



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

September 2023

Special points of interest:

- 2023 NEA RA, Orlando FL
- Better Together
- MEA 2023

FALL 2023

Inside this issue:

From the Field	2-3
KB Chair	3
Meeting Minutes	4-15
Negotiation Meetings	21

2023 Fall Drive In

Wednesday, October 4, 2023

Lake of the Woods School, 236 15th Ave SW, Baudette

Registration & Meal start at 5:00 p.m. Start of Drive In: 5:30 p.m.

SESSION I

Positive Behavior Interventions:

AFT Renewal Session

This session focuses on effective strategies that lead to increased student engagement and achievement.

Financial and Fiduciary Responsibilities for Local

Leaders

Education Minnesota and all its affiliates and intermediate organizations must comply with local, state and federal laws, plus the rules and policies set forth in our governance documents and by our national affiliates. At the same time, we must ensure strong financial practices. This session will provide information on fiduciary responsibilities and financial training for treasurers, local and intermediate organization leaders.

When can I afford to retire

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

A Walk in the Woods

Our session will include an overview of School Forest Utilization, strategies for teaching outside, and realistic expectations. This will include a description and examples of various projects that teachers in our school have used or continue to use in conjunction with our School Forest. We will also be taking a trip (walking) to one of our three School Forest sites to observe wildlife, discuss possible lessons, and explore the physical layout of our School Forest.

Please include a note for participants to wear walking shoes and appropriate outdoor clothing for the weather.

SESSION II

Reading:

AFT Renewal Session

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

Staff Development: The Law, Your Contract and Your Committee

Is your district's staff development aligned with the law? In this session participants receive an update on the staff development law as well as information and strategies for staff development committees to implement the requirements in their district.

Google Slides without the Slideshow

Using Google Slides for other projects beyond the standard PowerPoint. Learn about other uses and some tips and tricks for utilizing Slides to meet other needs. Attendees should bring a device to access Google Slides.

When can I afford to retire

Same as session I

Click the link to Register

bit.ly/3sAjxho

Scan QR Code to Register



SIGN UP DEADLINE:

9/22/23 by 4:00 PM!!

MEMBERS WHO SIGN UP AND ARE A NO SHOW WILL BE REQUIRED TO PAY FOR THEIR MEAL (\$20)

Cancellations must be in the field office by the end of the business day prior to the date of the drive in; members will be billed for the cost of dinner for cancellations after this date and for no shows.

Education Minnesota Members Only Event

Membership will be verified

From the Field



Kevin Young

Welcome Back

Welcome back to another school year! I hope you had an enjoyable summer and found some time to relax, as well as finding time to spend with family and friends.

As I write this article, you are finishing the first week of the school year.

Overall, it has been busy, but there are no major issues at this time. I hope I did not just jinx us!! Let's hope this spike in COVID cases will not affect us too much and create the need to make difficult decisions regarding the safety of students and staff in our schools.

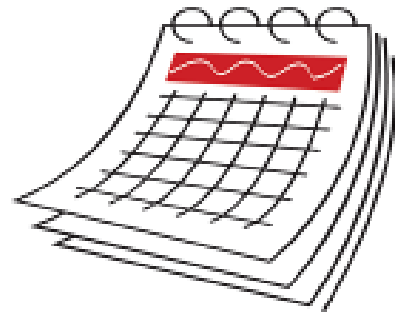
I know all of you are very busy, so I will try to keep this short. I know I mentioned this in the past, but if you are asked to teach or work with students who are distance learning or in some non-traditional classroom situation, make sure to reach out to your Union Leadership immediately. Your action of agreeing to work with students in non-traditional settings has the potential to affect all other members of your bargaining unit.

I want to make sure to say thanks for all your work in the recent elections that took place. Electing pro-public education and pro-union candidates in Minnesota has paid off. There is an extensive list of positive changes that are improving public education. I understand some are negative regarding the use of force language and the fact some counties have decided to remove SROs from districts, but Governor Walz has indicated he is willing to call a special session to help clarify this language. Let's hope something gets done so that concern can be put behind us. I also realize many of you were expecting significant changes in pension reform and that did not happen. Please keep in mind that the work continues, and the hope is we can get more done in the spring of 2024. Overall, the gains and positive changes far outweigh the negative. If you would like to discuss any of these items, please let me know. You can find more information regarding legislative updates on the Education Minnesota web site. Here is the link: <https://educationminnesota.org/>

As I have mentioned before, please reach out to your local leaders and thank them for all the work they do for all members. Being a local leader is a year-round job and your local representative do a great job. This has been especially true this year with all the changes that took place during and at the end of the 2023 legislative session. This is especially true for your negotiators. There is no doubt the work they do increased due to addressing all the legislative changes that occurred last spring. Please find a way to show your appreciation for the work they do.

