



CAPSULE

THE KRAMER BROWN NEWSLETTER

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

Special points of interest:

- KB Rep Assembly
- ULDP Training
- Political Conference
- EM Rep Convention

WINTER 2024

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2023-24 Kramer Brown Rep Assembly

January 2024

The 2023-24 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, March 6, 2024 at the Hive Restaurant in Thief River Falls starting at 5:30 p.m.

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



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

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



The local President or delegates please use this link to register bit.ly/3IGfw1d, use the QR code or email Andrea at andrea.johnson@edmn.org of the delegate names and the number planning to attend by **Friday, March 1, 2024.**



Opportunities for grants and scholarships from Kramer Brown available!

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

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

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

From the Field



Kevin Young

I hope all of you had an opportunity to spend some quality time with family, friends, and you were able to find some down time for yourself over the Holiday Break. It can be a very busy time of year, but finding some time to take care of yourself is so important. When you are at your best the students you work with receive the best you have to offer. I know you all strive for this each and every day and it isn't always easy, but I know you do the best you can for your students. The work you do is very much appreciated!!

As you near the mid-point of the 2023-24 school year, it can be stressful and a very busy time of the year. I ask that you keep in mind how important it is to find time to be involved in your Union. I do not say this lightly. I realize you have family, work and many others that have expectations for the use of your time, but if you want to improve yourself and our schools, it is important you are involved in the work your Union does and the opportunities your Union provides. Education Minnesota works hard to provide opportunities for you. Each year Education Minnesota works with Intermediate Organizations to provide professional development resources for you. Your Kramer Brown IO provides additional funding and support when holding local Union actions and/or attending Education Minnesota and national events. What you get out of your Union depends on how involved you are. The Education Minnesota staff work very hard to provide quality information and opportunities for you, but if you do not attend or take advantage of them, you miss out on so much. Please take advantage of MEA Online here: <https://educationminnesota.org/resources/professional-development/mea-online/> Below, I am providing a list of upcoming members events. I hope to see some of you at the events and training opportunities.

Upcoming Events for Education Minnesota Members

Pension:

January 10, 2024 - Virtual session over Zoom – more information to come

January 18, 2024 – In person session in the Bemidji Area – site TBD – register by 12-22-2023 here: https://docs.google.com/forms/d/e/1FAIpQLSc5ckR24JvKh6PrLab_cKGfQyO_6zXf-eNa_sPqk-w7EJPiGw/viewform

February 29, 2024 – Pension Rally at the MN State Capital – more information to come

Political Conference:

February 2 & 3, 2024 - DoubleTree, Bloomington; register here: <https://www.edmnvotes.org/>

KBIO Representative Assembly:

March 6, 2024 – The Hive, Thief River Falls; registration information will be available soon

Reminder: Your local representative to the Education Minnesota RC must attend this meeting to access KB IO funding to help reimburse expenses not covered by Education Minnesota

KB/NU IO Overnighter:

March 22 & 23 - Hampton Inn, Bemidji; registration information will be available soon

Pizza & Politics:

March 23, 2024 - Hampton Inn, Bemidji; registration information will be available soon

Education Minnesota Representative Convention:

April 19 & 20, 2024 - DoubleTree, Bloomington; register here: [2024 Representative Convention - Education Minnesota](https://www.edmnvotes.org/2024-Representative-Convention-Education-Minnesota)

Union Leadership Development Program (ULDP):

The Education Minnesota Union Leadership Development program is a three-part training, modeled after the NEA's leadership competencies, which challenges Education Minnesota members to deepen their union leadership skills, abilities, and philosophy. Although not designed for any one specific position, this training is relevant for any members looking to become more active in their union. The trainings can be taken in any order.

Leading of Others Saturday, January 27, 2024, 10:00-3:00 p.m. Quality Inn 1060 Highway 32 S. Thief River Falls (*Lunch will be served.*) [Registration link: edmn.me/3PJor3s](https://www.edmnvotes.org/3PJor3s)

- Participants will utilize storytelling to inspire their union siblings to join them in the work.
- Participants will engage in relational organizing to identify values and motivations.
- Participants will identify the qualities of leadership needed to build power.
- Participants will navigate potential conflict and develop strategies to move through these tensions.

