



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

September 2022

Special points of interest:

- 2022 NEA RA
- Foundation Grants
- MEA 2022

FALL 2022

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2022 Fall Drive In

Wednesday, October 5, 2022—Warren Alvarado Oslo School, Warren
Registration & Meal start at 5:00 p.m. Start of Drive In: 5:30 p.m.

Scan QR Code to Register



SESSION I

Blurred Lines: Addressing Boundaries

Session I

This training will cover areas such as communication boundaries, personal boundaries, financial boundaries, relationship boundaries, institutional boundaries and power boundaries. Under these topics, we will address giving students rides home, texting with students, buying a student breakfast or having coffee with a student. We'll delve into where the legal lines are and the potential legal consequences of blurring those boundaries.

Digital Learning Strategies

Session I

Participants will learn about tools and strategies that will take instructional practice to a digital level and return to their classrooms with a new framework for supporting all students.

How to Find Balance in Work and Life

Session I

Don't let stress interfere with your ability to be successful! There are simple techniques that can easily be worked into your schedule that will help you deal with stress and lift your spirits. Techniques will be demonstrated in this session!

When can I afford to retire

Session I & II

The answer to this question depends not only on how well you have planned financially, but also on what your plans are in retirement. While you are working, your income comes from your paycheck. In retirement, your income will come from three sources: your pension, social security, and any savings you have accumulated in accounts such as 403(b)/457/IRAs and savings. In this session, members will begin to understand how defined benefit pensions work and how income in retirement is calculated based on the pension option you choose. You will also learn about various investment plans and the differences between them so you can plan what is best for you. Also important are health care choices, and decisions related to long-term care insurance as a means to provide independence as well as helping to protect assets and retirement savings.

Reading: AFT Renewal Session

Session I

Participants will review the research and exemplary practices that help students acquire strong reading comprehension skills.

Cricut Cutting Machine for Beginners

Session I \$5 cost to attend (cash or check payable to presenter) 15 ppl cap

Did you get a new Cricut cutting machine or do have had one still sitting in the box and you're too nervous to get started and wish you could just take a class all about it? Great thinking! I'm a big believer in education and training! And the good news is you can join me in person for a quick tutorial on how to get started with your cricut cutting machine. I will show you the basics of getting started your cricut machine and we will make a quick little vinyl cut out as your first project. What will you need? Bring your computer and make sure you have downloaded cricut design space before we meet. <https://design.cricut.com>

SESSION II

Understanding Students with Challenges Related to Homelessness, Mental Health & Adverse Childhood

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 learning challenges. 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.

Mental Health Issues for Adults

Session II

Educators perform a hard job, often under scrutiny and with many of students depending on them. When our members experience mental illness or experience a mental health crisis, what can we do to recognize this and respond with as much help as possible? What protections do our members have, and what resources are available to them? This session will explore those issues.

Past Practice: How the Past Can Haunt (or Help) You!

Session II

What constitutes a binding past practice? How can I use past practice to support a grievance? What is the proper way to terminate a past practice? An Education Minnesota attorney will walk you through the answers to these questions and more.

Student Mental Health

Session II

This session raises awareness of key warning signs for early onset mental illness in children and adolescents and includes strategies for addressing learning challenges faced by students with particular mental health challenges.

Fall Fresh Essential Oil Make & Take for Educators

Session II \$25 cost to attend (cash or check payable to presenter)

Traveling Foaming Hand Sanitizer, Desktop Reed Diffuser
2 Roller Blends (Immunity Blend, Refresh and Reset) or Put Your Feet Up Foot Soak

Participants will learn a little bit about the benefits of essential oils and how versatile essential oils can be. They will also make a few quick recipes using essential oils that promote energy, focus, and boost immunity using clean products and high-quality essential oils. These products can be implemented within the classroom or at home to help teachers reset and focus while building new routines.

Link <https://bit.ly/3KQwusA>

Email: andrea.johnson@edmn.org

QR Code at top

From the Field



Kevin Young

Every Election is Important to Public Education

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. Since it appears most of COVID is behind us, at least we hope it is, it appears we are getting back to normal or what the new normal looks like. During the past several months the attacks on public education and unions have continued. 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 Walz in office the last 4 years. He has definitely been a bright spot for public education. He has been an important advocate for public education and has worked towards fully funding it. During the last legislative session, there was an agreement to invest one billion dollars in additional funding into public education. Unfortunately, the republicans walked away from the agreement and this did not happen. This is prime example why it will be very important for all of us to make sure we re-elect a pro-education Governor like Tim Walz on November 8. And don't forget, early voting starts September 23.

Two individuals who have been in the forefront of attacking public education in Minnesota are GOP candidates Scott Jensen and his running mate Matt Birk. They want less money going to public education and have stated this in interviews. They believe public education is a black hole. If these two are elected, we will likely see a significant loss of funding for public education. This would have far reaching affects as you well know. Many of you are well aware of the lack of full funding for public education today, but can you imagine if school districts had less than they have today? The last two years dealing with the COVID outbreak has fully exposed the need for more funding for public education in this state. If it wasn't for all the extra hours and hard work of all of you, it would have been a complete disaster. Now, you have another opportunity to make public education in Minnesota stronger than it ever has been by helping elect a governor who fully supports public education. As a former educator and coach, Tim Walz knows what you have to work with each and every day. He is well aware more funding is needed to fill the gaps and provide more opportunities and resources for the students of Minnesota.

