



# 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
- Scope it Out Audit Training
- Fall Drive In Recap

## WINTER 2016

### Inside this issue:

From the Field	2
KB Chair	3
Meeting Minutes	4-6
Teacher Appreciation	7
NEA Rep Assembly	8
EM Rep Assembly	8
KB Rec Dinner	14
Political Conferences	14
HCA Trainings	15
I:I Training	16

## 2016 Kramer Brown Rep Assembly

January 2016

The 2016 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 9, 2016 at Nordheim Cafe in Karlstad, MN. Registration will be at 5pm, meal at 5:45pm, and the meeting at 6:30pm.



**The Representative Assembly is for Kramer-Brown members.** Each member is important to maintain your Inter-mediate 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, February 26 2016.***

## Kramer Brown/Northland United Member Rights Overnighter

Mark your calendar!! The Kramer- Brown/Northland Overnighter Workshop is scheduled for MarApril 1-2, 2016 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 would like to pose a scenario to you. A couple walk into a nice restaurant and order a dinner complete with wine and topped off with dessert. They enjoyed the meal immensely as it was of the finest quality. They had great service and enjoyed the music provided by the establishment. As the evening wound to an end, the waiter brought over the bill for the evening’s entertainment. The couple looked at the bill and in unison said: “We choose not to pay.” The waiter wasn’t happy, but he went around to all of the tables and adjusted the bill at the other tables to pay for the couple’s evening. Sound ridiculous, would you expect anyone to get away with such outlandish behavior? Depending on how the Supreme rules on a case they are hearing this month, such a scenario is possible with your union.

The Supreme Court is hearing a case this month known as Friedrichs vs. California Teachers Association. This case could eliminate the option for your local, Education Minnesota, and our national organizations to assess a fair share fee to non-members. Yet those non-paying non-members would still get the benefits of the negotiated contract and representation in a dispute with the district over the contract or statute violations. Essentially, they would be the couple who enjoyed the fine restaurant and chose not to pay.

This lawsuit has raised a question we have long neglected. What is the value of belonging to your union? Is it the liability insurance, the legal advice, your field staff, or is it the discounts you can take advantage of when shopping or traveling? Maybe it’s the training opportunities, or the chance to develop your hidden talents? I contend it is all of that and much more. You, as a member of the union add your voice to raise the volume of our cry for: quality teacher development, funding for staff development, social justice, quality health care, and the fair treatment of employees in the work. Strong unions by definition bring people together to advance common causes such as those above.

Whatever direction the Supreme Court decides, I ask you to evaluate your value of belonging. If you need more from your union let the leaders know what you need. If you want to be more involved -- raise your hand. If you want to change the conversation attend the Representative Convention.

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..... Kelsey Loberg  
 Goodridge..... Lindsay Rystad  
 Greenbush-Middle River..... Mara Gust  
 Grygla-Gatzke..... Open  
 Lake of the Woods..... Cynthia Hanson  
 NWRIC..... Open  
 Red Lake County Central..... Andrea Eskeli  
 Red Lake Falls..... Shirley Johnson  
 Roseau ..... Pam Lovejoy  
 Roseau ..... Sherri Pearson  
 Stephen-Argyle ..... Jill Adolphson  
 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**

I close with one of my favorite quotes attributed to Ben Franklin, “We must all hang together or most assuredly with will all hang separately.” The same is true for us. We must attend to each other’s needs so we “hang together” to be the preminent voice for public education and the students and families we serve.

Author: Jim Granger, Education Minnesota Field Staff—Dilworth





### AFT turns 100 years old in 2016, looks for member testimonials

Ninety-nine years ago, on May 9, 1916, the American Federation of Teachers was founded in Chicago, when eight local unions formed the AFT and were granted a charter signed by American Federation of Labor President Samuel Gompers.

Leading up to the national convention in 2016, the AFT will spend the next year looking back on its rich history— struggles, accomplishments, proudest moments—and celebrating how far labor unions have come and what lies ahead.

The AFT is asking members to share your personal stories about the union, its mission and the vital role unions play in America.

Go to [www.aft.org/100years](http://www.aft.org/100years) for more information and to share your story.

### Save on ConsumerReports.org through AFL-CIO Union Plus

The American Federation of Teachers and AFL-CIO Union Plus offers a special discount for a Consumer Reports online subscription.

Union members can get a year-long subscription for \$22.

ConsumerReports.org is published by Consumers Union, a non-profit organization which accepts no outside advertising, no free test samples, and has no agenda other than the interests of consumers. Consumers Union is union organized, with testers and writers represented by the Communications Workers of America (CWA).

For more information, go to [www.union-plus.org/consumer-reports-online](http://www.union-plus.org/consumer-reports-online).

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



JUDY TURENNE

### Celebrate New Beginnings!

Remember the past, cherish the present and look forward to the future!

Your KB Governing Board came together January 8 at the Quality Inn in Thief River Falls. Our objective was to review past events, confirm current events and plan future events in 2016. Mark your calendars for the following.

