorized on checking and savings transactions (if needed)  
Possibly use a computer program-Quick Books, Quicken, etc.
- D. Old Business:
  - a. IO Grant Review – Mara Gust (TABLED)  
Andrea has drafted page for KB Handbook...review at Summer Planning. Process will begin in Fall 2018.
  - b. Presidents/Building Reps Meeting/January 24  
Well attended...plan to have again next year
  - c. Political Conference/Bemidji – February 2,3 (48 attended)  
Discussion on election/voting/local involvement
  - d. President's Appreciation Weekend/February 16,17 (Heidi H. reported)
- E. Action Items:
  - a. KB Handbook Update/Approval  
Kelly Grahn made a motion to approve the changes to the Constitution/Bylaws, second by Becky Schmidt. Motion carried.  
NOTE: Amended March 2018 (on file)
- F. New Business:
  - 1. KB Teacher Recognition Dinner/Quality Inn/May 8
    - a. Meal – Marcy will work with the Quality Inn to plan
    - b. Music – Becky will check with FMS Band students /\$100 stipend
    - c. Pictures – Heidi Hanson will take photos/\$50 stipend
    - d. Decorations and candy for tables (Marcy)
    - e. Menu: roast beef, potatoes, gravy, vegetables, salad, bread, coffee, milk
    - f. Dessert: Cheesecakes purchased by KB (Marcy)
  - 2. KB Northland Overnighter/March 16,17/Bemidji  
NOTE: Details were discussed/changes made



1. EM Representative Assembly/April 27,28
  - a. Register by March 23
  - b. One hotel room for one night per local
  - c. One round-trip mileage reimbursement per delegate
  - d. Kramer Brown reimburses up to \$100 vouchered expenses
  - e. Discussion on Amendments on [educationminnesota.org](http://educationminnesota.org)
2. KB Treasurer Resignation- Lisa Amb will be done on June 6<sup>th</sup>
3. A motion was made by Kelly Grahn, second by Becky Schmidt pay for the purchase of flowers (\$38.46) for a death in Cindy Hanson’s family. Motion carried.

4. Field Office Report – Kevin Young
1. **Value of Belonging/Member Engagement:**
  - a. the work continues; we all need to reach out to all members and have one on one conversations to encourage more involvement and inform members of the VoB
  - b. **Power of We: Membership Renewal Forms were due December 31** – please get any additional forms to our office as soon as possible. There are several locals who are missing just a few forms
  - c. JANUS cards – See copies
2. **Tiered Licensure Information** – the changes continue
  - a. I am willing to present information; let me know
  - b. 10 minute meeting information available
  - c. Need to get involved politically – see handout
3. **Representative Convention** – (see handout)
  - a. April 26-27; Double Tree in Bloomington
  - b. Would be great to have a representative from every KB local
  - c. Please register and make hotel reservations ASAP
4. **Negotiations Update** – need data from several locals of settlement and settlement report.
  - a. Not settled KC and RLF
  - b. Unofficial state average: Year 1 – 2.25%; Year 2 – 2.17%
5. **KB/NU Overnighter** – See Flyer
  - i. 98 have registered
6. **Audits:** Missing audits are MCC, RLCC, SAC (also no Form 990-N filed), and Warroad

<b>Fiscal period:</b>	<b>Due Date</b>
July 1 - June 30	due by Dec 31
Sept 1 - Aug 31	due by Feb 28
Jan 1 - Dec 31	due by June 30

7. **Important Dates for Local Leaders:** Please refer to this for important dates and information
  - a. Roster Updates needed in St. Paul
    - i. January – mailed mid-January and due March 1(\*not this year\*)
    - ii. April – mailed mid-April and due July 1
  - b. Please consider adopting 2017-18 Local Budget and Dues prior to the summer break; If dues are set for 2017-18., please let me know what they are so I can inform St. Paul for electronic membership forms.
  - c. Regional trainings for local leaders – March 27 Bemidji Filed Office and March 28 Evergreen, TRF
8. **KB Recognition Dinner** – (see handout)
  - i. May 8, 2018 – Quality Inn, TRF
  - ii. Invitations/registration info will come out in the near future
9. **Summer Planning Meeting** – June 6 – Bemidji Field Office
  - i. Any Changes from last year? Any food preferences?
  - ii. Registration info will come in May, since we do not have to reserve rooms
10. **Summer Seminar** – July 30-31- August
  - i. Please ask your district not to hold any events/trainings during this week



1. **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!!!**
2. **Other** – Thank you

Reminders:

KB/Northland Overnighter- March 16,17/Bemidji

Capsule Articles: Bev T., Robin J., Andrea E., Paula M. (bio) Jon H. (bio) Due: Apr.15

EM Representative Convention- April 27,28/Bloomington

KB Teacher Appreciation Dinner/May 8/Quality Inn, TRF

Summer Planning/June 6 @ 10am/EM Office, Bemidji

- a. Lunch will be catered at EM Office.

A motion was made to give a \$15 stipend to KB board members for an evening meal on June 6 by Cindy Hanson, second by Deb Kobernick. Motion carried

A motion to adjourn the meeting at 7:50pm by Becky Schmidt, second by Cindy Hanson. Motion carried.

Respectfully submitted,  
Marcy Helling, KB Secretary

### Training available to help teachers understand new teacher licensure system

The 2017 Minnesota legislative session brought major changes to the state’s teacher licensure system and the governance of that system.