Leading of Self Monday, January 29, 2024 4:30-8:30 p.m., Bemidji Field Office 677 Anne St. NW, Suite E, Bemidji (*Dinner will be served.*) [Registration link: edmn.me/41I2VaT](https://www.edmnvotes.org/41I2VaT)

- Participants will create connections with other leaders to build collective power in their union.
- Participants will understand the importance of building local sounding boards.
- Participants will delve into shared leadership, understanding the differences between host and hero leadership.
- Participants will reflect on their own unique leadership strengths and set goals for the future.

Leading of the Organization Saturday, March 23, 2024 8:00 a.m.-1:00 p.m. Hampton Inn & Suites 1019 Paul Bunyan Dr. SE Bemidji (*Lunch will be served.*) [Registration link: edmn.me/46r8aHy](https://www.edmnvotes.org/46r8aHy)

- Participants will use comprehensive unionism to guide their work.
- Participants will understand that leading is not limited to

those with positional power.

- *Participants will identify how they can build power through an organizing framework.*
- *Participants will create a draft organizing plan that contributes to building a cohesive, powerful union.*

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

Here are some important dates to remember:

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

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

June 30 -- **If your Teaching License expires in 2024, it expires on this date.** If you do not have a valid teaching license at the start of the school year in the fall of 2024, you can be terminated whether you are a probationary or continuing contract (tenured) teacher. Maintaining and renewing a teaching license is your personal responsibility; if in doubt, check it please.

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

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

July 15 – See April 1* above.

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

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

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

As always, please do your best to be involved in YOUR Local. TOGETHER we can do so much. I would like all of you to know that I am here to help you in any way I can. Whether you have questions regarding your contract, negotiations, the tiered licensure system, TD&E, health insurance, elections or any other item, please send an e-mail or give me a call. I can be contacted at the Education Minnesota Bemidji Field Office at 1-218-751-5957 or 1-800-622-4971. My e-mail address is kevin.young@edmn.org Also keep in mind the Education Minnesota website <https://www.educationminnesota.org/home>, is a great resource for you.

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





Mara Gust

2023-2024 Kramer Brown I.O. Chair

Happy New Year greetings! We are off and running in 2024!

The Kramer-Brown Governing board met most recently at the end of November. We reviewed a successful Fall Drive-In last October, hosted by the Lake of the Woods local. LOW hosted a wonderful event, with great food and fellowship. We appreciate everyone who attended and hope you found it worthwhile. As with all of our events, we encourage feedback for the governing board. I'd like to give a personal thank you to the Kramer-Brown Governing Board members who continually give of their time and talents to make events like the Fall Drive-In possible.

The officer positions of Kramer-Brown Governing Board Chairperson and Vice-Chair are up for election in April. Your local leadership should have received information about nominating any member for these positions.

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

March 6 is the Kramer-Brown Representative Assembly. This is where we vote on any changes to the Kramer-Brown Constitution and bylaws, as well as host delegates who will attend the EM Representative Convention April 19-20. Attending the state Rep Convention is a great way to learn about how your union works and how decisions are made. If you are going to attend the state RC, you need to attend the March 6 Kramer-Brown meeting.

All of you should consider attending the **Kramer-Brown/Northland United Overnighter** in Bemidji, **March 22-23**. This is a wonderful professional conference for *all members*. Enjoy a night away at a hotel, free continuing education hours, and an opportunity to network with union members. A meal stipend is provided by Kramer-Brown, as well as prize opportunities. Watch for more information coming soon!

Finally the Kramer-Brown Recognition Dinner is **May 1** in Thief River Falls, at a new venue - the Legacy Event Center. This banquet honors Teachers of the Year, Friends of Education and Retirees. It is an enjoyable evening to celebrate our profession. Be sure to visit with your local rep and President about the people who will be recognized at this event.

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



The Kramer Brown Capsule is the official publication of the Kramer-Brown Intermediate Organization
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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 Larson
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 - October 25, 2023 Board Meeting

Kramer Brown Governing Board Minutes

October 25, 2023

The Hive/TRF/5:30pm

Chairperson Mara Gust called the meeting to order at 5:33pm.