Since early voting starts September 23, just a few weeks into the 2022-23 school year, Education Minnesota has been hard at work getting ready for this election. Education Minnesota has set a goal of increasing member participation. Some of you may remember that in 2014, 33,000 of Education Minnesota members did not vote. The GOTV(Get Out The Vote) work prior to the 2018 election helped significantly. In 2018 we still had 16,000 members not vote, but as you can see, a huge improvement. Even with this improvement, there is still work to do. If you are willing to help engage members in the GOTV work in your local, please contact me. Also, as in past years, the Bemidji Field Office coordinated the screenings for 2 Minnesota House of Representative races and 1 Minnesota Senate race. I thank all members who participated in the screenings. I also would like to share with you, of the 3 screenings, the GOP candidates chose not to attend. They were invited to the screenings multiple times with no response from any of them. 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.

I am asking you for your help in 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. We want to avoid losing collective bargaining like Wisconsin and Iowa. In Wisconsin, after Act 10 passed, on average teachers lost \$10,000 in pay. In Iowa, they lost collective bargaining in 10 or 11 days. They now are limited to 2% increases in wages and most other benefits and work conditions are determined by administration and school boards. Think about the potential loss of collective bargaining for teachers in Minnesota. Salary schedules and severance pay could disappear. School District could have the ability to determine the number of contract days and what your work day looks like. Locals could lose the ability to bargain the insurance coverage they have. As you can see this could be disastrous for you and all of your colleagues.

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 <https://www.revenue.state.mn.us/political-contribution-refund>. 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, holding school board candidate forums, or endorsing various school board candidates. We are aware of some school board candidates who are supported by outside interests that would make the work you do much more challenging. It is important to educate your members and the community what each candidate for school board stands for. 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 mentioned Tim Walz for governor in this article. This is intentional, since we cannot sit back and just encourage members to vote for the 2022 election. We



From the Field continued

need to make sure members are aware of which candidates support public education. During the last two elections we intentionally had a message to just vote. We did not focus on which candidates are endorsed. This election is different, and we cannot sit back and hope that just getting members to the polls is enough. Education Minnesota has endorsed current Governor 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 12-14 years ago. He knows the challenges you face every day. We just cannot afford to lose Tim Walz as the Governor of Minnesota. What a great ally and voice he will continue to be for public education.

It is time to stand up for public education in this state. 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 16,000 Education Minnesota members not vote in the 2022 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 for public education in 2022. Please utilize the Education Minnesota web site, <https://educationminnesota.org/> 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 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



Mara Gust

of the governing board for their service and commitment.

2022-2023

Kramer Brown I.O. Chair

Fall Greetings! I am excited to be well into my second full term as Chairperson of the Kramer-Brown Intermediate Organization. Thank you to everyone for your support. I am grateful to all the members

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

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

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

I am very excited about this year's in-person Fall Drive-In, hosted by Warren-Alvarado-Oslo! The Drive-In will take place Wednesday, October 5, in Warren. The Kramer-Brown board works hard to make this a fun, worthwhile event, with sessions to appeal to everyone. (And good food!) As always, if you have input on what you'd like to see at the Drive-In each year, talk to me or your local representative.

Remember we have a website at <https://educationminnesota.org/union/kramer-brown/>. This hosts news, announcements and documents, such as this Capsule newsletter that is distributed during the school year.

I hope you have a wonderful school year!



Kramer Brown Summer Planning Meeting
June 8, 2022
EM Office, Bemidji @ 9:30am
www.educationminnesota.org/union/kramer-brown

Chairperson Mara Gust called the meeting to order at 9:30am.

A. Adopt agenda with flexibility

Members Present: Mara Gust, Marcy Helling, Stacey Leake, Heidi Hanson, Alexis Hruby, Amber Schoop, Rose McDonald, Nicole Fiala, Deb Koebernick, Robin Johnson, Shawna Peterson, Mark Christenson, Lisa Donarski, Andrea Eskeli, Kathleen Kallis, Andrea Johnson, EdMn, Kevin Young, EdMn.

B. Secretary's Report: Marcy Helling

No new minutes to approve at this meeting. (RA minutes approval in 2023.)

C. Treasurer's Report: Amber Schoepp

a. A motion to accept the Treasurer's Report by Robin Johnson, second by Heidi Hanson. Motion carried.

b. A special "THANK YOU" to Amber for her work as our KB treasurer for the past years. We wish her well on her new position at WAO.

D. Old Business:

1. EM Representative Convention Report: Heidi H., Nicole F., Rose M.

a. Delegates shared information from the convention.

b. The convention was "live" and there were lots of new delegates.

2. Teacher Recognition Dinner/May 2/Quality Inn

a. The dinner was fairly well attended (46 people) and very well organized.

b. Amazon cards of \$25 were given, along with a plant for each retiree.

c. It was decided to have the same format and gifts again next year.

Robin J. volunteered to write on the cards for retirees.

3. IO Grant

No changes for next year. Keep in mind its value and purpose.

4. Scholarships (KB members' children)

a. High School Senior: 2 scholarships @ \$250. They need to be a child of a KB member, no specific field of education, add GPA, and an unofficial transcript. Due: March 1st.

b. Education Major Scholarship: 1 scholarship @ \$500. They need to be a child of a KB member, specific field of education, add GPA, and an unofficial transcript. Due: March 1st.

NOTE: Have certificates/checks ready after March KB meeting. Mara and Alexis will look over another example and possibly tweak our current scholarship form.

E. Action Items:

1. 2022-2023 Budget Discussion (Approval at August Meeting)

a. The KB Officers will meet on July 21 @ 11:00am at the Wired Bean in Thief River Falls. Those to attend: Mara, Heidi, Amber, Marcy, Alexis, and Kevin.

