



# 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

October 2020

## Special points of interest:

- 2020 NEA RA
- Voter Guide
- COVID Resources

## FALL 2020

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### 2020 Fall Drive In

The 2020 Kramer-Brown I.O. FALL DRIVE-IN is cancelled due to the COVID-19 pandemic. The board plans to offer upcoming virtual meetings and/or trainings. Please watch your email for more information.

### Education Minnesota website offers numerous COVID resources

Education Minnesota’s website has been updated all summer, and will continue to be updated with resources for educators regarding educating during COVID-19.

Information includes:

- FAQs on educators with health concerns, distance learning privacy and contractual rights, special education, paid leaves, unemployment and student loan debt relief.
- Contract bargaining resources including Q Comp guidance, reopening resources, managing workload, ESP-specific considerations and leave provisions.
- A summary of the state guidance and executive orders.
- Checklists and guidance around reopening of school buildings.
- Resources on educator rights and safety concerns regarding reopening of school buildings.
- Lesson planning links.

Go to [www.educationminnesota.org/resources/in-the-classroom/Coronavirus](http://www.educationminnesota.org/resources/in-the-classroom/Coronavirus) to find all of the resources, and watch for updates as the school year continues.

### Voter guide, election information available on edmnvotes.org

Education Minnesota has created a go-to website for information around the 2020 election and our campaign to fully fund public schools.

The website, [www.edmnvotes.org](http://www.edmnvotes.org), includes a voter guide where you can put in your address and see what Education Minnesota endorsed candidates are on the ballot, as well as get more information about those candidates.

Also available are social media shareables, videos and information on what issues educators are voting on this fall, and resources for members who want to get more involved at their worksite or with candidates and campaigns.

After the elected officials are sworn in, the website will have information on how members and the public can get involved with our campaign on fully funding public schools so that every educator has the resources they need and every student can achieve their dreams.



## From the Field



KEVIN YOUNG

### **Crazy time in education and yes, there is an election.**

Welcome back to another school year! I hope you were able to spend some quality time with family and friends, even during the crazy times during the COVID19 pandemic. I also hope you were able find some time for yourself and will be returning to the classroom refreshed and reenergized to do the important work of educating our students. Unfortunately, I hear from

many that down time was not an option, especially for local leaders who worked continuously over the summer to bargain with school districts over COVID19 situations that needed to be addressed for the 2020-21 school year. Unfortunate, yes. Important, absolutely!! I cannot imagine what your work situation would look like if your union wasn't involved in discussions with the school district. What would happen if you weren't organized and stand together as a union? Yes, there are districts where the COVID19 situation has been implemented in a way that student learning is taking place relatively smoothly. Unfortunately, there are many situations where student learning might not be going so well and expectations of teachers and support staff are not achievable. We still have some work to do in some situations, but please make sure to find a way to show your appreciation for the work your local leaders have done and continue to do. Much of this work goes unnoticed, but is so very important.

It has been a busy summer this year, especially true as we approached the July 30 announcement what the states mandates would be regarding the reopening of schools. Once we had this information, much of my work moved to working with individual members and the accommodations they needed. I also started working with and advising locals regarding bargaining that needed to take place. At a time when so much energy is focused on the learning of our students and what schools are doing, there are still those that do not support our public school system. The attacks on public education and unions continue. It is obvious there are many who want to keep us busy fighting off these attacks, while still doing our best to continue working for the best possible public education we can provided our youth. I say us, because I see this in your job as well. Education Minnesota has asked that all of you get involved and help fight off these attacks. I realize many of you are in survival mode right now, but if you don't get involved and speak up for public education, who will? I understand finding time to do anything is a challenge, but I ask you to think about what your situation would be like if you weren't part of a union? What would happen if administrators didn't have a contract to follow? Yes, taking action puts more on your plate, at the same time more is asked of you in the classroom. The expectations of educators are higher than ever and it seems there are fewer resources and training available. I cannot even imagine what it would be like if we didn't have Governor Walz in office. As a former teacher and coach, he definitely understands what you are dealing with and this will be helpful as we move forward.

With the pandemic upon us, in May the Bemidji Field Office coordinated the screenings for 4 Minnesota House of Representative races, as well as 2 Minnesota Senate races. This event was held virtually for the first time and we had more members participate than we ever had before, so this may be a tool we will

use in future candidate screenings. I thank all members who participated in the screenings. I also would like to share with you, of the 6 screenings, none of the GOP candidates. They were invited, but most did not even respond to the invitation. I wanted you to be aware of this. It would have been nice to have all candidates attend a screening so they could have a conversation with teachers. You will have to ask them why they didn't attend.

Education Minnesota needs your help encouraging all members to vote. We need everyone to get to the polls and vote. The work you do as an educator is greatly determined by the political process. Becoming an informed voter and casting your vote is essential for us to push back on the attacks public education is facing. Education Minnesota will continue to endorse candidates, but our focus is to get all members to the polls. If you would like to be on your local team to help make this happen, please let me know.

We also are asking that all members have one to one conversations with others and encourage at least one other member in their family or community to vote and vote for public education. We need to reach out to people outside of the education family to ensure that we achieve our goal of fully funding public education. To do this, it is important for you to share your stories of what is happening in our public schools with family and friends. Explain why it is important to fully fund public education.

