



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

September 2021

Special points of interest:

- 2021 NEA RA
- Foundation Grants
- Help with School Board Levy

FALL 2021

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2021 Fall Drive In

Wednesday, October 6, 2021—Marshall County Central School, Newfolden

SESSION I

When can I afford to retire *Session I & II*

The answer to this question depends not only on how well you have planned financially, but also on what your plans are in retirement. While you are working, your income comes from your paycheck. In retirement, your income will come from three sources: your pension, social security, and any savings you have accumulated in accounts such as 403(b)/457/IRAs and savings.

UnSession *Session I & II*

An UnSession is a participant-driven session in which those present determine the focus of the conversation. This is an opportunity to connect with professional staff colleagues on topics of interest to you. Come with ideas to consider, questions to explore, and issues to ponder. Together, participants will share their thinking on the topics brought forward. Facilitators will kick things off, but the session will really be participant-driven.

Suicide Prevention AFT *Session I*

This session will focus on best practices in the area of suicide prevention. Note: Due to the sensitive nature of this training, facilitators will be licensed practitioners in the area of mental health. Please contact the Education Issues staff directly to coordinate a request for training.

Energize Yourself *Session I*

Feeling a bit out of sync, overloaded and lacking in energy? With this session, you can take some positive steps toward adding energy to your life! This session is full of great tips for you!

Trauma I: Understanding Trauma and the Developing Brain *Session I*

This course provides an introduction on the relatively new field of understanding the consequences of childhood trauma and what that means for educators. The course provides an overview of the original ACEs study, defines key terms and explores, at a basic level, how trauma impacts the developing brain. Understanding that dynamic opens up new doors for educators to stop causing further harm with traditional responses to behavior problems and to identify new ways to help students carrying high levels of toxic stress from exposure to childhood trauma to develop resiliency.

Supporting Transgender Students and Staff: Legal Issues and Best Practices *Session I*

Over the past few years, issues surrounding the rights of students and employees who identify as transgender have gone from relatively obscure to center stage. This presentation will identify legal challenges involving page transgender individuals, including an update on cases brought against Minnesota school districts, the Department of Education's partial revocation of its guidance regarding transgender students and cases across the nation.

SESSION II

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English Language Learners (ELL) AFT *Session II*

Learn to tap into the strengths the English Learners bring to your class. Discover strategies for differentiation and scaffolding to support their work as they progress through stages of language acquisition.

What's New? Ask the Lawyer *Session II*

Join one of the Education Minnesota attorneys as we review current legal issues and answer your burning legal questions. Even if you've attended before, we'll have new questions to test your knowledge of the legal issues impacting educators.

Edpuzzle *Session II*

Edpuzzle is an excellent online tool that enables teachers to create or modify videos to ensure a more engaging learning experience for their students. Teachers have the ability to choose, crop, and modify videos by adding voice memos (recorded by you, the teacher!) and quiz questions. Students are prevented from skipping the video, and analytics are collected and are available to the teacher.

Fall Themed Art Project *Session II*

In this session you will be making a fall themed art project. Everyone can make this fall project. This session will cost \$5.00 to cover the cost of supplies.

Capped at 16 people.

****Education Minnesota COVID Mitigation Protocols****

In the interest of keeping attendees and trainers safe, and in recognition of increasing COVID case numbers in our community, all trainings sponsored or supported by Education Minnesota will require all attendees to wear face coverings and have at least three feet of physical distance between each attendee. This is true regardless of the location of the event, and regardless of whether attendees are vaccinated. Finally, if you learn of any attendees who test positive for COVID or who have symptoms shortly after the training, please let us know so that we can notify trainers and other attendees. These requirements will remain in effect until further notice.

If you have any questions or concerns with these protocols, please let Kevin Young, Field Staff (kevin.young@edmn.org) or Andrea Johnson, Field Office Professional Staff (andrea.johnson@edmn.org) or our trainers know as soon as possible so we can address them before the training. We appreciate the support of IOs, locals, and attendees in observing these COVID mitigation protocols.

Three ways to register:

Click this link: <https://bit.ly/3ApnooX>

Email: andrea.johnson@edmn.org

Call: Andrea at 800-622-4971

From the Field



KEVIN YOUNG

Welcome Back to Another School Year

Welcome back to another school year! As I write this article, you are already back in the classroom for the first few days of the school year. Yes, the COVID19 pandemic continues, but we have learned a lot since it started in February/March of 2019. My

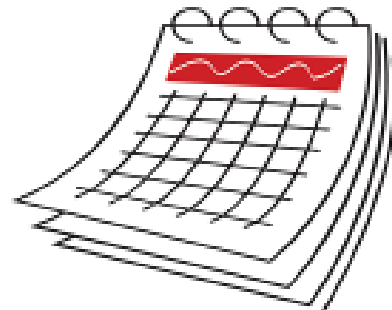
hope is that you all will be able to continue in person learning and you will not have to deal with COVID19 interruptions. Reality is, there will be some. Lets hope interruptions will be minimal so kids can be in the best place to learn, face to face with their teachers.

I know all of you are very busy, so I will try to keep this short. It is recommended that all locals be proactive in working with their District's in planning for distance learning. Chances are that every district will have students who need to distance learn at some time during the school year. Being proactive and developing a plan with the district how distance learning will happen in your district is so important. If you are asked to teach or work with students who are distance learning, make sure to reach out to your Union Leadership immediately. Your actions of agreeing to work with these students has the potential to affect all other members of your bargaining unit.

