



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:

- AFT Convention, Houston Texas
- MEA

FALL 2024

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Wednesday,

October 2, 2024

KITTSON CENTRAL SCHOOL
444 N ASH AVE HALLOCK

KRAMER BROWN

Fall Drive In

September 2024

MEAL PROVIDED BY
NORTH COUNTRY
MEATS

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

Session 1 & 2

When can I afford to retire

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

Session 1

English Learners: AFT Renewal Session

Session I

Learn to tap into the strengths the English Learners bring to your class. Discover strategies for differentiation and scaffolding to support their work as they progress through stages of language acquisition.

Suicide Prevention Skills for Teachers

Session I

Join in the conversation regarding recognizing the risk factors and warning signs of depression and suicidal thinking in young people, and learn simple steps to asking the most important question: "Are you having thoughts of suicide?" This seems like a hard thing to do, yet applying these skills has proven to be exceptionally helpful and effective in helping people recover from suicidal thinking. You will gain awareness and confidence that can enable you to help any person in crisis.

Legal Updates and Q & A with an Education Minnesota Lawyer

Session I

Join one of the Education Minnesota attorneys as we review current legal issues and answer your burning legal questions. Even if you've attended before, we'll have new questions to test your knowledge of the legal issues impacting educators.

Session 2

Warning Signs:

Mental Health Difficulties in the Classroom

Session II

The impacts of mental health difficulties are on the rise in young people, leading to learning and behavioral problems at school. What can you as a teacher do? We will discuss the most common mental health difficulties, their risk factors and warning signs. Included will be simple tools to help teachers engage with and respond to students effectively. Included will be basic accommodation and referral strategies.

Fall Canvas Painting (Session Max Capacity is 24)

Session II

Come relax and create a fall canvas painting. Please bring \$5 to cover the cost of materials.

Finding a Work life Balance: Boundaries, Burnout and Bubblebaths

Session II

This session will focus on:

- Boundaries: Setting them and keeping them.
- Stress: Acknowledging good and bad in work and personal life and what to do.
- Burnout: Prevention strategies and self-care practice

Click the link to
Register [https://
bit.ly/3yvgAlx](https://bit.ly/3yvgAlx)

Scan QR
Code to
Register



**SIGN UP DEADLINE:
9/25/24 by 4:00 PM!!**

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

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

Education Minnesota Members Only Event
Membership will be verified

From the Field



Kevin Young

Thank you for being a member.

I want to take a moment to thank all of you for being a member of your local, the Kramer-Brown Intermediate Organization, Education Minnesota, NEA, and AFT. We cannot do the work we do without your membership and support. I realize some of you are frustrated at times when change does not happen fast enough. I get it. Please know Education Minnesota staff con-

tinually work countless hours with members to improve public education. The work is not easy, but with your continued involvement we will be successful in supporting and improving public education. We are stronger together and can be the voice for public education for all.

I hope you all had a great summer break and were able to spend some quality time with family and friends. It is so important for our students and staff to have this break so everyone can relax and have some fun. I also hope you were able to find some time for yourself and will be returning to the classroom refreshed and reenergized to do the important work of educating our students. I know I state this every year, but it is so true. We want you to be the best teacher you can be. When this happens, you are at your best and the students benefit greatly.

For many of you this was the summer of READ Act training. Yes, it is a lot. I have attended many meetings with members and administration discussing the READ Act and possible language for MOUs. Some are frustrated with this new challenge, but please remember that this is a bipartisan effort to address the issue of too many students not reading a grade level. I realize it is a lot of work for you, but in the end our students will benefit from this. Also, Education Minnesota worked hard during the 2024 legislative session to gain funding to compensate teachers for the work they are required to do when taking the READ Act training. This was not easy, but we were successful in not only getting funding, but also were successful in getting statute language requiring districts and locals to meeting and agree on a MOU how the funding will be used to compensate teachers. This does not happen without the support of you as a member. Thank you!!