2. IO Treasurer Assignment

A motion to appoint Alexis Hruby as IO Treasurer for 2022-23 was made by Amber Schoepp, second by Stacey Leake. Motion carried.

3. IO Secretary Assignment

A motion to appoint Marcy Helling as IO Secretary for 2022-23 was made by Heidi Hanson, second by Robin Johnson. Motion carried.

4. Governing Board Longevity Stipends/2022

- 0 years - Cindy Franks, Gretchen Lee
- 1 year - Nicole Fiala, Shawna Peterson, Mark Christenson
- 2 years - Maranda Peterson, Teresa Hulst
- 4 years - Stacey Leake, Lisa Donarski
- 5 years - Deb Koebernick, Kathleen Kallis
- 6 years - Robin Johnson
- 7 years - Heidi Hanson
- 10 years - Mara Gust
- 11 years - Andrea Eskeli
- 17 years - Rose McDonald
- 29 years - Marcy Helling

Policy P.5. (revised in June 2022)

0-3 years	\$25
4-6 years	\$50
7-10 years	\$100
11-14 years	\$150
15-19 years	\$200
20-24 years	\$250
25+ years	\$300

- a. A motion was made by Heidi Hanson, second by Andrea Eskeli, to add a step of 25+ years at \$300 to the longevity chart. Motion carried.
 - b. A motion was made by Stacey Leake, second by Lisa Donarski, to pay longevity stipends to the following KB Governing Board members for their years of service. Motion carried. We thank them for their support in the KB Governing Board. These members are Denice Nelson (\$50) and Amber Schoepp (\$25).
5. Door Prize Cash/KB Treasurer
- a. A motion was made to approve the KB treasurer getting cash for door prizes by Deb Koebernick, second by Rose McDonald. Motion carried. This includes the Fall Drive-In and March Overnighter.
6. Recognition Dinner Photographer
- a. A motion was made by Deb Koebernick, second by Heidi Hanson, to pay a \$75 stipend to take photos at the Recognition Dinner. Motion carried.
7. Payment of 2021-22 KB Officers
- a. A motion was made by Rose McDonald, second by Alexis Hruby, to pay stipends to the officers for the 2021-2022 year. Motion carried.

Mara Gust:	\$1500
Heidi Hanson:	\$250
Marcy Helling:	\$900
Amber Schoepp:	\$900
 - b. A motion was made by Heidi Hanson, second by Andrea Eskeli, to increase the Treasurer stipend for 2022-2023 from \$900 to \$1100. Motion carried.

Chairperson:	\$1500
Vice-Chairperson:	\$250
Secretary:	\$900
Treasurer:	\$1100 (Revised in June 2022)
8. Stipend for Virtual Meetings
- a. A motion was made by Stacey Leake, second by Rose McDonald, to pay \$25 stipends for any regular virtual KB Governing Board meeting (as needed). Motion carried.
9. Mileage for KB Governing Board Members
- a. A motion was made by Heidi Hanson, second by Stacey Leake, to follow the IRS mileage rules for mileage to meetings and events. Motion carried. NOTE: Make sure to add a Google map to your stipend sheet.

10. Supper stipend for summer planning meeting
 - a. A motion was made by Robin Johnson, second by Kathleen Kallis, to give a \$25 supper stipend for the summer planning meeting. Motion carried.
11. Gifts to staff
 - a. A motion was made by Robin Johnson, second by Stacey Leake, to give a \$50 gift card/thank you to Kevin and Andrea. This will be given at the August Meeting. Motion carried.

Lunch at noon/Reconvened meeting @ 12:40pm

F. New Business

1. KB Pamphlets
 - a. Andrea will make copies to distribute at the Fall Drive-In.
2. Calendar 2022-2023
 - a. Andrea will send out calendar when all the dates are secured.
3. August KB Governing Board Meeting
 - a. The meeting will be held on August 23 at the Nordhem in Karlstad at 11am.
4. Vacancies on the KB Board

Try to talk to people and help to fill the vacant spots.
5. 2022-2023 Capsule Assignments

Fall: Heidi H., Robin J., Andrea E., Kathleen K., Gretchen L. (bio)
 Winter: Lisa D., Stacey L., Alexis H. (bio), Nicole F., Cindy F. (bio), Maranda
 Spring: Rose M., Deb K., Shawna P. (bio), Teresa H., Mark C.
 Fall Deadline: Aug. 15th Winter Deadline: Dec. 15th Spring Deadline: Apr. 15th
6. Fall Drive-In Update/Finalize at August Meeting
 - a. Sessions: Basically planned/Possibly add...
 - Cricket: Amber Schoepp
 - Essential Oils: Stephanie (Deb. K. will check on this)
 - Art: Lisa Donarski
 - b. NO childcare provided
7. 2023 KB/NU Overnighter/Bemidji/March 24-25

Finalize in January/Negotiations year
8. President/New Hires Meetings

a. A motion was made by Mara Gust, second by Heidi Hanson, to approve up to a \$10 gift/gift card to give to the new hires at the New Hires meetings. Motion carried. The folder will be given, as well.

9. Local Leaders Meeting/Discussion

6. Field Office Report/Kevin Young

1. THANK YOU!!! All the work you and other local leaders do for members is very much appreciated!!!
2. Local Data Update:

2021-22 Dues Payments: All locals are up to date. THANK YOU!!! Please remind treasurers to make final payments over the summer.

