



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

Special points of interest:

- KB Rep Assembly
- KB/NU Member Rights Overnighter save the date
- EM Rep Convention

WINTER 2020

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2020 Kramer Brown Rep Assembly

January 2020

The 2020 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 11, 2020 at Nordhem Cafe in Karlstad, MN. Registration will be at 5:15pm, meal at 5:30pm, and the meeting to follow.



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

Only Delegates may vote for any issues brought to the floor. Each local is entitled one voting delegate plus one delegate for each additional 50 members or fraction thereof. Such as: Thief River Falls – 3 delegates / Roseau and Warroad – 2 delegates.

A pre-registration is needed to make all the arrangements and plans for the evening. Please contact your president or building representative so they can let us know how many will be coming.

The local President or member is to notify the EM Office in Bemidji at 800-622-4971 or andrea.johnson@edmn.org of the delegate names and the number planning to attend by **Friday, March 6, 2020.**



Kramer Brown/Northland United Member Rights Overnighter

Mark your calendar!! The Kramer- Brown/Northland Overnighter Workshop is scheduled for **March 20-21, 2020 at the Hampton Inn in Bemidji.**

Your local President will receive information on the workshop and topics as well as the registration information.



From the Field



KEVIN YOUNG

It is hard to believe we are already nearing the mid-point of the 2019-20 school year. Each year seems to go by faster than the previous. I sure hope this school year has been positive and successful for you and your students.

Since I have not shared this information for a couple of years, I thought it would be a good time to review important recommendations and dates pertaining to non-renewals and unrequested leaves of absence (ULA). In the past, I have waited until the spring Capsule for this information, but since it does not reach you until the second week of May, and the fact some school districts start making decisions in March, I thought it would be best to cover this information now. Obviously, this is an unfortunate, yearly event, but it is reality when student enrollment fluctuates from year to year and funding is controlled by the legislature. My first recommendation is to never resign or accept a reduced position. As soon as you have been notified by the District of your non-renewal or ULA, contact your member rights advocate or give me a call. We all want to make sure you know your rights and that you are treated fairly. Review your master agreement for specific language you may need to follow for recall. There are sample letters available to you as you respond to District. It is your responsibility to notify the District of your willingness to return prior to April 1 each year you are on ULA. If you fail to do this, you could forfeit your rights to recall. I strongly recommend you maintain your membership in Education Minnesota by obtaining a reserve membership. Your current membership will end in August and Education Minnesota will not be able to represent you if you are not a member.

During the summer it is good for everyone to monitor school board meetings, but it is especially true if you have been put on ULA. If there is any violation of your recall rights, it must be challenged within 60 days. It is also important for everyone to get prior approval of credits and to notify the District of changes in your license. Again, this is especially true for those that have been place on ULA.

If you plan to retire at the end of the school year, please review your contract for specific dates when the district needs to be notified of your resignation. If the contract is silent, you are a continuing contract teacher, and the contract is settled, state statute says you must notify the district prior to April 1. That does not mean the district can release you from your contract later in the year, but after April 1, the school district has discretion whether or not to let you out of your contract. If your contract is not settled or it is an odd number year (bargaining year), you have until 30 days after the ratification of a new master agreement or July 15, whichever comes first, to resign.

I hope the remainder of the school year goes well for you. As the school year continues, it becomes a very busy time for everyone. A friendly reminder to take a step back and take a deep breath before signing or acting on anything. Occasionally, members get involved in situations where they get in a hurry and sign documents they should not or act on a situation without thinking it

through. Take the time to make sure you are protecting yourself. If you are unsure, contact your leadership or give me a call. It is always better to double check to ensure you are protecting yourself. As expectations of teachers and school districts continue to increase, it is important to take your time and be thoughtful about your actions. Make sure to protect yourself.

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





CAPSULE

2019-2020

Kramer Brown I.O. Chair



MARA GUST

I hope your 2020 is off to a great start!

The Kramer-Brown Governing board met last December. We reviewed another successful Fall Drive In last October, hosted by the Grygla local. We appreciate everyone who attended and provided feedback for us. We also followed-up with a survey for all IO mem-

bers, to help us continue to best serve you. Thank you to everyone who took the time to complete the online survey. I'd like to give a personal thank you to the Kramer-Brown Governing Board members who continually give of their time and talents to make events like the Fall Drive-In possible.

