



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

2018 Fall Drive In

September 2018

Special points of interest:

- Fall Drive In
- New Hires Meetings
- 2018 NEA RA

The 2018 Kramer-Brown I.O. FALL DRIVE-IN will be held at the Greenbush-Middle River School in Greenbush, MN on October 3rd!

AGENDA

5:00 Registration

Please eat dinner when you arrive, dinner will be served until the start of Session 1

6:00 Welcome/Intro

6:15 - 7:15 Session I

7:20 - 8:20 Session II

8:25 Refreshments & Door Prizes

Information for the evening has been sent to all local Presidents. **Pre-registration for your sessions is required.** To register click <https://bit.ly/2Pk68Br> or call Andrea Johnson at the Bemidji Education Minnesota field office at 800-622-4971 or email andrea.johnson@edmn.org.

THE FALL DRIVE IN IS FOR MEMBERS ONLY

FALL 2018

Inside this issue:

| | |
|---------------------------|------|
| From the Field | 2 |
| KB Chair | 3 |
| Meeting Minutes | 5-12 |
| MEA | 3 |
| #iwillvote Selfie Contest | 19 |
| New Hires Meeting | 21 |
| Negotiation Meetings | 22 |

AFT Renewal Session: English Language Learners (ELL) *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. This course meets the checkoff for Minnesota teacher relicensure.

AFT Renewal Session: Suicide Prevention *Session I & II*

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. This course meets the checkoff for Minnesota teacher relicensure.

Community Storytelling *Session II*

Minnesota In this session, you will explore your personal identity by reflecting on your membership in a variety of social groups, and examining dynamics of privilege and bias as they intersect with these classifications. You will learn to tell your own story by considering questions regarding identity, community, relationships and boundaries—then sharing your discoveries with another participant. This experiential learning activity is structured with relational trust and safe-space grounding principles in mind. You will develop awareness of privilege and bias as you discover unconscious perceptions of yourself and others.

Tiered Licensure *Session I*

This session will provide an in-depth and interactive overview of the new licensure system.

Culturally Responsive Teaching *Session I*

To help all students learn, effective educators adopt teaching dispositions and strategies to engage them. This session will show you how understanding various cultural perspectives, including your own, can enhance your teaching and your students' learning. You will also learn to examine dominant narratives, so you might better recognize their presence within your curriculum, and adapt your instruction to reflect a wider spectrum of alternate perspectives. Culturally responsive teaching is grounded in the development of a culturally responsive mindset. This course meets the checkoff for Minnesota teacher relicensure.

Introduction to Restorative Practices *Session I*

Educators will learn the history and seven guiding principles of restorative practices. Participants will have the opportunity to learn about the circle process and reflect on the benefits of restorative practices in learning communities. Participants will also be given time to reflect on their own classroom, site and district's capacity to adopt restorative practices.

Changing the Conversation about what your union is (and is not) *Session I*

There is a dominant narrative about education and unions that diminishes the profession and puts a false face on what unionism is and is not. This session will examine how to shift the conversation about education and unionism in your community. This training is based on work from the Grassroots Policy Project.

What educators should know about students experience homelessness, mobility, mental health challenges or learning disabilities *Session II*

Understanding our students is key to forming relationships and supporting learning. This session will provide an overview of some of the biggest challenges facing students today. Participants will walk away with an understanding of the issues facing homeless/highly mobile youth, mental health and special education. Participants will learn how these issues impact student learning and what resources educators can use to support students such as trauma-informed and restorative practice concepts, and behavior de-escalation techniques. The session will end with how to prepare an effective organizing plan to address student, building and community issues related to the union.

Financial Concerns for Women *Session II*

According to statistics, 90 percent of all women will be the sole financial decision maker for themselves and/or their families at some time. This session will explore financial concepts necessary to being a financial decision maker. Both beginning and sophisticated financial decision makers are warmly welcome in this session.

Show What you Know: Technology Tools *Session I*

Students will be able to demonstrate what they've learned using tools such as Flipgrid & Adobe Spark (both are available multi-platform) Flipgrid is a video discussion platform that is now FREE for everyone. No student sign-in required! Adobe Spark has three amazing Web-based tools that also have free Apps available. Students can create Videos, Pages (easy Webpage development), or Posts (Instagram/Canva-look with Images & Text). Think of the possibilities available for your students where these polished end-products can be created easily by your students! The only requirement is a sign-in for students, Google integration is available.

Breakout EDU *Session II*

Breakout EDU allows for the facilitation of games where players use teamwork and critical thinking to solve a series of challenging puzzles in order to open the locked box. Games are available for all ages and content areas. Participants will be immersed in a Breakout EDU game and then explore ways to use it in their own classrooms.

From the Field



KEVIN YOUNG

I will vote! Will you? (Part 2)

Welcome back to another school year! I hope you were able to spend some quality time with family and friends. I also hope you were able find some time for yourself and will be returning to the classroom refreshed and reenergized to do the important work of educating our students.

It has been a busy summer this year, especially the month of August. The attacks on public education and unions continue. It is obvious there are many who want to keep us busy fighting off these attacks, while still doing our best to continue working for the best possible public education we can provide our youth. I say us, because I see this in your job as well. Education Minnesota has asked that all of you get involved and help fight off these attacks. This puts more on your plate, at the same time more is asked of you in the classroom. The expectations of educators are higher than ever and the resources available seem to be less and less every year. I cannot even imagine what it would be like if we hadn't had Governor Dayton in office the last 8 years. He has definitely been a bright spot for public education and he will be missed. This is why it will be very important for all of us to make sure we elect a pro-education Governor on November 6.

I am sure you have noticed "Part 2" in the title of this article. Why? Well, the article I wrote last spring also pertained to the 2018 election. Since early voting starts September 21, just a few weeks into the 2018-19 school year, Education Minnesota has been hard at work getting ready for this election. Education Minnesota set a goal of increasing member participation and more transparency in the endorsement process for all candidates. I believe we have achieved this and have made available many opportunities for members to be directly involved or have remote access to 2018 campaign events. Also, as in past years, the Bemidji Field Office coordinated the screenings for 4 Minnesota House of Representative races. I thank all members who participated in the screening. I also would like to share with you, of the 4 screenings, the only GOP candidate to attend was Representative Steve Green, representing House District 2B. I thank Steve Green for attending. The other candidates chose not to attend. We invited them to a screening and they indicated they were not available on the day the screening was scheduled. We then reached out to them again and tried to set up another date that would work for them. We heard nothing back. I wanted you to be aware of this. It would have been nice to have all candidates attend a screening so they could have a conversation with teachers. You will have to ask them why they didn't attend.

