



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

Special points of interest:

- KB Rep Assembly
- EM Rep Convention
- CBOC

WINTER 2021

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2021 Kramer Brown Rep Assembly

January 2021

The 2021 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 10, 2021. This year the assembly will be held virtually via Zoom starting at 5:30 p.m.



The Representative Assembly is for Kramer-Brown members. Each member is important to maintain your Intermediate Organization (IO) and to voice your opinions and concerns at this level. You Representative carry these concerns to the EM State level.

Only Delegates may vote for any issues brought to the floor. Each local is entitled one voting delegate plus one delegate for each additional 50 members or fraction thereof. Such as: Thief

River Falls – 3 delegates / Roseau and Warroad – 2 delegates.

Please contact your president or building representative so they can let us know how many will be coming.

The local President or member is to register using this link: <https://bit.ly/3buPs8v> to notify the EM Office in Bemidji. Or you can email Andrea at andrea.johnson@edmn.org of the delegate names and the number planning to attend by ***Friday, March 5, 2021.***

Coronavirus webpages continue to be updated with resources

Education Minnesota’s website continues to be updated with resources for educators regarding educating during COVID-19.

Information includes:

- NEW: Guidance on the new prep time executive order.
- NEW: Top 5 COVID reminders for educators and local union leaders.
- NEW: Workers’ compensation for educators who contract COVID-19 at work.
- 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.
- Online learning resources.
- Creating equitable grading systems.
- Equity in distance learning.
- Financial help and other member benefits.
- And much more.

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

From the Field



KEVIN YOUNG

It is hard to believe we are already near the mid-point of the 2020-21 school year. Yes, it has been the craziest year ever. I have no doubt the challenges of this year have stressed you to your limits. But, as educators, you step up to the challenges and meet them head on. It is what educators always do. You do what needs to be done to support your students and your colleagues. You do your best to look out for families and communities, helping as many people as possible. We have al-

ways known the import role our schools play in our communities, but one positive of this ugly pandemic is the fact that community members outside our school systems now realize the important role schools play and all the hard work teachers do each and every day. Yes, at times it seems like the rules keep changing and that can be frustrating. The fact is, educators are flexible and have continually made the necessary changes as we learn more how to best address the issues we face because of COVID19. Teachers always spend countless hours and do the best job possible of educating each and every one of our students.

During these challenging times, it is easy to shut down and be negative. It would be easy to let issues cause division within your local and community. I encourage you to not go down that path and stay strong for everyone's sake. Show our communities, even though everyone does not always agree, by working together and staying strong, we will get through this challenging time and provide our students with the best education possible. Educators are the unsung heroes of this pandemic and your hard work provides the badly needed stability our students and families need right now. Our students and community need this right now. Yes, at times it seems like there is a lot of weight on your shoulders and many of the decisions being made are totally out of your hands, but I have no doubt you will continue to stand up to the challenges of today and show all communities how valued teachers are.

In regards to the recent changes and mandates, for most of you, the changes will not be a huge deal. You will adjust and make the necessary modifications and most students will not even realize change occurred. I encourage all locals to make sure teacher voices are in the room when districts are making decisions. It is required that teacher voices are included on the regional support teams. I realizing finding time can be difficult right now, but being involved in decision making is so important. These are challenging times for many of you, but standing united and supporting each other will go a long ways in helping make sure all Education Minnesota members and other school district staff get through this. Also remember, you are valued as Education Minnesota members and the Education Minnesota staff are here to help and support you in any way we can.

In regards to the most recent changes to the Safe Learning plan, I would encourage you to use the following link to get the most up to date information and an FAQ that EdMN staff has put together for members. https://educationminnesota.org/resources/in-the-classroom/Coronavirus/Revised-safe-learning-plan-FAQ?j=6221791&sfmc_sub=41472281&l=54494_HTML&u=163217768&mid=1077892&jb=7

This year will also be a bargaining year for all teacher contracts. I realize it is hard to find time to think about this, but it is important. The COVID19 situation has shown us areas in our school systems and contract language that need attention. I would encourage all of you to document areas that need to be addressed and share them with your bargaining team. Help your bargaining team by responding to their questions and surveys. By getting involved you can help your bargaining team prepare as they get ready to meet with the school district. Yes we recently received better news in regards to the State of Minnesota's budget projects, but time will tell what that looks like when the next budget forecast is released.

Since many districts may be worried about their budgets and future funding because of the pandemic, there is a concern there may be more non-renewals and unrequested leaves of absence (ULA) this spring. Unfortunately, this can be common when funding from the State is up in the air. Because of this, I thought this would be a good time to review important dates that pertain to non-renewals and ULAs.

Here are some important dates to remember:

April 1 – Date to resign if you are a continuing contract teacher (tenured), but since this is a negotiations year, the date for you to unilaterally notify the District of a resignation for the following school year is 30 days after your contract is settled or July 15, whichever comes first. You can resign after these dates, but you will need the consent of the District to do so. If not you will be breaking a contract for which there might be repercussions.

April 1 -- If you are a continuing contract (tenured) teacher currently on Unrequested Leave of Absence (ULA), you **must notify the District in writing of your continuing desire to be reinstated** with the district should any position for which you are qualified become open. Please check you contract to see if there is an alternate date to notify your district.

June 30 -- **If your Teaching License expires in 2021, it expires on this date.** If you do not have a valid teaching license at the start of the school year in the fall of 2021, you can be terminated whether you are a probationary or continuing contract (tenured) teacher. Maintaining and renewing a teaching license is your personal responsibility; if in doubt, check it please.