We have MANY events coming up in the next few months. These are opportunities for you to be a little (or a lot!) more involved in your union at the local, regional or state level. Here are just *some* of the scheduled events:

- **January 22** we have the Local Leaders meeting at the Nordhem cafe in Karlstad. This is for any local leaders and members who would like to attend. Dinner is provided.
- **March 11** is the Kramer-Brown Representative Assembly. Delegates will attend the EM Representative Convention April 24-25 in Bloomington. Attending the state Rep Assembly is a great way to learn about how your union works and how decisions are made. If you are going to attend the state Rep Assembly, you need to attend the March 11 meeting.
- All of you should consider attending the **Kramer-Brown/Northland United Overnighter** in Bemidji, **March 20-21**. This is a wonderful professional conference for all members. Enjoy a night away at a hotel, free continuing ed hours, and an opportunity to network with union members. A meal stipend is also provided by Kramer-Brown.
- Finally the Kramer-Brown Recognition Dinner is **May 5** in Thief River Falls. This banquet honors Teachers of the Year, Friends of Education and Retirees. It is an enjoyable evening to celebrate our profession. Be sure to visit with your local rep and President about the people who will be recognized at this event.

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

The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization
Capsule Editor - Andrea Johnson
800-622-4971

andrea.johnson@edmn.org

KRAMER BROWN GOVERNING BOARD:

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

LOCAL REPRESENTATIVES:

BadgerKelly Grahm
 Goodridge..... Kelsey Loberg
 Greenbush-Middle River.....Debra Koebernick
 Grygla-Gatzke.....Robin Johnson
 Lake of the Woods.....Cynthia Hanson
 Lancaster.....Samantha Alme
 Marshall County Central.....Lisa Donarski
 NWRIC.....Kathleen Kallis
 Red Lake County Central.....Andrea Eskeli
 Red Lake Falls..... OPEN
 Roseau.....Teresa Hulst
 Roseau.....Maranda Peterson
 Stephen-Argyle.....Jill Adolphson
 Thief River Falls.....Jon Hams
 Thief River Falls.....Denice Nelson
 Thief River Falls..... Stacey Leake
 Tri-County.....Heidi Hanson
 Warren-Alvarado-Oslo.....Deb Schmidt
 Warroad.....Rose McDonald
 Education Minnesota Field Staff.....Kevin Young
 Education Minnesota Support Staff.....Andrea Johnson



Minutes

Kramer Brown Governing Board Minutes
October 23, 2019
River Walk, Thief River Falls @ 5:30pm

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

Members present: Marcy Helling, Cindy Hanson, Mara Gust, Avis Kennel, Heidi Hanson, Robin Johnson, Lisa Donarski, Denice Nelson, Andre Eskeli, Jill Adolphson, Amber Scheopp, and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications-
- B. Introduction of new members: None
- C. Secretary's Report/Marcy Helling
 - a. Robin Johnson made a motion to accept the minutes, second by Cindy Hanson. Motion carried.
- D. Treasurer's Report – None (Becky S. was absent)
 - a. Revisited the 2019-2020 Budget (Approved at August meeting)
 - b. Budget presentation – drops, new hires, total non-members (Tabled)

NOTE: We will invite Reid F. to our dinner meeting on January 8th if he is available.
NOTE: Marcy/Becky will get materials to Reid for the KB Audit in December.
NOTE: Marcy/Denice will attend the review with Reid before the January 8th meeting. Becky and Amber will also be invited.
- E. Old Business:
 - 1. Fall Drive-In Evaluations/Discussion
 - a. 66 attended this event in Grygla/well organized/great sessions/meal
 - b. Possibly have a Google Survey to get information from members about changes to the Fall Drive-In. Mara will look into this.
 - c. Fall Drive-In for 2020 - October 7th/Possibly at MCC
 - 2. New Hires Meetings:
 - a. 15 members attended with great questions/discussions.
 - b. Make connections to the Union throughout the school year.
 - 3. Executive Board/Notes from September 30, 2019 meeting
 - a. Treasurer Apprentice – Amber Schoepp will work with Becky Schmidt for the rest of the year and take over at the August meeting. She will be paid a stipend.
 - b. Meeting locations/Marcy Helling
 - i. Marcy checked out a variety of locations to hold our KB meetings. Many of them don't have meeting rooms or charge a large fee for them. At this time, we will remain at River Walk and order off the menu with a cap of \$15.
 - c. Post-Election Board Membership Language Draft – Rep. Assembly vote

