



# CAPSULE

THE KRAMER BROWN NEWSLETTER

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

## Special points of interest:

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

## WINTER 2018

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## 2018 Kramer Brown Rep Assembly

January 2018

The 2018 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 14, 2018 at Nordheim Cafe in Karlstad, MN. Registration will be at 5:15pm, meal at 5:30pm, and the meeting to follow.

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

**Only Delegates may vote for any issues brought to the floor.** Each local is entitled one voting delegate plus one delegate for each additional 50 members or fraction thereof. Such as: Thief River Falls – 3 delegates / Roseau and Warroad – 2 delegates.



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

The local President or member is to notify the EM Office in Bemidji at 800-622-4971 or [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org) of the delegate names and the number planning to attend by **Friday, March 9, 2018.**



## Kramer Brown/Northland United Member Rights Overnighter

Mark your calendar!! The Kramer- Brown/Northland Overnighter Workshop is scheduled for **March 16-17, 2018 at the Hampton Inn in Bemidji.**

Your local President will receive information on the workshop and topics as well as the registration information. Contact the Education Minnesota Field Office to register. You may call 800-622-4971 or email Andrea Gross ([andrea.gross@edmn.org](mailto:andrea.gross@edmn.org)) with your numbers.



## From the Field



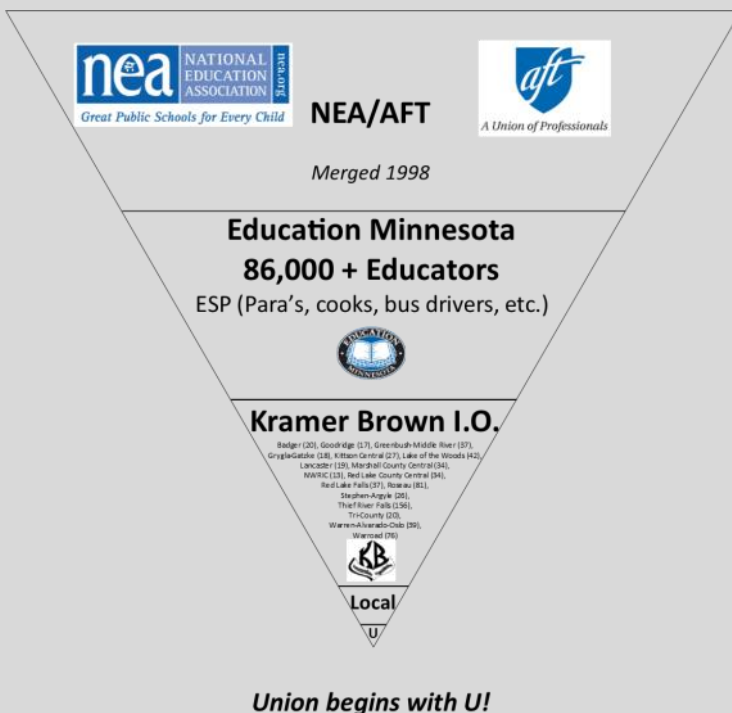
KEVIN YOUNG

I was recently at a meeting with colleagues and we were discussing the work Education Minnesota staff have done in regards to the “Value of Belonging” and the “Power of We” over the last two years. This lead to discussions about where Education Minnesota members are and how members feel about being a member of a union. We are all aware of the members who are “all in” and very active in the union, but we are also aware of others who

are not so involved and may not understand all the work we do and why we do it. This lead me to think about how we could help those who need to know more about what Education Minnesota does, as well as, why we do it. So..... this is my attempt to help all members know why it is so important to belong to your local, an intermediate organization, Education Minnesota, and the American Federation of Teachers (AFT) and the National Education Association (NEA).

To start, I feel it is important everyone understand what the term union stands for. In doing a quick search on the internet, the Oxford dictionary states one of the definitions of union as “an organized association of workers formed to protect and further their rights and interests; a labor union.” To me, the key words in this definition are “their rights and interests”. Why? In conversations with members, it seems much of the time, people belong to the union “in case I need representation.” Yes, Education Minnesota staff are available to support you in any way we can, but belonging to a union is so much more than having access to an advocate when the need arises. It is about being together to support everyone’s rights and interests, not just those of an individual person. It is all about WE, not me.

Knowing the definition of a union, what does that look like for you? Well, after a discussion at a Kramer-Brown Governing Board meeting last summer, I worked with Andrea Gross, Bemidji Office Professional Staff, to develop the diagram below.



As you can see, the union begins with U. Without U, the union does not exist. With U, it does exist and U come together to form a local unit of educators working in a school district. Many locals come together and form a larger organization known as Intermediate Organizations or IO. For U, your local, and 16 other locals, belong to the Kramer-Brown IO. This allows locals to come together to offer professional training opportunities that would otherwise be difficult for a small local to offer.

