



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

Special points of interest:

- KB Retiree Bios
- KB Recognition Awards
- Education Minnesota Rep Convention Photos

SPRING 2021

Inside this issue:

From the Field	7
KB Chair	8
Meeting Minutes	9-13
Upcoming Events	16

2021 Kramer Brown Recognition Awards

May 2021

Due to the COVID-19 pandemic the annual recognition dinner was again postponed. To take place of the recognition dinner, we are honoring our 2019-20 & 2020-21 Retirees and 2019 Teachers of the Year.

The 2019-20 Teacher of the Year Awards:

Badger: Jackie Simmons
Goodridge: Betsy Saurdiff
Greenbush-Middle River: Stacy Dahl
Grygla-Gatzke: Betsy Saurdiff
Lake of the Woods: Colleen Stanton
Roseau: Julie Urness
Tri-County: Sara Carpenter



Congrats to all 2019-20 Teachers of the Year! Your dedication is an example for all!

The 2019-20 Retiring Educators are:

Kittson Central: Karen Vold
NWRIC: Deb Davidson & Ellen Lundberg
Red Lake County Central: Bernadette Rosten
Red Lake Falls: Margaret Hamrum, Linda Johnston & Wanda Nelson
Roseau: Carol Guy, Sara Olson & Tracey Wensloff
Thief River Falls: Robin Almquist, Jeffrey Loe, Diane Paulson & Mary Almquist
Warroad: Jody Christian & Avis Kennel

The 2020-21 Retiring Educators are:

Goodridge: Betsy Saurdiff
Greenbush-Middle River: JoLeah Hasson & Laura Strand
Grygla-Gatzke: Betsy Saurdiff
Red Lake Falls: Mike Spurgin
Stephen-Argyle: Jill Adolphson & Renee Jensen
Warren-Alvarado-Oslo: Renee L. Borowicz & Deborah Schmidt
Warroad: Deborah Landin & Mary Mohrbacher

Have a wonderful retirement to the 2019-20 & 2020-21 Retirees! Thank You for your many years in the Education Field!

Retiree Bios



JoLeah Hasson, Greenbush-Middle River is retiring at the end of the 2020-21 school year. She has taught for 40 years, 35 of those years being at Greenbush-Middle River School. She has taught elementary-including a 1 room schoolhouse, Middle and high school math. When JoLeah was teaching at Horse Creek School and living in the "teachorage"(house) she would have to walk over to the school early (in the spring/fall) to push out the rattlesnakes that would be sunning themselves on the sidewalks. She would then watch them until they slithered away far from the mowed part of the grass around the school. She did have to kill one that was coiled in position to attack her dog by using a shovel. She came down on its head (cutting it off) when it lunged for her dog and missed. She threw the head (they can still bite) down the outhouse. Joleah was local President for several years and has always been a vocal and involved member. Congratulations JoLeah!



Laura Strand, Greenbush-Middle River is retiring at the end of the 2020-21 school year. She has taught for 20 years but has been involved in education as a para and coach for many more years. She has taught K-12 Physical Education. Laura believes "Teaching is not a profession, it is a passion". Congratulations Laura!



Deb Davidson, NWRIC retired at the end of the 2019-20 school year. She has taught for 36 years. She has taught ECSE/ Vision Impaired. She always look for a student's strength. Congratulations Deb!



Ellen Lundberg, NWRIC retired at the end of the 2019-20 school year. She has taught for 35 years. She has taught Speech/Language Pathologist. Ellen has believed that communication is the key. Congratulations Ellen!

Retiree Bios



Carol Guy, Roseau retired at the end of the 2019-20 school year. She has taught for 36 years. She has taught 2 years Chapter 1 and 34 years Kindergarten. Carol was a compassionate teacher who touched all of her students' lives. She gave her students the extra care they needed to be successful learners. Congratulations Carol!



Tracey Wensloff, Roseau retired at the end of the 2019-20 school year. He has taught for 33 years. He taught High School Math. Tracey was a teacher who helped students to see their full potential. His caring nature was reflected both in the classroom and on the field as a coach. He was local President and a Negotiator for the Roseau local. Congratulations Tracey!



Sara Olson, Roseau retired at the end of the 2019-20 school year. She taught for 34 years. She taught Elementary: 1st-5th grades. Sara was a very upbeat, positive teacher who encouraged students to be their best. Congratulations Sara!

Renee Jensen, Stephen-Argyle is retiring at the end of the 2020-21 school year. She has taught for 39 years. She taught Music K-12. All three of Renee's children are educators, with two of them teaching in higher education. Congratulations Renee!

