



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

Special points of interest:

- KB Rep Assembly
- Local Leader Meeting
- EM Rep Convention

WINTER 2023

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2023 Kramer Brown Rep Assembly

January 2023



The 2022 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 8, 2023 at the Nordhem Restaurant in Karlstad starting at 5:30 p.m.

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

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

Please contact your president or building representative so they can let us know how many will be coming.

The local President or delegates please use this link to register bit.ly/3IGfw1d, use the QR code or email Andrea at andrea.johnson@edmn.org of the delegate names and the number planning to attend by **Friday, March 3, 2023.**



Kramer Brown IO Local Leaders Meeting Tuesday, February 21, 2023 at the Nordhem Restaurant in Karlstad MN

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

Meet and Confer

Meet and Confer will explore the “Who”, “What”, “When”, “Where”, “Why, and “How” of the collaborative problem solving process between the Exclusive Representative and the School District.

Unsession

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

8:00 Announcements

To register please use this link bit.ly/3VFjytm or the QR Code or email Andrea Johnson at andrea.johnson@edmn.org to register



Deadline to register is Wednesday, February 15

All KB governing board members, local presidents, building reps, treasurers and membership chairs are invited to this meeting

From the Field



Kevin Young

Once again, it is hard to believe we are already near the mid-point of the 2022-23 school year. Each year seems to go by faster than any previous year. I know these continue to be challenging times that educators face each and every day. I want you to know Education Minnesota is working hard to address these challenges, but we cannot do it alone. We need all of you to be involved and make sure your voice is heard.

With the 2022 election behind us, I want to thank all of you who helped with the Get Out the Vote (GOTV) efforts. The work you did is very much appreciated. We will know more in the spring, but it is very likely the work you did helped in getting Education Minnesota members to the polls. It is important that we elect individuals who support public education and the work you do each and every day. Now we need to hold those elected accountable and make sure the voice of public educators are heard. As I have mentioned several times, the work you do as an educator is greatly determined by the political process. If you are not going to stand up for public education, who will? It is time to make sure your voice is heard.

Since the election, one of the most widely discussed items is the Rule of 90. Education Minnesota has been working on pension reform for several years. Even though the outlook for pension reform is more positive this year because of the 2022 election results, nothing is guaranteed. Please make sure you are reading the Pension Updates that Education Minnesota sends to all Local Presidents. If you are not receiving them, let me know. We also encourage individual members to individually sign up for pension updates. If you haven't already done this, here is the link to sign up for pension updates. <https://educationminnesota.org/advocacy/at-the-legislature/pensions/> Education Minnesota is the best resource for information regarding pension reform. There are other groups trying to push pension reform or prevent changes from happening. Be cautious when reviewing information from other sources.

Eventually, there will be calls to action for a wide variety of items. Please watch for these and be ready to share your stories. Legislatures need to hear from you. During the 2023 legislative session Education Minnesota will also hold Lobby Day opportunities, allowing you to meet with legislatures in person at the capital. Since we all know travel is a huge obstacle for those in Northwest Minnesota to make the trip to St. Paul, Education Minnesota will also hold virtual lobby opportunities. Please watch for the schedule and the specific topics that will be discussed during each of these opportunities.

Another opportunity to get involved is in your local bargaining efforts. All teacher bargaining unit contracts expire on June 30, 2023. Your local bargaining teams will soon be meeting with your district to negotiate a new agreement. It is important that locals organize and support the bargaining team. If locals want to see change, members of the local need to change what has been done in the past and organize around obtaining better results in bar-

gaining. If your local is interested in developing a plan, I am very willing to help with these organizing efforts. It is important to work with your bargaining team to develop a solid plan of action prior to the start of bargaining. Do not wait to do this until bargaining becomes challenging. It is best to start developing a plan now, with the goal of actions before bargaining begins.

I realize I have shared the information below in the past, but since many districts start to look at budgets and future funding shortly after the first of the year, I have included some important dates for you to review regarding non-renewals and ULAs. Please keep in mind all locals should have their own ULA language, so it is important to review contract language, since your local may have agreed to a different timeline when compared to other locals.

Here are some important dates to remember:

April 1 – Date to resign if you are a continuing contract teacher (tenured). During bargaining years the date for you to unilaterally notify the District of a resignation for the following school year is 30 days after your contract is settled or July 15, whichever comes first. You can resign after these dates, but you will need the consent of the District (School Board) to do so. If not, you will be breaking a contract for which there might be repercussions.

April 1 -- If you are a continuing contract (tenured) teacher currently on Unrequested Leave of Absence (ULA), you **must notify the District in writing of your continuing desire to be reinstated** with the district should any position for which you are qualified become open. **Please check your contract to see if there is an alternate date to notify your district.**

June 30 -- **If your Teaching License expires in 2023, it expires on this date.** If you do not have a valid teaching license at the start of the school year in the fall of 2023, you can be terminated whether you are a probationary or continuing contract (tenured) teacher. Maintaining and renewing a teaching license is your personal responsibility; if in doubt, check it please.

