



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

2019 Fall Drive In

September 2019

Special points of interest:

- Fall Drive In
- New Hires Meetings
- 2019 NEA RA

The 2019 Kramer-Brown I.O. FALL DRIVE-IN will be held at the Grygla-Gatzke School in Grygla, MN on October 2nd!

AGENDA

5:00 Registration
Please eat dinner when you arrive, dinner will be served until the start of Session I

6:00 Welcome/Intro

6:15 - 7:15 Session I

7:20 - 8:20 Session II

8:25 Refreshments & Door Prizes

Information for the evening has been sent to all local Presidents. Pre-registration for your sessions is required. To register click <https://bit.ly/2lsX6RL> or call Andrea Johnson at Education Minnesota field office at 800-622-4971 or email andrea.johnson@edmn.org.

Deadline to register is 9/23/19

***Education Minnesota members only event ***
membership will be verified prior to arrival

FALL 2019

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SESSION I

AFT Renewal Session: Reading

Session I

Participants will review the research and exemplary practices that help students acquire strong reading comprehension skills.

When can I afford to retire

Session I & II (This session is a total of 120 mins)

The answer to this question depends not only on how well you have planned financially, but also on what your plans are in retirement. While you are working, your income comes from your paycheck. In retirement, your income will come from three sources: your pension, social security, and any savings you have accumulated in accounts such as 403(b)/457/IRAs and savings. In this session, members will begin to understand how defined benefit pensions work and how income in retirement is calculated based on the pension option you choose. You will also learn about various investment plans and the differences between them so you can plan what is best for you. Also important are health care choices, and decisions related to long-term care insurance as a means to provide independence as well as helping to protect assets and retirement savings.

Cell phones, social media and student safety

Session I

With cellphones becoming increasingly prevalent in schools, this presentation will explore these and other legal questions that arise when students use their cellphones to record or photograph their classmates or school employees. This session will also provide some tips to help navigate some of the common social media pitfalls and protect you as an educator.

Positive Behavior Intervention Strategies

Session I

This session focuses on effective strategies that lead to increased student engagement and achievement.

Mental Health

Session I

We will learn about the most common diagnosis that we work with in the school setting. This includes Mood disorders (depression), Anxiety disorders (Anxiety, OCD and PTSD), Oppositional Disorders (ODD/ Conduct) and ADHD. Each disorder will include symptoms and what can be done to help these individuals. We will also discuss the stigma of mental health and the importance of self care.

Stress relief through Art

Session I

In this session we will be making a 8 x 10 fall theme canvas painting. We will use acrylic paint on a canvas board to make our painting. The cost will be \$5.00 to cover the cost of the supplies. Capped at 16 people.

SESSION II

Using your membership to the max: member benefits

Session II

Education Minnesota ESI works to bring quality programs and services to members and their families. Through a member-led advisory committee and board, programs and services go through a review process before being sponsored. Learn about the ESI, NEA, and AFT sponsored programs including identity theft protection, financial resources, and shopping discounts. There are programs for members at every stage in their career. In fact, there are many ways for members to save the cost of their dues and more.

Legal Basics

Session II

Many state laws impact educators in the classroom and affect your working conditions and employment status. Join us for an interactive review of the key things to know as a Minnesota educator. This session is particularly beneficial for newer members.

Staff development: the law, your contract and your committee (e-learning during snow days based)

Session II

Is your district's staff development aligned with the law? In this session participants receive an update on the staff development law as well as information and strategies for staff development committees to implement the requirements in their district.

Teacher Licensing Update

Session II

Significant changes were made to the Minnesota teacher licensing system during the 2017 legislative session. This training will provide an overview of both the new tiered licensure system and the new standards board.

iPads Tips & Tricks

Session II

Jamie Bakken is a Media Specialist who has worked in TRF for 18 years and teaches 900 students per week. She will give you some tips on how to use Google Expedition, Seesaw, green screens and other iPad apps. Please download Google Expedition and Seesaw before you arrive.





From the Field



KEVIN YOUNG

United WE Stand, divided WE Fall

Welcome back to another school year! As I write this article, fall sports practices have started and many of you are back in your classrooms getting ready for the school year. Some of you have already attended meetings and staff development opportunities to prepare for the upcoming school year. It sure seems the summers disappear faster

and faster each year. I hope you were able to take some time this summer to rest and relax and spend some quality time with family and friends. It is important for everyone to take some time and enjoy the summer so staff and students return to the classroom refreshed and reenergized for the new school year.

It has been an especially busy summer this year. I just started my 7th year as your union representative and it has been one of the busiest summers so far. Much of this is due to the attacks on public education and unions. As many of you are aware, I did my best to have conversations with local officers from every local last spring and early summer. During these meetings we discussed some of the attacks and what the future holds for us. We know groups like the Center for the American Experiment and Educated Teachers Minnesota will continue the attacks and encourage members to drop their membership. Why do they care? What is in it for them if you belong or do not belong to a union? They have no "skin" in the game, right? Well, their efforts are to weaken unions and ultimately weaken public education. Many believe their end goal is to privatize education. Public education is one of the largest, public institutions left in the United States. There are a lot of dollars at stake. If they win and privatize education, that may mean more dollars for some of their donors and their large companies. It also means the break-up of one of the largest unions in the country. This also means the union employees they employ will not be as strong and they will be able to pay them less and offer them less in benefits. Their goal is to weaken all unions, so why not attack one of the largest unions and weaken it. Ultimately, if this happens, there is a chance that this country could return to a time when there were those that had the opportunity to receive a quality education and those that don't. For profit education creates a situation where those that have money receive the best educational opportunities. Those who cannot afford to pay for the quality education opportunities suffer. We just cannot let this happen. This is why it is more important than ever WE stand together and continue to have one of the strongest unions in the country. Simply, United WE Stand, Divided WE Fall.

