



# 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:

- Fall Drive In
- American Education Week
- Political Conference now called MEA
- Summer Seminar
- 2015 NEA RA

## FALL 2015

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## 2015 Fall Drive In Sessions: September 2015

The 2015 Kramer-Brown I.O. FALL DRIVE-IN will be held at the Tri-County School in Karlstad, MN on October 7th!

### AGENDA

- 5:00 Registration
- 5:30 Dinner
- 6:00 Welcome/Intro
- 6:15 - 7:15 Session I
- 7:20 - 8:20 Session II
- 8:25 Refreshments & Door Prizes

Information for the evening has been sent to all local Presidents.

Pre-registration for your sessions is required. Call Andrea Gross at the Bemidji Education Minnesota field office at 800-622-4971 or email [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org) with your sessions.

The Fall Drive-In is a fun, interactive, educational evening. It is the opportunity to introduce your new teachers to other professionals in our area and reacquaint with friends, as well as gain important information to help you through the year and planning for the future retirement.

## CONTINUING EDUCATION CREDITS!

Encourage your members to attend the 2015 Fall Drive-In.

Please remember to bring your own electronic devices

### TRA Pension Education/Investment Planning/LTC

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

### AFT Renewal Session: Positive Behavior Intervention Strategies

Focuses on effective group management strategies that will lead to engaging all students in learning.

### AFT Renewal Session: Reading Seminar

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

### What's New ask the Lawyer

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

### Take it or Leave It

Can I use FMLA to care for my sick grandchild? Does the district have to give me time off to send off my son who was just called up for active duty? My child's school program is during the day but I don't know if I can take time off to attend. This session will review various state and local leave laws and include what to look for in your collective bargaining agreement. Bring your contract and your questions.

### Google Classroom

Do your students forget to share their work with you, or are you getting tired of receiving assignments through email? Google Classroom is for you! It weaves together Google Docs, Drive, Gmail, and Calendar to help teachers create and organize assignments quickly, provide feedback efficiently, and communicate with their students with ease.

### Top Tech for Elementary Classrooms

Examples and tutorials provided for free apps and free web-based education resources. This will be a fast-paced session. Handouts or access to paperless sharing will be provided.

### TRA: Your Paycheck of the Future!

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

### Understanding Bullying Impacts & Interventions

Bullying behaviors often have their source in emotional difficulties, mental health disabilities, or trauma-informed behaviors. These behaviors also often produce these same difficulties in the victims and even bystanders. Explore the underlying drivers of bullying, the potential impacts on the victims, and strategies for intervention with both bullies and victims.

### What's Going on Here?

Learn child and adolescent mental health identification tools for the classroom, including response and accommodation strategies. Topics include anxiety, depression, trauma, oppositional behaviors, and more. Learners will gain practical accommodations strategies to increase learning as well as response strategies to maintain and increase positive communication with students in crisis.

### Zumba

The perfect combo of fun and fitness has made Zumba® classes a world-wide phenomenon.



## From the Field



KEVIN YOUNG

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

As I write this, the football practices have begun and soon the other extracurricular fall activities will join them. Games and matches are just around the corner, with many taking place prior to the start of the

school year. Many of you are already giving up some of your summer to prepare materials, lessons, and classrooms for students.

By now you are fully engaged in doing what you do best, teaching, advising, counseling, and coaching. It seems that teachers are continually asked to do more with less. Expectations continually change. Since it is an odd number year, many of you will start the school year without a current contract in place. This is the time for locals to voice their concerns with your district. It is the time to realize the importance of organizing and collaborating to accomplish desired goals. Successful contract negotiations are only achieved if everyone is involved and supportive of the cause. I also encourage everyone to show their support for your negotiations team. For many locals, negotiations are becoming more and more difficult. The process is taking longer and your negotiations team is working many hours advocating on your behalf. Please take the time to thank them for all their hard work. Also, please let me know how I can be of assistance as your local works to a fair and equitable settlement. I will do my very best to find information that will help in the negotiations process.

Now is also the time for you to identify and engage fellow members to get involved. Reach out to them to learn what their important issues might be. Learn their thoughts and ideas how to support students and the community in today's every changing world. Joseph Badaracco, Professor of Business Ethics Harvard University, stated in *Leading Quietly: An Unorthodox Guide to Doing the Right Thing* "In today's environment, hoarding knowledge ultimately erodes your power. If you know something very important, the way to get power is by actually sharing it." Please reach out to your colleagues and share your knowledge and information. Whether you are an experienced, veteran teacher or a new to the profession, we all can learn from each other. As educators, we prepare students to be lifetime learners and sometimes we need to remind ourselves we need to be lifelong learners too. Sharing knowledge with each other will make your local stronger as you work towards helping students be as successful as they can, influencing decisions made within your school, and reaching a quality contract settlement.