June 30 -- If you are a probationary teacher, June 30 is the date that the District must notify you in writing of a nonrenewal (layoff) of your contract. June 30 is also the date by which probationary teachers must notify the District in writing if they are resigning their position for the following year. Please check your contract to see if there is an alternate date to notify your district.

ULA -- Check your contract for specific ULA language. Most locals negotiated ULA language a few years ago. There will be a process or timeline outlined in the ULA language. Most contracts still use the July 1 date when the ULA process must be completed, but that may not be true in your situation. We will have to look at this on a case by case basis.

July 15 – See April 1* above.



Capsule

From the Field

Whether you are a probationary or a continuing contract (tenured) teacher, it is critical that you **do not resign** if you receive a notice of nonrenewal or ULA. You may forfeit your rights to due process or unemployment compensation if you do so.

Remember: if you have questions, contact your local president, building representative, member rights advocate or your field staff for assistance.

Keep in mind to never resign or accept a reduced position. As soon as you have been notified by the District of your non-renewal or ULA, contact your member rights advocate or give me a call. We all want to make sure you know your rights and that you are treated fairly. Review your master agreement for specific language you may need to follow for recall. There are sample letters available to you as you respond to District. It is your responsibility to notify the District of your willingness to return prior to **April 1 each year (or the date identified in your local master agreement)** if you are on ULA. If you fail to do this, you will forfeit your rights to recall. I strongly recommend you maintain your membership in Education Minnesota by obtaining a reserve membership. Your current membership will end in August and EdMN will not be able to represent you if you are not a member. Always make sure to ask questions and protect yourself.

As always, please do your best to be involved in YOUR Local. TOGETHER we can do so much. I would like all of you to know that I am here to help you in any way I can. Whether you have questions regarding your contract, negotiations, the 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.

Thank You for all the extra work you do each and every day. It is very much appreciated!!



Mara Gust

2022-2023

Kramer Brown I.O. Chair

Happy New Year greetings! I am sure many of you will agree that it is hard to believe that 2023 is upon us!

The Kramer-Brown Governing board met most recently in December. We reviewed a successful Fall Drive-In last October, hosted by the Warren-Alvarado-Oslo local. We appreciate everyone who attended and hope you found it worthwhile. As

with all of our events, we encourage feedback for the governing board. I'd like to give a personal thank you to the Kramer-Brown Governing Board members who continually give of their time and talents to make events like the Fall Drive-In possible.

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

February 21 we have the Local Leaders meeting at the Nordhem restaurant in Karlstad. This is for any local leaders and members who would like to attend. Dinner is provided. This is a great way to network with leaders in surrounding locals.

March 8 is the Kramer-Brown Representative Assembly. This is where we vote on any changes to the Kramer-Brown Constitution and bylaw, as well as host delegates who will attend the EM Representative Convention April (exact dates to be determined as of this writing). Attending the state Rep Assembly is a great way to learn about how your union works and how decisions are made. If you are going to attend the state Rep Assembly, you need to attend the March 8 meeting.

All of you should consider attending the **Kramer-Brown/Northland United Overnighter** in Bemidji, **March 24-25**. This is a wonderful professional conference for *all members*. Enjoy a night away at a hotel, free continuing education hours, and an opportunity to network with union members. A meal stipend is provided by Kramer-Brown, as well as prize opportunities. Watch for more information coming soon!

Finally, the Kramer-Brown Recognition Dinner is **May 2** in Thief River Falls. This banquet honors Teachers of the Year, Friends of Education and Retirees. It is an enjoyable evening to celebrate our profession. Be sure to visit with your local rep and President about the people who will be recognized at this event.

I can't emphasize enough how getting more involved at a local, regional and/or state level will broaden your understanding of what your union does for you and all members. Don't be intimidated to jump in! Everyone, including me, was a first-time attendee at some function. Remember to visit our website at <https://educationminnesota.org/union/kramer-brown/>. We also have an email for general board questions and communications kramerbrownIO@gmail.com. As Spring approaches, a reminder we also have **2 scholarship opportunities** for children of members. Please check these out on the *Resources* tab of our website. As always, if you have any questions please reach out to me or your local Kramer-Brown IO representative.

Minutes - October 26, 2022 Board

Kramer Brown Governing Board Minutes
October 26, 2022
American Legion, TRF @ 5:30pm

Chairperson Mara Gust called the meeting to order at 5:44pm.