WE have seen what has happened in other states when unions have lost the ability to stay strong and fight for quality education systems. As membership dropped their

voice and power declined. As this happens, unions gradually lost the ability to have a strong voice for public education. Some of them lost the right to collectively bargain and negotiate contracts that benefit staff and students alike. Many have had to organize statewide strikes to make their voice heard. Minnesota is surrounded by states that have unions who have been weekend by the loss of members. We have seen what has happened and WE cannot let that happen here. WE need to stay strong and support each other. WE need to have one to one conversations with each other and share ideas how WE can be stronger together. WE need to share all the positive events that are happening in our schools. WE need to share the stories of how hard our students are working to become the very best they can be. We need to share how hard colleagues are working to provide the best education they can to their students. WE need to reach out to our new teachers and provide them the support they need to be successful. WE have way too many new teachers leaving the profession after a year or two. Many do not make it five years. WE cannot afford to continue to let this happen. I ask that every veteran teacher reach out to our newer teachers and help them to become the very best educator they can be. Ultimately, they are the future of our education system. WE need to be strong and support each other, whether new to the teaching profession or a veteran with many years of experience in the classroom. WE need to stand up for what is right and demand the best possible education WE can give to our children. After all, they deserve it. WE cannot afford to fail. United WE Stand, Divided WE Fall.

As always, please do your best to be involved in YOUR Local. TOGETHER we can do so much. United WE Stand, Divided WE Fall. 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, the new tiered licensure system, 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.





CAPSULE



MARA GUST

2019-2020 Kramer Brown I.O. Chair

Fall Greetings! I am excited to be serving my third year as Chairperson of the Kramer-Brown Intermediate Organization. Earlier this Spring after filling two years as the chairperson term due to retirement, I ran unopposed for my first full 3-year term. Thank you to everyone for your support. I am grateful to have several experienced board members who continue to help me learn the ropes on the governing board.

The Kramer-Brown board works hard to represent the needs of all of our locals, but we can only do that with constructive input and full representation. We currently have seats on the Governing Board from the Kittson Central, Lancaster, Red Lake Falls, and Roseau (2) locals. Please talk to your local President or me if you are interested in serving the IO as a governing board member. And please reach out to the board at kramerbrownio@gmail.com if you are interested in learning more about the position.

The governing board recently had its fall meeting and we continue to look for new ways to serve you. If you have ideas, concerns, questions, suggestions, please talk to your local representative! We can only serve you if we know what you need. We are here for you. I'd like to send a thank you to our executive board members so help keep our IO and events running so smoothly. Vice-President Avis Kennel of Warroad, Treasurer Becky Schmidt of Thief River Falls, and Secretary Marcy Helling of Thief River Falls. These officers along with the board members work hard to bring you information, professional development, and learning opportunities throughout the year.

I am very excited about this year's Fall Drive-In, hosted by Grygla-Gatzke! The Drive-In will take place Wednesday, October 2, in Grygla. The Kramer-Brown board works hard to make this a fun, worthwhile event, with sessions to appeal to everyone. (And good food!) As always, if you have input on what you'd like to see at the Drive-In each year, talk to me or your local representative.

Remember we have a website at <https://www.educationminnesota.org/KramerBrownIO>. This hosts news, announcements and documents, such as this Capsule newsletter that is distributed during the school year.

I hope you have a wonderful school year!

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The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization
Capsule Editor - Andrea Johnson
800-622-4971

andrea.johnson@edmn.org

KRAMER BROWN GOVERNING BOARD:

Chairperson Mara Gust, Greenbush-Middle River
Vice ChairAvis Kennel, Warroad
TreasurerRebecca Schmidt, Thief River Falls
Secretary.....Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

BadgerKelly Grahm
Goodridge..... Kelsey Loberg
Goodridge..... Lindsey Rystad
Greenbush-Middle River.....Debra Koebernick
Grygla-Gatzke.....Robin Johnson
Lake of the Woods.....Cynthia Hanson
Marshall County Central.....Lisa Donarski
NWRIC.....Kathleen Kallis
Red Lake County Central.....Andrea Eskeli
Red Lake Falls..... Paula Miller
Stephen-Argyle.....Jill Adolphson
Thief River Falls.....Jon Hams
Thief River Falls.....Denice Nelson
Thief River Falls.....Stacey Leake
Tri-County.....Heidi Hanson
Warren-Alvarado-Oslo..... Amber Schoepp
Warroad.....Rose McDonald
Education Minnesota Field Staff.....Kevin Young
Education Minnesota Support Staff.....Andrea Johnson



2019 MEA details

The Minnesota Educator Academy (MEA) conference is held at Saint Paul RiverCentre in downtown St. Paul on the third Thursday of October each year. It includes a full day of activities on Thursday. There are no longer Friday sessions.

[Registration now open](#)

Tweeting? Connect with colleagues; use #MEAmn19.
Wireless internet access is available facility wide.

When: Thursday, Oct. 17. No Friday sessions.

Where: Saint Paul RiverCentre, 175 W. Kellogg Blvd.,
St. Paul, MN 55102.

