



# 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
- KB Grants & Scholarships for members and dependents available
- EM Rep Convention

### WINTER 2025

#### Inside this issue:

From the Field	2-3
KB Chair	4
Meeting Minutes	5-16
Teacher Appreciation	14
April Negotiation Meeting	24
Using Education Minnesota Costing Program	25

## 2024-25 Kramer Brown Rep Assembly

January 2025

The 2024-25 Kramer-Brown I.O. Representative Assembly will be held on Wednesday, February 26, 2025 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.

The local President or delegates please use this link to register <https://bit.ly/407Af4N>, use the QR code or email Andrea at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org) of the delegate names and the number planning to attend by **Friday, February 21, 2025.**



## 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 everyone has returned from the Holiday Break refreshed and you were able to spend quality time with friends and family. As you approach the mid-point of the school year, I would guess many of you are getting ready for the end of the first semester and the start of another. A little different for those of you that are on trimesters, but soon you will approach the end of the 2nd trimester and start of the 3rd. Regardless, before you know it, we will be completing another school year.

Keep up the great work you do. I know these are challenging times for educators and the expectations continue to rise. I want you to know Education Minnesota is working hard to address these challenges, but we cannot do it alone. We need all of you to be involved and make sure your voice is heard.

With the 2024 election behind us, there are a lot of unknowns. There are many concerns with the potential loss of the Federal Department of Education, the loss or cut in Title 1 funding, the implementation of vouchers at the federal level, and labor law changes that may make it even more challenging for unions to do the important work we do. These changes may also lead to investigations of unions and the work unions do. As has been shared with all locals' leaders, it is important to make sure your local has all paperwork in order, local audits completed and on file, forms filed with the IRS, and making sure everyone is using personal emails to communicate about union business.

In Minnesota, there are a lot of unknowns when it comes to politics. With the Minnesota House of Representatives in a potential tie, it is hard to say what will get done at the capital. Even with the unknowns, Education Minnesota staff have been working with the Education Minnesota Elected Leaders, Governing Board, and Local Leaders in developing legislative priorities. Three of the legislative priorities will include pension reform, health insurance reform, and improvements in teacher compensation. As far as teacher compensation, legislation being considered for proposal would set a minimum compensation for all teachers, a second minimum for those with a master's degree, and a third level for those with a MA+10. Pension reform will once again be a top priority. At this time Education Minnesota is considering legislation that would give teachers that option of retirement at 60 years of age & 30 years of experience. Other pension changes include lower base penalties for those 59-64 years of age, eliminating the current COLA delay for those that retire early, a COLA increase from 1.2% to 1.5% in 2028 and dedicated funding for future improvements to TRA. As far as health insurance costs, Education Minnesota has been working on legislation that would create a mandatory statewide pool for all school employees. This pool could include other public city & county employees and there would be oversight by a labor-management committee. The health insurance plan would be similar to the SEGIP & PEIP High Value Plan and has the possibility of saving millions of dollars each year in broker fees.

As has happened in the past, there will be calls to action for a wide variety of items, but especially these three. Please watch for these and be ready to share your stories. Legislatures need to hear from you. We also are looking for local action leaders in each local for health insurance and pension reform. If you are interested in one of these positions, talk to your local president or contact me for more information. There is a stipend that goes with the work you do, so please register as quickly as possible. The initial meetings for these groups have already started, so the sooner you are registered the better.

Another opportunity to get involved is in your local bargaining efforts. All teacher bargaining unit contracts expire on June 30, 2025. Your local bargaining teams will soon be meeting with your district to negotiate a new agreement. It is important that locals organize and support the bargaining team. If locals want to see change, members of the local need to change what has been done in the past and organize around obtaining better results in bargaining. If your local is interested in developing a plan, I am willing to help with these organizing efforts. It is important to work with your bargaining team to develop a solid plan of action prior to the start of bargaining. Do not wait to do this until bargaining becomes challenging. It is best to start developing a plan now, with the goal of actions before bargaining begins.