The KB IO also helps support attendance at state and national events, which would again be challenging for smaller locals to attend. The next level of the organization U belong to is the state organization, Education Minnesota. Education Minnesota has 86,000 + members of teachers, cooks, bus drivers, secretaries, and support professionals in many school districts across the state. Education Minnesota, along with other few other statewide ??? unions, belong to both AFT and NEA. Some of you may remember a time when there were two unions in Minnesota, the AFT and the NEA. Minnesota is one of a few states that merged these two unions in 1998. As a merged state, all members of Education Minnesota are members of both AFT and NEA. In a snap shot, these are all the organizations U belong to as a member of the union.

What does being a member really mean? Being a member of the union allows U to support and advocate for the entire group, not just one’s self. When one member is harmed, we are all harmed. This is why we support each other as educators. This is why we also support other union brothers and sisters. We advocate for education and for students who do not have a voice. Who better knows what students need other than educators? We advocate for better working conditions and higher wages and benefits for all members. We provide members with professional development opportunities, allowing them to keep their license up to date. We fight for fair and equitable wages for all workers, regardless of race and gender. We stand up for the rights of those who may not have a voice. We stand up and fight because We Believe in We.

So..... I hope the information I have shared helps you understand why it is so important for members to Believe in We. There are many who are challenging the idea of Believing in We. They want to weaken unions by encouraging members to drop their membership. This will weaken unions, and We will not have as large a voice when it comes to negotiating or lobbying at the capital. Their ultimate goal is to destroy unions. My hope is that our members will stay strong and continue their membership so the next time I am in a discussion regarding what union brothers and sisters Believe, I can share that I Believe our members do understand, that they “Believe in We”. Continued membership sends a statement that our members Believe in We, because Believing in We means We look out for and support each other as public educators. Believing means We continue advocating for public education. We do this by getting involved in one’s local and supporting colleagues when issues arise. Believing in We means We organize and get involved in the process of helping protect public education. Believing in We means We get involved in the political process and work to elect representatives who support education and unions. Believing in We not only supports you, it supports WE.

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. Believe in the WE. Believing means WE can and will be successful.

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



# CAPSULE



MARA GUST

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

Happy New Year! I am amazed that we are halfway through the school year already. Winter activities are in full swing and we are looking ahead to semester changes. I hope you had an enjoyable holiday break.

The Kramer-Brown Governing board met last November. We reviewed another successful Fall Drive In last October, hosted by the Thief River Falls local. We appreciate everyone who attended and provided feedback for us. As always, your local representative is the best person to convey ideas and requests to the board.

We have MANY events coming up in the next few months. These are opportunities for you to be a little (or a lot!) more involved in your union at the local, regional or state level.

- **January 24** we have the Presidents/Building Reps meeting at the Nordhem cafe in Karlstad. This is for any local leaders and members who would like to learn more. Dinner is provided.
- The Political Conference is coming up in Bemidji **February 2-3**. Info has been sent to local leaders regarding registration.
- The Education Minnesota Presidents Appreciation Weekend is **February 16-17** in Bloomington at the DoubleTree Hotel. If you are a local president and haven't attended, you are missing out! It is a fun, family-friendly thank you for all your hard work.
- **March 14** is the Kramer-Brown Representative Assembly. Delegates will attend the EM Representative Convention April 27-28 in Bloomington.
- All of you should consider attending the **Kramer-Brown/Northland United Member Rights Overnighter** in Bemidji, **March 16-17**. This is a wonderful professional conference for all members. Enjoy a night away at a hotel, free continuing ed hours, and an opportunity to network with union members. A meal stipend is also provided by Kramer-Brown.
- Finally the Kramer-Brown Appreciation Dinner is **May 8** in Thief River Falls. This banquet honors Teachers of the Year, Friends of Education and Retirees. It is an enjoyable evening to celebrate our profession.

As you can see, your local, regional, and state leaders are working hard for you! As always, if you have any questions please reach out to me or your local Kramer-Brown IO representative.

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

### 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 Gross

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



# Minutes

## Kramer Brown Governing Board Minutes

October 25, 2017

Evergreen, Thief River Falls

5:30pm

Chairperson Mara Gust called the meeting to order at 5:35pm.