We have made many gains in the last two legislative sessions because of the work you did prior to the 2022 election. Unfortunately, the attacks on public education and unions continue. I realize you have heard this from me in the past, but it is well known there are many who continue to keep us busy fighting off these attacks, while still doing our best to continue working for the best possible public education we can provide our youth. I say us, because I see this in your job as well. Education Minnesota has asked that all of you get involved and help fight off these attacks. I realize all of you are very busy, but if you don't get involved and speak up for public education, who will? I understand finding time to do anything is a challenge, but I ask you to think about what your situation would be like if

you weren't part of a union? What would happen if administrators didn't have a contract to follow? Yes, taking action puts more on your plate, at the same time more is asked of you in the classroom. The expectations of educators are higher than ever and it seems there are fewer resources and training available.

I would like to share the Bemidji Field Office coordinated the screenings for 3 Minnesota House of Representative races, in June. These events were held virtually so members and candidates did not have to travel. I will share that none of the GOP candidates attended or completed the questionnaire. Attendance at a screening and completing the questionnaire is required to be considered for endorsement. They were invited, but we did not receive a response or were told they were busy. I wanted you to be aware of this. It would have been nice to have all candidates attend a screening so they could have a conversation with teachers. You will have to ask them why they didn't attend.

I realize some of you are frustrated with the lack of change, especially when it comes to pension reform. Please know this was not because of a lack of effort by members and staff. Some pension reform did take place, but we realize you want more. We will continue this work and have identified pensions and health care/insurance as priorities in the 2025 legislative session. It is hard to say how successful we will be, but I can assure you it will not be because of a lack of trying. For several months there has been a pension task force of members and staff working towards additional pension reform. We are already looking for stories and people to testify on health insurance issues. If you are willing to share your story, please let me know. The fact is, if we do not elect candidates that are going to support public education and unions, the ability to gain change will be very difficult to achieve.

As you have heard me state before, Education Minnesota needs your help encouraging all members to vote. We need everyone to get to the polls and vote. The work you do as an educator is greatly determined by the political process. Becoming an informed voter and casting your vote is essential for us to push back on the attacks public education is facing. Education Minnesota will continue to endorse candidates, but our focus is to get all members to the polls. If you would like to be on your local team to help make this happen, please let me know.

We also are asking that all members have one-to-one conversations with others and encourage at least one other member in their family or community to vote and vote for public education. We need to reach out to people outside of the education family to ensure that we achieve our goal of fully funding public education. To do this, it is important for you to share your stories of what is happening in our public schools with family and friends. Explain why it is important to fully fund public education.

Another way to get involved is to participate in the Political Refund Contribution Program. This program allows any resident of Minnesota to make a contribution 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 your candidate and get involved in the political process.

From the Field continued

Education Minnesota would also like to know if there are any local levy campaigns or school board races your local would like supported. We 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.

It is time to stand up for public education. If you don't, who will? The future of our profession is always in the hands of politicians. 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 need to take an active role in the process. Please get involved. The most important thing you can do is vote. That may seem like common sense, but we cannot afford to have a situation where Education Minnesota members do not vote. Getting good results from elections is one of the most important things your union does to ensure public education thrives in Minnesota. The real work of getting education friendly candidates elected comes from engaging ALL of you. I hope you will join me in voting this fall and encouraging all members and community members to vote in 2024. Please utilize the Education Minnesota web site, <https://www.educationminnesota.org/home>, for more details on the topics shared in this article. You can also find all Education Minnesota endorsed candidates here: <https://www.edmnvotes.org/>

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



Mara Gust

2024-2025 Kramer Brown I.O. Chair

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

I am feeling all the emotions this fall as my position at Greenbush-Middle River was cut this past Spring. I am starting over at

Tri-County Schools in Karlstad, and although I'm extremely busy with new classes and curriculum, I'm loving the excitement of a new challenge! Thanks to the TCEA and Tri-County staff for welcoming me so warmly.

The Kramer-Brown board works hard to represent the needs of all of our locals, but we can only do that with constructive input and full representation. We currently have open seats on the board from several locals. Please talk to your local President or me if you are interested in serving the IO as a governing board member. And please reach out to the board at kramerbrownio@gmail.com if you are interested in learning more about the position.

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

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

I am very excited about this year's in-person Fall Drive-In, hosted by Kittson Central! Mark your calendars for Wednesday, October 2, in Hallock. Thank you to the Kittson Central local for hosting! The Kramer-Brown board works hard to make this a fun, worthwhile event, with sessions to appeal to everyone. (And good food!) As always, if you have input on what you'd like to see at the Drive-In each year, talk to me or your local representative.