Admission: Free and open to Education Minnesota members only.

Registration: Education Minnesota members must register for workshops. [Register online now!](#)

Exhibits: 7:30 a.m.-3 p.m.
Workshops: 8 a.m.-4:30 p.m.

Kramer Brown Summer Planning Meeting
June 6, 2019
EM Office/Bemidji/10am

Chairperson Mara Gust called the meeting to order at 10:10am.

A. Adopt Agenda with flexibility.

Members Present: Mara Gust, Avis Kennel, Marcy Helling, Becky Schmidt, Robin Johnson, Cindy Hanson, Lisa Donarski, Jill Adolphson, Heidi Hanson, Amber Schoepp (new member from Warren), Rose McDonald, Andrea Johnson, EdMN, Kevin Young, Ed MN, Bridget Moore, EdMN

B. Secretary's Report - Marcy Helling

The 2019 RA minutes were reviewed and will be approved at the RA in 2020.

C. Treasurer's Report - Becky Schmidt

A motion to accept the Treasurer's Report by Robin Johnson, second by Cindy Hanson. Motion carried.

NOTES: Shared a category summary

Discussion on cash stipend for March Overnighter

E statements (savings of \$2.00 each month)

Bring Membership Comparison to August Meeting

D. Old Business:

1. KB/NU Overnighter Evaluations

- a. Discussion: very well organized, great sessions
- b. Check-In Policy at sessions - Keep for next year
- c. Reminder on registration form to contact EM office if unable to attend event

2. EM Representative Convention Report

- a. Delegates share - Cindy, Mara, Heidi, Avis, Lisa
- b. Reminder on change of stipend/reimbursement: up to \$125 sub pay, up to \$50 for meals with receipts

3. Recognition Dinner Feedback

- a. Make sure to have representation for your local
- b. Play CD if no entertainment/nice decorations (blue color, KB banner)
- c. Possibly change items in the dinner menu

4. IO Grant Review

- a. \$1000 in amount
- b. Information found in KB Handbook and on KB website

5. NEA RA State Delegates/Houston, Texas

- a. Cindy Hanson and Heidi Hanson attending
- b. Article to Andrea and receipts to Becky by Aug. 15

6. AFT Teach/Washington, D.C.

- a. Cindy Hanson, State Delegate attending

E. Action Items:

1. IO Treasurer Assignment of Becky Schmidt

- a. A motion by Avis Kennel, second by Rose McDonald to appoint Becky Schmidt as KB Treasurer for 2019-20. Motion carried.

2. IO Secretary Assignment of Marcy Helling

- a. A motion by Cindy Hanson, second by Becky Schmidt to appoint Marcy Helling as KB Secretary for 2019-20. Motion carried.
- 1. Elected (2019) for three year terms:
 - KB Chairperson: Mara Gust
 - KB Vice-Chairperson: Avis Kennel
- 2. Governing Board Longevity Stipends
 - 0 years - Amber Schoepp
 - 1 year - Stacey Leake, Denice Nelson, Lisa Donarski
 - 2 years - Deb Koebernick, Kathleen Kallis
 - 3 years - Robin Johnson
 - 4 years - Becky Schmidt, Heidi Hanson
 - 5 years - Kelsey Loberg
 - 7 years - Mara Gust, Jill Adolphson
 - 8 years - Andrea Eskeli
 - 13 years - Avis Kennel
 - 14 years - Rose McDonald
 - 16 years - Cindy Hanson
 - 17 years - Kelly Grahn
 - 26 years - Marcy Helling

Policy P.S. (adopted in 2008-2009)

0-3 years	Thank You
4-6 years	\$25
7-10 years	\$50
10-14 years	\$100
15-20 years	\$200
20+ years	\$250

A motion made by Cindy Hanson, second by Mara Gust to add a step to the longevity policy (as noted: 20+ years @ \$250). Motion carried.

Noted: A card was sent to Paula Miller and a stipend (\$50) was sent to Bev Torgerson. We thank them and wish them a happy retirement.

- 3. Door Prize Cash/KB Treasurer
 - a. Fall Drive-In/March Overnighter
 - b. A motion was made by Robin Johnson, second by Cindy Hanson to approve the treasurer getting cash for door prizes. Motion carried.
- 4. Payment of KB officers
 - a. A motion was made by Cindy Hanson, second by Lisa Donarski to pay the officers for the 2018-2019 year. Motion carried.
 - b. Mara Gust: \$1500
 - Avis Kennel: \$250
 - Marcy Helling: \$900
 - Becky Schmidt: \$900
- 5. Mileage to KB Governing Board Members
 - a. A motion was made by Mara Gust, second by Amber Schoepp to pay mileage to KB Governing Board members to KB events. Motion carried.
- 6. Gifts to staff

- a. A motion was made by Mara Gust, second by Jill Adolphson to provide gifts/gift cards to EM staff. Motion carried.