June 30 -- If you are a probationary teacher, **June 30 is the date that the District must notify you in writing of a nonrenewal (layoff) of your contract. June 30 is also the date by which probationary teachers must notify the District in writing if they are resigning their position for the following year.**

ULA -- Check your contract for specific ULA language. Most locals negotiated ULA language a few years ago. There will be a process or timeline out lined in the ULA language. Most contracts still use the July 1 date when the ULA process has to be completed, but that may not be true in your situation. We will have to look at this on a case by case basis.

July 15 – See April 1* above.

Whether you are a probationary or a continuing contract (tenured) teacher, it is critical that you **do not resign** if you receive a notice of nonrenewal or ULA. You may forfeit your rights to due



CAPSULE

From the Field (continued)

process or unemployment compensation if you do so.

Remember: if you have questions, contact your local president, building representative, member rights advocate or your field staff for assistance.

Keep in mind to never resign or accept a reduced position.

As soon as you have been notified by the District of your non-renewal or ULA, contact your member rights advocate or give me a call. We all want to make sure you know your rights and that you are treated fairly. Review your master agreement for specific language you may need to follow for recall. There are sample letters available to you as you respond to District. It is your responsibility to notify the District of your willingness to return prior to **April 1 each year(or the date identified in your local master agreement)** if you are on ULA. If you fail to do this, you will forfeit your rights to recall. I strongly recommend you maintain your membership in Education Minnesota by obtaining a reserve membership. Your current membership will end in August and EdMN will not be able to represent you if you are not a member. Always make sure to ask questions and protect yourself.

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!!



2020-2021

Kramer Brown I.O. Chair



MARA GUST

Hello and Happy New Year!

Normally at this time, the Kramer-Brown board is gearing up for a busy spring full of events. Of course, this is not the case in 2021. I hope you and your family are as well as can be, and that you are persevering during these difficult times. I am hopeful that next school year will be very different from this one.

The Kramer-Brown Governing board met in early January. We continue to try to help our members as much as possible in new ways. This year we have added a grant called the "Kramer-Brown Value of Belonging Grant." This is to encourage local meetings and professional development. We have had our other grant available for a couple of years now. Both of these can be found on the Kramer-Brown website, or you can get more information from your local board representative. We are also working on at least one scholarship opportunity. Stay tuned in the coming weeks for more information. All of these are your dues dollars coming back to you-- and we urge you to check them out!

In March, we will have a virtual representative assembly. Delegates will attend the virtual EM Representative Convention in April. Attending the state Rep Assembly is a great way to learn about how your union works and how decisions are made. If you are going to attend the state Rep Assembly, you need to attend the March Kramer-Brown meeting.

You may have recently participated in a survey regarding our traditional Bemidji March overnigher co-hosted with the Northland United IO. Based upon the results and other feedback, we have decided *not* to host a virtual overnigher this year. We do have something in the works to help you obtain CEU's and re-licensure courses, which are always needed. Please be on the look-out for something exciting!

When I sit down to write my Capsule articles, I often reread the article from the previous year's edition to help get my creative juices flowing. Last year's January edition looked so different than this one. It is sad but also awe-inspiring. We have all grown so much in the last year. Maybe not by choice-- but think of what you have learned about teaching, your own skills, your resilience, and of course your students. I hope we can all take a moment to reflect on this as we {hopefully} move forward toward a bit of normalcy. I also hope that next January's letter is very different!

I can't emphasize enough how getting more involved at a local, regional and/or state level will broaden your understanding of what your union does for you and all members. Remember to visit our website at <https://educationminnesota.org/KramerBrownIO>. We also have an email for general board questions and communications kramerbrown-io@gmail.com. Your local, regional, and state leaders are working hard for you! As always, if you have any questions please reach out to me or your local Kramer-Brown IO representative.

Minutes

Kramer Brown Governing Board Minutes

October 21, 2020

4:30pm ZOOM meeting

Chairperson Mara Gust called the meeting to order at 4:35pm

Members Present: Marcy Helling, Mara Gust, Robin Johnson, Rose McDonald, Heidi Hanson, Jill Adolphson, Dianna Hazelton, Deb Koebernick, Stacey Leake, Teresa Hulst, Lisa Donarski, Deb Schmidt, Andrea Eskeli, 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. Stacey Leake made a motion to accept the Secretary's Report, second by Deb Koebernick. Motion carried.
- C. Treasurer's Report/Amber Schoepp (Absent/sent report)
 - a. A motion to accept the Treasurer's Report by Jill Adolphson, second by Andrea Eskeli. Motion carried, with Lisa Donarski in opposition.