Members Present: Marcy Helling, Cindy Hanson, Kelly Grahn, Lisa Amb, Bev Torgerson, Beth Kucera, Jon Hams, Mara Gust, Becky Schmidt, Andrea Eskeli, Robin Johnson, Paula Miller, Jill Adolphson, Becky Campbell, EM Field Staff and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications- Mara Gust made the motion to accept agenda as stated.
- B. Introductions/New Members
- C. Secretary's Report
  - Jon Hams made a motion to accept the minutes, second by Bev Torgerson. Motion carried.
- D. Treasurer's Report
  - a. Kelly Grahn made a motion to accept the report, second by Bev Torgerson. Motion carried.
  - b. Lisa Amb and Marcy Helling will get information to Reid Froiland for the audit to be completed/accepted @ the January meeting.
  - c. A committee of 2/3 members will review the findings with Reid Froiland when the audit is complete, Hopefully Lisa Amb can also attend.
- E. Old Business
  - a. New Hires Meeting
    - i. September 19, Evergreen/TRF
    - ii. September 20, Gene's/Roseau \*About 8 new hires were in attendance
  - b. Fall Drive-In, October 4/LHS Commons/TRF
  - i. Evaluations – Discussion on types of sessions offered
  - ii. No Shows – More discussion at Summer Planning
  - iii. Comments/Suggestions – Decide at Nov. meeting
  - iiii. Discussion on door prizes, leave time for set-up
  - c. EM IO Leaders Meeting, St. Paul/October 14
    - i. Discussion on meeting from Mara Gust
- F. Action Items
  - a. IO Grant Review – Mara Gust
  - i. Revised for Kramer Brown members to request funding
  - ii. FINAL recommendation at January meeting
  - iii. Changes to handbook at KB Representative Assembly
  - b. KB Handbook Committee – Avis Kennel, Rose McDonald, Cindy Hanson
    - i. FINAL recommendation at January Meeting, with discussion at Nov. meeting
    - ii. All changes need to be made/voted on at the KB Representative Assembly
  - c. January Meeting
    - i. Wednesday, January 17<sup>th</sup> @ 5:30pm/possibly at Evergreen (Nov.)
    - ii. We will order off the menu with dessert
    - iii. White Elephant Gift (optional)/No other gift exchange
  - d. Summer Planning/June 6 @ 9am
  - i. Pizza served at the EM office for lunch and dinner out
  - ii. Keep the meeting to possibly one day
  - e. Capsule Bios – Add Paula Miller to the Spring Issue
- G. New Business
  - a. MEA Highlights
  - b. Political Conference
  - c. NEA 2018 in Minneapolis – call for volunteers
  - d. New Banner – Robin Johnson will get a tube and it will be stored at EM
  - e. Thank You cards – specific to Kramer Brown to match banner (Andrea, EM office)
  - f. A motion was made by Cindy Hanson to have Thank You cards printed, second by Becky Schmidt. Motion carried. Andrea, EM Office, will check to see how best to purchase them. Board wants them to possibly match banner.
- H. 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:
      - Have not received forms from Grygla-Gatzke, NWRIC, LOW, Tri-county(on-line)
      - Membership renewal forms to Bemidji Field Office by November 1 (This will give us November and December to reach out to those who may have been missed)
  2. Negotiations Update: (see settlement report handout)
    - A. Negotiations Update Meetings
    - B. Please make sure to talk with negotiators about address language areas that are affected by legislative changes (ULA, Tiered Licensing(see tiered licensing handout))
    - C. Possible Survey to all locals re: Union Protection Language and ULA language
  3. Fall Drive-In: THANK YOU to Thief River Falls Education Association and leaders for the extra work. It is very much appreciated!!! Discussion Items : No shows. What do you want to do?; Host for next year?
  4. Audits:
    - 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.

# Minutes

c. Complete e-post card. Takes 5 minutes to complete.  
d. Reminder of KB Audit to be completed and approved at January KB Gov. Board Mtg.

5. Membership Rosters:

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

6. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2016-17 school year to Andrea at [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org). Missing are Badger, Grygla-Gatzke, Lancaster, and RLCC. (If no changes, let her know.)

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

What would you like this to look like? What session(s)?

8. KB/NU Overnighter: March 16/17 – sessions need to be finalized at November KB Gov Bd Mtg. (MRA focus)

Please check with your local MRAs to see what the need is for MRA training

See handout for possible sessions

9. Election, Nov 7, 2018: (see handout)

a. EdMN Political Conference November 17 & 18, Minneapolis Convention Center

b. Regional Political Conference February 2 & 3, Bemidji State University

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

11. 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!!!

12. Other

Reminders:

American Education Week is November 13-17

Next KB Governing Board Meeting – November 29 @

5:30pm

NO President's Overnighter in December.

Capsule Articles: Kelly G., Kelsey L., Becky S., Jill A., Dale C. (bio), Justine S. (bio)

\*\*Due on January 15th

A motion to adjourn the meeting at 8:10pm.

Respectfully submitted,  
Marcy Helling, KB Secretary

## Kramer Brown Governing Board Minutes

November 29, 2017

Evergreen, Thief River Falls

5:30pm

Chairperson Mara Gust called the meeting to order at 5:35pm.

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

A. Adopt agenda with flexibility/Communications- Mara Gust made the motion to accept agenda as stated.

a. Add stamps/envelopes to agenda-Lisa

B. Secretary's Report

a. Jon Hams made a motion to accept the minutes, second by Bev Torgerson. Motion carried.