Members Present: Mara Gust, Heidi Hanson, Deb Koebernick, Alexis Hruby, Stacey Leake, Lisa Donarski, Robin Johnson, Kathleen Kallis, Nicole Fiala, Andrea Eskeli, and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
- B. Secretary's Report - Marcy Helling
Stacey Leake made a motion to accept the Secretary's Report, second by Lisa Donarski. Motion carried.
- C. Treasurer's Report -Alexis Hruby
A motion was made by Robin Johnson to approve the KB Budget, second by Andrea Eskeli. Motion carried.
 1. Member Drops/membership numbers discussed. Note handout.
 2. The acct. has been undated with Alexis and Mara on the account.
 3. Reid Froiland will complete the audit by the January meeting.
 4. Quicken is up and running...may be under Amber S. personal acct. Alexis will check on this.
 5. All dues have to be paid in full by March 1.
- D. Old Business:
 1. New Hires Meeting
 - a. Canceled in TRF - only 1 registration. A few attended in Roseau.
 - b. How do we get New Hires to attend. Should we offer a session at the Fall Drive-In? Should we have a drawing if you bring a new hire?
NOTE: There are 59 New Hires in KB locals.
 2. Fall-Drive In/October 5/WAO
 - a. Evaluations - Only 29 responses. Maybe have it tied to the door prizes. Maybe we can email out the survey.
 - b. Have a checklist for the host school when having the Fall Drive-In. Mara Marcy will create one and share with the KB Governing Board at S. Planning.
 - c. Maybe have less sessions to choose from to help with numbers.
 3. KB Grant program/Revisit
 - a. Do we need to adjust the grant. Does it need to be clarified or add a deadline? The consensus was to leave it as is for now.

Minutes - October 26, 2022 Board

- E. Action Items:
1. Fall Drive-In for 2023
 - a. October 4, 2023/LOW
- F. New Business:
1. MEA Highlights
 - a. No one from KB attended
 2. KB/NU Overnighter/March 2023a
 - a. Negotiations Focus
 - b. Kevin will ask Vanessa if we can hire for Music Bingo again. (Friday)
 - c. Request for an officer needs to be made. Kevin will check on this.
 - d. Kevin will send out PD packet... come with 4-5 sessions in Nov.
- G. Field Office Report - Kevin Young
1. Membership update:
 - New member applications - if your local has any new member paper applications, please send to the Bemidji Field Office
 - State wide 494 drops as of 9-30-2022
 - Additional drops after dues revocation window 7 as of 10-12-2022
 - Drops are from approximately 164 locals, so that means approximately 312 locals had no drops
 - Overall, currently have approximately 72,714 (74,050 in 2021) members as of 9-30-2022
 - At a session during MEA, it was stated that there are approximately 1,000 open teaching positions across the state.
 - The numbers for KB IO so far: loss of 2(11 in 2021) previous members and 14(19 in 2021) new hires didn't join as of 10-21-2022 (**See Handout**)
 - We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area
 - Budgets - make sure you are considering adjustments with the membership drops and a reminder to set budget and dues in April or May. EdMN will be asking for local dues amounts so membership applications can be filled out electronically - plan for this next spring
 - Make sure you are not sending information that pertains to members to non-members.
 2. Membership Rosters:

Minutes - October 26, 2022 Board

- Reminder, the first round of membership rosters have been **sent via e-mail**. Send in changes as they occur. Please review your members and send back to Education Minnesota by **October 31**.
 - Please make sure all drops are recorded on the roster as a way to double check the accuracy.
 - Updates received from all locals!!! **Thanks to all of you!!!**
3. Updated Leadership Rosters:
- Please turn in updated leadership rosters for the 2022-23 school year to Andrea at andrea.johnson@edmn.org. Several are missing: MCC, Roseau, Stephen Argyle, WAO. Remember, if no changes, please also report this to Andrea
4. Audits:
- Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office
 - Include list of non-chargeable items and keep a copy for future use.
 - File 990 e-post card with IRS; take 5 mins each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status
- | <u>Fiscal Period:</u> | <u>Due Date:</u> |
|-----------------------|--|
| July 1 - June 30 | Dec 31 (990 e-post card due November 15) |
| Aug 1 - July 31 | Jan 31 (990 e-post card due December 15) |
| Sept 1 - Aug 31 | Feb 28 (990 e-post card due January 15) |
| Jan 1 - Dec 31 | June 30 (990 e-post card due May 15) |
- Reminder of KB Audit to be completed and approved at January KB Gov. Board Mtg.
5. IO Leaders Meeting, Oct 15, 2022:
- Officers are again doing a listening tour of all IOs. So far, the officers have met with GRAC and Kramer-Brown. Officers are providing reflections on last year's listening tour and gathering perspectives from locals this year about issues they are facing.
 - EdMN Governing Board priorities/Review and bring questions to next meeting, as Mark Swenson will be in attendance.
 - Leaders reviewed the Governing Board-approved organizational priorities (**see handout**) and discussed how their IOs do this work. From the conversation, it's clear that most IOs would benefit from some additional equity focus and initiatives. Thoughts on how the KB IO could enhance IO equity work.
 - EdMN will again reimburse IOs up to \$3 per member for member engagement activities. Rob will be sending more information related to this in late October/early November. (**Alexis**)