Jill Adolphson, Stephen-Argyle is retiring at the end of the 2020-21 school year. She has taught for 34 years. She has taught English grades 7-12, Sociology/Psychology grades 11-12 and also a School Counselor. Jill started her education at Stephen Public School as a Kindergarten student in room 25. She will end her educational career at Stephen-Argyle Central in room 23 just steps away from her "first" classroom. She has been Co-President of Stephen-Argyle and Kramer Brown Board member. Congratulations Jill!



Mary Almquist, Thief River Falls retired at the end of the 2019-20 school year. She taught for 42 years. She taught Family & Consumer Science and was a Technology Instructor. Mary entered the technology position at Franklin Middle School in the early years of its implementation. She witnessed firsthand, the shift from floppy disks and flash-drives, to cloud-based technology. She served on Negotiation Teams, Sunshine Committee and Building Leadership. Congratulations Mary!

Retiree Bios

Jeffrey Loe, Thief River Falls retired at the end of the 2019-20 school year. He has taught for 35 years. He has taught American History, World History, North Dakota History Government, Psychology, Sociology, Geography, Drivers Education, Minnesota History & Civics. Jeff really enjoyed the relationships that he was able to develop with the students and the staff over his teaching and coaching career. Jeff was able to make connections with students that were often considered "hard to reach" or "at risk". Jeff was a Negotiation Team Member. Congratulations Jeff!

Robin Almquist, Thief River Falls retired at the end of the 2019-20 school year. She has taught for 33 years. She taught Math (6th-8th), Science (8th), Social Studies (6th), Language Arts (6th) & Fifth Grade. Robins favorite memories include the many 6th and 5th grade Deep Portage trips he enjoyed with staff and students. Rob's sense of humor, kindness, generosity and down to earth style made him a favorite amongst staff and students throughout the years. Congratulations Robin!

Diane Paulson, Thief River Falls retired at the end of the 2019-20 school year. She has taught for 34 years. She taught 8th Grade Special Education, Spanish, Social Studies, Speech/Theater, and 7th Grade Communications. Memories that will remain with Diane include the pure joy of seeing students gain in the areas of reading and writing, delighting in students as they begin to understand acceptance and the celebration of differences, as well as the laughter and friendships gained over the years. Congratulations Diane!

Deborah Schmidt, Warren-Alvarado-Oslo is retiring at the end of the 2020-21 school year. She has taught for 35 years. She has taught Elementary (ECFE, Preschool, Grade 1, Grade 2). After I retirement I can't wait to spend time with my grandchildren and travel with my husband. I have many destinations on my list to travel to and visit. Yahoo!!! She has served as a Kramer Brown Representative. Congratulations Deborah!

Renee L. Borowicz, Warren-Alvarado-Oslo is retiring at the end of the 2020-21 school year. She has taught for 37 years. She has taught Elementary (K, 3rd, Special Ed, 2nd). She is looking forward to spending more time with family and friends. She has served as Secretary for WAO EM. Congratulations Renee!



Jill Olson, Warroad retired at the end of the 2019-20 school year. She has taught for 33 years. She taught 7th grade life science, 8th grade earth science, 9th grade physical science, and some 7th grade US history and grade 8 geography. Jill is a wonderful teacher who loves her students and puts them first. She is hands-on and is always coming up with new ideas to make classes fun! Congratulations Jill!



Avis Kennel, Warroad retired at the end of the 2019-20 school year. She has taught for 33 years. She began teaching with preschool and ended with preschool / taught elementary special education for 1 year/all disabilities 22 years / middle school EBD 2 years / high school EBD 3 years / 3 years preschool sped/coached junior high volleyball/cheer coach/class advisor/peer helper advisor 22 years/Kramer Brown board rep. Congratulations Avis!

Retiree Bios



Jody Christian, Warroad retired at the end of the 2019-20 school year. She has taught for 35 years. She taught 5th grade English/7th and 8th grade English. This retiree loves her subject and her students. She continually looks for new and creative ways to engage her kiddos. She is dedicated; you cannot stay in this field for 35 years without dedication! Jody was a member rights advocate for several years. Congratulations Jody!



Deborah Landin, Warroad is retiring at the end of the 2020-21 school year. She taught for 32 years. She has been the school nurse. As I look back on my career, I think of the phrase "I never thought I would experience 3 generations of students, see all the changes in school health services, adapt to electronic health records, become so familiar with the education system, work with such wonderful students and families, work with fabulous staff members throughout the district, be accepted as a member of the educational team, develop so many friendships, write so many funded grants, be given so many responsibilities, be able to expand by knowledge and professional opportunities, and end my career at Warroad Schools with being awarded the 2020 Minnesota School Nurse of the Year and with a pandemic! Congratulations Deborah!



Mary Mohrbacher, Warroad is retiring at the end of the 2020-21 school year. She taught for 43 years. She taught one year each kindergarten and preschool - Roseville/41 years first grade in Warroad/volleyball, CC, and track and field coach as well. Mary loves her students and seeks to find new and creative ways to teach every day! Congratulations Mary!