C. Treasurer's Report

a. Kelly Grahn made a motion to accept the report, second by Rose McDonald.. Motion carried.

b. Lisa Amb and Marcy Helling got information to Reid Froiland for the audit to be completed/accepted @ the January meeting.

c. A committee of 2/3 members will review the findings with Reid Froiland when the audit is complete, Hopefully Lisa Amb can also attend.

NOTE: Change address on receipt form-Andrea, EM Office

D. Old Business

a. KB Banner – Robin will bring tube for banner

b. KB "Thank You" Cards were ordered. Kevin will bring some for Mara, Marcy and Lisa. The rest will be stored at the EM Office.

c. KB Governing Board Meeting/January 17/Evergreen @ 5:30am

ii. The KB board will order off the menu, along with a dessert.

iii. White Elephant gift exchange/optional

d. IO Grant Review – Mara Gust

i. Revised for Kramer Brown members to request funding

ii. FINAL recommendation was presented at Summer Planning

iii. Grant process will begin in the Fall 2018.

E. Action Items

a. KB Constitution/Handbook Committee – Avis Kennel, Rose McDonald, Cindy Hanson

i. FINAL recommendation presented to KB Board at January Meeting. We will look at old/new items.

ii. All changes need to be made/voted on at the KB Representative Assembly

iii. Cindy Hanson will also give a 3 min. presentation on the RC...what it is and where your voice can be heard. She will do this at the Rep. Assembly on March 14<sup>th</sup>.

b. KB Representative Assembly/March 14/Nordhem, Karlstad @ 5:30pm

i. Lisa Amb will be contact person—already planned meal, etc.

# Minutes

ii. Will discuss “action items” that will be presented at the RC to better understand how to vote

## F. New Business

a. President/Building Rep. Meeting/January 24/Nordhem, Karlstad

i. Andrea will make reservation and meal choices-takes place of December Presidents’ Overnighter.

ii. The sessions will include: (1)Advocating for Your Profession (2)Unsession - Topics discussed in a round table style- send out info. In advance

b. KB/Northland United Overnighter/March 16,17/Bemidji

i. \$5 per IO/affiliation grant- Lisa will apply for request for \$5 per member after KB/Northland Overnighter

ii. Registration will be run by Andrea, with help from Marcy and Lisa.

iii. Final trainings will be discussed at the January KB Board meeting.

iv. A motion was made to pay for a ½ day sub for Lisa Amb on March 16 to help organize the registration for KB, second by Avis Kennel. Motion carried.

v. Bev Torgerson made a motion to pay a \$10 meal stipend for those KB members attending the Member’s Rights Overnighter, second by Mara Gust. Motion carried. The KB Treasurer will take care of this.

vi. Bev Torgerson made a motion to have the KB Treasurer purchase 8 (\$10) gas cards for the door prizes at the KB/ Northland Overnighter, second by Becky Schmidt. Motion carried. They will be purchased from Cenex (4) and Holiday (4).

## G. Field Office Report – Kevin Young

### a. Value of Belonging/Member Engagement:

i. 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:

i. Thank You to the locals who have are finished: Goodridge, Lancaster, MCC, Roseau, Stephen-Argyle, WAO

ii. Membership renewal forms to Bemidji Filed Office by Dec. 31

### c. Negotiations Update: (see settlement report handout)

### d. Negotiations Update Meetings

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

### e. Audits:

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

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

iii. 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

### Fiscal Period:

July 1 – June 30

### Due Date:

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

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

### f. Membership Rosters:

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

### g. Updated Leadership Rosters:

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

### h. Presidents/Building Rep. Meeting January 24, Nordhem, Karlstad:

What would you like this to look like? What session(s)?

i. **KB/NU Overnighter: March 16/17** – sessions need to be finalized at January KB Gov Bd Mtg. (MRA focus)

### j. Election, Nov 7, 2018: (see handout)

i. Regional Political Conference February 2 & 3, Bemidji State University

ii. MN Governor seat will be very important to us

iii. Need 11 seats to change to education friendly candidates

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

## H. Other

a. Lisa would like to purchase stamps and envelopes to use for KB events.

b. A motion to have Lisa Amb, KB Treasurer purchase 100 stamps and envelopes to use for KB business purposes was made by Rose McDonald, second by Deb Koebernick . Motion carried.

### Reminder:

1. Capsule Articles: Kelly G., Kelsey L., Becky S., Jill A., Dale C. (bio), Justine S. (bio) \*Due on December 15

A motion to adjourn the meeting at 7:45pm. was made by Bev Torgerson, second by Avis Kennel. Motion carried.