Minutes - October 26, 2022 Board

- Campaign update. IO leaders especially were interested in slide #5 related to collective bargaining. (See handout)
 - IO Leaders discussed how IOs support collective bargaining efforts of locals. Most IOs shared ideas related to networking by bargaining teams and training offered to negotiators. IOs were encouraged also to find ways to network on organizing tactics and to help locals support one another in organizing efforts.
6. Bargaining Update: excellent Negotiations updates in September; 13 of the 17 KB IO Locals attended.
 - Willing to offer trainings locally if there is interest. Please touch base with your bargaining teams and ask them to provide input what would be most helpful to them. A message was sent to negotiators listing the bargaining trainings offered by EdMN.
 7. Value of Belonging (VOB):
 - It is important all locals have a Member Engagement Plan in place; more important than ever to find a way to engage members and share what locals and EdMN are doing on behalf of members
 - Local planning guides can be found on the EdMN website:
<http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - Reminder that all locals must have a new hires orientation plan on file
 - Locals that have not already, please submit a copy of your local plans; I will support when possible
 8. Presidents/Local Leaders Meeting February 21:
 - Thoughts on this?
 - What sessions should be offered?
 9. CBOC: January 20-21 - see flyer; if your local is in need of some funding to attend, please let me know. I will try.
 10. KB/NU Overnighter: Bemidji, Hampton Inn; March 24-25; Negotiations focus; please consider sessions for December meeting.
 11. Summer Seminar: July 31-2, 2023 (Save the dates. Please talk with your District Admin. to keep dates open)
 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!!

Other - Next KB Governing Board Meeting on November 30 @American Legion, TRF.

Minutes - October 26, 2022 Board

Meeting Adjourned at 8:06pm.
Acting KB Secretary, Heidi Hanson

November Meeting:

- *Audit Items to Reid Froiland to be presented @ January meeting.
- *KB/NU Overnighter/March 2023 (Come with 4-5 session ideas)
- *Capsule Articles Due: December 15th Lisa, Stacey, Alexis (bio), Cindy (bio), Maranda



Calendar of Upcoming Events

January 2023

1/4 KB Governing Board Meeting, American Legion, Thief River Falls

February

2/21 Local Leaders Meeting, Nordhem, Karlstad

March

3/8 KB Representative Assembly & KB Governing Board,
Nordhem, Karlstad

3/24-3/25 KB/NU Overnighter, Hampton Inn & Suites, Bemidji

April

4/24-4/28 Administrative Professionals Week

4/26 Administrative Professionals Day

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

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

Minutes - November 30, 2022 Board

Kramer Brown Governing Board Minutes
November 30, 2022
American Legion @ 5:30pm

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

Members Present: Mara Gust, Deb Koebernick, Cindy Franke, Gretchen Lee, Stephanie Olson, Alexis Hruby, Stacey Leake, Marcy Helling, Robin Johnson, Nicole Fiala, Rose McDonald, Andrea Eskeli, Mark Swenson, and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communication
- B. New Member - Stephanie Olson, Goodridge
- C. Secretary's Report - Marcy Helling
 - a. Alexis Hruby made a motion to accept the Secretary's Report, second by Stacey Leake. Motion carried.
- D. Treasurer's Report - Alexis Hruby
 - a. Robin Johnson made a motion to accept the Treasurer's Report, second by Andrea Eskeli. Motion carried.
NOTE: Contact locals with dues not collected.
 - b. Audit Update - get materials to Reid Froiland in December, as he will present the audit at the January Governing Board Meeting.
- E. Old Business:
 - 1. KB/NU Overnighter/March 24-25, 2023/Bemidji, Hampton Inn
 - a. Registration Table/Workers - Marcy, Mara, Alexis (by 4pm)
 - b. Deb Koebernick is requesting a table for ESI for this event.
 - c. Meal Stipend for KB - Mara Gust made a motion to give a meal stipend of \$20 for the KB/NU Overnighter to KB members, second by Rose McDonald. Motion carried.
 - d. Music Bingo has been scheduled for Friday evening at 7pm.
 - e. Door Prizes - Marcy Helling will purchase up to \$200 in gas/gift cards for the KB/NU Overnighter. These will be used on Friday evening.
 - f. Pizza and Politics: 12:30pm pizza/legislators at 1pm on Saturday, March 25. Members will register for this. event Andrea will reach out to invite legislators. Kevin will check with NU to see if they will share costs for this event. More at the January meeting.
 - g. Sessions discussed:
Keep NU suggestions (7 sessions)
CNP (Core Session) This will be an all-day event until 2:30pm.

Minutes - November 30, 2022 Board

- #54 - Special Law/Practice
- #43 - Considering Staff Safety
- #60 - Teacher Code of Ethics
- #32 - Legal Issues and Bargaining
- #77 - Trauma One

F. Action Items:

None

G. New Business:

1. KB Representative Assembly/March 8, 2023/Nordhem, Karlstad
 - a. Plan agenda and dinner
 - b. Review delegate allocation
 - c. Changes to constitution - Andrea will send out prior to Jan. meeting
2. Local Leaders Meeting/February 21, 2023/Nordhem, Karlstad
3. KB Governing Board Meeting/American Legion/January 6, 2023/5:30pm
 - a. Audit Presentation - Invite Reid Froiland to attend and have dinner
 - b. Andrea will check into a holiday meal with a dessert
4. Presentation: Mark Swenson
 - Retirement (Rule of 90)
 - More diverse group for representation
 - Local Enhancement Grants
 - Lobby Days

H. Kevin Young, EM Field Office Report

1. Membership update:

- The numbers for KB IO - see handout - a few changes from the last meeting
- We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area
- Make sure you are not sending information that pertains to members to non-members.
 - Rosters: Membership rosters were sent via e-mail on November 8.
 - Please make sure all drops are recorded on the roster as a way to double check the accuracy.
 - At this time, no updates received for November 8 rosters from G-MR, NWRIC, RLCC, TRF, and Warroad.