With the start of the school year, now is the time to identify and engage fellow members to get involved in the political process. In 2014, the last non-presidential election, approximately 33,000 of Education Minnesota's members did not vote.

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

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

Education Minnesota would also like to know if there are any local levy campaigns or school board races your local would like supported. We can help you in the process of passing a levy or endorsing various school board candidates. Please do not hesitate to let me know if you have any such local races. We want to help. You may have noticed that I have not mentioned any specific endorsed candidate so far in this article. This is intentional, since the intended message is to encourage all members to just vote. With that said I do have to ask that you take a hard look at Education Minnesota endorsed candidate for Governor, Congressman Tim Walz. He is a former teacher in the Mankato school district and a member of Education Minnesota. He was in the classroom when the devastating education funding reductions occurred 10-12 years ago. He knows the challenges you face every day. We just cannot afford to miss this opportunity to elect a member of Education Minnesota as the next Governor of Minnesota. What a great ally and voice he will be for public education.

It is time to stand up for public education just as your colleagues in West Virginia, Arizona, and Oklahoma have this past spring. If you don't, who will? The future of our profession is always in the hands of politicians. We continually hear, Elections Matter. Well, it is true. It is time to think about the future. Like it or not, politics rule our public education world. We need to take an active role in the process. Please get involved. The most important thing you can do is vote. That may seem like common sense, but we cannot afford to have 33,000 Education Minnesota members not vote in the 2018 election. Getting good results from elections is one of the most important things your union does to ensure public education thrives in Minnesota. The real work of getting education friendly candidates elected comes from engaging ALL of you. I hope you will join me in voting this fall and encouraging all members to vote in 2018. Please utilize the Education Minnesota web site, <https://www.educationminnesota.org/home>, for more details on the topics shared in this article.

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, 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



CAPSULE



MARA GUST

2018-2019 Kramer Brown I.O. Chair

Greetings to all! I am excited to be serving my second year as Chairperson of the Kramer-Brown Intermediate Organization.

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 a few open seats on the Governing Board. Please talk to your local President if you are interested in serving the IO.

I'd like send a thank you to Lisa Amb of Tri-County, who served as IO treasurer last year. Becky Schmidt of Thief River Falls has graciously taken on this position for the coming year. Other executive board members include Vice-President Avis Kennel of Warroad and Secretary Marcy Helling of Thief River Falls. These officers along with the board members work hard to bring you information, professional development, and learning opportunities throughout the year.

I am very excited about this year's Fall Drive-In, hosted by my local--Greenbush-Middle River! The Drive-In will take place Wednesday, October 3, in Greenbush. 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.

As I am sure the media has told you, it is an election year! Education Minnesota recommends candidates who have been screened by members and who members feel are the best advocates for public educators and students. Of course the overall goal is for all of us to simply make an informed vote. Do not take this decision lightly. We've seen what can happen in states like Wisconsin, Michigan and Iowa when elected officials do not value public educators and students.

To facilitate communications, the board has added two new features this year. The Kramer-Brown IO email is kramerbrownio@gmail.com, a general email to use for questions, suggestions or concerns to the board. We also have a website! This will host news, announcements and documents, such as the Capsule newsletter that is distributed during the school year. It is a work in progress, so please be patient with us! The site can be found at <https://www.educationminnesota.org/KramerBrownIO>. If you have suggestions as to what you'd like to see on the website, let us know that, too!

I hope you have a wonderful school year!



THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS

2018 MEA details

The Minnesota Educator Academy (MEA) conference is held at Saint Paul RiverCentre in downtown St. Paul on the third Thursday of October each year. It includes a full day of activities on Thursday. There are no Friday sessions this year.

[Registration now open](#)

Tweeting? Connect with colleagues; use #MEAmn18. Wireless internet access is available facility wide.

When:

Thursday, Oct. 18. No Friday sessions this year.

Where:

[Saint Paul RiverCentre](#), 175 W. Kellogg Blvd., St. Paul, MN

Admission:

Free and open to Education Minnesota members only.

Registration:

Education Minnesota members must register for workshops. [Online registration now open!](#)

Exhibits:

7:30 a.m.-3 p.m.

Workshops:

8:45 a.m.-3:45 p.m.

Directions

Saint Paul RiverCentre is located on the St. Paul riverfront next to Xcel Energy Center.



2018-2019
Kramer Brown I.O. Board



Front Row (left to right): Lisa Donarski, MCC; Paula Miller, Red Lake Falls; Debra Koebernick, GBMR; Marcy Helling, Secretary, TRF; Mara Gust, Board Chair, GBMR; Cynthia Hanson, LOW, Becky Schmidt, Treasurer, TRF.

Back Row (left to right): Robin Johnson, Grygla Gatzke; Avis Kennel, Vice Chair, Warroad; Dale Carlson, Roseau; Justine Schumacher, Roseau; Heidi Hanson, Tri-County; Rose McDonald, Warroad.

Not pictured: Kelly Grahn, Badger; Kelsey Loberg, Goodridge; Lindsey Rystad, Goodridge; Kathleen Kallis, NWRIC; Andrea Eskeli, RLCC; Jill Adolphson, Stephen-Argyle; Jon Hams, Thief River Falls, Beverly Torgerson, WAO.

The Kramer Brown Capsule is the official publication of the
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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
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
Tri-County.....Heidi Hanson
Warren-Alvarado-Oslo.....Beverly Torgerson
Warroad.....Rose McDonald
Education Minnesota Field Staff.....Kevin Young
Education Minnesota Support Staff.....Andrea Johnson



Minutes

Kramer Brown Summer Planning Meeting

June 6, 2018

EM Office/Bemidji @ 10am

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

(Lunch was served at noon)

- A. Adopt Agenda with flexibility: Moved by Avis Kennel, second by Cindy Hanson. Motion carried.