A. New Business

1. KB Pamphlets
 - a. Andrea Johnson will make 200 pamphlets to be distributed at Fall Drive-In.
2. Calendar 2019-2020
 - a. NOTE: All KB Governing Board meetings will begin at 5:30pm unless otherwise noted.
3. Collection of Dues
 - a. Mara Gust made a motion to change the collection of dues date from September 15th to October 15th and January 15th to February 15th, second by Becky Schmidt. Motion carried.
 - b. This motion will have to be brought to the March RA (2020) and voted on to be changed in the Constitution and Bylaws.
4. KB Audit for 2020
 - a. Reid Froiland will complete the KB audit again this year. He will also help Becky Schmidt, KB Treasurer to provide 1099s to KB officers.
5. Vacancies on KB Governing Board
 - a. Roseau (2), Warroad (1), KCC (1), RLF (1)
 - b. Locals will try to find a representative to be on the KB board...maybe come to the August meeting.
6. August Governing Board Meeting @ Springsteel on August 26th.
7. "New Hires" Folder
 - a. A motion was made by Cindy Hanson, second by Rose McDonald to have KB pay for folders for all new hires that Andrea will put together with important information and disperse to board members at the August meeting. Contact Kevin with list of new hires.
8. 2019-2020 Capsule Assignments
 - a. Fall: Cindy, Heidi, Amber (bio), Andrea, Kathleen (Aug.15)
 - b. Winter: Stacey, Denice, Jill, Deb, Lisa (Dec. 15)
 - c. Spring: Rose, Avis, Robin, Jon, Kelsey, Kelly (Apr. 15)

BREAK AT 12:15pm FOR LUNCH...RECONVENE AT 12:45pm

9. Fall Drive-In/Grygla-Gatske School/October 2nd
 - a. Contact person: Robin Johnson
 - b. Registration @ 5pm (Eat dinner as you arrive)
 - c. Welcome @ 6pm with sessions to follow...
 - d. Refreshments/Door Prizes @ 8:25pm
 - e. Evaluation Form - add topic ideas for next year on form

Fall Sessions added: Technology (Possibly ask Lora Rantanen or Stacey Leake), Mental Health (Strategies Toolkit/Aaron Muir), Tiered License, Positive Behavior Intervention, Stress Release (Lisa Donarski)
10. President/New Hires Meetings/Sept. 17,18/TRF, Roseau
 - a. Have speakers that are "newer" teachers to share during a social sponsored by KB. Maybe teachers of 3 years or less. Bring this to the December meeting date as a possible event.

11. President/Building Representative Overnighter Discussion
12. Remembrance Guidelines (Mara and Avis)/January Meeting
13. Post-Election Membership "Member At Large" (Mara/January)

A. Field Office Report - Kevin Young

1. **THANK YOU!!! All the work you and other local leaders do for members is very much appreciated!!!**
2. **Post-Janus, what does that mean moving forward?** - make sure your local is reviewing local constitution and by-laws and the master agreement, looking at language that could come into play in a post-Janus world; who can vote? Who can attend meetings? Check who your local information/communications are being sent to?
3. **Value of Belonging/Power of We/Believe in We:** the work continues; for resources and information: <https://www.educationminnesota.org/members-only/member-engagement/Resources>
 - a. we all need to continue reaching out to all members and have one on one conversations to encourage more involvement and inform members of the VoB
 - b. VOB/Member Engagement Grants are no longer available - replaced by Local Time Enhancement grant (see handout) to pay for other work geared towards working with new hires, members, additional membership work because of the post-Janus world, time for local leaders to connect with members, etc...
 - use of these funds will look different in each local
 - as soon as applications/details are available, the information will be sent to all locals
 - there will be some type of verification process that the "work" or "time" was used as stated in the grant application
 - c. **Bridget Moore, EdMN Organizer**, available to work with locals with member engagement and organizing events
4. **Member engagement plans:** (see handouts)
 - a. Local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - b. please submit a copy of your local plan To Bemidji Field Office by **August 15** so we can support your local efforts
 - c. all locals are encouraged to have a Back to School Member Engagement event; contact me for help and resources that are available(see #5 below)
5. **Local new member orientation 2019-20:** (see handout) Local plans will have to submitted to the Field Office by **August 15**
 - a. Encourage all locals to purchase a professional folder for each new hire. Cost is less than \$2.50 eac
6. **Education Minnesota Programs and Offerings: What's new, what's different?:**
 - a. Great way to engage members
7. **Local Leader Rosters** - the forms were sent by Andrea in mid-May; when changes are made please get to Andrea ASAP; we cannot and will not accept an e-mail with the changes; locals must use the provided form; our office cannot make any changes without this information
8. **Membership and Treasurers Information:**
 - a. **Local Audits** - all KB IO audits are in!!! Thank You!!!

- a. **Dues Payments** - make sure payments are made throughout the summer/possibly electronic by fall
 - b. **Membership Rosters** - make sure all are turned in for the 2018-19 School Year (continues to improve each year!!! Thank You!!!); **this drives dues payments so it is very important to be accurate**
 - c. **Edues** - was piloted in 5 locals across the state during 2017-18; expansion planned but not sure when; hope to have option for locals to submit payments to EdMN electronically in 2019-20; Recommendation to set dues in the spring for the next year
 - d. **Required training for all membership contacts and treasurers; tentatively set for August 8; if these individuals from your local do not attend this training I have to come to your local and train them**
9. **Retiree Continuous membership:**
- a. All retirees **MUST REGISTER** to get this benefit - it will not automatically happen based on your local's membership lists
 - b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>
10. **New hires Meet and Greet:** I would like to make an effort to reach out to all new hires.
- a. **Please send me lists of your new hires.**
 - b. I will send a personal invitation to the new hires meeting if I get requested information (35 last year)
 - c. My plan is to continue holding two events like we did the last two years; TRF and Roseau???. I also am wondering if this is an event that should be led by the IO and have local members participate to share their stories?
11. **Local Leaders meetings** - my preference is to have continue having two meetings in August and another meeting in January/February. What are your thoughts? What are topics for these meetings? August meeting will be a training for membership contacts and treasurers regarding changes with the membership process post-Janus
12. **NEA360** - continue to use, especially for local presidents, membership chairs, and treasurers
- a. it is important to verify that the information in the system is correct
 - b. if you notice errors, bring them to my attention
13. **Fall Drive-in:** October 2 at Grygla-Gatzke, Grygla
- a. need to determine remaining sessions; see handout
 - b. TRA session for newer teachers? Stacy is willing to attend. I can set this up if you want?
14. **Negotiations Update:** (see handout of settled locals)
- a. Tentative dates for meetings:
 - Sept 24 Evergreen Restaurant, Thief River Falls (6:00)
 - Sept 25 Gene's Bar, Roseau (6:00)
 - a. Very important to address ULA language during this round of bargaining; loss of ULA language in statute results in the need for ALL locals to have contract language; Statute is gone July 1, 2019. If settlement has not been reached prior to this, try to get an MOU with the district to address ULA situations. Also remind negotiators of the need to

