



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 Recognition Dinner
- Summer Seminar
- Education Minnesota Rep Convention Photos

SPRING 2019

Inside this issue:

- From the Field 5
- KB Chair 6
- Meeting Minutes 7-13
- Upcoming Events 17
- National Teachers Week 17
- MCC Bargaining Unity Day 14

2019 Kramer Brown Recognition Dinner

May 2019

Educators and Friends of Education were honored May 7, 2019 at the Kramer-Brown Intermediate Organization (I.O.) Recognition Dinner at the Quality Inn in Thief River Falls, Minnesota.

The event was held to honor Governing Board Members, local Presidents, Teachers of the Year, Retirees, and Friends of Education.



Jackie Simmons, Badger Teacher of the Year & Gretchen Lee, Badger President

Teachers of the Year

honored were:

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

Warroad:

Lori Schaible



Julie Urness, Roseau Teacher of the Year & Brenda Dahl, Roseau Co-President



Betsy Saurdiff, Goodridge Teacher of the Year & Lorrissa Skalsky, Goodridge Co-President



Heidi Hanson, Tri-County President & Sara Carpenter, Tri-County Teacher of the Year



Betsy Saurdiff, Grygla-Gatzke Teacher of the Year & Robin Johnson, Grygla-Gatzke Board Rep



Cynthia Hanson, Lake of the Woods Board Rep & Colleen Stanton, Lake the Woods Teacher of the Year



Lori Schaible, Warroad Teacher of the Year & Kristin Smith, Warroad

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



Have a wonderful retirement to the 2019 Retirees! Thank You for your many years in the Education Field!

The 2019 Retiring Educators are:

Goodridge: Deb Farris

Kittson Central: Jillayne Kraska

Lake of the Woods: Brenda Nelson

Marshall County Central: Lisa Donarski

Red Lake County Central: Anita Bachand,
Mark Bagaason & Bernadette Rosten

Red Lake Falls: Paula Miller

Thief River Falls: Jessie Boyer, Carol Eidelbes &
Julie Olson

Warren-Alvarado-Oslo: Rick Schmiedeberg &
Beverly Torgerson

Warroad: Kathy Scheving & Brenda Whindahl



Cynthia Hanson, Lake of the Woods Board Rep & Brenda Nelson, LOW Retiree



Bernadette Rosten & Mark Bagaason, Red Lake County Central Retirees



Kristin Smith, Warroad & Brenda Whindahl, Warroad Retiree



Becky Schmidt, Thief River Falls Rep & Board Treasurer, Carol Eidelbes, Jessie Boyer & Julie Olson, TRF Retirees



Paula Miller, Red Lake Falls Retiree & Linda Johnston, Red Lake Falls Co-President



Beverly Torgerson & Rick Schmiedeberg, Warren-Alvarado-Oslo Retirees



CAPSULE

Thank you Friends of Education!

There are those special individuals or groups that go out of their way to aid education, whether it is for the teachers, students, materials, or classes in their communities. Honored as Friends of Education by their locals were:

Grygla-Gatzke: Wayne Thomas; Lake of the Woods: Marilyn & Art Mai; Red Lake Falls: Kim Knaak Endowment Committee; Roseau: SuperOne Foods; Thief River Falls: Don Balmer & Glen Peters; Tri-County: Wayne & Elaine Ruud; Warren-Alvarado-Oslo: Ashley Anderson; Warroad: Robotic's Mentors



Wayne Thomas, Grygla-Gatzke Friend of Education & Gene Lunsetter, Grygla-Gatzke President



Marilyn Mai, Lake of the Woods Friend of Education & Elizabeth Tange, Lake of the Woods President



Linda Johnston, Red Lake Falls Co-President & Sonja Knaack, Red Lake Falls Friend of Education



Glen Peters, Thief River Falls Friend of Education, Karen Bakken, Thief River Falls Don Balmer, Thief River Falls Friend of Education & Jeff Mumm, Thief River Falls



Heidi Hanson, Tri-County President & Elaine & Wayne Ruud, Tri-County Friends of Education



A big **THANK YOU** to Heidi Hanson, Tri-County Board Rep for taking such great pictures this evening!!



CAPSULE

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

Presidents recognized were: Badger: Gretchen Lee; Goodridge: Lacey Hruby & Lorrissa Skalsky; Greenbush-Middle River: Mara Gust; Grygla-Gatzke: Gene Lunsetter; Kittson Central: Mark Christenson; Lake of the Woods: Elizabeth Tange; Lancaster: Samantha Alme; Marshall County Central: Matthew Sundberg; NWRIC: Erica Staton; Red Lake County Central: Kate Moll; Red Lake Falls: Linda Johnston & Andrea Remick; Roseau: Brenda Dahl; Roseau: Kim Czeh; Stephen-Argyle: Shawna Peterson & Jill Adolphson; Thief River Falls: Sandy Fladeland; Tri-County: Heidi Hanson; Warren-Alvarado-Oslo: Ben Miska & Dana Larson; Warroad: Rose McDonald

Thank you Kramer-Brown Governing Board!