NOTE: Suggestions for Treasurer from KB Board Members

Number of members in all locals (Full and Part time)

Check Register

Budget to Actual categories for this particular year

- D. Old Business
 - a. New Hires Meeting (on Zoom)

Not many new hires attended, discussions were good and may set further meetings if interested.
 - b. Value of Belonging To The IO
Local Grant Application Draft Review/Mara
Ideas... Possible Title: United Together
Up to \$10 per member
No limit at this time to apply
MUST participate in activity/event
Address alcohol (not paid by grant)
"Stand Alone" opportunity or not
Food for PD Day (Zoom), shirts, snacks, other incentives
NOTE: Mara will adjust with ideas given and present at December meeting.
 - c. Vacant Seats on KB Board:
Warroad (2), Grygla-Gatzke (1), RLF (1), KCC (1)

E. Action Items

- a. Fall Drive-In 2021/October 6th/MCC, Newfolden

F. New Business:

- a. KB Website/Email - input needed
kramerbrownio@gmail.com
<http://www.educationminnesota.org/KramerBrownIO>
Ideas: minutes, photos, capsules, flyers, links to handouts
- b. MEA Highlights/Not Attended
- c. KB/NU Overnighter/March 20-21, 2021
Most likely not going to happen

G. Field Office Report - Kevin Young

1. **COVID Update** – we realize these are challenging times and the stress level is high; even so, it is important to make sure the district is not violating your master agreement; if so, it is important to address the issue with the district and, if necessary, file a grievance.
 - At this time, it is hard to say how long this will last. This stresses the importance of addressing issues now.
 - Many COVID resources on the EdMN website – here is the link for bargaining COVID: <https://www.educationminnesota.org/members-only/bargaining/COVID-back-to-school-negotiations-resources>
 - Please try to find ways to connect with members during this challenging time. Make sure all have resources to get mental health services (most health insurance plans have a hot line for this. Check with your district to get this information and share with members.)
 - Make sure to report all teacher COVID cases to me.
 - Consider having discussions with your district about having some longer breaks around the Holidays that will be distance learning days for all
2. **November 3 Election** – check with your worksite action leaders (WULs) to make sure weekly messaging is taking place.
 - Funding available to support each action a local has. A minimum of \$40/event or \$1.75/member. Must have sign-in sheet to record participation.
 - DAY OF ACTION, NOVEMBER 2 – please participate and report your day of action with EdMN
 - This information and more can be found at <https://www.edmvotes.org/>.
 - Remember, the goal is to have every member vote and get an additional 33,000 community members to vote for public education.
 - I realize time is precious, but what will it be like if we do elect those who support public education
 - Window clings are in the mail. One for each member and one to give to a community member when having a conversation regarding voting for public education
3. **Membership update:**
 - a. New member applications lagging – need to get this done asap
 - b. Just under 300 drops (260 as of October 8) state wide
 - c. Overall, down about 600 members state wide (~74,700)
 - d. The numbers for KB IO so far: loss of 14 previous members and 9 new hires did not join

- e. We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area
 - f. 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
 - g. Make sure you are not sending information that pertains to members to non-members.
4. **Membership Rosters:**
- a. Reminder, the first round of membership rosters have been sent via e-mail. All locals should have them by now. Please review your members and send back to Education Minnesota by **October 31**.
 - b. Please make sure all drops are recorded on the roster as a way to double check the accuracy.
 - c. At this time, no updates received from Grygla, NWRIC, RLCC, and Thief River Falls
5. **Updated Leadership Rosters:**
Please turn in updated leadership rosters for the 2020-21 school year to Andrea at andrea.gross@edmn.org. Several are missing. Andrea will be sending out a request for this information soon. Remember, if no changes, please also report this to Andrea.
6. **Value of Belonging (VOB):**
- I realize this may be challenging this year, but it is important all locals have a Member Engagement Plan in place; more important than ever to find a way to engage members and share what locals and EdMN are doing on behalf of members
 - Local planning guides can be found on the EdMN website:
<http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - Reminder that all locals must have a new hires orientation plan on file
 - locals that have not already, please submit a copy of your local plans; I will support when possible
7. **Professional Development now available on LeanUpon:**
- 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
8. **PEIP:**
- a. health insurance bid process in January of 2021
 - b. Please check with your HCA to see about a plan if the local will seek a PEIP bid
 - c. Locals must have submitted a letter of intent to change to PEIP last year when bids were open

9. Presidents/Local Leaders Meeting January:

- a. Thoughts on this?
 - b. What about holding "Ask the field staff" sessions, using zoom?
10. Collective Bargaining and Organizing Conference(CBOC): save the date, January 31, 2021; will be held virtually
 11. KB/NU Overnighter: likely will not be in person. Thoughts on this? Work with EdMN staff to have a KB IO pd day????
 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!!!
 15. Other

H. Other

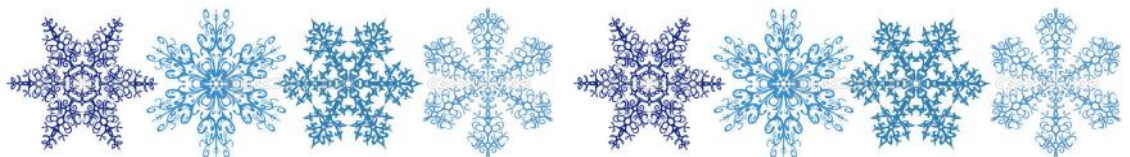
- a. No more Local Leader meetings until further notice.
- b. Capsule Assignments:
Fall: Dianna (bio), Heidi, Jill, Becky (Aug. 15)
Winter: Stacey, Lisa, Andrea, Deb S., Maranda (bio), Kathleen (Dec. 15)
Spring: Rose, Robin, Denice, Kelsey, Deb K., Kelly, Teresa (bio). (Apr. 15)

Adjournment at 5:55pm.