CAPSULE

Thank you to all the local Presidents for the work you do throughout the year!

Presidents recognized are: Badger: Gretchen Lee; Goodridge: Eric Mickelson & Elroy Johnsrud; Greenbush-Middle River: Mara Gust; Grygla-Gatzke: Gene Lunsetter; Kittson Central: Mark Christenson; Lake of the Woods: Nicole Fiala; Lancaster: Cory Waling; Marshall County Central: Matthew Sundberg; NWRIC: Kathleen Kallis; Red Lake County Central: Kate Moll; Red Lake Falls: Jason Kenfield; Roseau: Brenda Dahl & Kim Czeh; Stephen-Argyle: Shawna Peterson & Jill Adolphson; Thief River Falls: Sandy Fladeland; Tri-County: Heidi Hanson; Warren-Alvarado-Oslo: Elizabeth Murray & Cindy Franks; Warroad: Rose McDonald

Thank you Kramer-Brown Governing Board!

Chairperson: Mara Gust, Greenbush-Middle River; Vice Chairperson: Robin Johnson, Warroad; Secretary: Marcy Helling, Thief River Falls; Treasurer: Amber Schoepp, Warren-Alvarado-Oslo **Local Representatives to the Kramer-Brown Governing Board** 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 & Maranda Peterson; Stephen-Argyle: Jill Adolphson ; Thief River Falls: Denice Nelson & Stacey Leake; Tri-County: Heidi Hanson; Warren-Alvarado-Oslo: Deb Schmidt; Warroad: Rose McDonald

Local Presidents & Board members: Awards will be distributed in a few weeks to your local for your retirees/TOYs. Please watch your email inbox for details.



From the Field



KEVIN YOUNG

As I write this article, it is teacher appreciation day. I want each one of you to know how appreciative we are of the work you do for the students of your community. I realize the last year and a half have been the most stressful of your career. From the stories you have shared, I know it has been more difficult than most people can imagine. Many administrators and school boards have unrealistic expectations.

Parents and students expect you to be available day and night. It is not easy trying to please everyone. Even so, you remain professional, show up every day, and provide the best education possible for the students of your school district. You do an outstanding job providing the best education a student can receive. Please know that we at Education Minnesota appreciate the hard work you do each and every day.

Since it is teacher appreciation time, I would like you to think about your colleagues and reach out to them with a few words of support and appreciation for the work they do. I also would like you to reach out to your local leaders, such as your local president, vice president, treasurer, membership contact, and negotiators. Besides teaching, these people have also been working hard to address all the unusual situations that have occurred because of the pandemic and the need for distance learning. The time these people have put in, on the behalf of member, is significant. Even before the school year started last fall I had one local president indicate that he already needed a break. Much of the work your local leaders do goes unnoticed, but believe me, there is a lot of work they do for all members. I encourage you to share a few words of support to these people.

As many of you are probably aware, this is a bargaining year. As your negotiators prepare or continue to bargain, do what you can to support their efforts. The pandemic has highlighted many areas that need to be addressed in bargaining. One of the areas is distance learning. Many of you are aware of this since you had the expectation to teach in-person and distance learners at the same time. Many districts have indicated they will continue to offer distance learning for the 2021-22 school year. In-fact, at least 60 new school districts have applied to MDE for approval to offer distance learning programs. If your district was not one of these, they can only offer distance learning to their own students. Even so, this brings up many questions and potential challenges. If you hear districts are contracting with firms like EdGenuity (owner of Compass Learning and Odysseyware), Florida Global Virtual Academy, Edmentum, Stride (used to be K12 inc.), and Pearson, this should be of concern to all members. There is evidence that using these companies is risky for students, some of which include the fact these companies lack validity, are notorious for student cheating, and have racial and religious bias.

I know all of you are tired and just want to get to the end of the school year, but if you learn your district is planning to use an on-line vendor to provide distance learning, please make sure your local president and bargaining team are aware of this. It would be

easy to just let this happen so you do not have to teach in-person and distance learning students at the same time. The fact is, besides the reasons stated earlier, if a district uses on-line vendors now and the local does not challenge this now, we could end up in situations where a district claims this work is no longer bargaining unit work. In the end, this might lead to reductions in teaching staff. We cannot wait. Now is the time to address situations where on-line vendors will be used to provide curriculum to distance learners.

Some of you may be wondering why Education Minnesota did not take a stand and prevent this from happening. Well, initially EdMN staff wanted to push back on the distance-learning situation continuing into the future. The fact is, it quickly became apparent distance learning was going to continue no matter how much we pushed back and what we did. It became apparent many parents, small districts, administrators, and school boards want this. The GOP and some Democrats also want this. I believe they are being short sighted and not considering the long-term damage it could do, especially to small districts. Taking all of this into consideration, it was determined our best option was to get involved in the process and do our best to put some rules and guidelines in place for distance learning programs. Getting these are important to prevent districts from doing whatever they want. In addition, there is a good chance distance learning is here to stay. Having good guidelines now will help address issues if distance learning does continue into the future.