Members Present: Mara Gust, Heidi Hanson, Deb Koebernick, Alexis Hruby, Rene Strage, Stacey Leake, Rose McDonald, Nicole Fiala, Andrea Eskeli, Mark Christenson, Stephanie Olson, Jeanne Johnson and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
No additions or objections/Adopted by unanimous consent
- B. Introduction/New Members
none
- C. Secretary's Report - Marcy Helling
Alexis Hruby made a motion to accept the Secretary's Report, second by Mark Christenson. Motion carried.
- D. Treasurer's Report -Alexis Hruby
A motion was made by Stacey Leake to approve the KB Budget, second by Rose McDonald. Motion carried.
 1. Alexis is meeting with Reid in November on audit information.
 2. Membership numbers for paid up dues were read. Others will be added when dues are paid.
- E. Old Business:
 1. Fall Drive-In/LOW
 - a. Evaluation - Numbers were down, but a very good evening at LOW.
 - b. Keep #7 and #10 to get more information from members.
 - c. Need to make sure the Retirement program is listed in both sessions.
 2. NCUEA Dues
 - a. Dues are \$468 and will be reimbursed by EdMN. Mara Gust made a motion to join NCUEA for 1 year, with dues being reimbursed by EdMN. We will re-evaluate this summer. A second was made by Jeanne Johnson. Motion carried.
 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: \$16 (2 entrees)
 - d. Decorations provided with a minimum cost.

Minutes - October 25, 2023 Board Meeting

- e. All items will be finalized at a later meeting. Alexis and Marcy will work on the details. We have the Legacy for the entire evening.

F. Action Items:

1. Fall Drive-In 2024 (October 2, 2024)
 - a. Mark Christenson will check with KCC local to see if they want to host. Others should check with their locals.
 - b. Sessions will be chosen at the next meeting, as trainers and the date are a priority for getting speakers and what we want for our sessions.

G. New Business:

1. MEA Highlights - No one attended
2. KB/NU Overnighter March 2024
Focus: Member Rights this year
We need to choose sessions in November.
 - *MRA is on 4-5 hour session
 - *Relicensure session
 - *Legal session

H. Field Office Report - Kevin Young

1. Membership update:

- New member applications - if your local has any new member paper applications, please send to the Bemidji Field Office
- State wide - 406 drops during dues revocation window
- Additional drops after dues revocation window 13 as of 10-20-2023
- Drops can still occur, so please inform us immediately if this happens; Last year, October 1, 2022 to August 31, 2023 there were 13 drops
- Last year, 2022-23, there were a total of 613 drops
- The numbers for KB IO so far: loss of 6(2 in 2022 & 11 in 2021) previous members and 39(14 in 2022 & 19 in 2021) new hires didn't join as of 10-23-2023 (See Handout)
- We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area
- Budgets - make sure you are considering adjustments with the membership drops and a reminder to set budget and dues in April or May. EdMN will be asking for local dues amounts so membership applications can be filled out electronically - plan for this next spring
- Make sure you are not sending information that pertains to members to non-members.

Minutes - October 25, 2023 Board Meeting

2. Membership Rosters:

- Reminder, the first round of membership rosters have been **sent via e-mail**. Send in changes as they occur. Please review your members and send back to Education Minnesota.
- Please make sure all drops are recorded on the roster as a way to double check the accuracy.
- Updates received from all locals except TRF.
- Still need to hear from Grygla-Gatzke and LOW regarding member roster project and district contact.

3. Local dues amount: Missing are: Lancaster, MCC, NWRIC, Stephen Argyle

*Turn in by Spring.

4. Updated Leadership Rosters:

- Please turn in updated leadership rosters for the 2022-23 school year to Andrea at andrea.iohnson@edmn.org. Several are missing: TRF
Remember, if no changes, please also report this to Andrea.

