



# CAPSULE

THE KRAMER BROWN NEWSLETTER

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

## Special points of interest:

- KB Recognition Awards
- Kramer Brown Scholarship Recipients

## SPRING 2024

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## 2023-24 Kramer Brown Recognition Awards

May 2024



Mara Gust, Kramer Brown IO Chair giving closing remarks at this years Recognition Dinner

The Kramer Brown Recognition Dinner awards banquet was held on Wednesday, May 1, 2024 at the Legacy Event Center in Thief River Falls.

Retirees, Teacher of the Year and Friends of Education were honored that evening.



## Retirees



### The 2023-2024 Retiring Educators are:

- Badger:** Janice Mostofi  
**Kittson Central:** JoyBeth Olson & Kayla Hanson  
**NWRIC:** Karen Dvergsten  
**Thief River Falls:** Darcy Reese  
**Warren-Alvarado-Oslo:** Mary Stanislawski  
**Warroad:** Bryan Denault

Have a wonderful retirement to the 2023-24 Retirees!  
Thank You for your many years in the Education Field!

## Friends of Education



Gordy Hendrickson, Goodridge Friend of Education with Lacey Hruby, Goodridge EA Representative



Ryan Bergeron, Greebush-Middle River Friend of Education with Debra Koebernick, Kramer Brown GBMR Board Member



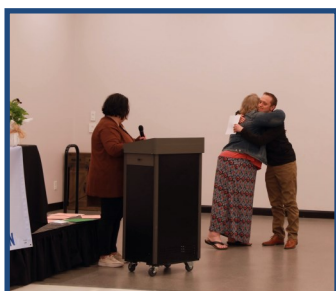
# Friends of Education



Brad Thompson, Tri-County EA Representative with Kathy Englund, Tri-County Friend of Education



Sarah Novacek, Tri-County EA Representative with Elaine Ruud, Tri-County Friend of Education, and Ann Thompson, Tri-County EA Representative



## **Friends of Education Awards:**

- Goodridge:** Gordy Hendrickson
- Greenbush-Middle River:** Ryan Bergerson
- Lake of the Woods:** Nyla O'Connell & Lake of the Woods Substitute Teachers
- Red Lake Falls:** Todd Wieland
- Roseau:** Roseau Ministerial Group
- Tri-County:** Elaine Ruud & Kathy Englund
- Warroad:** Marvin Windows & Doors Engineering Dept.

# Teacher of the Year

Congrats to all 2023-24 Teachers of the Year!

Your dedication is an example for all!

## **The 2023-24 Teacher of the Year Awards:**

- Lake of the Woods:** Andreana Nylander
- Roseau:** Brian Bergstrom
- Warren-Alvarado-Oslo:** Todd Mortimer
- Warroad:** Mark Wells



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

*Presidents recognized are:*

Badger .....Mike Coltom  
 Goodridge .....Lindsay Rystad  
 Goodridge ..... Amber Sundberg  
 Greenbush-Middle River ..... Mara Gust  
 Grygla-Gatzke .....Gene Lunsetter  
 Kittson Central ..... Kari Jensen  
 Kittson Central ..... Bailey Peterson  
 Lake of the Woods ..... Elizabeth Tange  
 Lancaster..... Cory Waling  
 Marshall County Central ..... Michael Thompson  
 NWRIC..... Kathleen Kallis  
 Red Lake County Central..... Kate Moll  
 Red Lake Falls..... Jennifer Wieland  
 Roseau ..... Leif Eidsmoe  
 Stephen-Argyle .....Melanie McGlynn  
 Thief River Falls .....Stacey Leake  
 Tri-County ..... Heidi Hanson  
 Warren-Alvarado-Oslo ..... Elizabeth Murray  
 Warren-Alvarado-Oslo .....Molly Fridstrom  
 Warroad ..... Kristin Smith

## Thank you Kramer-Brown Governing Board!

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

Local Representatives to the Kramer-Brown Governing Board

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



## From the Field



Kevin Young

Time to Start Preparing for Another Important Election! If you are a consistent reader of this KB IO Capsule, you are well aware there is a pattern to my articles. Every two years, the spring article from me usually pertains to the upcoming election and how important it will be for public education. Well, as the title of this article states, the same is true this year. Yes, it is time to start talking about politics and the 2024 November election. We have

seen many successes at the Minnesota capitol since the 2022 mid-term elections. One of the big successes was the historic funding for public education. This included a 4% increase in year one and a 2% increase in year two in the basic funding formula for education. In addition to this there was a change to have a minimum of a 2% inflationary increase the basic funding formula to each year moving forward. Another significant improvement was the SPED cross-subsidy funding which allows districts to use general funds elsewhere rather than using these funds to plug the hole in SPED funding. There was additional funding for media center staff, adult basic education, and unemployment insurance for our support staff members. I could go on and on about all the positive changes that took place during the 2023 legislative session and continues right now in the 2024 legislative session. The fact is, if we want to continue the work of improving funding for public education, improving learning conditions for students and your working conditions, we need to work hard to keep those who support public education in office and to support new candidates who are running for public office and support public education. Your efforts will be so very important for statewide and local elections. We especially need to be involved in local school board elections to ensure those elected have the best interests of all students in mind and not just their special interests.