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

tiered licensure system, TD&E, ACA, elections, or any other item, please send an e-mail or give me a call. I can be contacted at the Education Minnesota Bemidji Field Office at 1-218-751-5957 or 1-800-622-4971. My e-mail address is kevin.young@edmn.org



Calendar of Upcoming Events

September

- 26 Negotiation Update Meeting, The Hive, Thief River Falls (6:00)
- 27 Negotiation Update Meeting, Gene's Bar, Roseau (6:00)

October

- 4 Fall Drive-In, Lake of the Woods School, Baudette
- 19 Minnesota Educator Academy (MEA), St. Paul
- 25 KB Governing Board, The Hive, Thief River Falls

November

- 13-17 American Education Week
- 15 Education Support Professionals Day
- 29 KB Board Meeting, via Zoom, 4:30PM



2023-2024 Kramer Brown I.O. Chair

Fall Greetings from the desk of your Kramer-Brown Governing Board Chairperson!

Mara Gust

The Kramer-Brown board works hard to represent the needs of all of our locals, but we can

only do that with constructive input and full representation. We currently have open seats on the board from several locals. Please talk to your local President or me if you are interested in serving the IO as a governing board member. And please reach out to the board at kramer-brownio@gmail.com if you are interested in learning more about the position.

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

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

I am very excited about this year's in-person Fall Drive-In, hosted by Lake of the Woods! The Drive-In will take place Wednesday, October 4, in Baudette. The Kramer-Brown board works hard to make this a fun, worthwhile event, with sessions to appeal to everyone. (And good food!) As always, if you have input on what you'd like to see at the Drive-In each year, talk to me or your local representative.

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

I hope you have a wonderful school year!



The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization
Capsule Editor - Andrea Johnson
800-622-4971
andrea.johnson@edmn.org

KRAMER BROWN GOVERNING BOARD:

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

LOCAL REPRESENTATIVES:

Badger..... Gretchen Lee
Goodridge..... Stephanie 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 Strege
Roseau..... Maranda Peterson
Stephen-Argyle..... Melanie McGlynn
Thief River Falls..... Stacey Leake
Warren Alvarado Oslo..... Jeanne Johnson
Warroad..... Rose McDonald
Education Minnesota Field Staff..... Kevin Young
Education Minnesota Support Staff..... Andrea Johnson



Minutes

Kramer Brown Summer Planning Meeting

June 7, 2023

EM Office, Bemidji @ 9:30am

www.educationminnesota.org/union/kramer-brown

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

A. Adopt agenda with flexibility

Members Present: Mara Gust, Marcy Helling, Stacey Leake, Heidi Hanson, Alexis Hruby, Nicole Fiala, Rose McDonald, Rene Strage, Deb Koebernick, Robin Johnson, Maranda Peterson, Lisa Donarski, Andrea Eskeli, Jeanne Johnson, Andrea Johnson, EdMn, Kevin Young, EdMn.

A special welcome to Rene Strage and Jeanne Johnson for being new members on the Kramer Brown Governing Board.

B. Secretary's Report: Marcy Helling

a. RA minutes looked over/to approve at the RA in 2024.

b. January Minutes

A motion to approve the January KB minutes by Robin Johnson, second by Maranda Peterson. Motion carried.

c. Correspondence - Thank you from Elizabeth Gust for KB scholarship.

C. Treasurer's Report: Alexis Hruby

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

b. A special "THANK YOU" to Alexis for her work as our KB treasurer this past year. We appreciate you.

c. Note: The 60 month CD is at 2.5% and due to renew in April 2026. The KB Board will look into what is best for the current funds in the CD.

D. Old Business:

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

a. Delegates shared information from the convention.

2. Teacher Recognition Dinner/May 2/Quality Inn

a. The dinner was poorly attended (25 people), but very nice.

b. Amazon cards of \$50 were given, along with a plant for each retiree.

c. We are looking at a Wednesday (not Teacher Day) and possibly at a different location for next year.

d. It is encouraged to have locals choose a Teacher of the Year and Friend of Education next year. That gives more to celebrate at the banquet.

3. IO Grant
No changes for next year. Keep in mind its value and purpose.
4. Scholarships (KB members' children)
 - a. High School Senior: 2 scholarships @ \$250. They need to be a child of a KB member, no specific field of education, add GPA, and an unofficial transcript. Due: March 1st.
 - b. Education Major Scholarship: 1 scholarship @ \$500. They need to be a child of a KB member, specific field of education, add GPA, and an unofficial transcript. Due: March 1st.

NOTE: Each year, the KB board will use their judgement (up to \$1000) to disperse the scholarships according to how many apply.
5. KB Dues for 2023-24
 - a. A motion was made by Heidi Hanson to change the first half payment date to November 15, 2023, with the second half due on February 15, 2024, second by Mara Gust. Motion carried.