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

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

It is time to stand up for public education. If you don't, who will? The future of our profession is always in the hands of politicians. We continually hear, Elections Matter. Well, it is true. It is time to think about the future. Like it or not, politics rule our public education world. We need to take an active role in the process. Please get involved. The most important thing you can do is vote. That may seem like common sense, but we cannot afford to have Education Minnesota members not vote in the 2020 election. Getting good results from elections is one of the most important things your union does to ensure public education thrives in Minnesota. The real work of getting education friendly candidates elected comes from engaging ALL of you. I hope you will join me in voting this fall and encouraging all members and community members to vote in 2020. Please utilize the Education Minnesota web site, <https://www.educationminnesota.org/home>, for more details on the topics shared in this article. You can also find all Education Minnesota endorsed candidates here: <https://www.educationminnesota.org/advocacy/EdMNVotes/endorsements>

As always, please do your best to be involved in YOUR Local. TOGETHER we can do so much. I would like all of you to know that I am here to help you in any way I can. Whether you have questions regarding your contract, negotiations, the 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](mailto:kevin.young@edmn.org)



CAPSULE

2020-2021

Kramer Brown I.O. Chair



MARA GUST

Wow. That’s all I can say. Educators and ESP’s amaze me everyday. This fall’s school year looks nothing like any of us would have predicted. In-person, distance, hybrid, all 3? We are all dealing with new challenges and facing them head on. Personally, I’m fully in person--for now. And so enjoying seeing my students.

While it is different--very different!--we are here, and we are together.

We’ve had some changes of leadership on the Governing Board. Vice-President Avis Kennel of Warroad, retired this past Spring. Avis was a huge support to me as I learned my role as chairperson, and has been a strong voice for educators. She will be missed! Our new VP completing Avis’ term is Robin Johnson from Grygla-Gatzke. Our treasurer is Amber Schoepp of Warren-Alvaredo-Oslo, and is 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. Thank you to all board members for your hard work and dedication.

OPEN SEATS! (Yes, I am shouting.) 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 Goodridge, Grygla-Gatzke, Kittson Central, Lancaster, Red Lake Falls, and Warroad 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](mailto:kramerbrownio@gmail.com) if you are interested in learning more about the position.

As you probably know, this year’s Fall Drive-In, like so many events, has been cancelled. The governing board is working on some options for networking and professional development, and bringing your dues dollars back to you. Please stay tuned!

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.

Finally, Education Minnesota will be reminding you to vote, and to vote your profession. I encourage you to do your research and above all, just VOTE!

I sincerely hope you have a wonderful school year, stay healthy mentally and physically, and do the best you can with the situation at hand. We can do it.

The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization  
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**KRAMER BROWN GOVERNING BOARD:**

- Chairperson ..... Mara Gust, Greenbush-Middle River
- Vice Chair .....Robin Johnson, Grygla-Gatzke
- Treasurer ..... Amber Schoepp, Thief River Falls
- Secretary.....Marcy Helling, Thief River Falls

**LOCAL REPRESENTATIVES:**

- Badger .....Kelly Grahn
- Greenbush-Middle River.....Debra Koebernick
- Lake of the Woods.....Dianna Hazelton
- Marshall County Central.....Lisa Donarski
- NWRIC.....Kathleen Kallis
- Red Lake County Central.....Andrea Eskeli
- Roseau.....Teresa Hulst
- Roseau.....Maranda Peterson
- Stephen-Argyle.....Jill Adolphson
- Thief River Falls.....Denice Nelson
- Thief River Falls.....Stacey Leake
- Tri-County.....Heidi Hanson
- Warroad.....Rose McDonald
- Education Minnesota Field Staff.....Kevin Young
- Education Minnesota Support Staff.....Andrea Johnson



Kramer Brown Summer Planning Meeting  
June 3, 2020  
Zoom Meeting @ 9am

Chairperson Mara Gust called the meeting to order at 9:07am.

- A. Adopt Agenda with flexibility.
  - \*Added to New Business /Stipends and Communication

Members Present: Mara Gust, Avis Kennel, Marcy Helling, Amber Schoepp, Robin Johnson, Cindy Hanson, Lisa Donarski, Jill Adolphson, Heidi Hanson, Stacey Leake, Denice Nelson, Rose McDonald, Dianna Hazelton (new member from LOW), Andrea Johnson, EdMN, Kevin Young, Ed MN, Bridget Moore, EdMN

- B. Secretary's Report - Marcy Helling
  - No new minutes to approve at this meeting.
- C. Treasurer's Report - Amber Schoepp
  - A motion to accept the Treasurer's Report by Robin Johnson, second by Denice Nelson. Motion carried.
  - \*Send Audit and Grant information to Kevin by June 30<sup>th</sup>.
  - \*A special "thank you" to Amber for her work as our new KB treasurer.
- D. Old Business:
  - 1. EM Representative Convention Report
    - a. Delegates share - Cindy, Mara, Heidi, Rose, Lisa
    - b. Meeting was held virtually/missed interaction with members.
    - c. Speeches given, ballots mailed, and no dues increase
  - 2. Recognition Dinner Discussion
    - a. Possibly postpone until May 2021. Celebrate 2 years of awards for past and present KB members. It will be looked at again at August meeting.
    - b. Quality Inn/TRF is willing to work with KB board as we continue to plan.
    - c. Recognize 2020 award recipients in the Fall 2020 KB Capsule.
  - 3. IO Grant Review
    - a. No changes at this time (A \$500 grant to Warroad Local was given in 2020.)
    - b. Information found in KB Handbook and on KB website
- E. Action Items:
  - 1. 2020-2021 Budget Discussion
    - a. The KB Officers will meet in TRF on August 6<sup>th</sup> @ 12:30pm to discuss budget and present at the August Board meeting. Location TBD.
  - 2. IO Treasurer Assignment of Amber Schoepp
    - a. A motion by Mara Gust, second by Cindy Hanson to appoint Amber Schoepp as KB Treasurer for 2020-2021. Motion carried.
  - 3. IO Secretary Assignment of Marcy Helling
    - a. A motion by Cindy Hanson, second by Avis Kennel to appoint Marcy Helling as KB Secretary for 2020-2021. Motion carried.