The new law reflects a dramatic departure from Minnesota’s long-standing commitment to high standards for teacher licensure. The changes include a complete revision of the licensure structure for teachers, as well as a new governing board.

The training will also discuss the new Professional Educator Licensing and Standards Board (PELSB), which is now in place and which takes over all of the duties previously assumed by both the Minnesota Department of Education’s licensing division and the Board of Teaching.

To help navigate the changes and what they mean for educators across the state, Education Minnesota has developed a number of trainings that are available through our Minnesota Educator Academy’s professional development opportunities.

The “Teacher Licensure Update” training provides an overview of the new tiered licensure system, who qualifies for each tier, the renewal structure for each tier and the license limitations.

The “Pink Slip Process: Bargaining Layoff Language and Discussing the Divide Around Seniority” training is designed to equip negotiations team members with the information and understanding they will need to negotiate contract language related to the new tiered system.

Finally, a 10-minute meeting on the new tiered system and its implications will be rolled out in the coming months.

For more information on any of the trainings, contact your Education Minnesota field staff.

Education Minnesota wants its members to stay up-to-date on what is happening with the changes and the implementation of the law, so any new information will be shared at [www.educationminnesota.org/resources/credentials-licensure/Tiered-licensure](http://www.educationminnesota.org/resources/credentials-licensure/Tiered-licensure)

## Unions launch ad campaign ahead of Supreme Court decision

Minnesota's Public Sector Union Alliance has launched a digital advertising campaign as part of its work to build a new narrative about public services, workers and their unions.

The ads will appear on social media sites, YouTube, Pandora, Hulu and other video partners until the Supreme Court makes a decision in the *Janus v. AFSCME* case.

Education Minnesota is a leading member of the Public Sector Union Alliance, which is a group of unions representing public employees across Minnesota working together to help fight off the attacks against organized labor.

The videos include a nurse, teacher, home health care worker, state employee and others sharing why unions are important in their lives, both at work and at home.

Check out the videos and find more information at [bettertogethernm.com](http://bettertogethernm.com). Please share the ads on social media using #betterlivesMN.

Featured in one of the videos are Steve and Kelly Kosloski, teachers in Maple Lake and Wright Tech.

*Janus v. AFSCME* is a lawsuit filed by Mark Janus, an Illinois state employee. The suit challenges the authority of AFSCME and other public-sector employee unions to collect fair-share fees from all employees they represent. *Janus* was heard by the court Feb. 26 and a decision is expected by June 2018.

If the plaintiffs prevail, fees for non-members would no longer be mandatory. The fair-share fee represents the portion of union spending that is related to collective bargaining and enforcing a collective employment agreement covering everyone in a bargaining unit.

For more information about the *Janus* case and other attacks on unions, go to [www.educationminnesota.org/advocacy.aspx#attacks-on-unions](http://www.educationminnesota.org/advocacy.aspx#attacks-on-unions)

## Election 2018 work heats up with local worksite action leaders

Education Minnesota members across the state are beginning work on the 2018 campaign.

A new piece of the union's campaign plan includes training and activating members as worksite action leaders.

A core reason why this new approach is taking place -- We are the only ones who can change this. No one can do it for us, or will do it for us. There are two kinds of power: organized money and organized people. We are the organized people.

There are some numbers that illuminate strategic opportunities and challenges in the 2018 election:

8,770 - Margin of victory for Gov. Dayton in 2010

33,000 – Education Minnesota members who skip voting in midterm elections

145,000 – The margin of votes in a generic pro-union vs. anti-union statewide election. To safely elect a pro-union governor, 145,000 Minnesotans who did not vote in 2014 need to vote in 2018.

1,206 – Worksites and campuses in Minnesota with at least 10 members who did not vote in 2014.

Education Minnesota is focusing its campaign plan on member engagement and outreach at the building level. That is where the worksite political action leaders come in.

Research shows that members who didn't vote or weren't active have not been motivated by our traditional campaign tactics like mailing and phone calls.

Worksite action leaders will relate to their colleagues and cut through the stereotypical campaign "noise," as well as help to make the campaign about real issues that will improve educators' work and home lives.

To learn more about Education Minnesota's work for the 2018 election, go to [www.educationminnesota.org/advocacy#2018-election](http://www.educationminnesota.org/advocacy#2018-election).



CAPSULE

### Summer Seminar 2018

Enhance your personal and professional skills at Education Minnesota’s 2018 Summer Seminar July 30-Aug. 1 at the [College of St. Benedict](#) in St. Joseph, Minn. We make a special effort to create offerings that will help engage and motivate you to participate in the work of your local.



Based off your feedback, we're offering member-led courses focused on the use of technology to deliver instruction. This is an excellent opportunity to gain professional development created by educators for educators.

Questions? Contact [Sam Jasenosky](#), 800-652-9073 or 651-292-4869.



### Calendar of Upcoming Events

May 7-11 Teacher Appreciation Week

May 8 National Teacher Day

May 8 KB Recognition Dinner, Quality Inn,  
Thief River Falls

May 9 School Nurse Day

June 6 Summer Planning Meeting –TBD, 12:00 p.m.

June 30-July 5 NEA National Convention –  
Minneapolis, MN

July 13-16 AFT Convention – Pittsburgh, PA

July 30-August 1 Summer Seminar – St. Bens



### NEA Representative Assembly



The National Education Association Rep-

resentative Assembly, the NEA’s major decision-making body, will be June 30-July 5 in Minneapolis, MN.