Another hot topic issue is vaccination mandates by employers. The fact is courts have sided with employers that are requiring vaccinations. Once again it is recommended that locals be proactive and work with Districts is developing a MOU regarding vaccinations. Education Minnesota has provided a template MOU that locals can use. I also can help locals draft language to address this situation. Please let me know if there is a need.

A quick reminder to reach out to your local leaders and thank them for all the work they do for all members. Over the last 2 years, all local leaders have gone above and beyond working on behalf of members. Please find a way to show your appreciation for the work they do.

As always, please do your best to be involved in YOUR Local. TOGETHER we can do so much. I would like all of you to know that I am here to help you in any way I can. Whether you have questions regarding your contract, negotiations, the tiered licensure system, TD&E, ACA, elections or any other item, please send an e-mail or give me a call. I can be contacted at the Education Minnesota Bemidji Field Office at 1-218-751-5957 or 1-800-622-4971. My e-mail address is kevin.young@edmn.org



Calendar of Upcoming Events

September

- 21 New Hires Meeting, Gene's Bar, Roseau
- 22 New Hires Meeting, American Legion, Thief River Falls
- 28 Negotiation Update Meeting, Gene's Bar, Roseau (6:00)
- 29 Negotiation Update Meeting, American Legion, Thief River Falls (6:00)

October

- 6 Fall Drive-In, Marshall County Central
- 21 Minnesota Educator Academy (MEA), St. Paul
- 27 KB Governing Board, American Legion, Thief River Falls

November

- 15-19 American Education Week
- 17 Education Support Professionals Day

December

- 1 KB Board Meeting, American Legion, Thief River Falls

**WELCOME BACK
TO SCHOOL**



CAPSULE



MARA GUST

2021-2022 Kramer Brown I.O. Chair

Fall Greetings! I am excited to be serving my second full term as Chairperson of the Kramer-Brown Intermediate Organization. Thank you to everyone for your support. I am grateful to all the members of the governing board for their service and commitment.

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

The governing board recently had its fall meeting and we continue to look for new ways to serve you. If you have ideas, concerns, questions, suggestions, please talk to your local representative! We can only serve you if we know what you need. We currently have 2 grant opportunities and 2 scholarships available for our members. These can be found at the Kramer-Brown website. This is just one way your dues dollars are coming back to you.

I'd like to send a thank you to our executive board members who keep our IO and events running so smoothly. Vice-President Heidi Hanson of Tri-County, Treasurer Amber Scheopp of WAO, and Secretary Marcy Helling of Thief River Falls. These officers along with the board members work hard to bring you information, benefits, professional development, and learning opportunities throughout the year.

I am very excited about this year's in-person Fall Drive-In, hosted by Marshall County Central! The Drive-In will take place Wednesday, October 6, in Newfolden. The Kramer-Brown board works hard to make this a fun, worthwhile event, with sessions to appeal to everyone. (And good food!) As always, if you have input on what you'd like to see at the Drive-In each year, talk to me or your local representative.

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

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 ChairHeidi Hanson, Tri-County
TreasurerAmber Schoepp, Warren-Alvarado-Oslo
Secretary.....Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

GoodridgeAlexis Hruby
Greenbush-Middle River.....Debra Koebernick
Grygla-Gatzke.....Robin Johnson
Lake of the Woods.....Nicole Fiala
Marshall County Central.....Lisa Donarski
NWRIC.....Kathleen Kallis
Red Lake County Central.....Andrea Eskeli
Roseau.....Teresa Hulst
Roseau.....Maranda Peterson
Stephen-Argyle.....Shawna Peterson
Thief River Falls.....Denice Nelson
Thief River Falls.....Stacey Leake
Warroad.....Rose McDonald
Education Minnesota Field Staff.....Kevin Young
Education Minnesota Support Staff.....Andrea Johnson



Kramer Brown Summer Planning Meeting
June 9, 2021
EM Office, Bemidji @ 10am

Chairperson Mara Gust called the meeting to order at 10:05am.

- A. Adopt Agenda with flexibility.

Members Present: Mara Gust, Marcy Helling, Amber Schoepp, Robin Johnson, Stacey Leake, Heidi Hanson, Rose McDonald, Nicole Fiala, Deb Koebernick, Kevin Young, Ed MN

- B. Secretary's Report - Marcy Helling

No new minutes to approve at this meeting. (RA minutes approval in 2022)

- C. Treasurer's Report - Amber Schoepp

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

*A special "thank you" to Amber for her work again this year as KB treasurer.

- D. Old Business:

- 1. EM Representative Convention Report

- a. Delegates share - Heidi H. and Deb K.
- b. Meeting was held virtually/missed interaction with members.
- c. Next year is election for three EM officer positions.

- 2. Recognition Dinner Update

- a. The apples were delivered to retirees for the past 2 years. However, the plate has the wrong date on this year's...needs to be 2020. Andrea will contact local presidents and make a plan with making/sending out new plates.
- b. The apples are discontinued. Andrea will discuss with the company and see what other items we can choose from for any future retirees. We will then discuss at a future meeting.
- c. Thank you/Amazon gift cards were sent to all retirees for the 2019 and 2020 years. Thanks to Robin J. and Amber S. for organizing this.

- 3. IO Grant Review

- a. No changes for the next year.
- b. Information found in KB Handbook and posted on KB website.