2021 Audits: All are in. THANK YOU!!!

2022-23 Local Dues: Missing are Goodridge, Grygla-Gatzke, KC, MCC, Roseau, SAC, WAO, Warroad

2021-23 TA Data: Missing is MCC

2021-23 Settlement Report: Missing are Goodridge, G-MR, Grygla-Gatzke, Lancaster, MCC, Tri-county

2021-23 Master Agreement: Missing are NWRIC

2022-23 Leadership Roster: Missing are Goodridge (not complete), MCC, Roseau, SAC, Tri County, WAO, Warroad.

Ordering of 2022-23 Membership Materials: No request Goodridge, KC, Lancaster, MCC, Roseau, TRF, WAO.

Here is the link to order materials: (email sent May 2, 2022 to all local presidents, membership contacts, and treasurers)

<https://membershipmaterials.myprintdesk.net/DSF/SmartStore.aspx?6xni2of2cF2p4XR8QVnRMBpy/WBRqaIpwjFEB2+RFK+6qUChkuTL4Pfb9FjckBK4#!/Storefront>

3. Retiree Continuous membership: (Please reach out to all retirees and remind them of this benefit.)
 - a. Retirees MUST REGISTER to get this benefit - will not automatically happen based on your local's membership lists
 - b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>
4. Frontline Worker Pay - application period is open **June 8 through July 22** at frontlinepay.mn.gov.
 - Members need to know the majority of Republicans did not want teachers included in the front-line worker pay
5. 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.

6. COVID and 2022-23 School Year - who knows???????

 - Locals are encouraged to inform districts that you want to be involved in determining what the COVID protocols will be.

7. Local Time Enhancement Program - not sure at this time. I will update as more information becomes available.
8. Negotiations 2021-2023 Contract - Settlement report. (See handout)
9. Negotiations 2023-2025 Contract - When should negotiations update meetings start?
10. Fully Funding Education - more information can be found here:
<https://www.educationminnesota.org/advocacy/at-the-legislature/#fighting-for>
 - The movement continues even though the pandemic has occurred.
 - What "fully funding" looks like? We know that 4.5 billion dollars are needed to fully fund education in Minnesota.
 - Members need to know the Senate, with a Republican majority, supported no additional funding for education during the 2022 legislative session
11. Election 2022 - more information can be found here:
<https://www.educationminnesota.org/advocacy/edmnvotes/>
 - Need to recruit members from each local to be worksite unity leaders to help organize members to support the election 2022 efforts and the efforts to fully fund education in Minnesota.
 - Please identify members who will be good worksite unity/GOTV leaders. You can self-identify. Have one to one conversations with individual members who would be good at doing this work and get their commitment to attend training. Please send names to me as soon as possible.
 - Political screening for House 1A is in the works; Senate 1 and House 1B will be coordinated by the Detroit Lakes Field Office - we will share information when it is available
 - Political screening for Senate 2/House 2A/2B will be June 29 via zoom. Registration information will be sent soon.
 - **Early voting starts September 23, 2022**
12. Local elections (referendums): Please contact me if you need any help or resources with local elections; need to start working on November referendums now. Also hearing of August referendums this year.
13. School Board Elections - please contact me if your local would like information on how to get involved in holding candidate forums or endorse candidates.
 - There is funding available to help with these events.
 - We are hearing of candidates that are running on CRT platforms. This is not good!!

14. New Hires Orientation and Plans- locals need to start planning for orientation of new hires and how to best approach these individuals about membership; I am willing to attend any local new hires meetings
 - "Join Now", the on-line membership system is available.
 - Think about what you can do locally to reach out to the new hires and make connections with them.
 - Thoughts on holding new hires meetings??????
 - Each local was asked to have a New Hires Orientation Plan. Please review and send a copy to me with any changes. If your local has not developed a plan, please complete and send a copy to me.
 - I will continue to make an effort to reach out to all new hires.
 - Please send me lists of your new hires with personal contact information.
 - I will send a personal invitation to the new hires meeting if they are held and I get requested information
 - My plan is to continue holding two events like we did the last few years; TRF and Roseau???
15. Value of Belonging: the work continues; for resources and information: <https://www.educationminnesota.org/membership-benefits/why-belong/>
 - 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 and Why it is important to Belong
 - Member engagement needs to remain a priority for all locals.
16. Local Leaders meetings - my preference is to have continue having two meetings in August and another meeting in January/February. What are your thoughts? What are topics for these meetings? August meeting topics???
17. Fall Drive-in: October 5 at WAO, Warren. (See handout)
Need to determine remaining sessions at some point????????
18. Summer Seminar: Aug 1-3, St Bens;
<https://www.educationminnesota.org/events/annual-events/summer-seminar/>
 - Please encourage members to attend, especially local presidents, treasurers, membership contacts, member rights, and negotiators
19. MEA 2021: October 20; more information to come as it becomes available
20. 2021-22 End of School Year Meetings: this summer I would like to have meetings with officers from each local. It would be ideal to meet with the local president(s), membership contact, and treasurer. I realize a break is needed. Let me know when you would like to meet. Maybe small group meetings with a few locals?
21. Locals missing KB IO Representatives: RLF, Lancaster, TRF, Goodridge

22. Other:

Meeting adjourned @ 2:05pm.

