



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

Special points of interest:

- KB Recognition Awards
- Kramer Brown Scholarship Recipients

2022 Kramer Brown Recognition Awards

May 2023

The Kramer Brown Recognition Dinner awards banquet on Tuesday, May 2, 2023 at the Quality Inn in Thief River Falls. Retirees, Teacher of the Year and Friends of Education were honored that evening.



Retirees



Stacey Leake, Thief River Falls President & Angie Hoglo, Thief River Falls Retiree



Gretchen Lee, Badger Board Rep & Sherri Kukowski, Badger Retiree

Have a wonderful retirement to the 2022-23 Retirees!
Thank You for your many years in the Education Field!

Friends of Education



Whitney Rupprecht, Red Lake Falls Friend of Education & Marshall Mickelson, Red Lake Falls President

SPRING 2023

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Teacher of the Year



Gretchen Lee, Badger Teacher of the Year



Jen Sargent, Goodridge Teacher of the Year & Lindsay Rystad, Goodridge Co-President

**Congrats to all
2022-23 Teachers
of the Year!
Your dedication is
an example for all!**



Katrina Reeves, Warroad Teacher of the Year



The 2022-2023 Retiring Educators are:

Badger: Kelly Grahn, Sherri Kukowski

Roseau: Sherry Nelson, Bonnie Wensloff

Stephen-Argyle: Shawna Peterson

Thief River Falls: Angie Hoglo, Jeff Mumm

Friends of Education Awards:

Red Lake Falls: Whitney Rupprecht

Warroad: Nan Taylor

The 2022-23 Teacher of the Year Awards:

Badger: Gretchen Lee

Goodridge: Jen Sargent

Lake of the Woods: Sarah Pierson

Warren-Alvarado-Oslo: Betty Dubore

Warroad: Katrina Reeves



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

Presidents recognized are:

Badger Dan Carpenter
 Goodridge Stephanie Olson
 Goodridge Lindsey Rystad
 Greenbush-Middle River Mara Gust
 Grygla-Gatzke Gene Lunsetter
 Kittson Central Kari Jensen
 Kittson Central Bailey Peterson
 Lake of the Woods Elizabeth Tange
 Lancaster Cory Waling
 Marshall County Central Matthew Sundberg
 NWRIC Kathleen Kallis
 Red Lake County Central Kate Moll
 Red Lake Falls Marshall Mickelson
 Roseau Leif Eidsmoe
 Stephen-Argyle Shawna Peterson
 Thief River Falls Stacey Leake
 Tri-County Heidi Hanson
 Warren-Alvarado-Oslo Elizabeth Murray
 Warren-Alvarado-Oslo Stacy Hanson
 Warroad Rose McDonald

Thank you Kramer-Brown Governing Board!

Chairperson Mara Gust, Greenbush-Middle River
 Vice Chairperson Heidi Hanson, Tri-County
 Secretary Marcy Helling, Thief River Falls
 Treasurer Alexis Hruby, Thief River Falls

Local Representatives to the Kramer-Brown Governing Board

Badger Gretchen Lee
 Goodridge Stephanie Olson
 Greenbush-Middle River Mara Gust
 Greenbush-Middle River Debra Koebernick
 Grygla-Gatzke Robin Johnson
 Kittson Central Mark Christenson
 Lake of the Woods Nicole Fiala
 Marshall County Central Lisa Donarski
 Red Lake County Central Andrea Eskeli
 Roseau Teresa Hulst
 Roseau Maranda Peterson
 Stephen-Argyle Shawna Peterson
 Thief River Falls Stacey Leake
 Thief River Falls Marcy Helling
 Thief River Falls Alexis Hruby
 Tri-County Heidi Hanson
 Warren-Alvarado-Oslo Cindy Franks
 Warroad Rose McDonald

From the Field



Kevin Young

As I write this article, it is teacher appreciation week. Once again, I want each one of you to know how appreciative we are of the work you do for the students of your community. I realize the past few years have been very challenging. My hope is the successes we believe will happen this year at the legislature will help alleviate some of the challenges and stress you are feeling. We believe there will be a 5+ billion dollar investment in edu-

cation over the next 4 years. Nothing like this has ever been seen before. I know some of you are frustrated with the lack of change in pensions, but please know Education Minnesota members and staff and been working countless hours trying to get pension change. At this time, the hope is to see some change this legislative session that will start the process of getting more, significant changes in the future. We know the current proposal is not what many want, but please keep in mind getting some change is better than nothing. I assure you the work to get the significant changes you deserve will continue. If you were at the Education Minnesota RC, you heard Governor Walz also say he is aware of the need for pension change.