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 new tiered licensure system, TD&E, health insurance, 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 Also keep in mind the Education Minnesota website <https://www.educationminnesota.org/home>, is a great resource for you.

Thank You for all the extra work you do each and every day. It is very much appreciated!!





2020-21 Kramer Brown I.O. Chair

MARA GUST

Happy Spring! What is there to say about this year? *We made it.* At my school I was fortunate to be in person nearly the entire year. I know that was not the case for many teachers in the area, though. My heart truly goes out to every

educator, support person and staff member who made this year work, in whatever way shape or form. Like you, I am hoping for a different kind of year coming up, with more semblance of normalcy.

On March 10, The Kramer-Brown Representative Assembly was held virtually. Delegates who attended this assembly also represent locals at the state Education Minnesota Representative Convention. If you have never attended the Representative Convention, I encourage you to think about it in the future. It is a fun event where you can network with colleagues but most importantly see how our union works at the state level and be a voice for your constituents.

Traditionally in early May, the Kramer-Brown board hosts its annual appreciation dinner. We honor Teachers of the Year, retirees, and Friends of Education. The board discussed at length ideas for recognizing *especially* our retirees, and you'll see some locally submitted photos and stories in this issue of the Capsule. We thank our retirees for their service to education, ending with what for many was the most difficult year of their careers.

The Kramer Brown-Board will have its last meeting of the year in early June. This meeting, "the summer planning meeting," sketches out all of our events for the coming year--including the Fall Drive-In, coming to you at Marshall County Central School in Newfolden on October 6. (SAVE THE DATE!) As always, you can suggest plans or ideas to your Kramer-Brown representative. We consider all feedback and use it to guide our decisions throughout the year.

Now is a great time to consider joining the Kramer-Brown governing board. We will have vacancies from Stephen-Argyle, Red Lake Falls, Goodridge, and Kittson Central. I would like to extend a personal thank you to the board members who have worked extra hard during this crazy year to be creative with events and programs for our members. Thank you to the officers, Secretary Marcy Helling from Thief River Falls, Vice-President Robin Johnson from Grygla, and Treasurer Amber Schoepp from Warren.

The board recently held nominations for the Chairperson and Vice-Chair positions. Due to uncontested nominations, no election was required. I will serve another term as chair, and I welcome board member Heidi Hanson from Tri-County to the Vice-Chair position. Heidi will be a great addition to our leadership team.

I hope this summer you can take some much deserved rest and recharge after a demanding year. Thank you for all you do for your students and each other.

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 ChairRobin Johnson, Grygla-Gatzke
TreasurerAmber Schoepp, Warren-Alvarado-Oslo
Secretary.....Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

BadgerKelly Grahm
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
Warren-Alvarado-Oslo.....Deb Schmidt
Warroad.....Rose McDonald
Education Minnesota Field Staff.....Kevin Young
Education Minnesota Support Staff.....Andrea Johnson





Kramer Brown Governing Board Minutes

January 6, 2021

4:30pm ZOOM meeting

Chairperson Mara Gust called the meeting to order at 4:32pm

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

NOTE: \$25 stipend for attending each KB GB Zoom meeting.

- A. Adopt agenda with flexibility/Communications
- B. Secretary's Report/Marcy Helling
 - a. Rose McDonald made a motion to accept the Secretary's Report, second by Denice Nelson. Motion carried.
- C. Treasurer's Report/Amber Schoepp
 - a. A motion to accept the Treasurer's Report by Maranda Peterson, second by Deb Schmidt. Motion carried.
 - b. Audit Information will be presented by Reid Froiland at a special meeting on January 20, 2021 @ 3:45pm.

NOTE: Audit Committee: Reid Froiland, Marcy Helling, Stacey Leake

- D. Old Business
 - a. KB/NU Overnighter/March 19,20 (Virtual)
 - *Survey results low (200/2000)
 - *Possible re-licensure classes, breakout rooms, make flyers to give information to locals, revisit with NU (Mara)
 - *MEA online sessions vs Locals using KB Grant to provide classes, etc.
- E. Action Items
 - a. Fall Drive-In 2021/October 6th/MCC, Newfolden
- F. New Business:
 - a. KB Rep. Assembly/March 10
 - *Discuss action items
 - *For those attending the Rep. Convention (Zoom), Kevin will send out action items to state constitution when they are ready and will be. Discussed at March meeting.



b. Appreciation Dinner/May 4

*Many ideas were discussed for retirees (2 years). We will think about it and share a more specific plan at our March meeting.