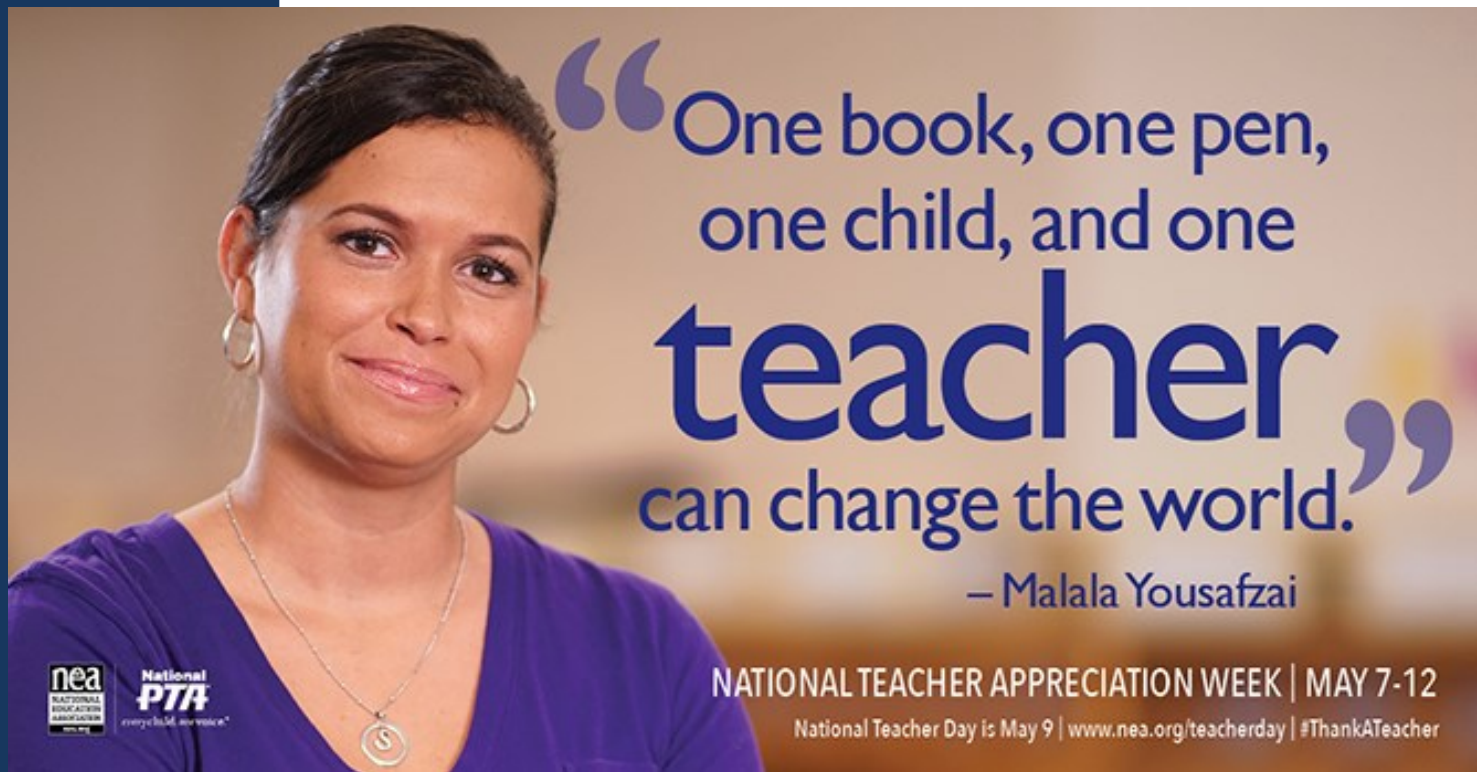
#### **NEA: We Educate America**

Over 9,000 delegates will gather for NEA’s 155th annual meeting and 95th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

### AFT TEACH

The 86th convention of the American Federation of Teachers (AFT) will convene in Pittsburg, PA. on July 13-16, 2018

Go to <https://www.aft.org/aft-convention> for more information.



## Collaboration lab brings professional development opportunities to districts

The Education Minnesota Foundation for Excellence in Teaching and Learning now offers professional development opportunities for school districts and their staff.

The single-day professional development or collaborative meetings will focus on racial equity or relationship building around Teacher Development and Evaluation or specific building issues.

Research has shown that a collaboration between staff and management positively impacts student achievement.

The foundation will work with a district's administration and staff to build positive relationships between staff and management to:

- Create systems and structures that support collaboration, deepen understanding of stakeholders and provide honest feedback that can lead to better outcomes for a specific project.
- Support sustainability of these systems and structures so that there is collaboration that takes place regardless of personalities of specific individuals in leadership.
- Reach positive outcomes on a shared goal, project or objective.

Districts will be charged a \$1,000 base partnership fee that will be a charitable donation to the foundation. This fee will get districts:

- Facilitation at four meetings for one yearlong project, including all of the tools for collaboration to make that project; OR
- One full professional development day including all trainers; OR
- Two half-day professional development sessions including all trainers.

Staff and management are required to participate in and agree to all professional development, collaboration or goals that are worked on by the foundation.