5. 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

Fiscal Period:

July 1 - June 30

Aug 1 - July 31

Sept 1 - Aug 31

Jan 1 - Dec 31

Due Date:

due by Dec 31 (990 e-post card due Nov. 15)

due by Jan 31 (990 e-post card due Dec. 15)

due by Feb 28 (990 e-post card due January 15)

due by June 30 (990 e-post card due May 15)

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

6. Bargaining Update: excellent Negotiations updates in September.

- Concern is that some locals are not addressing legislative changes during bargaining.
- Settlement updates - See Handouts

7. Value of Belonging (VOB):

- It is important all locals have a Member Engagement Plan in place; more important than ever to find a way to engage members and share what locals and EdMN are doing on behalf of members

Minutes - October 25, 2023 Board Meeting

- Local planning guides can be found on the EdMN website:
<http://www.educationminnesota.org/members-only/Member-engagement/Resources>
 - Reminder that all locals must have a new hires orientation plan on file
 - Relational Organizing Grant is available, apply asap - see handouts
 - Locals that have not already, please submit a copy of your local plans; I will support when possible
8. Education Minnesota Union Leadership Development (ULDP) - see flyer for upcoming trainings and share with all members; please help encourage attendance
 - Emerging Leaders/3 sessions/EdMN would like to lead one of the training sessions at the KB/Northland Overnighter
 9. Presidents/Local Leaders Meeting February 21:
 - Thoughts on this? Possibly held at The Hive/TRF
 - What sessions should be offered?
 10. Political Conference: February 2-3, 2024 - see flyer; if your local is in need of some funding to attend, please let me know. I will try.
 11. KB/NU Overnighter: Bemidji, Hampton Inn; March 22-23; Member Rights focus; please consider sessions for December meeting. Check with your local members for input.
 12. Summer Leadership Seminar: will not be offered in 2024.
 13. Visibility in locals: Please send calendar/notification of general membership meetings, events the local is taking part in, school calendars, etc..... I will do my best to attend.
 14. Please make sure the information I share with you at Governing Board meetings is passed on to those in your locals who need the information. Thank You!!!
 15. Other

Handed out pension information from MEA. There will be listening session on October 30, 2023 from 5-6:30pm in Duluth. This is held by the legislative Commission on "Pension and Retirement".
 16. Next KB Governing Board Meeting: November 29th/ZOOM @ 4:30pm

Meeting Adjourned 7:42pm.

Acting KB Secretary, Heidi Hanson

November Meeting:

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

Discuss Representative Assembly - March 6, 2024/The Hive, TRF

Discuss KB/Northland Overnighter/March 22,23, 2024 @ Bemidji

Reminder of Capsule Articles: Lisa D., Robin J., Rene S. (bio), Mark C., (Dec. 15th)

Minutes - November 29, 2023 Board Meeting

Kramer Brown Governing Board Minutes

November 29, 2023

Zoom@ 4:30pm

Chairperson Mara Gust called the meeting to order at 4:35pm.

Members Present: Mara Gust, Debra Koebernick, Marcy Helling, Alexis Hruby, Rene Strege, Stacey Leake, Gretchen Lee, Stephanie Olson, Andrea Eskeli, Mark Christenson, Robin Johnson, Lisa Donarski, Jeanne Johnson and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
No additions or objections/Adopted by unanimous consent
- B. Roll Call Attendance
Due to having a Zoom meeting, KB board members will be paid a \$25 stipend.
- C. Secretary's Report - Marcy Helling
Stacey Leake made a motion to accept the Secretary's Report, second by Andrea Eskeli. Motion carried.
- D. Treasurer's Report -Alexis Hruby
A motion was made by Stacey Leake to approve the KB Budget, second by Mark Christenson. Motion carried.
 1. Alexis is meeting with Reid Froiland on audit information.
 2. Membership numbers for paid up dues were read. Others will be added when dues are paid.
- E. Old Business:
 1. Kramer Brown/Northland United Overnighter/March 22-23, 2024/Bemidji
 - a. Registration Table/workers- Marcy, Robin, Mark @ 3:45pm
 - b. Meal stipends for attendees is \$20.
 - c. Door Prizes: Target/Gas cards (\$200) Marcy will get these.
 - d. Music Bingo (Friday evening) for 2 hours /\$450 to be paid by both organizations. The door prizes will be used for this event.
 - e. Maybe give something for a 1st time member. We would have to have a box on the registration form. Mara will check on this.
 - f. Looked over sessions and added to Northland United.
Special Ed. Survival, Understand Students with Challenges, LGBTQ+ Training (Part 1)
- F. Action Items:
None