Respectfully submitted,

Marcy Helling, KB Secretary



CAPSULE



## Calendar of Upcoming Events

- January 17 KB Governing Board Meeting,  
Evergreen Restaurant, Thief River Falls
- January 24 Presidents/Building Rep Meeting,  
Nordhem, Karlstad
- February 16-17 Presidents Appreciation Weekend,  
DoubleTree Hotel, Bloomington
- March 14 KB Representative Assembly &  
KB Governing Board, Nordhem, Karlstad
- March 16-17 KB/NU Member Rights Overnighter,  
Hampton Inn & Suites, Bemidji
- April 23-27 Administrative Professionals Week
- April 25 Administrative Professionals Day
- April 27-28 EM Representative Convention,  
DoubleTree by Hilton, Bloomington
- 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 5-6 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

### Registration open for union leadership institute

Education Minnesota’s Emerging Leaders program is now accepting applications for its summer 2018 training.

The program looks to build the skills of tomorrow’s union leaders. The training will be held June 19-21 at the College of St. Benedict in St. Joseph.

Attendees will learn to identify aspects of quality leadership, develop their own leadership potential, understand personality and generational differences, explore leadership opportunities within the union, develop the ability to engage members one-on-one, embrace diversity in the workplace and much more.

Registration is free, but space is limited. Education Minnesota reserves the right to limit the number of registrants from the same local. Meals, lodging and all training materials are covered as well.

For more information, go to [www.educationminnesota.org/advocacy/Union-U/emerging-leaders-program](http://www.educationminnesota.org/advocacy/Union-U/emerging-leaders-program).

# teacher appreciation Week

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

Tuesday, May 8, 2018 is National Teacher Day. THANK YOU Kramer-Brown Teachers! This is the time we honor you and recognize all the contributions you do for your school, community and especially the students. Although it does take a lot of people to make a school succeed, National Teacher Day focuses on the teachers who work to make public schools great places for students to succeed in life.

The week of May 7-11 2018 is designated Teacher Appreciation week by the National PTA.





## CAPSULE

### Volunteers needed for the 2018 National Education Association Representative Assembly in Minneapolis, June 30-July

With the 2018 National Education Association's Representative Assembly being held in Minneapolis, June 30-July 5, volunteers are needed to help the event run smoothly. Members can learn more and register for volunteer shifts at <https://goo.gl/6Cnpab>. Members can also contact the host committee at [neara2018@gmail.com](mailto:neara2018@gmail.com). A training will take place prior to the event on June 29.

Volunteer opportunities include:

#### **Delegate Services**

The delegate services committee provides services for delegates with physical challenges.

#### **Information and Registration**

The information and registration committee provides volunteers for information booth and registration area.

#### **NEA Fund for Children**

The NEA Fund for Children and Public Education is charged with soliciting voluntary contributions from NEA members, their family members, and NEA and affiliate staff for use in the campaigns of candidates for federal office.

#### **RA Telephone Network**

The RA telephone network committee is responsible for staffing and operating the microphone and telephone system used by delegates to communicate with the presiding officer and the assembly in order to participate in the association's business.

#### **Event Services**

The event services committee includes volunteer opportunities such as ushers, floaters, host committee room monitor for meals, HCR dinner, joint conference and other special event help

### Watch the political conference's gubernatorial candidate forum on website, Facebook page

On Nov. 17, Education Minnesota hosted a gubernatorial candidate forum at our 2017 Political Conference featuring six DFL and two independent candidates for Minnesota governor.

Members submitted questions for the candidates when they registered for the conference, at the MEA conference in October and on social media. Education Minnesota collected the responses and created questions that represented the most popular and concerning topics. Members from around the state were chosen to ask the questions.

Candidates were asked about educator salaries, recruitment and retention, student loan debt, mental health services in schools and much more.

The forum was the first step in Education Minnesota's endorsement process for governor.

Video of the forum is available on Education Minnesota's website, [www.educationminnesota.org/advocacy/politicalaction/Political-conference](http://www.educationminnesota.org/advocacy/politicalaction/Political-conference), or on our Facebook page under Videos.







# CAPSULE

## Minnesota Commissioner of Education Visit to Thief River Falls

Submitted by: Rebecca Schmidt, Thief River Falls Board Rep

Thief River Falls Public Schools hosted Minnesota Commissioner of Education Brenda Cassellius on October 10, 2017. Thief River Falls was one stop during the Commissioner's tour of a number of northwestern Minnesota school districts. We were very excited to host the Commissioner for this site visit! In addition to visiting three of our school sites within the district, Commissioner Cassellius and her team took time to tour Digi-Key and Textron, Ralph Engelstad Sports Arena, housing developments, have a lunch meeting with local government leaders, and provide a radio interview at KTRF Radio.

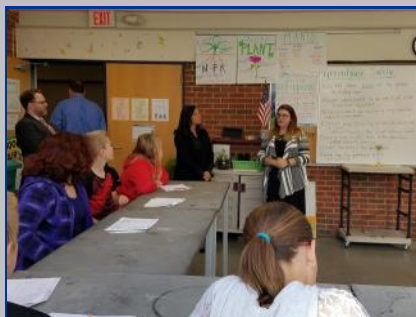
Here are just a few of the highlights of the Commissioner's visit to Thief River Falls Public Schools.