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

Here are some important dates to remember:

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

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

**June 30** -- **If your Teaching License expires in 2025, 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 2025, 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 Education Minnesota Bemidji at 1-218-751-5957 or 1-800-622-4971. My e-mail address is [kevin.young@edmn.org](mailto: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

## 2024-2025 Kramer Brown I.O. Chair

Happy New Year greetings! We are off and running in 2025!

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 Kittson Central local. It was 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.

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

**February 26** 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 25-26. 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 February 26 Kramer-Brown meeting.

All of you should consider attending the **Kramer-Brown/Northland United Overnighter** in Bemidji, **March 21-22**. This is a wonderful professional conference for all members. Enjoy a night away at a hotel, fun entertainment, 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 7** in Thief River Falls, at 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](mailto: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.

All the best to you in 2025!

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, 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





# Minutes - August 20, 2024 Board Meeting

Kramer Brown Governing Board Minutes  
August 20, 2024  
The Hive, TRF. 11am

Chairperson Mara Gust called the meeting to order at 11:18am.

Members Present: Mara Gust, Heidi Hanson, Aubrey Knott, Robin Johnson, Alexis Hruby, Lisa Donarski, Rose McDonald, Nicole Fiala, Mark Christenson, Gretchen Lee, Deb Koebernick, Andrea Eskeli, Stacey Leake, and Kevin Young, EM Staff.

- A. Adopt agenda with flexibility/Communications
- B. Introduction/New Members  
Aubrey Knott/RLF
- C. Secretary's Report - Marcy Helling  
Gretchen Lee made a motion to accept the Secretary's Report, second by Alexis Hruby with the amendment change. Motion carried.  
Amendment Change: Alexis Hruby was moved to year 3 on longevity chart in the 2024 Summer Planning Minutes.
- D. Treasurer's Report -Alexis Hruby
  1. A motion was made by Andrea Eskeli to approve the Treasurer's Report, second by Mark Christenson. Motion carried.
    - a. Member Drops/membership numbers discussed by Kevin.
    - b. Budget to Actual discussion by members.
  2. 2024-2025 Budget Approval  
A motion was made to accept the new KB Budget by Deb Koebernick, second by Andrea Eskeli. Motion carried.
- E. Old Business:
  1. Kramer-Brown calendar for 2024-2025  
Andrea will send out final calendar. All changes have been made at this time.
  2. Fall Drive-In/October 2/Kittson-Central/Hallock
    - a. Contact person: Mark Christenson
    - b. Sessions (8) were confirmed. (Tim Denny/Lisa Donarski- \$100 stipend)
    - c. Registration Table - Marcy Helling (4:30pm)
    - d. Door Prize Table - Locals bring a \$20-\$25 gift for KB Fall Drive-In.
    - e. Dinner by Ed's Country Meats. Have cookies/water at end of session.
    - f. Decorations on tables/Signs will come from Andrea for classrooms, etc.
    - g. Have an online evaluation of the event.

## Minutes - August 20, 2024 Board Meeting

### F. Action Items:

1. IO Dues
  - a. Keep at \$45 for this year. Treasurer send dues in October.
2. Recognition Dinner Handbook Language
  - a. A motion by Robin Johnson, second by Rose McDonald on the following language changes for the Recognition Dinner to be added to the KB Handbook. Motion carried. Changes below...

P.S. 604. Miscellaneous - Recognition (Remove #1, #2, and #3.)

1. Kramer Brown will honor its Teacher of the Year, Friend of Education, and Retirees at the Spring Recognition Dinner and be presented with a Thank You gift from Kramer Brown.