Respectfully submitted,
Marcy Helling, KB Secretary

December Meeting Items:

1. Capsule Reminder for Winter (Dec. 15)/Names listed above
2. KB Audit Reminder (Due at January meeting)
3. KB Grant proposal update/Mara



Minutes

Kramer Brown Governing Board Minutes

December 2, 2020

4:30pm ZOOM meeting

Chairperson Mara Gust called the meeting to order at 4:35pm

Members Present: Marcy Helling, Mara Gust, Robin Johnson, Rose McDonald, Heidi Hanson, Jill Adolphson, Dianna Hazelton, Deb Koebernick, Stacey Leake, Teresa Hulst, Lisa Donarski, 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 Amber Schoepp. Motion carried.
- C. Treasurer's Report/Amber Schoepp
 - a. A motion to accept the Treasurer's Report by Robin Johnson, second by Deb Koebernick. Motion carried.
 - b. Discussed IO dues and budget for this year
 - c. Audit Information send to Reid Froiland to be completed by January 6, 2021.

NOTE: Audit Committee: Reid Froiland, Marcy Helling, Stacey Leake, Amber Schoepp
- D. Old Business
 - a. Grant Application Update/Mara Gust
A motion was made by Amber Schoepp to accept/approve the Grant Application for the 2020-21 year, second by Kathleen Kallis. Motion carried.
A final copy will be sent to KB board members, local presidents, and put on the KB website. Filed as noted.
 - b. KB/Northland United Overnigher/March 19-20/Zoom
Northland United has requested to do something virtually
A meeting of officers from both locals will be done next week
*Possible sessions: relicensure and negotiations
 - c. Value of Belonging To The IO/How to best serve locals
Local Grant Application Draft Review/Mara
College Scholarship to members' children going into education
- E. Action Items
 - a. Fall Drive-In 2021/October 6th/MCC, Newfolden
- F. New Business:

- a. KB Website/Email
kramerbrownio@gmail.com
<http://www.educationminnesota.org/KramerBrownIO>
Ideas: minutes, photos, capsules, flyers, links to handouts
 - b. Kramer Brown Representative Assembly Zoom/March 10, 2021
Review delegate allocation
Changes to constitution need formal presentation at meeting
Any changes to be discussed at January meeting
 - c. Local Leaders Meeting - will look at scheduling after 2nd semester/2021
6. Field Office Report - Kevin Young
1. **COVID Update** - new executive order requiring districts to provide an additional 30 minutes of prep time. This is for all teachers who are teaching distance learning students.
 - Many COVID resources on the EdMN website - here is the link for bargaining COVID: <https://www.educationminnesota.org/members-only/bargaining/COVID-back-to-school-negotiations-resources>
 - Please try to find ways to connect with members during this challenging time. Make sure all have resources to get mental health services (most health insurance plans have a hot line for this. Check with your district to get this information and share with members.)
 - Make sure to report all teacher COVID cases to me.
 2. **Attacks on Unions:** unfortunately, these continue
 - a. recent request by Center for the American Experiment for a School District to provide all emails a local presidents sent to members using school email
 - b. strongly recommended to use personal emails - maybe create a local president's email???
 - c. Especially true when addressing sensitive/private issues
 - d. More information coming out from legal
 3. **Membership update:**
 - a. Happy to share membership across the state is now at similar levels as it was last year at this time
 - b. The numbers for KB IO remains a loss of 14 previous members and 10 new hires did not join
 - c. Total potential members in KB IO Locals is 52.
Please make sure to keep an eye out for membership changes at semester time or returning from the Holiday Break - these are common time for changes to take place
 - d. We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area

Minutes

e. Make sure you are not sending information that pertains to members to non-members.

i. **Rosters:** Membership rosters were sent via e-mail on November 16.

o Please make sure all drops are recorded on the roster as a way to double check the accuracy.

o At this time, no updates received for November 16 rosters from Goodridge, GMR, Grygla-Gatzke, LOW, Lancaster, MCC, RLCC, RLF, Roseau, Thief River Falls and Warroad.

o New rosters will be sent in January so this information needs to get recorded asap so it is reflected in system

4. Local dues amount:

- Local dues amounts are needed from the following locals: Grygla-Gatzke, MCC, RLCC, and Warroad
- 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

5. Audits:

- a. Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office
- b. Include list of non-chargeable items and keep a copy for future use.
- c. 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:

July 1 - June 30

Aug 1 - July 31

Sept 1 - Aug 31

Jan 1 - Dec 31

Due Date:

due by Dec 31

due by Jan 31

due by Feb 28

due by June 30

- d. Reminder of KB Audit to be completed and approved at January KB Gov. Board Mtg.

6. November 3 Election:

- a. Thanks to all local leaders and WALs who encouraged members to vote
- b. Our hope is we will see record turnout of our members, just as there was record turnout in MN and across the country
- c. Hope to have data to share during the spring of 2021

7. Negotiations Meetings:

Minutes

- a. When should meeting take place to prepare for the upcoming round of bargaining?
 8. **Presidents/Local Leaders Meeting January:**
 - a. Thoughts on this?
 - b. What about holding "Ask the field staff" sessions, using zoom?
 9. **KB/NU Overnighter:** will not happen, but have opportunity to team up with Northland United to hold a virtual event for PD opportunities for all members. Maybe a negotiations focus????
 10. **Professional Development now available and has a name change to MEA Online (change from MEA online:**
 - 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.
 11. **PEIP:**
 - a. health insurance bid process in January of 2021
 - b. Please check with your HCA to see about a plan if the local will seek a PEIP bid
 - c. 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.
 - d. 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.
 12. **Collective Bargaining and Organizing Conference (CBOC):** save the date, January 31, 2021; will be held virtually; registration will be available in the next week
 13. **Summer Seminar:** Aug 2-4, 2021 (Save the dates. Please talk with your District Admin. to keep dates open)
 14. **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
 15. **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:
Winter: Stacey, Lisa, Andrea, Deb S., Maranda (bio), Kathleen (Dec. 15)
Spring: Rose, Robin, Denice, Kelsey, Deb K., Kelly, Teresa (bio). (Apr. 15)

Minutes

Adjournment at 5:50pm.