I realized I mentioned this in the past, but since it is teacher appreciation time, I would like you to think about your colleagues and reach out to them with a few words of support and appreciation for the work they do. I also would like you to take some time to reach out to your local leaders, such as your local president, vice president, treasurer, membership contact, and negotiators. Besides teaching, these people have also been working hard to address all the unusual situations that have occurred over the last few years. The time these people put in, on behalf of member, is significant. Much of the work your local leaders do goes unnoticed, but believe me, it is important work that they do for all members. I encourage you to share a few words of support and thanks to these people.

As many of you are probably aware, this is a bargaining year. As your negotiators prepare or continue to bargain, do what you can to support their efforts. With the large increases in education funding that we are expecting, it will be important for all members to be involved in making sure districts use this money wisely. All members need to organize and let districts know they must do a better job using the additional funding than they did with the American Rescue Plan (ARP) monies. I realize some districts did a good job using the ARP funds, but we all know many districts could have used the money in a much better way. The advantage we have currently is we know the money is coming and we have time to organize. I ask that all members work with local leaders to organize and make sure districts use the new funding well.

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.





2022-23 Kramer Brown I.O. Chair

Happy Spring! Writing this a few days before the distribution of the Capsule, there is still snow on the ground in some spots. I hope we are turning the corner and spring activities can get fully underway. It's been a busy year in Kramer-Brown. This year, we hosted the Fall Drive-

Mara Gust

In, new member and local leader meetings, the Overnighter in Bemidji (in cooperation with the Northland United IO), and the Recognition dinner, as well as other events. Please join me in thanking board members for their efforts this year!

The most recent Kramer-Brown board meeting was in conjunction with the Kramer-Brown Representative Assembly this past March. Delegates who attended this assembly also represent locals at the state Education Minnesota Representative Convention. If you have never attended the Representative Convention, I encourage you to think about it in the future. It is a fun event where you can network with colleagues but most importantly see how our union works at the state level and be a voice for your constituents.

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

Kramer-Brown also awarded several scholarships to dependents of Kramer-Brown members. Talk to your local board rep for more information on our scholarships! We also have grants available to locals and individual members. All of this is available on our website.

The Kramer Brown-Board will have its last meeting of the year in early June. This meeting, "the summer planning meeting," sketches out all of our events for the coming year--including the Fall Drive-In, coming to you at Lake of the Woods School in Baudette on October 4. (SAVE THE DATE!) This Fall Drive-In has relicensure courses as usual, plus some new sessions! As always, you can suggest plans or ideas to your Kramer-Brown representative. We consider all feedback and use it to guide our decisions throughout the year.

Now is a great time to consider joining the Kramer-Brown governing board. We currently have vacancies from several locals, including NWRIC, Warroad, Tri-County, and Stephen-Argyle. Thank you to our officers, Secretary Marcy Helling from Thief River Falls, Vice-President Heidi Hanson from Tri-County, and Treasurer Alexis Hruby from Thief River Falls for their extra work this year.

I hope this summer you can take some much deserved rest and recharge after a demanding year. Thank you for all you do for your students and each other.

The Kramer Brown Capsule is the official publication of the

Kramer-Brown Intermediate Organization

Capsule Editor - Andrea Johnson

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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