Chairperson: Mara Gust, Greenbush-Middle River; Vice Chairperson: Avis Kennel, Warroad; Secretary: Marcy Helling, Thief River Falls; Treasurer: Rebecca Schmidt, Thief River Falls. **Local Representatives to the Kramer-Brown Governing Board** Badger: Kelly Grahn; Goodridge: Kelsey Loberg & Lindsey Rystad; Greenbush-Middle River: Mara Gust & Debra Koebernick; Grygla-Gatzke: Robin Johnson; Lake of the Woods: Cynthia Hanson; Lancaster: Samantha Alme; Marshall County Central: Lisa Donarski; Red Lake Falls: Paula Miller; Roseau: Justine Schumacher; Roseau: Dale Carlson; Stephen-Argyle: Jill Adolphson ; Thief River Falls: Marcy Helling, Rebecca Schmidt, Jon Hams, Denice Nelson & Stacey Leake; Tri-County: Heidi Hanson; Warren-Alvarado-Oslo: Beverly Torgerson; Warroad: Rose McDonald & Avis Kennel



From the Field



KEVIN YOUNG

Enjoy Your Summer Break, but Remember to Stay Connected to YOUR Union

As I write this article, we are finally seeing warmer temperatures, most of the snow is gone, and the lakes are starting to open. The winter weather has added to the stress level this year, causing many late starts and canceled days. Thanks to the efforts of the Education Minnesota lobby team, legislation has been passed and signed by the governor that gives districts

the flexibility of how best to address the missed contact time with students. This flexibility will allow most districts to end the school year as scheduled and will let students and staff start their summer break earlier than would have occurred without any action by the legislature and governor. Let's hope for a nice summer when we can enjoy some time with family, friends, and some downtime for ourselves. We all need time to relax and rejuvenate so we are the best we can be when the school year starts in the fall.

We all know that working in public schools, educating and supporting young people, can be a rewarding but incredibly stressful job. Educators use the summer months to re-group, re-educate, and relax. Some take graduate classes, some go to summer workshops, some review and develop curriculum, serve on summer committees, or prepare for new assignments next year.

As you spend your summer months getting re-focused for the next school year, don't forget to stay connected to your union, Education Minnesota. Your union membership is active for all twelve months of the year!

Take the time to peruse the Education Minnesota website, www.educationminnesota.org. Check out all of the various discounts that your membership has to offer on credit cards, mortgages, insurance, and cell phone plans – along with many other offers – under the Benefits/Your Pocketbook tab.

Stay in touch with what is going on at the legislature by going to the Advocacy/At the Legislature tab. Find out how to communicate with your representatives who make decisions about your profession, your license, and how your school is funded. Plan to attend the May 18th rally for education at the Capitol.

Under the Events tab, find information on our biggest summer training - Summer Seminar - at the College of St. Benedict, Aug. 5-7. It is a great opportunity to join colleagues from around the state for a variety of educational sessions and networking. Also, don't forget to visit or volunteer for our State Fair booth!

As you look for ways to rejuvenate your lesson plans, check out all of our great links to teaching ideas under the Resources tab. Follow our Pinterest pages for even more great ideas!

Some of our website pages are open to the public and some are members only. If you need to know your member number in order to set up an account, just go to the bottom of the page click on Contact Us and send the webmaster an email with your name and local. We can help you get connected.

Our Education Minnesota webpage is a great source of information

for the public and for our members. Take some time this summer to take a look.

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, the legislative process, 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, as mentioned earlier, the Education Minnesota website <https://www.educationminnesota.org/home>, is a great resource for you.





MARA GUST

2018-2019 Kramer Brown I.O. Chair

Happy Spring! I can't believe that in just a few weeks we will be done with another school year! Spring is always busy for members at all levels—local, intermediate and state. Thank you to everyone who has participated in some way to make our union stronger and as always, put our students first.

On March 13, The Kramer Brown Representative Assembly was held at the Nordhem Café in Karlstad. Delegates who attended this assembly also represented locals at the state Education Minnesota Representative Convention in April in Minneapolis. 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.

I was fortunate to be able to attend the Representative Convention again this year. At the convention we elected our state Education Minnesota Officers, and made changes to our constitution and bylaws. We were so fortunate to have exciting guests, including "Educator-In-Chief" Governor Tim Walz, NEA President Lily Eskelson Garcia, AFT President Randi Weingarten, and new MN Education Commissioner Mary Cathryn Ricker, among others. We also celebrated retiring EM Vice-President Paul Mueller, who you may remember spoke at the Kramer-Brown Fall Drive-In last October. We elected his replacement, Bernie Burnham, from an exciting, competitive field of candidates, requiring a run-off election!

In early May, the Kramer-Brown board hosted its annual appreciation dinner at the Quality Inn in Thief River Falls. We honored Teachers of the Year, retirees, and Friends of Education. You'll see photos in this edition of the Capsule. This is always a special event to mark the end of the school year and celebrate notable people in education. Thanks to the Kramer-Brown board members for their hard work to make this event a success.

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 in Grygla on October 2. (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.

And finally don't forget to think about attending the Education Minnesota Summer Seminar in August. It is a laid-back professional development and networking opportunity for our members.

Have an enjoyable May and summer!

The Kramer Brown Capsule is the official publication of the
Kramer-Brown Intermediate Organization
Capsule Editor - Andrea Johnson
800-622-4971
andrea.johnson@edmn.org

KRAMER BROWN GOVERNING BOARD:

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

LOCAL REPRESENTATIVES:

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





Kramer Brown Governing Board Minutes
January 30, 2019
River Walk, Thief River Falls @ 11:00am

Chairperson Mara Gust called the meeting to order at 11:10am.