- 4. Appoint Vice-Chair position to complete Avis Kennel's term/Election in 2021
  - a. A motion was made by Cindy Hanson, second by Avis Kennel to appoint Robin Johnson as the interim KB Vice-Chair to complete the term. Motion carried.

- 5. Governing Board Longevity Stipends/2020

- 0 years - Dianna Hazelton, Maranda Peterson, Teresa Hulst
- 1 year - Amber Schoepp, Deb Schmidt
- 2 years - Stacey Leake, Denice Nelson, Lisa Donarski
- 3 years - Deb Koeberrick, Kathleen Kallis, Jon Hams
- 4 years - Robin Johnson
- 5 years - Becky Schmidt, Heidi Hanson
- 8 years - Mara Gust, Jill Adolphson
- 9 years - Andrea Eskeli
- 15 years - Rose McDonald
- 18 years - Kelly Grahn
- 27 years - Marcy Helling

Policy P.S. (adopted in 2020-2021)

0-3 years	\$25
4-6 years	\$50
7-10 years	\$100
11-14 years	\$150
15-19 years	\$200
20+ years	\$250

A motion made by Mara Gust, second by Amber Schoepp to update the stipends on the longevity policy as shown above. Motion carried.

A motion was made by Mara Gust, second by Stacey Leake to have the stipends be retroactive for the 2019-2020 year. Motion carried.

NOTED: Avis Kennel received a \$150 stipend and Cindy Hanson received a \$200 stipend for their longevity on the KB board. We wish them well on their retirement and thank them for their years of service.

- 6. Door Prize Cash/KB Treasurer
  - a. Fall Drive-In/March Overnighter
  - b. A motion was made by Robin Johnson, second by Stacey Leake to approve the KB Treasurer getting cash for door prizes for the 2020-2021 year. Motion carried.
- 7. Payment of KB officers
  - a. A motion was made by Jill Adolphson, second by Cindy Hanson to pay the officers for the 2019-2020 year. Motion carried. (Adopted in June 2016)
  - b. Mara Gust: \$1500
  - Avis Kennel: \$250
  - Marcy Helling: \$900
  - Amber Schoepp: \$900

8. Mileage to KB Governing Board Members
  - a. A motion was made by Robin Johnson, second by Avis Kennel to pay mileage at the IRS rate to KB Governing Board members attending KB events/meetings. Motion carried.
  - b. A Google Map must be provided to/from KB meeting or KB event.
9. Gifts to staff
  - a. A motion was made by Cindy Hanson, second by Mara Gust to provide gifts/gift cards to EM staff. Motion carried.
  - b. A motion was made by Mara Gust to give a bonus stipend of \$200 to the KB Treasurer, Amber Schoepp, for the "extra" work that was put into the 2019-2020 KB finances/reports, second by Rose McDonald. Motion carried.

**F. New Business**

1. KB Pamphlets
  - a. Andrea Johnson will make 200 pamphlets to distribute at Fall Drive-In.
2. Calendar 2020-2021
  - a. NOTE: All KB Governing Board meetings will begin at 5:30pm unless otherwise noted. Somewhat in draft form...revisit at August meeting.
3. Collection of Dues
  - a. The current collection of dues date is October 15 and February 15.
4. KB Audit for 2020 (Complete by January GB meeting)
  - a. Reid Froiland will complete the KB audit again this year, along with a presentation to the KB Audit Committee.
5. Vacancies on KB Governing Board
  - a. Warroad (2), Goodridge (1), Grygla-Gatzke (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 KB Governing Board Meeting @ Springsteel on August 24<sup>th</sup> at 5:30pm.
  - a. Avis Kennel and Cindy Hanson are invited to attend the dinner.
7. 2020-2021 Capsule Assignments
  - a. Fall: Dianna (bio), Heidi, Jill, Becky, Jon (Aug.15)
  - b. Winter: Stacey, Lisa, Andrea, Deb S., Maranda (bio), Kathleen (Dec. 15)
  - c. Spring: Rose, Robin, Denice, Deb K., Kelly, Teresa (bio) (Apr. 15)
8. Fall Drive-In/MCC High School, Newfolden /October 7th
  - a. Contact person: Lisa Donarski
  - 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

Other Fall Session ideas: Technology (Amber will check on Google Classroom presentation), Mental Health (Strategies Toolkit/Aaron Muir), Vaping Presentation (lady from Polk County) Stress Release/Wellness Session  
Possible childcare - more discussion at August Meeting

## 9. Virtual Meeting Stipends

- a. Mara Gust made a motion to give a stipend of \$50 to all KB GB members that attended the Summer Planning Virtual meeting on June 3, 2020 (9-12:30pm) in lieu of mileage/meal for this fiscal year 2019-2020 only. A second was made by Jill Adolphson. Motion carried.
- b. A motion was made by Amber Schoepp that when KB members attend any regular scheduled virtual KB GB meetings during the 2020-2021 fiscal year, a \$25 stipend will be given to each board member in attendance. A second was made by Cindy Hanson. Motion carried.

## 10. Communications

- a. Make sure to join GroupMe if you are interested.