Members Present: Avis Kennel, Marcy Helling, Cindy Hanson, Kelly Grahn, Lisa Amb, Rose McDonald, Mara Gust, Jill Adolphson, Robin Johnson, Paula Miller, Becky Schmidt, Heidi Hanson, Bev Torgerson, Kathleen Kallis, Kevin Young, EM Field Staff, and Andrea Johnson, EM Secretary.

Correspondence: Sympathy card "thank you" from Hanson family

- B. Secretary's Report – Made changes to Rep. Assembly Meeting and will be approved at next year's RA meeting in March.

- C. Treasurer's Report – Motion to accept report by Bev Torgerson, second by Cindy Hanson. Motion carried.

D. Old Business:

1. KB/NU Overnighter Evaluations discussed
2. EM Convention Report – Delegates shared information
3. Recognition Dinner - Form a committee in January to help plan
4. IO Grant Review – in handbook with a review next June
5. NEA Rep. Assembly State Cred. Delegates
 - a. Cindy Hanson and Nicole Fiala; State Credential Delegates
 - b. Heidi Hanson; KB Cluster Delegate
6. Amend Motion: A motion was made to increase the meal stipend to \$20 for tonight's dinner. Motion by Cindy Hanson, second by Lisa Amb. Motion carried.

E. Action Items:

1. 2018-19 Budget Discussion (Approval at August Meeting)
 - a. A motion was made to take mileage money out of RA acct. and put into GB acct. Motion by Bev Torgerson, second by Cindy Hanson. Motion carried.
2. Governing Board Longevity/Stipends

Years of Service for 2018:

0 years – Paula Miller, Kathleen Kallis, Deb Koebernick, Justine Schumacher, Dale Carlson
1 year – Robin Johnson
2 years – Becky Schmidt
3 years – Kelsey Loberg
5 years – Mara Gust, Jill Adolphson
6 years – Andrea Eskeli
7 years – Bev Torgerson
11 years – Avis Kennel
12 years – Rose McDonald
14 years – Cindy Hanson
15 years – Kelly Grahn
25 years – Marcy Helling

Policy P.S. 203 (Adopted in 2008-2009)

0-3 years Thank You
4-6 years \$25

Minutes

- 7-10 years \$50
- 10-14 years \$100
- 15+ years \$200

A motion was made by Bev Torgerson to pay longevity stipends when board members leave the KB board, second by Cindy Hanson. Motion carried.

NOTE: Lisa Amb will leave the board at 4 years/\$25 stipend.

3. IO Treasurer Assignment

- a. Avis Kennel made a motion to appoint Becky Schmidt for the 2018-2019 year as KB Treasurer, second by Kelly Grahn. Motion carried.
- b. Bev Torgerson made a motion to pay mileage/meal to Lisa Amb and Becky Schmidt that allows them to have a Treasurer's meeting prior to the August meeting, second by Robin Johnson. Motion carried.
- c. A "thank you" will be sent to Nicole and Tara for their interest in the position. Mara Gust will take care of this.

4. Create IO Grant account

- a. Reduce GB acct by \$2000 and add the next year's budget for IO Grant. (begins August 2018)
- b. Avis Kennel made a motion to create an IO Grant Acct. with a starting amount of \$2000 and \$1000 each year following, with the money coming out of the Governing Board acct., second by Heidi Hanson. Motion carried.

5. Treasurer approval to get cash for door prizes

- a. A motion was made by Rose McDonald to approve the KB Treasurer to get cash for door prizes for the 2018-19 fiscal year for the following events:

Fall Drive- In: 5/\$25 cash prizes

March Overnighter: 8/\$10 gas cards

Stipend of \$15 per member/meal

A second by Mara Gust. Motion carried.

6. Representative Convention Payment Increase

- a. A motion was made to help those that attend the Rep. Convention by paying for a substitute payment (up to \$125) and a meal stipend (up to \$50) with receipt beginning the 2018-2019 fiscal year by Mara Gust, second by Bev Torgerson. Motion carried.

7. Payment of Officers

- a. A motion was made to pay the 2017-2018 KB Officers the following amounts (NOTE: changes due to circumstances) by Rose McDonald, second by Mara Gust. Motion carried.

Mara Gust \$1,000

Avis Kennel \$900

Marcy Helling \$900

Lisa Amb \$900

8. Gifts for Kevin Young, EM Field Staff/Andrea Johnson, EM Secretary

- a. A motion was made to have the KB Treasurer pay \$50 stipends to Kevin Young and Andrea Johnson at the Christmas Gathering and August meeting (end of fiscal year) by Mara Gust, second by Kelly Grahn. Motion carried.

9. KB Gmail Address

- a. A Gmail address will be set up for purchasing software, etc. by the KB Chairperson and other officers as needed. This site will contain literature from the KB Governing Board meetings, calendar, etc. This website will be created by Mara Gust.
- b. A motion to create this Gmail account was made by Mara Gust, second by Becky Schmidt. Motion carried.

F. New Business:

1. August Governing Board Meeting

- a. The meeting will be held at the Brick House in Roseau on August 27th @ 5:30pm.

2. 2018-2019 Capsule Assignments

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

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

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

Minutes

3. KB Pamphlets
 - a. Andrea Johnson will make 200 pamphlets to be distributed at Fall Drive-In.
4. Calendar for 2018-2019 (as noted)
NOTE: All KB Governing Board meetings will begin at 5:30pm.
5. Fall Drive-In Update
 - a. Greenbush/Middle River Schools, Greenbush @ 5pm Registration/Dinner begins
 - b. The sessions are being planned. We added:
 - *Tiered Licensing (Kevin)
 - *Changing the Conversation About What Your Union Is
 - *Financial Decisions For Women
 - *Technology sessions (possibly Lora Rantanen or Kelly Weets)
6. KB Elections 2019
 - a. Election for Chairperson/Vice Chairperson of Kramer Brown
 - b. Approve ballots at Representative Assembly in March
 - c. Discuss/Announce this at Fall Drive-In
7. Appointment of KB Secretary
 - a. Avis Kennel made a motion to appoint Marcy Helling as KB Secretary for the 2018-2019 year, second by Cindy Hanson. Motion carried.