Respectfully submitted,
Marcy Helling, KB Secretary

January Meeting Items:

1. KB Audit - Presentation by Audit Committee
2. Changes to the KB Constitution /Rep. Assembly in March

LearnUpon is now MEA Online

Education Minnesota's new online platform for professional development has been renamed MEA Online!

More than 500 members a week are accessing high-quality, free professional development – by educators, for educators.

Eight sessions which took place during the MEA Conference have now been posted as asynchronous classes. They join the many other popular classes, including cultural competency and other relicensure courses. The platform also includes union advocacy and leadership trainings, such as certified negotiator training and member rights advocacy.

To access the platform, members must use the login information that was sent by the LearnUpon system on July 1. Often these messages can go into spam or junk folders, so please check all folders to find the email from notifications@learnupon.com. If you still can't find your email invite or have any questions, please email learnupon@edmn.org.

Bargaining, organizing conference in January open to all members

Education Minnesota's Collective Bargaining and Organizing Conference will take place virtually Jan. 30, with numerous asynchronous courses on union advocacy added to MEA Online afterward.

All Education Minnesota members are invited to attend the conference to learn more about union advocacy and organizing, as well as hear sessions on successfully bargaining contracts.

The keynote speaker will be a panel of organizers and union leaders from the national Bargaining for the Common Good network, who will explore bargaining for the common good and introduce us to ways locals of different sizes around the country are building power through community partnerships and an expanded bargaining lens.

The conference is an excellent opportunity for members who have been interested in engaging and working with their union around safety and workload issues due to COVID-19 to learn more skills.

Registration will be available on www.educationminnesota.org.

Easy ways to stay informed, get active this legislative session

Now more than ever, educators need to have their voices heard so that our priorities of strong public schools remain priorities for our legislators. Education Minnesota wants its members to be the voice for students and public schools at the Capitol. There are a variety of ways to make sure you get involved and stay informed throughout the legislative session.

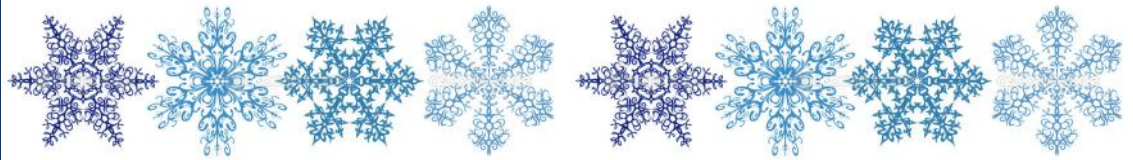
All locals can schedule a virtual lobby day through Education Minnesota to come talk to their local legislators. Find out more at www.educationminnesota.org/advocacy/at-the-legislature/details-on-lobby-days. Education Minnesota also plans to hold issue-focused lobby days each week, including student debt, racial equity and more.

All members are encouraged to contact their legislators, get to know them, invite them to their school and have meetings when they are back in the district. The more they can see and hear about what is going on in their local schools, especially during COVID-19, the more likely they might be to fight for what you need.

Education Minnesota is always looking for members to testify in hearings, so contact lobbyteam@edmn.org if you are interested in speaking on a specific topic. While hearings may be virtual this session, we still believe we will have many opportunities to testify.

Read the Capitol Connection e-newsletter that gets sent out to all members each Monday during session. Capitol Connection summarizes the most recent actions affecting public education at the Legislature, and looks ahead to upcoming activities. If you're an Education Minnesota member and don't receive Capitol Connection but would like to, contact webmaster@edmn.org and put Capitol Connection in the subject line.

Education Minnesota uses Hustle, a peer-to-peer texting platform, to text members who have given us permission to contact them. If you get a text about legislative issues or action, you can engage in conversation about how to get involved.



Loan forgiveness program tools online, free for members

Education Minnesota's partnership with the loan forgiveness program Summer continues.

As a member, you have free access to the service.

Through Summer, members are able to use a loan consolidation tool, get assistance in developing an income-driven repayment plan and submit for the federal Public Service Loan Forgiveness program.

Summer also can help members find out what savings programs they are eligible for, compare options side-by-side and help members enroll in programs – all online.

Minnesota was the first state to roll out the program, in conjunction with the American Federation of Teachers. Members will need to sign in with their Education Minnesota member ID number.

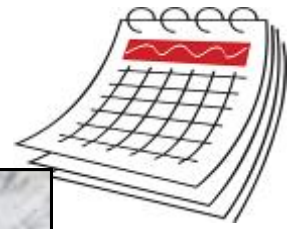
To get started, visit Education Minnesota's signup page at www.meetsummer.org/education-minnesota.

Also, Education Minnesota's popular Degrees, Not Debt training is now available on our online professional development platform, LearnUpon, as a self-guided training.

Once you log into your LearnUpon account, search the catalog for Degrees, Not Debt: Self-guided training.

The training discusses the types of loans, loan forgiveness plans and what you need to know as you apply.