GoodridgeStephanie Olson

Greenbush-Middle River.....Debra Koebernick

Grygla-Gatzke.....Robin Johnson

Kittson Central.....Mark Christenson

Lake of the Woods.....Nicole Fiala

Marshall County Central.....Lisa Donarski

Red Lake County Central.....Andrea Eskeli

Red Lake Falls.....Rene Strage

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





Kramer Brown Governing Board Minutes
January 4, 2023
American Legion @ 6:05pm

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

Members Present: Heidi Hanson, Deb Koebernick, Alexis Hruby, Mara Gust, Stacey Leake, Marcy Helling, Gretchen Lee, Stephanie Olson, Nicole Fiala, Rose McDonald, Robin Johnson, Mark Christenson, Andrea Eskeli, Maranda Peterson, Lisa Donarski, Reid Froiland (guest/audit) and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
- B. Secretary's Report - Marcy Helling
 - a. Stacey Leake made a motion to accept the Secretary's Report, second by Rose McDonald. Motion carried.
- C. Treasurer's Report - Alexis Hruby
 - a. Robin Johnson made a motion to accept the Treasurer's Report, second by Andrea Eskeli. Motion carried.
 - b. Audit Report - Reid Froiland (Committee: Stacey Leake and Marcy Helling)

A motion was made by Andrea Eskeli to approve KB audit (Sept. 2021-Aug. 2022) presented by Reid Froiland, second by Mark Christenson. Motion carried.

NOTE: A huge "thank you" to Alexis Hruby for her hard work in being the KB treasurer. Reid Froiland has again offered his assistance as needed, particularly with the restructuring of deposits and a few other issues. (Audit on file)

- D. Old Business:
 - 1. KB/NU Overnighter/March 24-25, 2023/Bemidji, Hampton Inn
 - a. Registration Table - Marcy, Alexis, Mara, (Help at 4pm or so)
 - b. Meal Stipend for KB members (\$20)
 - c. Door Prizes - Marcy will get gas cards and Target gift cards for a total of \$200 that will be used for Music Bingo on Friday evening.
 - d. Pizza and Politics: 12:15-2:00pm on Saturday, March 25th. Members will register for this. Andrea will reach out to invite legislators. CNP registries will also eat pizza during the all-day session.
 - e. Friday Evening Activities: Music Bingo @ 7pm.
 - 2. Local Leaders Meeting/February 21st /Nordhem, Karlstad/5:30pm
Note: Andrea will confirm the meal, etc.



3. Grant Approval

- a. Rose McDonald made a motion to use the KB grant to pay \$130 to cover the sub/offset costs for Heidi Hanson's, second by Maranda Peterson. Motion carried.

E. Action Items:

1. 2023 Fall Drive-In Sessions (8 sessions)
 - Retirement (2 sessions)
 - Treasurer's Training
 - Reading (Updated to fit license requirement)
 - Staff Development
 - PBIS
 - Craft (Presented by KB staff)
 - Yoga (Presented by KB staff)

F. New Business:

1. KB Representative Assembly/March 8/Nordhem, Karlstad
 - a. Andrea will plan meal with the Nordhem staff
 - b. Review delegate allocation
 - c. Changes to constitution - Need to be approved at KB RA
2. Teacher Appreciation Dinner/May 2/Quality Inn, TRF
 - a. Marcy will contact Marlys at Quality Inn and get a contract organized for meal, location, etc. More info. at March meeting.
 - b. Marcy will talk to Danielle Schantz, Challenger teacher, to provide Candy Bouquets as table decorations and retirement gifts.
 - c. Music (optional)
 - d. Amazon cards/card of thanks for retirees similar to last year
 - e. Add everyone to program (Mara will discuss with Andrea)
3. Stipend for Auditor
 - a. A motion was made by Rose McDonald to pay Reid Froiland \$300 for auditing the KB books, second by Stacey Leake. Motion carried.
 - b. Extra work with Alexis Hruby will be added separately for Reid Froiland throughout the year.

G. Field Office Report - Kevin

1. 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

2. Membership:

- Watch for requests for roster updates. Send in changes at any time during the year.
- Please make sure to notify membership when someone is no longer an active, dues paying member (mid-year retirement, leave of absence, termination, etc.....).
- When new teachers are hired mid-year, locals need to approach each person about membership.
- Outstanding rosters request -Warroad

3. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2021-22 school year to Andrea at andrea.johnson@edmn.org. Missing are: Stephen-Argyle & Warren Alvarado Oslo

Remember, if no changes, please also report this to Andrea.

4. KB/NU Overnighter: Bemidji, Hampton Inn; March 24-25, 2023; Negotiations focus; all sessions have been requested; CNP for Teachers will be from 8:30 am to 3:30 pm on the 25th; Pizza and Politics will also be on the 25th after the morning sessions.