KB Healthcare Advocate training will be held in Roseau on January 13 and in Thief River Falls on January 14. Please send local representatives.

There are 4 locations scheduled for the EM Political Conferences to make them more accessible to members. Election 2106 is very important to the future of education. It is imperative that our members are informed.

The EM President Appreciation Weekend is February 19-20 at the Doubletree and Radisson Hotels in Bloomington. Join other presidents, IO Leaders and EM Governing Board members for a great family friendly gathering.

The site of the next KB Representative Assembly is the Nordheim Café in Karlstad on March 9. The delegate allotment will be sent to all local presidents. To claim the \$100 rebate for expenses incurred at the EM Convention, delegates must attend this assembly.

The KB/NU Member Rights Overnighter takes place at the Hampton Inn in Bemidji on

April 1-2. All local Member Rights representatives are invited to attend. There will also be staff development opportunities through EM TALL training.

The EM Representative Convention will be held at the Hilton in Bloomington April 29-30.

Please consider sending delegates as it is our largest governing body. We will be electing our officers and NEA directors this year.

It is always nice to end the school year with the KB Appreciation Dinner at the Quality Inn on May 3 in Thief River Falls. Please honor your Teachers of the Year, Retirees and Friends of Education.

I continue to represent you on the EM Council of Local Presidents, IO Leaders and on the task force, The Value of Belonging. Our next meeting is March 5 in St. Paul. I will always advocate for Kramer Brown. Your interests are my priority. I have secured additional funds and resources as a result. Please contact me if I can be of help to you at the state level.

Enjoy "Half Way Day" and the rest of the school year!



# Minutes

## KB Governing Board Meeting

October 21, 2015

Evergreen Restaurant/Thief River Falls

Chairperson Judy Turenne called the meeting to order at 5:35pm.

Adopt Agenda with flexibility: Moved by Beth Kucera, second by Avis Kennel. Motion carried.

Members Present: Avis Kennel, Lisa Amb, Mara Gust, Beth Kucera, Kelsey Loberg (Goodridge), Jill Adolphson, Cindy Hanson, Andrea Eskeli, Judy Turenne, Marcy Helling, Sherrie Pearson, Bev Torgerson, and also EM Field Staff, Kevin Young.

Special Guest: Mark Swenson, Election District R Gov. Board Rep.

Discussed: 1. Lobbying 2. Rep. Convention Items 3. Teacher Licensure

Correspondence: None

### A. Field Office Report - Kevin Young

#### 1. Audits:

- a. Check with your Treasurer 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. Complete e-post card. Takes 5 minutes to complete
- d. Reminder of KB Audit to be completed and approved at Jan. KB meeting

#### 2. Membership Rosters:

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

#### 3. Updated Leadership Rosters:

a. Please turn in updated leadership rosters for the 2015-16 school year to Andrea at [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org). Missing are NWRIC, RLCC, TRF, and Warroad.

#### 4. AFT Teach:

a. Need to encourage members of the KB IO to attend training so we have members locally who can teach re-licensure sessions.

#### 5. Presidents/Building Representative Overnighter (December 4/5):

- a. Session 1 (7-9 Friday evening) - What's New? Ask the Lawyer: Meet and Confer info and Open Meeting Law
- b. Session 11 (9-10:15 Saturday Morning) - Member Activation: Let's Get Started
- c. Session 111 (10:30-11:45 Saturday Morning) - Roles and Responsibilities of Building Representatives

NOTE: Make sure members attend meetings and have family time later.

#### 6. Value of Belonging (VOB):

- a. Initiative in the works for the past 1-5+years
- b. FRIEDRICHS V. CTA

c. Reach out to all members within your local-show them the value of belonging

d. I am willing to help you do this. Please provide list of local meeting dates and events.

e. List of new hires and emails. Locals missing : Kittson Central, Lancaster, and TRF.

7. Settlement Update: see updated settlements

8. EPIC (Educator Policy Innovation Center): see handout  
a. Think about having someone from our KB local.

9. Crisis Fund Application:

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

b. if there is interest, let me know and we will try to set up a regional assessment

10. Degrees NOT Debt: see handout (Federal Loans)

a. New training opportunity we can offer

b. Let me know if there is interest or consider offering at a future event

11. KB/NU Overnighter: April 1,2 - potential sessions discussed at December KB Gov Board meeting with a Members Rights Focus

12. 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.

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

14. Other

B. Secretary's Report: Moved by Sherrie Pearson, second by Cindy Hanson. Motion carried.

C. Treasurer's Report: No motion is needed.

NOTE: File as updated.

NOTE: Lisa Amb made a motion to reimburse Pam Lovejoy \$1,014.53 for the 2015 NEA Convention, with a second by Beth Kucera. Motion carried.