For more information on the collaboration lab or to fill out an interest form, go to <http://edmnfoundation.org/collaboration-lab>.



CAPSULE

## Warren/Alvarado/Oslo Students Explore the World through Google Expeditions

Submitted by: Bev Torgerson, Warren-Alvarado-Oslo

So, would you like to take your students on a field trip to Greece or have them float through outer space? How about a trip to experience an art gallery or explore the Great Barrier Reef? Might there be some budget constraints and safety issues involved? You CAN take your kids on over 500 different expeditions without ever leaving your classroom by using virtual reality through Google Expeditions. This tool allows teachers to extend the learning beyond the classroom walls. Last fall WAO elementary teachers Ashley Vongroven and Stacy Hanson purchased a Google Expeditions kit through grant money from the WAO Education Foundation. The kit included a tablet and mobile phones installed with the Google Expeditions app, 20 VR viewers, a router, chargers, and a storage case. Since then, WAO students in both the elementary and high school have been traveling the world, punctuated by the oohs and aahs of those experiencing virtual reality.



Last week, Kevin Longtin, science teacher at WAO, took his eighth graders to the bottom of the ocean. The tablet allows the teacher to mark whatever the teacher wants the students to see within their screen, and then the teacher can read information about what they are looking at or adapt it to the curriculum the teacher is using. On the day I observed it being used, the usually rowdy eighth graders were absolutely glued to their seats and pointing at things (in midair) that they were seeing. This was the first time Mr. Longtin had used the kit, and he was amazed at the ease of use and the positive response of his students. "I'll be using this quite often because it's so cool," he exclaimed. He said there were several options he could have chosen under the topic of ocean. Currently there are over 500 expeditions available with more being added every day.

Charity Gilbert, a WAO reading recovery teacher working with a small group kindergarten students, went on an underwater excursion this week where the students saw a whale shark, green turtles, dolphins, sharks, shipwrecks, and more. Using the experience as a writing prompt, they would look at a scene and then write about what they saw. She laughed as she described the students trying to touch the sea life by reaching out their hands in the air or rubbing the carpeting. Students were overheard exclaiming, "I don't want to fall in!" and "This is so cool." They absolutely loved the experience.



The kit is stored in the elementary library where librarian Sheryl Schanil wipes them down and recharges them after every use. She commented to me that when she uses virtual reality during library time, the students are thrilled and it adds so much to a lesson. She said, "Last night I asked a third graders what she liked about Google Expeditions. She said she has always wanted to go to Washington, DC. As she talked about seeing the White House grounds as well as inside of it, she broke into a huge smile, even though it was several months ago we took the trip via Google Expeditions. Many students have not had opportunities to travel so this gives them a view of a world much bigger than what they are familiar with." Whether it is a high school art class or a fourth grade history class, Google Expeditions brings the textbook and lesson plans alive through virtual reality. "With students being surrounded by technology outside of school, it is a way to speak their language as we teach them about geography, history, science, anatomy and more," explained Sheryl. It's been a wonderful addition to our district, thanks to the WAO Education Foundation support.

Our district is so lucky to have lots of technology opportunities for kids . Our robotics team will be competing at the Vex Robotics World Competition in Louisville, Kentucky, on April 25-28, 2018. Only nine teams out of the over 300 that started competition in the state of Minnesota will compete in Louisville; WAO will be one of those nine, thanks to funding from the Education Foundation and our community. We are so proud of our team and its coach, Nate Wozniak, who teaches industrial technology at WAO.





## CAPSULE

### Frequently asked questions about pensions, their purpose, future

Two members of the Teacher Retirement Association Board of Trustees recently answered some of the frequently asked questions about pensions in the April issue of the Minnesota Educator newspaper. Here are a few of the questions. Read the full article, including information on potential changes to the pension plan being proposed at the Legislature and the difference between a defined benefit and a defined contribution plan. For the full article, go to [www.educationminnesota.org/news/minnesota-educator/minnesota-educator](http://www.educationminnesota.org/news/minnesota-educator/minnesota-educator) and click on the story link.

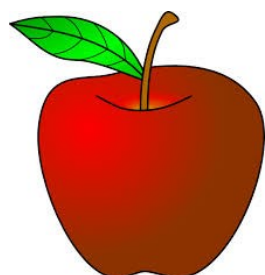
#### What is a pension?

A pension is a regular payment made during one's retirement. While working, employers and employees contribute to the retirement fund, the Teachers Retirement Association (TRA). In Minnesota, the State Board of Investment takes those contributions and invests them in the market. The result is that 73 percent of fund revenue comes from investment income, while just 27 percent comes from direct contributions. The fund then pays out that revenue in the form of monthly retirement checks.

#### Why is a pension an important benefit? How does it help with recruitment and retention, especially when our state is facing a teacher shortage?

TRA is the best benefit no one thinks about. Early in our careers, our focus is on learning the craft of teaching and doing our absolute best for our students. As our careers continue, the value of our TRA benefit emerges. Less than 50 percent of private sector employees have any pension at all. As TRA members, we have the security of a guaranteed pension, paid monthly, for the rest of our lives. No teacher should ever have to worry about how to make ends meet in retirement, and the TRA defined benefit pension helps our members retire with dignity.

It's a fact that teacher salaries are much lower when compared with other careers requiring advanced degrees. We also know that teaching is a highly stressful job. Our pension provides a tangible, guaranteed, future benefit, and that helps attract and keep high-quality teachers in the profession.