Minutes - November 30, 2022 Board

- o Please make sure to keep an eye out for membership changes at semester time or returning from the Holiday Break - these are common time for changes to take place
- o New rosters will be sent again in late January/early February, so this information needs to get recorded asap so it is reflected in system

2. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2022-23 school year to Andrea at andrea.gross@edmn.org. Missing are Stephen-Argyle & WAO. Remember, if no changes, please also report this to Andrea.

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 |

- Reminder of KB Audit to be completed and approved at January KB Gov. Board Mtg.

4. KB/NU Overnighter: Bemidji, Hampton Inn; March 24-25, 2023; Negotiations focus; email sent on 11-16-2022 with more info. Need to pick sessions.

5. Professional Development available - MEA Online:

- Trainings are asynchronous, synchronous, or a combination of both.
- Cultural Competency training, along with many other professional development opportunities, now available here:
<https://www.educationminnesota.org/resources/minnesota-educator-academy/LearnUpon>
- FYI - The current Reading session for CEUs will not be valid for those that renew after June 30, 2023

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

7. Licensure Updates, Fall 2022 - see handouts

- Out-of-Field permission changes
- Lifetime substitute license update and changes

Minutes - November 30, 2022 Board

- CEU Committee news
 - Speech Language Pathology Assistants information
 - Science Standards updates
 - New requirements for Reading course for renewal
8. CBOC: January 20-21 /St. Paul - see flyer; if your local is in need of some funding to attend, please let me know. I will try.
Discussion: Possibly have a CBOC IO Networking on a Saturday from 10-2:30pm
Have representation from all IO locals and have 3-4 "top" priorities
Help with negotiating strategies
KB would possibly help out with some expenses
9. Bargaining Update Meeting: Spring 2023 meeting?? Thoughts on having this?
10. IO Networking Opportunity - see handouts
11. Presidents/Local Leaders Meeting February 21: (Possibly be replaced)
- Thoughts on this?
 - What sessions should be offered?
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!!!
- I. Other - Next meeting is January 4th @ 5:30pm. at American Legion, TRF.

Meeting Adjourned at 7:35pm
KB Secretary, Marcy Helling

January Meeting:

KB Audit Presentation/Reid Froiland
KB Representative Assembly
KB/NU Overnighter

Winter Capsule: Lisa, Stacey, Alexis (bio), Cindy (bio), Maranda. (Due: December 15)

Introducing

Meet Alexis Hruby, Thief River Falls Board Rep & Kramer Brown IO Treasurer



Hello! My name is Alexis Hruby and I serve as the Kramer-Brown Treasurer.

This is my sixth year teaching, but I just started my first year at Franklin Middle School in Thief River Falls where I teach 7th grade math. Previously, I taught at Warren-Alvarado-Oslo (2017-18) and at Goodridge Public School (2018-22).

I graduated from Minnesota State University Moorhead with my Bachelor's in Mathematics Education and a minor in Special Education.

My husband Nathan and I live in Thief River Falls. He too works at Franklin Middle School.

We have two 4-legged fur babies, Arlo & Bindi. When we are not working in the school during the school year, you can find my husband and I in our food truck, Smoke on Wheels, that we co-own with my father-in-law.

Introducing

Meet Maranda Peterson
Roseau Board Rep

Happy Holidays! My name is Maranda Peterson, I teach 1st grade at the Roseau Elementary School. This time of year is exciting and exhausting all at once. Our students keep us going with their high spirits and energy during this time of year. I have been teaching in Roseau for 8 years. I live in Roseau with my husband Kyle and our two children. My son, Taden, is 14 years old and loves to play hockey and golf, his dream is to play for UND one day. My daughter, Hadley, is 9 years old and in third grade. She loves to skate, swim, craft, and do anything with animals. As a family, we love to be active. We spend a lot of time at the lake, snowmobiling, four-wheeling, or traveling to see family. I am really excited for another great year in 1st grade at Roseau Public School. I am extremely grateful to be in Roseau doing what I love, teaching!

2022-23 Education Minnesota Foundation grants

The Education Minnesota Foundation for Excellence in Teaching and Learning has multiple grants available yet 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. A Professional Development Grant can also be used for groups to either attend professional development or be trained at their worksite.