E. Action Items:

1. 2023-2024 Budget Discussion (Approval at August Meeting)
 - a. The KB Officers will meet on July 18 @ 11:00am at the Wired Bean in Thief River Falls. Those to attend: Mara, Heidi, Marcy, Alexis, and Kevin.
 - b. A motion to give KB Treasurer, Alexis Hruby, flexibility to look over categories and share information at our KB officer meeting on July 18, second by Deb Koebernick. Motion carried.
2. IO Treasurer Assignment
A motion to appoint Alexis Hruby as IO Treasurer for 2023-24 was made by Andrea Eskeli, second by Heidi Hanson. Motion carried.
3. IO Secretary Assignment
A motion to appoint Marcy Helling as IO Secretary for 2023-24 was made by Heidi Hanson, second by Rose McDonald. Motion carried.
4. Governing Board Longevity Stipends/2023
 - 0 years - Rene Strage, Jeanne Johnson
 - 1 years - Cindy Franks, Gretchen Lee, Alexis Hruby
 - 2 year - Nicole Fiala, Mark Christenson
 - 3 years - Maranda Peterson, Teresa Hulst
 - 4 years - Stacey Leake, Lisa Donarski
 - 6 years - Deb Koebernick
 - 7 years - Robin Johnson
 - 8 years - Heidi Hanson

- 11 years - Mara Gust
- 12 years - Andrea Eskeli
- 18 years - Rose McDonald
- 30 years - Marcy Helling

Policy P.S. (revised in June 2022)

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

a. A motion was made by Rose McDonald, second by Stacey Leake, to pay longevity stipends to the following KB Governing Board members for their years of service. Motion carried. We thank them for their support in the KB Governing Board. These members are Kathleen Kallis (\$50) and Shawna Peterson (\$25). Cards and stipends were sent.

5. Door Prize Cash/KB Treasurer

a. A motion was made to approve the KB treasurer getting cash for door prizes by Robin Johnson, second by Stacey Leake. Motion carried. This includes the Fall Drive-In and March Overnighter.

6. Recognition Dinner Photographer

a. A motion was made by Heidi Hanson, second by Stacey Leake, to pay a \$75 stipend to take photos at the Recognition Dinner. Motion carried.

7. Payment of 2022-23 KB Officers

a. A motion was made by Deb Koebernick, second by Rose McDonald, to pay stipends to the officers for the 2022-2023 year. Motion carried.

Mara Gust:	\$1500
Heidi Hanson:	\$250
Marcy Helling:	\$900
Alexis Hruby:	\$1100

8. Stipend for Virtual Meetings

a. A motion was made by Heidi Hanson, second by Maranda Peterson, to pay \$25 stipends for any regular virtual KB Governing Board meeting (as needed). Motion carried.

9. Mileage for KB Governing Board Members

a. A motion was made by Heidi Hanson, second by Stacey Leake, to follow the IRS mileage rules for mileage to meetings and events. Motion carried.
NOTE: A Google map is NO longer required.

10. Supper stipend for summer planning meeting

a. A motion was made by Deb Koebernick, second by Lisa Donarski, to give a \$25 supper stipend for the summer planning meeting. Motion carried.

11. Gifts to staff

a. A motion was made by Rose McDonald, second by Mara Gust, to give a \$50 gift card/thank you to Kevin and Andrea. This will be given at the August Meeting. Motion carried.

Lunch at noon/Reconvened meeting @ 12:30pm

F. New Business

1. KB Pamphlets

a. Andrea will make copies to distribute at the Fall Drive-In.

2. Calendar 2023-2024

a. Andrea will send out calendar when all the dates are secured. She will gather information from area businesses to hold meetings, etc. first.

3. August KB Governing Board Meeting

a. The meeting will be held on Tuesday, August 22nd at 11am with the location to be determined.

4. Vacancies on the KB Board

Try to talk to people and help to fill the vacant spots.

5. 2023-2024 Capsule Assignments

Fall: Heidi H., Rose M., Andrea E., Nicole F.

Winter: Lisa D., Robin J., Rene S. (bio), Mark C., Teresa H., Cindy F.

Spring: Jeanne J. (bio), Deb K., Gretchen L., Stacey L., Maranda P.

Fall Deadline: Aug. 15th Winter Deadline: Dec. 15th Spring Deadline: Apr. 15th

6. Fall Drive-In Update/Finalize at August Meeting

a. Sessions: Basically planned/Possibly add...

Native American Session

Technology Session (Maranda will check with someone from Roseau)

b. Location: LOW Contact person: Nicole Fiala

c. Each local brings a \$25 door prize

d. There will be a "To Do" list to follow...all questions referred to Mara G.