Respectfully submitted,
Marcy Helling, KB Secretary

August Meeting:

Approval of Budget for 2022-2023
Fall Drive-In Update
Gifts for EM Staff (Marcy)
New Hires Update (gifts)

Welcome
Back To
School



Kramer Brown Governing Board Minutes
August 23, 2022
Nordhem, Karlstad @ 11am

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

Members Present: Mara Gust, Heidi Hanson, Deb Koebernick, Alexis Hruby, Marcy Helling, Stacey Leake, Lisa Donarski, Amber Schoepp, Rose McDonald, Robin Johnson, Nicole Fiala, Maranda Peterson, Gretchen Lee, Cindy Franks, and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
"Thank You" card from Denice Nelson.
- B. Introduction/New Members
Cindy Franks/WAO
Gretchen Lee/Badger
- C. Secretary's Report - Marcy Helling
Robin Johnson made a motion to accept the Secretary's Report, second by Maranda Peterson. Motion carried.
- D. Treasurer's Report - Amber Schoepp/Alexis Hruby
A motion was made by Deb Koebernick to approve the KB Budget, second by Heidi Hanson. Motion carried.
 - 1. Member Drops/membership numbers discussed by Kevin.
 - 2. Letter will come out for local dues amount and dates shortly.
 - 3. Alexis Hruby will take over as KB Treasurer. Thank You, Amber.
- E. Old Business:
 - 1. Dues Collection
 - a. We will revisit at next year's Summer Planning meeting.
 - 2. KB Calendar
 - a. Change the Negotiations Update Meeting to Sept. 26th/TRF
 - b. New calendar will be sent out by Andrea.
 - 3. Fall Drive-In/October 5/Warren/Alvarado/Oslo
 - a. Contact person: Cindy Franks. (Amber S. will help her with this.)
 - b. Sessions were confirmed. Amber Schoepp (Cricket) and Stephanie Baumgartner (Essential Oils) need to get their information to Andrea at EM office. Each will get a \$100 stipend.
 - c. Registration Table - Marcy Helling/Robin Johnson (4pm)
 - d. Door Prize Table - Have someone from WAO take care of this table

- e. Dinner (\$12-\$15) Make sure to have cookies and water at the end of the sessions.
 - f. Decorations on tables/Signs will come from Andrea for classrooms, etc.
 - g. Possibly have an online evaluation of the event
 - h. Sign-Up will be out soon...deadline is 9/23/22
4. Vacant seats on board - 7 seats are available at this time

F. Action Items:
None

G. New Business:

1. New Hires Meetings
 - a. September 20/Roseau. September 21/TRF
 - b. Try to have someone (mentor) go with to the meeting.
 - c. Gift Bag/Mara is working on this.

NOTE: We approved a \$10 per new hire attendee at our summer meeting)
2. NEA Highlights (Heidi Hanson)
 - a. Lots of information with some tech issues
3. AFT Highlights (Heidi Hanson)
 - a. Good committee work
 - b. A variety of Union groups/representation
4. Summer Seminar - Not attended
5. Token of appreciation to Kevin and Andrea from KB Board

H. Field Office Report - Kevin Young

1. November 8 Election and GOTV Plan for each local - due prior to start of workshop
2. Membership Info - new paper application - passed out at local leaders meeting and reviewed
 - a. JOIN NOW - new member application on-line
 - b. Local dues amount needed so it is listed when new members use JOIN NOW.
 - c. Dues Structure (Sent to local treasurers)
 - d. Membership changes are now sent to the Bemidji Field Office - Please send all changes to Andrea Johnson at andrea.johnson@edmn.org.
 - e. Membership updates 4 times per year. Andrea sends request for changes. Even if no changes, please send message to Andrea that there are no changes.
3. Member Engagement Plans:
 - Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop (August 27)
 - 10-15 minute meeting suggestions - see Handout

- Information and resources can be found here: updated resources will soon be available on EdMN website
 - Relational organizing grants (New!!!) - [see Handout](#) /New rollout date - [September 15, 2022](#). Try to meet once a month.
4. New Hires Orientation Plan: refer to New Hire Orientation and Recruitment Process guide
 - Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop (August 27)
 - [See Handout](#) - NEA 2022-23 Student Rebate form for those who were student members (emailed in spring)
Please provide the following for each new hire: Name, E-mail, Phone number
 - KB IO will be providing a professional folder for each new hire. Will pass out at the new hires' meetings.
 5. New Hires Meetings - [See Handout](#)
 - a. Please send me contact info for your new hires.
 6. Local Ad Subsidy program:
 - Each local can place one ad per year and be reimbursed up to \$400.
 - Information can be found here:
<https://www.educationminnesota.org/members-only/leaders/presidents/ad-subsidy>
 7. Kramer-Brown Fall Drive-In, October 5, WAO - [See Handout](#)
 - a. Deadline to register is Friday, September 30
 - b. Great opportunity for member engagement
 8. Minnesota Educator Academy (MEA) October 21 - [See Handout](#)
 9. Negotiations Update meetings - DATE CHANGE - SEPT 26 & 27 - [See Handout](#)
 - a. Online and Blended Learning Options - [See Handout](#) (EdMN FAQ - can also be found here: https://educationminnesota.org/resources/in-the-classroom/Coronavirus/Blending-learning-FAQ?j=6634775&sfmc_sub=41472281&l=54494_HTML&u=168059455&mid=1077892&jb=7)
 - b. MDE Guidelines can be found here:
https://educationminnesota.org/EDMN/media/edmn-files/resources/MDE-Blending-Learning-Options-Guidance-7-22.pdf?j=6634775&sfmc_sub=41472281&l=54494_HTML&u=168059454&mid=1077892&jb=7
 - c. [If your district is contracting with outside vendors to provide instruction, this is a loss of bargaining unit work. This needs to be grieved.](#)
 - d. Unofficial Settlement Report - was shared at local leaders meeting
 - e. TRA pension Changes - was shared at local leaders meeting