As you probably recall, our message in the past few elections has been to get out the vote. The fact is, this message is still true, but even more important since it will be a presidential election this year. We encourage, ask, and need all members of Education Minnesota to vote. Please take the time to research the candidates and their positions on public education. As screenings and endorsements take place, you will be able to find information on endorsed candidates on the Education Minnesota web site here: <https://educationminnesota.org/> My ask you to is to consider the importance of voting for the work you do each and every day. This means supporting candidates that support public education. I know this is basically the same message as in the past, but if we truly want to keep moving forward on the work to improve public education, we need all educators to vote and vote for candidates who support public education. I realize some legislative items, like pension reform, did not see the large-scale changes many wanted during the 2023 and 2024 session. That does not mean we didn't try. In fact, in the time I have been working at Education Minnesota the pension issue has seen more work done by staff and members than any other area. We did see some positive changes to the pension in 2023 and it looks promising for more changes this year, but I realize it wasn't what many wanted to see. We are working hard to continue this work and are already gearing up for the 2025 legislative session. But, if we do not have individuals elected to the Minnesota House that are going to support pension reform, any

additional changes will be very difficult. This is where you can help and get involved. To have any hope of being successful in making improvements in teacher pensions and other improvements in public education members need to participate in the political process. We need member involvement to ensure those running for public office hear from those who live in the classroom every day. Your input is needed in determining who is endorsed and who is ultimately elected. Soon Education Minnesota members will be screening and endorsing candidates running for political office. Please be ready for communications that will come from our office regarding the need for members to help screen candidates. Screening will most likely take place in June, after the legislative session has come to an end.

It is never too early for you to identify and engage fellow members to get involved in the political process. We are looking for volunteers from ALL our locals to work on "get out the vote" campaigns. We need your help in engaging your local members to vote. If you would like to be on your local team to help, make this happen, please let me know.

Another way to get involved is to participate in the Political Refund Contribution Program. This program allows any resident of Minnesota to contribute to any candidate and be reimbursed up to \$75.00 for singles and \$150.00 for married couples. To learn more about this program you can go to <https://www.revenue.state.mn.us/political-contribution-refund> This is a great way to support a candidate of your choosing and get involved in the political process.

Over the next few weeks and months, The Education Minnesota PAC will make formal endorsements of candidates. The endorsed candidates will be posted on the Education Minnesota web site. Once posted, I will be sending local leaders the information to share with all members. The most important thing you can do is get involved. Whether you make a financial contribution to a candidate, volunteer to help a candidate's campaign or help at an Education Minnesota sponsored event, getting involved is not difficult at all.

We also would like to know if you have any local levy campaigns or school board races you want supported. Education Minnesota can help you in the process of passing a levy or endorsing various school board candidates. Please do not hesitate to let me know if you have any such local races. We want to help. We continually hear, Elections Matter. Well, it is true. It is time to think about the future. Like it or not, politics rule our public education world. We all need to be engaged in the process. Please get involved!!!!

As always, THANK YOU for being a member of Education Minnesota. To get the most out of your membership, 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, READ Act, 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 email address is [kevin.young@edmn.org](mailto:kevin.young@edmn.org).





## 2023-24 Kramer Brown I.O. Chair

Happy Spring! Writing this a few days before the distribution of the Capsule, and while it's still chilly, spring sports and activities are well underway! Watching softball and baseball are my favorite, even if it requires a parka and a couple of blankets!.

**Mara Gust**

It's been a busy year in Kramer-Brown. This year, we hosted the Fall Drive-In, the Overnighter in Bemidji (in cooperation with the Northland United IO), and the Recognition dinner, as well as other events. Please join me in thanking board members for their efforts this year!

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

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

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

The Kramer Brown-Board will have its last meeting of the year in early June. This meeting, "the summer planning meeting," sketches out all of our events for the coming year--including the Fall Drive-In, coming to you at Lake of the Woods School in Hallock on October 2. (SAVE THE DATE!) This Fall Drive-In has relicensure courses as usual, plus some new sessions! As always, you can suggest plans or ideas to your Kramer-Brown representative. We consider all feedback and use it to guide our decisions throughout the year.

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

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

The Kramer Brown Capsule is the official publication of the

Kramer-Brown Intermediate Organization

Capsule Editor - Andrea Johnson

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### KRAMER BROWN GOVERNING BOARD:

Chairperson ..... Mara Gust, Greenbush-Middle River

Vice 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

NWRIC.....Megan Irlbeck

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



Kramer Brown Governing Board Minutes  
January 17, 2024  
The Hive/TRF/5:30pm

Chairperson Mara Gust called the meeting to order at 5:40pm.