- b. Send Settlement Reports to Andrea and Kevin ASAP
- c. Electronic Copy of Master Agreement in WORD to Andrea and Kevin ASAP

15. Political Conference:

- 16. Local elections:** Please contact me if you need any help or resources with local elections.
- 17. TD&E Joint Agreement:** if any changes were made in your TD&E plans and/or joint agreements, please send us a copy of the signed agreements.

18. Summer Seminar: Aug 5-7; see handout

- d. please make an effort to attend and encourage members to attend
- e. many new sessions this year
- f. multiple ways for members to attend w/o paying fees
- g. financial limitations for your local preventing people from attending, please contact me
- h. register at <https://www.cvent.com/events/summer-seminar-2019/event-summary-0ec4fe8c0d444c0b85c5969748b13805.aspx>

19. MEA 2019: October 17; one day only (Thursday); will be members only (may have to bring ID)

20. Group Organizing for Settlement assessment:

- a. great way to get several assessments done at one time
- b. Tuesday, August 6, St. Ben's in Gorecki 120, 5:45 - 7 p.m.
- c. can look at holding a session in a local area if there is interest

21. Locals missing KB IO Representatives: Kittson Central, Roseau, Warroad, RLF

22. 2018-19 End of School Year Meetings: this year I am having meetings with officers from each local. I would like to meet with the local president(s), membership contact, and treasurer. If a meeting has not taken place or been scheduled with your local, please contact me to set one up asap.

Meeting Adjourned at 3:15pm.

Respectfully submitted,
Marcy Helling, KB Secretary

August Agenda Items:

2019-20 Budget Approval
Membership Comparison Information (Becky)
Fall Drive-In Update/Grygla-Gatzke School/October 2
Gift Card to Andrea/Kevin (\$50) (Becky)
Folders to deliver to new hires - from EM office (Andrea)
Local Leaders Meeting topics

December Agenda Items:

"New Hires" Event - possible social for members that are 3 or less years experienced

January Agenda Items:

Remembrance Guidelines Form/Discussion (Mara and Avis)
Post-Election Membership on KB Governing Board/"Member At Large"
(Mara)
KB Audit (Reid Froiland/KB Committee)

Kramer Brown Governing Board Minutes
August 26, 2019
Springsteel @ 5:30pm

Chairperson *Mara Gust* called the meeting to order at 5:40pm.

Members Present: *Marcy Helling, Cindy Hanson, Mara Gust, Becky Schmidt, Avis Kennel, Rose McDonald, Heidi Hanson, Robin Johnson, Lisa Donarski, Kathleen Kallis, and Kevin Young, EM Field Staff.*

- A. Adopt agenda with flexibility/Communications-
 - a. Robin Johnson made a motion to accept, second by Avis Kennel. Motion carried.
 - b. Thank you cards from Bev Torgerson and Beth and Dan Kucera.
- B. Secretary's Report/Marcy Helling
 - a. Avis Kennel made a motion to accept the minutes, second by Cindy Hanson. Motion carried.
- C. Treasurer's Report/Becky Schmidt
 - a. Budget Discussion for 2019-2020.
 - b. Approval of 2019-2020 KB Budget
Cindy Hanson made a motion to accept the budget for the new year, second by Robin Johnson. Motion carried.

NOTE: IO Affiliation Grant (\$1800) will be no longer available to KB.
- D. Old Business
 - 1. Fall Drive-In
 - a. Fall Drive-In Grygla/Gatzke School, Grygla
 - b. Sessions are organized - Flyer to go out first week of Sept.
Marcy/Avis will be at registration table (Registration/Dinner to begin at 5pm)
Mara will take care of meals, rooms, etc.
Marcy will bring KB Banner
Contact person: Robin Johnson, Grygla
NOTE: The date/day for Fall Drive-In will be considered at Summer Planning.
 - 2. Remembrance Guidelines for KB Board
 - a. A card will be sent by Mara or Avis.
 - 3. Post-Election Membership - Table until November meeting.
 - 4. Local Leaders Meetings/August
 - a. All locals were represented, with lots of information discussed.
 - 5. Vacant seats on KB Board:
 - a. Warroad (1), Roseau (2), Kittson/Central (1), Lancaster (1), RLF (1)

E. Action Items

- a. Board member to take photos at Teacher Recognition Dinner in May 2020. Heidi Hanson will take them unless her schedule doesn't allow. Cindy Hanson will help out if needed. A \$50 stipend will be given.
- b. Capsule Assignment Review/Update
Winter: Stacey, Denice, Jill, Lisa, Kathleen (Dec. 15)