### G. New Business:

1. New Hires Visits - Kevin is working on this. KB will provide folders again to the new hires that he visits with.
2. NEA Highlights
3. AFT Highlights
4. Summer Seminar- none this year

### H. Field Office Report - Kevin Young

1. Kramer-Brown IO Calendar
2. Local Data Update:

**2023-24 Dues Payments:** ALL locals are up to date. THANK YOU!!!

**2023 Audits:** All are in. THANK YOU!!!

**2024-25 Local Dues Amount:** Not required at this time, but please share with us so we have it.

**2024-25 Leadership Roster:** Missing are Kittson, Lancaster, and Red Lake Falls.

### 3. Membership Info -

- a. Paper application - make sure to complete dues amt, initial all boxes, sign, send to Bemidji Office
- b. JOIN NOW - new member application on-line
- c. Local dues amount needed so it is listed when new members use JOIN NOW.
- d. Dues Structure - August 1 Treasurers and Membership Contact Newsletter
- e. Membership changes sent to the Bemidji Field Office - Please send all changes to Andrea Johnson at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org).
- f. Membership updates 4 times per year. Andrea sends request for changes. Even if no changes, please send message to Andrea that there are no changes.

## Minutes - August 20, 2024 Board Meeting

- g. Bi-annual Membership Application - data request sent to districts November 1 and March 1
  - h. Tier 1 and PreK teachers are now part of the bargaining unit.
  - i. Districts must notify locals within 30 days of a person being hired and when termination occurs.
  - j. **NEW** - Districts must provide 30 minutes of paid time for the exclusive rep to meet with new hires.
  - k. **NEW** - Please encourage treasurers to use ePay when remitting dues - **See Handout**
4. Retiree Continuous membership: (Please reach out to all retirees and remind them of this benefit.)
  - a. Retirees **MUST REGISTER** prior to August 31 to get this benefit - will not automatically happen based on your local's membership lists
  - b. Go to <http://www.educationminnesota.org/member-benefits/join-us/retired-membership>
5. Member Engagement Plans:
  - Every local needs to have plan in place
  - If you haven't already, please send me a copy prior to start of workshop (August 26)
  - Lesson plans, handouts, videos can be found on EdMN website here: <https://educationminnesota.org/members-only/leaders/member-engagement/>
  - Relational organizing grants will not be available this year. Grants will still be available but the focus will be on pension and health care advocacy. Watch for information.
  - Utilize the KB IO Grants to organize and engage members.
6. New Hires Orientation Plan: refer to New Hire Orientation and Recruitment Process guide
  - Every local needs to have plan in place
  - If you haven't already, please send me a copy prior to start of workshop (August 26)
  - NEA 2024-25 Student Rebate: previously a student member: <https://www.nea.org/aerebate>
  - Please provide the following for each new hire: Name, E-mail, Phone number
  - KB IO will be providing a professional folder for each new hire. Will pass out at new hires meetings.
7. Community Outreach Subsidy program: (email sent July 31, 2024)
  - Each local can place one ad per year and be reimbursed up to \$400.
  - Information can be found here: <https://educationminnesota.org/members-only/leaders/local-leaders/community-outreach-subsidy-program/>
8. Kramer-Brown Fall Drive-In, October 2, Kittson Central - **See Handout**
  - a. Deadline to register is Wednesday, September 25