NOTE: Andrea will add information from Summer Planning to P.S. 102.
*\$125 for sub pay, \$50 vouchered meal stipend
 - 4. Action Items
 - a. KB/MR Overnighter/March 20,21/Hampton Inn, Bemidji

Friday: Registration @ 5pm with sessions from 7-9pm
Try to get EM Officer to speak

Saturday: Sessions from 8:15-noon
Lunch Stipends: \$15
Session Ideas: (Finalize at the December KB meeting)
Members Rights #1 (Core Training)
MRA #2 (Core Training)
ELL
Reading Seminar

Minutes

Mental Health (Suicide Prevention)
Invisible Illness
Blurred Lines/Addressing Boundaries
Mental Health for Adults
Energize Yourself
Financial Concerns for Women

- a. Capsule Assignment Review/Update
Winter: Denice, Deb, Jill, Lisa (Dec. 15th)
- b. Cultural Competency Trainings – KB to possibly provide training (\$1000 grant) for a Friday evening/Saturday training. More info. to come.
- c. Computer for Treasurer
 - i. A motion was made by Cindy Hanson, second by Avis Kennel to purchase a computer up to \$740 for the KB Treasurer. Motion carried. Mara, Becky, and Amber will make recommendations.

2. 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. January Meeting – Wednesday, January 8th/River Walk, TRF
Order off the menu with a dessert. No gift exchange.
- c. IO Leaders Meeting/October 12, 2019
 - i. PELSB info. Each local makes decisions on areas of license.
 - ii. Summative Evaluation, ELL, Cultural Competency

3. Field Office Report – Kevin Young

Field Staff Report – Oct 23, 2019 KB Governing Board Meeting

1. Membership update:

- Just over 6,000 new members
- Just under 300 drops
- The numbers for KB IO so far: (see handouts)
- We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area
- Budgets - make sure you are considering adjustments with the membership drops and a reminder to set budget and dues in April or May. EdMN will be asking for local dues amounts so membership applications can be filled out electronically (hopefully ready at the beginning of the 2020-21 school year)
- Make sure you are not sending information that pertains to members to non-members.

2. Membership Rosters:

- Reminder, the first round of membership rosters have been **sent via e-mail**. All locals should have them by now. Please review your members and send back to Education Minnesota by **October 31**.
- Please make sure all drops are recorded on the roster as a way to double check the accuracy.

3. Updated Leadership Rosters:

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

4. Fall Drive-In: THANK YOU to Grygla-Gatzke for the extra work. It is very much appreciated!!!

- Host for next year

5. Value of Belonging (VOB):

- A reminder that all locals are expected to have a Member Engagement Plan in place
- Local planning guides can be found on the EdMN website: <http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - Reminder that all locals must have a new hires orientation plan on file
 - locals that have not already, please submit a copy of your local plans; I will support when possible

Minutes

6. **Local Time Enhancement Grant:** (see handouts)
 - Locals who received a grant during the first round need to set up a meeting with me to review implementation
 - Second round of grant applications are due October 31, 2019; I can help with the application if you would like
7. **Cultural Competency Update:** (see handout)
 - Interest in hosting a training on a workshop day or a Friday and Saturday, let me know (50 people max.)
 - Is KB IO Governing Board willing to help with expenses?
8. **PEIP:**
 - health insurance bid process in January of 2020
 - Please check with your HCA to see about a plan if the local will seek a PEIP bid
 - Locals must have submitted a letter of intent to change to PEIP last year when bids were open
9. **Presidents/Local Leaders Meeting January 22 – Nordhem, Karlstad:**
 - What sessions would you like to have? Possibly Data Debrief/Unsession
10. **Review of 2019 Legislative Session:** (see handout)
11. **Political Conference:** February 1, 2/St. Paul
12. **KB/NU Overnighter: March 20/21:**
 - sessions need to be determined at next meeting. (member rights focus)
 - professional development book can be found here: <https://www.educationminnesota.org/members-only/leaders/training>
13. **Summer Seminar:** Aug 3-5, 2020 (Save the dates. Please talk with your District Admin. to keep dates open)
14. **Hustle:** (see handout)
 - Great way to communicate quickly with all members
15. **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
16. **Emerging Leaders** – get a feel for the program/25 limit/St. Bens in June 2020
17. **Road Mat To Resolution** – helps with conflict resolution (mediation...no administration...take care “in house” . Do you want to become a facilitator?