7. 2024 KB/NU Overnighter/Bemidji/March 22-23
Finalize sessions, etc. in January

8. New Hires Meetings

Kevin Young will reach out to each local and try to meet with the New Hires individually. Folders will be provided.

6. Field Office Report/Kevin Young

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

Missing April roster: Badger, MCC

2022-23 Dues Payments: Grygla-Gatzke. Please remind treasurers to make final payments over the summer.

2022 Audits: All are in. THANK YOU!!!

2023-24 Local Dues: Missing are Badger, Grygla, Kittson, Lancaster, MCC, NWRIC, Roseau, Stephen, WAO

2023-24 Leadership Roster: Missing are Kittson, Lancaster, Red Lake Falls, Roseau, Thief River Falls, WAO

Ordering of 2023-24 Membership Materials: No materials ordered: NWRIC, RLCC, TRF

Here is the link to order materials: (email sent May 11, 2023 to all local presidents, membership contacts, and treasurers)

<https://educationminnesota.org/membership-materials-ordering/>

3. Retiree Continuous membership: (Please reach out to all retirees and remind them of this benefit.)
 - a. Retirees **MUST REGISTER** to get this benefit - will not automatically happen based on your local's membership lists
 - b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>
4. Membership Fall 2023 - need to have a plan how to reach out and welcome tier 1 and pre-K teachers into the bargaining unit. Invite them to all new hire's meetings. Have a plan for 1 to 1 conversations with these individuals.
 - Tier 1 teachers now part of the bargaining unit - see FAQ on Tier 1 Teachers
NOTE: Bargain for mentors to get paid to help Tier 1 teachers.
 - Pre-K teachers
 - New hires - need to stop the gradual loss of these folks when they do not become members

- if what you are doing is not working, let's talk about doing something different
5. New Hires Orientation and Plans- locals need to start planning for orientation of new hires and how to best approach these individuals about membership; I am willing to attend any local new hires meetings
 - "Join Now", the on-line membership system is available.
 - Think about what you can do locally to reach out to the new hires and make connections with them.
 - Thoughts on holding new hires meetings???????
 - Each local was asked to have a New Hires Orientation Plan. Please review and send a copy to me with any changes. If your local has not developed a plan, please complete and send a copy to me.
 - I will continue to make an effort to reach out to all new hires.
 - Please send me lists of your new hires with personal contact information.
 - I will send a personal invitation to the new hires meeting if they are held and I get requested information
 - My plan is to continue holding two events like we did the last few years; TRF and Roseau???
 6. Value of Belonging: the work continues; for resources and information: <https://www.educationminnesota.org/membership-benefits/why-belong/>
 - we all need to continue reaching out to all members and have one on one conversations to encourage more involvement and inform members of the VoB and Why it is important to Belong
 - Member engagement needs to remain a priority for all locals.
 7. 2023 Legislative Session - see 2023 Legislative Session Summary for Local Leaders
 8. Bargaining - a lot happening here. Do we want to have a Negotiations Update meeting in the fall?
 - Bargaining bulletins:
 - E-learning - see handout
 - ECFE and ABE continuing contract - see handout
 - Tier 1 and PreK teachers - see handout
 - Subjects of bargaining - see handout
 - Recommend revisiting 403b language
 9. Political Conference - TBD
 10. Local elections (referendums): Please contact me if you need any help or resources with local elections; need to start working on November referendums now. Also hearing of August referendums this year.

11. Local Leaders meetings - thoughts on these? August is well attended. The other meeting in late January or February is not well attended.
12. Fall Drive-in: October 4 at Lake of the Woods School, Baudette. (See handout)
 - a. Need to determine remaining sessions at some point???????
13. Summer Leadership Seminar: July 31-August 1-2, St Bens;
<https://educationminnesota.org/events/annual-events/summer-seminar/>
 - Please encourage members to attend, especially local presidents, treasurers, membership contacts, member rights, and negotiators
14. TD&E Joint Agreement: if any changes were made in your TD&E plans and/or joint agreements, please send us a copy of the signed agreements.
15. Local Time Enhancement Program - not sure at this time. I will update as more information becomes available.
16. MEA 2023: October 19; more information to come as it becomes available
17. Locals missing KB IO Representatives:
18. Other: Licensure Information
Native American Licensure requirement
Anti-Union Mailings

H. Other

A possible change to Policy P.S. 101 (#1)/ National Convention (brought by Heidi Hanson). The possible change is below.