### Resources available to help explain Janus case

*Janus v. AFSCME* is a lawsuit filed by Mark Janus, an Illinois state employee. The suit challenges the authority of AFSCME and other public-sector employee unions to collect fair-share fees from all employees they represent.

The U.S. Supreme Court has heard the case in its current session, with a decision expected between April and June 2018. If decided in Janus' favor, the case would make the entire public sector "right-to-work" in one fell swoop.

Education Minnesota has developed resources, including a backgrounder, talking points and comparison graphics, to help members not only talk about what the *Janus* case is and what it means, but also what the affects of similar cases and legislation have had on other states and unions.

All of the resources can be shared digitally or downloaded and printed for meetings, social media posts or newsletters.

To see all of the resources available, go to [www.educationminnesota.org/advocacy/janus-case/Local-leader-resources](http://www.educationminnesota.org/advocacy/janus-case/Local-leader-resources).

### Education Minnesota Representative Convention

More than 900 Educators representing over 70,000

teachers from Minnesota gathered at the 2018 Education Minnesota Representative Convention held on April 27-28 at the Hilton in Bloomington. The convention sets policy for



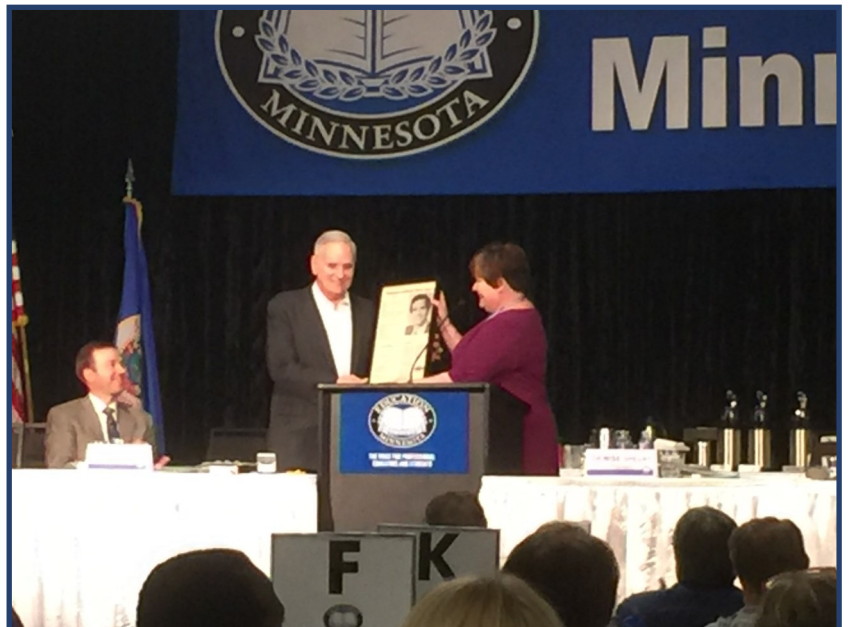
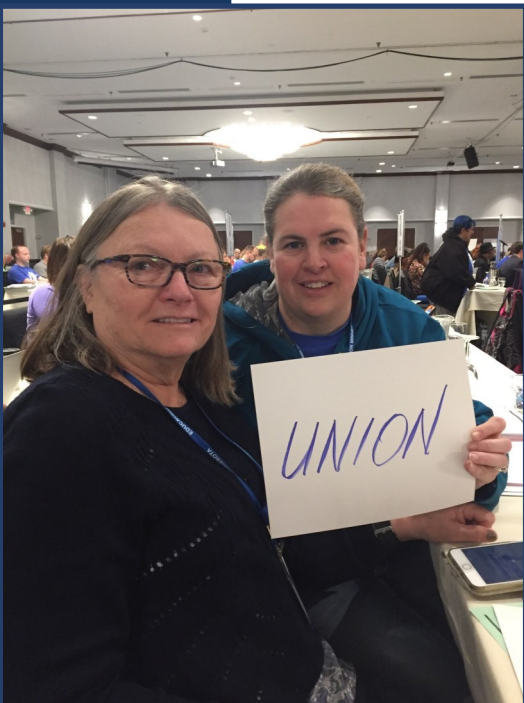
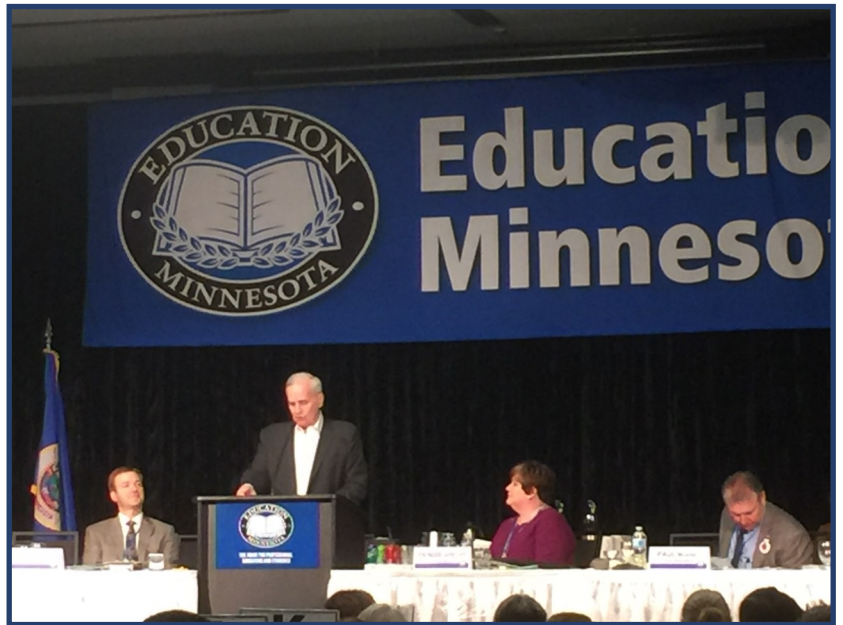
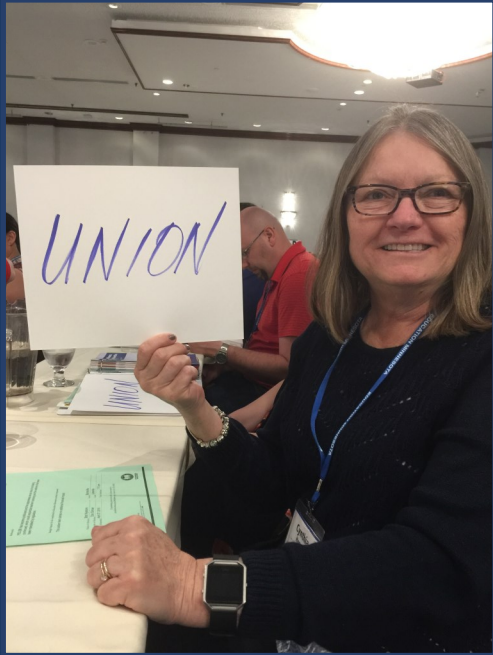
the organization by voting on action items and legislative positions. The RC has sole authority to amend the Education Minnesota Constitution and bylaws.