c. KB Scholarships

* Draft a KB scholarship letter for March meeting (Mara)

* Award 3 scholarships: (1) \$500 and (2) \$250 to KB members children

*Find avenues to advertise: Capsule, Local newspaper, KB website

d. 2021 Fall Drive-In Sessions

*Plan to use the same plan as last year. Andrea will resubmit our current plan

6. Field Office Report - Kevin Young

1. Audits: • Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office

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

• File 990 e-post card with IRS; take 5 mins each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status Fiscal Period: Due Date: July 1 - June 30 due by Dec 31 Aug 1 - July 31 due by Jan 31 Sept 1 - Aug 31 due by Feb 28 Jan 1 - Dec 31 due by June 30

• Reminder: KB Audit to be completed/ approved at January KB mtg

2. Membership:

• Watch for requests for roster updates. Send in changes at any time during the year.

• Please make sure to notify membership when someone is no longer active, dues paying member (mid-year retirement, leave of absence, termination, etc.....). Note: 64 non-members/includes Tier 1 teachers

• When new teachers are hired mid-year, locals need to approach each person about membership.

3. Local dues amount: Local dues amounts are needed from the following locals:

Grygla-Gatzke, MCC, RLCC Budgets - make sure you are considering adjustments with the membership drops and a reminder to set budget and dues in April or May. EdMN will be asking for local dues amounts so membership applications can be filled out electronically - plan for this next spring

4. Post Janus:

• Attacks; Fake Unions - expect more mailings, emails, phone calls,

• Please notify me asap when you receive this information.

5. Fall Drive-In: October 6, 2021 at Marshall County Central

• Will use sessions chosen from last year/Andrea will resubmit



6. Negotiations Meetings: Considering February 9 and 10 at 6:00 pm. Thoughts???

7. KB/NU Overnighter/Virtual event: see survey results

8. Professional Development now available and has a name change to MEA Online (change from LearnUpon): Cultural Competency training, along with many other professional development opportunities, now available here: <https://www.educationminnesota.org/resources/minnesota-educator-academy/LearnUpon> Trainings are asynchronous, synchronous, or a combination of both.

9. PEIP: health insurance bid process in January of 2021

- Please check with your HCA to see about a plan if the local will seek a PEIP bid
- Locals must have submitted a letter of intent to change to PEIP in order to maintain option of leaving district offerings if district decides to remain with non-PEIP health insurance in 2021 and 2022.
- Email sent on Monday, November 30, 2020 checking on interest in having meeting to review HITA process. Please check with your HCAs and let me know if there is interest.

10. Collective Bargaining and Organizing Conference (CBOC): save the date, January 31, 2021; will be held virtually; registration is open. Use this link:

<https://web.cvent.com/event/28659b51-31a1-4f7e-af46-63af544de920/summary>
Please share with all members.

11. Lobby Days: We assume all lobby days for the 2021 session will be virtual, and in an effort to accommodate our members' schedules and still create as many opportunities to engage members around issues and connect them with legislators, we will be planning for three different lobby day formats. The three types of lobby days are:

- Issue-themed Lobby Days: 4:00 p.m. on Wednesdays throughout session - all members will be invited to these, and each week will focus on a different topic. We plan to start these in mid-January, and will send a schedule closer to that date.
- Targeted Legislator Lobby Days: 4:00 p.m. on Tuesdays and Thursdays - we are in the process of identifying legislators based on committee assignments and campaign targets. PA staff will be coordinating these events.
- Local Lobby Days: Tuesdays and Thursdays - members of the local only. These are the same as our past lobby days, except they will be held virtually. Other locals are encouraged to participate in their own lobby days and will work like they have in the past. Local presidents, field staff along with USM staff will schedule and coordinate their zoom lobby day, including set up and monitoring the zoom. They will do recruitment of members and scheduling with legislators. When the local or IO has decided on a date, they will contact Ashley Behrens to request a briefing. The briefing will be for 45



minutes and will be coordinated 45 minutes before legislators log onto the zoom. We will have our regular materials available, such as our legislative agenda, issue briefs, etc.

12. Summer Seminar: Aug 2-4, 2021 (Save the dates. Please talk with your District Admin. to keep dates open)

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

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

H. Other

a. No in person EM events through April 2021.

b. Capsule Assignments: Spring: Rose, Robin, Denise, Kelsey, Deb K., Kelly, Teresa (bio). (Apr. 15)

Adjournment at 5:55pm.