Members Present: Mara Gust, Heidi Hanson, Deb Koebernick, Alexis Hruby, Stacey Leake, Rose McDonald, Andrea Eskeli, Mark Christenson, Robin Johnson, Lisa Donarski, Jeanne Johnson, Marcy Helling, Reid Froiland, and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications  
No additions or objections/Adopted by unanimous consent
- B. Introduction of Reid Froiland (KB Audit)
- C. Secretary's Report - Marcy Helling  
Stacey Leake made a motion to accept the Secretary's Report, second by Heidi Hanson. Motion carried.
- D. Treasurer's Report -Alexis Hruby  
A motion was made by Andrea Eskeli to approve the KB Budget, second by Rose McDonald. Motion carried.
  1. Audit Report/Reid Froiland
    - a. Financial statement from September 2022-August 2023 were in good standing, with a few suggestions given. Thanks to Alexis Hruby for continuing to do a good job as our KB treasurer.
    2. The 2 year subscription of Quicken was paid through the past treasurer's (Amber Schoepp's account) for the amount of \$128.30. A motion was made by Stacey Leake, second by Andrea Eskeli to reimburse Amber Schoepp for \$128.30. Motion carried.  
NOTE: There will be a direct debit out of the KB account as of 2024 for the Quicken subscription.
  3. A motion to accept the KB Audit committee report was made by Robin Johnson, second by Lisa Donarski. Motion carried.
- E. Old Business:
  1. KB/NU Overnighter/March 22-23, 2024/Hampton Inn, Bemidji, MN
    - a. Reviewed agenda items
    - b. Marcy Helling, Mark Christenson, and Robin Johnson will be there about 3:45-4pm to set up and help Andrea.
    - c. Marcy Helling will pick up \$200 worth of gas cards/Target cards for the event on Friday evening. Music Bingo will cost the KB board \$225 for the evening.



d. Alexis Hruby will bring money for the \$20 stipend for evening meal.

F. Action Items:

1. Fall Drive-In/KCC/October 2, 2024/Hallock, MN
  - a. Sessions planned /Meal/Entertainment
2. KB Audit Payment
  - a. A motion was made to pay Reid Froiland \$300 for examination of financial statements for the KB audit by Stacey Leake, second by Heidi Hanson. Motion carried.
  - b.

G. New Business:

1. KB Rep Assembly/March 6/The Hive/5:30pm
  - a. Be prepared to discuss information for RC
  - b. Elections of Chair/Vice-Chair
2. Teacher Appreciation Dinner/May 1/Legacy Center, TRF
  - a. Registration at 5pm/Supper @ 6pm/Program to follow
  - b. 2 meat meal/\$16
  - c. Decorations: Marcy Helling and Alexis Hruby
  - d. Contact person: Alexis Hruby/Michelle Westerman

H. Field Office Report - Kevin Young

1. Audits:

- Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office
- File 990 e-post card with IRS; take 5 mins each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status

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

2. Membership:

- Request for updated rosters was sent on 1-8-2024. Please check with your membership contact to make sure the changes are sent to Andrea. Reminder: changes can be sent to us at any time during the year.
- Please make sure to notify membership when someone is no longer an active, dues paying member (mid-year retirement, leave of absence, termination, etc.....).
- When new teachers are hired mid-year, locals need to approach each person about membership.

3. Local Dues amounts for NEA360:
  - Still missing local dues amounts for Lancaster, NWRIC, Stephen-Argyle.
4. Updated Leadership Rosters:

Please turn in updated leadership rosters for the 2023-24 school year to Andrea at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org). Missing are: None!! Thanks for getting this to us.

Remember, if no changes, please also report this to Andrea.
5. Negotiations Updates:
  - 13 KB IO Locals have settled; 4 have indicated they are very close to settling. (Tri-County, GMR, KCC, Lancaster)
  - As of 1-9-24, state average is 4.50% for 2023-24 and 3.39% for 2024-25, with 122 of locals reporting tentative agreements.
  - We need electronic copies of the new 2023-25 master agreement. Received so far are Badger, Goodridge, MCC, Roseau, Stephen-Argyle.
  - We need settlement reports for the 2023-25 round of bargaining. Received so far are Badger, MCC, Stephen-Argyle.
6. KB/NU Overnighter: Bemidji, Hampton Inn; March 22-23, 2024; Member Rights focus; all sessions have been requested; Registration information will be sent out soon; Pizza and Politics will also be on the 23rd after the morning sessions @ 1pm.
7. Political Conference: February 2-3, 2024 - see flyer; please register as soon as possible; if your local is in need of funding to attend, remember, KB IO can help, but please let me know if more is needed. I will try.
8. Fall Drive-In: October 2, 2024 at Kittson Central, Hallock.
  - Need to pick sessions
9. Education Minnesota Representative Convention: See flyer. Please remember to follow your C & Bylaws in electing your local delegate(s) and alternate(s). The local president will have to register them. Please do this as soon as possible. Also remember that all delegates and alternates need to attend the KB IO Representative Assembly if they wish to access additional funding from KB IO.
10. Lobby Days: Lobby days for the 2024 session will be in person and virtual. The date of February 29 has been set at the Capital. Do your own rally that day and wear purple and take photos.
11. Summer Seminar: Moved to every other year. No event this year.
12. Bemidji Office Closure Update/End of April
13. Visibility in locals: Please send calendar/notification of general membership meetings, events the local is taking part in, school calendars, etc..... I will do my best to attend.