## Minutes - August 20, 2024 Board Meeting

- b. Great opportunity for member engagement
- 9. Minnesota Educator Academy (MEA) **October 19 - See Handout**
- 10. Negotiations Update meetings -
  - December 3 & 4 - **See Handout** for details - all are welcome
  - Concern - several locals did not bargain language that pertains to the 2023 legislative changes. This needs to happen when bargaining the 2025-27 master agreement.
  - Please have bargaining teams reach out to me if resources and help are needed.
  - Need to be ready to bargain in the spring of 2025. At this time, it is hard to know how the 2025 legislative session will play a role in the upcoming round of bargaining. We will likely know more after the November election.
  - **Organizing for Settlement (OFS) grant** – need to develop a plan, team meeting with officer to discuss procedures and plan, local is responsible for 20% of expenses; recommended to apply for an OFS grant sooner than later.
- 11. 2024 Legislative Session - **see 2024 Education Minnesota Legislative Update**
  - a. Many positive changes for public education in a nonbudget year
  - b. READ Act - MOU required; Template sent; reach out for help and review of MOUs prior to signing
  - c. A more detailed summary will be sent to your email.
- 12. November election - Get Out the Vote plans - can incorporate into member engagement plan
  - Need to recruit Worksite Action Leaders (WAL) in each Local - training over Zoom
  - One to one conversation regarding GOTV with each member prior to September 20, 2024
  - Education Minnesota Local Election Quick Facts - **see handout**
  - For those involved in Local Referendum and School Board Votes - **see Local Election Campaign Finance Guidelines**
  - This is a very important election for public education and will play a large role in the next round of bargaining.
  - Just VOTE
- 13. Collective Bargaining & Organizing Conference (CBOC) - January 24/25, 2025, DoubleTree, Bloomington - **See Flyer.**
- 14. Local meetings and events - please let me know of any general membership meetings and local events. I will try to attend as many as possible.

Other - Next KB Governing Board Meeting/October 23rd/The Hive, TRF/5:30pm

Meeting Adjourned at 1:50pm  
Acting KB Secretary, Heidi Hanson



## Minutes - August 20, 2024 Board Meeting

### October Meeting:

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

Discuss upcoming audit (January 17<sup>th</sup> ...contact Reid Froiland)

Gift cards for Kevin and Andrea (Marcy will pick these up)

Turn in mileage forms from KB Fall Drive-In/Tim Denney and Lisa Donarski as presenters

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

## Minutes - October 23, 2024 Board Meeting

Kramer Brown Governing Board Minutes

October 23, 2024

The Hive/TRF/5:30pm

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

Members Present: Mara Gust, Marcy Helling, Heidi Hanson, Alexis Hraby, Aubrey Knott, Robin Johnson, Lisa Donarski, Gretchen Lee, Bridget Paulson, Rose McDonald, Nicole Fiala, Andrea Eskeli, Mark Christenson, 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  
Bridget Paulson/TRF
- C. Secretary's Report - Marcy Helling  
Mara Gust made a motion to accept the Secretary's Report, second by Heidi Hanson. Motion carried.
- D. Treasurer's Report - Alexis Hraby
  - 1. A motion was made by Robin Johnson to approve the KB Budget, second by Mark Christenson. Motion carried.
  - a. Alexis is meeting with Reid in November on audit information.
  - b. 17 drops in 2024/6 drops in 2023. (16 new hires haven't joined at this time)
  - c. 119 potential members at this time, with 13/17 drops from 2 locals
- E. Old Business:
  - 1. Fall Drive-In/KCC, Hallock
    - a. Thanks to Mark and KCC for hosting...great location, meal, etc.
    - b. Great presentations - continue to keep licensure sessions available
    - c. Maybe retirement sessions should be for younger teachers, too?
- F. Action Items:
  - 1. Fall Drive - In / October 1, 2025
    - a. RLF and Grygla will check with their locals to possibly host in 2025.
    - b. Location will be chosen at the November meeting to get on schedule.
- G. New Business:
  - 1. MEA Highlights - 1,000 people registered for event.
  - 2. Rep. Assembly and Board Meeting changed, due to Ash Wed.

## Minutes - October 23, 2024 Board Meeting

Andrea E. made a motion to change the Rep. Assembly date to February 26, 2025, second by Aubrey K. Motion carried. Andrea will change on calendar.

3. KB/NU Overnighter March 2025/Bemidji, MN
  - a. Focus: Negotiations this year
  - b. We need to choose sessions at November Meeting. Andrea will send out a Professional Development booklet before Nov. meeting.
  - c. Keep in mind the Native American license requirement.