Members Present: Mara Gust, Marcy Helling, Becky Schmidt, Denice Nelson, Stacey Leake, Jon Hams, Bev Torgerson, Heidi Hanson, and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications
- B. Secretary's Report/Marcy Helling
 - a. Jon Hams made a motion to accept the minutes, second by Bev Torgerson. Motion carried.
- C. Treasurer's Report/Becky Schmidt
 - a. Jon Hams made a motion to accept the Treasurer's Report, second by Bev Torgerson. Motion carried.
 - b. KB Audit/Reid Froiland
 - NOTES: 1. All payments have a voucher for meals, etc.
 - 2. All KB officer names on acct. (Becky will check on this again)
 - 3. Confirmation of registration fees should be printed/submitted.
 - c. Bev Torgerson made a motion to accept the 2018 KB Audit that was completed by Reid Froiland, with a payment in the amount of \$200. Second by Stacey Leake. Motion carried.
- D. Old Business:
 - a. Kramer-Brown/Northland United Overnighter/March 15,16/Bemidji
 - 1. \$5 per IO member allocation process (Becky)
 - 2. Registration Table/Workers: Marcy, Becky, Deb (3:30pm)
 - 3. Confirm mileage/meals (\$15 stipend): Becky
 - 4. Door Prizes/8 (\$10) Holiday/Cenex gas cards: Marcy
 - 5. KB Banner: Marcy
 - 6. Confirmed sessions - added Reading Standard (CEU)
 - 7. Friday evening session has not been completely set yet. About 60 have registered. (Deadline: February 13)
 - b. Grant Award
 - A motion was made by Jon Hams to change the original amount of \$150 to \$75 to cover mileage for the grant recipient, this due to a program change, second by Stacey Leake. Motion carried.
 - NOTE: Encourage members to use the grant for mileage to KB programs. This form found on the KB website.
 - c. President's/Building Reps Meeting/January 23, Nordhem, Karlstad (Had to cancel, due to weather)
- E. Action Items:
 - a. 2019 Fall Drive-In Sessions/Grygla-Gatske/October 2, 2019
 - Cultural Competency Training (2 sessions) Legal Basics



Cellphones, social media, student safety
 Hot Topics (e learning, contract language)
 Union Membership to the Max
 sessions)
 Stress/Health Session
 Stacey Leake

Reading Seminar
 TRA (2 sessions)
 Technology Sessions (2
 *Possibly Lora Rantanen,

NOTE: Have a checklist of suggestions (10) for future topics on Evaluation Form. Discuss with Andrea.

A. New Business Items:

- a. KB Website/Email – input needed
kramerbrownio@gmail.com
<http://www.educationminnesota.org/KramerBrownIQ>
 Ideas: minutes, photos, capsules, flyers, links to handouts
- b. Summer Planning Meeting/EM Office, Bemidji, June 5 (all day)
- c. KB Teacher Appreciation Dinner/Quality Inn/May 7
 Marcy will call to arrange dinner, dessert, decorations, and music.
- d. KB Rep Assembly Meeting/March 13/Nordhem, Karlstad
 *KB members briefly discuss Action items at meeting/questions
 *Andrea confirmed the meal with Nordhem...same as last year

G. Field Office Report – Kevin Young

1. Membership Rosters:

- a. Reminder, the second round of membership rosters will be sent via e-mail by the end of January. Please review with your members and send back to Education Minnesota by April 30
- b. Please make sure all drops are recorded on the roster as a way to double check the accuracy.
- c. Membership changes, other than drops, should be sent to St. Paul in using the membership@edmn.org email address

2. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2018-19 school year to Andrea at andrea.johnson@edmn.org. Missing are Red Lake Falls and Roseau (If no changes, let her know.)

3. Presidents/Local Leaders Meeting March 20 – Nordhem, Karlstad:

- a. Membership training and Unsession to follow

4. Audit reminder:

- 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

<u>Fiscal Period:</u>	<u>Due Date:</u>
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
- a. *****Make sure all treasurers have budgets approved by members and all paperwork is up to date (possible increase of audits. *****
 2. **Collective Bargaining & Organizing Conference** – see handout; Save the dates! February 1-2.
 - a. If your local needs financial assistance please get me a list of expected expenses and I help in the process of making the request.
 3. **Negotiations Update Meetings:** see handout
 - a. February 5, 2019 – River Walk, TRF; February 6, 2019 – Gene's Bar and Grill, Roseau
 - b. Unity Day – March 13 – asking all locals to submit Intent to Negotiate form on this day
 4. **KB/NU Overnighter: March 15/16**
 - a. review sessions
 - b. help with registration and door prizes
 5. **EdMN Representative Convention** – April 26/27, 2018; DoubleTree, Bloomington
 6. **Fall Drive-In:** October 2, 2019 at Grygla-Gatzke; Need to determine sessions; see last year's survey
 7. **Capital Connection** – (see handout)
 8. **Lobby Day** – any interest in attending
 9. **Post Janus:**
 - a. Attacks; Fake Unions – expect more mailings, emails, phone calls, etc.....
 - b. Drops and letters – please make sure to scan and send all drop letters to memberdrop@edmn.org
 - c. In-take forms – continue to use these each time a person talks to you about dropping; scan and send to me asap
 - d. The numbers so far (handout)
 - e. I need to know if a new hire decides not to become a member, please send me the following information:
 - Name
 - Address
 - Work Location
 - Position
 - Subject area
 10. **Value of Belonging (VOB):**
 - A reminder that all locals are expected to have a Member Engagement Plan in place
 - Local planning guides can be found on the EdMN website:
<http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - locals that have not already, please submit a copy of your local plan; I will support when possible
 - Make sure to send all member engagement grant applications to me. (See Handout)
 - Start thinking about member engagement plans for next year
 11. **HITA** –
 - a. health insurance bid process started in January of 2019
 - b. Meeting to review HITA process was December 5, 2018 – Gene's Bar & Grill, Roseau
 - c. send letter to district informing them of the HITA process and participation in bid opening process
 - d. *******recommend ALL Locals send a PEIP Letter of Intent to participate*******



- a. It is also recommended that all locals request a separate PEIP bid without agency fees – contact Shawn Byrne of Innovo at shawn@innovomn.com
- b. Please make sure to cc me on the above letters
- c. start educating your members on PEIP if the local wants to explore this option
- 2. **MRA II & III Training** – Possible dates – March 23, April 6 or 13 (Most suggested April 13)
 - a. please check with your MRA to see if they have a preference
 - b. most likely held at River Walk Public House in TRF
- 3. **Summer Seminar: Aug 5-7, 2019** (Save the dates. Please talk with your District Admin. to keep dates open)
- 4. **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.
- 5. **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!!!**
- 6. **Other**

Meeting adjourned at 1:00pm.