Other: Next KB Governing Board RA Meeting: March 6, 2024/The Hive/5:30pm

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

March Meeting:

1. Final Discussions KB/Northland Overnigher/March 22,23, 2024 @ Bemidji
2. Reminder of Capsule Articles: Jeanne Johnson (bio), Deb Koebernick, Gretchen Lee, Stacey Leake, Maranda Peterson (April 15)
3. Summer Planning Meeting: Tuesday, June 11, 2024 starting at 9:30am at Ruttgers Birchmont Lodge, 7598 Bemidji Rd NE Bemidji



Kramer Brown Governing Board Rep. Assembly Minutes (Unapproved until RA 2025)  
March 6, 2024  
The Hive, TRF @ 5:30pm

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

### Introduction of Governing Board and Guests

Delegate Roll Call: Mara Gust, KB Chairperson/GMR delegate; Heidi Hanson, Tri-County delegate; Deb Koebernick, KB board member; Alexis Hruby, KB Treasurer; Marcy Helling, KB Secretary; Nicole Fiala, LOW delegate; Stacey Leake, KB board member; Robin Johnson, KB board member; Lisa Donarski, KB board member; Jeanne Johnson, KB board member; Stephanie Olson, KB board member; Gretchen Lee, KB board member; Maranda Peterson, KB board member; Megan Irlbeck, KB board member; Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications  
Special welcome to Megan Irlbeck from NWRIC
- B. Secretary's Report - Marcy Helling
  - a. Stacey Leake made a motion to accept the KB Rep. Assembly 2023 minutes, second by Lisa Donarski. Motion carried.
- C. Treasurer's Report - Alexis Hruby
  - a. Robin Johnson made a motion to accept the Treasurer's Report, second by Deb Koebernick. Motion carried.
  - b. Alexis will apply for EM Grant for 1,785.00 (\$3 per member) to help to cover costs of Overnighter in March.
- D. Old Business:
  1. KB Appreciation Dinner/May 1/Legacy Event Center, TRF
    - a. Menu will include meatballs, chicken, potatoes/gravy, veg., rolls, salad. Dessert will be provided by KB (Marcy)
    - b. Alexis, Marcy, and Stacey will meet to finalize decorations. They will meet at about 4pm that day to organize. Pictures will be taken at the event.
    - c. Certificate, Amazon \$50 gift cards, and a card will be given to the retirees. A certificate will be also given to Teacher of the Year and Friends of Education. Robin is willing to write on the retiree cards again.
    - d. Registration at 5:30pm with dinner to follow at 6pm.
    - e. A contract will be sent to Andrea at the EM Office when finalized. Alexis will check on this with the Legacy Event Center.
  2. KB /Northland Overnighter/March 22-23/Bemidji, MN



- a. Marcy will get 5 (\$20) gas cards and 5 (\$20) Target cards for Music Bingo door prizes on Friday evening.
- b. Set-up about 3:45pm (Some volunteered: Marcy, Robin, and Mark)
- c. Alexis H. will get cash for (\$20) evening meal vouchers to Marcy H.
- d. Marcy H. will bring the banner for the event and register KB locals.
- e. KB to wear sweatshirts on Saturday. Mara will bring to event.
- f. 98 have registered the event...38 from KB local.

E. Action Items:

1. Award Scholarships

a. Mara Gust made a motion to give (2) \$250 Education Major scholarships this year, second by Heidi Hanson. Motion carried. Scholarships were awarded to Erika Havell and Aiden Leake.

NOTE: Mara will change the language on scholarship form.

b. Robin Johnson made a motion to nominate Kara Ulvin (Roseau) and Kaydence Augustine (MCC) to receive a \$250 High School Senior scholarship each, second by Jeanne Johnson. Motion carried.

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

2. Change to KB Constitution (Section IV Elections/Paragraph 2)

a. A motion was made by Gretchen Lee to use an electronic voting system for KB elections, second by Deb Koebernick. Motion carried.

Par. 2 Balloting for persons who have been nominated for elective office shall take place between March 15-April 15 as determined by the Governing Board. The field office ~~shall send out ballots to all locals; receive and count ballots; shall facilitate voting, with either paper ballots or an electronic system,~~ and certify the election results to the Board. However, if there is only one candidate for an office, no balloting will be necessary and such person shall be considered elected.

3. Approve KB Governing Board officer ballot

a. The following have been nominated for the KB Governing board ballot:

Mara Gust - Chairperson

Mark Christenson - Vice Chairperson

Heidi Hanson - Vice Chairperson

b. Robin Johnson made a motion to approve the KB Governing Board officer ballot with voting to take place in the time allowed, second by Maranda Peterson. Motion carried.