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

Adjourn the meeting at 8:10pm. Motion carried.

Respectfully submitted,
Marcy Helling, KB Secretary

December Meeting Items:

KB/Northland Negotiations Overnighter/March 20-21(Finalize program)
IO Leaders Meeting Information – Mara Gust. (Left from October meeting)

Minutes

Kramer Brown Governing Board Minutes
December 4, 2019
River Walk, Thief River Falls @ 5:30pm

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

Members present: Marcy Helling, Cindy Hanson, Mara Gust, Avis Kennel, Becky Schmidt, Robin Johnson, Lisa Donarski, Denice Nelson, Deb Koebernick, Jill Adolphson, Amber Schoepp, Deb Schmidt, and Kevin Young, EM Field Staff.

- A. Adopt agenda with flexibility/Communications-
- B. Introduction of new members: Deb Schmidt, WAO
- C. Secretary's Report - Marcy Helling
 - a. Denice Nelson made a motion to accept the minutes, second by Robin Johnson. Motion carried.
- D. Treasurer's Report – Amber Scheopp
 - a. Budget Presentation from new treasurer
 - b. Exec. Board met on Nov. 23rd to get Amber up to date with duties as treasurer. New laptop installation/information

NOTE: Marcy/Becky provided Reid with the materials needed for the audit.

NOTE: Marcy/Denice will attend the review with Reid before the January 8th meeting. Becky and Amber will also be invited.

- E. Old Business:
 - 1. KB /Northland United Overnighter/March 20-21/Bemidji
 - a. Marcy, Amber, and Mara will work the Registration table (by 4pm)
 - b. Meal Stipends of \$15/Discussion of using cash/record keeping, etc.
 - c. Door Prizes – 8/\$10 gas cards. (Marcy will pick them up)
 - d. Sessions have been confirmed/Registration to open in later January.
 - 2. Fall Drive-In IO Survey Results (45% of members responded)
 - a. People were informed in multiple ways (great to hear)
 - b. Advertise it better and be more specific with details
 - c. Have carpooling sheet in lounge of local to get people to attend
 - d. Many POSITIVE results overall
 - 3. Fall Drive-In 2020
 - a. Wednesday, October 7th, 2020 at Marshall County Schools, Newfolden
 - b. Pick 3 sessions out of PD Book for January meeting...send to Andrea or Kevin
 - 4. Value of Belonging to the IO
 - a. Question of the month, positive/celebration to Union, events for "newer" hires.

- F. Action Items:
 - 1. Capsule Assignment Review/Update
Winter: Denice, Deb, Jill, Lisa. Deb S. (bio) (Dec. 15th)

- G. New Business:
 - 1. Rep Assembly/Nordhem, Karlstad/March 11, 2020
 - a. Plan agenda/meal (Andrea will confirm with Nordhem)
 - b. Review delegate allocation
 - c. Changes to constitution need to be formally presented at meeting

Minutes

H. Field Office Report: Kevin Young

1. January KB IO Board Meeting changed to January 8. Thank you for accommodating my schedule.
2. Value of Belonging/Member Engagement:
 - the work continues; we all need to reach out to all members and have one on one conversations to encourage more involvement and inform members of the VoB
 - Several locals are missing member engagement plans and new hires orientation plans. Please get these to me asap(required of all locals that received a Local Time Enhancement Grant).
3. Negotiations Update: (see settlement report handout)
 - Please make sure to talk with negotiators about getting me settlement data when a TA is reached. Also need copies of the new master agreement and completed settlement report
4. Audits:
 - Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office
 - Include list of non-chargeable items and keep a copy for future use.
 - File 990 e-post card with IRS; take 5 mins each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status

<u>Fiscal Period:</u>	<u>Due Date:</u>
July 1 – June 30	due by Dec 31
Aug 1 – July 31	due by Jan 31
Sept 1 – Aug 31	due by Feb 28
Jan 1 – Dec 31	due by June 30