### D. Old Business:

#### 1. Fall Drive-In Evaluation/Tri-County Schools/Oct. 7

Items discussed:

- a. Have the meal/registration begin at 5pm.
- b. Door prizes done at during the dinner
- c. ELL Licensure (Next Fall Drive-In)
- d. Will discuss in detail at Summer Planning

#### 2. Presidents/New Hires Meeting/Evergreen, TRF/September 23

a. 37 attended/13 locals/good conversations at each break-out session  
b. Kevin would like to meet for a few minutes with presidents next year

3. EM CLP/IO Leaders/October 10/St. Paul  
Judy gave a short report

4. MEA / Oct. 15,16/St. Paul

Kevin gave a short report

E. Action Items:

# Minutes

1. KB IO Grant Application ...complete and return
  - a. Will finalize at Dec. KB Governing Board 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. KB President's Overnighter/KB Governing Board Meeting (Agenda noted)
  - a. December 4-5/Quality Inn, TRF
  - b. Friday, Dec. 4th Registration/Dinner @ 5:30-6:45pm Meeting @ 6:45am
  - c. Saturday, Dec. 5th Meeting from 9-11:45am
  - d. Avis, Beth, and Marcy to take care of details.

NOTE: Bring a copy of your contract for Friday evening mtg

3. KB Governing Board Meeting/Dec. 5th/Quality Inn @ noon.
4. KB Governing Board Overnighter
  - a. January 8-9/Quality Inn, TRF
  - b. KB Governing Board Meeting on Jan. 8th @ 5:30pm with dinner to follow
  - c. Gift exchange \$15-\$20/White Elephant gift/Games (Shirley)
5. EM Political Conference
  - Jan. 22-23 Bloomington
  - Jan. 29-30 Mankato
  - Feb. 5-6 Detroit Lakes
  - Feb. 12-13 Duluth

NOTE: Funding for conference. Any member is welcome.

6. Negotiations Update Meeting/Roseau and TRF
  - a. Not well attended, non-negotiations year, worthwhile conversations
  - b. Possibly plan another next year, 2016

Reminders:

1. KB Capsule Winter assignments: Kelsey/Lindsey (bios), Kelly, Avis, Rose, Jill, Pam (Due: Jan. 15)
2. Make sure to wear KB badge when attending events/creates an awareness
3. Next KB Governing Board Meeting: Dec. 5th at Quality Inn, TRF/noon

A motion to adjourn the meeting at 7:55pm was made by Cindy H., second by Bev T. Motion carried.

Respectfully submitted,  
Marcy Helling, KB Secretary  
December Agenda items:

- \*Discuss IO Grant application and have ready to finalize at Dec. meeting
- \*KB/NU Overnighter program to discuss/Member Rights Focus
- \*How to utilize retirees--bring ideas from locals to December meeting
- \*Discuss Rep. Assembly (March 9) menu with Lisa A. (Norhem, Karlstad)

## KB Governing Board Meeting December 6, 2015 Quality Inn/Thief River Falls

Vice Chairperson Shirley Johnson called the meeting to order at 12:15pm

Adopt Agenda with flexibility: Moved by Cindy Hanson, second by Kelly Grahn. Motion carried.

Members Present: Avis Kennel, Shirley Johnson, Mara Gust, Beth Kucera, Kelsey Loberg, Pam Lovejoy, Cindy Hanson, Rose McDonald, Marcy Helling, Kelly Grahn, and also EM Field Staff, Kevin Young.

Correspondence: None

- A. Field Office Report - Kevin Young
  1. Value of Belonging (VOB):
    - a. FRIEDRICHS V. CTA - believe decision will be made this spring
    - b. Reach out to all members within your local - show them value of belonging
    - c. I am willing to help you do this. Please provide list of local meeting dates/events
    - d. Time for local leadership teams to come together to work on VOB. (By end of Feb.)
    - e. Trainings (1 1/2 hr) for all locals: Feb. 3 (Roseau) and Feb. 10 (TRF)
  2. Negotiations:
    - a. Settlement Update - see attached handout
    - b. 12 of 17 KB locals are settled
    - c. Several headed to mediation (Bagley and Roseau)
  3. Crisis Fund Application:
    - a. Increase in amounts that can be spent on non-consumables and food (80% paid)
    - b. Can apply for this prior to bargaining starts; encourage locals to start this asap
  4. Political Conferences: brochure(s)
    - a. Jan. 22-23 at the Double Tree in Bloomington
    - b. Jan. 29-30 at the City Center Hotel in Mankato
    - c. Feb. 5-6 at the Holiday Inn in Detroit Lakes
    - d. Feb. 12-13 at the Holiday Inn in Duluth
  5. Educators Health Care Initiative (EHCI):
    - a. Is your district contributing enough for insurance plans-single and family?
  6. Audit Reminder:
    - a. Check with Treasurer's to make sure audits are getting completed/copies sent
    - b. Include list of non-chargeable items and keep a copy for future use
    - c. File 990 e-post care with IRS; take 5 min. each year
    - d. Audits are due to EDMN by March 1, 2015 if your fiscal period starts Sept. 1