NOTE: Only the vice chairperson position will be on the electronic ballot, as the chairperson was the only candidate.

F. New Business:

1. EM Rep. Assembly/April 19-20, 2024 (Doubletree, Bloomington)

a. One hotel room for one night per local.





- b. One round-trip mileage reimbursement per delegate
  - c. KB reimburses up to \$175 vouchered expenses: \$125 for a sub and up to \$50 for expenses of food, etc.
  - d. Discussion of Amendments found on [educationminnesota.org](http://educationminnesota.org)
- NOTE: Register by March 24, 2024.

G. Field Office Report - Kevin Young

1. Representative Convention:

- April 19/20, 2024 - DoubleTree, Bloomington
- local must have at least 55% of dues remitted to EdMN to have a rep. from your local seated
- Would be great to have a representative from every KB local
- Please register asap, deadline is March 15 - see handout

2. Legislative Agenda: <https://educationminnesota.org/advocacy/at-the-legislature/#fighting-for>

3. Audits:

- Check with your Treasurer's to make sure audits are getting done and copies are sent to the Field Office
- Include list of non-chargeable items and keep a copy for future use.
- File 990 e-post card with IRS; take 5 mins each yr.; if not completed for 3 consecutive years, the local will lose tax exempt status which then requires filling out 23 pages of information and paying \$800-\$1000 to regain tax exempt status

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

- **Missing Audits: Grygla-Gatzke, LOW, Lancaster, SAC**

4. Membership:

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



- 5. Updated Leadership Rosters: Please turn in updated leadership rosters for the 2021-22 school year to Andrea at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org). Missing are: None. **THANK YOU!!**

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

- 6. Fall Drive-In: October 2, 2024 at Kittson Central  
Review Sessions - see handout
- 7. KB/NU Overnighter: Bemidji, Hampton Inn; March 22-23, 2024; Member Rights focus; all sessions have been requested; Registration information will be sent out soon; **Pizza and Politics** will also be on the 23rd after the morning sessions - 32 of the 57 registered are KB IO members.
- 8. Lobby Days: Lobby days for the 20234 session will be in person and virtual. Any interest in an in-person event? Please watch for updates and schedules for opportunities. Here is what I have at this time:  
Issue Lobby Days and their dates, all will start at 4:30 p.m. over Zoom:
- 9. Negotiations Update: At this time 2 KB IO Locals are not settled. Unofficial state average salary improvement is 4.32% year 1 and 3.43% year 2. See chart below for missing bargaining data.

Locals:	2023-25 Contract	Settlement Reports
Badger	7/11/2023	9/29/2023
Goodridge	11/27/2023	
Greenbush-Middle River		
Grygla-Gatzke		
Kittson Central		
Lake of the Woods		
Lancaster		
Marshall County Central	11/27/2023	10/18/2023
NWRIC		12/19/23 (doesn't use form)
Red Lake County Central	1/11/2024	10/18/2023
Red Lake Falls	2/15/2024	
Roseau	10/3/2023	
Stephen-Argyle	10/3/2023	12/18/2023
Thief River Falls	1/22/2024	1/22/2024
Tri-County		



Warren-Alvarado-Oslo	1/11/2024	
Warroad		12/18/2023

- 10. Bemidji Office Closure Update: Please make sure to use the new address when mailing to staff. The office will be closed on April 1, 2024.
- 11. 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.
- 12. 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!!!

Meeting Adjourned at 7:40pm  
 KB Secretary, Marcy Helling

Reminders/Upcoming Events:

- 1. KB Teacher Appreciation Dinner/May 1 at Legacy Event Center, TRF
- 2. Summer Planning Meeting on Tuesday, June 11 starting at 9:30am at Rutgers Birchmont Lodge, 7598 Bemidji Rd NE, Bemidji.
- 3. Spring Capsule Reminder: Jeanne Johnson (bio), Deb Koebernick, Gretchen Lee, Stacey Leake, Maranda Peterson. (Due: April 15<sup>th</sup>)







## Autism Awareness

Submitted by: Debra Koebernick, Greenbush Middle River Kramer Brown Rep. High School Special Education Teacher

April is World Autism Month. According to the Centers for Disease Control and Prevention (2023) One in thirty-six children in the U.S. have autism, up from the previous rate of one in forty-four. One in forty-five adults, and about 4 in 100 boys and 1 in 100 girls in the U.S. have autism. According to the US Department of Education 74% of autistic students in the U.S. graduate with a diploma, versus 86% of all students, and 8% of autistic students in the U.S. don't finish high school.

Chances are you have or will have an autistic student in your classroom. Small supports can make a huge difference and can help all your students. Adjust your language to be concrete and specific. Use positive and explanatory language "Walk" instead of "stop running"; "feet on floor" instead of "no climbing". Break down complex or multi-step instructions into smaller steps. Allow for processing time; give them at least thirty seconds to respond. Use social narratives and modeling for short descriptions of social situations. Describe upcoming events and/or recurring situations, explain the emotions of others and expected behavior. Use visuals. Visuals allow for language processing, allow students to "see" what you mean, and transfer between environments/classes. Visuals reduce anxiety and have no tone, frustration, or disapproval. Use timers. Give choices.