G. Field Office Report – Kevin Young

1. **THANK YOU!!! All the work you and other local leaders do for members is very much appreciated!!!**

Only 2 KB IO members did not complete the membership renewal form. Again, thank you for all the work you did to get this done!!

2. **Discussion of what the future may bring – Post Janus** - you need to be aware of what we will face and be ready to adjust to the changing landscape(see handouts); ***no “fee based” options for those who are not members***
3. **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 still available (see handouts)
4. **Member engagement plans** – (see handouts) (Work on at June local leader appreciation events June 14, Evergreen, TRF; June 18, Bemidji Field Office; June 19, Nordheim, Karlstad; June 21, Gene’s Bar and Grill, Roseau; Schedule time for all events are 12:00 pm to 2:30.)
 - a. - Local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - b. please submit a copy of your local plan by **August 1** so that I 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
 - d. all locals are encouraged to have a new hires event as part of the Back to School Member Engagement event or as a standalone event
5. **Local Leader Rosters** – the forms were sent by Andrea in mid-May; 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
6. **Membership and Treasurers Information** –
 - a. **Local Audits** - all KB IO audits are in!!! Thank You!!!
 - b. **Dues Payments** – make sure payments are made throughout the summer

- c. **Membership Rosters** – make sure all are turned in for the 2017-18 School Year (continues to improve each year!!! Thank You!!!); **this drives dues payments so it is very important to be accurate**
- d. **Edues** – was piloted in 5 locals across the state during 2017-18; expansion planned for 2018-19; Recommendation to set dues in the bring for the next year
7. **Retiree Continuous membership** –
 - a. All retirees **MUST REGISTER** to get this benefit – it will not automatically happen based on your local’s membership lists
 - b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>
8. **New hires meetings** – I would like to make an effort to reach out to more new hires.
 - a. **Please send me lists of your new hires.**
 - b. I will send a personal invitation to the new hires meeting if I get requested information
 - c. Thoughts on holding two events like we did last year? TRF and Roseau???
9. **Presidents meetings** – my preference is to have a meeting in August and January/February. What are your thoughts? What are topics for these meetings? Maybe post Janus for membership chairs/treasurers and/or NEA360.
10. **NEA360** – (see handout) all locals need to indicate if they will participate; if a local indicates they will not participate, I must information management a reason why; training may last 2-2.5 hours (maybe this could be the August presidents meeting?)
11. **Fall Drive-in** (October 3 at G-MR, Greenbush)– need to determine remaining sessions; see handout
 - a. TRA session for newer teachers? Stacy is willing to attend. I can set this up if you want?
 - b. Stress new requirement for suicide prevention clock hours
 - c. Degrees NOT Debt – depending on the changes proposed federally, may be no need to offer
12. **Negotiations Update** – (see handout of settled locals)
 - a. Meetings start after January 1, maybe late February, early March??
 - b. Many locals did not address ULA language during the last round of bargaining. Please contact negotiators and stress the need to propose union protection language during the next round of bargaining (toolkit has been provided); loss of ULA language in statute results in the need for ALL locals to have contract language; Statute is gone July 1, 2018. If settlement has not been reached prior to this, try to get an MOU with the district to address ULA situations.
 - c. Send Settlement Reports (**SR**) to Andrea and Kevin ASAP
 - d. Electronic Copy of Master Agreement (**MA**) in WORD to Andrea and Kevin ASAP
 - e. **Missing information:** G-MR: **SR** and **MA**; G-G: **SR**; KC: **SR** and **MA**; Tri-county: **SR**; WAO: **SR**
13. **Collective Bargaining & Organizing Conference** – see handout; Save the dates! February 1-2, 2018.
14. **Local elections** – Please contact me if you need any help or resources with local elections.
15. **Political Screenings** for Senate District 1, House of Rep. 1A, 2A & 2B – see handout

Minutes

16. **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.
17. **Summer Seminar** – July 30-31-Aug 1; see handout

registration at <http://bit.ly/sumsem18>
18. **MEA 2018** – October 18; new this year – one day only (Thursday); will be members only (may have to bring ID)
19. **Group Settlement Assessment** –great way to get several assessments done at one time; can look at holding a session in a local area if there is interest
20. **Locals missing KB IO Representatives** –Lancaster, Kittson Central, MCC, and TRF.
21. **2018-19 School Year Events and/or Meetings** – please send me a message with dates, times and locations of events; consider applying for a VOB grant to support an all member event, new hire event, or both; if you would like to have a speaker for an event, I can try to help with this.
22. **Other** – Sample Guidelines

Motion to adjourn at 3:25pm.

Respectfully submitted,
Marcy Helling, KB Secretary

August Agenda Items:

1. Fall Drive-In Update
 2. Budget Approval for 2018-2019
 3. Stipend to Andrea/Kevin (\$50)
 4. Specific board member responsible to take photos for the Capsule with a \$50 stipend at the end of the fiscal year.
- NOTE: Heidi Hanson did some of the photos last year.

Kramer Brown Governing Board Minutes

August 27, 2018

Roseau Diner @ 5:30pm

Chairperson Mara Gust called the meeting to order at 5:45pm.

Members Present: Marcy Helling, Cindy Hanson, Mara Gust, Becky Schmidt, Dale Carlson, Paula Miller, Avis Kennel, Rose McDonald, Heidi Hanson, Debra Koebernick, Robin Johnson, Cindy Hanson, Justine Schumacher, Lisa Donarski (New member from MCC) and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications-
 - a. Robin Johnson made a motion to accept, second by Avis Kennel. Motion carried.
- B. Secretary's Report/Marcy Helling
 - a. Rose McDonald made a motion to accept the minutes, second by Cindy Hanson. Motion carried.
- C. Treasurer's Report/Becky Schmidt
 - a. Budget Discussion by Mara Gust on meeting held in July.
 - b. Proposals of Budget A and Budget B – discussion held
A motion was made by Deb Koebernick, second by Cindy Hanson to approve Budget B for the 2018-2019 year.
Motion carried.

NOTE: Change to Becky Schmidt on back of voucher.

- D. Old Business
 - a. Fall Drive-In
October 3rd at Greenbush-Middle River School, Greenbush
Sessions are organized – Flyer to go out first week of Sept.
Marcy/Avis will be at registration table (Registration/Dinner to begin at 5pm)

Minutes

Mara will take care of meals, rooms, etc.