<u>Fiscal period:</u>	<u>Due Date:</u>
July 1-June 30	Due by Dec. 31
Sept. 1-Aug. 31	Due by Feb. 28
Jan. 1-Dec. 31	Due by June 3

7. AFT Teach Information: (January Meeting)
8. KB/Northland United Overnigher Sessions:
  - a. Recommended Sessions - see handout with suggestions from Northland
  - b. TALL - is there interest in working with TALL again to offer Professional Development opportunities? They would also provide lunch.
9. Intermediate Organization Grand Application:
 

The 1st of each month is the deadline for submission so approval can be considered at the next Governing Board Meeting.
10. Presidents Checklist: 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
    - ii. April - mailed mid-April and due July 1
11. Please make sure the information I share with you at GB Meetings is passed on to those in your locals who need the information. Thank You!!
12. NEA Membership Benefits/Life Insurance

B. Secretary's Report: Moved by Cindy Hanson, second by Avis Kennel. Motion carried.

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

D. Old Business:

1. KB President/Building Rep. Overnigher/Dec. 4,5/Quality Inn, TRF
  - a. Great location, meal, sessions, rooms, etc.
  - b. Low attendance - revisit at Summer Planning
  - c. Nice to have two meetings/Overnigher/KB Gov. Board Meeting

E. Action Items:

1. KB IO Grant Application
  - a. Will finalize at Jan. KB Governing Board 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. KB Governing Board Overnigher/Meeting
  - a. January 8-9/Quality Inn, TRF
  - b. KB Governing Board Meeting on Jan. 8th @ 5:30pm with dinner to follow
  - c. Gift exchange \$15-\$20/White Elephant gift/Games (Shirley)
  - d. Beth will set up dinner with Quality Inn
3. EM Political Conference

Jan. 22-23 Bloomington  
Jan. 29-30 Mankato  
Feb. 5-6 Detroit Lakes  
Feb. 12-13 Duluth

NOTE: Beth made a motion to have KB pay for a registration fee of \$75 for a second person to the EM Political Conference, second by Mara Gust. Motion carried.  
\*EM Funding is also available.

4. KB Representative Assembly/March 9, 2016/Nordheim Cafe, Karlstad
 

- a. Agenda: 5:15pm Registration, 5:30pm Meal, 6pm Meeting

- b. Menu - Lisa will plan the same as last year-price may have changed a bit
- c. Delegate Allocation - about 20 people in attendance /includes board members

5. KB Northland/Overnigher/April 1,2/Hampton Inn, Bemidji

- a. IO Grant (Finalize in January)
- b. Registration Table...Andrea, Beth, and Northland Rep.
- c. Mileage/Meals (Lunch paid by TALL)/Door Prizes
- d. Sessions suggested by KB Local :  
MRA Core Trainings (6 sessions), ELL, Student Mental Health,

Accommodations and Modifications, Grievance Processing and Practicing  
Member Activation: Let's Get Started, Current Issues in Health Insurance  
Financial Planning for Beginners, and What New?

Ask A Lawyer

6. Utilize Retirees' efforts - Bring ideas to January meeting
7. Educators Health Care Initiative Meetings
  - a. Roseau on January 13, 2016
  - b. TRF on January 14, 2016
8. Board Visit from Nicole Fiala on Next Gen'ers - Maybe plan for April meeting

F. Reminders:

1. KB Capsule Winter assignments: Kelsey/Lindsey (bios), Kelly, Avis, Rose, Jill, Pam (Due: Dec. 23-extend date on request from Andrea)
2. Make sure to wear KB badge when attending events/creates an awareness
3. Next KB Governing Board Meeting: January 8th at 5:30pm/ Quality Inn, TRF

A motion to adjourn the meeting at 2:10pm was made by Kelly G., second by Pam L. Motion carried.

Respectfully submitted,  
Marcy Helling, KB Secretary  
January Agenda items:

- \*Discuss IO Grant application and have ready to finalize at Jan. meeting
- \*KB/NU Overnigher program to discuss/Member Rights Focus
- \*Approve KB Audit
- \*Fall Drive-In Sessions - begin planning



## Calendar of Upcoming Events

- January 8-9**  
Governing Board Overnighter, TRF– Quality Inn
- January 13**  
Healthcare Advocate Training, Gene's Bar Roseau
- January 14**  
Healthcare Advocate Training, Evergreen, TRF
- January 15-16**  
NEA Midwest Regional Conference
- February 3**  
1:1 Training, Genes Bar, Roseau
- February 10**  
1:1 Training, Evergreen, TRF
- February 19-20**  
Presidents Appreciation Weekend
- March 9**  
Representative Assembly, Nordheim Café
- March 18**  
Governing Board, Evergreen – Thief River Falls
- April 1-2**  
KB/NU Member Rights Workshop, Hampton Inn Bemidji
- April 24-30**  
Administrative Professionals Week
- April 27**  
Administrative Professionals Day
- April 29-30**  
EM Representative Convention, Hilton, Bloomington
- May 2-6**  
Teacher Appreciation Week
- May 3**  
National Teacher Day
- May 3**  
Recognition Dinner, Quality Inn, Thief River Falls
- May 5**  
School Nurse Day

### United Educators scholarships available for members, dependents

The United Educators Foundation is accepting applications for its annual scholarship awards in three categories.