To find out more about this year's convention log on to the Education Minnesota website @ [educationminnesota.org](http://educationminnesota.org) or by calling Education Minnesota at 800-652-9073.



CAPSULE

# Education Minnesota Representative Convention Photos



THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS

Photos submitted by Cynthia Hanson, Lake of the Woods & Heidi Hanson, Tri-County



## CAPSULE

### Goodridge Students show solidarity

Submitted by: Kelsey Loberg, Goodridge

On March 14, 2018 students from across the United States were encouraged to participate in demonstrations to show solidarity with the survivors and victims in the Parkland, Florida shooting. The overall encouraged means of showing support was via a school walk out, however students and staff at Goodridge School District put their own take on the day. To start off the day on March 14th, students were greeted with personalized locker tags that contained positive and inspirational words from staff members. In the afternoon Goodridge students got together by grade and made posters on ways to show kindness to others. These posters were displayed in the lobby of our



building. At first ideas for the posters were fairly basic, such as greet others with a smile or give someone a friendly complement. After awhile, ideas became more elaborate, such as identifying ways to help out someone who has had a bad day, or staying after school to help someone with their homework. The students then paired up with other students from another class and engaged in a brief activity in order for them to demonstrate kindness. When MN Senator Mark Johnson heard about Goodridge School's kindness day, he personally wanted to come to Goodridge and thank the students and staff for their positivity and acts of kindness towards one another.

On April 4th Senator Johnson did just that. He appeared before all K-12 students and staff at GHS and thanked them for taking such a tragic event and turning it into an act of kindness. He also encouraged all of the students and staff at GHS to stay positive with so many negative things happening in our world. Senator Johnson also took questions from the student body ranging from "How a bill becomes a law," to "Do you have a dog?" asked by students in the elementary school. As a staff member at Goodridge Public School, I am so proud of our students and staff for this special day and how big of an impact it had on our school and community. Kindness always wins in the end!



## 504 Plans

Submitted by: Robin Johnson, Grygla-Gatzke

I have taught special education for 28 years, and have frequently been asked about 504 Plans. I am going to try and answer some common questions regarding what a 504 Plan is, and what it isn't. A 504 Plan is quite different than an IEP in many ways, but the goal is really the same. The purpose of 504 Plans and IEPs is to ensure that students with disabilities have access to a free and appropriate public education (FAPE). This education must be comparable to children who do not have a disability. Students who are eligible for special education services are covered by the federal law, Individuals with Disabilities Act (IDEA). Under this federal law, a student is eligible to receive special education and/or related services if he/she meets criteria for a disability. What about students who do not meet the criteria described by IDEA? These students may qualify for assistance through the Rehabilitation Act of 1973 under Section 504. This act states that no one with a disability can be excluded from participating in federally funded programs or activities in elementary, secondary, and post-secondary school settings. A 504 plan is intended for children who are able to learn at a typical level of their classmates, with appropriate accommodations in the general education curriculum.

What does a 504 Plan include? It describes specific accommodations that will be needed for a child to have the opportunity to perform at the same level as their non-disabled peers. What are some common examples of these accommodations? Some examples are: a quiet place to work, extended time for tests, wheelchair ramp, blood sugar monitoring, preferential seating in the classroom, an extra set of textbooks at home, a keyboard for notetaking, or an allergen-free environment. A 504 Plan may include one accommodation or be much more extensive. Children do not need a full evaluation to qualify for a 504 Plan, although many do. In

fact, schools often suggest a 504 Plan if the student does not qualify for an IEP. It is also common for parents to request a 504 Plan for their child if he/she doesn't meet special education criteria. Unlike an IEP, 504 Plans are not a legal document and do not include formal goals and objectives, benchmarks, or measurement. There is no standard form for 504 Plans, in fact there isn't even a requirement that the plan be written. An individual school district develops its own plans for students who qualify for a 504 Plan. Every school district has its own procedures in place for implementing Section 504.