- 4. Scholarships (Given to KB members' children)

- a. High School Senior/2 scholarships @ \$250. They need to be child of KB member, no specific field, add GPA, have unofficial transcript, deadline March 1
- b. Education Major Scholarship/ 1@ \$500. They need to be a child of KB member, specific field of education, add GPA, unofficial transcript, March 1 deadline.
- c. A motion was made by Amber Schoepp to approve the draft form of each KB Scholarship. These will be viewed at the August meeting with appropriate changes, second by Heidi Hanson. Motion carried.

NOTE: Both scholarships will be presented for view at the August meeting. They also need to be added to this next year's 2021-2022 KB budget as a line item.



E. Action Items:

1. 2021-2022 Budget Discussion
 - a. The KB Officers will meet in TRF on July 22 @ 9am to discuss budget and present at the August Board meeting. Location at Wired Bean.
 - b. Add scholarship as a line item to budget/\$11,000 (VOB Grants)
2. IO Treasurer Assignment of Amber Schoepp
 - a. A motion by Rose McDonald, second by Stacey Leake to appoint Amber Schoepp as KB Treasurer for 2021-2022. Motion carried.
3. IO Secretary Assignment of Marcy Helling
 - a. A motion by Stacey Leake, second by Deb Koebernick to appoint Marcy Helling as KB Secretary for 2021-2022. Motion carried.
4. Governing Board Longevity Stipends/2021
 - 0 years - Nicole Fiala, Shawna Peterson
 - 1 year - Maranda Peterson, Teresa Hulst
 - 2 year - Amber Schoepp
 - 3 years - Stacey Leake, Denice Nelson, Lisa Donarski
 - 4 years - Deb Koebernick, Kathleen Kallis
 - 5 years - Robin Johnson
 - 6 years - Heidi Hanson
 - 9 years - Mara Gust
 - 10 years - Andrea Eskeli
 - 16 years - Rose McDonald
 - 28 years - Marcy Helling

Policy P.5. (adopted in 2020-2021)

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

A motion was made by Robin Johnson, second by Heidi Hanson to pay longevity stipends to the following KB Governing Board members for their years of service. Motion carried. We thank them for their support.

Deb Schmidt	\$25
Becky Schmidt	\$50
Jill Adolphson	\$100
Kelly Grahn	\$200

5. Door Prize Cash/KB Treasurer
 - a. Fall Drive-In/March Overnighter
 - b. A motion was made by Rose McDonald, second by Mara Gust to approve the KB Treasurer getting cash for door prizes for the 2020-2021 year. Motion carried.
 - c. A motion was made by Deb Koebernick, second by Mara Gust to pay a stipend for a photographer at the Teacher Recognition Dinner.

6. Payment of KB officers
 - a. A motion was made by Stacey Leake, second by Rose McDonald to pay the officers for the 2020-2021 year. Motion carried. (Adopted in June 2016)
 - b. Mara Gust: \$1500
Robin Johnson: \$250
Marcy Helling: \$900
Amber Schoepp: \$900
7. Mileage to KB Governing Board Members
 - a. A motion was made by Heidi Hanson, second by Marcy Helling to pay mileage at the IRS rate to KB Governing Board members attending KB events/meetings. Motion carried.
 - b. A Google Map must be provided to/from KB meeting or KB event.
8. Gifts to staff
 - a. A motion was made by Rose McDonald, second by Stacey Leake to provide gifts/gift cards (\$50) to EM staff. Motion carried.
9. Stipends for Virtual Meetings
 - a. Mara Gust made a motion to provide a \$25 stipend for a regular scheduled virtual KB Governing Board meeting (as needed) for the 2021-2022 fiscal year. Each member must be fully present. Second by Rose McDonald. Motion carried.
10. Supper Stipend for Summer Planning Meeting/2021
 - a. Heidi Hanson made a motion to provide a \$25 supper stipend, second by Deb Koebernick. Motion carried.

Lunch @ noon/Reconvened meeting @ 12:40pm.

F. New Business:

1. KB Pamphlets
 - a. Andrea Johnson will make 200 pamphlets to distribute at Fall Drive-In.
2. Calendar 2021-2022
 - a. NOTE: All KB Governing Board meetings will begin at 5:30pm unless otherwise noted. Somewhat in draft form...revisit at August meeting.
3. Vacancies on KB Governing Board - Try to help find representation.
4. August KB Governing Board Meeting @ River Walk on August 26th @ 11am.
5. 2021-2022 Capsule Assignments:
 - b. Fall: Heidi, Nicole (bio), Maranda, Lisa (Aug.15)
 - c. Winter: Stacey, Kathleen Andrea, Robin (Dec. 15)
 - d. Spring: Rose, Denice, Deb K., Teresa (Apr. 15)
6. Fall Drive-In/MCC High School, Newfolden /October 7th
 - e. Contact person: Lisa Donarski
 - f. Registration @ 5pm (Eat dinner as you arrive)
 - g. Welcome @ 6pm with sessions to follow...
 - h. Refreshments/Door Prizes @ 8:25pm
 - i. Evaluation Form - add topic ideas for next year on form

Sessions have been submitted:
 Technology (Stacey Leake/TRF)
 Board To Brush (Art) - Lisa Donarski/MCC
 Intro to Trauma Informed Practices
 What's New? Ask the Lawyer
 ELL
 Supporting Transgender Students and Staff
 Unsession (2 sessions)
 Energize Yourself
 Suicide
 Retirement (2 sessions)