## 6. Field Office Report - Kevin Young

1. THANK YOU!!! All the work you and other local leaders do for members is very much appreciated!!!
2. Negotiations 2020 - locals need to start thinking about the needs of members if distance learning takes place in the future. Recommendation is to reach out to the district and express desire to be involved in the planning processes, so everyone is ready in the fall of 2020. Items to consider:
  - What is the best way to communicate with the district of the desire to be involved in discussions? What is needed to make sure your voice is heard?
  - Reach out to members what their experiences were like since distance learning started in March. What worked? What did not work? What suggestions or ideas do members have?
  - What do members need to be more successful?
  - What is the best way to address days when a teacher is not available? Subs? Teacher covering for another teacher? Compensation?
  - How should IEPs and SPED paperwork be handled?
  - Home visits? Delivering of supplies?
  - Resources can be found on the Education Minnesota website here: <https://www.educationminnesota.org/members-only.aspx#bargaining> Please check back often as information will be updated as it becomes available.
  - Especially important to review MDE guidance on distance learning. This information can be found here: <https://education.mn.gov/MDE/dse/health/covid19/>
3. Election 2020 - more information can be found here: <https://www.educationminnesota.org/advocacy#EdMNVotes>
  - Need to recruit members from each local to be worksite unity leaders to help organize members to support the election 2020 efforts and the efforts to fully fund education in Minnesota.
  - Please identify members who will be good worksite unity leaders. You can self-identify. Have one to one conversations with individual members who would be good

- at doing this work and get their commitment to attend training. Please send names to me as soon as possible. If I do not hear from locals, myself or one of the EdMN organizers (Bridget Moore or Alexandra Vagac) will be reaching out to you.
- Early voting takes place September 18, 2020
  - Working on training opportunities that will be virtually over the summer with the hope of in person training in August
4. **Local elections:** Please contact me if you need any help or resources with local elections; need to start working on November Referendums now.
  5. **Fully Funding Education** – more information can be found here:  
<https://www.educationminnesota.org/advocacy/EdMNVotes/Our-movement-for-full-funding>
    - The movement continues even though the pandemic has occurred.
    - What "fully funding" looks like? We know that 4.5 billion dollars are needed to fully fund education in Minnesota.
    - The first step in being successful in this effort is to be successful in the November election.
  6. **Negotiations 2019-2021 Contract** – all KB IO locals have completed bargaining
    - We need the missing information below to prepare for bargaining which will begin in the spring of 2021.
    - Missing Settlement Reports: Goodridge, G-MR, Grygla-Gatzke, KC, Lancaster, and WAO.
    - Missing copy of new master agreement: Grygla-Gatzke, KC, and Roseau.
  7. **New Hires Orientation and Plans**– locals need to start planning for orientation of new hires and how to best approach these individuals about membership.
    - Hope is to have "Join Now" ready for the start of the 2020-21 school year. This is an on-line membership system.
    - Once this system is up and running, a request for local dues amounts will be made. This is why it is recommended to set dues, for the following year, each spring.
    - Think about what you can do locally to reach out to the new hires and make connections with them.
    - If this was your first teaching position, what can be done to make this difficult situation better for a new hire.
    - Still hope to offer a new hires meeting in September, but time will tell on that.
    - Each local was asked to have a New Hires Orientation Plan last fall. Please review and send a copy to me with any changes. If your local has not developed a plan, please complete and send a copy to me.
      - I will continue to make an effort to reach out to all new hires, but it may look different this year.
      - Please send me lists of your new hires with personal contact information.
      - I will send a personal invitation to the new hires meeting if I get requested information
      - My plan is to continue holding two events like we did the last two years: TRF and Roseau???
  8. **Membership Materials** – due to COVID19, there is a delay in the ordering of 2020-21 membership materials. Please reach out to your membership contacts and remind them to watch for information how to order membership materials. Updated membership



information can be found here: <https://www.edminnesota.org/members-only/leaders/membership-contacts>

9. Value of Belonging/Power of We/Believe in We: the work continues; for resources and information: <https://www.edminnesota.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
10. Member engagement plans:
  - a. Local planning guides can be found on the EdMN website - Member Portal>Choose Union: member engagement resources>Resources: <http://www.edminnesota.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)
11. Education Minnesota Programs and Offerings: What's new, what's different?:
  - a. Great way to engage members
  - b. EdMN staff are working on professional development opportunities that will be offered on-line; this include the cultural competency training needed for relicensure. More info to come as it becomes available.
12. Membership and Treasurers Information:
  - a. Local Audits - missing audits are KB IO. Warroad is incomplete.
  - b. Dues Payments - make sure payments are made throughout the summer
  - c. Membership Rosters - make sure all are turned in for the 2019-20 School Year (continues to improve each year!!! Thank You!!!); this drives dues payments so it is very important to be accurate
13. Retiree Continuous membership:
  - a. Retirees MUST REGISTER to get this benefit - will not automatically happen based on your local's membership lists
  - b. Go to <http://www.edminnesota.org/member-benefits/join-us/retired-membership>

14. Local Leader Rosters - the forms will be sent out in the near future; 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
15. 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
  - a. Fall Drive-in: October 7 at MCC, Newfolden
  - b. Need to determine remaining sessions at August meeting.
16. Collective Bargaining & Organizing Conference: January 29/30, DoubleTree, Bloomington.
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: Virtual this year; more information to come in the new future
19. MEA 2020: October 15; one day only (Thursday); will be members only (may have to bring ID)
20. Locals missing KB IO Representatives: Kittson Central, Warroad, Goodridge, Grygla, RLF
21. Other:

Meeting Adjourned at 12:30pm.