### Challenger Elementary School



Commissioner Cassellius first stop in Thief River Falls was Challenger Elementary where she was able to observe the PRESS Program. PRESS is a reading framework for structured literacy instruction K - 5 with a multi-tiered system of support. The Commissioner was able to observe how teachers are providing quality instruction to students in a 4th grade classroom using this literacy framework. Teachers were able to provide instruction as the Commissioner looked on. She was accompanied on the visit by Patrick Marolt, Principal, and Sara Olson, Coordinator of Curriculum & Instruction at TRF Public Schools.

### Franklin Middle School



Commissioner Cassellius visited with a 6th grade Greenhouse Exploratory class at Franklin. Students were so eager to share their amazing work in the greenhouse! Mrs. Murry was proud of her students and was excited to share how she uses Greenhouse curriculum to supplement science instruction. Bob Wayne, Principal, provided the Franklin Middle School tour for the Commissioner and her group.

Photo Credit: Brenda Cassellius/MN Dept of Ed.

### Lincoln High School



Lincoln welcomed Commissioner Cassellius for a brief tour, as well. She interacted with students and opportunities available at LHS. The Commissioner visited the Construction Trades on-site building project. Students were eager to visit with the Commissioner and discuss skills acquired in the Construction Trades program. She was accompanied by Scott Brekke, Principal, during her visit to LHS.



# CAPSULE

## American Education Week

Submitted by: Kelly Grahn, Badger

By: Pitchawee Chairpamote

National Education Association's 96th annual American Education Week was celebrated on November 14-18. It is a time for Americans to celebrate public education and honor individuals who are making a difference in ensuring every child receives a quality education. This year's campaign emphasized that our nation's public schools are here for each and every student — no matter the circumstance, everyone is welcome and all deserve the support, tools,



and time to learn.

It was a fun week enjoyed by both students and staff. American Education Week's celebration at Badger School included:

*Monday* ~ Students kicked off American Education Week with coloring fish for "We may all be different kind of fish, but in this school we swim together." They also colored a cutout person and those cutouts created a chain showing how "every person is linked to another."

*Tuesday* ~ Support Staff Appreciation Day ~ sweets and selfies all day

*Wednesday* ~ Teacher Appreciation Day ~ toaster treats in the workroom

*Thursday* ~ Parents/special guests had breakfast with their children.





CAPSULE

## 2018 Education Minnesota Representative Convention

The Representative Convention is our highest governing body, with more than 600 elected delegates meeting annually to set policy for the union. We typically mail information to local presidents as part of the Convention Call in late February each year. The 2018 Education Minnesota Representative Convention is scheduled for April 27-28 at the DoubleTree by Hilton Bloomington Minneapolis South.

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

Local presidents must submit all delegate and alternate names no later than March 23. The registration link is <https://www.educationminnesota.org/members-only/representative-convention/faq>

The deadline for submitting proposed amendments to the Constitution and Bylaws is Jan. 17. The cut-off date for securing reservations at the Education Minnesota convention rate is March 30.

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



**THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS**

## NEA Representative Assembly

The National Education Association Representative Assembly, the NEA's major decision-making body, will be June 30-July 5, 2018 in Minneapolis, Minnesota.

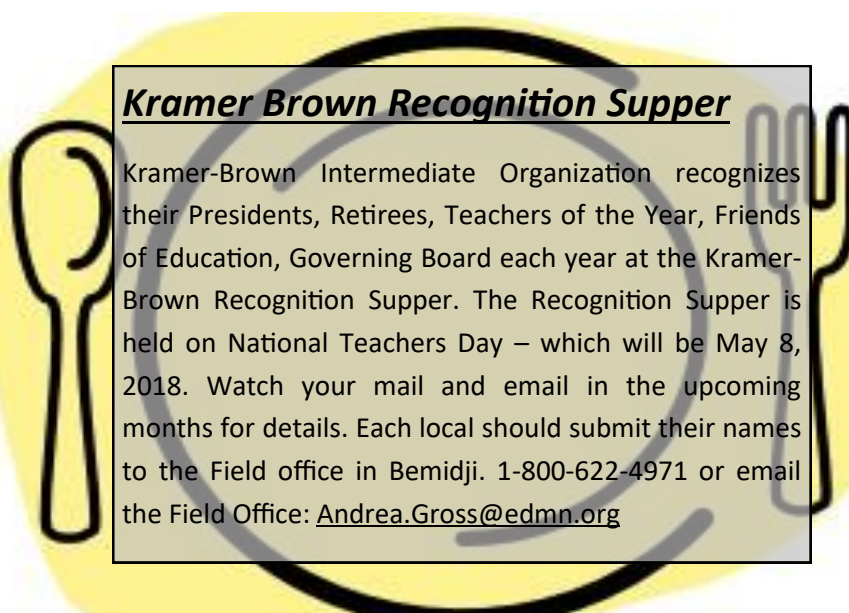
***NEA: We Educate America***



Over 9,000 delegates will gather for NEA's 156th annual meeting and 97th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