Respectfully submitted,
Marcy Helling, KB Secretary

March RA Meeting Items:

KB/Northland Negotiations Overnighter/March 16-17 (Last minute details)

Changes to our Kramer Brown Constitution (if necessary)

Fall Drive-In sessions for 2019/Grygla-Gatzke/October 2 (Discussion)

KB IO Appreciation Dinner Update/Quality Inn/May 7

Capsule Assignment Review/Update

Fall: Cindy, Heidi, Jill, Andrea, Paula (Aug. 15)

Winter: Avis, Kelly, Jon, Kelsey, Kathy (bio), Lisa (bio) Stacey (bio) (Dec. 15)

Spring: Dale, Justine, Bev, Rose, Robin, Deb, Denice (bio) (Apr. 15)

NOTE: Badges needed for Stacey Leake and Denice Nelson



Kramer Brown Representative Assembly Minutes (Unapproved until 2020)

March 13, 2019/5:30pm

Nordhem Cafe, Karlstad

Chairperson Mara Gust called the meeting to order at 5:35pm.

Introduction of Governing Board and Guests

Delegate Roll Call: Marcy Helling, KB Secretary; Kelly Grahn, Badger delegate; Rose McDonald, Warroad alternate; Mara Gust, GMR delegate; Avis Kennel, Warroad, delegate; Debra Koebernick, GMR alternate; Heidi Hanson, Tri-County delegate; Jeremy Sollund, NWRIC, delegate; Lisa Donarski, MCC delegate; and Kevin Young, EM Field Staff.

Absent: Cindy Hanson, LOW delegate, Andrea Eskeli, RLCC delegate, Robin Johnson, Grygla/Gatske delegate, Jill Adolphson, Stephen-Argyle delegate, Rebecca Schmidt, KB Treasurer

A. Adopt agenda with flexibility/Communications-

- a. Rose McDonald made a motion to accept, second by Kelly Grahn. Motion carried.

B. Secretary's Report (2018 RA Minutes)

- a. Rose McDonald made a motion to accept the minutes, second by Avis Kennel. Motion carried.
- b. January Minutes to be approved at Summer Planning Meeting.

C. Treasurer's Report (Tabled, Becky Schmidt was absent)

D. Old Business:

- a. Special recognition for Reid Froiland
 - i. Mara made a motion to pay Reid Froiland \$50 as a "thank you" for his extra work on the new financial program for KB, second by Rose McDonald. Motion carried. Marcy and Becky will take care of card/money.
- b. IO Leaders Meeting Report/Mara Gust
 - i. There are lots of Fall Drive-Ins on the same date...need solution
 - ii. Recommendation to keep grants (\$3000) active
- c. KB Recognition Dinner/May 7
 - i. Roast Beef/Meatballs (Will see if chicken is a possibility)
 - ii. Blue decorations with candy bouquets (About \$11 for each bouquet)
 - iii. Marcy will check on music from Lincoln High School
 - iv. Set-Up @ 4:15-4:30pm
 - v. Heidi Hanson – will take photos for a \$50 stipend
 - vi. Dessert – Marcy will purchase cheesecakes
- d. KB/Northland Overnigher/Bemidji/March 15,16
 - i. Find a way to monitor if members are in attendance – maybe a form to sign in at each session.
 - ii. Becky, Marcy, and Deb will set-up by 3:45pm

E. Action Items:

- a. KB Officer Election (Approve Ballot/Automatic Elected)



- i. Mara Gust – Chairperson
 - ii. Avis Kennel – Vice-Chairperson
- B. New Business:
 - 1. EM Representative Assembly/April 26,27/Hilton, Minneapolis
 - a. Register by March 22
 - b. One hotel room for one night per local
 - c. One round-trip mileage reimbursement per delegate
 - d. Kramer Brown reimburses up to \$100 vouchered expenses
 - e. Must attend the RA in Karlstad
 - f. Discussion on Amendments on educationminnesota.org
 - C. Field Staff Report/Kevin Young
 - 1. Representative Convention – (see handout)
 - a. April 26-27; Hilton in Minneapolis
 - b. local is required to have at least 40% of dues remitted to EdMN to have a rep. from your local seated
 - c. Would be great to have a representative from every KB local
 - d. Please register and make hotel reservations ASAP
 - 2. Membership Rosters:
 - a. Reminder, the second round of membership rosters will be sent by Andrea mid February. Please review with your members and send back to Education Minnesota by April 30
 - b. Please make sure all drops are recorded on the roster as a way to double check the accuracy.
 - c. Membership changes, other than drops, should be sent to St. Paul in using the membership@edmn.org email address
 - d. New hires that did not become members – NEA Early Enrollment info
 - 3. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2018-19 school year to Andrea at andrea.johnson@edmn.org. Missing are Red Lake Falls and Roseau (If no changes, let her know.)
 - 4. Presidents/Local Leaders Meeting March 20 – Nordhem, Karlstad:
 - a. POSTPONE UNTIL AUGUST
 - 5. KB/NU Overnighter – See Flyer
 - i. 126 have registered (increase of 30 from last year)
 - 6. MRA II & III Training – April 13 (see flyer)
 - a. please check with your MRA and encourage them to registers asap
 - b. River Walk Public House in TRF
 - 7. Audits: None
 - 8. KB Recognition Dinner – (see handout)
 - i. May 7, 2019 – Quality Inn, TRF
 - ii. Invitations/registration info will come out in the near future
 - 9. Legislative Agenda: <https://www.educationminnesota.org/advocacy/at-the-legislature/2018-legislative-agenda> (see handout)
 - 10. Legislative positions: <https://www.educationminnesota.org/members-only/legislative-positions/positions> (see handout)



1. Value of Belonging/Member Engagement:

- a. the work continues; we all need to reach out to all members and have one on one conversations to encourage more involvement and inform members of the VoB
- b. if your local hasn't applied for a member engagement grant this year, please do so asap
- c. start working on VOB plans for next school year; local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources>

2. Summer Planning Meeting – June 5 – Bemidji Field Office (Will make-up days cause issues w/ this date?)

- i. Any Changes from last year? Any food preferences?
- ii. Registration info will come in May, since we do not have to reserve rooms

3. Summer Seminar – August 5-7

- i. Please ask your district not to hold any events/trainings during this week

4. 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!!!