- f. Any locals have the ability to invest using 457 plans? Let me know if there is interest. It is like a 403B plan.
- 10. EdMN Collective Bargaining & Organizing Conference - **See Handout**
- 11. Local Data Update:
 - 2021-22 Dues Payments:** All locals are up to date. THANK YOU!!!
 - 2021 Audits:** All are in. THANK YOU!!!
 - 2022-23 Local Dues:** Missing are MCC, SAC
 - 2021-23 TA Data:** Missing is MCC
 - 2021-23 Settlement Report:** Missing are Goodridge, G-MR, Grygla-Gatzke, Lancaster, MCC, Tri-county
 - 2021-23 Master Agreement:** Missing is NWRIC
 - 2022-23 Leadership Roster:** Missing are MCC, Roseau, SAC
- 12. Retiree Continuous membership: (Please reach out to all retirees and remind them of this benefit.)
 - a. Retirees **MUST REGISTER** prior to August 31 to get this benefit - will not automatically happen based on your local's membership lists
 - b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>
- 13. Degrees Not Debt - two upcoming sessions(webinars) on 8-30-2022 and 9-20-2022 via zoom; 4:30-6:30
- 14. Local meetings and events - please let me know of any general membership meetings and local events. I will try to attend as many as possible.

Other - Next KB Governing Board Meeting/October 26th/American Legion, TRF

Meeting Adjourned at 1:10pm
KB Secretary, Marcy Helling

October Meeting:

Review of Fall Drive-In, New Hires Meetings, Negotiations Meetings
Discuss upcoming audit (January...contact Reid Froiland)

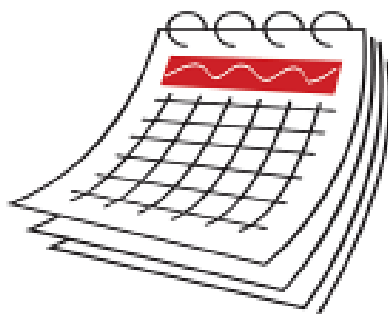
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 800-622-4971
andrea.johnson@edmn.org

KRAMER BROWN GOVERNING BOARD:

Chairperson Mara Gust, Greenbush-Middle River
 Vice ChairHeidi Hanson, Tri-County
 TreasurerAlexis Hruby, Thief River Falls
 Secretary.....Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

Badger.....Gretchen Lee
 Greenbush-Middle River.....Debra Koebernick
 Grygla-Gatzke.....Robin Johnson
 Kittson Central.....Mark Christenson
 Lake of the Woods.....Nicole Fiala
 Marshall County Central.....Lisa Donarski
 NWRIC.....Kathleen Kallis
 Red Lake County Central.....Andrea Eskeli
 Roseau.....Teresa Hulst
 Roseau.....Maranda Peterson
 Stephen-Argyle.....Shawna Peterson
 Thief River Falls.....Stacey Leake
 Warren Alvarado Oslo.....Cindy Franks
 Warroad.....Rose McDonald
 Education Minnesota Field Staff.....Kevin Young
 Education Minnesota Support Staff.....Andrea Johnson



Calendar of Upcoming Events

September

- 9/20 New Hires Meeting, Gene's Bar, Roseau
- 9/21 New Hires Meeting, American Legion, Thief River Falls
- 9/26 Negotiation Update Meeting, American Legion, Thief River Falls (6:00)
- 9/27 Negotiation Update Meeting, Gene's Bar, Roseau (6:00)

October

- 10/5 Fall Drive-In, Warren Alvarado Oslo School, Warren
- 10/20 Minnesota Educator Academy (MEA), St. Paul
- 10/26 KB Governing Board, American Legion, Thief River Falls

November

- 11/14-11/18 American Education Week
- 11/16 Education Support Professionals Day
- 11/30 KB Board Meeting, American Legion, Thief River Falls

NEA Rep Assembly - Chicago IL

By: Heidi Hanson, Tri-County Board Rep & Board VP



This year the NEA Representative Assembly was held in Chicago from July 2 - July 6. There was the option of attending virtually or in person. If you attended in person you had to be vaccinated and you had to test for Covid prior to coming and every 3 days while there. Masks were also required. On the first day we arrived we registered with Education Minnesota. On the first day of the assembly, we had an early breakfast followed by our MN caucus meeting at 7:30 am. We then went to the convention center and registered as delegates. We were able to walk around and visit the different information booths that were set up. They no longer have vendors at the assembly. They did have several food vendors set up in the convention center. After we registered a few of us went on a big bus tour. On Sunday we started again with our State delegate meetings. Those were held every morning from 7:30 am - 9:00 am. After that meeting, we headed back to the convention center. The Rep Assembly officially started at 10:00 at the convention center. During the assembly Sunday we went over the credentials report, the secretary/treasurer's report, the primary elections report, listened to different speakers, and started to hear new business items. On Monday we had our state delegate meeting. When