Minutes - November 29, 2023 Board Meeting

G. New Business:

1. Kramer Brown Representative Assembly/March 6, 2024/The Hive
 - a. Dinner: Order off the menu
 - b. Changes to constitution to be presented from January meeting
 - c. You must attend to receive payment @ Representative Convention
2. January Board Meeting/January 17, 2024/The Hive @ 5:30pm
 - a. White Elephant gift (optional)
 - b. Marcy will invite Reid Froiland to our meeting to present audit
 - c. Dessert provided (Christmas Meeting)
3. KB Officer Elections/April 2024
 - a. Andrea will send out by January 2024 for KB chairperson and vice chairperson. Names of nominations are needed by February 1, 2024.
 - b. A sample ballot will be presented at the KB Rep. Assembly.
 - c. Elections shall take place between March 15 and April 15, 2024.

H. Field Office Report - Kevin Young

1. Membership Update
 - a. Some improvements in membership since our last meeting, but the numbers of new hires that have not become members is much higher than in the past. Overall, a decrease of 5 new hires that did not join and a decrease of 7 potential members. Let's try to improve our membership numbers.
2. Membership Rosters:
 - a. Reminder, the first round of membership rosters have been sent via e-mail. Send in changes as they occur.
 - b. Please make sure all drops are recorded on the roster.
3. Local Dues amount: Missing are Lancaster, MCC, NWRIC, Stephen-Argyle
4. Updated Leadership Rosters:
 - a. All leadership rosters updates have been received.
5. Reminder of KB Audit to be completed and approved at January meeting.
6. Bargaining Update:
 - a. The following KB IO Locals have not settled: G/MR, Lancaster, LOW, KC, NWRIC, RLF, Tri-County, Warroad
7. Value of Belonging (VOB)
 - a. It is important all locals have a Member Engagement Plan in place; more important than ever to find a way to engage members and to share what EdMN are doing on behalf of members. These guides can be found on the EdMN website.
 - b. Reminder that all locals must have a new hires orientation plan on file
 - c. Relational Organizing Grant is available
 - d. Locals that have not already, please submit a copy of your local plans by Dec. 1. Kevin will help if you need.
8. EdMN Union Leadership Development (ULD)/upcoming trainings (handouts)

Minutes - November 29, 2023 Board Meeting

9. Political Conference: February 2-3, 2024 - If your local needs funding, let me know and I will try to help.
10. KB/NU Overnighter: Bemidji, Hampton Inn; March 22-23, 2024
 - a. Member Rights Focus this year
 - b. Look over session choices and plan overnighter
 - c. Friday evening Music Bingo
 - d. Pizza and Politics on Saturday afternoon; Invite legislators join meal
11. Summer Leadership Seminar: Not offered in 2024
12. Visibility in locals: Please let me know if you would like me to attend meetings, events, etc.
13. Please make sure the information I share with you at Governing Board meetings is passed on to those in your locals who need the information. Thank You!!

Meeting Adjourned 6:25pm
KB Secretary, Marcy Helling

January Meeting:

Audit presentation by Reid Froiland

Discuss Representative Assembly - March 6, 2024/The Hive, TRF

*Look at changes to constitution to be presented at Rep. Assembly

Discuss KB/Northland Overnighter/March 22-23, 2024 @ Bemidji



Introducing

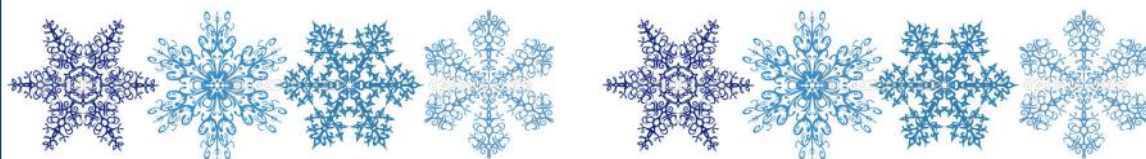
Meet Megan Larson, NWRIC Board Rep



Hi, my name is Megan Larson and I am an early childhood special education teacher for the NWRIC.