### 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 Education Minnesota Bemidji, PO Box 578, Bemidji, MN 56619
- Statewide - 391 drops during dues revocation window
- Drops can still occur, so please inform us immediately if this happens
- The numbers for KB IO so far: loss of 17(6 in 2023) previous members and 16(39 in 2023) new hires didn't join as of 10-14-2024; total of 119 potential members.
- We need to know if a new hire decides not to become a member, please send me the following information: Name, Address, Work Location, Position, and Subject area
- Budgets - make sure you are considering adjustments with the membership drops and a reminder to set budget and dues in April or May. EdMN will be asking for local dues amounts so membership applications can be filled out electronically - plan for this next spring
- Make sure you are not sending information that pertains to members to non-members.

#### 2. Membership Rosters:

- Reminder, the first round of membership rosters has 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 Red Lake County Central, Stephen-Argyle, Thief River Falls

#### 3. Local dues amount: Missing are: none! THANK YOU!!!

#### 4. Updated Leadership Rosters:

- Please turn in updated leadership rosters for the 2022-23 school year to Andrea at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org). Missing are: Kittson & Lancaster.

## Minutes - October 23, 2024 Board Meeting

### 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 November 15)	due by Dec 31 (990 e-post card due
Aug 1 - July 31 December 15)	due by Jan 31 (990 e-post card due
Sept 1 - Aug 31 January 15)	due by Feb 28 (990 e-post card due
Jan 1 - Dec 31	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.

5. **Bargaining Update:** Negotiations networking/update meeting December 3 & 4.  
(See Handout)

- Concern - several locals did not bargain language that pertains to the 2023 legislative changes. This needs to happen when bargaining for the 2025-27 master agreement.
- **These meetings are for all local leaders, not just negotiators.**
- Need to be ready to bargain in the spring of 2025. At this time, it is hard to know how the 2025 legislative session will play a role in the upcoming round of bargaining. We will likely know more after the November election.
- **Organizing for Settlement (OFS) grant** - need to develop a plan, team meeting with officer to discuss procedures and plan, local is responsible for 20% of expenses; recommended to apply for an OFS grant sooner than later.

6. **Collective Bargaining & Organizing Conference (CBOC)** - January 24/25, 2025, DoubleTree, Bloomington - See Flyer.

- Registration information will be available soon.
- This conference is for negotiators and those that will support the bargaining team.
- Locals with financial hardships should contact me asap.

7. **KB/NU Overnighter:** Bemidji, Hampton Inn; March 21-22, 2025; Negotiations focus; please consider sessions for December meeting. Check with your local members for input.

8. **KB IO Fall Drive-In:** A big THANK YOU to the Kittson Central Local for hosting this year. Need to find a local to host in 2025.



## Minutes - October 23, 2024 Board Meeting

9. **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.
10. **Elections** - There is little support for education from the House and Senate. Get your locals out to vote. Many districts have referendums.
11. **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!!!**
12. **Other**  
Rose M. made a motion to change the November Zoom Meeting date to November 18<sup>th</sup> at 4:30pm., second by Lisa D. Motion carried. NOTE: A \$25 stipend is given.

Next KB Governing Board Meeting: November 18<sup>th</sup>/ZOOM @ 4:30pm

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

### November Meeting:

Discuss upcoming audit (January 17<sup>th</sup> ...contact Reid Froiland)

Discuss Representative Assembly - February 26, 2025/The Hive, TRF

Discuss KB/Northland Overnighter/March 2025 @ Bemidji

Winter Capsule Articles: Lisa D., Aubrey K. (bio), Mark C., Gretchen L., Melanie M. (bio)  
(Due: Dec. 15<sup>th</sup>)