the Rep Assembly started we heard new business items, heard the proposed Amendments to NEA Policy Statements, listened to the NEA Executive director Kim A. Anderson, and heard more new business action items. That night the MN delegates went to the Twins vs. White Sox game. That was the first twins game that I had seen in person. On Tuesday we had our state delegate meeting in the morning. We ended early because we needed to get to the convention center early due to added security. We were given a zip lock bag to use that day. That was all we were allowed to bring in that day. During the Rep Assembly, we heard the elections committee report and then new business items. Then we got to see a video from the NEA Friend of Education Dolly Parton and the 2022 National Teacher of the Year Kurt Russell. We then heard more new business items and the NEA Legislative program. That was followed by reports of the 2021-2022 committees. Vice President Kamala Harris was there to speak, so we didn't get through everything that was planned today. It took over 2 hours for everyone to get through security and into the convention hall. We also heard a lot of music while waiting for her to get there. On Wednesday, which was the last day, we attended our state delegate meeting. We then went to the convention center for the Rep Assembly. We heard new business items. We then saw a video from the 2021 Education Support Professional of the Year Debra Ward-Mitchell and the 2022 NCHE Higher Educator of the Year Bonnijan Alford. There was then a presentation of the resolutions committee report and action on resolution amendments. We then heard more new business items. Then there was action on the 2022-2024 strategic plan and budget, and action on the standing rules. We heard the final credentials committee report and heard the presentation for proposed amendments to the NEA Constitution for vote in 2023 and the Candidates for office in 2023. This day was the longest day of the assembly because we needed to get through all of the new action items. We ended up leaving numerous new business items on the table. The assembly adjourned at 7:59 pm. I had an awesome time at this assembly. It was fun seeing familiar faces in person as well. I also got to meet delegates from several other states. I was able to eat out with some of the other delegates that I met from Minnesota. Attending the NEA Rep Assembly was a great experience. 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 interesting to learn about all the new amendments and action items that were proposed by other states. It is always interesting to see them being debated and amended and then debated again. If you love politics and debating, this would be right up your alley.



Nominations open for the 2022-23 ESP of the Year

Nominations are open until Sept. 25 for the next Education Minnesota Education Support Professional of the Year.

The program honors exemplary professional and union work by an Education Minnesota member in any ESP job category, including paraprofessional/education assistant, secretarial/clerical, custodial, food service, maintenance and trades, transportation, groundskeeping, security, technology services, health services and others.

All Education Minnesota ESP members who have been members for at least three years as of Aug. 31, 2022, are eligible. Individuals can be nominated by anyone associated with Minnesota schools.

The ESP of the Year represents peers throughout the profession and connects to communities as an ambassador, and is Minnesota's nominee for the National Education Association's ESP of the Year award.

The ESP of the Year receives a \$1,200 honorarium, their choice of an iPad, Chromebook or tablet, plus an expense-paid trip to the NEA's Education Support Professional National Conference.

To learn more about the program and nominate a candidate for 2022-23 Education Minnesota ESP of the Year, go to www.educationminnesota.org/news/awards-and-honors/esp-of-the-year.



Taking Care of Yourself

By: Kathleen Kallis, NWRIC Board Rep

One of the takeaways from the past couple of years has been how much teachers are relied upon by administrators, parents, students, and communities. Remembering this reminds me that I need to take care of myself so I can take care of others.

Our jobs make us the frontline for dealing with the trauma experienced by others in our circles. We need to protect ourselves from secondary traumatic stress and learn how to mitigate the effects of that stress. The workplace can assist us by implementing or creating awareness, ensuring that we have dedicated time to work together for curriculum and classroom planning, implementing peer support groups or organizing ourselves, creating a trauma-informed approach in the school for students and staff, and making resources available.

If you think you are experiencing secondary trauma, reach out to your School Psychologist or medical provider. Take the Professional Quality of Life self-assessment (ProQOL) toolkit from Teaching Tolerance at <https://proqol.org/proqol-measure> or review the handout at <https://proqol.org/secondarytraumaticstress>.

I wish you all a fantastic 2022-23 school year! Take care of yourself and reach out for help sooner rather than later.

If you need someone to talk to, 988lifeline.org or phone call 988 for help.



Back to School Shopping Made Easier

By: Andrea Eskeli, Red Lake County Central Board Rep

impacks



Last spring, our school received a bag of school supplies with a card attached explaining an exciting new program called Impacks. They claimed that you could have your child's entire list purchased and delivered with one click. They were offering customized, prepackaged school supply kits offered at less than half the national average

cost. Does anyone love the back to school shopping experience? Pushing your way to the yellow cardboard bins in the store only to realize that the bins are all empty. Lets not forget that even though we came to the store looking for a specific list of school supplies, supplies that we cannot get, we now have \$200 worth of other stuff in our cart that wasn't even on our list. We couldn't pass up the opportunity to offer this service to our families. Brandon and Clare Richards are wonderful to work with. They shared with us their very passionate story. "Impacks was inspired by a volunteer back-to-school drive hosted by a non-profit organization called Saint Cloud Rotaract. Through this experience, we learned that over 90% of students in one of our local schools came to class on the first day without even a pencil. Quickly, we realized this issue was prevalent in many schools across the nation. Through research, we also uncovered that teachers spend enormous amounts on supplies - between \$750-\$1,000 annually - out of pocket each year to support students. This lit a fire in our hearts, and we became determined to solve the challenge with a business solution." All we had to do on our end was slim down our supply lists for each grade level, and submit the lists to Impacks. They responded to us very quickly with a price list for each teacher's supply kit. From there, we received an email with website information and facebook posts, letters for us to copy and send home with students, email flyers to send out, and much more. Ordering



was made easy by utilizing a special link where parents could select their child's grade level and any add ons that might be needed. The kits will be delivered to the school by open house organized by teacher and clearly labeled with the students name. Now I know what you're thinking, teachers, Crayola is the only way! Brandon and Clare work hard to ensure that the kits are supplied with top of the line products at fair prices. Not only was this process made incredibly easy for parents, but for us as a school as well. Impacks also has an option for families who purchase kits to purchase and donate a kit, or to make a monetary donation to the selected program at the school. The school gets the entire donation, and Impacks matches a portion of each donation. What a wonderful program for all involved. "Impacks is on a mission to revolutionize the way students,

parents & educators are supported in the classroom." Well done Impacks, well done. I very highly recommend the Impacks school supply program for your school. The entire process has been wonderful. You can get more information by visiting their website: <https://www.myimpacks.com/>

WELCOME BACK TO SCHOOL

In-person and virtual MEA conferences to be held this fall

Every October, educators from across the state get ready for the biggest professional development in Minnesota—Education Minnesota's MEA conference in downtown St. Paul.