- 5. Events for new hires (0-5 years) – does KB IO want to sponsor any events like this?
- 6. Organizer Assistance/Bridget Moore

Reminders:

KB/Northland Overnighter- March 15,16/Bemidji
EM Representative Convention- April 27,28/Bloomington
KB Teacher Appreciation Dinner/May 7/Quality Inn, TRF
Summer Planning/June 5 @ 10am/EM Office, Bemidji
Lunch will be catered at EM Office.

A motion to adjourn the meeting at 6:55pm by Heidi Hanson, second by Avis Kennel. Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary



CAPSULE

March 13, 2019 Marshall County Central Members take part in Bargaining Unity Day!



Join us at the Capitol May 18 to rally for the schools our students deserve!

Join educators across the state on Saturday, May 18 as we raise our voices for the schools our students deserve! The last weekend before the legislative session ends is when last-minute negotiations take place and final bills are discussed. When we join together, our voices cannot be ignored.

Saturday, May 18
11:30 a.m.-2:30 p.m.
Minnesota State Capitol Rotunda

Sign making and lunch available starting at 11:30 a.m.
(Members and their invited guests only)
Rally from 12:30-1:30 p.m. (Open to the public)
Meetings with legislators from 1:30-2:30 p.m.

For more information and to RSVP, go to
www.educationminnesota.org/advocacy/at-the-legislature/EdMNVotes-in-Action-Rally.

Transportation options available. Registration required for lunch.



Introducing...

Meet Denice Nelson
Thief River Falls Kramer Brown Board Rep



Hello and Happy Spring!

My name is Denice Nelson and I am a new Kramer-Brown Representative. I teach 2nd grade in Thief River Falls at Challenger Elementary School. I started my teaching career in Red Lake Falls 30 years ago. Sandy Bertilrud was the BEST mentor a teacher could have! I have also taught ESL, 5th grade, Kindergarten, 4th grade and finally (like how I slipped that in) 2nd grade. It's my last move! Over the years I've been asked frequently what grade do I enjoy the most? I always say, "the one I'm teaching now!"

I graduated from Moorhead State University in 1988 with my elementary ed degree. Currently I am involved with my local union and chair the Continuing Ed committee.

My husband, Dale, and I live and work on our family farm southwest of Thief River Falls. We have three adult children. Our oldest, Maura works at NCTC in East Grand Forks. Our son Zeb, just graduated from NDSU and is farming with us. Our youngest daughter, Marley is completing her first year at NCTC in TRF. With sports behind us we have found plenty to fill the void! In the summer when I am not teaching summer school you can find me on the lawn mower!



EPIC paper highlights 10 areas, showing how the state is not properly funding education

The latest white paper from Education Minnesota's Educator Policy Innovation Center explores 10 education policy areas to show how the state has not met its constitutional obligation to create a fair and uniform public education system.

Educators from across the state worked with Education Minnesota staff to look at research and draft the paper, which will be available mid-May on www.educationminnesota.org.

Educators will be able to use the research in all 10 sections of the paper to help frame the message of building an equitable school system when talking with policymakers, district leaders and the public.

The 10 sections include educator compensation and work environments, teacher mentoring and induction, school infrastructure, preschool, trauma-informed and restorative schools, teacher preparation, support professionals, full-service community schools, public higher education and special education.

Each section will be available online, as will the complete book.

Race Equity EdCamp scheduled for May 11 in Duluth

Education Minnesota is hosting our next Race Equity EdCamp on May 11 in Duluth!

Race Equity EdCamp
Saturday, May 11
9 a.m.-3 p.m.
Denfeld High School
401 N. 44th Ave. W., Duluth

EdCamps are organic, participant-driven professional learning experiences for educators across the country and worldwide. During an EdCamp, organizers set the schedule for the day but all sessions are determined by participants on the day of the event. Everyone is welcome to propose and lead a session where conversation and collaboration are paramount. The focus of our May 11 EdCamp will be race equity.

This event is free and open to Education Minnesota members only. Breakfast and lunch provided.

If you'd like to bring a Race Equity EdCamp to your region, please contact Jonathan Kim at jonathan.kim@edmn.org.

The EdCamp is a part of Education Minnesota's Minnesota Educator Academy professional development program. The Minnesota Educator Academy offers numerous professional development options for union members, including workshops, our fall MEA conference and even web-based networking opportunities.

To learn more about MEA and all of the offerings, go to www.educationminnesota.org/resources.aspx#minnesota-educator-academy

AFT TEACH conference to be held July 10-13, state-funded participant interest forms due May 3

The AFT TEACH Conference, a biennial event devoted to professional development, will be held July 10-13 in Washington, D.C.

All local presidents should receive an information packet from the American Federation of Teachers that includes a tentative schedule, hotel and conference registration forms. The AFT plans to begin mailing packets in mid-April.

Local presidents who have not received information by May 1 can contact Laura Brown at AFT at 202-393-6389 or lbrown@aft.org. For more information about the conference, go to www.aft.org/teach.

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://bit.ly/AFTTeach_EdMN2019 by Friday, May 3.

The selection of state-funded participants will be made the week of May 6-10, and those awarded funding will be notified and sent the necessary information. Priority will be given to first-time attendees. Funding includes conference registration, airfare, hotel accommodations and meals.

All members are welcome to attend at their own expense.

If you have questions, contact Jessica Schmidt at 800-652-9073 ext. 4867, 651-292-4867 or by email at jessica.schmidt@edmn.org.



CAPSULE

NEA Representative Assembly



**NATIONAL
EDUCATION
ASSOCIATION**

The National Education Association Rep-

resentative Assembly, the NEA's major decision-making body, will be July 2-7, 2019 in Houston, Texas.