The foundation provides three \$1,000 college scholarships to graduating high school seniors who are United Educators Credit Union members or the children, grandchildren or other dependents of members. One \$1,500 scholarship will be awarded to a student majoring in education and entering his or her junior or senior year in the fall of 2015.

One \$2,000 scholarship will be awarded to a United Educators Credit Union member for professional development in the education field.

Applications, details on eligibility and deadlines are available online at [www.uecu.coop/scholarship](http://www.uecu.coop/scholarship).

# 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 3, 2016 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 2-6 2015 is designated Teacher Appreciation week by the National PTA.



## 2016 Education Minnesota Representative Convention

The 2016 Education Minnesota Representative Convention is scheduled for April 29-30 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 25. The registration link is [https://www.regonline.com/education\\_minnesota2016](https://www.regonline.com/education_minnesota2016).

The deadline for submitting proposed amendments to the Constitution and Bylaws is Jan. 20. The cut-off date for securing reservations at the Education Minnesota convention rate is April 8.

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.

## NEA Representative Assembly

The National Education Association Representative Assembly, the NEA's major decision-making body, will be July 2-7, 2016 in Washington, D.C.



***NEA: We Educate America***

Over 9,000 delegates will gather for NEA's 154th annual meeting and 95th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

### Education Week offers online professional development seminars

Education Week has added eight new webinars to its PD Toolkit that includes in-depth strategies for classroom management, ed-tech effectiveness and Common Core success.

Besides the 18 educator-led webinars, the toolkit also includes seven Education Week Spotlight compilations, plus the popular e-book "Classroom Management Q&As: Expert Strategies for Teaching."

The cost for individual access is \$399. Group access is available for districts or local unions for \$999.

Go to [www.edweek.org/ew/marketplace/webinars/professional\\_development\\_toolkit.html](http://www.edweek.org/ew/marketplace/webinars/professional_development_toolkit.html).



## Every Member Deserves A Vote

Submitted by: Pam Lovejoy, Roseau

“Every member counts, so let’s count every member!” These were the words heard often throughout the 153<sup>rd</sup> Annual Meeting of the National Education Association (held July 1-July 6, 2015), as members from merged states (NEA & AFT) campaigned for Constitutional Amendment 1, and 2, which proposed to of “proportional representation” forces merged states allowed proportionally the RA.

The idea behind the proposal to make the NEA stronger and more member involvement every member fairly. The value of belonging is stressed at local and state levels...and we need the NEA to also show that it values membership and involvement.



to support Constitutional Amendment strike the language "proportional representation", which state affiliates to be fewer delegates to

proposed changes is to be by being open to change and treating

Democracy is a core value of our union – all members deserve a chance to have their voice heard, whether at the local level, state level, or national level. The delegates from the five NEA merged states (New York, Florida, Minnesota, Montana, and North Dakota) do not have “one person, one vote” representation. Merged states have a proportional representation while the others have one-to-one representation. This is not democracy. Every member should be recognized and counted equally. A MEMBER IS A MEMBER.

Here in Minnesota, we will continue to hear more about this campaign...because it will be brought to the floor of the annual meeting again in 2016. Please ask questions to your local, intermediate, and state leaders to help you understand the impact these proposed changes might have on the future of YOUR union, Education Minnesota, as well as other merged states.



Members are encouraged to support this campaign in future endeavors.

**Every Member Counts, So Let’s Count Every Member!**

### **MATHCOUNTS competition program available for sixth-eighth grades**

Minnesota MATHCOUNTS is a growing math enrichment program for sixth-, seventh- and eighth-grade students. Minnesota MATHCOUNTS serves the learning needs of two types of middle school students—those who love math and those who fear/hate it. Minnesota teachers are using MATHCOUNTS resources to go beyond the math curriculum to engage their students.

Through MATHCOUNTS, they are offering students everything from school-based Math Clubs to national math competitions.

Schools interested in adding MATHCOUNTS activities are encouraged to contact coordinator Katie Jamieson, [katie@mathcountsmn.org](mailto:katie@mathcountsmn.org). Schools interested in the Minnesota MATHCOUNTS competition series must register by Dec. 13.

For more information about Minnesota MATHCOUNTS, go to <http://mathcountsmn.org>. Online registration forms for the competition series are available at [www.mathcounts.org/compreg](http://www.mathcounts.org/compreg).