This year, your union will have both a traditional, in-person conference at the RiverCentre and offer a virtual conference on Thursday, Oct. 20. Online courses are also available year-round on Education Minnesota's MEA Online for members to complete at their own pace.

The MEA conference and MEA Online are always free and open to Education Minnesota members only.

Registration for both the in-person and virtual conferences will go live Aug. 31 at <https://edmn.me/MEA2022>. Register early to get into the workshops you want.

Attendees can earn general continuing education credit for attending the MEA conference. In addition, some sessions might help you fulfill state relicensure requirements in reading instruction, identifying early-onset mental illness in students, positive behavioral interventions, English language learners and suicide prevention. Check with your district's continuing education committee on whether you will receive credit.

Free onsite child care will also be available during the MEA conference for in-person attendees. You must register in advance; registration will open in August.

MEA DETAILS

When: 8 a.m. to 3:30 p.m., Thursday, Oct. 20, 2022

Where: Saint Paul RiverCentre and online.

Admission: Free and open to Education Minnesota members and aspiring educators only.

Registration: Opens Aug. 31!

OCT. 20 SCHEDULE

General session: 9-10:30 a.m.

Workshops: 10:45 a.m.-3:30 p.m.

Exhibits: 8 a.m. to 2:30 p.m.

What is American Education Week?

American Education Week—November 14-18, 2022—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

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



2022-23 Education Minnesota Foundation Grants

The Education Minnesota Foundation for Excellence in Teaching and Learning has multiple grants available this year. For details about the grants and how to apply, go to www.edmnfoundation.org. There's a grant waiting for you!

Professional Development Grants for teachers, ESPs and higher education faculty

Awarded twice a year, ESPs and teachers may request up to \$1,500, and higher education faculty may request up to \$3,000 to take the lead in acquiring and sharing new skills and knowledge. These skills might include new instructional ideas, technology, working with parents, attending a conference, etc.

A Professional Development Grant can also be used for groups to either attend professional development or be trained at their worksite.

Deadlines: Nov. 4 and April 7

National Board Certified Teachers Scholarship

Members can receive \$500 per component, up to \$1,000 total. Deadline: Nov. 4

Classroom-Focused Grants

Applicants may request up to \$3,000 for a project you design now and implement in the upcoming school year. These grants are available to licensed personnel who wish to improve their practice and student achievement. Deadline: Dec. 2

Second-Year Classroom Grants

Previous classroom-focused grant recipients may request up to \$3,000 to expand on their original objectives, and who have the potential to realize additional goals based on the learning and outcomes of their first grant. Deadline: April 7

IMPACT Grant

IMPACT Grant projects must be coordinated by an active member of Education Minnesota who has teamed up with a nonprofit organization or their local union/school district. Approximately \$15,000 is available for one year. The budget should reflect a one-year project. Deadline: Jan. 13

More opportunities for Loan Forgiveness support as federal waiver deadline nears

Education Minnesota's Degrees Not Debt program has been helping thousands of educators navigate the current Public Service Loan Forgiveness program, many of whom are receiving life-changing loan forgiveness thanks to the Biden Administration's temporary waiver.

The waiver, ending Oct. 31, 2022, includes two of the four PSLF requirements. The first item waived is that qualifying payments had to be made under an income-driven repayment plan. The second is that only payments made on Direct loans could count toward PSLF qualification.

The waiver allows past ineligible loan payments based on payment plan or loan type to count toward the 120 total payments needed to qualify for PSLF. These changes will fulfill a promise of forgiveness made to hundreds of thousands of student loan borrowers.

Requirements that remain in place include being employed within government, a 501c3 not-for-profit or another not-for-profit organization that provides a qualifying service and working for that employer full-time.

As the waiver deadline approaches, the Degrees Not Debt team

will be offering three webinars available for Education Minnesota members statewide to provide support as people apply for forgiveness.

The webinars will take place from 4:30-6 p.m. on Aug. 30, Sept. 20 and Oct. 21.

Minnesota State College Faculty members will have two opportunities to connect with the Degrees Not Debt team on Sept. 9 and Oct. 18.

Watch for more details in an email or on Education Minnesota's social media channels and website.

Education Minnesota members have access to an important tool for this process called Summer, which is a free benefit of membership with the American Federation of Teachers.

Summer is an online platform that assists members in applying for and completing the loan forgiveness process. Education Minnesota members also have access to assistance through our Degrees Not Debt program.

Members can access training on loan forgiveness options, including one on these new PSLF changes, on MEA Online. Specific questions on this program can be emailed to DND@edmn.org but our Degrees Not Debt team would appreciate specific questions from folks who have read up on the PSLF waiver and taken the training online.



New Hires Meeting

Sponsored by the
KRAMER BROWN IO

New Hires Meeting

Tuesday, September 20

Gene's Bar

Roseau

5:30 PM

Wednesday, September 21

American Legion

Thief River Falls

5:30 PM

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

Register by using this link: <https://bit.ly/3P6evPu>

Or by contacting Andrea at

(andrea.johnson@edmn.org)

by **Friday, September 16**

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.

Monday, September 26, 2022 American Legion 324 Brooks Ave Thief River Falls MN 6:00 p.m.	Tuesday, September 27, 2022 Gene's Bar & Grill 1095 3rd St NW Roseau MN 6:00 p.m.
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Registration deadline for the meetings: Friday, September 23, 2022

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



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