Deadline: April 7

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

Peer Helpers: Spreading Positivity and Joy Throughout Every Season at Grygla School

By Robin Johnson, Grygla-Gatzke Board Rep



Grygla High School has an amazing group of students in Grades 7-12, who volunteer to be Peer Helpers throughout the school year. These dedicated high school students are paired with a student from Head Start through sixth grade, who could use extra encouragement



and friendship from an older student. At the beginning of each school year, classroom teachers provide the Peer Helper Advisors with the names of students who may be struggling socially, emotionally, and/or academically. Tausha Severts, a long-time GEA member who teaches 6th Grade and High School Art at Grygla School, is the head advisor of Peer Helpers. Brenna Dallager, a second-year teacher at Grygla High School who teaches Business, Computer, and FACS classes at Grygla High School, is Co-Peer Helper Advisor this year. Each week (or at least every other week) the Peer Helper meets up with his/her assigned "Buddy" to help them with homework, read a story, visit, or simply provide support by being a good listener. Sometimes, a Peer Helper is assigned to the same student the following year. Each school year, Peer Helpers are involved in numerous activities that make Grygla School (and the surrounding community) a great place to attend school, live, and work! Each October, Peer Helpers design and create the "Haunted Hallway" for all the students and staff. This annual event is always so much fun for everyone! In addition to the annual Haunted Hallway event, the Peer Helpers organize "Unity Day." Unity Day pro-



motes tolerance and respect for each other, despite our differences. Anti-bullying month is celebrated each October, with the message that everyone has a right to be treated with respect (no matter what our differences may be.) Each person's uniqueness is celebrated in a variety of ways throughout the month. All Grygla students are grouped together (Head Start through 12th Grade) and students learn more about each other through fun activities and games. In late December, the Peer Helpers put on the annual "Christmas Fun Day" for all ages at Grygla School. An entire afternoon is devoted to fun activities, pairing high school students with pre-school and elementary-aged students. This year, "Christmas Fun Day" will include eight different stations including: Christmas Shop/Store (staff are encouraged to donate new and/or "slightly used gift items, wrapping paper, bows, and other items that the kids will use to decorate special gifts for family members.) This station has always been my favorite, watch-

ing each child pick out and wrap a special item for a loved one! The joy that fills the kids' faces is priceless! The other stations are: Christmas Card-Making, Coloring Activities, Holiday Puzzle/Challenges, Scavenger Hunt/Simon Says, Games in the gym, Trivia, and last of all, "Just Dance." Peer Helpers are assigned to monitor the various stations set up around the school, and they encourage staff to join in on the afternoon of fun! When the cold month of February arrives, Peer Helpers celebrate the love and warmth of Valentine's Day, by selling valentine cards to students and staff. The person buying the valentine, writes a special message to a friend, classmate, staff member, or even a sibling, and then returns it to a Peer Helper or advisor. On Valentine's Day, the valentine is delivered to the recipient, with a cookie that Peer Helpers baked. This is always a big hit at Grygla School! Peer Helpers and advisors make sure that everyone gets at least one cookie....Yum! The last event that the Peer Helpers sponsor in late May, is "Charger Kindness Day." This is a special day devoted to helping members of the Grygla Community (and surrounding area) "spruce up" their yards and property in a variety of ways. Students from kindergarten through 12th grade are given a list of individuals who need some assistance with a particular outside project, or general clean-up of their yard/property. This is a chance for students (and staff) to "give back" to the community. Some of the past projects and clean-up duties have included: raking leaves, picking up branches/sticks, picking up litter, hauling garbage to the dump, doing light landscaping, doing prep work for gardening, window washing, and lots of other outside chores. The younger students are usually paired with older students and assigned to clean up our own school grounds. Whether rain or shine, this annual event turns hard work into fun for all! I hope this article encourages you to develop your own Peer Helper program at your school! Thanks for reading about one of the many amazing organizations/groups offered at our awesome school!





Capsule



Kramer Brown/Northland United Overnighter

Mark your calendar!!

The Kramer- Brown/Northland Overnighter Workshop is scheduled for

March 24-25, 2023 at the Hampton Inn in Bemidji.

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



teacher appreciation Week

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

Tuesday, May 2, 2023 is National Teacher Day. THANK YOU Kramer-Brown Teachers! This is the time we honor you and recognize all the contributions you do for your school, community and especially the students. Although it does take a lot of people to make a school succeed, National Teacher Day focuses on the teachers who work to make public schools great places for students to succeed in life.

The week of May 1-5, 2023 is designated Teacher Appreciation week by the National PTA.



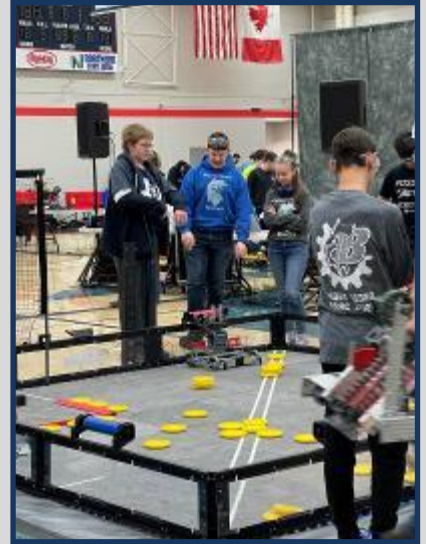


Capsule

**Ms. Katherine Melgaard, MCC Robotics & Drones Advisor
Submitted by Lisa Donarski, MCC Board Rep**



MCC High School's Robotics and Drones teams have been busy! The drone team made it to the World's Competition last spring in Dallas Texas. This season we have one team that were Tournament Champions and another team that won the Autonomous Flight Champion award so far. One of the robotics teams made it to the State Competition already this year by winning an Excellence Award and also received an invite to the US Open Competition in Iowa. Both of those events will happen in March.