Full details about our Degrees, Not Debt program, and information about the Coronavirus Aid, Relief, and Economic Security (CARES) Act Student Loan Provisions, is available at www.educationminnesota.org/advocacy/Degrees-Not-Debt.



Calendar of Upcoming Events

March 10

KB Representative Assembly & KB Governing Board, Virtually

April 19-23

Administrative Professionals Week

April 21

Administrative Professionals Day

April 23-24

EM Representative Convention, Virtually

May 3-7

Teacher Appreciation Week

May 4

National Teacher Day



teacher appreciation Week

On National Teacher Day, thousands of communities take time to honor their local educators and acknowledge the crucial role teachers' play in making sure every student receives a quality education.

Tuesday, May 5, 2020 is National Teacher Day. THANK YOU Kramer-Brown Teachers! This is the time we honor you and recognize all the contributions you do for your school, community and especially the students. Although it does take a lot of people to make a school succeed, National Teacher Day focuses on the teachers who work to make public schools great places for students to succeed in life.

The week of May 3-7, 2021 is designated Teacher Appreciation week by the National PTA.



Meet Maranda Peterson Kramer Brown Board Roseau Board Rep

Hi! My name is Maranda Peterson, I teach 1st grade at the Roseau Elementary School. I attended Mayville State University in Mayville, ND for four years, receiving my Major in Elementary Education with a Minor in Early Childhood and a specialization in Title 1 Reading in May of 2006. I completed my Masters in Differentiated Learning from Concordia, St. Paul in June of 2018. I live in Roseau with my husband Kyle and our two children. We moved to Roseau from Fargo, ND in 2008. My husband was offered a great job at Polaris, but I had to leave my wonderful teaching job in Casselton, ND to move up north. The move ended up being exactly what we wanted for our children and we were used to a small-town environment, so it was great for us too! My son, Taden is 12 years old and loves to play hockey, his dream is to play for UND one day. My daughter, Hadley is 7 years old and in first grade with me this year. She loves to figure skate, dance, and to do anything with crafting. As a family, we love to be active. We spend a lot of time at the lake, snowmobiling, four-wheeling, or traveling to see family. I am extremely grateful to be in Roseau doing what I love, teaching!

Food for Thought

Submitted by: Andrea Eskeli, RLCC Board Rep

Red Lake County Central Elementary has participated in the North Country Food Bank Backpack Program for 11 years. The program has proven to be a valuable resource for kids and their families who are experiencing food insecurity. The backpack program is needed more now than ever before.

Covid 19 has affected many of our students' families. Many families have been struggling to make ends meet. Income is fluctuating while bills are not. When students come to school hungry or leave at the end of each day and do not know when they will get their next meal, learning becomes next to impossible.

I am forever in awe of the citizens in our community who generously donate each year to ensure that students in need receive food for the weekends. This year we are sending home 36 bags every Friday. Each bag costs around \$4. The meals are kid safe to prepare, and the bags are weighed so that they are not too heavy for kids to carry in their backpacks.

Hunger is a problem that we can do something about. If you think that your school could benefit from a Backpack Program, please contact North Country Food Bank 1011 11th Ave NE, East Grand Forks, MN 56721 or call 218-399-7356.

NEA Representative Assembly

The National Education Association Representative Assembly, the NEA's major decision-making body, will be July 2 - July 6, 2021 in Denver, CO.

NEA: We Educate America



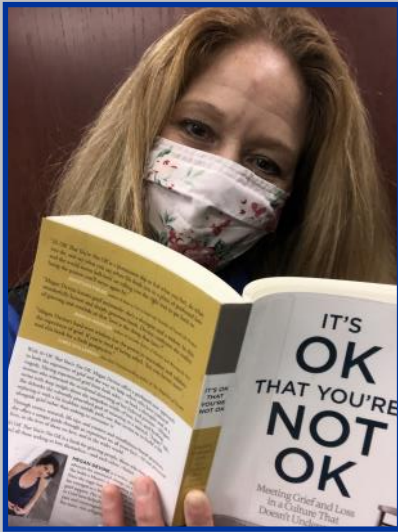
Over 9,000 delegates will gather for NEA's 159th annual meeting and 100th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.





Because You Are a Person First

Submitted by: Stacey Leake, Thief River Falls Board Rep

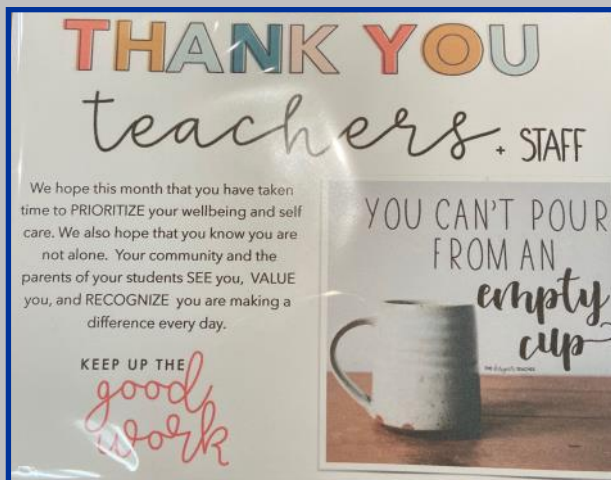


Last spring, many of us felt that we were in unprecedented times, and we were. We were embarking on a journey of distance learning in a sea of uncharted territory. I can state for a fact, that I believed that we would return to complete our year in person. Many felt we would be back in a few weeks! The 2019-2020 school year presented us, as teachers, with more professional obstacles than we had ever imagined. In addition, we continue to be real people who also face life challenges. It could be the loss of a loved one, divorce, isolation due to exposure, inability to visit our parents and others with health risks, family weddings canceled, personal health issues, and helping our children navigate these new waters. I encountered many of the above challenges and also had my son graduating from high school. As a district, I feel we did the best to honor our seniors, but they missed out on their winter banquets, spring activities, time with friends, and those last amazing weeks of high school. However, Thief River Falls Schools did celebrate each senior on Facebook and listened to how they wanted to celebrate their graduation and made it happen within the strict guidelines. As I write this, I know you wonder when she will talk about us being a person first? I just did. We have our personal stories of how we survived during the beginning of the pandemic.