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

I hope you have a wonderful school year!

Kramer Brown Summer Planning Meeting

June 11, 2024

Rutgers Resort, Bemidji @ 9:30am

www.educationminnesota.org/union/kramer-brown

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

A. Adopt agenda with flexibility

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

B. Secretary's Report: Marcy Helling

- a. RA minutes looked over/to approve at the RA in 2025.

C. Treasurer's Report: Alexis Hruby

- a. A motion to accept the Treasurer's Report by Deb Koebernick, second by Stacey Leake. Motion carried.
- b. The officers will meet in July to establish the budget and present at Aug. meeting.

D. Old Business:

1. EM Representative Convention Report: Heidi H., Mark C.

- a. Delegates shared information from the convention.
- b. Locals should highly consider having representation at next year's convention, as it is an officer election year.

2. Teacher Recognition Dinner/May 1/Legacy Event Center

- a. The dinner was poorly attended (36 people), but the meal, staff, and venue was great. Make adjustments and plans for next year at Legacy.
- b. Amazon cards of \$50 were given, along with a plant for each retiree.
- c. It is encouraged to have locals choose a Friend of Education next year. That will give more to celebrate at the banquet. It was also discussed to recognize each local's Negotiation Team one year and Member Rights Team the next year. This would add to the dinner and recognize important groups within our locals.
- d. We also need to work as a KB board to provide better communication to our locals and add a reminder to every registration form about being a "No Show" and the requirements to pay for the meal.

NOTE: We currently have a policy statement (Article #5/#402).

3. IO Grant

- a. A motion was made by Mara Gust to revise the VOB grant to include a maximum member award of \$15 per member, per local, per fiscal year (Aug. 31), second by Heidi Hanson. Motion carried.
- b. Mara Gust then amended her motion to also include..."and the local must be in good standing", second by Stacey Leake. Motion carried.

4. Scholarships

- a. High School Senior: 2 scholarships @ \$250. They need to be a child of a KB member, no specific field of education, add GPA, and an unofficial transcript. Due: March 1st.
- b. Education Major Scholarship: 1 scholarship @ \$500. They need to be a child of a KB member, specific field of education, add GPA, and an unofficial transcript. Due: March 1st.
NOTE: Each year, the KB board will use their judgement (up to \$1000) to disperse the scholarships according to how many applicants apply.
- c. A motion was made by Mara Gust to change the language on the Education scholarship from (1) \$500 scholarship to read one or more scholarships that equal \$500, second by Robin Johnson. Motion carried.
- d. Mara will retype the scholarship forms and email out to KB board for reference and she will add the statement from last summer's minutes to allow for more freedom depending on the number of applicants received.
- e. It was also suggested to have a Scholarship Committee that would review/ choose the applicants for 2024-25.

E. Action Items:

1. 2024-2025 Budget Discussion (Approval at August Meeting)
 - a. The KB Officers will meet on Monday, July 29 @ 11:00am at The Hive.
Those to attend: Mara, Heidi, Marcy, Alexis, and Kevin.
NOTE: Discuss more funding for negotiators' trainings.
2. IO Treasurer Assignment
A motion to appoint Alexis Hruby as IO Treasurer for 2024-25 was made by Deb Koebernick, second by Rose McDonald. Motion carried.
3. IO Secretary Assignment
A motion to appoint Marcy Helling as IO Secretary for 2024-25 was made by Heidi Hanson, second by Mark Christenson. Motion carried.
4. Governing Board Longevity Stipends/2024
0 years - Aubrey Knott, Megan Irlbeck, Melanie McGlynn
1 year - Jeanne Johnson
2 years - Gretchen Lee, Alexis Hruby

3 years - Nicole Fiala, Mark Christenson
 4 years - Maranda Peterson
 5 years - Stacey Leake, Lisa Donarski
 6 years - Deb Koebernick
 8 years - Robin Johnson
 9 years - Heidi Hanson
 12 years - Mara Gust
 13 years - Andrea Eskeli
 19 years - Rose McDonald
 31 years - Marcy Helling

Policy P.S. (revised in June 2022)

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

a. A motion was made by Stacey Leake, second by Lisa Donarski, to pay a longevity stipend to the following KB Governing Board member for her years of service. Motion carried. We thank Rene Strege for her support on the KB Governing Board. She will receive a \$25 stipend. (Card and stipend sent.)