7. 2022 KB/NU Overnighter/March 25,26/Hampton Inn, Bemidji
 - a. Sessions were planned in 2020 and will be similar for 2022.
8. President/New Hires Meetings
 - a. TRF - September 21, 2021
 - b. Roseau - September 22, 2021

6. Field Office Report - Kevin Young

1. **THANK YOU!!! All the work you and other local leaders do for members is very much appreciated!!!**
2. **COVID and 2021-22 School Year** - time will tell on what this looks like, but many believe much of the COVID guidance will be recommendations. If this happens, districts will have the ability to determine what the COVID protocols will be.
 - a. Locals are encouraged to inform districts that you want to be involved in determining what the COVID protocols will be.
3. **Summer School** - email sent to all local presidents on 6-3-2021 with information and template letter locals can use to request information regarding district's summer school COVID mitigation policy.
 - Basically, much of the COVID guidance are recommendations, so districts will be able to determine what summer school will look like and what COVID protocols will be. It is important locals get involved in what the COVID protocols will be. This is especially important since most students participating in summer school will not be vaccinated.
 - MDH info on summer school here:
<https://www.health.state.mn.us/diseases/coronavirus/schools/summerexec.pdf> and
<https://www.health.state.mn.us/diseases/coronavirus/schools/summer.pdf>
4. **Negotiations 2021-2023 Contract** -
 - a. new this year is the ability to bargain tax-free student loan repayment accounts (bargaining alert sent)
 - b. Next year:
 - Locals need to start thinking about the needs of members if distance learning takes place in the future. Recommendation is to reach out to the district and express desire to negotiate this so everyone is ready in the fall of 2021. Items to consider:
 - If no executive order is in place:

- o 1) districts will not be required to offer distance learning
 - o 2) no KB IO districts have sent application to MDE to offer distance learning to students outside of district enrolled students - this means districts can offer online classes to enrolled students only
 - o 3) if there is no EO in place, requiring teachers to teach distance learning courses is a change in terms and conditions of employment. This is why locals need to demand to bargain any and all aspects of distance learning.
 - As suggested earlier, locals should reach out to members what their experiences were like with distance learning. What worked? What did not work? What suggestions or ideas do members have?
 - What do members need to be more successful?
 - What is the best way to address days when a teacher is not available? Subs? Teacher covering for another teacher? Compensation?
 - How should IEPs and SPED paperwork be handled?
 - Home visits? Delivering of supplies?
 - Resources can be found on the Education Minnesota website here: <https://www.educationminnesota.org/members-only.aspx#bargaining> (**Bargaining Alerts**) Please check back often, as information will be updated as it becomes available.
 - Especially important to review MDE guidance on distance learning. This information can be found here: <https://education.mn.gov/MDE/dse/health/covid19/>
5. **Fully Funding Education** - more information can be found here: <https://www.educationminnesota.org/advocacy/EdMNVotes/Our-movement-for-full-funding>
- The movement continues even though the pandemic has occurred.
 - What "fully funding" looks like? We know that 4.5 billion dollars are needed to fully fund education in Minnesota
6. **Local elections:** Please contact me if you need any help or resources with local elections; need to start working on November Referendums now.
7. **New Hires Orientation and Plans-** locals need to start planning for orientation of new hires and how to best approach these individuals about membership.
- "Join Now", the on-line membership system is available.
 - Need to have local dues amount for the "Join Now" system.
 - Think about what you can do locally to reach out to the new hires and make connections with them.
 - Thoughts on holding new hires meetings in September???????
 - Each local was asked to have a New Hires Orientation Plan last fall. Please review and send a copy to me with any changes. If your local has not developed a plan, please complete and send a copy to me.
 - o I will continue to make an effort to reach out to all new hires.
 - o **Please send me lists of your new hires with personal contact information.**
 - o I will send a personal invitation to the new hires meeting if I get requested information

- o My plan is to continue holding two events like we did the last few years: TRF and Roseau? Also, invite new hires from last year as well.
- 8. **Membership Materials** - message was sent in early May regarding the requesting of materials from EdMN and AFT. Please reach out to your membership contacts and remind them to watch for information how to order membership materials. EdMN membership materials can be ordered here:
<https://membershipmaterials.myprintdesk.net/DSF/SmartStore.aspx?6xni2of2cF2p4XR8QVnRMBpy/WBRqaIpwjFEB2+RFK+GqUChkuTL4Pfb9FjckBK4#!/Storefront>
- 9. **Value of Belonging/Power of We/Believe in We:** the work continues; for resources and information: <https://www.educationminnesota.org/members-only/member-engagement/Resources>
 - a. we all need to continue reaching out to all members and have one on one conversations to encourage more involvement and inform members of the VoB
 - b. VOB/Member Engagement Grants are no longer available - replaced by Local Time Enhancement grant (see handout) to pay for other work geared towards working with new hires, members, additional membership work because of the post-Janus world, time for local leaders to connect with members, etc....
 - use of these funds will look different in each local
 - as soon as applications/details are available, the information will be sent to all locals
 - there will be some type of verification process that the "work" or "time" was used as stated in the grant application
 - c. **Bridget Moore, EdMN Organizer**, available to work with locals with member engagement and organizing events
- 10. **Local Time Enhancement Program** - the Education Minnesota Governing Board approved continuing the Local Time Enhancement Program for the 2021-22 school year (see handout)
 - a. Here is the link to the application form: <https://edmn.me/enhancementgrant>
 - b. Applications are due June 21.
- 11. **Member engagement plans:**
 - a. Local planning guides can be found on the EdMN website - Member Portal>Choose Union: member engagement resources>Resources:
<http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - b. please submit a copy of your local plan To Bemidji Field Office by **August 15** so we can support your local efforts
 - c. all locals are encouraged to have a Back to School Member Engagement event; contact me for help and resources that are available (see #5 below)
- 12. **Education Minnesota Programs and Offerings: What's new, what's different?:**
 - a. Great way to engage members
 - b. EdMN staff are working on professional development opportunities that will be offered on-line; this include the cultural competency training needed for relicensure. More info to come as it becomes available.