I currently work in the Goodridge, Grygla, MCC. and Tri-County school districts serving children birth to 5 years of age. I live east of Grygla with my soon-to-be husband Clayton Irlbeck and our two dogs Otis and Boone. I graduated from Bemidji State University with my bachelors in Elementary Education. I then attended the University of North Dakota where I got my Masters in Early Childhood Education and will finish my Early Childhood Special Education certificate in the spring of 2024.

I am the ECFE director for the Grygla school district as well as the 7th grade volleyball coach for the Goodridge/Grygla Chargers. In my spare time, I enjoy helping my fiance on the farm, hanging out on the water with friends in the summer, and ice fishing with my family in the winter.



Introducing

Meet Rene Strege, Red Lake Falls Board Rep



Hello! My name is Rene' Strege and I am the Kramer-Brown representative from Red Lake Falls.

I am a school social worker for grades Preschool-6th and have been connected to the community and school district since 2000. I graduated from UND with degrees in Social Work (BSSW and MSW). During my career, I have worked in a variety of settings consisting of the following: hospital, senior citizen center, social services and UND. I live in Grand Forks with my cat and near family.

During my free time, I like to bike, go for walks, read, watch the Food Channel and most of all spend time with family and friends.

**“Pie in the Face” Fundraiser Builds Community
By Mark Christenson, Kittson Central Board Rep**

Every November, the Kittson Central National Honor Society organizes a school-wide food drive for our local food pantry. The main goal of the fundraiser is to create an opportunity for our students and staff to give to others in the community. The Cornerstone Food Pantry, located in Hallock, was started in 2012 and distributes around 73,000 pounds of food each year to the surrounding communities.

This year, the NHS focused on raising money for the pantry instead of collecting food items. Many people aren't often aware, but food pantries can do more with cash donations than food donations

since they have access to discount products and programs, which stretches their money further. With the generous help of six Kittson Central staff members, the NHS was able to sponsor a “Pie in the Face” contest the week of November 13-17. Three elementary and three high school staff competed for the week, and the person with the most donations in their bucket at the end of the week was the lucky winner of the pie in the face.

Students could donate money each day, and on Wednesday, Nov. 22nd, the entire student body met in the gym to watch the pie throwing event. The NHS kept everything a secret until the live event, so the elementary students were beyond excited for the winner reveal. Students cheered and chanted, giving the event a great sense of community. Thank you to all staff for promoting the fundraiser throughout the week, and an extra special thank you to the six staff who volunteered to be “pie in the face” participants. Due to everyone's generosity, the Kittson Central School raised \$1,135 for the Cornerstone Food Pantry this year. It was so much fun to see the students and staff come together for a worthy cause.



Calendar of Upcoming Events

January

1/17 KB Governing Board Meeting, The Hive, Thief River Falls

February

2/21 Local Leaders Meeting, The Hive, Thief River Falls

March

3/6 KB Representative Assembly & KB Governing Board, The Hive, Thief River Falls

3/22-3/23 KB/NU Overnighter, Hampton Inn & Suites, Bemidji

April

Entire month KB IO President & Vice President elections

4/19-4/20 EM Representative Convention, DoubleTree, Bloomington

4/21-4/27 Administrative Professionals Week

4/24 Administrative Professionals Day

May

5/6-5/10 Teacher Appreciation Week

5/1 KB Recognition Dinner, Legacy Event Center, Thief River Falls, 6:00pm

5/7 National Teacher Day

5/8 School Nurse Day



Capsule



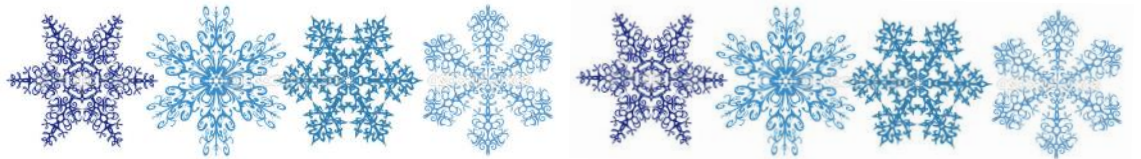
Kramer Brown/Northland United Overnighter

Mark your calendar!!