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

### LOCAL REPRESENTATIVES:

Badger ..... Kelly Grahn  
Goodridge..... Jennifer Sargent  
Greenbush-Middle River..... Mara Gust  
Grygla-Gatzke.....  
Lake of the Woods..... Cynthia Hanson  
Red Lake County Central..... Andrea Eskeli  
Red Lake Falls..... Shirley Johnson  
Roseau ..... Pam Lovejoy  
Roseau ..... Sheri Pearson  
Thief River Falls..... Marcy Helling  
Thief River Falls..... Avis Kennel  
Tri-County..... Lisa Amb  
Warren-Alvarado-Oslo..... Beverly Torgerson  
Warroad..... Rose McDonald  
Education Minnesota Field Staff..... Kevin Young  
Education Minnesota Support Staff..... Andrea Gross

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

As I mentioned in last fall's article, if you have any local levy campaigns this fall, please let me know as soon as possible. Education Minnesota can help you in the process of passing a levy. We want to help.

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).





## CAPSULE



JUDY TURENNE

### 2015-2016 Kramer Brown I.O. Chair

Welcome to the 2015-16 school year! I hope you found time to relax, renew and remember all the good things that happened in 2014-2015.

Your KB Governing Board met June 3-4 at Ruttger's Resort in Bemidji for the Summer Planning meeting. We reviewed the events from last year and set the schedule for this year. We used your comments from the evaluations as a guide. Thanks to all members that provided feedback.

This year's NEA Assembly was held in Orlando, Florida during July 1-6. Cindy Hanson (Baudette) and myself (Warroad) were state credentialed delegates. Pam Lovejoy (Roseau) was the KB cluster delegate. Please read our articles about the assembly in this edition of the Capsule.

The EM Summer Seminar took place August 3-5 at St. Ben's University. KB vice-chairperson, Shirley Johnson (Red Lake Falls) Cole Boehmer (Red Lake Falls) and myself represented the Governing Board. Also in attendance were Reid Froiland and co-presidents Sara Johnson and Sandy Fladeland from Thief River Falls. The agenda included group and individual sessions, an opportunity to be featured in EM's next advertising campaign, a humorous improv performance, tours of the area and time to network with colleagues and staff. Please consider attending next year. KB will pay for one mileage and registration from each local to help with funding.

The Presidents' and New Hires' meeting will be held in Thief River Falls on September 23 at 5:30 pm. Presidents will learn about the NEA, EM and KB events this year and other pertinent information. New hires will receive a packet of essential advice for probationary teachers.

The Fall Drive In is scheduled for October 7 at 5:30pm in Karlstad. Look forward to a detailed description of great sessions based on your suggestions from last year.

On October 21, the KB Governing Board will meet at 5:30pm in Thief River Falls to continue planning the events in 2016.

American Education Week is 16-20 this year. Check- out [nea.org](http://nea.org) for great ideas about how to celebrate in your community.

The Presidents' and Building Reps' Overnighter will take place in Thief River Falls at the Quality Inn beginning at 5:30 pm. This is a great opportunity to visit with EM legal staff and network with other locals. The KB Governing Board will meet upon conclusion of this event.

You will be reminded of all KB/EM/AFT & NEA events through the calendar in the KB Handbook, in all editions of the KB Capsule and by personal invitations to all locals from the field office.

I wish you a positive and productive school year and many memories with your students!

### Back-to-school lessons, online resources available on [educationminnesota.org](http://educationminnesota.org)

Education Minnesota's website features a page with links to various lesson plan and classroom resource web pages.

Links include the American Federation of Teachers's Share My Lesson and National Education Association GPS Network pages, as well as Teacher Tube.

Education Minnesota also has over two dozen boards on Pinterest that cover everything from professional development to lesson plans.

### Stay informed as ESEA reauthorization moves to conference committee

Congress is closer than ever before to overhauling the failed Bush-era No Child Left Behind law.

The Senate recently approved a reauthorization of the Elementary and Secondary Education Act, or ESEA, called the Every Child Achieves Act. The House has also narrowly approved a Republican-backed version of ESEA, called the Student Success Act.

The two bills are now headed to conference committee, where members from each chamber will try to hammer out differences and produce a compromise.

The National Education Association and the American Federation of Teachers are asking members nationwide to contact their lawmakers in support of the Senate's version of ESEA reauthorization. Education Minnesota also supports the Senate bill as a crucial first step toward smarter assessments and accountability.

For more information, go to <http://educationminnesota.org/advocacy/at-the-legislature/ESEA-reauthorization>.

## **Kramer Brown Summer Planning Meeting June 3-4, 2015 Ruttger's Resort/Bemidji, MN**

Chairperson Judy Turenne called the meeting to order at 12:50pm.

Adopt Agenda with flexibility: Moved by Shirley Johnson, second by Avis Kennel. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Judy Turenne, Kelly Grahn, Rose McDonald, Mara Gust, Beth Kucera, Shirley Johnson, Bev Torgerson, Kate Moll, Lisa Amb, Pam Lovejoy, and also EM Field Staff, Kevin Young and Andrea Gross.