What are the two requirements necessary to place a child on a 504 Plan? First of all, a child must have a documented disability which can include a variety of learning or attention issues. Secondly, the disability must interfere with the child's ability to learn in the general education classroom setting. Section 504 of the Rehabilitation Act of 1973, gives a much broader definition of a disability than IDEA does. Section 504 states that a disability must substantially limit one or more basic life activities, such as learning. This is the reason why many children meet the requirements of a 504 Plan, when they do not meet eligibility for special education services.

What are the rights of parents who request a 504 plan for their child? Parents have fewer rights and safeguards in the 504 Process compared with parents who have a child on an IEP. In fact, school districts are not even required to invite parents to participate in the process. In most cases however; schools invite parents to give their input and be a part of the 504 Process. Parents do have the right to invite an educator advocate, family member, or friend to a meeting to take notes and to offer support. Parents usually prepare a written list of possible accommodations that they want to see implemented in the general education classroom. The goal of the 504 Plan meeting is to come to an agreement about specific accommodations that they think will work best for their child. The school district and parent(s) meet to discuss these accommodations, and hopefully come to an agreement on services that may help the child be successful in the general education classroom. A 504 Plan is created by a team of people who know the child and understand evaluation data and special service options. Who may be part of the 504 team? The team may include the child's parent(s), general education teachers, special education teachers, and the school principal. Depending on the situation, the school district may invite other professionals to the 504 planning meeting. At times, the school district and parent(s) may be unable to agree upon accommodations and services for the child. The school district may feel the parent's requests are not reasonable or appropriate. The school district may also feel that the services or accommodations requested by the parent(s) may be too costly or too difficult to implement in the general education classroom. If parents disagree, they may request and participate in an impartial hearing. They may also file a complaint with the school district's Section 504 coordinator. Parents have the right to examine their child's records, and be notified when their child is to be evaluated or identified with an issue.

I hope this information may be helpful to teachers and other professional educators. I do need to mention that the information in this article is based solely upon my knowledge and understanding of 504 Plans. There is so much new and relevant information out there regarding 504 Plans and the 504 Process. I encourage anyone who has interest or further questions about 504 Plans to do research and find out the facts for yourself. I hope all of you dedicated and hard-working teachers have a relaxing and fun-filled summer with family and friends!



CAPSULE

# Introducing...

Meet Debra Koebernick  
Greenbush-Middle River Kramer Brown Board Rep



Hello! My name is Debra Koebernick. This is my first year as a Kramer-Brown representative from Greenbush Middle River School. I have taught in this district for 27 years. I started in special education and have been teaching second grade or the last ten years. Coaching JV volleyball in the fall, spring elementary volleyball, and JO volleyball in June also keeps me busy. I live in the country near Badger with my husband Lee and daughter Ella. Ella is active in a variety of sports and school activities, so we spend a lot of time enjoying her events. During the summer I'm an avid gardener and love going antiquing or junking for new treasures.

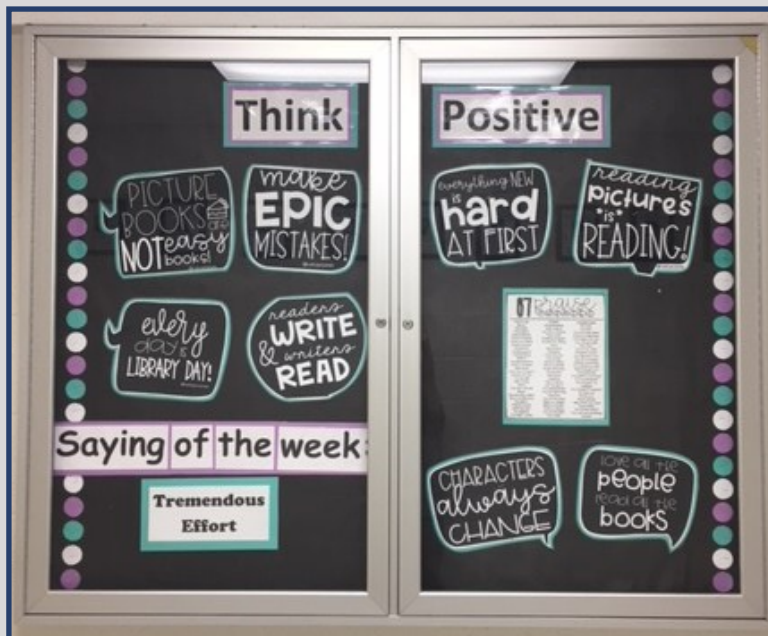
## Great things happening in Red Lake County Central Submitted by: Andrea Eskeli, Red Lake County Central

Great things are happening here at Red Lake County Central. We are shifting our focus from all of the hard work and spring's failed arrival to all of the amazing things that are going on at our school. From time to time we need to take a step back to look at all of the adventures we have been through and re-focus our energy on really celebrating the journey. At the beginning of the year we decided as a school to really focus on being positive. We have been holding monthly celebrations, sharing a praise phrase of the week, posting more great pictures on our website, and have held many events to involve the community.