Fast forward to the fall of 2020...the rumblings of how the year would look begin. Thankfully, my district was proactive and provided all teachers with 20 hours of professional development. Many teachers stepped up to provide learning sessions on different technology applications that we could attend and had access to the sessions after the presentation. They gave us the remaining hours to begin planning for all three types of learning models. Soon we found at the middle school and high school that we would be in the Hybrid model. We were all happy to have an opportunity to at least have kids in person. We had to go every third day due to the size of our rooms and classrooms. By the end of September, the LHS staff was burning out. As a staff, I can say that our ships were sinking and needed some life preservers. We had used all of our planned items by then and could not keep up.



Our administrators listened, and then we revamped to 2 times per week for each group of students, with Wednesdays being a flex day where we would push out lessons, but not Zoom with our students. The theory behind this was that we would touch base with our LINC students; our career readiness program at LHS is taught each Wednesday in groups of 10-12 students. It would allow us to connect with those struggling in our classes, have planning time, and more professional development time.



Seeing and hearing the needs of our staff, our counseling department brainstormed a program titled, "Because you are a person first, 'LHS Staff' second!" With the utmost gratitude, community members and the counseling department have joined together to celebrate and promote self-care. Self-care may be a term that people hear a lot of lately. Honestly, it is one of the most important things you can do. October's theme was "ALL Staff Self Care."

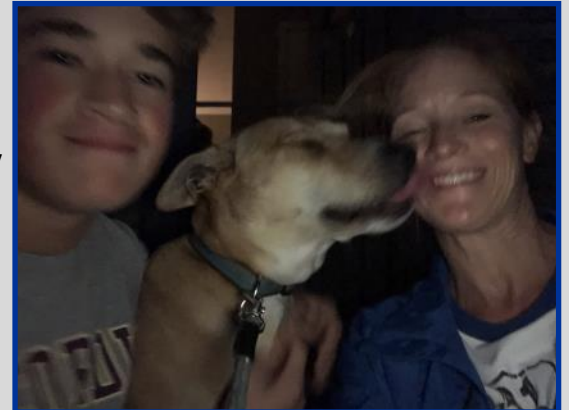
In the staff lounge, we found a table set up with teas, hot chocolate,

Because You Are a Person First (continued)

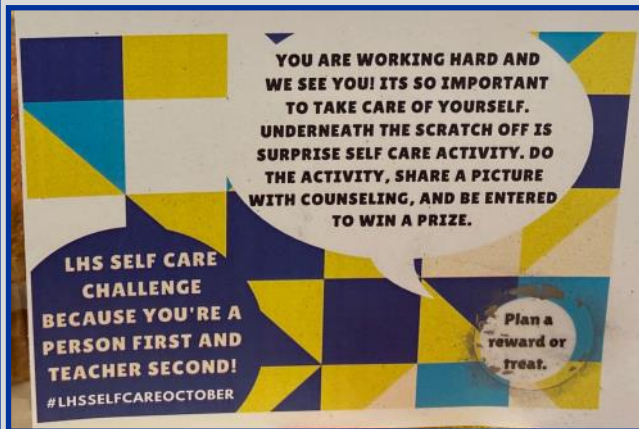
Submitted by: Stacey Leake, Thief River Falls Board Rep



coffee creamer, and treats. They kept it stocked throughout the month. On the same table were postcards. There was a scratch-off under there that showed a challenge. On the wall and in an email were details of those challenges. Once completed, we could fill out a Google Form or put a slip in a jar in the counseling office or take a picture of yourself doing the self-care task. For every self-care activity you participated in, either one of the challenges or one of your own, we were entered in for weekly drawings. We had great stuff to win! If you completed an activity with a friend, then you got to double enter. On Mondays, the counselors would share out all the pictures that were submitted along with the list of winners for the week. Other surprises throughout the month appeared on our desk,

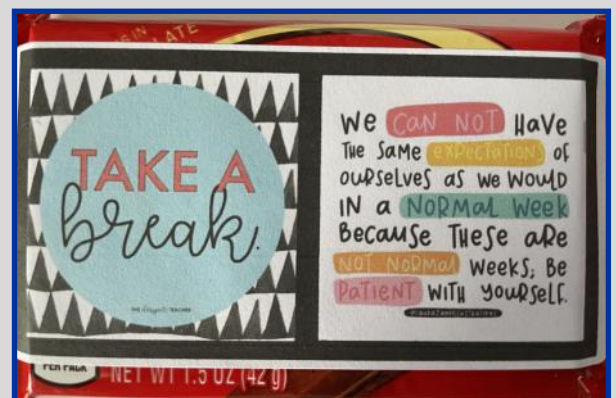


such as candy bars, pumpkins, apples with peanut butter, cupcakes, and others that all included a witty saying that showed appreciation for what we do. The message they sent to us was, "You are important and worthy! If ever you need to talk, know that we are here for you. Life is hard, and it is better when we are together." At the end of the month, we socially distanced ourselves in our auditorium. There were terrific prizes that had been donated by parents and businesses in our community. Before the drawing for the prizes, they had a staff member present on relaxation techniques such as breathing exercises, yoga, and scalp stimulation. We were all given a scalp massager too. It was a spirit lifter in our building to get the