P.S. 101. Funding of National Delegates

1. To be eligible for funding from Kramer Brown, all delegates need to have their name on file at the Bemidji Field Office by June 1. The first ~~five~~ (three) duly elected local and cluster delegates to NEA or AFT conventions will be eligible for up to a ~~\$1,000~~ (\$2,500) expense reimbursement from Kramer Brown when the request for reimbursement is accompanied by copies of itemized receipts and a Kramer Brown voucher form. All credentialed delegates from Kramer Brown locals can apply for up to \$250 in additional reimbursement from Kramer Brown as approved by the Kramer Brown board at the August meeting. This reimbursement to credentialed delegates would be for expenses in excess of those paid by Education Minnesota. This request must be accompanied by copies of itemized receipts and a Kramer Brown voucher. Final expense reimbursement will be paid to delegates upon submission of a convention report to the Kramer Brown treasurer by **August 15**. (Last changed June 2016)

NOTE: It was requested that Andrea retype P.S. 101 with the new possible changes and have the KB board look it over and make a final recommendation at the August meeting.

Meeting adjourned @ 3:00pm

Respectfully submitted, Marcy Helling, KB Secretary

August Meeting:

Approval of Budget for 2023-2024

Fall Drive-In Update (Get Nicole a "To Do" list to follow) Mara

Gifts for EM Staff (Marcy)

Calendar Update (Meeting places added)

P.S. 101/National Convention change (Andrea will add new wording to P.S. 101)



What is American Education Week?

American Education Week—November 13-17, 2023—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

Read more about the <https://www.nea.org/resource-library/>



Kramer Brown Governing Board Minutes
August 22, 2023
Springsteel, Warroad @ 11am

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

Members Present: Mara Gust, Heidi Hanson, Deb Koebernick, Alexis Hruby, Marcy Helling, Rene Strage, Lisa Donarski, Rose McDonald, Nicole Fiala, Maranda Peterson, Mark Christenson, Jeanne Johnson and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
"Thank You" card from Bonnie Wensloff for retirement gift.
- B. Introduction/New Members
none
- C. Secretary's Report - Marcy Helling
Maranda Peterson made a motion to accept the Secretary's Report, second by Rose McDonald. Motion carried.
- D. Treasurer's Report - Alexis Hruby
A motion was made by Lisa Donarski to approve the KB Budget, second by Maranda Peterson. Motion carried.
 1. Member Drops/membership numbers discussed by Kevin.
 2. Budget to Actual discussion by members.
- E. Old Business:
 1. Kramer-Brown calendar for 2023-2024
Andrea will send out final calendar. All changes have been made at this time.
 2. Fall Drive-In/October 4/Lake of the Woods High School/Baudette
 - a. Contact person: Nicole Fiala (See Mara Gust for concerns or questions)
 - b. Sessions (8) were confirmed.
 - c. Registration Table - Marcy Helling (4:30pm)
 - d. Door Prize Table - Have someone from LOW take care of this table
 - e. Dinner (\$18 per plate with a 50-person minimum) Make sure to have cookies and water at the end of the sessions.
 - f. Decorations on tables/Signs will come from Andrea for classrooms, etc.
 - g. Have an online evaluation of the event
 3. Recognition Dinner for May 2024
 - a. The dinner will be held at the Legacy Event Center/TRF this year.
 - b. Rental: \$300
 - c. Meals: \$14 (1 entrée)

\$16 (2 entrees)

- d. Decorations provided with a minimum cost.
- e. All items will be finalized at a later meeting.

F. Action Items:

1. Approve Budget for 2023-2024

- a. A motion was made by Mara Gust to approve the 2023-2024 KB budget, second by Heidi Hanson. Motion carried.

G. New Business:

- 1. New Hires Visits - Kevin is working on this. KB will provide folders again to the new hires that he visits with.
- 2. NEA Highlights (Heidi Hanson)
 - a. Lots of information with some tech issues
- 3. AFT Highlights (Heidi Hanson)
 - a. Good committee work
 - b. Professional development based
- 4. Summer Seminar - Rose McDonald
 - a. Stayed in a "track" the entire 3 days. About 250 people in attendance.
 - b. This will be offered every other year.
- 5. NCUA Membership - Heidi Hanson
 - a. Mara will send a link to KB Governing Board to research. The cost of membership is \$468.
- 6. Token of appreciation to Kevin and Andrea from KB Board

H. Field Office Report - Kevin Young

- 1. Kramer-Brown IO Calendar - See Handout
- 2. Membership Info -
 - a. Paper application - make sure to complete dues amt, initial all boxes, sign, send to Bemidji Office
 - b. JOIN NOW - new member application on-line
 - c. Local dues amount needed so it is listed when new members use JOIN NOW.
 - d. Dues Structure
 - e. Membership changes sent to the Bemidji Field Office - Please send all changes to Andrea Johnson at andrea.johnson@edmn.org.
 - f. **Membership updates 4 times per year.** Andrea sends request for changes. Even if no changes, please send message to Andrea that there are no changes.
 - g. Bi-annual Membership Application - data request sent to districts November 1 and March 1
 - h. Tier 1 and preK teachers are now part of the bargaining unit.