5. Door Prize Cash/KB Treasurer

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

6. Recognition Dinner Photographer

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

7. Payment of 2023-24 KB Officers

a. A motion was made by Lisa Donarski, second by Robin Johnson, to pay stipends to the officers for the 2023-2024 year. Motion carried.

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

8. Stipend for Virtual Meetings

a. A motion was made by Rose McDonald, second by Deb Koebernick, to pay \$25 stipends for any regular virtual KB Governing Board meeting (as needed). Motion carried.

9. Mileage for KB Governing Board Members

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

10. Supper stipend for summer planning meeting

a. A motion was made by Marcy Helling, second by Stacey Leake, to give a \$25 supper stipend for the summer planning meeting. Motion carried.

11. Gifts to staff

a. A motion was made by Mara Gust, second by Lisa Donarski, to give a \$50 gift card/thank you to Kevin and Andrea. This will be given at the August Meeting. Motion carried. NOTE: Marcy will take care of getting the gift cards.

Lunch at noon/Reconvened meeting @ 12:30pm

F. New Business

1. KB Pamphlets

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

2. Calendar 2024-2025

a. Andrea will send out calendar when all the dates are secured.

3. August KB Governing Board Meeting

a. The meeting will be held on Monday, August 20th at 11am at The Hive.

4. Vacancies on the KB Board

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

*Warroad, Lancaster, Roseau, TRF

5. 2024-2025 Capsule Assignments

Fall: Heidi H., Robin J., Andrea E., Nicole F., Megan I. (bio),

Winter: Lisa D., Aubrey K. (bio), Mark C., Gretchen L., Melanie M. (bio)

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

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

6. Fall Drive-In Update/KCC, Hallock/October 2nd

a. Meals: Planned (\$15-\$20 a plate) Water/cookie for the end of night

- b. Technology - Make sure KCC has a person to help presenters if needed
 - c. Location: KCC/Hallock Contact person: Mark Christenson
 - d. Each local brings a \$25 door prize
 - e. Sessions (8): Mental Health, Suicide, ELL, Retirement (2), Legal Update, Art (Lisa D.), and How to Find Balance in Work/Life
 - f. There will be a "To Do" list to follow...all questions referred to Mara G.
7. 2025 KB/NU Overnighter/Bemidji/March 21-22
- a. Pick sessions, etc. in the fall with a Negotiations focus.
 - b. Discuss with Northland United about asking Jacob from Hallock to do our Friday evening program again or try something completely different this next year.
8. New Hires Meetings
- Kevin Young will reach out to each local and try to meet with the New Hires individually. Folders will be provided.

6. Field Office Report/Kevin Young

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

2. Local Data Update:

Missing May roster: LOW, MCC, NWRIC, RLCC, TRF, Warroad **2023-24 Dues**

Payments: All are at 79% or above except SAC. Please remind treasurers to make final payments June/July.

2023 Audits: All are in. THANK YOU!!! (2 Years in a row!!!!) **2024-25 Local**

Dues: No longer required but please share the amounts with us so we have the data when members ask.

2024-25 Leadership Roster: Missing are Grygla-Gatzke, KC, Lancaster, RLF, Roseau. SAC, WAO

Ordering of 2024-25 Membership Materials: No materials ordered: Grygla-Gatzke, NWRIC, RLCC, SAC, WAO, Warroad

Here is the link to order materials: (emails sent multiple to all local presidents, membership contacts, and treasurers)

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

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

- a. Retirees MUST REGISTER to get this benefit - will not automatically happen based on your local's membership lists
- b. Go to <https://educationminnesota.org/membership-benefits/join-now/retired-member/>