Correspondence: Thank you from Larry Langevin, retiree

### A. Field Office Report - Kevin Young

1. Negotiations Update
  - a. Send Settlement Reports to Andrea and Kevin ASAP (Avg. is about 2 1/2%)
  - b. Electronic Copy of Contracts in Word to Andrea and Kevin ASAP
2. TD&E Joint Agreement
  - a. If any changes were made in plan and/or joint agreements, please send us a copy.
  - b. Agreement expires on June 30
  - c. Vote on agreement, approval by school board, send copy to EM
3. SPED Workload/Caseload - Policy 427 (handouts on file)
  - a. Must be negotiated /be a part of Master Contract
4. Local Leaders Roster
  - a. When changes are made, please contact Andrea ASAP
5. Local Audits
  - a. Get in ASAP- much better this year!
6. Dues Payments
  - a. Reminder to get completed
7. Membership Rosters
  - a. Make sure all are turned in for 2014-15 School Year
  - b. Drives dues payments and needs to be accurate
8. Summer Seminar/August 3-5
  - a. Make an effort to attend and encourage members to attend; some new sessions this year; multiple ways for more members to attend w/o paying fees; etc.
  - b. Emerging Leaders - limited to 25 and begins at noon on Monday.

Kramer Brown will pay the registration fee to the Education Minnesota Summer Seminar for one person from each Kramer Brown local. To assist with travel expenses, Kramer Brown will pay the full IRS mileage rate for one vehicle per local. If members choose to travel in more than one vehicle, Kramer Brown will pay 50 % of the IRS rate for two vehicles.

In no case will Kramer Brown be responsible for more than the cost of mileage for one vehicle at 100% of the IRS rate. Final payment for mileage will be paid on submission of a voucher and a paragraph for the Capsule on your Summer Seminar experience by August 15th to the Kramer Brown treasurer. (Approval August 2014)

9. Group Settlement Assessment
  - a. Will be offered at Summer Seminar-a great way to get them done at one time.
  - b. Look at holding a session locally - about 2 1/2 hours.
10. Electronic copy of KB Handbook - Those wanting a hard copy can request one.
11. Legislative Session and Special Session
  - a. Settled with possible update in the Fall
12. Value of Belonging - more information to come/ involve members one-on-one
13. Bargaining Bulletin - Mobile device use and Member Privacy
  - a. Review district policy
  - b. Put into negotiations language
14. Political Conference/January 22,23/Bloomington, MN
  - a. There is a possibility of one in Moorhead or Bemidji - closer for locals
15. Other

B. Secretary's Report: Moved by Beth Kucera, second by Mara Gust. Motion carried.

C. Treasurer's Report: File as reported.

### D. Old Business:

1. Negotiations Overnighter/Hampton Inn/Bemidji, MN
  - a. It was very well attended, with positive comments from members. The CORE trainings were well attended, very organized. Nice to have TALL involved.
  - b. Here are further points of interest:
    - Reminder for people to bring devices
    - Possibly offer 2nd ELL training for licensure
    - "Extra" help for registration was worthwhile
    - Make sure to take personal conversations into the hallway
2. EM Convention Report (Information from delegates)
  3. Teacher Recognition Dinner Evaluation/Quality Inn (formally Best Western)
    - a. Food and entertainment was great/well attended (about 87)
    - b. Pictures taken by Lisa A. - very organized/great for Capsule
    - c. No speaker - kept the program moving
    - d. Have a representative from your local attend to present (Reminder)

# Minutes

## 4. Reviewed Kramer Brown Governing Board Standards/ Norm Sheet

### 5. NEA Rep. Assembly State Credential Delegates

a. Pam L. (KB Cluster Delegate), Cindy H., Judy T. (State Delegates)

### 6. Updated Years of Service/2015

- 0 years - Kathleen Kallis, Sherry Pearson
- 1 years - Kate Moll
- 2 year - Lisa A., Mara G., Jennifer S., Jill A.
- 3 years - Andrea E.
- 4 years - Bev T.
- 8 years - Avis K.
- 9 years - Pam L., Rose M.
- 10 years - Shirley J.
- 11 years - Cindy H.
- 12 years - Kelly G.
- 21 years - Judy T.
- 22 years - Marcy H.
- 24 years - Beth K.

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

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

### E. Action Items:

#### 1. Appointed positions for 2015-2016 Kramer Brown Governing Board

Chairperson - Judy Turenne Vice Chairperson - Shirley Johnson  
Secretary - Marcy Helling Treasurer - Beth Kucera

A motion was made by Rose M. to appoint the following positions (noted above) to the KB Governing Board for the 2015-2016 year, second by Avis K. Motion carried.