At our monthly celebrations, we celebrate our Accelerated Reader award winners in front of the student body. Being an avid reader is definitely something we want our students to take with them throughout life. We also like to reward our walkers in the road runner club. Physical activity and health and wellness are very important to RLCC Staff and students. Not only do our students get recognized and celebrated for their reading and physical activity, but we love to call up all of our before we announce our winner. deserves to be recognized for all of of these things are worthy of serve the time to celebrate each

Our Praise Phrase of the Week Kayla Delzer and Jen Jones at Hap-farther by making it a school wide ment this in our classrooms, but cooks, custodians, and parents lize it at home as well. There really kids tell each other, "It's because "You've got this." We hope that far in life.

Our website traffic has been tuning in to see what their kids are classroom, relays in the gym, or a boring school, we put it all on oing. Have you ever asked your child gotten a "NOTHING" response. great photos of sports day, how did to day announcements on the in advance of any upcoming events.



Student of the Month nominees Everyone who has been nominated their dedication and hard work. All recognition, and our students de- other!

came from the energetic team of py Go Teach. We took this one step movement. Not only do we imple- the office staff, paras, librarian, have access on our website to uti- is something special about hearing of you," "You're the Goat," and this movement will bring these kids

astounding this year. Parents are up to. Whether it be an activity in a sports day adjoined with a neigh- that everyone is a part of the learn- what they learned at school and Now our parents can say, "I saw the it go for you?" We also put the day website so that families can know

This year, we have had many events at our school that have involved our families and community members. We invite our moms, aunts, grandmas to attend breakfast one week and our dads, grandpas, and uncles another. Our cafeteria and gymnasium are so full of families and smiling kids that it's hard not to smile with a warm heart. We hold a Family Fun night every year. We have stations set up where kids can do STEM projects with their parents, play Bingo, learn about nature, run through obstacle courses, play with playdough, do a maker space project, and even decorate cookies. We just love to see parents and families getting into education with their kids!

Even though Spring has not yet sprung and MCA weeks are upon us, it benefits everyone to focus on the positives that we have experienced this year. We have many incredible things to celebrate. We are so thankful for our families, students, and to our faculty and staff for making this year's journey unique, exciting, and rewarding.

## Keep Calm, Stay Invested

*Expect more volatility, but avoid letting the headlines alter your plans.*

Provided by Doyle D. Turner

EFS Financial Advisor



**Recent headlines have disturbed what was an unusually calm stock market.** The political uproar in Washington may continue for weeks or months, and it could mean significant, on-going turbulence for Wall Street.

As an investor, a retirement saver, how much will this turmoil matter to you in the long run? Perhaps, very little. There are many good reasons to remain in the market.

**The earnings recession has ended, and the economy has strengthened.** This past earnings season was a superb one. The first quarter of 2017 saw the biggest annualized leap in corporate profits in five years – nearly 15%, according to S&P Capital IQ. The good news hardly ends there. We may be at or near full employment – both the headline jobless rate and the U-6 rate measuring underemployment are back to where they were before the Great Recession began. Inflation has, at last, picked up, and the manufacturing and service sectors have been growing.<sup>1,2</sup>

**The market is still having a good year.** At this writing, the S&P 500 is up more than 5% year-to-date; the Nasdaq Composite, about 12% year-to-date. Given the economic trends mentioned in the above paragraph – and the possibility of more dovishness from the Fed – these indices could certainly see further 2017 gains.<sup>3</sup>

**Remember that many investors come to regret emotional decisions.** Emotions drove many people away from equities in the 2007-09 bear market, and they paid a price; after sinking to a bottom on March 9, 2009, the S&P 500 appreciated 100% in just four years. Some of those who sat on the sidelines as the bull market started ended up buying high after selling low.<sup>4</sup>

Here is another dramatic example: the S&P rose 15.2% in a month (in terms of total return) after hitting a low on October 9, 2002. So, just as the market can drop quickly, it can also recover quickly.<sup>4</sup>

**Breaking news should not dissuade you from pursuing your long-term objectives.** Your retirement savings effort is not momentary, but lifelong. The Dow, Nasdaq, and S&P 500 have climbed higher through all kinds of disruptions in their long history. The S&P has advanced in 72% of the years it has been in existence. Look at the big picture of market performance over time. Understand that pronounced, daily volatility is a disruption of the market norm, not the norm itself.<sup>4</sup>

**Doyle D. Turner may be reached at (218) 766-8522 or [doyleturner@efsadvisors.com](mailto:doyleturner@efsadvisors.com).**

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### Citations.

1 - [cnbc.com/2017/05/12/corporate-profits-just-posted-their-biggest-jump-in-five-years.html](http://cnbc.com/2017/05/12/corporate-profits-just-posted-their-biggest-jump-in-five-years.html) [5/12/17]

2 - [nytimes.com/2017/05/05/upshot/were-getting-awfully-close-to-full-employment.html](http://nytimes.com/2017/05/05/upshot/were-getting-awfully-close-to-full-employment.html) [5/5/17]

3 - [markets.wsj.com/us](http://markets.wsj.com/us) [5/18/17]

4 - [thebalance.com/u-s-stock-bear-markets-and-their-subsequent-recoveries-2388520](http://thebalance.com/u-s-stock-bear-markets-and-their-subsequent-recoveries-2388520) [9/23/16]