Minutes

3. Membership Fall 2024 -Invite all new hires to a new hires meeting even if your local has one new hire. Have a plan for 1 to 1 conversations with all new hires and non-members.
 - Reminder: Tier 1 teachers now part of the bargaining unit - see FAQ on Tier 1 Teachers
 - Reminder: Pre-K teachers (if there are questions here, please contact me. This can be confusing.)
 - New hires - need to stop the gradual loss of these folks when they do not become members
 - if what you are doing is not working, let's talk about doing something different.
4. New Hires Orientation and Plans- locals need to start planning for orientation of new hires and how to best approach these individuals about membership; I am willing to attend any local new hires meetings
 - "Join Now", the on-line membership system is available.
 - Think about what you can do locally to reach out to the new hires and make connections with them.
 - Thoughts on holding new hires meetings??????
 - Each local was asked to have a New Hires Orientation Plan. Please review and send a copy to me with any changes. If your local has not developed a plan, please complete and send a copy to me.
 - I will continue to make an effort to reach out to all new hires.
 - **Please send me lists of your new hires with personal contact information.**
 - I will send a personal invitation to the new hires meeting if they are held and I get requested information
 - My plan is to continue holding two events like we did the last few years; TRF and Roseau???
5. Value of Belonging: the work continues; for resources and information:

<https://www.educationminnesota.org/membership-benefits/why-belong/>

 - we all need to continue reaching out to all members and have one on one conversations to encourage more involvement and inform members of the VoB and Why it is important to Belong
 - **Member engagement needs to remain a priority for all locals.**
6. 2024 Legislative Session - see 2024 Legislative Session Summary for Local Leaders
7. Bargaining - a lot happening here. Negotiations Update meeting in the fall to network. When?
 - Bargaining bulletins: in development and will be shared as soon as they are available.

Minutes

- READ Act and ESST information recently emailed to all local presidents and negotiators.
 - Locals that did not negotiate the legislative changes from the 2023 session, need to revisit those bargaining bulletins and address them during the 2025-27 round of bargaining.
 - The next round of bargaining will start in the spring of 2025. Please get your bargaining teams in place early in the fall. Make sure to follow your constitution and bylaws when determining your team.
 - Missing Data:
 - 2023-25 Contract: GMR, Grygla-Gatzke, Lancaster, Tri-county
 - 2023-25 Settlement Report: Goodridge, GMR, Grygla-Gatzke, KC, LOW, Lancaster, Tri-County, WAO
8. Collective Bargaining & Organizing Conference or CBOC - January 24-25, 2025, DoubleTree, Bloomington.
9. Election 2024 - more information can be found here:
<https://www.educationminnesota.org/advocacy/edmnvotes/>
 - Need to recruit members from each local to be worksite unity leaders to help organize members to support the election 2024 efforts and the efforts to fully fund education in Minnesota.
 - Please identify members who will be good worksite unity/GOTV leaders. You can self-identify. Have one to one conversations with individual members who would be good at doing this work and get their commitment to attend training. Please send names to me as soon as possible.
 - Political screening for House 1A is in the works; House 1B will be coordinated by the Detroit Lakes Field Office - we will share information when it is available
 - Political screening for House 2B and 5A in the works. Registration information will be sent soon. (June 20 in Crookston and June 21 on zoom.)
 - Early voting starts September 20, 2024
10. Local elections (referendums): Please contact me if you need any help or resources with local elections; need to start working on November referendums now. Also hearing of August referendums this year.
11. School Board Elections - please contact me if your local would like information on how to get involved in holding candidate forums or endorse candidates.
 - There is funding available to help with these events.
 - We are hearing of candidates that are running on CRT platforms. This is not good!!

Minutes

12. Local Leaders meetings - thoughts on these? August is well attended. We didn't hold a second meeting this past year. Do you want to have a second meeting in 2024-25?
13. Fall Drive-in: October 2, 2024, at Kittson Central Schools. (See handout)
 - a. Need to determine remaining sessions at some point???????
14. TD&E Joint Agreement: if any changes were made in your TD&E plans and/or joint agreements, please send us a copy of the signed agreements.
15. Local Time Enhancement Program - not sure at this time. I will update as more information becomes available.
16. MEA 2024: October 17, 2024; more information to come as it becomes available.
17. Locals missing KB IO Representatives: Can anyone help with this?
18. Other:

Meeting adjourned @ 2:45pm

Respectfully submitted, Marcy Helling, KB Secretary

August Meeting:

Approval of Budget for 2024-2025

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

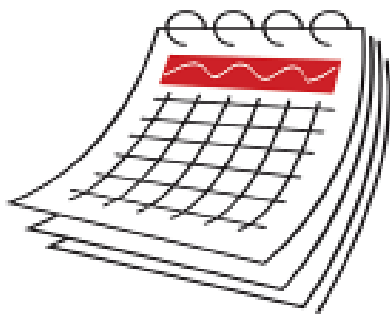
Gifts for EM Staff (Marcy)

Scholarship language changes (Mara)/Form a KB Scholarship Committee for 2025

Teresa Hulst no longer on the KB Board- Motion to send her a card/\$25 stipend for 3 yrs.