F. New Business:

- a. KB Website/Email - input needed
kramerbrownio@gmail.com
<http://www.educationminnesota.org/KramerBrownIO>
Ideas: minutes, photos, capsules, flyers, links to handouts
- b. How can KB more directly help its members?
 - PD sessions held on Saturdays or evenings
 - Change what we are currently doing?
 - Talk to members in your local and share information?
- c. New Hires Meetings
 - September 17 @ River Walk Restaurant/TRF at 5:30pm
 - September 18 @ Gene's Bar/Roseau at 5:30pm
- d. NEA Highlights
- e. Summer Seminar Highlights
- f. RESCHEDULE JANUARY KB MEETING TO JANUARY 8th

G. Field Office Report - Kevin Young

1. **Kramer-Brown IO Calendar** - See Handout
2. **Important Dates for Local Leaders** - See Handout
3. **Membership/Dues information** - remember a person can drop at any time; dues revocation only during take dues revocation window which is now Sept 1-31
 - Submit any drops, w/ copy of request to drop, to Bemidji Field Office
 - New Hires that do not join, send the following to the Bemidji Field Office:
Name, Address, Work Location, Position, Subject area
 - Recommendation is not to start dues deduction until after October 1
 - VERY important to keep rosters up to date; *****please turn in changes as they occur*****
 - **Missing Leadership Rosters:** Badger, Grygla-Gatzke, RLCC, and Roseau
4. **Continuous Membership:** remind members - it is their responsibility to register at <http://www.educationminnesota.org/member-benefits/membership/Continuous-membership-form>

***** This needs to be done PRIOR to membership expiring *****

5. **Audits** - Due one time per year depending when your fiscal year ends
6. **Tiered Licensing** - if the district is asking teachers to apply for a tier 1 or 2 license, this probably should not be happening; most-likely, an out-of-field permission should be requested. Questions, contact me asap.
7. **Member Engagement Plans:**
 - Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop
 - Information and resources can be found here:
<https://www.educationminnesota.org/members-only/member-engagement/Resources>
8. **New Hires Orientation Plan:**
 - refer to New Hire Orientation and Recruitment Process guide and resources found here: <https://educationminnesota.org/members-only/member-engagement/Resources/new-hire-engagement>
 - Every local needs to have plan in place please send me a copy prior to start of workshop
 - NEA 2019-20 Student Rebate form for those who were student members - info recently emailed
 - Please provide the following for each new hire: Name, E-mail, Phone number
 - professional folders for each new hire that become members - please take back with your local
9. **New Hires Meetings** - See Handout
10. **Local Time Enhancement Program** - See Handout (application for second round open Sept 1 & close Oct 31)
11. **EdMN programs and offerings: What's new, what's different:** See Handout
12. **Local Ad Subsidy program:**
 - Each local can place one ad per year and be reimbursed up to \$400.
 - Info can be found here: <https://www.educationminnesota.org/members-only/leaders/presidents/ad-subsidy>
13. **Kramer-Brown Fall Drive-In, October 2, Grygla-Gatzke** - See Handout
 - Deadline to register is Friday, September 20
 - Great opportunity for member engagement

Minutes

14. **Minnesota Educator Academy (MEA) October 17** - See Handout
15. **Negotiations Update meetings** - See Handout
16. **EdMN Political Conference** - more information to come as it is available.
17. **Local meetings and events** - please let me know of any general membership meetings and local events. I will try to attend as many as possible.
18. **New Election District A/Region One**

A motion by Rose McDonald, second by Kathleen Kallis to adjourn the meeting at 8:15pm.
Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary

October Meeting Items:

Evaluation of Fall Drive-In
Capsule Articles Due: Stacey, Denice, Jill, Deb, Lisa. (Dec. 15)
KB/Northland Overnighter Update/March 20,21
Vacant Seats on KB Governing Board

December Meeting Items:

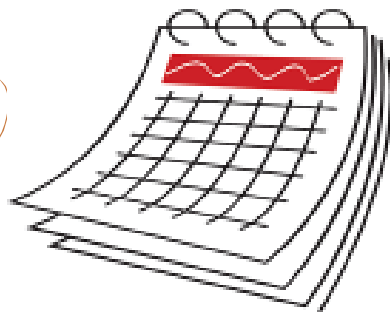
"New Hires" Event - possible social for members that are 3 or less years experienced
Post-Election Membership on KB Governing Board (Mara)

January Meeting Items:

KB Audit (Reid Froiland)

Calendar of Upcoming Events

September	
17	New Hires Meeting, River Walk Restaurant, Thief River Falls
September	
18	New Hires Meeting, Gene's Bar, Roseau
October	
2	Fall Drive In, Grygla-Gatzke School, Grygla
October	
17	Minnesota Educator Academy (MEA)
October	
23	KB Governing Board, River Walk Restaurant, Thief River Falls
November	
13	Education Support Professionals Day
November	
18-22	American Education Week
December	
4	KB Board Meeting, River Walk Restaurant, Thief River Falls
January	
8	KB Governing Board Meeting, River Walk Rest., Thief River Falls
January	
22	Local Leaders/Building Rep Meeting, Nordhem, Karlstad