NEA: We Educate America

Over 9,000 delegates will gather for NEA's 156th annual meeting and 96th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

AFT TEACH

The 87th convention of the American Federation of Teachers (AFT) will convene in Washington, D.C. on July 11-13 2019

Go to

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

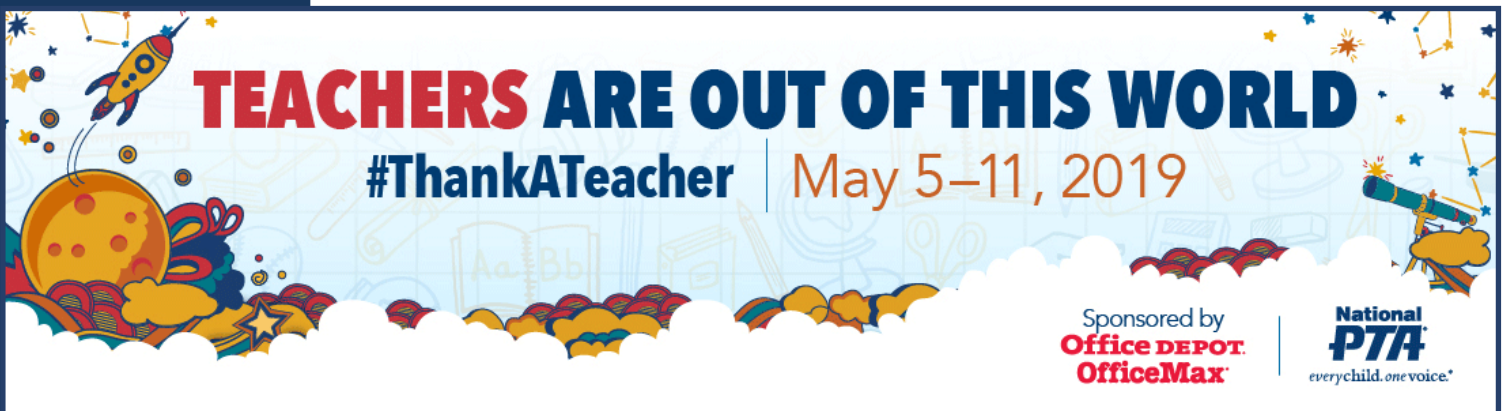
for more information.



Calendar of

Upcoming Events

- May 5-11 Teacher Appreciation Week
- May 7 National Teacher Day
- May 7 KB Recognition Dinner, Quality Inn, Thief River Falls
- May 8 School Nurse Day
- June 5 Summer Planning Mtg Bemidji Field Office, 10:00 a.m.
- July 2-7 NEA National Convention —Houston, TX
- July 11-13 AFT TEACH Convention - Washington D.C.
- August 5-7 Summer Seminar — St. Bens
- August 31 KB officer term ends (treasurer/secretary annually)



TEACHERS ARE OUT OF THIS WORLD

#ThankATeacher | May 5–11, 2019

Sponsored by

Office DEPOT.

OfficeMax

National PTA

everychild.onevoice*



CAPSULE

Team 2883 Has Eyes on the World

Submitted by: Rose McDonald, Warroad Board Rep



Warroad High School's robotics team, Team F.R.E.D., is set to take on the World in Detroit on April 24th - 27th; qualifying not only in the robot category, but also as a Chairman's Award winner.

Our small-town team has accomplished a big-time feat. Once again, Warroad Robotics takes center stage, qualifying for the FIRST Robotics World Cham-



pionships. Last year we sent our FIRST Lego team, this year we send our FRC team. FRED has qualified for the world championship 2 other times (in 2015 and 2016) by winning a regional. This past weekend our team found itself in the finals of the North Star Regional in Minneapolis. Our robot, with its partners Team 3926 MPArors from St. Paul and ProDigi Team 3277 from Thief River Falls, came up short. After some nail biter match-ups it was discovered that Team FRED won a wild card to go to Worlds. This was amazing news and the students and mentors were very excited. During the award's program it was revealed that team FRED won the most prestigious award that can be won at a competition, the illustrious Chairman's award.

First defines this award as follows, "The Chairman's Award is the most prestigious award at FIRST, it honors the team that best represents a model for other teams to emulate and best embodies the mission of FIRST. It was created to keep the central focus of FIRST Robotics Competition on the ultimate goal of transforming the culture in ways that will inspire greater levels of respect and honor for science and technology, as well as encouraging more of today's youth to become science and technology leaders."

Our award has been 11 years in the making; many grants, demonstrations, meetings and involvement in our schools and beyond was recognized. Team FRED impacts our community, our schools and beyond. We have been involved in bringing in new equipment, new curriculum, pushing the message of FIRST and the spreading the importance of STEM.

Winning this award is a group effort from our community, our school and our team. FRED's Moto is simple, "Building leaders one robot at a time".

Now this small-town team gets to take its community, school and robot to compete against the best in the world. As teams from all corners in the world, Australia to China, Alaska to the Netherlands, prepare for Detroit, FRED will be preparing to take them on with our robot and putting the final touches on our Chairmen's presentation.

Please watch the amazing video put together by our team members wrapping up team FRED's involvement and how we continue to build an appreciation for STEM (science, technology, engineering & math) in our school, community, and beyond.

Link: <https://www.youtube.com/watch?v=xSTYPx0HCxU>





New Education Minnesota officers elected, to take office July 1

President Denise Specht and Secretary-Treasurer Rodney Rowe were reelected at the Education Minnesota Representative Convention after running unopposed. Bernie Burnham, an elementary teacher and president of the Duluth Federation of Teachers, was elected vice president after a historic nine candidates ran for the open position.

The new officer team will take office July 1.

Burnham has served as president of the Duluth Federation of Teachers for the last five years. Before that, she was an elementary teacher for 19 years.