Respectfully submitted,
Marcy Helling, KB Secretary

March Meeting/Rep. Assembly Items:

1. Next KB Governing Board Meeting/March 10 @ 4:30pm (Zoom)
2. Look at a draft of the KB Scholarship Letter (Mara)
3. Plan for Teacher Appreciation Dinner/May 4

KB Website/Email

kramerbrownio@gmail.com

<http://www.educationminnesota.org/KramerBrownIO>

Ideas: minutes, photos, capsules, flyers, links to handouts



Kramer Brown Governing Board Minutes/Special Meeting
January 20, 2021
3:45pm ZOOM meeting

Chairperson Mara Gust called the meeting to order at 3:45pm

Members Present: Marcy Helling, Mara Gust, Robin Johnson, Heidi Hanson, Jill Adolphson, Dianna Hazelton, Deb Koebnick, Stacey Leake, Teresa Hulst, Deb Schmidt, Andrea Eskeli, Amber Schoepp, Denice Nelson, Maranda Peterson, Kathleen Kallis, Reid Froiland (audit presenter) and Kevin Young, EM Field Staff.

NOTE: No stipend for this Special Meeting.

- A. Adopt agenda with flexibility/Communications
- B. Approve Audit (Presentation by Reid Froiland)
 - a. Andrea Eskeli made a motion to accept the KB Audit Report, second by Maranda Peterson. Motion carried.
 - b. Audit Letter on File
 - c. Audit Committee: Reid Froiland, Stacey Leake, Marcy Helling
- C. Approve Revised Budget
 - a. Put stipends in separate category, with the addition of \$5,000 to virtual meetings.
 - b. Change the form due to a stipend category change. (Andrea will do this)
 - c. A motion was made by Deb Schmidt to approve the revised changes in this year's budget, second by Andrea Eskeli. Motion carried.
- D. Stipend for Reid Froiland
 - a. Stacey Leake made a motion to pay Reid Froiland \$400 plus mileage for the 2019-20 KB audit and extra help with the KB financial records, second by Jill Adolphson. Motion carried.
- E. KB Grant Request
 - a. Stacey Leake, TRFEA president, made a grant request of \$2,070 (138 members x \$15) for February 25, 2021. This would provide food during conferences, along with an agenda/ meeting with information available. Stacey will provide specific details to this agenda information and the grant will be revisited by board members on email for final approval.

Adjournment at 4:15pm.

Respectfully submitted, Marcy Helling, KB Secretary



Introducing...

Meet Teresa Hulst Roseau Kramer Brown Board Rep

Hi! My name is Teresa Hulst and this is my first year being a Kramer Brown Board Representative. This year is my 7th year teaching 2nd grade at Roseau Elementary School. Along with teaching, I am also the head softball coach. I attended Mayville State University for four years, receiving my Major in Elementary Education with a Minor in Early Childhood and obtained my coaching certification. I am thankful everyday for the small town community where I get to teach and coach. Every day is a new adventure teaching 2nd grade and I love every minute of sharing their successes and being there for them as they grow and mature. I live in Roseau with my husband, Bryan and our three children Brooklyn (13), Lauren (7), and Kaia (4). We spend a lot of time at the Northwest Angle in the summer where we go fishing, four wheeling and snowmobiling. In my spare time I enjoy reading, going for walks/bike rides, and attending my children’s sporting events. I am grateful everyday for having the opportunity to make a difference in my students and student athletes.



Two new EPIC reports focus on important education issues

Education Minnesota’s Educator Policy Innovation Center will release two new research papers this spring in response to two education crises — improving equity in our state’s child care system and responding to the disrupted learning brought on by the COVID-19 pandemic.

Minnesota’s Birth-4 Care and Education System

Minnesota has an expensive and inequitable system for providing care and education for children ages birth-4, and it is a system that is in need of a dramatic overhaul. This paper reviews academic research and explores programs and practitioners across the country to find examples of more comprehensive, equitable care and education to their youngest learners.

In early 2019, Education Minnesota and ISIAAH began to wonder about the potential to partner together to improve equitable outcomes for birth-4-year-olds and at the same time lift up the workforce that cares for and educates those children, a workforce that has been systematically denigrated, undercompensated, and lacks access to the kinds of professional development our children need them to have.

Disrupted Learning, COVID-19 and Public Education in Minnesota

This EPIC paper reinforces that COVID-19 is not the cause of the inequities within the public school system; it is merely the flashlight that is illuminating the problems we always knew existed. The pandemic is certainly intensifying the structural problems that disadvantage too many students, especially students of color, but neither it nor educators are to blame for students being “so far behind.”

The full reports, as well as more information on EPIC, are available on Education Minnesota’s website at www.educationminnesota.org/advocacy/Educator-Policy-Innovation-Center.

All teacher relicensure courses now available on MEA Online platform

Education Minnesota's new online professional development platform, MEA Online, continues to grow its list of offerings.

Now, all seven areas needed for educator relicensure are available, including all four parts of the new Cultural Competency requirement.

Many sessions that were presented live at our Collective Bargaining and Organizing Conference in January are now available in an asynchronous format, including Negotiations Resources: Online Data & Information to Support Bargaining and Virtual Negotiating: Moving Bargaining Online.