**The following are some excellent websites for information and resources:**

<https://autismteachingstrategies.com/>

[https://www.ocali.org/project/resource\\_gallery\\_of\\_interventions/page/Power-Cards](https://www.ocali.org/project/resource_gallery_of_interventions/page/Power-Cards)

[www.5pointscale.com](http://www.5pointscale.com)

[www.ausm.org](http://www.ausm.org) Autism Society of Minnesota

<https://www.socialthinking.com/Resources> Click on the articles tab. There are many great articles to choose from.

<https://autismcertificationcenter.org/video-gallery>

Lots of short video clips from training they offer that have a lot of good tips and background information. Under the Get Started tab you can register for free training. This is a great resource for paraprofessionals and may work for continuing education in your district.



### **Wanted: members for part-time field staff**

Education Minnesota is seeking members interested in becoming part-time field staff.

Our Part-time Field Staff Program is designed to provide training and experience opportunities to union members who desire to move into staff work as a career.

[Please forward this application link](#) to members who might be interested.

Part-time field staff continue in their current employment while participating in this program. The work assignment consists of about 300 hours of Education Minnesota employment per year. Positions are assigned to a field office near the member's current residence.



### **Pension improvements head to governor's desk**

The supplemental pensions bill is headed to Gov. Tim Walz for his signature after passing the Senate on Monday.

The legislation unanimously passed the House last week.

TRA received \$28 million in one-time funding in a non-budget year thanks to your advocacy and leadership of the Legislative Commission on Pensions and Retirement. Thank you to Chair Rep. Kaohly Vang Her and Sen. Nick Frentz! The money reduces some early retirement penalties and moves up the effective date of NRA 65 to this year instead of 2025, which will save some retiring educators this summer thousands of dollars.

Education Minnesota will be pushing for further pension improvements in next year's budget session.



# Introducing

## Meet Maranda Peterson, Roseau Board Rep

Happy Spring! My name is Maranda Peterson, I teach 1 st 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 10 years. I live in Roseau with my husband Kyle and our two children. My son, Taden, is 15 years old and loves to play hockey and golf, his dream is to play for UND one day. My daughter, Hadley, is 10 years old and in fourth grade. She loves to skate, swim, craft, play volleyball, 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 extremely grateful to be in Roseau doing what I love, teaching!

## New ads debut this week

The latest ads in our “Believe in ‘We’” advertising campaign debut this week on statewide television and social media. The theme of the campaign is “Know More,” and this campaign represents our goals during the 2024 legislative session to improve educator pay, pensions and health care.

We started with ads addressing compensation and the value of educators. This week’s ads touch on the topics of health care and pensions, and the need for serious state investment in both.

Know More – Health Care: <https://www.youtube.com/watch?v=zK287Jtd-Hg>

Know More – Pensions: <https://www.youtube.com/watch?v=WFzINMJhNGg>

This campaign is designed to keep a public conversation going on these complex issues throughout this session, the 2024 election and next year’s budget-setting legislative session. Our research shows us the educator shortage is the best lens we can utilize to address these issues in the public realm.

All of our ads call for viewers and readers to contact their legislators and tell them to invest in educators and public education. More information is available on the campaign website:

[www.BelieveInWeMN.com](http://www.BelieveInWeMN.com).

The campaign is set to run for the remainder of the 2024 legislative session.





## Degrees Not Debt updates

Our Degrees Not Debt team would like to remind any members with student loans that our training is available on MEA Online. Our most recent webinar can be found by logging into MEA Online and searching “Degrees Not Debt webinar.” Our most recent online recording is from October 2023.

The team also has three major updates for student loan borrowers:

- Any borrower with loans on two different repayment timelines (such as loans from an undergraduate degree and a graduate degree program or ParentPlus loans), who still have older FFEL loans have until April 30, 2024, to consolidate your loans to maximize the benefits under Public Service Loan Forgiveness (PSLF) or the Biden-Harris administration’s one-time account adjustment rules.
- Public Service Loan Forgiveness applications are now being brought under the umbrella of Federal Student Aid directly, rather than being serviced by external contractor, MOHELA. As part of the planned transition for PLSF processes to move directly into the Department of Education, all application processing will be suspended from May 1 to July 1, 2024. This means that if you are a borrower either waiting for your PSLF application to be processed and debt discharged or if you recently completed your annual employment certification, processing will be delayed until this summer. This change will also impact borrowers with a TEACH grant. More information is available on the Federal Student Aid website.
- Following years of advocacy, Education Minnesota member advocates were successful in helping to create a Student Loan Advocate position in the Minnesota Department of Commerce. [The advocate will assist borrowers in ensuring that servicing companies meet their obligations to share accurate, timely information as well as review and process complaints borrowers have with their loan servicers.](#) We encourage members who have new or ongoing issues with their servicer to reach out to the Student Loan Advocate to ensure your rights are protected. Borrowers may also file complaints using their online form.