NEA classes now available on MEA Online

Our MEA Online has teamed up with the National Education Association to provide a multitude of online courses for Education Minnesota members. An update is currently happening in January, so the site will be down until the full transition to a merged Education Minnesota and NEA site can take place.

MEA Online will now include online classes provided by Education Minnesota's Minnesota Educator Academy, along with all NEA online classes.

Existing users will need to go to <https://meaonline.learnupon.com/users/password/new> and follow the prompts to reset your password.

To access the NEA portal for new classes, log in with your new password, go to portal switch button at the top of the page and click "PEP – Professional Excellence Portal." Members will have to take the very short mandatory welcome to NEA training before seeing the full free catalog of courses. All of the information to access the platform and courses will be available on the Education Minnesota and MEA Online websites.

NEA Representative Assembly

The National Education Association Representative Assembly, the NEA's major decision-making body, will be July 2 -July 6, 2023 in Orlando, FL

NEA: We Educate America



Over 9,000 delegates will gather for NEA's 161st annual meeting and 102th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.



Opportunities for grants and scholarships from Kramer Brown available!

Did you know that Kramer-Brown grants are available for members, and scholarships for dependents of members!

Please look at the KB website for more information and forms!

<https://educationminnesota.org/union/kramer-brown/resources/>

2023 Education Minnesota Representative Convention

Delegate selection underway for 2023 Rep Convention

Plans are underway for the 2023 Education Minnesota Representative Convention, which will be held at the DoubleTree by Hilton Bloomington in Minneapolis on April 28-29, 2023

Major business for delegates includes acting on changes to the union's constitution and bylaws and considering any action items. This year, delegates will also elect Education Minnesota's statewide officers and two National Education Association directors.

The number of delegates allocated to each local and statewide affiliate is determined by the number of members. Delegates are chosen by open nominations and secret ballot. Interested members should contact their local president for details on how to participate.

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

<https://educationminnesota.org/members-only/governance/representative-convention/>



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**



Teacher Burnout: How can we prevent it?

By Stacy Leake, Thief River Falls Board Rep

20 Plus TIPS TO BEAT Teacher Burnout

1. Work out
2. Laugh often
3. Remember who you are
4. Reduce time spent grading
5. Collaborate
6. Be selective – just say no!
7. Differentiate instructional methods
8. Focus on what you can control
9. Eat healthy foods
10. Get enough rest
11. Find mentors you trust
12. Unplug at home
13. Create a classroom oasis
14. Set realistic goals
15. Reward yourself
16. Avoid boredom
17. Get up and move
18. Consider taking time off
19. Plan strategically
20. Share the burden with others
21. Get organized
22. Communicate with parents early *and* often
23. Keep your door open to administrators
24. Jam out
25. Change the scenery
26. Find your joy
27. Fill up regularly
28. Start a countdown



As I write this, I remember when I was doing internships in an elementary school for my college class. The kids had gone to lunch, and I remember my mentor teacher looking at me and saying, “I’ll be surprised if any new teachers last longer than five years in this profession now!” Shocked, I went home feeling punched in the gut. Today, I am proud to say I am in my 27th year of teaching. So, I did make it WAY past what I was told that day. However, I will say that the job has become more challenging. Many people would say that it is because kids have become more difficult. I think it goes way beyond that.

When I entered the education field, we didn’t have state tests that we were required to see how students were achieving. So, in addition to the increased rigor, we must now adapt it for our students. Often the questions are not developmentally appropriate, yet, it is our job. Compounding these stresses, we deal with budget cuts, unfilled positions, and subpar benefits. As a result of so many unfilled positions, from bus drivers to kitchen helpers, cleaners, teachers, and paraprofessionals, we have more of a workload. You may not get a prep for a quarter and get overload pay, or you are helping with the garbage each night. The stress of our job is incredible. The hybrid teaching during COVID-19 caused additional issues for many of us. In addition, it is all over the media that teachers aren’t doing their job or are being unfair to students. Why do people need to put a blanket statement about all teachers on Facebook?

So, where am I going with this... First, I want to remind all of us why we entered this profession. It wasn’t to make a lot of money. We went into our profession to impact lives. Most of us had an exceptional teacher(s) that truly made a difference, and we wanted to pay it forward. By becoming a teacher, you get job satisfaction that few will experience. Other than parents, teachers arguably have the most significant influence on a child's life. The visible results you'll see from pupils will send you home with pride! Few can use their passion in their job. Teachers get to do this every day, with the opportunity to instill this enthusiasm in their pupils.