These courses are free to active Education Minnesota members. Members can take them at their own pace.

New courses are added each week and month, so continue to check back and see what new opportunity awaits!

Go to www.educationminnesota.org/resources/minnesota-educator-academy/MEA-Online for more details.

Attend the AFT TEACH conference for free, as an Education Minnesota state-funded participant

The AFT TEACH Conference, a biennial event devoted to professional development, will be held virtually July 6-10.

Education Minnesota will provide funding for one member from each election district, as well as one statewide/higher education member and one education support professional member, to attend the conference. Members who would like to apply for state funding should complete the form found at http://edmn.me/AFTTeach_EdMN2021 by Friday, May 14.

TEACH 2021 will focus on ensuring students' freedom to thrive and will address five key areas:

- Recovering and rebuilding academically from the COVID-19 pandemic
- Social emotional learning
- Student and educator well-being
- Creating anti-racist classrooms, schools and districts
- Civics throughout the curriculum

The selection of state-funded participants will be made the week of May 17-21, and those awarded funding will be notified and sent the necessary information. Priority will be given to first-time attendees. All members are welcome to attend at their own expense. Information on the conference will be available at www.aft.org/event/aft-teach-2021. If you have questions, contact Jessica Schmidt at jessica.schmidt@edmn.org.

Online dashboard shows why districts need fully funded schools

Education Minnesota has launched a new online platform to show a snapshot of what fully funding schools might mean in our school districts.

The web-based platform allows educators, staff, families, community members and legislators to see how a school district fares in the funding of certain categories.

The areas highlighted on the dashboard are only a few issues we must address to start the long process of building schools worthy of all students, regardless of race or address. This does not show everything a district needs to be fully funded.

How do we use the dashboard?

Go to www.believeinwemn.com/dashboard/. You will enter in the school district number or city that you want to view. Then you will go through three values-based questions to hopefully root the user in why these data points are important to student success.

The questions are:

- Should the state of Minnesota provide financial resources to close the racial-equity opportunity gap and to fully fund special education services and instruction for English language learners?
- Should schools provide the nurses, counselors, psychologists and social workers that our students need to get timely help?
- Should school funding in Minnesota be equitable and sufficient across the whole state, so that all students — no matter what they look like or where they come from — have what they need to succeed?

Users will see how much funding their district needs in that category to meet the suggested threshold, such as fully funding special education services, meeting the national ratios for support services staff or showing how much local levies have had to cover costs



CAPSULE

NEA Virtual Representative Assembly



The National Education Association Representative Assembly, the NEA’s major decision-making body, will be June 30, 2021—July 3, 2021 being hosted virtually.

NEA: We Educate America

Over 9,000 delegates will gather for NEA’s 158th annual meeting and 98th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.



AFT TEACH 2021

The 89th convention of the American Federation of Teachers (AFT) will be held virtually on July 6, 2021– July 10, 2021

Go to

<https://www.aft.org/education/aft-teach>

for more information.

Calendar of

Upcoming Events

- May 3-7 Teacher Appreciation Week
- May 4 National Teacher Day
- May 6 School Nurse Day
- June 2 Summer Planning Meeting, 10:00 a.m.
- June 30 - July 3 NEA National Convention –Virtual
- July 6 - July 10 AFT TEACH Convention - Virtual
- August 3-4 Summer Seminar – Virtual
- August 31 KB officer term ends (treasurer/secretary annually)



MAY 3-7, 2021!



CAPSULE



Pandemic Contemplation

Submitted by: Rose McDonald, Warroad Board Rep

Covid has nearly done me in.

Dual teaching platforms - where to begin...

My students are weary and have missed much.

Despite all, their phones, constantly they clutch.

Masks, distancing, quarantine and more.

Could there possibly be anymore in store?

No hugging, no going anywhere for so long....

No doubt it made people frustrated or strong.

Faced with riots and deviant behavior for months on end....

For those braver, stronger, and more powerful did we send...

Will we ever get back to what we once had?

Or for good health and family, should we simply be glad?

There has been so much loss and turmoil to "unpack."

Finding a way to get through is facing a high stack.

Will we be better because of our uncertainty, stress and loss?

Or will we just go on no matter the cost?

People have changed and are hesitant to show emotion or touch.

It is so sad to watch so many struggle this much.

There are so few answers for the future we long to hold.

Hopefully, there is no truth in conspiracy that we've all been sold.





Random Acts of Kindness

Submitted by: Denice Nelson, Thief River Falls Board Rep



I'm sure you are thinking "what's RAK got to do with spring?" when we teach and observe it in February . Wouldn't it be nice if we had TIME to teach this concept all year?