5. Professional Development available - MEA Online:

- System is down right now for updates. Will keep you posted when it will be available.

6. CBOC: January 20-21 - see flyer; if your local is in need of some funding to attend, please let me know. I will try to help.

7. Fall Drive-In: October 4, 2023 at LOW.

8. Lobby Days: Lobby days for the 2022-23 session will be in person and virtual. The two types of lobby days planned at this time are:

- Issue-themed Lobby Days: 4:00 p.m. throughout session - all members will be invited to these, and each day will focus on a different topic. The plan is to start these soon, and a schedule will be sent in the near future.
- Local Lobby Days: typically are held Tuesdays, Wednesdays, Thursdays - members of the local or maybe IO only. These are the same as our past lobby days.



8. Summer Seminar: July 31, Aug 1-2, 2023 (Save the dates. Please talk with your District Admin. to keep dates open)

9. Bargaining Update Meeting: Spring 2023 meeting?? Thoughts on having this?

10. IO Networking Opportunity - see handouts

11. Presidents/Local Leaders Meeting February 21:

- Thoughts on this?
- Need to pick sessions

12. Member Recruitment Project

TRF, Badger, Goodridge, Grygla, MCC, Stephen/Argyle

13. 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.

14. 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!!!

15. Next meeting on Wednesday, March 8 (RA) at 5:30pm @ Nordhem, Karlstad.

Meeting Adjourned at 7:45pm
KB Secretary, Marcy Helling

March Meeting:

*KB/NU Overnighter Update/Review

*Teacher Appreciation Dinner Update

*KB Scholarships: Due March 1

*Spring Capsule Reminder: Rose M., Shawna (bio), Deb K., Mark C., Teresa (April 15th)



Kramer Brown Governing Board Rep. Assembly Minutes (Unapproved until RA 2024)
March 8, 2023
Nordhem, Karlstad @ 5:30pm

Chairperson *Mara Gust* called the meeting to order at 5:53pm.

Introduction of Governing Board and Guests

Delegate Roll Call: *Mara Gust*, KB Chairperson/GMR; *Heidi Hanson*, Tri-County delegate; *Deb Koebernick*, GMR KB board member; *Alexis Hruby*, KB Treasurer; *Marcy Helling*, KB Secretary; *Mark Christenson*, KCC delegate; *Rose McDonald*, Warroad delegate; *Nicole Fiala* LOW delegate; and *Kevin Young*, EM Staff.

A motion was made by *Rose McDonald*, second by *Deb Koebernick* to accept the reading of the roll call. Motion carried.

- A. Adopt agenda with flexibility/Communications
- B. Secretary's Report - *Marcy Helling*
 - a. *Heidi Hanson* made a motion to accept the KB Rep. Assembly 2022 minutes, second by *Mark Christenson*. Motion carried.
- C. Treasurer's Report - *Alexis Hruby*
 - a. *Heidi Hanson* made a motion to accept the Treasurer's Report, second by *Mark Christenson*. Motion carried.
- D. Old Business:
 - 1. KB Appreciation Dinner/May 2/Quality Inn, TRF
 - a. *Marcy* and *Marlys* will make a decision on the buffet dinner, dessert, drinks, etc. We will request meatballs and chicken.
 - b. The decorations will be blue/white tableware, decorations for tables, the KB banner, and possibly background music. Pictures will be taken.
 - c. Certificate, Amazon \$50 gift cards, and a card will be given to the retirees. A certificate will be also given to Teacher of the Year and Friends of Education. *Marcy* will talk to *Robin* to see if she is willing to write on the retiree cards.
 - d. A contract will be sent to *Andrea* at the EM Office when finalized.
 - 2. KB /Northland Overnighter/March 24-25/Bemidji
 - a. *Marcy* will get 5 (\$20) gas cards and 5 (\$20) Target cards for Music Bingo door prizes on Friday evening.
 - b. Set-up about 3:45pm (Some volunteered: *Marcy*, *Heidi*, and *Mark*)



- c. Alexis Hruby will get cash for (\$20) evening meal vouchers.
- d. Marcy Helling will bring the banner for the event.

E. Action Items:

- a. Four \$250 scholarships were given to four high school students.