## ***Kramer Brown Recognition Supper***

Kramer-Brown Intermediate Organization recognizes their Presidents, Retirees, Teachers of the Year, Friends of Education, Governing Board each year at the Kramer-Brown Recognition Supper. The Recognition Supper is held on National Teachers Day – which will be May 8, 2018. Watch your mail and email in the upcoming months for details. Each local should submit their names to the Field office in Bemidji. 1-800-622-4971 or email the Field Office: [Andrea.Gross@edmn.org](mailto:Andrea.Gross@edmn.org)



## New training available on restorative, trauma-informed practices

Education Minnesota is now offering two new professional development trainings, based on last year's Educator Policy Innovation Center report on trauma-sensitive, restorative practices.

"Introduction to Restorative Practices" and "Introduction to Trauma-Informed Practices" are now both part of the Education Minnesota Professional Training for Educators offerings.

"There is an alarming trend of the uses of exclusion practices, which leads to students' aggression both verbal and physical, students experiencing trauma and students mastering the art of breaking relationships and lacking the skills to repair them," said Gwen Johnson, an occupational therapist in the Northeast Metro 916 School District, who served on the team that created the EPIC report and helped develop this training. "However, I have seen the positive impact when a child is taught in a safe, nurturing and inclusive environment, when educators take the time to discover the function of students' behavior, and when children develop skills to repair relationships."

The restorative practices training will teach participants about the history and seven guiding principles of restorative practices. Participants will have the opportunity to take part in a circle process and reflect on the benefits of restorative practices in learning communities. Participants will also be given time to reflect on their own classroom, site and district's capacity to adopt restorative practices.

The trauma-informed practices training will look at the Minnesota Adverse Childhood Experiences (ACEs) study and how toxic stress alters students' brains and its impact on learning.

The 60-minute trainings can be done separately or together as a two-hour block. If you are interested in the trainings, please contact your local field staff.

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**Meet Justine Schumacher  
Roseau Kramer Brown Board Rep**

# Introducing...

Hello all, my name is Justine E. Schumacher and I have been working both in the medical and public school settings for 20 years. I am currently a speech-language pathologist in the Roseau School district for the past 3 years. I have a Master's degree in Speech-Language Pathology as well as Early Childhood Special Education from the University of Grand Forks. In addition to teaching, I am an assistant coach for the Speech Team, co-advisor for Junior Class Prom and an elementary basketball coach for my daughter's fifth grade team. I live in Roseau with my husband and five children. Cassie (senior in college), McKenna (junior in high school), Garon (freshman in high school), Kolin (seventh grader) and Calista (fifth grader), needless to say they keep me busy! When I have some spare time, I enjoy cooking and reading.

## **Breakfast with Dad's at Red Lake County Central Elementary**

**Submitted by: Andrea Eskeli, RLCC**



No matter what age you are, no matter where you are in life, everyone has a “dad” of some fashion who has been a role model in their lives. “Dad” is a very powerful word, and a very complex yet rewarding position to fill. Whether your “dad” is the man who created you or a man who inspired you, this is a position not to be taken lightly by those who take the job, nor by those seeking guidance and support.



All year at Red Lake County Central Elementary, we work hard to ensure that the kids at our school are getting a well-rounded education from every adult in the building. We not only teach them to read, write, to do math, and to spell, but we try our best to teach them to show respect for everyone, to learn from each other, to be proud of themselves for everything they accomplish, and to persevere even when you feel like quitting. No matter how much we try, no matter how many tests we administer, no matter how many lessons we teach in school, there is no greater lesson than that taught to a child by the presence of a “dad.”

Every year at Red Lake County Central Elementary, we host Breakfast with Dad's. Everyone chips in. The custodians set up early and make sure the school is sparkling. Mrs. Morinville and Mrs. Gustafson take the tickets, the cooks make a delicious breakfast, the para-professionals serve coffee and assist in any way that they can. This year even Mrs. Sorenson, the Librarian, did the dishes while Mr. Fougner, the Principal, made sure kids are getting safely dropped off and everything is running smoothly. Seeing all of the “dads” proudly escorted by their kids makes everyone smile from the inside out!



At Breakfast with Dad's last year we served 285 people and this year we served 316. Breakfast with “Moms” will be held on March 30<sup>th</sup>. We would like to take this opportunity to be thankful for our community. We are thankful for our Faculty and Staff who so kindly pull together to help make these events so meaningful for students. We are SO thankful for the “dads” who guide ALL of our area youth, and we are grateful beyond words for our students who so proudly share their “dads” with us here at the school. We look forward to seeing all of the great “dads” next year.