The Degrees Not Debt team can always be reached at [DND@edmn.org](mailto:DND@edmn.org) for support.

## Universal standards for ESPs courses

The NEA is offering new online independent study courses for education support professionals.

Each of the eight online courses is free to members and focuses on a single standard in the NEA ESP Professional Growth Continuum. These standards outline a shared, common vision of what ESPs should know and be able to do to meet the needs of their students and school communities.

Learn more at [www.nea.org/pgc-courses](http://www.nea.org/pgc-courses).

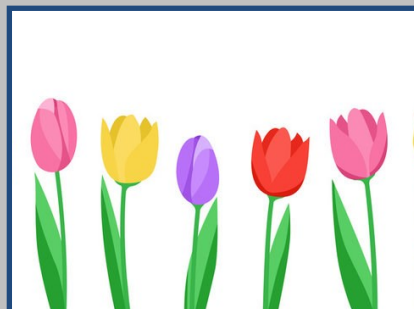
### Warren Alvarado Oslo Save the Tulips Project

Submitted by: Jeanne Johnson, Warren Alvarado Oslo Board Rep

About 12 years ago a passionate teacher at WAO High School had a vision for tulips to be planted outside the HS corridor. This project was set forth by a group of students from the #SOBER group. Tulips were planted and every spring the pops of vibrant colored tulips reappear, welcoming student, staff, and visitors alike! The great inspirational leader has since passed and these tulips have remained blooming each spring.

A year ago WAO passed the vote to remodel and renovate both schools. With the renovation and remodel these tulips were in harms way and would have been destroyed due to the new plans for remodel. Not much thought was into saving the tulips at that time.

“Save the Tulips” was created by our 2 preschool classes! The project allowed our group of rescuers to go safely into the "work zone" and rescue these tulips in hopes they would continue life on the WAO grounds for many more years to come.





Capsule

### NEA Representative Assembly



The National Education Association Representative Assembly, the NEA’s major decision-making body, will be July 4, 2024—July 7, 2024 in Philadelphia, PA.

#### **NEA: We Educate America**

Over 9,000 delegates will gather for NEA’s 161st annual meeting and 101th Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.

### AFT TEACH Convention 2024

The 92nd convention of the American Federation of Teachers (AFT) will be held in Houston, Texas July 22, 2024—July 25, 2024

Go to

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

for more information.



### Calendar of Upcoming Events

- May 1  
Kramer Brown Recognition Dinner,  
Legacy Event Center, Thief River Falls, 6:00pm
- May 6-10  
Teacher Appreciation Week
- May 7  
National Teacher Day
- May 8  
School Nurse Day
- June 11  
Summer Planning Meeting —Rutgers, 9:30am
- July 4-7  
NEA National Convention — Philadelphia, PA
- July 22-25  
AFT TEACH Convention, Houston, TX
- August 31  
Kramer Brown officer term ends  
(treasurer/secretary annually)



# May 6-10, 2024





Capsule

# Congratulations!!

## Kramer Brown IO 2023-2024 Scholarship Recipients

Kaydence Augustine, Marshall County Central

Erika Howell, Greenbush-Middle River

Ayden Leake, Thief River Falls

Kara Ulvin, Roseau



*Kara Ulvin, scholarship recipient & Maranda Peterson, Roseau Board Rep*



*Ayden Leake, scholarship recipient & Stacey Leake, Thief River Falls Board Rep and Ayden's mom*



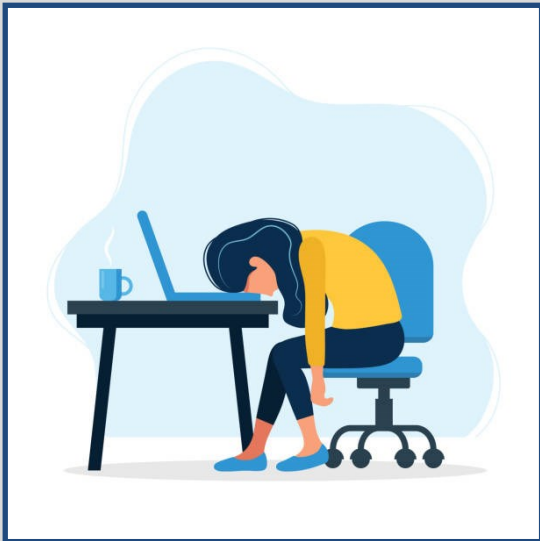
*Kaydence Augustine, scholarship recipient & Lisa Donarski, Marshall County Central Board Rep*



*Erika Howell, scholarship recipient & Kristi Howell, Greenbush-Middle River member and Erika's mom*

## Addressing Teacher Burnout: Strategies for Sustainable Education

Submitted by: Stacey Leake, Thief River Falls Board Rep



Teacher burnout has become an alarming issue in American education, with K-12 educators emerging as the most affected professionals. According to recent statistics, 44% of K-12 teachers report frequently experiencing burnout, with over 90% acknowledging it as a serious problem. This alarming trend has significant implications, with over half of teachers contemplating an early exit from the profession, exacerbating the existing shortage of educators in public schools post-pandemic.