Respectfully submitted,  
Marcy Helling, KB Secretary

August KB Officers Meeting/August 6<sup>th</sup> @ 12:30pm/TRF(TBD):

2020-2021 Budget Work

Dues Schedule Discussion (Oct. 15/Feb. 15)

Program Ideas (Possible ideas for less members/More virtual ideas/Opportunity for change)

August Agenda Items:

2020-21 Budget Presentation/Approval

KB Calendar (revisit)

KB Pamphlets/Flow Chart (Check information before printing)

Fall Drive-In Update/MCC High School, Newfolden/October 7, 2020

Revisit Teacher Recognition Dinner plans/ideas

Folders for New Hires (?)

Gift card to Andrea and Kevin (\$50 each/Amber)

# Minutes

Kramer Brown Governing Board Minutes  
August 24, 2020  
4pm ZOOM meeting

Chairperson Mara Gust called the meeting to order at 4:02pm

Members Present: Marcy Helling, Amber Schoepp, Mara Gust, Robin Johnson, Rose McDonald, Heidi Hanson, Jill Adolphson, Dianna Hazelton, Denice Nelson, Stacey Leake, Lisa Donarski, Deb Schmidt, Andrea Eskeli, and Kevin Young, EM Field Staff.

NOTE: \$25 stipend for attending Zoom meeting.

- A. Adopt agenda with flexibility/Communications
- B. Secretary's Report/Marcy Helling
  - a. Stacey Leake made a motion to accept the Secretary's Report, second by Deb Schmidt. Motion carried.
- C. Treasurer's Report/Amber Schoepp
  - a. A motion to accept the Treasurer's Report by Robin Johnson, second by Andrea Eskeli. Motion carried.
  - b. Approval of 2020-2022 KB Budget
    - Denice Nelson made a motion to accept the budget for the new year, second by Rose McDonald. Motion carried.

NOTE: Last year's cancellations (March-June) due to the pandemic totaled \$14,219. The KB board will look at ways to use some of this for its members, programs, grants, etc.

- D. Old Business
  - a. KB Calendar for 2020-21
    - Discussion on the upcoming year and the events on the calendar.
  - b. Fall Drive-In cancelled
    - Alternatives discussed. Possibly have 3 -4 sessions depending on what the locals need. Maybe an Unsession and the need for Professional Dev. Training.
  - c. Capsule Assignments:
    - Fall: Dianna (bio), Heidi, Jill, Becky (Aug. 15)
    - Winter: Stacey, Lisa, Andrea, Deb S., Maranda (bio), Kathleen (Dec. 15)
    - Spring: Rose, Robin, Denice, Kelsey, Deb K., Kelly, Teresa (bio). (Apr. 15)
  - d. Vacant Seats on KB Board:
    - Warroad (2), Grygla-Gatzke (1), RLF (1), KCC (1)

- E. Action Items
  - None

## F. New Business:

- a. KB Website/Email - input needed  
[kramerbrownio@gmail.com](mailto:kramerbrownio@gmail.com)  
<http://www.educationminnesota.org/KramerBrownIO>  
 Ideas: minutes, photos, capsules, flyers, links to handouts
- b. KB Incentives/Local Grants. (January-April)  
 Locals \$5/\$10 per person to pay for food/supplies  
 Sessions based on local needs/2 per local  
 Guidelines would be made before applying for this particular grant (Mara)  
 Possible Unsession to explain process  
 Goal is to get money/support out to locals during this time
- c. New Hires Meetings/September 15,16/Zoom @ 5pm  
 New Hires "Happy Hour" with Kevin/20 minutes sessions  
 Locals can do something for new hires on their own  
 Folders from KB will be given to new staff
- d. NEA Highlights  
 Very different on Zoom...debates were better
- e. Summer Seminar Highlights  
 No one attended

## G. Field Office Report - Kevin Young

1. **COVID19** – <https://www.educationminnesota.org/members-only/bargaining/COVID-back-to-school-negotiations-resources>
2. **Local Leadership Rosters** – please send leadership changes to Andrea [asap](mailto:asap).
3. **Important Dates for Local Leaders** – Will send these out to each local (President, MC, & Treasurer)
4. **Membership/Dues information** – remember a person can drop at any time; dues revocation only during take dues revocation window which is now Sept 1-30
  - 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\*\*\***
  - **Review of membership process tomorrow at 4:00 pm on local leaders meeting. Please encourage all membership chairs and treasurers to attend,**
  - **NEA Join Now** – online membership application will go live in the next day or two. An email will be sent to all local presidents, membership chairs and treasurers once it goes live. To show new memberships dues amounts, we will need local dues amounts. If you do not currently know your local dues for 2020-21, please send that information in as soon as possible. Also, please consider setting dues in April/May next spring so this will not be an issue moving forward.