Possible speaker from EM

"I will vote" Selfie Booth available

- b. Local Leaders Meetings/August
Well attended with a lot of information for locals
- c. New Hires Meetings:
September 18- River Walk (Evergreen), TRF
September 19 – Gene’s Bar and Grill, Roseau

E. Action Items

- a. Board member to take photos at Teacher Recognition Dinner on May 7, 2019. Heidi Hanson will take them unless her schedule doesn't allow. Cindy Hanson will help out if needed. A \$50 stipend will be given.
- b. Capsule Assignment Review/Update
Fall: Cindy, Heidi, Jill, Andrea, Paula (Aug. 15)
Winter: Avis, Kelly, Jon, Kelsey, Kathy (bio), Lisa (bio) (Dec. 15)
Spring: Dale, Justine, Bev, Rose, Robin, Deb (Apr. 15)
- c. Approve IO Dues Memo
Avis Kennel made a motion to approve the IO Dues for 2018-2019, second by Cindy Hanson. Motion carried.

F. New Business:

- a. KB Website/Email – input needed
kramerbrownio@gmail.com
<http://www.educationminnesota.org/KramerBrownIO>
Ideas: minutes, photos, capsules, flyers, links to handouts
- b. "I will vote" Selfie Contest
- c. NEA Highlights – Cindy, Heidi, Nicole
- d. AFT Highlights – none
- e. Summer Seminar Highlights – Rose
- f. "Back To School" campaign/New Orleans - Avis

G. Field Office Report – Kevin Young

1. Missing Local membership roster update for April: none – THANK YOU!!!
2. Missing Settlement Reports: Goodridge, G-MR, Grygla-Gatzke, Kittson Central, RLF, Tri-County, and WAO
3. Missing New Master Agreement: none – THANK YOU!!!
4. Kramer-Brown IO Calendar – See Handout
5. Important Dates for Local Leaders: See handout

Reminder:

Membership/Dues information – See Handout

- Membership and dues collection are two different things
- What does that mean for those that did NOT fill out the Membership Renewal Form?
- What does that mean for those that did fill out the Membership Renewal Form?
- Probably best not to start dues deduction until after October 1
- Former FSFP are now called potential members and will be listed at PM-1 on rosters
- VERY important to keep rosters up to date; ***please turn in changes as they occur***
- Audits – Due one time per year depending when, your fiscal year ends
- Missing Leadership Rosters for G-MR, Grygla-Gatzke, KC, Lancaster, NWRIC, RLF, Roseau, and Warroad

Minutes

6. Continuous Membership: remind members – it is their responsibility to register at <http://www.educationminnesota.org/member-benefits/membership/Continuous-membership-form>
 - ***** This needs to be done PRIOR to membership expiring *****
7. Post Janus – summary of decision – See Handout
 - Reimbursement of fair share fees – will be decided by the courts
 - Attacks; Fake Unions
 - Talking points & FAQ - See Handout
 - Drops & Drop Windows - (covered in membership info)
 - Court case filed to challenge exclusive bargaining rights
 - In-take forms – use these each time a person talks to you about dropping; scan and send to me asap
 - Budgets
8. Member Engagement Plans:
 - Every local needs to have plan in place
 - If you haven't already, please send me a copy
 - 2018-19 Member Engagement Grant application process – See Handout
 - Should include a new members event and date when that will occur
9. EdMN programs and offerings: What's new, what's different: See Handout
10. New hires: See Handout – NEA 2018-19 Student Rebate form for those who were student members
 - Name
 - Email
 - Phone number (if possible)

I also 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
11. New Hires Meetings – See Handout
12. Kramer-Brown Fall Drive-In, G-MR – See Handout
 - Deadline to register is Friday, September 21
 - Great opportunity for member engagement
13. November election – November 6, 2018
 - Get Out The Vote plans – incorporate into member engagement plan
 - Each member receives hand written, personalized note encouraging GOTV @ during to school workshop
 - One to one conversation regarding GOTV with each member prior to September 21, 2018
 - At least two worksite GOTV activities/voting together
 - Just VOTE
 - Funding available to help with GOTV efforts
 - Selfie contests - See Handout
 - <https://www.educationminnesota.org/advocacy#2018-election>
 - <https://www.sos.state.mn.us/> for all voting information – register to vote or request mail in ballot
14. Adding of Bargaining Units
15. Minnesota Educator Academy (MEA) October 18 - See Handout
16. Negotiations Update meetings - See Handout
17. Collective Bargaining & Organizing Conference, February 1-2 - See Handout

Minutes

18. NEA360 Training – See Handout
19. HITA – health insurance bid process starts in January of 2019
 - Please check with your HCA to see if a refresher training is needed
 - All locals are encouraging to submit a letter of intent to change to PEIP
20. Ad Subsidy: Fall and Spring; \$400/year; information can be found here: <https://educationminnesota.org/members-only/leaders/presidents/ad-subsidy>
21. Summer Seminar: Aug 5-7, 2019 (Save the dates. Please talk with your District Admin. to keep dates open)
22. 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.
23. Other

A motion by Avis Kennel, second by Cindy Hanson to adjourn the meeting at 8:00pm. Motion carried.