# Introducing...

## Meet Kelsey Loberg Goodridge Kramer Brown Board Rep

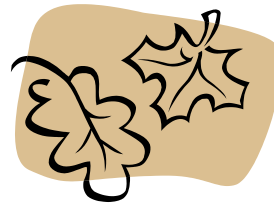
Hi, my name is Kelsey Loberg and I'm the 4<sup>th</sup> grade teacher in Goodridge School. It is my first year on the Kramer-Brown board and I am serving as a representative for my school. I live in Thief River Falls with my husband Tomas, to whom I have been married to, for 4 years. I graduated from Bemidji State University where I got my degree in Elementary Education. This is my fourth year working in Goodridge, two of which I was working as a paraprofessional. I have coached 7<sup>th</sup> and 8<sup>th</sup> grade volleyball and am now coaching 7<sup>th</sup> grade girls basketball. In the summer I love to travel, go camping, and catch up on my reading.



## Thief River Falls receives Four Star Parent Aware Rating

Submitted by: Avis Kennel, Thief River Falls

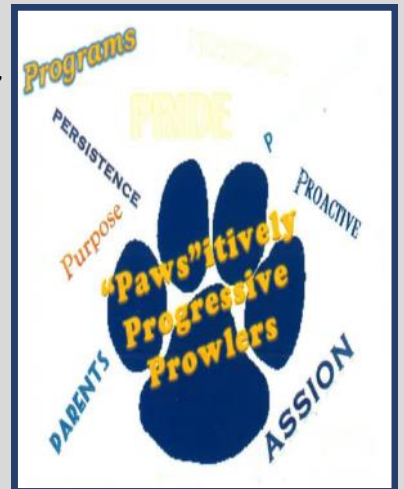
This past August Challenger School Readiness Program (CES-SR) recieved a Four-Star Parent Aware Rating. To earn this highest possible rating, the program needed to adopt an approved Curriculum and Assessment. In addition, its teachers need to meet educational and training requirements. After recieving this rating CES-SR was invited to apply for a Pathway II Early Learning Scholarship Grant. These grants were highly competitive with only one in four applications being funded. In November, CES-SR was thrilled to learned that our full request of \$37,500 was granted. These funds will be used to award eligible families scholarships for tuition, reduce the the student/staff ratio and reduce transportation costs.



## Northwest Area Learning Center

Submitted by: Avis Kennel, Thief River Falls

The Northwest Area Learning Center is a part of the Thief River Falls School District. The NwALC is a Minnesota Area Learning Center school, which means that we must follow the criteria set up by the state of Minnesota for students to enroll. Our students must be at least 16 years of age, and must be behind in their high school credits, have mental health concerns, are pregnant, or are parents. The goal of the NwALC is to help all students, many of whom have not fared well in a traditional setting, achieve success in their schooling. The NwALC is considered an independent study program, but classroom teachers lead and engage students to assist their efforts in all classes. The typical term at the ALC is condensed, running 6 weeks instead of the typical 9. We do have a strict attendance policy that students must follow.



Serving our students during the regular school year are a full time English teacher and a full time social studies teacher. Two part time teachers are shared with the high school and cover science and math. The school's supervisor also serves as the special education teacher. Evening classes are also offered through the NwALC.

This past year the NwALC had 21 full-time students graduate, and assisted 21 Lincoln High School students in graduation. We also assisted 10 students from other area schools in their graduation.



## The Prowler Way at Challenger Elementary School

Submitted by: Avis Kennel, Thief River Falls

In today's educational system, an important concern is student behavior. Problem behaviors can affect students' academic learning, as well as teachers' instructional time. Many programs and approaches are available to improve student behavior in schools. One school-wide program known as Positive Behavioral Interventions and Supports (PBIS) is designed to help schools create and sustain effective behavioral supports for students. PBIS is a national framework used as a school-wide program teaching students appropriate behaviors, rewarding those appropriate behaviors in exciting ways, creating a predictable and consistent discipline system, while keeping parents/guardian informed to ensure parents/guardians and the school are supporting each other and appropriate student behaviors are enforced in all areas.

PBIS is based on research, which shows if you teach students exactly what is expected of them and give them opportunities to practice the desired behavior and reinforce those appropriate behaviors they are more likely to engage in the desired behavior and therefore have less behavioral issues. PBIS is a well-researched program that is being done in hundreds of thousands schools across the U.S. with outstanding results in reducing suspensions, Office Discipline Referrals, and increasing academic achievement.

During the 2014-15 school year, Challenger Elementary School adopted PBIS through participation in a MN Department of Education grant program. The school's PBIS team is part of Minnesota's cohort 10 and consists of nine staff members; including administration, various grade levels of classroom teachers, and special education staff. PBIS is a 3-5 year implementation process, and Challenger Elementary School is currently in its second year.

Challenger Elementary School utilizes PBIS as a process for creating a school environment that is more predictable and effective for achieving academic and social goals. The PBIS expectations at Challenger Elementary School are known as, The Prowler Way - Be Respectful, Be Responsible, Be Safe, and Build Relationships. Students are taught the expectations of various school environments (classroom, hallway, bathrooms, playground, lyceum, café, and buses) through the use of an expectation matrix, classroom lessons, and videos.