- Paper applications will still be available. Membership contacts and treasurers were to request these when membership materials were ordered a few weeks ago. If you need paper applications, let me know and we will get some mailed to you. **\*\*Do not enter data twice.\*\***
  - Remember, paper applications are to be mailed to the Bemidji Field Office once a new member completes them. Get these to use asap, so members have coverage and we can get their info entered into the system.
5. **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.
- **Concerns with OFF situation:** Apparently some districts are putting pressure on teachers to sign-off on OFFs. Some have gone so far as to threaten termination. At this time of year, districts cannot terminate most teachers because of continuing contract law. Don't let administration force people into thinking they have this power over them.
  - PELS is aware of this and has indicated they do not like it. They will be making this clear on tomorrow's weekly call with school districts. Hopefully that will help, but if you are hearing about this, please let me know asap. Most of the time this involves specialists being asked to get OFFs. For instance, SPED teachers get an OFF so the district can make smaller classes in the elementary.
  - **Paras:** Some districts are encouraging paras who have a 4 year degree to apply for a tier 1 license. Again, they may be putting pressure on people to do this. Don't let that happen and let me know if you are aware this is happening in your district.
  - **Subs and full-time, yearlong subs:** Some districts are hiring yearlong subs. These teachers can be members if they have a tier 2,3, or 4 license. Please make sure membership information is offered to these individuals and you have documentation that the offer was made. It is also important to get documentation if they decline to me a member.
  - We are also aware some districts are asking paras, who have a teaching license, to sub. In these cases, there should be an MOU so everyone understands what is para time and what is teacher time. If this person has a tier 2,3, or 4 license, they can be a member and have access to member benefits and services. If the individual position is for the same teacher and is for 30 days or more, this person is a long-term sub and should be receiving the compensation and benefits of the contract. By statute these positions are bargaining unit positions. Make sure to offer membership information and application. Again, document everything and keep records if an individual declines.
6. **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 \*\*\*\*\*

7. **Audits** – Due one time per year depending when your fiscal year ends
8. **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>
9. **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
10. **New Hires Meetings** – Virtually??? Small groups of locals??? More opportunities???
11. **Local Time Enhancement Program** – Information sent earlier.  
<https://www.educationminnesota.org/members-only/leaders/presidents> Deadline for application is September 22.
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. **Education Minnesota Reopen Safely grants** - <https://web.cvent.com/event/396885e1-83ac-4592-a36d-2a5a6b66f069/summary>; deadline to submit receipts for purchases of safety items is November 15, 2020.
14. **Minnesota Educator Academy (MEA) October 15** – will be a virtual even
15. **LearnUpon** – opportunity for members to take virtual courses and earn CEU credits:  
<https://educationminnesota.learnupon.com/catalog>
16. **Negotiations Update meetings** – TBD – bargaining can start spring 2021
17. **EdMN Collective Bargaining & Organizing Conference, January 29/30** - will be a virtual event
18. **How to Fight Back, a Virtual Leadership Assembly** – Wednesday, Aug 26: registration link: <https://www.cvent.com/d/57qqr8>
19. **2020 Election** – Find ways to engage members to vote; Early voting starts Sept 18; maybe ballot drop off parade and treats after??? If your local has trained WULs there is funding from EdMN for an event like this.
20. **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.

# Minutes

## H. Other

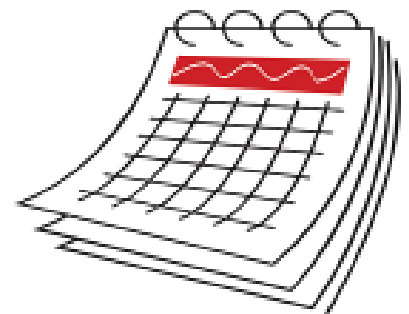
- a. Elections - Some discussion on policies, early voting in Sept., and ideas for locals to have a "Ballot Night". Stay involved and remember to get members to vote.
- b. Find ways to make connections with the locals and see what they need from their KB Governing Board.
- c. Next KB Governing Board Meeting/October 21 (Probably ZOOM)

Adjournment at 5:30pm.

Respectfully submitted,  
Marcy Helling, KB Secretary

## October Meeting Items:

- 1. KB Pamphlets
- 2. Capsule Reminder for Winter (Dec. 15)
- 3. KB Grant proposal presentation/Mara
- 4. Gift card to Andrea and Kevin (\$50 each/Amber)



## Calendar of Upcoming Events

October	
16	Minnesota Educator Academy (MEA), Virtual
October	
21	KB Board Meeting, Virtual
November	
16-20	American Education Week
18	Education Support Professionals Day
December	
2	KB Board Meeting, Virtual
January	
6	KB Governing Board Meeting, Virtual



## NEA Representative Assembly

Submitted by Heidi Hanson, Tri-County

This year was a first for the NEA Representative Assembly. Like many other conferences, it was held virtually July 2 & July 3. It was originally supposed to be held in Atlanta, Georgia. Attending virtually was definitely not as fun as attending in person. We had our Education Minnesota state-funded delegate meeting on June 30. There we took positions for voting. The only positive was that we didn't have to be up for breakfast at 6 am and ready for meetings at 7 am every day. The Rep Assembly officially started at 2 pm with a call to order by Lilly. The Land Acknowledgement was read and then an opening ceremony followed. That ceremony consisted of the Pledge of Allegiance read by Aspiring Educator Rachel Immerman, the National Anthem sang by Mike Hargreaves Eskelsen, reading of the NEA Mission Statement by NEA Retired President Sarah Borgman, and an invocation by Stacey Abrams. The credentials report was then read by Minnesota's own



Jeffrey Byrd who is chair of credentials. This year there were 6,814 registered delegates. Then a slideshow was shown that acknowledged the NEA executive committee, NEA Past Presidents, and Executive Directors. Lily then gave an NEA President Keynote Address. After that, the 2020-2022 Strategic Plan and Budget was reviewed. There was then a PAC fundraiser announcement followed by adjournment for the day. Day two of the assembly started with a call to order followed by a PAC Fundraising report. Then many people were acknowledged for awards. The awards that were acknowledged were Teacher of the Year Tabatha Rosproy, ESP of the Year Andrea Beeman, Higher Educator of the Year



Elizabeth Davenport, and Friend of Education Greta Thunberg. Another PAC fundraising report was then read. The candidates running for office were then announced and introduced. Each candidate was allowed to present a prerecorded speech. The preliminary elections report was then read followed by the final PAC fundraising report. The 2021 Constitutional Amendments were then announced along with candidates who have filed for office for 2021. The elections process was then announced. There was a final address by Lily and a great slideshow for Lily that included her family and former students. The meeting was then adjourned by Alice. Next year the assembly will be held in Denver, Colorado.