13. Membership and Treasurers Information:

- a. **Local Audits** - Kittson Central, RLCC, and Warroad audits received/pending status - awaiting additional information.
- b. **Dues Payments** - make sure payments are made throughout the summer (100% by July 1)
- c. **Membership Rosters** - make sure all are turned in for the 2021-22 School Year (continues to improve each year!!! Thank You!!!); **this drives dues payments so it is very important to be accurate**

14. Retiree Continuous membership:

- a. Retirees **MUST REGISTER** to get this benefit - will not automatically happen based on your local's membership lists
- b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>

15. Local Leader Rosters - the forms will be sent out in the near future; when changes are made please get to Andrea ASAP; we cannot and will not accept an e-mail with the changes; locals must use the provided form; our office cannot make any changes without this information; **Missing are: Badger, Goodridge, Grygla-Gatzke, Kittson Central, Lake of the Woods, Lancaster, Marshall County Central, Red Lake Falls, Roseau, Stephen-Angyle, Thief River Falls, Tri-County, Warren-Alvarado-Oslo**

16. Audits -

17. Local Leaders meetings - my preference is to have continue having two meetings in August and another meeting in January/February. What are your thoughts? What are topics for these meetings? August meeting will be a training for membership contacts and treasurers regarding changes with the membership process post-Janus

NOTE: Aug 11th @ 11am/TRF

Feb. 16th @ 5:30pm/Roseau

18. Fall Drive-in: October 7 at MCC, Newfolden.

- a. Sessions determined/finalize at August Meeting

19. Political Conference: TBD

20. TD&E Joint Agreement: if any changes were made in your TD&E plans and/or joint agreements, please send us a copy of the signed agreements.

21. Summer Seminar: Virtual this year; online registration available soon

22. MEA 2021: October 21; hybrid - in-person and virtual

23. 2020-21 End of School Year Meetings: This summer I would like to have meetings with officers from each local. It would be ideal to meet with the local president(s), membership contact, and treasurer. I realize a break is needed. Let me know when you would like to meet. Maybe small group meetings with a few locals? What happens with the pandemic will determine if this will be possible or not.

24. Locals missing KB IO Representatives: Kittson Central, Lancaster, Stephen/Argyle, TRF, Badger, RLF

25. Other:

Meeting Adjourned at 2:30pm.

Respectfully submitted,
Marcy Helling, KB Secretary

KB Officers Meeting/July 22nd @ 9:00am at Wired Bean, TRF
2021-2022 Budget Work
Dues Schedule Discussion (Oct. 15/Feb. 15)

August Agenda Items:

2021-2022 Budget Presentation/Approval

Scholarships (revisit/finalize)

KB Calendar (revisit/finalize)

Fall Drive-In Update/MCC High School, Newfolden/October 7, 2021

*Entertainment/Daycare @ MCC for Fall Drive-In

Folders for New Hires

Badges: Stacey Leake, Nicole Fiala, Shawna Peterson, Heidi Hanson (revisit before placing order)



Kramer Brown Executive Governing Board Meeting
Thursday, July 22, 2021
Wired Bean @ 9:00am

Present: Mara Gust, Amber Schoepp, Marcy Helling, Heidi Hanson, Robin Johnson,
and Kevin Young

Agenda Items:

1. Retirement Apple Discussion - Andrea will send out new plates to all retirees from 2019-2020 and 2020-2021.
2. This will be the last year that the apples will be made. The KB board will discuss other ideas such as keeping the Amazon \$50 gift card, a personal note from the KB Board, and a certificate that shows the retirement year. More discussion at our August Meeting.
3. We will check on the Nordhem in Karlstad being open for the KB RA in March. They have not been open in the last year, but could possibly be open for certain events and meetings. Kevin will check with Andrea on this.
4. Budget Review/Discussion:
 - *Add scholarships to the budget. There will be 2 @ \$250 and 1 @ \$500 for a total budget item of \$1,000.
 - *Member Rights and Negotiations will be switched around...same amount of money to budget.
 - *Actual enrollment for 2020-2021:
 - 623 Full-time members
 - 5 Part-time members
 - Total: \$28,173
 - *Proposed Budget to discuss/approve at August Meeting: \$41,500
5. Next Meeting: August 26th @ 11am/River Walk, TRF