The Kramer- Brown/Northland Overnighter Workshop is scheduled for

March 22-23, 2024 at the Hampton Inn in Bemidji.

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



teacher appreciation Week

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

Tuesday, May 7, 2024 is National Teacher Day. THANK YOU Kramer-Brown Teachers! This is the time we honor you and recognize all the contributions you do for your school, community and especially the students. Although it does take a lot of people to make a school succeed, National Teacher Day focuses on the teachers who work to make public schools great places for students to succeed in life.

The week of May 6-10, 2024 is designated Teacher Appreciation week by the National PTA.





Winter Ceramics

By Lisa Donarski, Marshall County Central Board Rep

Students enrolled in MCCs second quarter Ceramics class are learning how to use clay to build a variety of projects. They are learning about the building, firing and the finishing processes. Students have been available to work with pinch pots and slab construction building methods. After winter break they will begin working with coil construction. At the beginning of December students started working on a clay project to give to each staff member in the MCC high school building. In total 38 snowman ornaments were made and handed out on the last day before winter break.



2024 Education Minnesota Representative Convention

Delegate selection underway for 2024 Rep Convention

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

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

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

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

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



THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS



Join the fight for respectable retirements for all educators

Pension Rally: Educators Rally for Respectable Retirement

The first pension rally of the 2024 legislative session is planned for Thursday, Feb. 29 from 3:45-4:45 p.m. at the Minnesota State Capitol Rotunda.

We need state investment in our worker pension fund so our dedicated essential workers can retire when they are ready without losing a significant amount of their pension benefit. Educators and supporters need to show up to let legislators know that we're looking for fair pension reform this session and beyond.

Ask your Education Minnesota field staff for information on mileage, parking and sub costs that may be available for attending, as well as recruitment flyers that can be shared at worksites and local union meetings.

Email legislators using new template

Education Minnesota has created a new email template for members to use, asking Gov. Tim Walz, Speaker Rep. Melissa Hortman and Majority Leader Sen. Kari Dziedzic to make room in the 2024 supplemental budget for teacher pensions.

Find the new template and send the email at www.educationminnesota.org/advocacy/at-the-legislature/pensions.

Pension Advocacy Network Facebook page

All Education Minnesota members who are interested in educator pension advocacy are invited join our Facebook group. This is a place where members can connect, have productive conversations about pension solutions and have staff answer questions. Find the group by searching "Education Minnesota Pension Advocacy Network" and ask to join. You will have to answer a few membership questions and membership will be verified to remain in the group.

Pension Update emails continue

Members can sign up to receive any updates on pension-related work in the Pension Update emails. If you are not registered for the emails, go to www.educationminnesota.org/advocacy/at-the-legislature/pensions.

Local pension organizing

Many incredible educators have begun organizing Pension Action Leaders (PALs) in their locals. To achieve the investment we need for pension improvements, all educators need to stand together and invite our colleagues into this work.

Education Minnesota has an updated 10-minute meeting document that members can access from the Pension Update emails or by asking your field staff.

Education Minnesota also encourages members passionate about this work to start making PALs in your locals.



Capsule

Student loan payments have resumed. Our Degrees Not Debt team can help!

As of Oct. 1, student loan borrowers have had student loan payments resume and interest is accruing again after a three-and-a-half year pause.

Many borrowers will benefit from taking advantage of the newest income-driven repayment plan launched this summer, called the SAVE plan.

The SAVE plan is designed to provide affordable monthly payments based on 5 percent of family income and limits interest accrual for those who make their payments each month. IDR enrollment can be completed online here:

www.studentaid.gov/idr

Every borrower pursuing Public Service Loan Forgiveness must make payments on an income-driven plan until they reach 120 payments. The most recent webinar on all updates to loan forgiveness rules is on our MEA Online professional development platform. Members can log in and find the class by searching the catalog for Degrees Not Debt webinar at:

meaonline.learnupon.com

As always, our Degrees Not Debt staff team is here to help, so please reach out to dnd@edmn.org with any questions.