# Stephen-Argyle School Age Childcare

Submitted by Jill Adolphson, Stephen Argyle (Written by Nevin Lubarski)

The Stephen-Argyle Central Schools saw the birth of School Age Childcare (SACC) this past summer. Summer SACC and its activity programs were open to students age pre-school through 8th grade from 7:00 AM to 6:00 PM on weekdays. Approximately 40 youth participated in the program throughout June, July, and August. Summer SACC employed 10 adults and 12 student workers.



The Summer SACC program gained traction thanks to a 21st Century Community Learning Center grant awarded to the Stephen-Argyle Central School. Summer SACC is rooted in one very simple principle--to provide opportunities for students in our communities. Some of those opportunities included partnering with the local 4-H program to plant a school garden, which eventually led to students making salsa and jam. Baseball, volleyball, and football were offered as well as art and theater performance. Of course, the swimming pool was a popular destination, and much to the delight of parents, swimming lessons were part of the routine. The plan for Summer SACC moving forward is to continue to provide opportunities for the young people in the Stephen and Argyle communities and to partner with local businesses and organizations along the way.





## What is American Education Week?

American Education Week—November 16-20, 2020—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 <https://www.nea.org/resource-library/american-education-week-november-16-20-2020>

## The Max Foundation & The Mental Health of our Teens

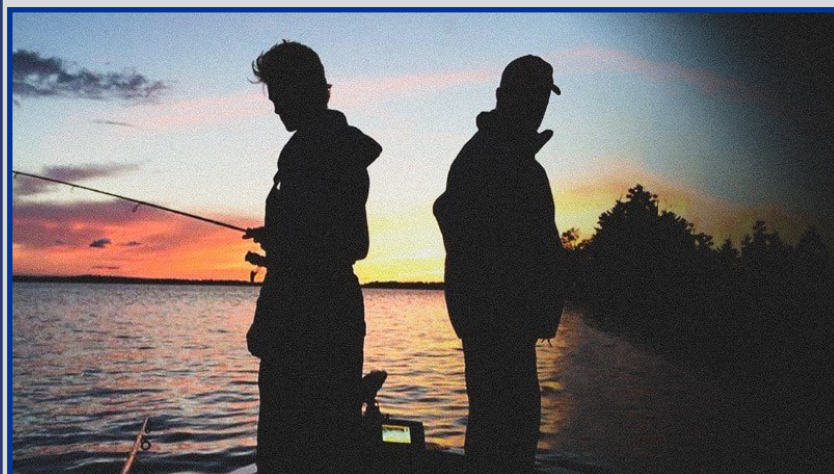
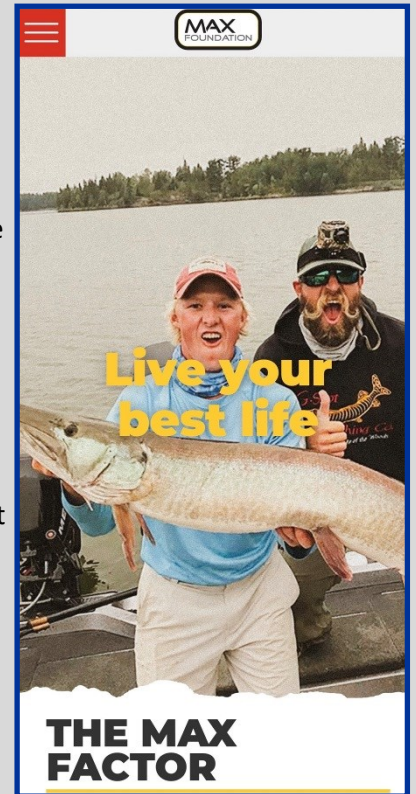
Submitted by Rose McDonald, Warroad



In a world where mental health awareness still carries a silent stigma, it is no wonder teens and others are not seeking the help they so desperately need. Suicide is a popular form of release from the pressures of the world and the pressures of the mind. As educators, support staff, and all school employees, we must collectively seek

to get ahead of this horrific epidemic. No parent or family should be forced to live with the pain of losing a loved family member who has, in desperation, taken his or her own life. Statistically, suicide is on the rise with young and older people, alike. According to *The New York Times*, the suicide rate among Americans ages 10-24 years of age jumped 56 percent between 2007 and 2017 (Centers for Disease Control and Prevention). IT IS 2020, and we've done little as a country to address the mental health issues of our youth. Some schools have even had to make cuts in the positions of behavioral specialists, social workers, school psychologists and school counselors because of a lack of funding at the state level. The frightening thing about this is that teens will continue to live in agony if we don't do something. In 2019, only 45 percent of teen females and 33 percent of teen males experiencing depression reached out for help. In the top five causes of death in teens, suicide comes in third (CDC 2020). These are a frightening statistics. Although the answers are far from easy, in my small community, something is being done to help teens with mental health issues in a significant way! Enter the MAX FOUNDATION. This foundation has been set up to educate and help teens struggling with mental health issues. Because of generous contributions of donors and a significant effort by the founders, the foundation is off to a wonderful beginning. The MAX FOUNDATION'S inception came in 2019.