The numbers speak volumes: with 500,000+ fewer educators in American public schools compared to pre-pandemic levels and 44% of public schools struggling to fill teaching vacancies, it's evident that teacher burnout is not just a personal issue but a systemic crisis.

So, how do we combat this pervasive issue and ensure the sustainability of our education system?

Setting clear work-life boundaries is a crucial step in preventing burnout among teachers. Establishing designated times for work and personal life and resisting the urge to bring work home allows for essential relaxation and disconnection from professional responsibilities. By prioritizing this boundary, teachers can recharge, focus on self-care, and ultimately deliver their best selves daily.

Effective workload management is another critical strategy. Prioritizing tasks, seeking support when overwhelmed, and emphasizing quality over quantity in teaching practices can significantly alleviate stress and prevent burnout.

Moreover, fostering a culture of collaboration among educators is essential. By sharing resources, ideas, and experiences, teachers can lighten individual workloads while cultivating a sense of camaraderie and support within the profession.

Prioritizing self-care is non-negotiable. Engaging in activities that promote physical, mental, and emotional well-being, such as exercise, adequate sleep, and mindfulness practices, is essential for maintaining resilience in the face of teaching's demanding nature.

Furthermore, it's imperative to challenge the narrative of discouragement surrounding the teaching profession. Encouraging aspiring educators, supporting those in teaching programs, and fostering a positive environment can help counteract negative perceptions and retain passionate individuals.

When I reflect on my journey, I can't help but recall the moment during my junior year of college when my supervising teacher cast doubts on my ability to last more than five years in the teaching profession. Her words stung, questioning my passion and dedication to a career I deeply believed in. Yet, I am surpassing those expectations and celebrating nearly three decades of teaching. By celebrating such successes and highlighting the rewards of teaching, we can inspire the next generation of educators to pursue this noble profession with confidence and enthusiasm.

Addressing teacher burnout requires a multifaceted approach that encompasses boundary-setting, workload management, collaboration, and self-care prioritization. By implementing these strategies and fostering a supportive environment, we can ensure the well-being of our educators and, by extension, the success of our education system for generations to come.

## Things to do this summer

Submitted by: Rose McDonald, Warroad Board Rep

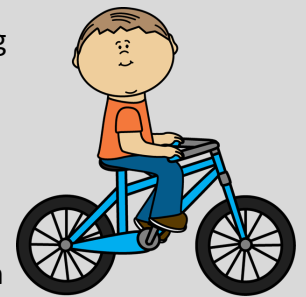
As spring shares its beauty and summer is on the horizon, it's a perfect time to put winter on a "shelf" and imagine the opportunities awaiting us in the short few months we have until fall. Here is a list of "things to do" from now until school starts again. Although the possibilities are endless, this list may generate more bold and exciting ideas.

Take on a new project. It may be renovation or gardening; you choose. For me, it's finishing a new home or at least making the final decisions needed. Personally, that is huge but must get completed along with the garden and downsizing of too much in accumulation.



Visit a fruit orchard. Maybe it's apples you are after; maybe it's strawberries, blueberries, or raspberries. The "pick your own" farms are fun, but the overall experience is simply fulfilling no matter how you choose to gather!

Go camping or picnic by a nearby lake. What is better than the sounds in nature, cooking over an open fire or simply eating outdoors on a huge blanket while enjoying the fresh air and sunshine?



Enjoy a road trip, near or far. We can travel for adventures, we can travel to shop in new locations, or we can travel to enjoy new sights. Whatever the reason, make a plan and enjoy time with family, friends, or relatives. If the trip only consists of a day, make every moment count. If it is a longer time, take the opportunity to relax while having fun away.

Visit a farmers' market. One may visit for cooking with fresh items or for purchasing in quantity for canning or freezing. Whatever the reason, enjoy the process.

Find an outdoor theater or create your own. A white sheet drawn tight will make a nice homemade screen. This idea is fun with friends or family, lots of snacks, comfortable seating, and blankets in case a chill sets in.



Bike the nearest trails. If there is no bike in your possession, rent one. There is a pure quality of freedom while gliding over trails in summer air on a bicycle.

Lounge in a hammock with a favorite read. What is not to like about the escape one can find in a fabulous read? Google best reads for summer 2024 and find an interesting list that appeals to many.

Volunteer your time or talents. Maybe it's helping at a fundraiser, maybe it's mowing the local cemetery, or maybe it's baking for those in a care facility; those in need will appreciate any gesture of kindness!

If nothing interesting comes from this list, create something to do that brings joy - just don't be idle! Life is short; live it smiling and to the fullest this summer. Happy Summer 2024!