counseling office's emails each week with the pictures of staff participating in self-care. At the end of the month, we had all enjoyed seeing all of the ways self-care can happen. We were thanked for going on this journey with them. At the end of the month, we had been shown many ways to continue to take care of ourselves without the challenge pushing us. I decided to write on this subject because I know many of us are struggling with teaching remotely. Often, as teachers, we tend to focus on one complaint rather than the many supportive parents who are thankful. This was shown to our staff when we saw the community involvement to celebrate and pamper us during the counseling office's campaign of "Because you are a person first, 'LHS Staff' second!" We cannot connect to our kids and draw energy from them. Instead, we feel that we need to be their energy source. Our kids are struggling with learning this way. I have two kids in college, trying to navigate learning this way at a high rigor, and my teenager is unable to be with friends and play, as kids should do. Besides, we all carry our own personal baggage, and the cost of mental health visits are incredible. Please remember at your schools that there are resources through your counselors, mental health supports, and student services staff for your students and you. Check with your school for information about the Employee Assistance Program (EAP), a confidential program that will allow you up to 3 therapy sessions for free.

As Megan Devine states in her book, *It is Okay That You're Not Okay*, "The tricky thing is, true survival never exists in a world where we have to lie about our own hearts, or pretend we're more in control than we are. It just makes us desperately more anxious and more rabid in our attempts to make everything work out in the end." You are worth the time, do not feel guilty. Remember, you are a person first and a teacher second!





CAPSULE

Collective Bargaining and Organizing Conference

As we look ahead, we know one of our union's most important opportunities to fight for the schools our students deserve is coming up: Bargaining new contracts for the 2021-22 and 2022-23 school years. So this bargaining round, we're doing things a little differently.

Education Minnesota is inviting **anyone** who is interested in organizing and bargaining for equitable, just, fully funded public schools to register for our:

2021 Collective Bargaining & Organizing Conference

Saturday, Jan. 30

9 a.m.-3:15 p.m.

FREE to all active members

At the 2021 CBOC, we will build toward forming partnerships with parents and communities to advocate for our students' needs. We will introduce the work of bargaining for the common good, thinking about how to expand our negotiations to fight for our values and how to demand the decision-makers in the state Legislature provide the resources our students need.

[Register online](#)

[Session information](#)

Schedule:

9:00 - 10:30 am Welcome & Keynote Address

10:30 - 10:45 am Break

10:45 - 12:00 pm Session 1

12:00 - 12:30 pm Lunch Break

12:30 - 1:45 pm Session 2

1:45 - 2:00 pm Break

2:00 - 3:15pm Session 3

You do not need to attend sessions for the entire day, but we encourage everyone to attend the opening session.

Our keynote address and opening session will introduce us to the work of bargaining for the common good, an approach to organizing in which community and union members partner around a long-term vision for the changes they want to see in their communities using union bargaining as a critical moment in a broader campaign to win that change.

In addition to the virtual, trainer-led classes that will be offered at the CBOC, on Jan. 30 we will also launch a set of new bargaining and organizing classes on MEA Online (formerly LearnUpon), our online professional development platform. These classes will be self-guided classes that members can take on a variety of negotiating and organizing fundamentals.

If you are interested in being a part of your local bargaining and organizing teams, talk with the president of your local union to learn more!

Questions? Contact [Maureen Foure](#) at Education Minnesota at 651-227-9541 or 800-652-9073.



2021 Education Minnesota Representative Convention

The Representative Convention is our highest governing body, with more than 600 elected delegates meeting annually to set policy for the union. We typically mail information to local presidents as part of the Convention Call in late February each year.



THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS

The 2021 RC will be held as a virtual meeting Friday, April 23-Saturday, April 24.

Locals must **submit delegate names** to Education Minnesota no later than Friday, March 19. Any local wishing to upgrade an alternate to a delegate must also do so no later than Friday, March 19.

Education Minnesota emails each year's RC program and copies of proposed bylaw amendments to individual registered delegates approximately three weeks before the convention.

Where does the RC take place? How do I get there?

What expenses does Education Minnesota cover?

Whom do I contact for more information?

Where does the 2021 RC take place? How do I get there?

The 2021 RC will be held Friday, April 23 and Saturday, April 24 as a virtual meeting. [Register now!](#)

What expenses does Education Minnesota cover?

Education Minnesota will provide the virtual space for the meeting to take place.

Due to the COVID-19 pandemic, locals may not be able to safely conduct in-person elections for delegates to the Representative Convention. Education Minnesota understands that conducting a mail ballot election may not have been something your local budgeted for, and therefore, Education Minnesota would like to help your local offset these unforeseen expenses. [Apply for reimbursement here.](#)

Whom do I contact for more information?

Delegate registration information: [Lisa Enwright](#), 800-652-9073 or 651-292-4821
General information: [Lisa Enwright](#), 800-652-9073 or 651-292-4821