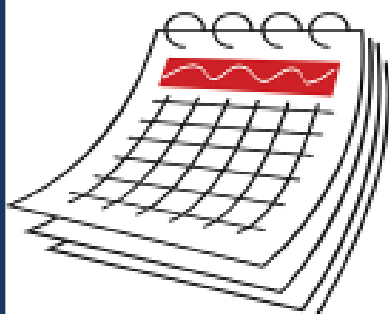
Respectfully submitted,
 Marcy Helling, KB Secretary

October Meeting Items:

Evaluation of Fall Drive-In

Capsule Articles Due: Avis, Kelly, Jon, Kelsey, Kathy (bio), Lisa (bio) (Dec. 15)

KB/Northland Overnighter Update/March 16,17



Calendar of Upcoming Events

- August 27 KB Governing Board Meeting, Roseau Diner, Roseau
- September 18 New Hires Meeting, River Walk Restaurant, Thief River Falls
- September 19 New Hires Meeting, Gene's Bar, Roseau
- October 3 Fall Drive In, Greenbush, Middle River School, Greenbush
- October 18 Minnesota Educator Academy (MEA)
- October 24 KB Governing Board, River Walk Restaurant, Thief River Falls
- November 12-16 American Education Week
- November 14 Education Support Professionals Day
- November 28 KB Board Meeting, River Walk Restaurant, Thief River Falls
- January 16 KB Governing Board Meeting, River Walk Rest., Thief River Falls
- January 23 Local Leaders/Building Rep Meeting, Nordhem, Karlstad





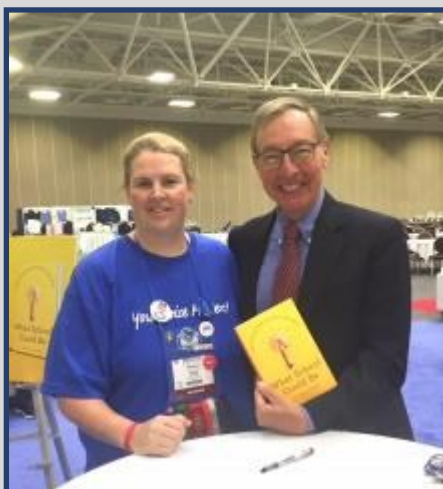
NEA Representative Assembly

Submitted by Heidi Hanson, Tri-County

This year I was able to attend the NEA Representative Assembly that was held in Minneapolis, Minnesota from June 30 - July 5. I missed the deadline for applying as a state credentialed delegate, but I was fortunate enough to be able to go as a delegate under Kramer Brown. This was my first time attending this national NEA assembly.

At first, I wasn't really sure what to expect since I didn't really know much of what was going to happen. I have attended the EM Representative Convention a few times, so that gave me a bit of help on what it would be like. As a 1st time delegate, I signed up to have a mentor. Cynthia Hanson, from Lake of the Woods, was my mentor. She was able to answer questions that I had prior to the assembly and help me with things while we were there. On the first day of the assembly, we went to the convention center and registered as delegates. We were then able to walk around and visit the different information booths that were set up. Later that afternoon we had first-time delegate meetings and mentor/mentee meetings. That evening there was a celebration for the MN delegates put on by Education Minnesota celebrating the 20th year as a merged affiliate. On Sunday we started our official State delegate meetings. Those were held every morning from 6:30 am - 9:00 am. After that

convention centers. On Monday at 10:00 at the trials report, the ent speakers, and started to day because we brats and gate officers. When met the Friend more new busi- ning, and started delegate on amendments



early because I participated in the election campaign with a Warwo who is from Iowa. Unfortunately, she did not win the we heard action on new business items, action on the NEA committee report, heard more action on new business items, the Year, heard action on proposed new policy statement, proposed amendments, and heard the resolutions committee was the Fourth of July, many of the delegates were dressed up red, white, and blue. On Thursday, which was the last day, we

state delegate then went to the conven- the Rep Assembly. We tion on new business, the outgoing and incom- heard the final credentials report, and heard the proposed amendments to the Candidates for office the assembly because we



The assembly adjourned shortly after 8pm. I had an awesome time at this assembly. I was able to get to know Cynthia Hanson and Nicole Fiala much more. It was fun seeing a few familiar face s as well. I also got to meet delegates from several other states. We were able to have a fun night out to eat with some of the other delegates that we met from Minnesota. This is something that I would definitely love to do again. It includes long hours and you definitely get pooped, but I had a great time meeting new people and learning about the inner workings of NEA. It was inter-

esting to learn about all the new amendments and action items that were proposed by other states. To see them being debated and amended and then debated again was definitely interesting to watch and participate in. If you love politics and debating, this would be right up your alley. Next year the NEA Representative Assembly will be held from July 2-7 in Houston, Texas.



ter to check out the ven- day we had our state delegate meetings and then the Rep Assembly started at convention center. During the assembly Monday we went over the creden- secretary/treasurer's report, the primary elections report, listened to differ- met the 2018 Educational Support Paraprofessional of the Year Sherry Shaw, hear action on new business items. The MN delegates left a little earlier this attended the St. Paul Saints game at CHS field. There we had burgers and watched the Saints play the Redhawks. On Tuesday we had our state dele- meeting. After that, we headed over to the convention center to vote for the Rep Assembly started we heard the action on the new business items, of Education Ted Dintersmith, heard the election committees report, heard ness action items, met the 2018 National Teacher of the Year Mandy Man- the discussion on proposed amendments. On Wednesday we had our state meeting in the morning. We then went to the convention center and voted and a runoff election. I was able to leave our state delegate meeting a little



few other ED MN delegates for Tammy runoff election. During the Rep Assembly legislative program, heard the elections met the 2018 NCHE Higher Educator of heard action on report. Since it patriotically or in attended our meeting. We tion center for heard more ac- acknowledged ing officers, committee re- presentation for the NEA Constitution for vote in 2019 and in 2019. This day was the longest day of needed to get through all of the new ac-



tion center for heard more ac- acknowledged ing officers, committee re- presentation for the NEA Constitution for vote in 2019 and in 2019. This day was the longest day of needed to get through all of the new ac-

“Willy Wonka, Jr. at SAC”.

Article submitted by Jill Adolphson, Stephen-Argyle Board Rep
 Article written by Renee Jensen



Students at Stephen-Argyle Central enjoyed a new musical theater experience this summer for upper elementary and junior high students. The musical production of “Willy Wonka Jr.” will be presented on August 22 & 23 at Arts on Fifth in Stephen, MN. “Willy Wonka Jr.” is part of the Broadway Jr. series available through Music Theater International which features condensed author-approved versions of

classic musicals, custom tailored to the needs of young people and schools.

This opportunity was made possible through Stephen-Argyle’s participation in the 21st Century Community Learning Center Grant, and with the cooperation of the Northwest Regional Arts Center Legacy Grant and the Stephen Community Arts Council. The students also enjoyed a field trip to Win-E-Mac to watch their production of “Into the Woods Jr.”, which was also produced in cooperation with the 21st CCLC and the NWRAC.