Throughout the year students and classrooms demonstrating the school-wide expectations are recognized and rewarded in various ways. Prowler Way blue tickets, which are slips of paper teachers/staff give students whenever they catch them using The Prowler Way (ex. if a student is being quiet and walking in the hallway or they are helping a friend). Every week the teacher will draw a few blue tickets and the names drawn are given a reward. All of the tickets collected each week are then drawn school-wide. Every Friday a student from each grade is recognized and called to the office where they are given a prize and have their picture taken with the Principal. In the Cafe we have traveling trophies, every week on Friday one class from each grade level following the Prowler Way is rewarded with the cafe trophy. The classes names are announced over the intercom and their picture is taken and put on this website. Coming in January 2016, the bus drivers will be rewarding students showing The Prowler Way, but giving their bus as a whole a golden ticket. The golden tickets will then be collected until the bus reaches 20 for a group reward (ex. bingo, popcorn party, extra recess, ect.). As The Prowler Way continues to be exhibited within the school, so will the various rewards available for both students and staff.

Since implementing The Prowler Way some of the benefits observed include: consistent expectations and language throughout the building, quieter hallways, decrease in Office Discipline Referrals, and a more positive school-wide culture. The PBIS team members at Challenger Elementary School are excited to see what the next few years of implementing The Prowler Way have to bring, seeing as the first two have been so successful thus far. For additional information or details on Challenger's The Prowler Way, please check out our PBIS website: <http://www.trf.k12.mn.us/domain/162>



## Badger FACS Outdoor Students

Submitted by: Kelly Grahn, Badger

The Badger FACS for Outdoors students were busy finishing their hunting vests for the upcoming season.



Pictured here are Anthony Lawson, Nash Sovde, Austin Nieman, Kasey Wojciehowski, Jacob Berger, Cody Madoll, Isaak Isane, Katie Coltom, Alex Truscinski, Devin Pries, Tyrah Green, Fedeline Kjelland, and Katie Hamann. Missing are Devin Dostal & Alissa Kjelland.

FACS for Outdoors is a class that involves a sewing project, research and dream hunting trip, and preparing foods like jerky, sausage, and fresh fish. The class also researches how to field dress local game and the importance of good sanitation practices when handling and processing meat. This is an 18 week class with the sewing project taking about 7 weeks. We hope to have a guest speaker in to demonstrate filleting fish and fishing rules and regulations. The class is offered to juniors and seniors, every other year as an elective. Mrs. Gretchen Lee is the Badger FACS instructor.

**Meet Lindsay Rystad**  
**Goodridge Kramer Brown Board Rep**

# Introducing...

Hi! My name is Lindsay Rystad, I teach 6<sup>th</sup> grade at the Goodridge School. I attended Northland Community Technical College in TRF where I played a year of basketball. I then transferred to UND where I went to school for.....well lets just say I'm not a doctor, but I do have a Major in Elementary and Early Childhood Education along with a Minor in Special Education. I also completed my Masters from the University of Concordia in Portland, Oregon in 2014. I live in Thief River Falls with my husband, Mitch and two children Brody (8) & Sophia (3). When I tell people I teach 6<sup>th</sup> grade a lot of times I will get the response of "you're so brave" or "oh that's a tough age". The way I look at it is, I would rather deal with the maturity process then the boogers and shoe tying. In the summer we spend our time at Pine Lake with family and friends. The sporting events are starting have already started so we have learned to enjoy wrestling, swimming, baseball, and dance. If you give Brody a fishing pole or his hunting gear we often don't see him for a while. We are busy, but we are happy, and that's what counts. I can't imagine doing anything else, and I am thankful everyday to be where I am.

## Be Well in 2016

Submitted by: Rose McDonald, Warroad

Being well helps educators deal with the daily pressures and stresses of teaching and working with people.

1. **MINDFUL EATING** Choose foods with deliberate intentions; be aware of taste and texture. Also, chew your food well and enjoy each bite!
2. **EXPRESS WORKOUTS** Try to get 20 minutes of exercise per day. Exercise bursts with moderate or vigorous activity are best!
3. **AVOID FAD DIETS** Diets that restrict calories or have unrealistic promises will set a dieter up for failure. Be sensible and think of the long term goal you are trying to accomplish.
4. **AVOID ARTIFICIAL SWEETENERS** There is a definite link between artificial sweeteners and obesity. Natural alternatives to artificial sweeteners include honey, maple syrup and date sugar.
5. **RETURN TO FULLFAT FOODS** When you skip good fats or choose lowfat foods, you may suffer from dry skin, sore joints or inflammation. Lowfat products are usually full of sugar, artificial sweeteners, or other chemicals that make them taste better. The good fats taste better and a little goes a long way.
6. **EAT WHOLE FOODS** The less processed your food, the better. Opt for whole grains fresh veggies, whole fruit, nuts, and lean fresh meat.
7. **CONNECT WITH YOUR SPIRITUAL SELF** Feel your blessings; share your happiness, and reach out to a higher power.
8. **EXERCISE PARTNERS** find a family member or friend to exercise with....it will make working out much less daunting.
9. **PHYSICALS** Schedule appointments when recommended. Prevent trouble from sneaking up on you!