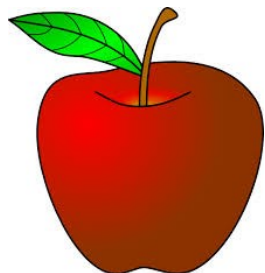
“When I became a teacher, I knew right away I wanted to be involved in the union,” she said. “I believe in speaking up for our students, speaking up for my colleagues and making sure our voices are heard.”

Burnham, a Pacific-Islander, is the first person of color to serve on Education Minnesota’s officer team.

“I was the first woman leader in my local, first person of color leader,” she said. “It’s important that our students see that there are possibilities for all of them.”

Specht said, “I’m honored to serve as president of Education Minnesota for another three-year term. It is a privilege to serve the educators of Minnesota.”

More than 540 delegates to the union’s annual business meeting also took action on constitution and bylaw amendments, action items and amendments to the union’s legislative positions. Read more about the action taken at the convention at www.educationminnesota.org/news/education-headlines.



Summer Seminar professional development conference online registration opens May 3

Education Minnesota is excited to announce we have expanded our course offerings for this year’s Summer Seminar, Aug. 5-7 at the College of St. Benedict in St. Joseph, Minnesota.

That’s means more professional development. More ideas to build a powerful local union. And more member-led courses.

All Education Minnesota members are invited to choose from more than 90 different course options that will improve professional skills while connecting you with other educators from around Minnesota.

Hundreds of educators gather to increase their knowledge across a variety of topics—effective techniques in the classroom, how to navigate local unions, working with challenging students, relicensure issues and much more.

We offer a multitude of courses that fall into these main strands:

- Bargaining and benefits
- Building a strong local
- Policy, politics and the law
- Professional practice

We also offer a number of member-led courses. This is an excellent opportunity to gain professional development created by educators for educators.

Some of the most popular member-led workshop topics from previous years include:

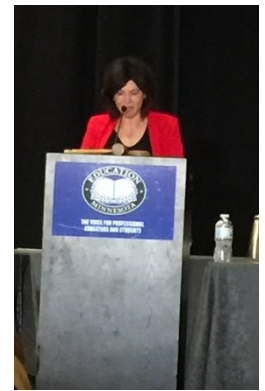
- Creative strategies for the classroom
- Culturally responsive teaching
- Curriculum and assessments
- Organizing and engaging members
- School climate and learning communities
- Student engagement
- Technology integration
- Trauma-informed instruction

Online registration will open in May 3 on www.educationminnesota.org.



CAPSULE

Education Minnesota Representative Convention Photos



Photos submitted by Cynthia Hanson, Lake of the Woods & Mara Gust, Greenbush-Middle River



WAO Mural Creates Beauty & Reflects Unity

Submitted by: Beverly Torgerson, WAO Board Rep



Upon entering the Warren/Alvarado/Oslo High School through the east doors, visitors, students, and staff are greeted by an expansive, elaborate mural dotted with photos of all the people who serve our district's students in a variety of capacities. The pictures include teachers, paraprofessionals, cooks, school board members, administrators, education foundation members, etc. The mural serves as a colorful reminder of how WAO's staff is a family united in providing for our students' needs.

The mural project began last fall, directed by WAO art teacher Chris Kirchner who wanted to reinvent the space. He was inspired by Claude Monet, who created landscape

paintings in the 1860's. The mural includes cherry trees, which are a symbol of unity in the Japanese culture. The trees dominate the mural's landscape, echoing the unity of our school staff and students. His murals class was given the task of transferring these ideas onto the walls, using a projector, rulers, and free-hand painting. Mr. Kirchner's goals included teaching the foundations of painting techniques, and then applying them on a much larger scale.

It's clear the lessons reached the students. Zoe, a student in the class, commented that it was fun learning how to mix colors and "apply pointillism to painting trees." Sergio, another student, learned how to shade flowers and give texture. Courtney mentioned that she learned how to make reflections in the water, "and it was hard." Faye's comment was a bit more practical: "I learned how to balance on a ladder while painting." The students also learned perseverance, having to repaint the water several times to get it right.

Throughout the four-to-five month project, Mr. Kirchner found that it was difficult to keep a balance between making sure all students were challenged, and yet not assigning too difficult a job for their skill level. This balancing act sounds familiar to all teachers. His advice to another art teacher who may be considering a project of this scale was to "start early and be realistic about the amount of time and money it may take." As to the public's reception of the artwork, Mr. Kirchner said the most common comment he gets is "Why isn't it a picture of a football or basketball?" or, "Why isn't it sports-themed?" His response reflects his pragmatic sense of humor. "This isn't the gymnasium!"

It's clear that this project taught much more than painting techniques. Zoe explained, "Art teaches me to think outside the box"; while Courtney says she thinks art allows her to "be creative." Jolie, a senior in the class, exclaimed, "The most challenging thing about painting the mural was believing in myself, believing that I could actually do it!"





Grygla High School Students Have the Opportunity to Live the History of the Vietnam War

Submitted by: Robin Johnson, Grygla-Gatzke



Why is it important for our students to have a deeper knowledge and understanding of the Vietnam War? As a social studies & special education teacher, I think it's important for this generation of young people to understand the many facets of the Vietnam War. I believe the lessons learned from the Vietnam War are invaluable, and our veterans deserve our utmost respect and understanding. The Vietnam War risked American lives for political and military objectives that most people still don't fully understand. World War II vets came home after the war and were immediately hailed as heroes, while Vietnam veterans were made to feel as though they were the enemy and had let their country down. We have heard personal accounts from World War II vets, however most Vietnam War vets were made to feel as though they couldn't share their stories. They were looked down upon by many in society, and were not given the psychological support they deserved and needed. The effects of the Vietnam War are still prevalent today, and our students can benefit from having a deeper understanding of this war. Most of all, our Vietnam veterans deserve our utmost respect and gratitude!