A motion was made by Heidi Hanson, second by Deb Koebernick to give all foru applicants \$250 scholarships each, due to no one applying for the \$500 Education scholarship. Motion carried. Mara Gust abstained.

- b. The scholarships were given to Aidra Johnson/KCC, Elizabeth Gust/GMR, Emily Tange, LOW, and Jace Pietruszewski, Tri-County.

NOTE: They will be given out at the local scholarship banquet. Photos will be published in the KB Capsule.

F. New Business:

1. EM Rep. Assembly/April 28-29, 2023

- a. One hotel room for one night per local.
- b. One round-trip mileage reimbursement per delegate
- c. KB reimburses up to \$175 vouchered expenses: \$125 for a sub and up to \$50 for expenses of food, etc.
- d. Discussion of Amendments found on educationminnesota.org

NOTE: Not available at the time of our RA meeting.

G. Field Office Report - Kevin Young

1. Representative Convention -

- April 28/29 - DoubleTree, Bloomington
- local must have at least 55% of dues remitted to EdMN to have a rep. from your local seated
- Would be great to have a representative from every KB local
- Please register asap - see handout

2. Legislative Agenda: <https://educationminnesota.org/wp-content/uploads/2023/01/2023-Legislative-Agenda.pdf>

3. 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

- **Missing Audits:** Grygla-Gatzke, KC, LOW, NWRIC, RLCC, RLF, SAC, Warroad

4. Membership:

- Watch for requests for roster updates. Send in changes at any time during the year.
- Please make sure to notify membership when someone is no longer an active, dues paying member (mid-year retirement, leave of absence, termination, etc.....).
- When new teachers are hired mid-year, locals need to approach each person about membership.
- **Outstanding rosters from January request - Thief River Falls**

5. Updated Leadership Rosters: Please turn in updated leadership rosters for the 2022-23 school year to Andrea at andrea.johnson@edmn.org.

6. **Missing are: Stephen-Argyle, Thief River**

Remember, if no changes, please also report this to Andrea.

7. Fall Drive-In: October 4, 2023 at Lake of The Woods Schools

Review Sessions - see handout

Nicole F. will check on School Forest idea/Update @ Summer Planning

8. KB/NU Overnighter, March 24/25: see handout

9. Lobby Days: Lobby days for the 2023 session will be in person and virtual. Any interest in an in-person event? Please watch for updates and schedules for opportunities. Here is what I have at this time:

Issue Lobby Days and their dates, all will start at 4:30 p.m. over Zoom:

April 18: Health Insurance/PIEP

April 20: Pensions

10. Negotiations Networking Meetings: (see handout) April 4 & 5 Please register asap
NOTE: 6pm start

11. Summer Leadership Seminar: July 31, Aug 1-2, 2023 (Save the dates. Please talk with your District Admin. to keep dates open). Pathways idea...

12. 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.

13. 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!!!

14. Other:

a. QR Code Evaluation/KB/NU Overnighter

b. Mara Gust made a motion to give up to a \$25 gift card for completing the evaluation and your name being added in a drawing at the KB/NU Overnighter, second by Heidi Hanson. Motion carried.

Meeting Adjourned at 7:10pm

KB Secretary, Marcy Helling

*Capsule Reminder: Rose M., Deb K., Shawna P. (bio), Teresa H., Mark C. (April 15th)

Journal for Any Number of Reasons

Submitted by: Rose McDonald, Warroad Board Rep

Have you ever tried journaling? Although writing may initially turn one off because of the preconceived notion that it equates to work, it can be quite satisfying. When we write about our emotions, our dreams, or our moments of gratitude, we are making a written account of items we can refer back to on any given day. That may only interest a few, but for the duration of this writing, please bear with me in the hope of renewed energy for writing for a different purpose. One can write for emotional well-being, write for the experience or simply write to record something truly funny or memorable.

Journaling for emotional well-being is really a “thing.” According to intermountain health care.org, those who journal experience less stress, a stronger immune system, better sleep and more. Keeping a log of how one feels emotionally at any given time is a way to get things off the chest if I can use an idiomatic expression. Imagine not giving way to anger but expressing negative feelings in writing and feeling good enough about the outcome to “let” anger go?