#### 2. August KB Governing Board Meeting

a. KB meeting will be held on Aug. 31 at the Evergreen/TRF @ 5:30pm.

b. Possible Legislative Session to begin at 4pm, with meeting to follow.

c. Could possibly move meeting to week before (Aug. 24)-will keep board posted

#### 3. KB Capsule

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

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

#### Assignments for Capsule articles/ 2015-2016:

Fall: Shirley J., Lisa A., Kathleen K. (bio), Sherry

P. (bio), Cindy H. Due: Aug. 15

Winter: Kelly G., Avis K., Pam L., Rose M., Jill A.

Due: Jan. 15

Spring: Bev T., Kate M., Mara G., Andrea E., Due:

Apr. 15

A motion was made by Beth K. to give a \$50 stipend to Lisa Amb for taking this year's Capsule pictures, second by Shirley J. Motion carried.

#### 4. Pamphlets

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

#### 5. 2015-16 Budget

a. Switch Neg. to Member Rights on the budget and keep other figures the same.

A motion was made by Bev T., second by Rose M. to accept the budget as revised/with changes made as listed above. Motion carried.

#### 6. Calendar for 2015-2016 (as noted)

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

#### 7. KB Handbook/2014-15

NOTE: No major changes to this next year's KB Handbook

#### 8. Fall Drive-In 2015

October 7/Tri-County Schools/Karlstad, MN

Registration at 5:00pm

Dinner at 5:30pm

Welcome/Intro. at 6pm

Meal - \$10/\$12

Session I at 6:15-7:05pm

Dessert - (cookies/water)

Session II at 7:15-8:10pm

Evaluations (mints)

Refreshments/Door Prizes at 8:15pm

Entertainment (45 min.)

Contact person: Lisa Amb, Tri-County Schools

Door Prizes (\$25 per local )

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

#### Suggested Sessions: (Will review at August meeting)

Google Drive (Kelly Weets)

ELL (2 sessions/TALL)

Mental Health/Bullying Component/Tim Denney (2 sessions)

NOTE: Beth will contact if needed/No ELL sessions available

Positive Behavior Interventions Strategies

Reading Seminar

# Minutes

TRA (Younger members)  
 What's New...Ask the lawyer (technology piece)  
 Pension/Investment Planning (2 sessions)  
 Elementary Technology (Lisa Amb and Mara Gust)  
 Zumba (Lisa A. will check with person from Hallock)  
 Take It or Leave It/Legal Issues

9. A motion was made by Lisa A. to add a \$10 stipend for lunch on June 4, 2015, second by Rose M. Motion carried.

## Recess at 5:45pm on June 3rd / Reconvene at 9:05am on June 4th

### F. New Business:

1. President's/New Hires/September 23/Evergreen, TRF
  - a. Meal: Sandwich/Soup Bar
  - b. Program: Presidents (Judy T.)/New Hires (Kevin Y.)
  - c. Try to work with new hires and introduce them to union ideas, etc.
  - d. Kevin is willing to be a part of this in each local.

A motion was made by Bev T. to purchase binders with information to be given out at the President's/New Hires meeting for those in attendance, second by Mara G. Motion carried. NOTE: Ideas will be discussed further at August KB Governing Board Meeting.

2. President's Overnighter/ December 4-5/Quality Inn, TRF:
  - a. Friday Evening: Legal Basics/What's New?  
 Note: Also have specific discussions on Open Meeting Law and Meet and Confer  
 5:30-6:45pm Registration/Pizza  
 6:45-7:00pm Welcome/Introductions  
 7:00-8:30pm Legal Basics  
 8:30-9:00pm Lawyer Question and Answer Session  
 (followed by social)

- b. Saturday: Member Activation: Let's Get Started Roles/Responsibilities Building Reps.  
 (Kevin)  
 8:00-9:00am Continental Breakfast  
 9:00-10:15am Session 1 (Let's Get Started)  
 10:15-10:30am Break  
 10:30-11:45am Session 2 (Roles and Responsibilities)  
 11:45am Door Prizes  
 NOTE: Have a flip chart or sticky notes during both Fri. and Sat. sessions
  - c. KB Governing Board Meeting to follow at 12:30pm

A motion to adjourn the meeting at 10:40am was made by Shirley J., second by Pam L. Motion carried.

Respectfully submitted,  
 Marcy Helling, KB Secretary

## Kramer Brown Governing Board Meeting August 31, 2015 Evergreen Restaurant/Thief River Falls, MN

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

NOTE: Previous to the KB meeting, there was a Legislative Update at 4pm.

Adopt Agenda with flexibility: Moved by Cindy Hanson, second by Rose McDonald. Motion carried.

Members Present: Avis Kennel, Lisa Amb, Mara Gust, Beth Kucera, Rose McDonald, Jill Adolphson, Shirley Johnson, Cindy Hanson, Andrea Eskeli, Pam Lovejoy, Judy Turenne, Marcy Helling, Sherrie Pearson, Bev Torgerson, and also EM Field Staff, Kevin Young.