During Distant Learning this year a student shared that one of his parents had cancer. Once we all came back to school face-to-face it hit home. My student really wanted to talk about what was going on with his family and the rest of the students wanted to be involved too. With the help of our school interventionist, we have been reading some great books and playing some kid-friendly games dealing with the roller coaster of emotions cancer causes.. Our goal has been to teach the students coping strategies and help them understand words they may hear, but do not understand (if you have not read, Cancer Hates Kisses by Jessica Reid Sliwerski you won't be disappointed).

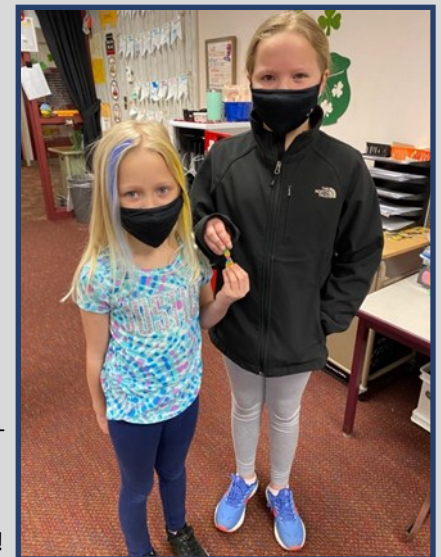
After one of our lessons a student from my class went home and told her sister how sad she was feeling for her

classmate and that she wanted to do something nice for his family. The two sisters had a wonderful idea. They loved to play with their rubber-band art kit and were always making new creations. They decided they would make 20 Cancer ribbons out of their rubber-band kit and sell them .

The two sisters were hoping to sell each ribbon for 50¢. The first day they brought their ribbons to school they sold out. So they went home over the weekend and made more and sold all those too! Most people who bought the ribbons gave the girls extra money. The two sisters made over \$179 to give to their friend (he gave it to his mom for her trip to Rochester). The pride the girls had, and the kindness they shared with another student to help lift his spirits was the best teaching lesson.

We all know how stressful teaching has been this year. It is so rewarding during these "not normal" times to see the best in other people. Please remember; what we do matters. Kindness never goes unnoticed.

Thank you Harper and Chloe for reminding me what kindness looks and feels like. You nailed it!



Have a great





Student Opinion

Written by: Arika Pickhartz, student at Badger Schools

Submitted by: Kelly Grahn, Badger Board Rep

What weaknesses and strengths about our world are being exposed by the pandemic?

Hannah Rud: This pandemic brought forth many new challenges to overcome. It has shown us the world’s weaknesses and strengths by allowing individuals to choose how they face these challenges. The pandemic has shown people’s true colors.

Caden Olds: Some strengths would be less exposure to air pollution and more job opportunities from home around the world. Some weaknesses would be people around the world not following restrictions made to keep us from the pandemic and how some places handled the pandemic such as Texas and how they removed restrictions.

Erika Howell: Some weaknesses would be how much our everyday lives have changed, people are getting sick, and all of the hate and negative events that have filled the world since the pandemic began last year. Some strengths would be how we have learned to overcome adversity, how much time we’ve gotten to spend with close family, and how we are better prepared for obstacles that may occur in the future.

Kasen Swenson: Everything about the pandemic I have considered a weakness. The one weakness that really sticks out to me is parents, grandparents, and friends not being able to attend sporting events. I realize this is a safety precaution for the athletes as well as the spectators, but it is sad to see people in the community being home all alone when they are usually supporting BGMR sports. On the other hand, a positive that has come out of quarantining and covid is that my classmates and I get to be in school and see our friends. I get to do the things I love: basketball, football, envirothon, etc. I am grateful for what the staff at Badger High School has done to get us back and keep us in school.



Looking for a Great Field Trip: Visit an Outdoor Classroom

Submitted by: Debra Koebernick, Greenbush-Middle River

The Greenbush Middle River first and second graders will enjoy a day of hands-on science learning at the Agassiz National wildlife refuge this year. One of the most important things the outdoor classroom does is teach students about the natural environment. The field trip focuses on understanding and appreciation of prairie wetlands and the animals that live there. Mrs. Schenkey, first grade teacher, said that students enjoy well organized stations with age appropriate hands on activities. Some of the experiences in the past years have included a nature walk using a clipboard checklist for things they need to look for on the walk, water stations where students are able to observe tiny organisms living in the water at the refuge, identifying animal tracks and making casts of tracks, hands on experiences with animal pelts, and learning about food chains by acting out the different roles of animals within those chains and appreciating the value of each one, even mosquitoes. Students learn a lot of new science vocabulary and are engaged for an entire day. Lynda Knutson has done an excellent job of educating and giving students a wonderful experience over the years. If this sounds like an experience you’d like your students to have contact Lynda at Lake Agassiz National Wildlife Refuge 218-449-4115.