My journey

Writing for the experience or to remember for the future is exciting; okay, it is to me. I journal on every single vacation I take. I write about the things I experience, the food I eat, what the weather is like and how all of it makes me feel. For example, I recently took a trip to St. Louis to visit the Gateway Arch. I took pictures of all that I viewed and then wrote about each moment. I went out to eat and also photographed my food and wrote about it. I traveled to China to tour and teach in 2016, and I journaled every single day for five weeks. Each day I was touring or teaching, I recorded my memories with writing and pictures. I would never remember how much each day impacted me had I not. I have been writing since I was in grade school. Journaling is not for everyone, but it has made a difference in my life.

Journal for fun, journal about students, journal about family.....I have a “joy journal” in my classroom for recording funny things my teen students do and say. I have been writing in it whenever possible since 2006. I have a “gratitude journal” that I use for things for which I am grateful. I use a “travel journal”I have several actually. I journal in my photo scrapbooks, I have a “discovery journal” in which I journal side by side with my daughter, and I have many other journal encounters in different spaces of my life.

If journaling is not appealing, don’t do it. If the bug hits, use markers, erasable pens, or any fun writing tool available. Make sure the medium chosen for writing on makes sense, and then go for it. Be extra creative and artistic if preferred. The important thing in my mind is the passion that comes from any endeavor that makes life more fulfilling. Writing makes me happy, and maybe it can make others happy too!



Summer

Save the date for the Summer Leadership Seminar

Education Minnesota's summer professional development event will now be called the
"Summer Leadership Seminar."

Taking place at the College of Saint Benedict in St. Joseph, from July 31 to Aug. 2, the 2023 Summer Leadership Seminar will be different from years past. Instead of attendees selecting a variety of short sessions, members will choose one leadership pathway and be with the same group of members throughout the duration of the conference. Each leadership pathway will cover a specific area of content. Some examples are professional development train the trainer, member rights advocacy training or local president's training.

The schedule and offerings are being planned, and registration as well as more information on the new format will be shared with members this spring. Keep an eye on emails, social media and Education Minnesota's website for more information.



Save the date for the Rally for Public Education at the Capitol!

Join educators from across the state as we raise our voices for the schools our students deserve! Join us in the fight for better wages and pensions, better working conditions, and better schools. Legislators are making their final decisions on important education proposals. Now is the time they need to hear from us.

Saturday, May 20, 12 p.m. - 2:30 p.m., Minnesota State Capitol Rotunda

Sign-making and lunch available at 12 p.m. (members and their invited guests only)

Rally starts at 1 p.m.

RSVP at: edmn.me/may20

Member mileage will be reimbursed. Registration required for provided lunch.

AND WEAR BLUE!

New TV, digital campaign puts spotlight on key legislative priorities

The latest phase of Education Minnesota’s “Believe in We” paid media campaign debuted in March with a series of television and digital ads. The theme of the campaign is “The Time Is Now,” and this campaign represents our union’s push during the 2023 legislative session for our long-sought-after goals of fully funding education; respecting educators at the beginning, middle and end of their careers with supportive working environments and professional benefits; attracting and retaining the best people in the profession; and giving students—no matter where they live and what their background is—access to the best schools and higher education institutions.

Specific issues covered in the ads, as described by our members, include:

- Reducing the school staffing crisis by improving compensation for teachers, education support professionals and other educators. This also means improving pensions for all educators.
- Ensuring every student has access to a team of licensed, school-based mental and physical health professionals.
- Attracting and retaining more educators of color to meet the needs of the state’s increasingly diverse students and preparing all students to thrive after high school.
- Paying for the soaring costs of special education services.
- Improving access to, and increasing resources for, state colleges.

The ads all feature Education Minnesota members who were identified as those who can speak to the issues, as well as the educators interacting with public school students.

All of the ads call for viewers and readers to contact their legislators and tell them to make these investments in educators and public education. More information and interviews with members are available at the campaign website: BelieveInWeMN.com.

This campaign is set to run for the remainder of the 2023 legislative session. Members and the public will see the ads on social media channels, TV, digital pre-roll ads, and website banner ads.



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

Education Minnesota approaches 25-year anniversary

Sept. 1, 2023, will mark 25 years since Education Minnesota was formed.