 - Reminder of KB Audit to be completed and approved at January KB Mtg.
5. Membership Rosters:
 - Reminder, the first round of membership rosters needed to be back to Education Minnesota (sent to Bemidji Field Office) by October 31.
 - Next round of membership rosters will be sent late Jan./Feb.
6. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2019-20 school year to Andrea at andrea.johnson@edmn.org. Missing is Roseau. (If no changes, let her know.)
7. Local Leaders Meeting January 22, Nordhem, Karlstad:

Sessions will be:

 - 1) Debrief member data collected last year – take the data back to your local to organize
 - 2) "Unsession" – bring topics you would like to discuss with staff and other local leaders
8. KB/NU Overnighter: March 20/21, 2020 – see flyer
9. Election, Nov 3, 2020: (see handout)
 - Political Conference January 31/February 1, Bloomington - Radisson Blue, Mall of America
 - Early voting starts September 18, 2020
 - 2018 Campaign Debrief/Gene's Bar/Dec. 10 @ 5:30pm
10. Post Janus:
 - Attacks; Fake Unions – expect more mailings, emails, phone calls, etc.....
11. Fall Drive-In: October 7, 2020 at Marshall County Central, Newfolden
 - Need to pick sessions (January KB Board Meeting)
12. PEIP – locals can request a PEIP bid if they wish
 - Email sent on 11/19/2019 with details
 - Increase of 8%
13. Summer Seminar: Aug 3-5, 2020 (Save the dates. Please talk with your District Admin. to keep dates open)
14. Visibility in locals: Please send calendar/notification of general membership meetings, events the local is taking part in, school calendars, etc..... I will do my best to attend.

Minutes

15. Please make sure the information I share with you at Governing Board meetings is passed on to those in your locals who need the information. Thank You!!!
16. Rep. Convention/Doubletree/Bloomington, MN/April 24,25
17. Political Conference/Radisson Blue, Mall of America/January 31-Feb.1

Adjourned the meeting at 7:30pm.

Respectfully submitted,
Marcy Helling, KB Secretary

January Meeting Items:

Next KB Board Meeting/January 8th/RiverWalk, TRF/Order off the menu with dessert
Plan sessions for Fall Drive-In 2020
KB Audit Presentation (completed by Reid Froiland)
KB Rep. Assembly/ March 11, 2020/Nordhem, Karlstad @ 5:30pm (finalize plans)
Discussion on new nametags for all board members

NWRIC New Faces

Kathleen Kallis, NWRIC Kramer Brown Board Rep

The NWRIC is happy to introduce two new faces this year: April Menlove and Molly Janicke have joined our ranks and are providing services within the school districts of assignment.

April Menlove is not new to the area however she is new to the NWRIC. She has a BS in Elementary Education and a Master of Education in Deaf Education and Sensory Impaired Early Intervention. April is currently working in Badger and Grygla schools with students who are receiving Special Education services through Deaf/Hard of Hearing.

Molly Janicke, a Greenbush-Middle River graduate and a recent Minot State University graduate, has her Bachelor's degree in Social Work and a Bachelor's in Human Development and Family Science from NDSU. She is working in School Social Work through the NWRIC and will be in the Goodridge, Tri-County, and Lancaster School Districts.

Fall Drive In Photos

Submitted by Cindy Hanson, Lake of the Woods Kramer Brown Board Rep



Cynthia Hanson, Liz Tange, Don Krause, Sarah Pierson



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Calendar of Upcoming Events

January 8	KB Governing Board Meeting, River Walk Public Restaurant, TRF
January 22	Local Leaders Meeting, Nordhem, Karlstad
March 11	KB Representative Assembly & KB Board, Nordhem, Karlstad
March 20-21	KB/NU Member Rights Overnighter, Hampton Inn & Suites, Bemidji
April 20-24	Administrative Professionals Week
April 22	Administrative Professionals Day
April 24-25	EM Representative Convention, DoubleTree, Bloomington, MN
May 4-8	Teacher Appreciation Week
May 5	National Teacher Day
May 5	KB Recognition Dinner, Quality Inn, Thief River Falls
May 6	School Nurse Day
June 3	Summer Planning Meeting –Bemidji Field Office, 10:00 a.m.

Loan forgiveness program available

Education Minnesota’s partnership with the loan forgiveness program Summer is expanding.

As a member, you have free access to the service, which has already helped more than 470 Minnesota educators. Based on the feedback of our members, Summer is now adding a loan consolidation tool.