## Zero Hour Opportunities at Stephen-Argyle

Submitted by: Jill Adolphson, Stephen-Argyle

Stephen-Argyle Central has long been known for its early morning football practice schedule. The early morning practice schedule started years ago at the Argyle School and is one tradition that carried over to the almost 20 year-old Stephen-Argyle Central Storm football program. Many schools in the area, including ours, also have weight programs during the early morning hours for the student athletes. Something unique in the classrooms at SAC is the "Zero Hour" opportunities offered to students. Music Theory class (offered as a College in the High School through UMC) is being



taught by Mrs. Renee Jensen every Wednesday morning. This year there are eighteen students enrolled in the class (including some students who are not taking the course for college credit). The class is a three-credit college course taught during the entire school year. Journalism is also offered Tuesday and Thursday mornings and is taught by Mrs. Jill Adolphson; the Journalism class is responsible for producing the school's yearbook. This year there are six students enrolled in the class. Jazz Band also holds practice Tuesday mornings before the regular school day begins (although it only meets seasonally). Mr. Nathan Dalager is the band director and has students in grades 7-12 participating in Jazz Band this year.



### **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 3, 2016. 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)

## **Political Conferences**

Education Minnesota is proud to announce that we will be holding four political conferences in early 2016. The conferences will provide legislative, organizing and political training and be an important part of our efforts to prepare for the 2016 legislative session and election. This is another great opportunity to use your voice as an educator to advance good public policy.

Please save the date for the conference nearest you and share the information with colleagues in your local. Click under the conference dates below to register and find breakout session information:

• **Jan. 22-23 in Bloomington: DoubleTree by Hilton, 7800 Normandale Road**

[Online registration](#)

[Printable registration form](#)

[Breakout sessions](#)

• **Jan. 29-30 in Mankato: City Center Hotel, 101 Main St.**

[Online registration](#)

[Printable registration form](#)

[Breakout sessions](#)

• **Feb. 5-6 in Detroit Lakes: Holiday Inn on the Lake, 1155 Highway 10**

[Online registration](#)

[Printable registration form](#)

[Breakout sessions](#)

• **Feb. 12-13 in Duluth: Holiday Inn, 200 W. First St.**

[Online registration](#)

[Printable registration form](#)

[Breakout sessions](#)

Each local is encouraged to send at least three to five members to the conference. Education Minnesota will cover the costs of three to five members per local, including half of a double occupancy hotel room and mileage.



THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS

# Education Minnesota Health Care Advocate Training

As we prepare for the upcoming legislative session, Education Minnesota is conducting a series of regional trainings around the state for Health Care Advocates (HCAs).

## ***What are HCAs and what will they be doing?***

HCAs serve as the local point person on Education Minnesota's health care bills. They distribute information, educate their colleagues through meetings and emails and contact/meet with legislators. They provide information to field staff about how things are going and what they need to be successful. Larger locals may want to have more than one HCA.

## ***Who would make a good HCA?***

When recruiting HCAs, efforts in a local should focus on people who have been part of local health insurance conversations. It helps if he or she has health insurance knowledge, but it is not a requirement. An HCA should be a person who is reliable and also a good communicator.

Dinner will be provided.

### **When:**

**Jan. 13, 2016**

6 p.m. - 8 p.m.

Gene's Bar & Grill, 1095 3rd St NW, Roseau

**Jan. 14, 2016**

6 p.m. - 8 p.m.

Evergreen Restaurant, 700 Highway 32 S., Thief River Falls

**Jan. 27, 2016**

6 p.m. - 8 p.m.

Education Minnesota Bemidji Field Office, 677 Anne St NW Suite E, Bemidji

### **RSVP:**

Andrea Gross at [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org) or 1-800-622-4971

# Champion the Power of Your Local

## Having Conversations Using Relational One-on-Ones to Build the Union



With the passage of time, it is not unusual for local unions to lapse into a transactional, reactive mode of operation. When that happens, members begin to act more like customers.

Relatively few get involved in the union's work. The union loses power, and those who hold leadership positions burn themselves out. To prevent or reverse this fate, local unions need to make organizing a constant priority and align its communications, structure, programs and activities accordingly.

This training will be organizing around values and issues, greatly expanding scope and quality of new employee outreach, supercharging worksite leadership structures and building a participatory culture of membership.

### **Expectations**

1. All field staff train every local by the end of February 2016
2. Local leaders please identify team members training
3. Try to attend one training as a team

**Wednesday, February 3**

**Gene's Bar & Grill in Roseau**

**6:00 - 8:00**

**Deadline to Register: Monday, February 1**

**\*\* DINNER WILL BE PROVIDED \*\***

**Wednesday, February 10**

**Evergreen Restaurant in Thief River Falls**

**6:00 - 8:00**

**Deadline to Register: Monday, February 8**

**RSVP: Andrea Gross at [andrea.gross@edmn.org](mailto:andrea.gross@edmn.org)**

**or 1-800-622-4971**



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