Meeting adjourned @ 10:20am

Kramer Brown Governing Board Minutes
August 26, 2021
Wired Bean @ 11am

Chairperson Mara Gust called the meeting to order at 11:05am

Members Present: Marcy Helling, Amber Schoepp, Mara Gust, Robin Johnson, Heidi Hanson, Mark Christenson, Nicole Fiala, Deb Koebernick, Alexis Hruby, Denice Nelson, Stacey Leake, Lisa Donarski, Andrea Eskeli, and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications
- B. New members: Introduction of Marc Christenson, KCC and Alexis Hruby, Goodridge
- C. Secretary's Report/Marcy Helling
 - a. Amber Schoepp made a motion to accept the Secretary's Report, second by Heidi Hanson. Motion carried.
 - b. Robin Johnson made a motion to accept the special Executive Governing Board meeting held on July 22, 2022, second by Stacey Leake. Motion carried.
- D. Treasurer's Report/Amber Schoepp
 - a. A motion to accept the Treasurer's Report by Andrea Eskeli, second by Stacey Leake. Motion carried.
 - b. The KB board will approve the new budget (2022-23) at next year's Summer Planning meeting. The KB Executive Board will meet in May.
NOTE: Make sure to bring/send mileage form for each meeting.
- E. Old Business
 - a. KB Calendar for 2021-2022
Discussion on the upcoming year and the events on the calendar. Meetings will start T 5:30pm unless otherwise stated.
 - b. Fall Drive-In /October 6/MCC
 - i. Program has been set. The EM officers will begin to speak at 5:30pm.
 - ii. Meals from \$10-\$12, including cookies and water bottles at the end.
 - iii. Marcy and Stacey will manage the registration table.
 - iv. Make sure to have a table for Door Prizes...\$25 per local.
 - c. Capsule Assignments:
Fall: Dianna (bio), Heidi, Jill, Becky (Aug. 15)
Winter: Stacey, Lisa, Andrea, Deb S., Maranda (bio), Kathleen (Dec. 15)
Spring: Rose, Robin, Denice, Kelsey, Deb K, Teresa (bio). (Apr. 15)
 - d. Scholarship applications on KB website

- e. Retiree gifts beginning in May 2021
Amazon \$50 gift card, certificate of retirement, personal note/card

F. Action Items

None

G. 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. NEA Highlights - Heidi Hanson/Robin Johnson (Virtual meeting)
AFT Highlights - none
- c. Summer Seminar Highlights - none

H. Field Office Report - Kevin Young

1. **Kramer-Brown IO Calendar** - See Handout
2. **Important Dates for Local Leaders** - See Handout
3. **Membership/Dues information** - remember a person can drop at any time; dues revocation only during take dues revocation window which is now Sept 1-31
 - Submit any drops, w/ copy of request to drop, to Bemidji Field Office
 - New Hires that do not join, send the following to the Bemidji Field Office: Name, Address, Work Location, Position, Subject area
 - Please send all changes to Andrea Johnson at andrea.johnson@edmn.org.
 - Recommendation is not to start dues deduction until after October 1
 - JOIN NOW - new member application on-line
 - Local dues amount needed so it is listed when new members use JOIN NOW.
 - Dues Structure - was sent to all locals in early August; let me know if you need it again
 - Membership changes are now sent to the Bemidji Field Office -
 - **Membership updates 3 times per year.** Andrea sends request for changes. Even if no changes, please send message to Andrea that there are no changes.
 - VERY important to keep rosters up to date; *****please turn in changes as they occur*****
 - **Missing Leadership Rosters: ??????????????????**
 - **Subs and full-time, yearlong subs:** Some districts are hiring yearlong subs. These teachers can be members if they have a tier 2,3, or 4 license. Please make sure membership information is offered to these

individuals and you have documentation that the offer was made. It is also important to get documentation if they decline to me a member.

- We are also aware some districts are asking paras, who have a teaching license, to sub. In these cases, there should be an MOU so everyone understands what is para time and what is teacher time. If this person has a tier 2,3, or 4 license, they can be a member and have access to member benefits and services. If the individual position is for the same teacher and is for 30 days or more, this person is a long-term sub and should be receiving the compensation and benefits of the contract. By statute these positions are bargaining unit positions. Make sure to offer membership information and application. Again, document everything and keep records if an individual declines.
4. **Continuous Membership:** remind members - it is their responsibility to register at <http://www.educationminnesota.org/member-benefits/membership/Continuous-membership-form>
- ***** This needs to be done **PRIOR** to membership expiring *****
5. **Audits** - Due one time per year depending when your fiscal year ends
6. **Tiered Licensing** - continues to be concern since some districts do not verify teacher licensure;
- if the district is asking teachers to apply for a tier 1 or 2 license, this probably should not be happening most-likely, an out-of-field permission should be requested. Questions, contact me asap.
7. **Member Engagement Plans:**
- Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop (August 27)
 - 10-15 minute meeting suggestions - see Handout
 - Information and resources can be found here: updated resources will soon be available on EdMN website
8. **New Hires Orientation Plan:** refer to New Hire Orientation and Recruitment Process guide
- Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop (August 27)
 - See Handout - NEA 2021-22 Student Rebate form for those who were student members (emailed on 8-16 but also again in spring)
 - Please provide the following for each new hire: Name, E-mail, Phone number
 - KB IO will be providing a professional folder for each new hire. Will pass out at the new hires' meetings.