Correspondence: None

- A. Field Office Report - Kevin Young
  1. Summer Seminar: August 1-3 (Save the dates. Please have local presidents talk with
  2. Missing local information: We are not aware of any local missing info. THANK YOU!!!
    - a. Reminder - Membership Rosters - Due three times a year- Aug., Jan., Apr.
    - b. Audits - Due one time per year depending when your fiscal year ends
  3. Continuous Membership: remind members - resolution passed at EdMN RC in April. a. Cost is \$11 per year, with paperwork to be filed by retirement.
  4. Fair Share Fee Processing: responsibility of local to be compliant w/the statutory requirements.
    - a. reminder to have fair share fee payer packet ready for workshop
    - b. packet can now be hand delivered to each individual 30 days prior to collection the fair share fee; please follow the new instructions sent on 8/21/15
    - c. 15-16 EdMN dues structure sent to all presidents, treasurers, and membership contacts 8/4/15
    - d. National and state information now available b using an electronic link
    - e. KB IO needs to provide information
  5. KB Governing Board Rep.
    - a. Still missing reps from Kittson Central, Lancaster, MCC, and NWRIC.
    - b. Kathleen Kallis (NWRIC) will no longer be on the KB Governing Board.
  6. Crisis Fund Application:
    - a. increases in amounts that can be spent on non-consumables and food
    - b. can apply for this prior to negotiations becoming difficult
  7. Presidents/Building Representative Overnighter (December 4-5)

# Minutes

- b. Individual bargaining/Unfair Labor Practice (ULP)
  - c. KB will sponsor dinner
- 9. Fall Drive-In Flyer
- 10. 2015 Legislative Session Summary for Local Leaders (packet)
- 11. Local Levies: Let Kevin know if your district is trying for a referendum; we can help
- 12. Value of Belonging (VOB)
  - a. initiative in the works for the past 1.5 years
  - b. FRIEDRICH V. CTA
  - c. Reach out to all members within your local
  - d. I am willing to help you do this. Please provide list of local meeting dates/events
  - e. Encourage new hires to attend the President's/New Hires meeting on Sept. 23. (Give a list of new hires and emails)
- 13. Visibility in locals: Please send calendar/notification of general membership meetings, events the local is hosting, school calendars, etc...Kevin will try to attend.
- 14. Political Conference Dates:
  - a. Jan. 22-23/Bloomington
  - b. Feb. 5-6/Detroit Lakes
  - c. Feb. 12-13/Duluth
- 15. Next generation KB - encourage to attend Fall Drive-In
- 16. Other

B. Secretary's Report: Moved by Kelly Grahn, second by Shirley Johnson. Motion carried.

C. Treasurer's Report: No motion is needed.  
NOTE: File as updated.

D. Old Business:

- 1. Fall Drive-In/Tri-County Schools, Karlstad/Wednesday, Oct. 7
  - a. Registration at 5pm, with dinner at 5:30pm.
  - b. Sessions/Flyer is completed (Bring your own electronic device)
  - c. Door prizes of \$25 from each local
  - d. Beth will bring mints for evaluations
  - e. Lisa will take care of details at Tri-County Schools
  - f. Marcy and Avis will run registration that evening
- 2. Presidents/New Hires Meeting/Evergreen, TRF/September 23
  - a. Registration at 5pm, with dinner at 5:30pm
  - b. Local presidents and new hires meetings with Judy and Kevin
- 3. President/Bldg Rep. Overnighter/Quality Inn, TRF/December 4-5
  - a. Friday, Dec. 4: Registration/Pizza Buffet from 5:30-6:45pm
  - b. Friday meeting from 7-9pm (Bring a copy of contract)
  - c. Saturday, Dec. 5: Meetings from 9-11:45am  
NOTE: KB Governing Board meeting to follow.
- 4. All KB Governing Board dates, meetings, locations confirmed.

E. Action Items:

- 1. IO Grant Application - use for MR/Negotiations Overnighter
  - a. Will confirm at Oct. KB Governing Board meeting and finalize at Dec. meeting
  - b. Pam Lovejoy is in charge of application  
A motion was made by Beth K. to put Pam Lovejoy in charge of the IO grant writing again this year, second by Avis K.. Motion carried.  
An amended motion was made to add a one-time \$100 stipend to this motion by Lisa A. This motion was dropped, due to lack of a second. Discussion was held.  
A motion was then made by Beth K. to give the grant writer \$20 per grant/per year, retroactive to 2013, second by Mara G.. Motion carried.
- 2. Budget spreadsheet - Discussed and looked over by Reid Froiland
- 3. Other

F. New Business:

- 1. NEA Highlights - Cindy, Judy, and Pam
- 2. Summer Seminar Highlights - Judy and Shirley
- 3. IO Leaders Retreat - Judy
- 4. KB Sponsored Events - Can other attend? Should there be a fee assessed?
- 5. Other

G. Reminders:

- 1. KB Capsule Fall assignments: Shirley, Lisa, Sherrie (bio), and Cindy (Due: Aug. 15)
- 2. Make sure to wear KB badge when attending events/creates an awareness
- 3. MEA - October 15,16/St. Paul
- 4. Next KB Governing Board Meeting: Oct. 21 at Evergreen/TRF/5:30pm

A motion to adjourn the meeting at 7:45pm was made by Cindy H., second by Lisa A. Motion carried.