New ads supporting educators debut

Education Minnesota has launched a new set of digital ads to support bargaining efforts across the state. This campaign is titled "Educators Are Worth More!" and is designed to create strong bonds with the community by showing how educators go above and beyond for students every day, and are worth strong contract settlements.

The campaign will feature inspirational video stories of members working with students and parents, as well as facts about the educator pay gap and more.

Viewers who click on the ads will be directed to www.SupportMNEducators.org, which contains facts about the need to raise educator compensation (salaries, health care and retirement benefits) and asks parents and communities to join us in this effort.

Make sure to share these ads when you see them!

NEA Representative Assembly

The National Education Association Representative Assembly, the NEA's major decision-making body, will be July 3 -July 7, 2023 in Philadelphia, PA.

NEA: We Educate America



Over 9,000 delegates will gather for NEA's 162nd annual meeting and 103rd Representative Assembly. This is an opportunity to unite as one voice for education, teachers, and students.



PD News

*Professional development resources
for Education Minnesota members*



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

MEA Train-the-Trainer courses

Interested in becoming a trainer for Education Minnesota? Or expanding your current trainer portfolio? Sign up now for our spring MEA Train-the-Trainer workshops Feb. 9-10 at Education Minnesota headquarters in St. Paul.

Get trained in some of Education Minnesota's most popular professional development offerings, including

- Cultural Competency Modules 1-4
- Culturally Responsive Teaching Through a Racial Justice Lens
- Introduction to Restorative Practices
- Interrupting Whiteness
- Reading
- Recognizing and Combatting Antisemitism in Schools
- Suicide Prevention (only for those with active counseling licenses)
- Teachers and ESPs: Building a Collaborative Working Relationship
- Trauma I
- Why is it so Hard to Talk about Race?

[Register here](#)

Mileage reimbursement is available, and members living 35-plus miles from St. Paul are eligible for free hotel accommodations Friday night.



Please save-the-date to join the Education Minnesota Political Action Committee at the 2024 political conference!

**Friday, Feb. 2 and Saturday, Feb. 3
Radisson Blu at the Mall of America
Bloomington**

Attend the conference to learn about political action
opportunities during the 2024 elections!

Sessions will include:

Winning school board elections and referendum campaigns

Protecting the pro-education Minnesota House majority

Getting out the vote of educators and pro-education voters

Meetings with statewide elected officials and state legislators

Much more!

Pre-register here: edmn.me/pac24-pre-reg



Registration fee of \$25 includes hotel room and meals

www.educationminnesota.org

Education Minnesota is an affiliate of the American Federation of Teachers,
the National Education Association and AFL-CIO. [afl-cio.org](https://www.afl-cio.org) 4113



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**



Union Leadership Development Program (ULDP)

The Education Minnesota Union Leadership Development program is a three-part training, modeled after the NEA's leadership competencies, which challenges Education Minnesota members to deepen their union leadership skills, abilities, and philosophy. Although not designed for any one specific position, this training is relevant for any members looking to become more active in their union. The trainings can be taken in any order.

Leading of Others

Saturday, January 27, 2024
10-3 p.m.
Quality Inn
1060 Highway 32 S.
Thief River Falls

Lunch will be served.

Registration link:
edmn.me/3PJor3s

- Participants will utilize storytelling to inspire their union siblings to join them in the work.
- Participants will engage in relational organizing to identify values and motivations.
- Participants will identify the qualities of leadership needed to build power.
- Participants will navigate potential conflict and develop strategies to move through these tensions.

Leading of the Organization

Saturday, March 23, 2024
8 a.m.-1 p.m.
Hampton Inn & Suites
1019 Paul Bunayn Dr. SE
Bemidji

Lunch will be served.

Registration link:
edmn.me/46r8aHy

- Participants will use comprehensive unionism to guide their work.
- Participants will understand that leading is not limited to those with positional power.
- Participants will identify how they can build power through an organizing framework.
- Participants will create a draft organizing plan that contributes to building a cohesive, powerful union.

Any questions please email Andrea at andrea.johnson@edmn.org