Each of the thirty-five students who auditioned on June 1 have worked throughout the summer in various facets of the production, including acting and singing, set preparation and technical support. Each student also received a copy of Roald Dahl’s “Charlie and the Chocolate Factory”, the basis for the musical. Rehearsals focused on theater skills, and provided opportunity for older students to mentor younger students. Renee Jensen directed the show, assisted by Amy Dalager.

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 is 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 connect you with the ALCs, which can offer numerous resources.

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, at least 90 percent of a local’s members must be contributing to the PAC. To find out if your local is eligible or for how much, please contact Education Minnesota staff member Sarah Burt at sarah.burt@edmn.org. Need help? Contact Jim Meyer, jim.meyer@edmn.org.



Lean on-Lean In

Submitted by Andrea Eskeli, Red Lake County Central Board Rep

Although teaching is one of the most rewarding careers, it can also be lonely and emotionally draining. When we really nail a lesson on making inferences or multiplying fractions, who is there to pat us on the back or to witness the heel click. Who is there to say, "man...you are amazing at making sure you reach every child?" There may be days where you don't leave your room unless it is to deliver your students to another classroom. There may be days where you go home completely exhausted and depleted and have nothing left to give to your own families. There is a meme out there that says..."There is NO tired like teacher tired!" I think we all know that feeling. It is all too easy to isolate yourself as a teacher. In the past couple years of my career, I have taken some small steps to try to evade feeling like a turtle, the classroom being my shell. Everyone is different, and by no means is this professional advise, just a few tips and tricks that have worked for me.

We all need to have a teacher friend who will listen intently even though they can predict what we are there to complain about! We should all have that one teacher friend who always lets you into the room even though they would rather turn all of the lights off and hide under their desk than listen to you complain about the broken copy machine thinking that by day one hundred and fifty-three it should be a given that the copy machine is jammed or out of toner and that the fact that you need 30 last minute copies does not mean that we will all of a sudden acquire the skills needed to fix it. I thank God every day for that friend at my school. She has earned every single blessing that comes her way just for tolerating my numerous visits each day. Her grace and dignity have gotten me through many tough days on the job. I only hope that I have reciprocated the unending support she has provided to me.

In the days of Social Media, I have found solace in the many hilarious yet all too true memes on teachers and the field of education in general. Sometimes it is just such a relief to see that 1.5k other teachers of Facebook have said the word "balls" in a lesson and lost all control of the room for the last 6 hours of the day. I have even seen so many teachers starting their day with \$9 Starbucks coffees that I have often thought that even though I don't drink coffee, if I wake up at 4 am I could make it to the nearest Starbucks 60 miles away and make it to work just in time to nail it like they did, only to realize that in the meantime I have hit snooze on my alarm 6 times and promptly remember that I hate coffee. But hey if a \$9 coffee is what it takes to get out of the, I only want to wear sweatpants and a messy bun rut, it's worth a shotright?

Seriously though...some of my best ideas and inspiration have come from Instagram and twitter teacher communities. We all have creative ideas and lessons that turn out so well we want to stand on the roof and let someone who cares know that we nailed it in the classroom today. Instagram is that place. Think about it...the entire classroom could be a tornado as long as the 4 feet that can be seen in the photo are on point, you will have so much support from other teachers in just the click of a button. I will be the first to tell you that I do not have the confidence to put my own stuff on Instagram, mainly because 90% of what I do was taken from other teachers who enjoy sharing their God given gift of creativity, but also because if I nail a lesson 20 times out of 172 days, chances are that they will be there the day I come back from the bathroom with toilet paper on my shoe and my shirt hung up in my pants.

Last but not least, tap into teachers in your field from other schools. No one will get an email titled, "asking for advice from a guru in my field..." and delete it. We are teachers, we love to share stories and ideas. I have found out that when I email strangers from other schools, often times they will say, "I definitely know what doesn't work!" or "If you find a better answer, please let me know, but this is what has worked for me." We are teachers, we collaborate, we seek out better solutions, we help others when they need it, we share ideas...it's who we are. My recent experience in a Math Cohort has provided me with a tremendous amount of ideas to bring my Math classroom to life. Since I don't have a perfect memory, I also left with a wealth of teachers to network with if I should stumble or need a reminder how a strategy was designed to work in the first place.

We are confident professionals who need to lean on each other as we lean in to what we are passionate about. Teaching children. We've got this, together we will rule our classrooms, we will nail lesson after lesson, we will all be there to read about it on a Facebook meme or Instagram, and we will all be returning emails with the word guru in the subject line. Let your light shine and stick together! Make the 2018-2019 school year a year to remember.





NEA Representative Assembly 2018; Minneapolis, MN!

Submitted by Cynthia Hanson, Lake of the Woods Rep



Retired teacher Elaine Sunne was a volunteer at the Mpls NEA Convention. Cynthia and Elaine have worked together for about 18 years. A way to give back to education, Elaine decided to volunteer at the NEA since it was in Mpls. Members, there are many ways to be involved in education so look into all the opportunities as a current or retired member.



EDUCATION MINNESOTA

THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS



2018 - 2019

| SEPTEMBER 2018 | OCTOBER 2018 | NOVEMBER 2018 | DECEMBER 2018 |
|---|---|---|---|
| 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 |
| JANUARY 2019 | FEBRUARY 2019 | MARCH 2019 | APRIL 2019 |
| 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 |
| MAY 2019 | JUNE 2019 | JULY 2019 | AUGUST 2019 |
| 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 | 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 |

Minnesota State Fair-Education Minnesota Booth

Submitted by Cynthia Hanson, Lake of the Woods Rep



Cynthia Hanson had fun working at the State Fair again this year.

Education Minnesota has a booth at the fair where you can volunteer. I have done this several years and really enjoy meeting fairgoers and Education MN staff and teachers. Remember this opportunity for next summer.

What is American Education Week?

American Education Week—November 12-16, 2018—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 [history of American Education Week](#).



Foundation grants available throughout 2018-19 school year

The Education Minnesota Foundation for Excellence in Teaching and Learning will offer the following grants to eligible members during the 2018-19 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 for such things as innovative classroom programming, a professional development opportunity and more.