Teaching is more than just a job; being a doctor, nurse, or

vet is more than a job. It's a true vocation. Many people work to live, but the rewarding nature means teachers get job satisfaction unmatched by most professions! Stay passionate about your profession. Control what you can control. Continue to care about your students and help them navigate their educational journey. Take the days off in the school year to rest, not to do school work or get caught up; we are our own worst enemies. And remember that the most important reason to become a teacher is that you have a deep love of learning and want to pass that along to others.

Yes I'm a teacher.
But today I was also a
nurse, a psychiatrist, a
mediator, a data
analyst, a statistician,
an IT specialist, a
researcher, a problem
solver, and a coach.

@pinktulipteachingcreations



Pension advocacy work ramps up after election thanks to new legislative opportunities

Education Minnesota's Pension Advocacy Plan moves into its next phase with the election providing an opportunity to get to work on pension improvements.

Pro-public education and pro-union majorities in the House and Senate, as well as in the governor's office, means we have the chance to push for bills on pension improvements and funding.

Education Minnesota has now moved into phase two of our member-led advocacy plan.

The Teachers Retirement Association board will need to be pushed to do the following:

- Discuss improvements to member benefits.
- Discuss the costs and get actuarial estimates for improvements.
- Recommend and support benefit improvements.
- Recommend and support increased funding from the state of Minnesota for improvements.

Education Minnesota staff are already working closely with legislators to author pension bills for improvements and funding. Educators interested in helping pass this legislation should watch for chances to engage with your local legislators as well as lobby at the Capitol or in virtual conversations with lawmakers to share your stories and motivate them to take action.

A reminder that Education Minnesota has members in multiple pension plans and there are discussions about them as well. In addition, our fellow public employee groups have shared that they are planning to push for action on their pensions, too.

Stay up to date on what is happening around educator pensions by signing up for Education Minnesota's Pensions Update e-newsletter. Sign up and learn more about the advocacy plan at www.educationminnesota.org/advocacy/at-the-legislature/pensions.

Delegate selection underway for Representative Convention

Plans are underway for the 2023 Education Minnesota Representative Convention, taking place April 28-29 at the Double-Tree by Hilton – Minneapolis South. Represent your colleagues on issues that affect all educators by seeking a post as a delegate or alternate. The Representative Convention is our highest governing body, with more than 600 elected delegates meeting annually to set policy for the union.

Major business for delegates includes acting on changes to the union's constitution and bylaws and considering any action items or proposed amendments to the legislative positions and the statements of principle. This year, delegates to the convention will also elect governing board members in eight at-large zones, two education support professional governing board members, a higher education/state affiliate member and an NEA Director.

March 24 is the deadline for local presidents to inform Education Minnesota of those who will be delegates and alternates to the RC. The number of delegates allocated to each local and statewide affiliate is determined by the number of members and can be found in the Representative Convention section of our website in the Delegate Allocation Report. Delegates are chosen by open nominations and secret ballot. Interested members should contact their local president for details on how to participate.

For this event, Education Minnesota provides one standard hotel room for one night for each local sending at least one delegate and one round-trip mileage reimbursement per delegate. Local presidents have details on the financial arrangements and hotel reservations.

Learn more about the RC and elections in the member portal of www.educationminnesota.org. You will need to be logged in to see this content.



How to stay informed, get involved this legislative session

This legislative session with pro-public education majorities in both the Senate and House means educators need to be involved with the legislative process now more than ever before. We can win what we, our students and our schools need if we hold elected officials accountable. Educators are the most effective advocates for public schools!

Share your story at a lobby day

Local union and intermediate organization lobby days can be in person or virtual and scheduled through your union and IO leadership and Education Minnesota staff.

We will be hosting several issue-based virtual lobby days, in addition to local lobby days, which are open to all active members. Topics to be determined. For more information, go to www.educationminnesota.org/advocacy/at-the-legislature/lobby-days.

Meet with legislators when they are back in their district

If your legislators are back in their district and if they are having any public meetings, attend one! Invite your local legislator to your school, campuses and classroom, in a safe way. The more they can see and hear about what is going on in their local schools, the more likely they might be to fight for what you need. If locals or members want to schedule a formal meeting with the legislator, contact your Education Minnesota field staff. Education Minnesota also plans to host regional meetings with legislators. Watch for more information about those meetings to be shared in emails and on our website and social media channels.

Raise your voice by testifying at a hearing

Committee hearings are a focal point of the legislative process at the Capitol and give educators the chance to share their stories and make their voices heard. Contact Education Minnesota's lobby team at lobbyteam@edmn.org if you're interested in testifying. The team can help you prepare your remarks and make sure you are where you need to be.

Read the Capitol Connection e-newsletter

Every week during the legislative session, Education Minnesota sends an e-newsletter called Capitol Connection to all members. Capitol Connection summarizes the most recent actions affecting public education at the Legislature, and looks ahead to upcoming issues, hearings and activities. If you're a member and haven't begun receiving the Capitol Connection, contact webmaster@edmn.org and put Capitol Connection in the subject line.