- i. Districts must notify locals within 30 days of a person being hired and when termination occurs.
3. Member Engagement Plans:
 - Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop (August 28)
 - Lesson plans, handouts, videos can be found on EdMN website here: <https://educationminnesota.org/members-only/leaders/member-engagement/>
 - Relational organizing grants continue this year. Watch for information.
 - Utilize the KB IO Grants to organize and engage members.
4. New Hires Orientation Plan: refer to New Hire Orientation and Recruitment Process guide
 - Every local needs to have plan in place
 - If you haven't already, please send me a copy prior to start of workshop (August 28)
 - NEA 2023-24 Student Rebate: previously a student member: <https://www.nea.org/aerebate>.
 - Please provide the following for each new hire: Name, E-mail, Phone number
 - KB IO will be providing a professional folder for each new hire. Will pass out at new hires meetings.
5. Community Outreach Subsidy program: (email sent July 27, 2023)
 - Each local can place one ad per year and be reimbursed up to \$400.
 - Information can be found here: <https://educationminnesota.org/members-only/leaders/local-leaders/community-outreach-subsidy-program/>
6. Kramer-Brown Fall Drive-In, October 4, LOW - See Handout
 - a. Deadline to register is Friday, September 29
 - b. Great opportunity for member engagement
7. Minnesota Educator Academy (MEA) October 19 - See Handout
8. Negotiations Update meetings -
 - September 26 & 27 - See Handout for details - all are welcome
 - A lot happening here with the 2023 legislative changes.
 - Concern - not negotiating language changes as a result of 2023 legislative changes.
 - Please have bargaining teams reach out to me if resources and help are needed.
 - Summary of what is happening and what I am hearing.
 - Settlements so far. See Handout
9. Political Conference - TBD - Watch for more information.
10. Local Data Update:

2022-23 Dues Payments: Most locals are up to date. THANK YOU!!!

2022-23 April rosters: Missing are Badger, MCC

2022 Audits: All are in. THANK YOU!!!

2023-24 Local Dues Amount: Missing are Lancaster, MCC, NWRIC,
Stephen Argyle, WAO

2023-24 Leadership Roster: Missing are Kittson and Thief River Falls

11. Retiree Continuous membership: (Please reach out to all retirees and remind them of this benefit.)

a. Retirees **MUST REGISTER** prior to August 31 to get this benefit - will not automatically happen based on your local's membership lists

b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>

12. Local meetings and events - please let me know of any general membership meetings and local events. I will try to attend as many as possible.

Other - Next KB Governing Board Meeting/October 25th/The Hive, TRF

Meeting Adjourned at 1:15pm
KB Secretary, Marcy Helling

October Meeting:

Review of Fall Drive-In, New Hires Meetings, Negotiations Meetings

Discuss upcoming audit (January 17th ...contact Reid Froiland)

Reminder of Capsule Articles: Heidi H., Rose M., Andrea E., Nicole F.

Welcome
Back To
School



NEA Rep Assembly - Orlando, Florida

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



The NEA Representative Assembly was held in Orlando, Florida from July 2 - July 6. This year the conference went back to only in-person attendance. On the day we arrived in Orlando, we registered with Education Minnesota. There was also a rally that afternoon held by Florida for All: Teach-In and March for Justice. That evening Education Minnesota held a merger celebration to commemorate 25 years. On the first day of the assembly, we had breakfast at 7:30 am followed by our MN caucus meeting. We then went to the convention center and registered as delegates. We were able to walk around and visit the different information booths that were set up. Afterward, people were able to go out for dinner and attend caucus meetings. On Tuesday we started again with our State delegate meetings. Those were held every morning from 8:00 am - 9:30 am. After that meeting, we headed back to the convention center. The Rep Assembly officially started at 10:00 at the convention center. During the assembly Monday we went over the preliminary credentials committee report, adopted the order of business, approved the proceedings of the 2022 Representative Assembly, and introduced the executive committee and the NEA past presidents. President Pringle spoke. That was followed by candidate announcements and responses from candidates. In the afternoon there were 60 minutes of new business items followed by the secretary/treasurer's report and action on proposed amendments to NEA bylaws. Education Secretary Miguel Cardona also spoke before breaking for the day. On Tuesday we had our state delegate meeting. When the Rep Assembly started we had voting during designated times. We then heard 90 minutes of new business items, listened to a disability rights presentation by Helena Lourdes Dona-