Begin planning the KB/NU Negotiations Overnighter (March 2025)





Calendar of Upcoming Events

October

- 2 Fall Drive-In, Kittson Central, Hallock
- 17 Minnesota Educator Academy (MEA), St. Paul
- 23 KB Governing Board, The Hive, Thief River Falls

November

- 18-22 American Education Week
- 20 Education Support Professionals Day
- 20 KB Board Meeting, via Zoom, 4:30PM

December

- 3 Negotiation Network Meeting, The Hive, Thief River Falls, 6:00pm
- 4 Negotiation Network Meeting, Gene's Bar, Roseau 6:00pm

TEACHERS RULE



What is American Education Week?

American Education Week—November 18-22, 2024—will present all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education.

Read more about the

<https://www.nea.org/resource-library/>

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, Tri-County
Vice Chair Heidi Hanson, Tri-County
Treasurer Alexis Hruby, Thief River Falls
Secretary..... Marcy Helling, Thief River Falls

LOCAL REPRESENTATIVES:

Badger.....Gretchen Lee
Goodridge.....Stephanie Olson
Greenbush-Middle River.....Debra Koebernick
Grygla-Gatzke.....Robin Johnson
Kittson Central.....Mark Christenson
Lake of the Woods.....Nicole Fiala
Marshall County Central.....Lisa Donarski
Red Lake County Central.....Andrea Eskeli
Red Lake Falls.....Aubrey Knott
Roseau.....Maranda Peterson
Thief River Falls.....Stacey Leake
Thief River Falls.....Bridget Paulson
Warren Alvarado Oslo.....Jeanne Johnson
Warroad.....Rose McDonald
Education Minnesota Field Staff.....Kevin Young
Education Minnesota Support Staff.....Andrea Johnson



AFT Convention - Houston, Texas

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



The AFT Convention was held in Houston, Texas from July 22 - July 25 at the George R. Brown Convention Center. Getting there for some people was delayed due to airline computer systems being down. Several delegates decided not to attend because the earliest they could arrive was on the night of the 23rd. On the 21st, we registered with Education Minnesota, had a delegate breakfast and caucus meeting, and then checked in with AFT at the convention center. There were a couple of hours of free time between our check-ins, so a few of us went to Space Center Houston. That evening several MN delegates decided to go out for dinner together. On the 22nd we started at 7:30 am with our MN caucus meeting. We then headed over to the convention center for the start of the convention. The opening general session started with student performances, a welcome from Zeph Capo (president of Texas

AFT), an invocation from Rabbi Sharon Kleinbaum and Bishop Leah Daughtry, and the anthem with the Star Spangled Banner sung by Wanda Longoria and Lift Every Voice sung by Renette Brown. We then had greetings from Frederick Ingram (AFT Secretary-Treasurer), and Evelyn DeJesus (AFT Executive Vice President). We then heard from several speakers before AFT President Randi Weingarten gave the State of the Union. During this session, the official endorsement of Kamala Harris for President was presented and approved. We then broke for lunch. After lunch, there were divisional meetings followed by convention committee meetings. That evening after the meetings the AFT held a reception for the delegates.

On Tuesday the 23rd, our general session started with the credentials report and adoption of rules. We then heard from a panel of scholars and several speakers. The convention committee reports were read. We broke for lunch and came back for more convention committee reports. We heard from a few more speakers and then more convention committee reports. When the convention sessions ended, Education Minnesota delegates had the option of attending a Minnesota



Heidi with NEA President Randi

Night out at a Space Cowboys baseball game. On Wednesday the 24th, our general session started with the credentials report, a speaker, and convention committee reports. We listened to more speakers and the Human Rights Award was presented to Rachelle Horowitz. In the afternoon general session, we heard the election rules and several convention committee reports. We then voted for officers. The final day of the convention was on Thursday the 25th. We had to arrive at the convention center early to get through security. Our special speaker for the session was Vice President Kamala Harris. After she spoke we heard the election report, the installation of officers, and the final committee reports. The session was then adjourned and we gathered our luggage and headed to the airport to fly back home.