Professional development grants for teachers, ESPs and higher education faculty are awarded twice a year. Applications are due Nov. 2 and April 5

ESPs and teachers may request up to \$1,500, and higher education faculty may request up to \$3,000.

National Board Certified Teachers Scholarship applications are due Nov. 2.

The foundation board is looking to award scholarships to members who are familiar with and able to commit to that process.

The Bruce Vento Science Educator Professional Development Grant applications are due Dec. 14.

Applicants may request up to \$1,500.

Classroom-focused grant applications are due Dec. 14.

Applicants may request up to \$3,000 for a project designed now and implemented in the upcoming school year.

IMPACT grants to partner a nonprofit with the local union or school district. Applications are due Jan. 11.

Approximately \$15,000 is available for one year. The budget should reflect a one-year project.

For more information on the grants, how to apply, the grant-making process and grantee spotlights, go to www.edmnfoundation.org.

Did you know?

Education Minnesota in 2018: Stronger than ever

LOCALS

- 340** teacher locals
- 99** ESP locals
- 11** teacher and ESP locals
- 4** charter school locals
- 3** higher education locals

457

TOTAL LOCALS

MEMBERS

65,112

TEACHERS

10,461

ESPs

7,695

RETIRED

5,941

STUDENT

5,189

HIGHER ED

94,398

TOTAL MEMBERS

Education Minnesota: The voice for professional educators and students

Celebrating 20 years of a bold, new union

The merger officially took place
Sept. 1, 1998.

Thirteen locals had already merged
prior to the state merger.

Education Minnesota became the largest
union in the state with 65,000 members.

Education Minnesota was the first state
merger to be recognized by both the
National Education Association and the
American Federation of Teachers.

Watch our "Why the merger happened,"
"How the merger happened," and "How the
merger has been successful" videos, along with other
videos highlighting the value of our union on our
"Power of Union" YouTube playlist.



www.educationminnesota.org

*Education Minnesota is an affiliate of the
American Federation of Teachers, the National
Education Association and AFL-CIO.*

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CAPSULE



Cynthia Hanson, LOW



Heidi Hanson, Tri-County



Mara Gust, KB Chair, GBMR

Kramer Brown Board Members #iwillvote Selfies

#IWILLVOTE SELFIE CONTEST



Take a selfie with your **I Will Vote** sticker and tell us why you're voting in this election to be entered to win!

We will randomly select 10 winners to receive an Education Minnesota "I Will Vote" T-shirt. Five additional winners will receive \$50 toward their Amazon classroom wish list if they tag two colleagues in their post.

#EDMNVOTES

#CHOOSEUNION



Deb Koebnick, GBMR



Post a selfie

Post a selfie with your "I Will Vote" sticker any time between now and Sept. 21 (the first day of early voting). Make sure to include why you're voting in the election too!



Use #edmnvotes

Use the hashtag **#edmnvotes** with your post. You can use Facebook, Twitter and/or Instagram.



Tag your friends

If you tag two colleagues in your post, you will be eligible to win one of five \$50 Amazon gift cards.



Rose McDonald, Warroad



Becky Schmidt, Treasurer, TRF



Avis Kennel, VP, Warroad



Paula Miller, Red Lake Falls



Lisa Donarski, MCC



Robin Johnson, Grygla-Gatzke



Welcome to New Educators at Marshall County Central!



Music Teacher Shane Baesler, English Teacher Ellen Petersen, Special Ed Teacher Tom Maki, Math Teacher Jessica Hestekind, Grade 3 Teachers Mackenzie Bergeron and Tyler Campbell.

Marshall County Central local union welcomed seven new educators to their school this year by having a welcome reception on Thursday, August 30th with a meal and cake for all teacher union members.

Picture below: Left to Right: MCCEM President Matt Sundberg along with new teachers: Kindergarten teacher Ricki Kallhoff,

Grade 3 Teachers Mackenzie Bergeron and Tyler Campbell.



Red Lake Falls Kramer Brown Board Rep

Submitted by Paula Miller, Red Lake Falls Board Rep

Hi. My name is Paula Miller. I am entering my second year on the Kramer Brown Board as the Red Lake Falls Board Rep. Last year was a lot of learning in this position, so I thought I would introduce myself now. I have been teaching in the Red Lake Falls Lafayette High School for 16 years as the Family and Consumer Science instructor /Work Based Learning Teacher and Coordinator for grades 7 - 12. In addition, I also teach 7th grade Keyboarding. Prior to this position I taught Family and Consumer Sciences for 12 years, in the Sioux Valley-Round Lake-Brewster school district in southern Minnesota. I have been a Family, Career, and Community Leaders of America (FCCLA) advisor for 28 years. I coached junior high volleyball up until this year when I decided to no longer do that.



In addition to teaching, I had careers previously as a bookkeeper/nurses aide in a nursing home, PCA at a group home, and co-managed a convenience store and Legion club; as well as, working in the retail sector. I am presently working part-time (in my spare time) at the Sanford hospital in Fargo as one of the restaurant cooks. My undergraduate degree was from South Dakota State University and my WBL certification from Bemidji State University.



I grew up in South Dakota but I have lived in Minnesota for my teaching career positions. I have two fantastic daughters and an incredible son-in-law, along with three beautiful granddaughters; ages 3, 6, and ., I enjoy spending my leisure time travelling, reading, sewing, or spending time with family and friends, and in the summer, relaxing at the lake cabin.



New Hires Meeting

Sponsored by the
KRAMER BROWN IO

New Hires Meeting

Tuesday, September 18

River Walk Public House Restaurant, (old Evergreen)

Thief River Falls

5:30 PM

Wednesday, September 19

Gene's Bar

Roseau

5:30 PM

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

RSVP to your local president or the

Bemidji Field Office

(800-622-4971 or andrea.johnson@edmn.org)

by **Friday, September 14**



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, February 5, 2019 | Wednesday, February 6, 2019 |
|---|------------------------------------|
| River Walk Public Restaurant | Gene's Bar & Grill |
| 700 Highway 32 S | 1095 3rd St NW |
| Thief River Falls | Roseau MN |
| 6:00 p.m. | 6:00 p.m. |
| <i>Registration deadline for the meetings: Friday, February 1, 2019</i> | |

Please contact 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 800-622-4971 or at andrea.johnson@edmn.org.



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