9. **New Hires Meetings** - See Handout
10. **Local Ad Subsidy program:**
 - Each local can place one ad per year and be reimbursed up to \$400.
 - Info can be found here: <https://www.educationminnesota.org/members-only/leaders/presidents/ad-subsidy>
11. **Kramer-Brown Fall Drive-In, October 6, MCC** - See Handout
 - Deadline to register is Friday, September 27
 - Great opportunity for member engagement
12. **Minnesota Educator Academy (MEA) October 21** - See Handout
13. **Negotiations Update meetings** - Online and Blended Learning Options - See Handout (EdMN FAQ - can also be found here:
https://educationminnesota.org/resources/in-the-classroom/Coronavirus/Blending-learning-FAQ?j=6634775&sfmc_sub=41472281&l=54494_HTML&u=168059455&mid=1077892&jb=7
MDE Guidelines can be found here:
https://educationminnesota.org/EDMN/media/edmn-files/resources/MDE_Blending-Learning-Options-Guidance-7-22.pdf
https://educationminnesota.org/EDMN/media/edmn-files/resources/MDE_Blending-Learning-Options-Guidance-7-22.pdf
[j=6634775&sfmc_sub=41472281&l=54494_HTML&u=168059454&mid=1077892&jb=7](https://educationminnesota.org/EDMN/media/edmn-files/resources/MDE_Blending-Learning-Options-Guidance-7-22.pdf)
14. **Unofficial Settlement Report** - See Handout
15. **Vaccine MOU** - has been shared and on the EdMN website
16. **EdMN Political Conference** - more information to come as it is available.
17. **COVID19** - <https://www.educationminnesota.org/members-only/bargaining/COVID-back-to-school-negotiations-resources>
18. **ESSER Funds** - deadline for district plans to MDE is October; have until Sept 2023 or 2024 to spend dollars
19. **Local meetings and events** - please let me know of any general membership meetings and local events. I will try to attend as many as possible.
- I. Other
 - a. **Nettags Needed:** Mark Christenson, Alexis Hruby, Nicole Fiala, Heidi Hanson, Shawna Peterson

Adjournment at 1:30pm

Respectfully submitted,
Marcy Helling, KB Secretary

October Meeting Items:

1. Next Meeting: October 27th @ American Legion/TRF
2. Recap of Fall Drive-In
3. Capsule Reminder for Winter (Dec. 15)



Meet Maranda Peterson, Roseau Board Rep

Welcome Back! My name is Maranda Peterson, I teach 1st grade at the Roseau Elementary School. Fall is my favorite time of the year because of school starting and all the colors we get to see outside. I have been teaching in Roseau for 6 years. I live in Roseau with my husband Kyle and our two children. My son, Taden, is almost 13 years old and loves to play hockey and golf, his dream is to play for UND one day. My daughter, Hadley, is 7 years old and in second grade, she decided to join hockey this year too. She loves to skate, swim, craft, and do anything with animals. 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 really excited to come back to school from a pandemic year and teach with grace. I am extremely grateful to be in Roseau doing what I love teaching!



Meet Nicole Fiala Lake of the Woods Board Rep

Hello! My name is Nicole Fiala and I am the Kramer-Brown representative from Lake of the Woods. I currently teach 3rd-6th grade Title I. This is my 9th year at Lake of the Woods. I graduated with my Bachelor's degree in Elementary Education (Math Concentration) and a music minor from Gustavus Adolphus College. I have my Reading Endorsement initially from Concordia University-St. Paul and then graduated with a Master's of Science in Reading from Minnesota State University-Mankato. Prior to teaching at Lake of the Woods, I taught 3rd grade for a year in Appleton, MN (Lac qui Parle Valley School District) and I was an Elementary Reading Specialist in Kelliher for a year. I live outside Baudette with my husband James, our 2 year old son Christian, and our 2 dogs Trixie and Rubble. We are currently expecting our 2nd child in October. We enjoy spending time outside, with family, and just relaxing.



NEA Representative Assembly

Submitted by Heidi Hanson, Tri-County



This year the NEA Representative Assembly was once again held virtually. It was supposed to be held in Denver, Colorado. Like many other conferences, it was held virtually from June 30th - July 3rd. We also had our MN State Caucus meeting virtually on June 28th. Attending virtually was definitely

not as fun as attending in person. This year the NEA had a better virtual set-up than they had the previous year. The best part is the debates, and they had a system that allowed that this year. The first business meeting was called to order at 2 pm on June 30th by Becky Pringle. The Land Acknowledgement was read and then an opening ceremony followed. That ceremony consisted of the Pledge of Allegiance, the National Anthem sang by Raheem DeVaughn, reading of the NEA Mission Statement, and an invocation. The credentials report was then read by the credential chairperson Brenda Robinson from Arkansas. There was then an introduction of the NEA executive committee, NEA Past Presidents, and Executive Directors. Becky then gave an NEA President Keynote Address. Tom Brenner gave candidate announcements and the preliminary elections committee report was read by Charles Smith. The second business meeting was called to order by Becky. Noel Candelaria read the secretary-treasurers report. There was then 2 hours of action on new business. The third business meeting was called to order by Becky on July 1 at 2pm. Kimberly Scott-Hayden the 2021 ESP of the year was announced, followed by 60 minutes of action on new business, and the announcement of Julius Thomas the 2021 Higher Educator of the Year. There was a short break and then the fourth business meeting was called to order. The NEA Executive Director spoke and then there was 60 minutes of action on new business. There was then a presentation and discussion on proposed amendments by Tom Brenner. The fifth business meeting was called to order at 2pm on July 2nd. The 2021 Teacher of the Year Juliana Urubey was announced. Shannon McCann then spoke on action on the NEA Legislative Program. Judy Heumann the Friend of Education was announced followed by 60 minutes of action on new business and a short break. The sixth business meeting was called to order. There was 60 minutes of action on new business followed by action on proposed amendments to policy statements. The seventh business meeting was called to order on July 3rd. There was 60 minutes of action on new business followed by the presentation of the modified 2021-2022 strategic plan and budget. The final credentials committee report was read by Brenda Robinson. Tom Brenner then presented on the proposed amendments to the NEA Constitution for vote in 2022 and Candidates for office in 2022. Charles Smith then read the report on results of action on amendments to the NEA constitution and bylaws. The outgoing officials were acknowledged followed by a short break. The eighth and final business meeting was called to order. There was a presentation of the resolutions committee report and action on resolutions amendments by Rachel Stafford followed by 60 minutes of action on new business. The meeting was then adjourned. Next year the plan is for the assembly to be held in-person from July 2 - July 6 in Dallas, Texas.