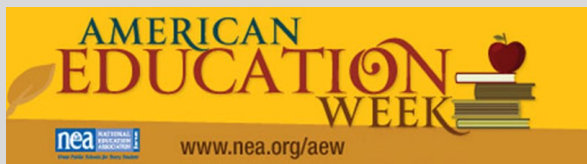
Respectfully submitted,  
Marcy Helling, KB Secretary

October Agenda items:

- \*Discuss IO Grant application and finalize at Dec. meeting
- \*How to utilize retirees--bring ideas from locals to October meeting



CAPSULE



## American Education Week

### Great Public Schools:

#### A Basic Right and Our Responsibility

American Education Week—November 16-20, 2015—presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

This year's theme is "Great Public Schools: A Basic Right and Our Responsibility," and will be reflected in special observances each day of the weeklong celebration. They include:

#### Monday, November 16: Kickoff Day

Nationwide Kickoff. Across the country, schools will celebrate excellence in education by hosting kickoff events and activities.

#### Tuesday, November 17: Parents Day

Schools will invite parents into the classroom for a firsthand look at what the school day is like for their children.

#### Wednesday, November 18: Education Support Professionals Day

Education Support Professionals keep schools running and students safe, healthy and ready to learn.

#### Thursday, November 19: Educator for a Day

Community leaders will be invited to experience the day as educators and experience the challenges of teaching and the needs of students.

#### Friday, November 20: Substitute Educators Day

Substitute educators play a vital role in the maintenance and continuity of daily education.

## 2015 Professional Conference once again called "MEA"

### Fall conference once again called "MEA," Minnesota Educator Academy

Education Minnesota is reclaiming Minnesotans' long-held affection for the phrase and renaming its annual professional development conference held on the third Thursday and Friday in October. The Professional Conference will now be known as the Minnesota Educator Academy, or MEA. The dates this year are Oct. 15-16.

The conference will continue to take place in downtown St. Paul at The Saint Paul RiverCentre, and will still be the largest professional development opportunity for educators in Minnesota.

The exhibit hall will again be held on Thursday, with hundreds of exhibitors displaying goods and services for educators. The Friday format will change slightly, but will still feature in-depth sessions to help teachers meet the latest state relicensure requirements.

New this year is a mobile event app that will allow attendees to build their own schedules, network with peers and speakers, download session materials and more. Search for MEAmn15 in the app store and download the app for free.

Sociologist and New York University education professor Pedro Noguera will headline the opening day. Noguera, the executive director of the Metropolitan Center for Research on Equity and Transformation of Schools, is one of the nation's leading experts on what it takes to foster equity in our public schools.

In addition to a distinguished career in higher education, he was a classroom teacher in public schools in Providence, Rhode Island, and Oakland, California, and continues to work with schools as a researcher and adviser.

More information on other speakers and workshop topics will be available at [www.educationminnesota.org](http://www.educationminnesota.org).



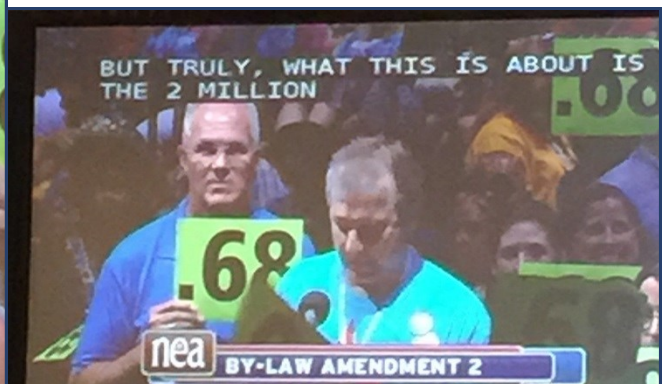
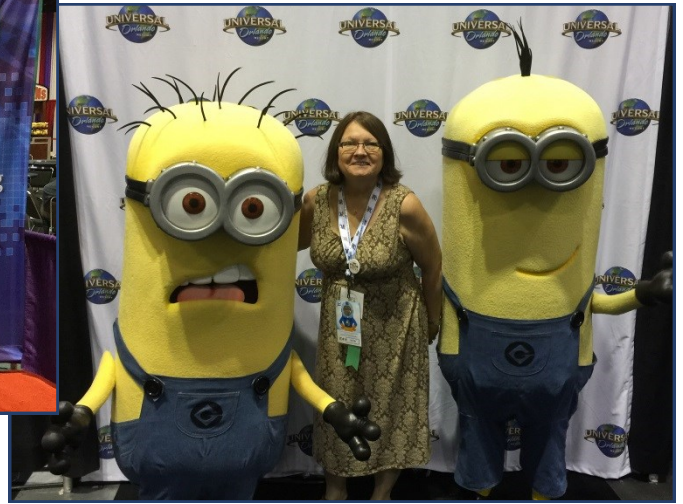