NEA Representative Assembly

Submitted by Heidi Hanson, Tri-County



This year I was able to attend the NEA Representative Assembly held in Houston, Texas from July 3 - July 7. This was my second time attending the national NEA assembly. Since I attended last year in Minneapolis, I was much more comfortable this year with the activities and with what to expect. On the first day we arrived we registered with Education Minnesota and attended a reception held by Education Minnesota. After the reception, we had a state-funded delegate meeting. We had some free time after the meeting, so several delegates went to Guadalajara for a bite to eat. On the first day of the assembly, we had an early breakfast followed by our MN caucus meeting at 7 am. We then went to the convention center and registered as delegates. We were able to walk around and visit the different information booths that were set up. The number of booths that were set up was disappointing this year. There was a very limited amount of vendors this year. They did have several food vendors set up in



the convention center which was a nice perk. Later that evening we went to McCormick & Schmick's for dinner. On Thursday we started again with our State delegate meetings. Those were held every morning from 7:00 am - 9:00 am. After that meeting, we headed back to the convention center. The Rep Assembly officially started at 10:00 at the convention center. During the assembly Thursday we went over the credentials



report, the secretary/treasurer's report, the primary elections report, listened to different speakers, saw a brief NEA talent show, and started to hear action on new business items. That evening we were given tickets to go to Freedom Over Texas which was held at a park next to our hotel. Kellie Pickler and Jake Owen were the artists. On Friday we had our state delegate meeting. We left our state meeting early so we could head over to the convention center to campaign for Ellen Olsen from MN who was running for NEA ESP Director-At-Large. After



campaigning we went to vote for officers and on amendments. When the Rep Assembly started we heard the action on the new business items, met the Friend of Education Dolores McCracken, heard the election committees report, heard more new business action items, and listened to the 2020 Presidential Candidates Forum. That was quite an interesting production with signs and thunder sticks. On Saturday we had our state delegate meeting in the morning. We then went to the convention center and voted on the runoff election. During the Rep Assembly we heard action on new business items, action on the



NEA legislative program, heard the elections committee report, heard more action on new business items, met the 2019 Education Support Professional of the Year Matthew Cory Powell, heard action on proposed new policy statement, heard action on proposed amendments, heard the resolutions committee report, met the 2019 NCHE Higher Educator of the year David Schneider, and met the 2019 National Teacher of the Year Rodney Robinson. On Sunday, which was the last day, we attended our state delegate meeting. We then went to the convention center for the Rep Assembly. We heard more action on new business, acknowledged the outgoing and incoming officers, heard the final credentials committee report, and heard the presentation for proposed amendments to the NEA Constitution for vote in 2020 and the Candidates for office in 2019. This day was the longest day of the assembly because we needed to get through all of the new action items. There was a record number of 160 new business items this

year. The assembly adjourned shortly before 7 pm. I had an awesome time at this assembly. It was fun seeing a few familiar faces as well. I also got to meet delegates from several other states. We were able to have a fun night out to eat with some of the other delegates that we met from Minnesota. Attending the NEA Rep Assembly was a great experience. It includes long hours and you definitely get pooped, but I had a great time meeting new people and learning about the inner workings of NEA. It was interesting to learn about all the new amendments and action items that were proposed by other states. To see them being debated and amended and then debated again was definitely interesting to watch and participate in.

If you love politics and debating, this would be right up your alley. Next year the NEA Representative Assembly will be held from July 2-6 in Atlanta, Georgia.



Back to School

Submitted by Andrea Eskeli, Red Lake County Central Board Rep

As we find ourselves lost in the craziness of back to school, it is imperative to remind ourselves, and each other, to give ourselves some grace. We are all anxious about back-to-school supplies and clothing, and lunch bills and sports fees, and haircuts, and pictures, as well as our everyday year round responsibilities.

Everyone's schedules are filling up and no matter how hard we try it is physically impossible to be in more than one place at a time. We all do the best we can...in all that we do. That is all that anyone can ask. If our kids and families and friends feel safe and loved at the end of the day, that's all that really matters.

Check in on each other. Help shuttle another person's child if they have somewhere else to be at the same time with another one of their children. Offer a hungry athlete a granola bar and a gatorade. It may have been a while since they've eaten, and they are spending way more energy than they have all summer. Offer the teacher across the hall an ear, or get them a bottle of water. When I show up in one brown shoe and one black, or if you wear two different earrings, let's promise not to even mention it. We'll just tell each other how great we look and ask if there is anything we can do to help one another out.

If every day we strive to do better than the day before, check in on each other, take care of ourselves so that we are capable of taking care of others, and give ourselves some grace, back to school can be something that students, parents, and teachers can enjoy. Good Luck in the upcoming school year. We've got lives to change. Let's do this!

Education Minnesota can help with school board, levy elections

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

Here's how Education Minnesota can help:

Working with other organizations

It's important to work with parent groups and levy campaign committees, school district leaders and AFL-CIO Area Labor Councils. Education Minnesota can help make connections through our affiliation with the AFL-CIO.

Data

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

Equipment

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

Design and printing

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

Financial resources

Education Minnesota's Political Action Committee makes funds available to locals for use in campaigns. To be eligible, a percentage of a local's members must be contributing to the PAC. The contribution level for 2019-20 will be available in early fall. Additional funding may also be available for locals.

To find out if your local is eligible or for how much, please contact Brit Hiedeman in the Education Minnesota public affairs department at brit.hiedeman@edmn.org.

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





Minnesota Educators take part in national union meetings NEA Representative Assembly & AFT TEACH

Submitted by Cynthia Hanson, Lake of the Woods Rep



Minnesota educators were delegates to the National Education Association’s Representative Assembly and the American Federation of Teacher’s professional development conference, TEACH, this summer.