MEA conference to be hybrid of in person and online

The 2021 Minnesota Educator Academy (MEA) conference will be Thursday, Oct. 17, at the Saint Paul RiverCentre, as well as online opportunities for Education Minnesota members and college students working to become educators.

The day will feature workshops in person, many of which will also be livestreamed. A keynote session will also be livestreamed.

In addition, there are many workshops, including those to fulfill all of the teacher relicensure areas, available on MEA Online.

Attendees will receive a certificate of attendance at the end of each workshop session, but local continuing education committees will determine whether to approve the credit.

To see the workshop listings and register when it opens Sept. 21, go to www.educationminnesota.org/events/mea.



Digital Photography in Marshall County Central

Submitted by Lisa Donarski, Marshall County Central Board Rep



MCC photography students take to the streets of Newfolds on a nature photo scavenger hunt. Digital photography is offered to students as a quarter class and students are able to try their hand at digital photography. Students use their phones, tablets or almost any device that can take pictures. While the weather is nice we try to spend as much time as we can outdoors taking photos. The students pictured are on their way to completing an outdoor scavenger hunt. During this course students also learn about photography terms, taking photos, editing and preparing their photos for display.

One of the students favorite projects during the quarter is a forced perspective photo. Here students create an optical illusion using different camera angles. We spend about a week planning our photo and figuring out how best to set up our forced perspective photos like in the student example.



What is American Education Week?

American Education Week—November 15-19, 2021—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

Read more about the <https://www.nea.org/resource-library/american-education-week-november-15-19-2021>



Foundation grants available throughout 2021-22 school year

The Education Minnesota Foundation for Excellence in Teaching and Learning will offer the following grants to eligible members during the 2021-22 school year.

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

Professional development grants for teachers, ESPs and higher education faculty are awarded twice a year. Applications are due Nov. 5 and April 1.

ESPs and teachers may request up to \$1,500, and higher education faculty may request up to \$3,000. These grants might fund new instructional ideas, technology, working with parents, attending a conference, etc.

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

National Board Certified Teachers Scholarship applications are due Nov. 5.
Members can receive \$500 per component, up to \$1,000.

Classroom-focused grant applications are due Dec. 3.
These grants are available to licensed personnel who wish to improve their practice and student achieve. Applicants may request up to \$3,000.

Second-year classroom grant applications are due April 1.
Additional funding, up to \$3,000, available for projects continuing on for another year.

IMPACT grants to partner a nonprofit with the local union or school district. Applications are due Jan. 7.
Approximately \$15,000 is available for one year.

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

Education Minnesota can help with school board, levy elections

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

Here's how Education Minnesota can help:

Working with other organizations

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

Data

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

Equipment

Locals can get cellphones and minutes at no cost for use in

campaigns. Depending on availability, locals can also use Education Minnesota laptops and online phone lists.

Design and printing

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

Financial resources

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

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

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



New Hires Meeting

Sponsored by the
KRAMER BROWN IO

New Hires Meeting

Tuesday, September 21

Gene's Bar
Roseau
5:30 PM

Wednesday, September 22

American Legion
Thief River Falls
5:30 PM

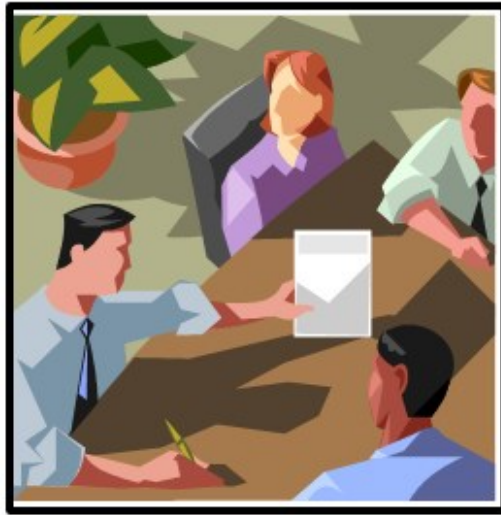
New hires, please join us for dinner and a new hires meeting. The tentative agenda for the new hires meeting includes information on master contracts, licensure issues, member benefits, and time for questions.

Register by using this link: <https://bit.ly/37nvLvU>

Or by contacting Andrea at
(andrea.johnson@edmn.org)

by **Friday, September 17**

Negotiations Meetings



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

All those who attend will also get a free meal.



Tuesday, September 28, 2021	Wednesday, September 29, 2021
Gene's Bar & Grill	American Legion
1095 3rd St NW	324 Brooks Ave
Roseau MN	Thief River Falls MN
6:00 p.m.	6:00 p.m.
<i>Registration deadline for the meetings: Friday, September 24, 2021</i>	

Please register using this link <https://bit.ly/3rVGUO0> or email Andrea at the Bemidji Field Office with the names of your local negotiators who plan to attend so that proper arrangements for dinner and materials can be made. Andrea can be reached at andrea.johnson@edmn.org.