MN Delegates out for dinner with President Specht and Vice President Byron



Changes to Red Lake County Central School

By: Andrea Eskeli, Red Lake County Central Board Rep



Red Lake County Central students will be coming back this school year to many exciting changes! While touring the high school, we heard comments like, "Our kids deserve this!" and "This is a school they can take pride in!" The kids' reactions during open house were so special. It seems that everyone is excited for this school year to begin.



RLCC's elementary school has new student and staff bathrooms, two new rooms, one for speech and one for meetings, and a new elevator for entering the gym. RLCC Elementary will also be getting some much needed new bleachers replacing the old wooden ones.



The high school got a new gymnasium, two new science labs, a new library, locker rooms, referee and coaches' room, media space, a new office area located near the main door, cafeteria, concessions area, commons area, and new bathrooms. The spaces are absolutely stunning and are definitely something for everyone to

be very proud of. I am certain that both students and teachers will enjoy the new additions and spaces this year.



**WELCOME BACK
TO SCHOOL**

MDE/COMPASS Summer Institute

By: Nicole Fiala, Lake of the Woods Board Rep



This summer, MDE and COMPASS (all of the Service Co-Operatives throughout the state) hosted their second annual Summer Institute based around the READ Act. Education Minnesota reached out through their Facebook page for members to attend the Institute and learn more about the READ Act and attend other professional development sessions.

The institute itself was offered free of charge to anyone interested in attending, so other than dinner, mileage, and hotel I didn't have to pay anything (and Education Minnesota covered mileage and hotel for those of us attending through their request for attendees). The Institute provided great professional development and networking opportunities with people from all realms of education throughout the state. I was able to attend sessions based around the READ Act, sessions about getting students outdoors, play pedagogy, and evidence based practices. I was able to bring resources about outdoor education and the phonics program Bridge2Read back to my school for teachers to use. We also started each day with a key-note.

The first day was Mitchell Brookins speaking about Advancing Literacy Attainment for all. The second day brought Lesa Clarkson speaking about Accepting the Challenge of Math. Both speakers were fantastic and very engaging to listen to. Overall, the Institute was very well planned and was a great opportunity. I would highly recommend everyone to watch for the announcement of the third annual Summer Institute next June and make plans to attend!



PAC DUES SUPPORT PRO-PUBLIC EDUCATION CANDIDATES, LOCAL ELECTION ASSISTANCE

The Education Minnesota Political Action Committee is funded by \$25 donations from members, separate from dues, and goes towards building political power through supporting pro-public education, pro-labor candidates and elected officials at all levels of government. The PAC is one of the union's most powerful tools to bring educator voices into state and local politics.

Nowhere is this more important than at the local level – particularly in school board races. We elect our bosses when we vote for school board, and who sits on the school board impacts everything from salary, to budget, to length of the school year, benefits, pensions, testing and more.

WHAT DOES POLITICS HAVE TO DO WITH MY CLASSROOM?

YOUR SALARY	SCHOOL BOARD, UNION
SCHOOL BUDGET	SCHOOL BOARD
CLASS SIZE/WORKLOAD	SCHOOL BOARD, STATE LEGISLATURE, GOVERNOR
LENGTH OF SCHOOL YEAR	SCHOOL BOARD, STATE LEGISLATURE, GOVERNOR
HEALTH BENEFITS	SCHOOL BOARD, UNION
DUE PROCESS	SCHOOL BOARD, STATE LEGISLATURE, GOVERNOR
PENSIONS	SCHOOL BOARD, STATE LEGISLATURE, GOVERNOR
TESTING	FEDERAL, STATE, SCHOOL BOARD
HIRING PRACTICES	SCHOOL BOARD, STATE LEGISLATURE, GOVERNOR
TEACHING CREDENTIALS	FEDERAL, STATE, GOVERNOR
STANDARDS	STATE BOARD, STATE, FEDERAL
UNEMPLOYMENT COMPENSATION	FEDERAL, STATE, GOVERNOR
TEXTBOOKS	STATE, SCHOOL BOARD
NEGOTIATED CONTRACTS IN HIGHER EDUCATION	STATE LEGISLATURE, LOCAL UNION, GOVERNOR
HIGHER EDUCATION CREDENTIALING	GOVERNOR
CAMPUS REPAIRS AND UPGRADES	STATE LEGISLATURE