Did you know we were the first merged state affiliate?

The merger brought together the Minnesota Education Association (MEA) and Minnesota Federation of Teachers (MFT) in what was the first merged union in the country to be recognized by both the American Federation of Teachers and the National Education Association. There had been previous mergers before, but ours was a recognized, accepted merger by both national unions.

Why merger?

The Public Employees Labor Relations Act (PELRA) started what would be catalyst for the fighting between the MEA and MFT to be the exclusive representative for an individual school district's employees.

Before the merger, the two organizations—the MEA and the MFT—were both doing the same things, but just a little differently. But because there were two groups, that inherently created a world of competition, fighting among colleagues, smear campaigns in publications and a division that really served no purpose.

“In districts where there were both representatives of the EA and the FT, elections took place to determine who had the majority of support,” said Larry Wicks, the former executive director of the MEA and Education Minnesota. “Whoever won the election, they became certified as the exclusive representation. That began the codified fighting of the EA and the FT.”

The fighting also moved to the state level. Politicians and decision makers in education were able to use the two organizations as bargaining chips and try to make them take different positions.

“We were doing things or making decisions based on what we thought the other organization would or wouldn't do,” said Judy Schaubach, former MEA and Education Minnesota president. “Whether it was in the political arena or at the local level, in the back of our minds, we were always thinking, if we take this position are we going to lose members to the other organization because they will take a different position?”

The push for merger really started at the local level. Rank-and-file members were tired of the fighting and didn't see a real reason for there to be two separate unions.

The first merger came in the Rosemount-Apple Valley-Eagan district. In total, thirteen local unions merged before the state organization. This indeed was a member-led process.

Let's celebrate!

Education Minnesota will kick off the 25th anniversary with a celebration at April's Representative Convention. Delegates will be able to share their own merger memories or thoughts on how we are more powerful as a united union. There will also be reflections shared from the leaders who were involved in this historic event.



Pension legislation moving through committees

Education Minnesota continues its work on pension improvements this legislative session as it always has. Legislation has been introduced and debate has begun, members across the state are engaging in their local and state advocacy plans to get legislative support and Education Minnesota staff have been meeting with legislators and the governor regularly and continue to push them to increase their support for educator pensions.

As with all our legislative priorities, Education Minnesota staff have weekly and daily meetings with key lawmakers, explaining the issue, sharing member stories and pushing them as hard as we can for significant improvements and investments. We share resources on the issue and make sure that those who are making the decisions on pensions and education know where we stand. We attend every meeting of the pension commission and education committees and testify on our issues. We draft bills that reflect our members' needs, find authors that will work hard towards our goals, and lobby for hearings with chairs and legislative staff. We monitor the bills' progress, and plan public engagement when we need help from our members.

This problem was created over decades, and to fully solve the problem this year we would need billions of dollars of ongoing funds.

To get the most up-to-date information about pensions, make sure to sign up for the Pensions Update email and follow Education Minnesota's pensions webpage - www.educationminnesota.org/advocacy/at-the-legislature/pensions - has the latest information, copies of the weekly pension update emails, links to the pension update presentations, suggestions on ways to contact legislators and advocate on the issue. You can sign up for the email on the website.

Pension advocacy presentations are also available in person. Requests can be made through your Education Minnesota field staff Kevin Young at kevin.young@edmn.org



Capsule

NEA Representative Assembly



The National Education Association Representative Assembly, the NEA’s major decision-making body, will be July 3, 2023—July 6, 2023 in Orlando, FL

NEA: We Educate America

Over 9,000 delegates will gather for NEA’s 160th annual meeting and 100th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

AFT TEACH Convention 2023

The 91st convention of the American Federation of Teachers (AFT) will be held in Washington, D.C. July 21, 2023 - July 23, 2023

Go to

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

for more information.