Through Summer, members were able to get assistance in developing an income-driven repayment plan and submit for the federal Public Service Loan Forgiveness program. Summer also can help members find out what savings programs they are eligible for, compare options side-by-side and help members enroll in programs.

One of our Education Minnesota members is on track to save \$884 a month by using the income-driven repayment plan, which will save him more than \$80,000 on his loans overall.

Members will need to sign in with their Education Minnesota member ID number. To get started, visit Education Minnesota’s signup page at www.meetsummer.org/education-minnesota.

teacher appreciation Week

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

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

The week of May 4-8, 2020 is designated Teacher Appreciation week by the National PTA.



Emerging Leaders program aims to engage new union leaders

Education Minnesota is committed to working with locals to identify and prepare members to become the union leaders of tomorrow through our Emerging Leaders Program.

We need union members who are:

- Interested in becoming leaders within their profession.
 - Team players and eager to learn.
- Ready to develop their potential beyond the classroom.
 - Committed to improving the profession.
 - Ready to mobilize their fellow members.

Our curriculum will empower participants to:

- Identify aspects of quality leadership.
- Develop their own leadership potential.
- Understand and work with different personality types.
 - Explore leadership opportunities within the union.
- Develop the ability to engage members one on one.
 - Network with colleagues from across the state.
 - Embrace diversity in the workplace.
 - Manage conflict for positive outcomes.
- Know the issues which have faced educators in the past.
 - Lead educators to face the issues of tomorrow.

“It is a comprehensive overview of everything the union does which helped me know how I might get more involved,” said Sara McKeever, Sauk Rapids-Rice Education Association, who went through the training.

The 2020 Emerging Leaders Program will take place June 16-18 at the College of St. Benedict in St. Joseph, Minnesota.

Registration now open, but space is limited. The training, meals, lodging and mileage are covered.

Go to www.educationminnesota.org/advocacy/Union-U/emerging-leaders-program to register

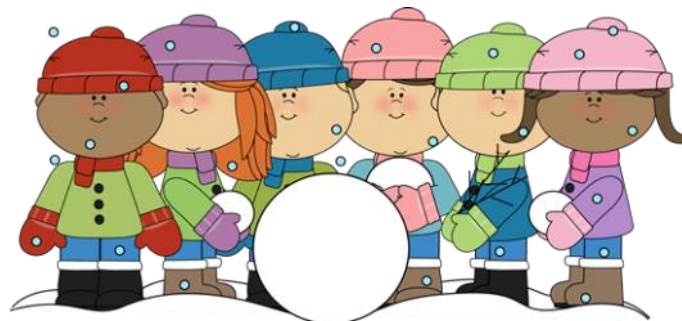
NEA Representative Assembly

The National Education Association Representative Assembly, the NEA’s major decision-making body, will be July 1 -July 6, 2020 in Atlanta, GA

NEA: We Educate America



Over 9,000 delegates will gather for NEA’s 158th annual meeting and 99th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.





CAPSULE

2019 Summer Seminar Notes

Submitted by: Jill Adolphson, Stephen-Argyle Kramer Brown Board Rep

I attended Summer Seminar August 5-7 at College of St. Benedict. It was the third time I've gone. Each time I was there, I learned more about Education Minnesota, resources for my classroom, information related directly to me (such as retirement info) and had time to share ideas with other professionals from around the state. Summer Seminar is always well worth one's time; I wish more members would consider attending. Mark your calendar for August 3-5, 2020 for Summer Seminar. Registration will be available in the spring.

Education Minnesota organizes almost 100 sessions that attendees can choose from during the days; it's a great opportunity to complete professional development continuing education hours. Sometimes there are so many interesting topics; it's a challenge to select particular ones! There are also evening activities that people can attend (such as yoga, tours of area sites, or bingo), make a shopping trip, or socialize with other Education Minnesota members at local businesses. Meals are served in the cafeteria (a GREAT place to eat!!). An evening picnic dinner is held.

This summer Governor Tim Walz delivered the Opening Session. It was great hearing from him!! Many of my sessions I attended this past summer focused on technology within the classroom (sessions included Creating Excitement in the Classroom with Hyperdocs, Educating the Digital Native, and Formative Assessment Tools). The instructors were classroom teachers who were informative and helpful, and we were allowed time to work within the session timeframe. There was also a general session on PELSB that was interesting. My evening activities included a Saint Benedict Monastery Tour (Monday) and Bingo (Tuesday). Again, I hope that more Education Minnesota members would consider attending Summer Seminar in August 2020.