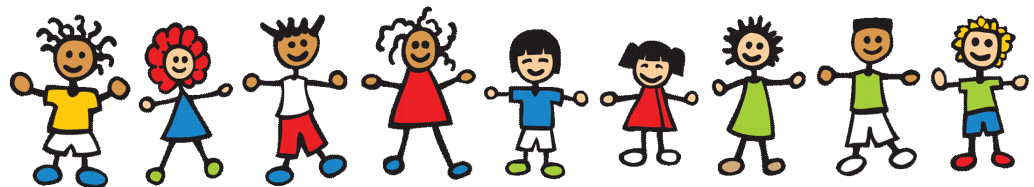
In 2022, Minnesota saw an unprecedented influx of anti-public education school board candidates, supported by groups like the Minnesota Parents' Alliance, Moms for Liberty and the Minnesota Child Protection League (an anti-LGBTQ hate group [1]). These candidates ran on platforms seeking to limit students' freedom to learn, whitewash history, prevent certain students from feeling safe and welcome in their classrooms and weaken unions.

We will face more of these candidates in 2024. These anti-public education groups, funded by billionaires with near-limitless financial resources, have already begun recruiting school board candidates for this cycle. While we do not have their bottomless financial resources, we do have the collective power of our union and public trust in educators. It is up to us to use every tool at our disposal to fight back against these attacks on our public schools and elect school board members who will support students and educators.

State-level politics are also important. While other states' legislative sessions resulted in book bans, targeted attacks on LGBTQ+ students and educators or drastic expansion of voucher schemes, Minnesota's legislative session saw pro-educator, pro-student policies – including 12 weeks of paid family medical leave, a ban on book bans to protect the freedom to learn and universal school meals to ensure that no Minnesota child goes hungry.

Your PAC donations helped make that happen.

Learn more at edmnvotes.org.



Why educators continue to choose union

No matter your role, working in a public school is one of the most difficult jobs, and it only gets more difficult as educators continue to face unprecedented challenges in their classrooms. But educators don't have to face these challenges alone—by coming together through our union, our members find support and build collective power to advocate for our students, colleagues and communities.

When you join Education Minnesota, you join more than 87,000 educators across the state working together to negotiate fair contracts and advocate for strong public schools. Your Education Minnesota dues also make you a member of your local union, the National Education Association, the American Federation of Teachers and the AFL-CIO.

Where do my dues go?

Your dues fund Education Minnesota's work to support members every day and promote union values, provide welcoming and relevant opportunities, focus on the recruitment and retention of members while providing programming for our members to ensure strong locals in the future.

You can view the breakdown in the chart to the right.

The rest—23%—goes towards union governance and infrastructure. That includes rent, utilities, equipment and tech support for 13 offices across the state.

More information can be found here <https://educationminnesota.org/news/minnesota-educator/why-educators-continue-to-choose-union/>



2024 MEA conference Thursday, Oct. 17 Saint Paul RiverCentre

Education Minnesota's MEA conference is the largest one-day professional development event for educators in Minnesota. Don't miss it! The MEA conference and MEA Online are always free and open to Education Minnesota members only.

You may be able to earn general continuing education credit for attending the MEA conference. An attendance certificate will be emailed to you after you complete the live workshop or MEA Online session. In addition, some sessions might help you fulfill state relicensure requirements in reading instruction, identifying early-onset mental illness in students, cultural competency, positive behavioral interventions, English language learners and suicide prevention. Check with your district's continuing education committee on whether you will receive credit.

More information can be found at <https://educationminnesota.org/events/annual-events/mea-conference/>



Negotiations Meetings



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

All those who attend will also get a free meal.

Tuesday, December 3, 2024	Wednesday, December 4, 2024
The Hive 1582 US 59 Thief River Falls MN 6:00 p.m.	Gene's Bar & Grill 1095 3rd St NW Roseau MN 6:00 p.m.

Registration deadline for the meetings: Tuesday, November 26, 2024



Please register using this link <https://bit.ly/4dbAkK6> with the names of your local negotiators who plan to attend can be made. Andrea can be reached at andrea.johnson@edmn.org.