CAPSULE

# National Representative Assembly-Orlando, Florida July 1-July 6, 2015

Submitted by Cynthia Hanson, Lake of the Woods



## National Representative Assembly-Orlando, FL July 1-July 6, 2015

Submitted by Judy Turenne, Warroad, KB Board Chair

Education Minnesota's neighbor and friend, Shelly Moore, elected to the NEA Executive Committee by Judy Turenne

Shelly Moore is a third generation, National Board Certified English and Drama high school teacher with 17 years experience in Ellsworth, Wisconsin. Moore has been a leader within her community on the local, state and national levels. She currently serves as treasurer of her local association. She has also served as local past president and vice-president. Shelly has also been a member of the NEA Board of Directors for Wisconsin during the past six years.

She ran for the Wisconsin Senate as a Democrat in 2011 when incumbent Sen. Sheila Harsdorf, R-River Falls, was recalled following her vote in favor of Gov. Scott Walker's controversial budget repair bill. Harsdorf defeated Moore.

Shelly said she ran in the recall because Gov. Walker and Harsdorf "turned their backs" on Wisconsin families. Moore also said that recall is the right of the people and it happened because the voice of the people was not being heard.

On July 4, 2015, more than 7,000 delegates to NEA's Representative Assembly elected Shelly to serve a three year term on the NEA Executive Committee. The Committee is a nine member governing body that is responsible for the general policy and interests of the nearly three million member NEA, the world's largest democratic deliberative body. Shelly will assume her three year term on September 1, 2015.

Moore said of her election, "I look forward to working with members of NEA to ensure that every child, regardless of their circumstances has the support, tools and time to learn."

NEA President, Lily Eskelsen Garcia spoke highly of Moore, "As a classroom teacher, Shelly knows the challenges and difficulties public school students and educators face. We're excited to have her passion for training future education leaders and ensuring every student has caring, qualified and committed teachers."

Shelly made a special appearance at the Education Minnesota caucus meeting after her election to thank the delegates for their support.





### **AFT endorses Hillary Clinton for president**

The executive council of the American Federation of Teachers voted overwhelmingly to endorse Hillary Clinton in the Democratic primary for president of the United States. The AFT is the first national union to endorse a candidate in the 2016 Democratic presidential primary.

AFT members support Clinton by more than 3 to 1. She's seen as the strongest candidate by an 11-to-1 margin, and 79 percent of those who will vote in a Democratic primary want us to endorse in the primary. For more information about the endorsement and the election, go to [www.aft.org/election2016](http://www.aft.org/election2016).

### **Education Minnesota Summer Seminar**

Submitted by Shirley Johnson, Red Lake Falls

If you did not attend the 2015 Education Minnesota Summer Seminar, you missed many new and interesting sessions as well as the opportunity to network and socialize with other educators from all across the state. I will list a some of the highlights from a few of the sessions I attended.

**Constitution and Bylaws:** The constitution should require a higher threshold to amend than the bylaws. The constitution states the principles adopted for governance while the bylaws describe the rights and duties of individual members and the general membership. The union constitution and bylaws function as a contract between the union and its members.

**Staff Development: The Law, Your Team and Your Contract:** Districts are required to reserve 2 percent of basic revenue for staff development purposes. Funds must be allocated as provided by the district and site staff development plans. The majority of the staff development committee must be teachers who should have been appointed by their local. Districts must report staff development activities and the use of funds to the Commissioner of Education by Oct. 15 of each year.

**Student Mental Health:** Violent and destructive behavior in schools may be prevented through the use of school wide and classroom interventions for 80-90% of students. Specialized group interventions are needed for 5-15% of students, and specialized individual interventions are needed to 1-7% of students. Mental health problems may result from adverse early rearing environment, community factors, aggressive patterns of behavior, social rejection from peers, and school influences. A list of strategies can be found under "Mental health Fact Sheets for the Classroom" on the website [www.macmh.org](http://www.macmh.org).

**Special Education Dilemmas:** Minnesota Rule 3525.2340 was amended in February of 2015 and now requires school districts to adopt a board approved workload limit policy for student who receive 60% of less of daily SPED service. Workload is student contact minutes, evaluation and re-evaluation time, indirect services, IEPs managed, travel time and other services required.



CAPSULE

**Local Levy assistance available from Education Minnesota**

Education Minnesota’s Local Elections Assistance Program is available to support any local working to pass a levy or to seat pro-education school board members. The program provides funding, helps with targeted voter outreach, and offers design and printing services.

For more information about campaign reimbursement grants or developing

effective material and voter lists, contact Jim Meyer, Education Minnesota political action specialist, at [jim.meyer@edmn.org](mailto:jim.meyer@edmn.org) or 651-292-4813.