On April 10, 2019, Arn Kind brought his "Minnesota in the Vietnam War" presentation to Grygla High School. Students in grades 6-12 attended his new presentation, along with staff and members from the community. There were also several Vietnam veterans from the community in attendance. Grygla's Northwest Regional Library sponsored this amazing event, thanks to a grant from the Minnesota Arts and Cultural Heritage Fund. Arn Kind, the presenter, has been an educator for over 38 years. He is a popular presenter in a multiple of venues including: library and classroom seminars at elementary, middle school, and high schools, all the way up to lectures at the university level. Mr. Kind also puts on a variety of summer camps, historical reenactments, and festivals across the country. He is a member of the First Minnesota Volunteer Infantry Regiment, a re-enactment group based out of Fort Snelling in St Paul. This group is known for its authenticity, and has appeared in a number of historical feature films and documentaries such as: *Dances with Wolves*, *Gettysburg*, *The Blue and the Grey*, *North & South*, and *Glory*.

Mr. Kind gave a riveting two-hour presentation on the Vietnam War. A very important part of his presentation included replicas of war artifacts, uniforms, weapons, and equipment used during the Vietnam War. Student volunteers were able to interact directly with Mr. Kind as part of their "hands-on" experience through role playing and modeling of uniforms & equipment. The turbulent time surrounding the Vietnam War "came alive" to the audience through a variety of means including: video, music from the Vietnam War era, actual war footage, and role playing. After his presentation was over, students were allowed to look at (and handle) a variety of artifacts on display. Mr. Kind also talked personally to the students and community members who came to see him after his presentation, and stayed to answer individual questions. His message to the students (and audience) was to pay attention to history, as events in the past affect the present and future. At the end of his presentation, Mr. Kind recognized the Vietnam War veterans in attendance to thank them for their sacrifice and service. He reminded all of us to show our respect to veterans (past and present), and not to take our freedoms for granted. Mr. Kind also does presentations on other wars and historical events. If you have the opportunity to attend any of Mr. Kind's presentations, I would highly recommend it! I want to say a big thank-you to Kari Sundberg, Grygla's Northwest Regional Librarian, for bringing Mr. Kind and his "Minnesota in the Vietnam War" presentation to our area.





CAPSULE

Introducing...

Meet Justine Schumacher Roseau Kramer Brown Board Rep

Hello all, my name is Justine E. Schumacher and I have been working both in the medical and public school settings for 20 years. I am currently a speech-language pathologist in the Roseau School district for the past 4 years. I have a Master's degree in Speech-Language Pathology as well as Early Childhood Special Education from the University of Grand Forks. In addition to teaching, I am an assistant coach for the Speech Team, co-advisor for Junior Class Prom and an elementary basketball coach for my daughter's sixth grade team. I live in Roseau with my husband and five children. Cassie (first year graduate student in college), McKenna (senior in high school), Garon (sophomore in high school), Kolin (eighth grader) and Calista (sixth grader), needless to say they keep me busy! When I have some spare time, I enjoy cooking and reading.

Tools to Boost Achievement, Participation and Communication in a Primary Classroom Submitted by: Debra Koebernick, Greenbush-Middle River Board Rep

The following Apps and web-based software are used every day in my second grade classroom. They are easy to use and help me meet individual student needs. The stories and lessons are great supplements to my daily lessons and curriculum.

ClassDojo is 100% free and provides a wealth of teacher tools for communication. It is an App and web-based software. Sharing classroom activities, anchor charts, vocabulary, newsletters, or reminders with parents on the class story is quick and easy. All of my students' parents have loved seeing and hearing about what we are doing in the classroom. You can also message parents privately regarding their child. All of your communication is saved and can be archived, reducing the need for documenting parent contacts. Students have a portfolio option to share their learning through photos, drawing, journaling and videos. Teachers approve posts before they are shared. Dojo is a great tool for positive classroom behavior and instant feedback for students and parents. You can customize behaviors to fit your classroom routines and rules. Following routines, Helping others/being kind, homework, on task/using work time, participating during class/sharing ideas, teamwork/being a good partner, and working hard/perseverance are positive behaviors I track each day. Students get feedback for positive behavior and also what they need to work on. Parents can see their child's performance for the day. They have commented that it helps them manage behavior at home and gives them information to talk about their child's day at school with them. I use points for positive behavior to go towards the class earning free time or an activity of their choice. Our end of day routine includes reviewing how students did on the Dojo. Students look forward to seeing their percent, and it gives me talking points for individual students who need to improve their behavior. A toolkit includes a timer, group makers, noise meter, directions, think pair share, calendar, and music. I use a lot of these options with my smartboard. My students also enjoy the social-emotional skill videos with discussion questions that are part of the Dojo App.

BrainPOP Jr. is web-based software or an App which provides a wealth of standard based activities in science, health, social studies, math, reading & writing, and arts & technology. Each lesson is presented with a short movie and activities including vocabulary, games, and leveled quizzes. It's a great supplement to any curriculum. I have integrated the lessons into the scope and sequence of all the subject areas I teach. Most of the time I use the lessons to introduce a topic. Students love it! BrainPOP is not free, but you can access free movies of the week if you want to check it out.

FarFaria has Common Core-aligned stories which are leveled for guided reading. Most of the stories we use in second grade are leveled E to N. There are hundreds of fiction and informational texts to choose from. Students can search by topic or interest and select read myself which has them interact with the story independently, play which reads to them and allows them to turn pages, or auto play which does everything for them. I use it as part of my "Listen to Reading" time. I have created reading lists that align with my science and social studies lessons and holiday themes. I have also used a lot of the biographies. Series in the program which students have enjoyed are Animal Antics A to Z, Carly's Dragon Days, Zombie Elementary, and Science Rocks!. FarFaria is a reasonably priced app. You can listen to one free story a day if you are interested in trying it.