Happy Holidays at Greenbush Middle River School

Submitted by: Debra Koebernick, Greenbush-Middle Kramer Brown Board Rep



Happy Holidays has a bit more meaning in the Greenbush Middle River school this year. Elementary and high school students and staff are experiencing a lot of Christmas joy and giving. Classrooms have enjoyed an "ugly sweater" door contest, which has been ongoing. Something more seems to be added each day. The winner is yet to be determined! Elementary and high school students have sponsored hat days and donated money instead of doing a gift exchange in the elementary. Donations are being given to families and staff in the district going through cancer



treatments. These activities help students realize that a little giving goes a long way, and giving is always better than receiving. Merry Christmas to all of our Kramer Brown members and their families!





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Wall Murals at Marshall County Central

Submitted by: Lisa Donarski, MCC Kramer Brown Board Rep



Students at Marshall County Central High School have the unique opportunity to take a Wall Murals class as an Art elective. This course has been offered for nine years and has painted many murals throughout the high school and Newfolden elementary buildings. We have painted the Newfolden Elementary gym and cafeteria. In the high school, we have made a sports mural, music mural, and for the past four years we have been making murals outside of teachers' classrooms. These murals are unique to the teacher and their subjects. This year, we were able to finish all of the high school teachers' rooms. Once these smaller murals were completed, we had the opportunity to create two extra special murals for other departments in our school. We teamed up with the Science department's Outdoor Classroom to make two photo stand-in boards. When elementary students come to use the outdoor classroom, they will be able to take pictures with the deer and insect stand-in boards the students created. After these two stand-in boards were completed, students had another unique opportunity working with the Industrial Arts department to paint a mural for their annual spring raffle. Students are painting the floor of a fish house to look like you are standing on the ice. It will be completed before the end of January.



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Warm Winter Greetings from Thief River Falls

Submitted by: Denice Nelson, Thief River Falls Kramer Brown Board Rep



In the past few years a few people at IDS #564 have set up a "Prowler Pantry" collecting clothes and food items for our students. This idea took off so well at the High School our Middle School decided to try it in their building. Well guess what? That was a hit too!

This fall a few more people (teachers & counselors) in our elementary school decided to try the Prowler Pantry. We began by collecting warm outside clothes, shoes, boots, hats, mittens, and NOW we just collected food for families for over the long holiday break. A teacher used her Thrivent Funds to start this little project.

Thrivent gave us the seed money and a few teachers added to the pot! We were able to collect a total of \$350+ to purchase food for 5 families. What a wonderful way to spread Christmas Cheer. Happy New Year!



Registration open for the 2020 Unity Summit, our political conference

The Education Minnesota 2020-21 Unity Summit is a place for educators to learn about the tools they'll need to develop worksite teams to build unity around electing pro-public education candidates in the 2020 election and fight for fully funding schools in the 2021 legislative session.

The summit will take place Jan. 31-Feb. 2, 2020 at the Radisson Blu Mall of America, Bloomington.

The summit will feature two sections of trainings for members interested in working on the campaign. Saturday afternoon will feature a meeting with policymakers, which will be open to the public.

The power of the educator vote only translates into real changes for students and for our democracy with a visionary movement in our workplaces and within our communities.

Go to <https://educationminnesota.org/advocacy/EdMNVotes/Political-conference> to learn more and to register.



Easy ways to stay informed, get active this legislative session

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

All locals or subject groups can schedule a lobby day through Education Minnesota to come talk to their local legislators. Find out more at www.educationminnesota.org/advocacy/at-the-legislature/details-on-lobby-days.

All members are encouraged to contact their legislators, get to know them, invite them to their school and have meetings when they are back in the district.

Education Minnesota is always looking for members to testify in hearings, so contact lobbyteam@edmn.org if you are interested in speaking on a specific topic.

Education Minnesota's Policy Action Center website is designed to keep members informed on important education issues, help them find and track legislation, connect with members of U.S. Congress and state legislators and give them the tools needed to be a successful education advocate. Members can send emails to their legislators, either with provided messages on certain topics or their own messages. See what is offered at www.educationminnesota.org/policyactioncenter.