to-Sapp, and heard from NEA Executive Director Kim Anderson. In the afternoon we heard 90 minutes of new business items, heard the proposed Amendments to NEA Policy Statements, listened to the 2023 Education Support Professional of the Year Pamela Johnson, and heard the elections committee report. On Wednesday we had 90 minutes of new business, watched a live stream from President Biden and Dr. Jill Biden, and heard from the 2023 National Teacher of the Year Rebecka Peterson. In the afternoon we heard 90 minutes of new business items, listened to the 2023 NEA Friend of Education Quinta Brunson, took action on the NEA legislative program, and heard the resolutions committee report. On Thursday we had our state delegate meeting in the morning. At the rep assembly, we heard 90 minutes of new business items. In the afternoon we heard 90 minutes of new business items, took action on the 2023-2024 modified strategic plan and budget, and acknowledged the outgoing and incoming officials. We also heard the final credentials committee report. and heard the presentation of proposed amendments and candidates for vote in 2024. The assembly adjourned at 5:51 pm. I had an awesome time at this assembly. It was fun but it was very hot. I was able to eat out with some of the other delegates that I met from Minnesota. Attending the NEA Rep Assembly was a great experience. It includes working for long hours, but I had a great time meeting new people and learning about the inner workings of NEA. It's always fun to learn about all the new amendments and action items that were proposed by other states. It's interesting to see them being debated and amended and then debated again.



With General Counsel for the NEA Alice O'Brien



NEA Vice President Princess Moss

Lake of the Woods Elementary Annual Cereal Drive Dominos

By: Nicole Fiala, Lake of the Woods Board Rep



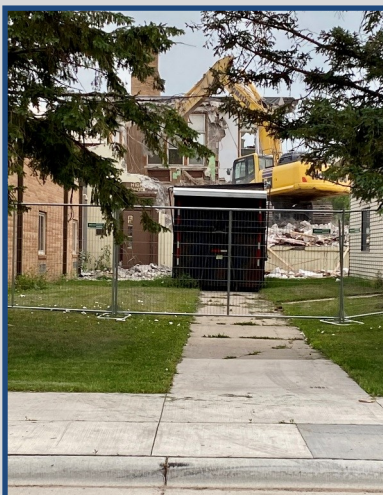
For the 2nd consecutive year, Lake of the Woods Elementary conducted a cereal drive. The goal is for each class to collect as many boxes of cereal as they can in the first 3 weeks of May. The school coordinates with the local grocery store, Lake of the Woods Foods, to put posters by the cereal and have a sale on boxes of cereal to help families purchase as many boxes of cereal as they can to donate to the school. There is a challenge among the classes to be the class to bring in the most boxes of cereal and win a prize! Each day the box count is updated in the hallway. This year over 400 boxes of cereal were collected and donated to the local food shelf. Before sending the cereal off to the food shelf, the students got to have a little fun and play some cereal box dominos. A couple of students were selected from each elementary class to be on the teams to complete the dominos and see how far each team could get successfully in 5 minutes. The rest of the students were able to watch from the walking track above the gym and cheer the teams on. It was a lot of fun and a great way to end the school year.





Under Construction

By: Andrea Eskeli, Red Lake County Central Board Rep



As we begin the 23-24 school year we find our buildings under construction. At Red Lake County Central, both our high school and elementary buildings are undergoing many changes. These can be very frustrating times, but we are in this together. I have learned through the years, that change gets more difficult with age. For those who walked the hallways of the demolished section of the school, this part of the process has been difficult. Your memories of laughter in those hallways and classrooms will live on in your memories forever.

There will be many disruptions through the school year from construction. There might even be days that no one can focus from the noise and chaos of workers and forward progress. Kids are great at adapting, never underestimate the hurdles they can overcome. We need to give ourselves and others grace as we navigate through the buildings this school year.

As we proceed with caution, keep your sights set on the end result, buildings that will best suit our students needs in a safe and healthy way! Buildings that will have hallways full of new laughter echoing through. A new generation of memory makers.



WELCOME BACK TO SCHOOL

Better together: Educators continue to choose union



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

Being an educator is one of the hardest jobs—and it's never been more difficult. But through our union, our members have the strongest possible voice to advocate for students, our profession, public education and our communities.

Five years after the Supreme Court ruled that non-members do not have to pay a portion of public sector union fees, Education Minnesota's membership remains strong.

Educators across the state continue to join their local, state and national unions and new locals continue to organize with Education Minnesota.

As the largest labor union in the state, Education Minnesota is a powerful, collective voice for educators and students. Through your affiliation with a strong statewide union, your locals are stronger and have more resources available to you.

Did you know that your dues make you a member of your local union, Education Minnesota, the National Education Association, the American Federation of Teachers and the regional, state and national AFL-CIO?

Education Minnesota is made up of 475 local unions. Each is organized to meet the specific needs of members in their job settings and communities.