The overall premise of the program is to lift the stigma of mental health issues and encourage youth to seek help. It also provides youth with meaningful education and is geared to spare families the pain of losing loved-ones to suicide. Max Marvin was a young man who took his life at the tender age of 19. To those left behind, he had everything to live for - a tremendously supportive family, a family owned business he thrived in, many friends, and a grin that could light up any room. Unknown to those around him, however, he was suffering silently with an illness few can detect. Project 11, in cooperation with the MAX FOUNDATION, has been instituted in Warroad Schools for the 2019-2020 school year. Project 11 provides curriculum and



training for all school students from K-12. It is a program that focuses on mental wellness but specifically the social-emotional wellness of youth. The project was inspired by a former Winnipeg Jets and Manitoba Moose player, Rick Rypien, who left us way too soon. With the MAX FOUNDATION in place, it is the hope of all those involved that lives will be saved and students will be more inclined to reach out for mental health help and support. TOGETHER we can make a difference. The MAX FOUNDATION is a major first step in the ongoing fight to save our youth from the tragedy of suicide. For a more in depth look at this newly created foundation, please go to [www.maxmarvinfoundation.org](http://www.maxmarvinfoundation.org).



## Foundation grants available throughout 2020-21 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. 6 and April 2.**

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. 6.**

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

**The Bruce Vento Science Educator Grant applications are due Dec. 4.**

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. 4.**

Applicants may request up to \$3,000.

**Second-year classroom grant applications are due April 2.**

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. 8.**

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

For more information on the grants and how to apply, go to [www.edmnfoundation.org](http://www.edmnfoundation.org).

## MEA virtual conference features live, on-demand workshops

The 2020 Minnesota Educator Academy (MEA) conference will be held virtually this October due to the COVID-19 pandemic.

It will feature at least 20 live sessions via webinar Thursday, Oct. 15, including keynote speaker Dr. Bettina Love. There will also be new relicensure course offerings on Education Minnesota's online learning platform LearnUpon for members to complete at their own pace.

Check out the schedule at [www.educationminnesota.org/events/mea](http://www.educationminnesota.org/events/mea) for complete workshop details as they become available.

The conference will take place from 9 a.m.-4 p.m. Oct. 15.

General session: 9-10:15 a.m.

Workshops: 10:30 a.m.-4 p.m.

Education Minnesota launched LearnUpon this spring. Members can access our online catalog of professional development to improve their professional practice, earn CEU credits for relicensure and build union understanding and power.

Here are the courses that will be available for members by Friday, Oct. 16 (more might be added):

- Cultural Competency Training Parts 1-4
- Reading
- English Learners
- Student Mental Health
- Culturally Responsive Teaching Through a Racial Justice Lens
- Degrees, Not Debt
- Families First Coronavirus Response Act
- Member Benefits
- Building Representative—Roles and Responsibilities
- Certified Negotiator Program for Education Support Professionals
- Certified Negotiator Program for Teachers
- MRA I: Member Rights Advocacy Training
- Worksite Unity Leader Training Part 1

Participants will receive continuing education units upon completion of the courses, some of which do qualify for relicensure.

## Nominations open for the 2020 Minnesota Teacher of the Year

Nominations are open for the 2021 Minnesota Teacher of the Year award, and remain open through Nov. 15.

Nominations can be submitted online by accessing a simple nomination form on [www.educationminnesota.org](http://www.educationminnesota.org).

Eligible nominees must meet these criteria:

- Teach in a public or nonpublic Pre-K through 12th-grade school or ECFE or Adult Basic Education program, working at least 50 percent of the time directly with students.
- Hold a bachelor's degree and a Minnesota teaching license.
- Have completed five years of teaching by the nomination deadline.
- Intend to teach during the 2021-22 school year.

The Minnesota Teacher of the Year is in its 57th year as the state's official recognition program honoring excellence in education.

Education Minnesota organizes and underwrites the program, which means the union handles only the business of running the program, not the selection process.

Program and award support also comes from Education Minnesota ESI, Educators Lifetime Solutions, EFS Advisors, the Harvard Club of Minnesota Foundation, SMART Technologies and United Educators Credit Union.

Find out more about the selection process, eligibility, past recipients and more at [www.educationminnesota.org/news/awards/teacher-of-the-year](http://www.educationminnesota.org/news/awards/teacher-of-the-year).

### Lake of the Woods Kramer Brown Board Rep

Submitted by Dianna Hazelton, LOW Board Rep



Hello! My name is Dianna Hazelton. Lake of the Woods School has been my second home since 2017. I have the great privilege to teach mathematics to 7th - 12th graders as well as coaching some amazing junior high volleyball athletes. This fall will be the beginning of my 19th year of teaching. I earned my undergraduate degree in 5-12 Mathematics Education from Augsburg College in 2002 and I earned my master's degree in Mathematics Education from the University of Minnesota in 2009. This summer, I started coursework for my administrator's license through Moorhead State University. I am so excited to serve as a representative on the Kramer-Brown board. Being involved in union work is very important to me and I can't wait to learn and work for our members and fight for our students. I live in Baudette with my spouse and children. In my spare time, I enjoy fishing, running, hiking, kayaking, playing volleyball, doing math art, snowmobiling and LEARNING. I also love watching the Minnesota Twins!