The theme of the NEA RA was “Our Democracy. Our Responsibility. Our Time!” More than 6,000 delegates spent four days in Houston, and left ready to carry the momentum of the #RedforEd movement into 2020 and play a pivotal in choosing the next president.

“This movement has created something better for millions of students and educators, but it’s bigger than that,” NEA President Lily Escalesen García told delegates in her keynote address. “We’ve created something better for communities—for this country that we love.”



The RA also featured a 2020 presidential candidate forum, at which 10 candidates answered questions submitted by educators from around the country. The NEA also honored its ESP of the Year and the National Teacher of the Year, as well as human rights and social justice award winners.



The RA is a democratic body, so delegates spend most of their time debating and voting on policies, resolutions, amendments that will direct much of the association’s work in the coming year, according to the NEA. This year, delegates adopted more than 60 out of 160 proposed, dealing with topics as far ranging as the impact of technology on students, the opioid crisis, immigration advocacy, charter school “co-location,” and ethnic studies.



The AFT TEACH conference in Washington, D.C. featured professional development sessions for educators, as well as opportunities to hear from union leaders and members. There were also opportunities for educators to meet with their congressional representatives. Professional development sessions at the conference focused on social and emotional learning, equity and social justice, preserving democratic principles and getting educators out of





What is American Education Week?

American Education Week—November 18-22, 2019—will present 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.

Read more about the [history of American Education Week](#).

Warren-Alvarado-Oslo Kramer Brown Board Rep

Submitted by Amber Schoepp, WAO Board Rep

Hello! My name is Amber Schoepp and I am starting my 17th year as a special education teacher at Warren Alvarado Oslo Schools in Warren. I am a graduate of Minnesota State University Moorhead with an undergraduate degree in Special Education. I am licensed in the areas of Learning Disabilities, Developmental Cognitive Delay, Autism and Emotional Behavioral Disorders. This is my first year as a delegate for the Kramer Brown Board. I live in Warren with my husband, Calvin, and our three sons, Jacob (14), Jason (13), and Christopher (12). In my spare time I love to do crafting, reading, kayaking, hiking, traveling and ice fishing with my family. Best wishes to all of you as you begin the 2019-2020 school year!



Foundation grants available throughout 2019-20 school year

The Education Minnesota Foundation for Excellence in Teaching and Learning will offer the following grants to eligible members during the 2019-20 school year.

The foundation is built on members helping members. By contributing only \$5 a year through dues, any active member is eligible to seek grant funding.

Professional development grants for teachers, ESPs and higher education faculty are awarded twice a year. Applications are due Nov. 1 and April 3.

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

Educators may also submit a Professional Development Grant application for a group of members to either attend professional development or be trained at their worksite.

National Board Certified Teachers Scholarship applications are due Nov. 1.

Members can receive \$500 per component, up to \$1,000.

The Bruce Vento Science Educator Grant applications are due Nov. 1 and April 3.

For educators who teach science as part of their day and want to acquire and share new skills and knowledge; this grant may also fund equipment or materials needed in science classrooms.

Classroom-focused grant applications are due Dec. 6.

Applicants may request up to \$3,000.

Second-year classroom grant applications are due April 3.

Additional funding, up to \$3,000, available for projects continuing on for another year.

IMPACT grants to partner a nonprofit with the local union or school district. Applications are due Jan. 11.

Approximately \$15,000 is available for one year.

For more information on the grants and how to apply, go to www.edmnfoundation.org.



New Hires Meeting

Sponsored by the
KRAMER BROWN IO

Tuesday, September 17

River Walk Public House Restaurant, (old Evergreen)

Thief River Falls

5:30 PM

Wednesday, September 18

Gene's Bar

Roseau

5:30 PM

New hires, please join us for dinner and a new hires meeting. The tentative agenda the new hires meeting includes information on master contracts, licensure issues, member benefits, and time for questions.

Register by using this link: <https://bit.ly/2wGCEX8>

Or by contacting the Bemidji Field Office
(800-622-4971 or andrea.johnson@edmn.org)

by **Friday, September 13**

Negotiations Meetings



Kramer Brown has scheduled negotiations meetings at two locations on different dates for the convenience of local negotiators.

All those who attend will also get a free meal.

Tuesday, September 24, 2019	Wednesday, September 25, 2019
River Walk Public Restaurant	Gene's Bar & Grill
700 Highway 32 S	1095 3rd St NW
Thief River Falls	Roseau MN
6:00 p.m.	6:00 p.m.
<i>Registration deadline for the meetings: Friday, September 13, 2019</i>	

Please register using this link <https://bit.ly/2Wo7EKy> or email Andrea at the Bemidji Field Office with the names of your local negotiators who plan to attend so that proper arrangements for dinner and materials can be made. Andrea can be reached at 800-622-4971 or at andrea.johnson@edmn.org.



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS





Register now for the 2019 MEA Conference!

Looking for high-quality training from your union? Join us at the state's largest professional development event for educators!

SAVE THE DATE
MEA Conference, Oct. 17, 2019
Saint Paul RiverCentre
175 W. Kellogg Blvd., St. Paul, MN 55102

This union-sponsored event provides free professional development for Education Minnesota members and aspiring educators only. Check out the schedule and register now at <https://www.educationminnesota.org/events.aspx#mea>.

Questions? Contact Megan Boldt at megan.boldt@edmn.org or 651-292-4818.