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



2020 Education Minnesota Representative Convention

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

The 2020 RC will be held April 24-25 at the DoubleTree by Hilton Bloomington.

Registration now open

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

Where does the 2020 RC take place? How do I get there?

DoubleTree by Hilton Bloomington

7800 Normandale Blvd.
Minneapolis, MN 55439
952-835-7800

How do I reserve a hotel room?

Click here to reserve your room for the DoubleTree by Hilton Bloomington.

The rates, not including tax, are \$125 single or double occupancy, \$135 triple occupancy and \$145 quad occupancy.

The cutoff date for securing reservations at the Education Minnesota convention rate is April 6.

What expenses does Education Minnesota cover?

Education Minnesota will provide:

- One standard hotel room for one night for each local sending at least one delegate (the local president must identify which delegate's room will be funded. Room and tax for that room will be added to Education Minnesota's direct bill so the delegate will not be charged; however, the local or delegate must make the hotel reservation)
- One round-trip mileage reimbursement per delegate

Whom do I contact for more information?

Delegate registration information: Lisa Enwright, 800-652-9073 or 651-292-4821

General information: Lisa Enwright, 800-652-9073 or 651-292-4821



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**





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Resources available for new educators, starting off their career

If you are a new educator – or work alongside someone who is – check out these resources from Education Minnesota to help you get your career off to a great start.

Learn how to form positive relationships with your colleagues, students and parents. Get tips on taking care of yourself throughout the school year.

These resources will help you get on your feet and feel more successful on the job.

Need more advice and tips? Contact your local union's building rep or president for help at the local level.

Information is available on the following topics:

- College affordability
- How to get grants
- Use school technology wisely
- Keep student information private
- Report suspected abuse
- Positive boundaries
- Update your professional records
- What to do if called to a disciplinary conference

- The basics of teacher evaluation
- Accountability system in flux
- Code of ethics
- Diversity and inclusion
- Create a climate for learning

- Connect with parents
- Keep up with paperwork
- Conference tips that work
- Answers to FAQ
- Collegial relationships
- Renew your license
- Stress management.

To see all of the offerings and learn more, go to <https://educationminnesota.org/resources/in-the-classroom/Guide-for-New-Educators>.

There are also many offerings available at www.nea.org/tools/new-teachers-articles.html and <https://sharemylesson.com>.



Kramer Brown Recognition Supper

Kramer-Brown Intermediate Organization recognizes their Presidents, Retirees, Teachers of the Year, Friends of Education, Governing Board each year at the Kramer-Brown Recognition Supper. The Recognition Supper is held on National Teachers Day – which will be May 5, 2020. Watch your email in the upcoming months for details. Each local should submit their names to the Field office in Bemidji. Email the Field Office: at andrea.johnson@edmn.org



**Kramer Brown IO
Local Leaders Meeting
Wednesday, January 22, 2020
Nordhem Restaurant, Karlstad MN**



AGENDA

Wednesday, January 22

- 5:15-5:30 Registration/Order Dinner
- 5:30-5:45 Welcome, Introduction, and Announcements

Member Survey Data Debrief

Sarah Derdoski, Education Minnesota Data Specialist

Earlier this year, Education Minnesota conducted a statewide survey of members, and we want to share what we have learned with you. Almost 30,000 members took the time to share their thoughts and opinions on:

- ✦ The value of their union membership
- ✦ How happy they are with their union
- ✦ How they would like to get more involved with their union

Sarah Derdoski, Education Minnesota data specialist, will walk through the good, the bad and the ugly of the survey results and let you know how you can get the results specific to your local, as well as how to use the data to strengthen your local union.

Unsession

Kevin Young, Education Minnesota Field Staff

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.

- 8:00 Door prizes and announcements

To register please use this link <https://bit.ly/2ojh7De> or email Andrea Johnson at andrea.johnson@edmn.org

Deadline to register is Friday, January 17, 2020



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SAVE THE DATE

****Kramer Brown/Northland United Member Rights**

Overnighter**

Friday, March 20, 2020 & Saturday, March 21, 2020

Hampton Inn & Suites, Bemidji

Meal stipend and hotel room (including your family)
will be offered

You must be an Education Minnesota member in order to attend
Continuing Ed Credits available!

Please watch for the flyer coming out in January to register.
Space is limited.

SAVE THE DATE