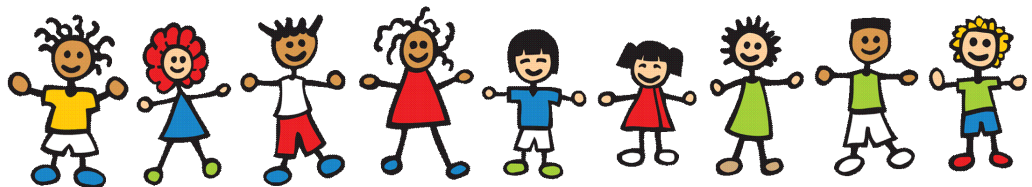
Did you know in 2022, Education Minnesota-Retired won an award from the National Education Association for the largest percentage increase in members?

That year, EM-Retired saw a growth of 7.8 percent, or 755 new members. EM-Retired is Education Minnesota's biggest local union. If you are retiring or retired, and have been a member for at least 10 years, you may qualify for retired membership at NO additional cost. Retired members receive liability insurance for working as a sub and continue to support our work, including pension reform advocacy.

Did you know between January 2022 and April 2023, six new locals have sought out and joined Education Minnesota?

We welcome the Springfield Confidential staff, New York Mills paraprofessionals, Robbinsdale Equity Allies, Martin County West Clerical ESPs, Stewartville Administrative Assistant Professionals and the Anoka Hennepin Kitchen Site Supervisors!

We continue to receive requests for information about unionizing and work to make sure all educators in Minnesota feel like they have the support they deserve!



Who represents me at the state level?

Member-led Governing Board

Education Minnesota is governed by three officers and a 47-member governing board elected by members, representing all parts of the state, to ensure the union's goals and priorities are driven by members.

Education Minnesota's leaders are guided by our statements of principle, our strategic plan and our constitution and bylaws. Each spring, more than 500 elected delegates meet to set policy and direction for our organization at our annual business meeting, the Representative Convention. The governing board meets throughout the year to set dues, adopt a budget and carry out directives passed at the Representative Convention.

The governing board also sets priorities for its work and for the organization.

The organizational priorities are:

- Racial equity and social justice: Co-create equitable schools and anti-racist unions that welcome all students and educators, no matter their color, orientation, economic status, religion, abilities or ZIP code.
- Full funding for strong public schools: Establish a full and permanent funding system for public schools to guarantee that students and educators have the resources they need to deliver the education our students deserve, from early childhood to post-secondary.
- Strong locals: Empower locals and members working collectively to be strong, trusted advocates for public education at the local and state levels.

Member-led Standing Committees

Education Minnesota also has numerous standing committees, each comprised of members representing each zone of our state. These committees include a new pension advocacy group to chart a course for our new stage of advocacy; councils of local teacher chapter and ESP presidents, who work on local union advocacy issues; a legislative action committee, who considers and recommends legislative positions to the board; a professional advocacy committee, who considers and recommends policies and programs to the elected officers and other leaders regarding matters pertinent to the professional lives of members; and more.

Find out who represents you on the governing board, standing committees or find any governance documents under the "About Us" section of www.educationminnesota.org.

Annual MEA conference back to fully in person this fall

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

This year, your union will return to the traditional, in-person conference at the St. Paul RiverCentre on Thursday, Oct. 19. While no virtual conference will be offered on that day, online courses are also available year-round on Education Minnesota's MEA Online for members to complete at their own pace.

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

Registration for the conference will go live around the start of the school year. Advanced registration is required.

Attendees can earn general continuing education credit for attending the MEA conference. In addition, some sessions might help you fulfill state relicensure requirements in reading instruction, identifying early-onset mental illness in students, positive behavioral interventions, English language learners and suicide prevention. Check with your district's continuing education committee on whether you will receive credit. Other sessions being planned for this year include topics such as supporting students with disabilities, equity and social justice, and both educator and student wellness.

Free onsite child care will also be available during the MEA conference for in-person attendees. You must register for child care in advance, as well.

A big question we often get asked is...why is the conference held in October? Why not in the summer when school isn't in session?

It is held during the school year for several reasons. Most important, the focus of the conference is on techniques and ideas that teachers can take back to the classroom and use right away with their students. This schedule provides the greatest benefit to student learning. In addition, in the summer many teachers wouldn't be able to attend because they are taking continuing education courses to stay current in their field and fulfill licensing requirements; teaching summer school; or working summer jobs to supplement their salaries. Education Minnesota has always wanted to make this opportunity available to as many educators as possible.

It's a local school district decision whether to make the conference days non-school days. Most do, but some do not. Others require teachers to attend local training on our conference day.

Negotiations Meetings



Kramer Brown has scheduled negotiations meetings at two locations on different dates for the convenience of local negotiators.

All those who attend will also get a free meal.

Tuesday, September 26, 2023	Wednesday, September 27, 2023
The Hive	Gene's Bar & Grill
1582 US 59	1095 3rd St NW
Thief River Falls MN	Roseau MN
6:00 p.m.	6:00 p.m.
<i>Registration deadline for the meetings: Friday, September 22, 2023</i>	



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