Calendar of Upcoming Events

May 2

National Teacher Day

May 2

KB Recognition Dinner, Quality Inn, Thief River Falls

May 8-12

Teacher Appreciation Week

May 10

School Nurse Day

June 7

Summer Planning Meeting — Bemidji Field Office 9:30am

July 3-6

NEA National Convention — Orlando, FL

July 31- Aug 2

Summer Leadership Seminar — St. Bens

August 31

KB officer term ends (treasurer/secretary annually)



May 8-12, 2023



Capsule

The Social Times

Submitted by: Debra Koebernick, Greenbush Middle River Board Rep

Looking for a new resource for teaching social emotional learning in middle and high school? Kari Dunn Buron, Autism Education Specialist, has shared many resources on her website www.5pointscale.com. She offers free downloads of *The Social Times* magazine along with lesson plans and teacher materials. Each issue consists of features that are related to social communication or social judgment issues common in autism and related disorders that can be used for discussions or activities. "The Main Event" has an article on a key topic. "Coming to Our Senses" addresses different sensory experiences and relaxation techniques. "I Second That Emotion" uses the 5-Point Scale to concretely define social emotions and behaviors and how an individual may be feeling at each level. "What Were They Thinking" is a social blunder worksheet that helps students understand what that person may have been thinking, what other people probably thought, and how to repair the damage when a social mistake has been made. Each issue also includes a cartoon, puzzles that reinforce the topic lesson, a quiz for teacher's use, and trivia as well as other activities. It's a colorful and engaging magazine for students to enjoy and learn from.

Congratulations!!

Kramer Brown IO 2022-23 Scholarship Recipients

Aidra Johnson, Kittson Central

Elizabeth Gust, Greenbush Middle River

Emily Tange, Lake of the Woods

Jace Pietruszewski, Tri-County



Jace Pietruszewski scholarship recipient & Justina Pietruszewski, Tri County member



Elizabeth Gust scholarship recipient & Debra Koebernick, Greenbush Middle River Board Rep



Stacy Johnson, Aidra Johnson scholarship recipient & Mark Christensen, Kittson Central Board Rep



Emily Tange, Lake of the Woods scholarship recipient & Nicole Fiala, Lake of the Woods Board Rep

Community Outreach

Submitted by: Kittson Central Local



On Oct. 27th the Kittson Central EA held a fundraising event at a local brewery, Revelation Ale Works. Rev was gracious enough to allow us to use their tap room and also gave us 10% of the sales from the night. Members of the KCEA worked as beer tenders and so we were able to claim all of the tip money from the night as well. We served a pork brisket sandwich meal, had trivia, and also sold Halloween themed sugar cookies. It was advertised



as a family event and we had an awesome turnout! At the end of the night we had earned just over \$1000. A local organization, KidSon Cares, matched our donations up to \$500. So in total the event made us nearly \$1600 that the KCEA donated to our school's libraries.

It was the second year in a row that we held the event. We hope to make it an annual affair. The KCEA members that work always have a super fun time, and our community really shows up to support us and our libraries.





Capsule

Pay It Forward

Submitted by: Rose McDonald, Warroad Board Rep

In my Pro Com class at Warroad High School, the students are working on a trimester project that correlates with “paying it forward” and simple “random acts of kindness.” The project grew as a result of a TedTalk about a young businessman who decided to write thank yous to the airline pilots while in flight to a business meeting where he would be the presenter. After writing his thank you letters and having the stewardesses deliver them, he never really thought about them again. Soon, however, he received emails from the pilots telling him they had NEVER received a thank you telling them how grateful someone was that they were willing to give up family time during the holidays and more to serve others. This business individual decided to write five thank yous a day for one year as a result of the emails. IT CHANGED HIS LIFE.



Although I modified the idea, I am pleased with the results. My students are writing five thank you letters a month and doing a “Pay it Forward” project in groups. This idea has been so fun; I will only try to make it more fun in the future. The kids are baking for others, reading to little children in elementary, raking for the elderly, throwing concerts during homeroom to raise “cause” money, painting nails at the Senior Living Center, making mini pizzas for the littles in the building, and more. I am so proud of them. To physically show all of these acts of KINDNESS, we are stringing the classroom ceiling with garland depicting names and random acts of kindness. The finished project will have flowers and more! This makes my heart sing, because my kids are showing such love and compassion for others!



Kramer Brown/Northland United Overnighter March 24-25 2023 in Bemidji



Congratulations

**Karly Norlin, Thief River Falls &
Beth Cue, Red Lake**

**The winners of the \$25 gift cards for
filling out the online evaluation
following the overnighter**