### “GetBUSY”

**Building the Ultimate and Successful You  
21<sup>st</sup> Century Community Learning Centers  
Engaging Families ~ Supporting Student Success**

Submitted by: Jill Adolphson, Stephen-Argyle

Four school districts in northwest Minnesota partnered in a 21st Century Community Learning Center Grant proposal and were selected to receive the 21<sup>st</sup> Century Community Learning Centers, Cohort 7 Grant on Sept. 1, 2017. The purpose of the funding/grant is three fold. First, to provide academic learning opportunities before school, after school, early outs, weekends, holidays, and summer enrichment programs. Second, it affords the grantees the ability to offer a broad array of additional services, programs, and activities, such as youth development activities, Career Readiness programs, STEAM/STEM programs, and character education programs, that are designed to reinforce and complement the regular academic programs of participating students. Third, it provides the means in which to create, and offer, family engagement learning experiences/ events. This remarkable opportunity for all students and their families, is the result of a four-school district partnership which includes Fosston, Win-E-Mac, Stephen/Argyle, and Waubun/Ogema/White Earth.



The 21<sup>st</sup> Century Community Learning Centers program is a federally-funded program that provides students a safe learning environment during non-school hours. The Center Coordinator at each site will provide and oversee a range of high quality services to support regular school-day academics and development, including but not limited to: tutoring and mentoring, academic enrichment, homework assistance, service learning, character education, STEM activities, the Arts, recreational activities, Math and Reading Literacy and dropout prevention. They also look forward to Family Nights, when adult family members actively participate with students through educational and personal development opportunities.



# Introducing...

**Dale Carlson  
Roseau Kramer Brown Board Rep**



My name is Dale Carlson. I have been teaching in the Roseau school district about 7 years working as a special education teacher in the high school. Prior to that I was in the Thief River Falls school district for 10 years both as school social worker, then as an elementary special education teacher. My previous life also included work in a therapeutic care facility for children and adolescents, as a county social worker and as in-home family therapist. My undergraduate degree was from Moorhead State University in social work and criminal justice and my master’s degree is in special education from the University of North Dakota. This is my first year on the Kramer-Brown board as a “trusty sidekick” to Justine Schumacher. I have two incredible sons, a fantastic daughter-in-law, and an amazing grandson that is every bit a father’s curse come true (he is TOTALLY his father!).



CAPSULE

# Kramer Brown Fall Drive In Thief River Falls October 4, 2017



## Should Millennials Be Your Money Models?

*Gen Y is doing some things right when it comes to saving & investing.*



DOYLE D. TURNER

EFS FINANCIAL ADVISOR

**Financially, Generation Y is often criticized for being risk averse & unaware.** Is this truth, or is it fiction? In some instances, pure fiction. Here are some good financial habits common to millennials – habits their parents and grandparents might do well to emulate.

**Millennials are good savers.** Last year, Bankrate found that about 60% of American adults younger than 30 were saving 5% or more of their paychecks. Only around half of the adults older than 30 were doing so. This difference is even more interesting when you think about the overhanging college debt faced by many millennials and the comparatively greater incomes of older workers. Twenty-nine percent of millennials were saving 10% of their incomes last year, right in line with the average for other generations (28%).<sup>1</sup>

**Millennials value experiences more than possessions.** Data affirms this view – in a Harris Poll of millennials, 78% of those surveyed said that they would rather spend their money on an experience or an event rather than some pricy material item. In contrast, some members of Gen X and the baby boom generation have spent too much money on depreciating consumer goods, with too little to show for it.<sup>2</sup>

**Relatively speaking, Gen Y is less prone to drawing down its retirement funds.** In the 2016 Transamerica Retirement Survey, just 22% of Gen Y workplace retirement plan participants said that they had tapped into a plan for a loan or a withdrawal. That compares with 28% of boomers and 30% of those in Generation X.<sup>3</sup>

**Millennials are directing money into equity investments at a relatively early age.** As *Investors Business Daily* reported in May, the median age at which millennials begin investing in these vehicles is 23. For Generation X, it was 26. Younger baby boomers made their first such investments at a median age of 32, and older baby boomers did so at a median age of 35. While roughly one-third of millennials are invested in equities, their comparative head start may help them compensate.<sup>4</sup>

**They also embrace technology in a way that some boomers do not.** The Internet is filled with financial information, and millennials may go out and learn on their own about investment types, tax laws, and saving and investing resources rather than waiting for a tax, financial, or human resources professional to explain things to them. While a little knowledge can be dangerous, having some information is better than none.

In short, the members of Generation Y are doing some things that may really pay off for their financial futures. Other generations might want to take notice.

**Doyle D. Turner may be reached at (218) 751-0304 or [doyleturner@efsadvisors.com](mailto:doyleturner@efsadvisors.com).**

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### Citations.

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