**Tri-County Schools- “Back to School Celebration” Submitted by Lisa Amb, Tri-County School**

Tri-County’s first annual Back School to Celebration will be held on Wednesday, September 2, 2015. Jennifer Klegstad, TCS teacher, led the effort to organize an evening that will include an open house and a picnic. The picnic food and supplies will be paid for by donations from the teaching staff and a grant from Thrivent Financial.



Tours of the school will be offered to new students and their families. An iPad training and orientation have been scheduled for the freshman class. Classrooms will be open and elementary students are encouraged to bring in their school supplies and put them away in their rooms. Following the open house Tri-County teachers will serve a picnic meal on the school playground. The Karlstad Lions will be serving root beer floats.



**NEA launches new communication, collaboration website**

The National Education Association edCommunities for Professional Practice is the place online where educators, school support professionals and community members join forces to improve student success.

The site offers a variety of groups to address diverse education issues — from Common Core to school bullying, National Board certification to safe and healthy schools, ESP hot issues to flipped classrooms. Participants can also form a group of their own to advocate and collaborate on any issues.

By signing up for the edCommunities, formerly The GPS Network, educators can collaborate and connect with other educators, find classroom-ready resources and instructional materials, receive updates on educational news and expand professional opportunities with virtual learning events.

Learn more at [www.nea.org/home/EdCommunities.html](http://www.nea.org/home/EdCommunities.html).

### Download PerksConnect mobile app

Get discounts on the go by downloading the free PerksConnect app from the iPhone App Store or the Android Marketplace.

Search for the PerksConnect App and use the group code EDMN12.

Members can get the offered discounts at local businesses by showing the phone app at the time of purchase. However, some of the PerksConnect Featured Partners require a promotional code, online purchase or use of a toll free number to purchase the item or service at a discounted rate.

For more information, please see the detail pages for each specific offer.



## **Presidents & New Hires Meeting**

Wednesday, September 23, 2015

Registration: 5:00 PM

Dinner: 5:45 PM

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

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

RSVP to your local president or

Bemidji Field Office

(800-622-4971 or [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org))

by **Wednesday, September 16th**



### **Free identity theft protection available to all members**

All Education Minnesota members have access to a free individual identity theft recovery plan as a benefit of membership, courtesy of Education Minnesota ESI.

Education Minnesota ESI has teamed up with Securus ID to bring members CORE: a lineup of identity theft plans at exclusive member pricing.

The CORE+ convenience plan from Securus ID uses the latest identity theft protection technology along with convenient features to protect you and your family from fraud, online theft and other threats to your identity.

All Education Minnesota members are eligible for an individual complimentary CORE Essential identity theft plan. Register for your complimentary individual plan today at <http://educationminnesota.securusid.com>.

All members, including student, substitute, retired and reserve members, receive deeply discounted Education Minnesota ESI negotiated rates on family as well as individual plans. If you've already signed up, your costs may be up to 50 percent less than your previous rate.

### **Save on car-buying, maintenance through PerksConnect**

PerksConnect, the discount program for Education Minnesota members, offers multiple ways to save on buying and maintaining a vehicle.

Discounts include saving 10 percent on tires through TireBuyer.com, refinancing options through BlueHarbor Auto Loans and savings on vehicle purchases through TrueCar, where members save an average of \$3,221 off MSRP.

Go to [www.member.perksconnect.com](http://www.member.perksconnect.com).

If you have not registered, click on Register Now, use Group Code EDMN12 and enter your profile information.

## **Calendar of Upcoming Events**

**August 31**

**Governing Board Meeting,  
Evergreen Restaurant, Thief River Falls**

**September 23**

**Presidents and New Hires Meeting,  
Evergreen Restaurant, Thief River Falls**

**October 7**

**Fall Drive In, Tri-County School, Karlstad**

**October 15-16**

**Minnesota Educator Academy (MEA)**

**October 21**

**Governing Board, Evergreen Restaurant,  
Thief River Falls**

**November 16-20**

**American Education Week**

**November 18**

**Education Support Professionals Day**

**December 4-5**

**Presidents Overnighter, Quality Inn,  
Thief River Falls**

**December 5**

**Board Meeting, Quality Inn,  
Thief River Falls, 12:00 p.m.**

**January 8-9**

**Governing Board Overnighter, Quality Inn,  
Thief River Falls**

**January 15-16**

**NEA Midwest Regional Conference**



# NEGOTIATIONS MEETINGS



Kramer Brown has scheduled negotiations meetings at two locations on different dates for the convenience of local negotiators. All those who attend will also get a free meal.

<b>Wednesday, September 30, 2015</b>
Gene's Bar & Grill
1095 3rd St NW
Roseau
6:30-8:00
<b>Thursday, October 1, 2015</b>
Evergreen Restaurant
700 Highway 32 S
Thief River Falls
6:30-8:00

Please contact Andrea at the Bemidji Field Office by noon on *Wednesday, September 23rd* with the names of your local negotiators who plan to attend so that proper arrangements for dinner and materials can be made. Andrea can be reached at 800-622-4971 or at [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org)