## Minutes - November 8, 2024 Board Meeting

Kramer Brown Governing Board Minutes

November 18, 2024

Virtual on Zoom at 4:30pm

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

Members Present: Mara Gust, Debra Koebernick, Marcy Helling, Alexis Hrubby, Heidi Hanson, Stacey Leake, Gretchen Lee, Aubrey Knott, Maranda Peterson, Bridget Paulson, Andrea Eskeli, Nicole Fiala, 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  
A motion was made by Alexis Hrubby to approve the minutes, second by Andrea Eskeli. Motion carried.
- D. Treasurer's Report - Alexis Hrubby  
A motion was made by Stacey Leake to approve the KB Budget, second by Lisa Donarski. Motion carried.
  - 1. Alexis is meeting with Reid Froiland on audit information over Thanksgiving. He will present the audit at the KB January meeting.
  - 2. Stacey Leake and Marcy Helling will be part of the audit committee
  - 3. KBIO Dues Record was presented for 24-25.  
NOTE: Over \$700 saved from Fall Drive-In this fall
- E. Old Business:
  - 1. Kramer Brown/Northland United Overnighter/March 21-22, 2025/Bemidji
    - a. Change to comedian on Friday Evening (discussion with NU)
    - b. Sessions planned to give to Northland United/Negotiations Focus
    - c. Top 4 sessions to present to Northland United
      - #18 - Conversational School Finance
      - #22 - Internal Communication with Members/Bargaining
      - #52 - Native American History and Culture
      - #62 - Intro to Neurodiversity
      - CNP - offered if NU wants to participate
  - 2. Fall Drive-In /October 1, 2025/ Red Lake Falls
    - a. Contact person: Aubrey Knott

## Minutes - November 8, 2024 Board Meeting

b. Sessions to be discussed at January meeting.

F. Action Items:

None

G. New Business:

1. KB Representative Assembly/February 26, 2025/The Hive
  - a. Dinner: Order off the menu
  - b. Changes to constitution to be presented - none projected at this time.
  - c. You must attend to receive payment @ Representative Convention
2. January Board Meeting/January 8, 2025/The Hive @ 5:30pm
  - a. Marcy will invite Reid Froiland to our meeting to present audit
  - b. Dessert provided (Christmas Meeting)

H. Field Office Report - Kevin Young

1. Election 2024: General update; a lot of unknowns; local referendums - some good, others not so good
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.
  - Still need to hear from G-MR and TRF.
3. Local dues amount: Missing are: All are in. Thank You!!
4. Updated Leadership Rosters:
  - Missing: Lancaster
5. Important Treasurer Updates:
  - 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

Due Date:

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

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



## Minutes - November 8, 2024 Board Meeting

- Sept 1 - Aug 31      due by Feb 28 (990 e-post card due January 15)  
Jan 1 - Dec 31      due by June 30 (990 e-post card due May 15)
- 1099s need to be sent to all members with stipends \$600 or more by Jan 31
  - Reminder of KB Audit to be completed and approved at January KB Gov. Board Mtg.
6. Bargaining Update: Negotiations networking/update meeting December 3 (Roseau) December 4 (TRF).
- Concern - several locals did not bargain language that pertains to the 2023 legislative changes. This needs to happen when bargaining for the 2025-27 master agreement.
  - These meetings are for all local leaders, not just negotiators.
  - Need to be ready to bargain in the spring of 2025. At this time, it is hard to know how the 2025 legislative session will play a role in the upcoming round of bargaining. We will likely know more after the November election.
  - Organizing for Settlement (OFS) grant - need to develop a plan, team meeting with officer to discuss procedures and plan, local is responsible for 20% of expenses; recommended to apply for an OFS grant sooner than later.
7. Collective Bargaining & Organizing Conference (CBOC) - January 24/25, 2025, DoubleTree, Bloomington - **See Flyer**. Details will be out by the end of this week.
- Registration information will be available soon.
  - This conference is for negotiators and those that will support the bargaining team.
  - Locals with financial hardships should contact me asap.
8. KB/NU Overnighter: Bemidji, Hampton Inn; March 21-22; Negotiations Focus; need to determine sessions.
- NU IO possible sessions; see handout; thoughts on these sessions??
  - Need up to 4 more sessions.
  - Friday evening music bingo?
  - Pizza & Politics on Saturday afternoon; NU IO is thinking of having legislators join for the meal - thoughts on this?
9. KB/NU Overnighter: Bemidji, Hampton Inn; March 21-22, 2025; Negotiations focus; Need to determine the sessions that will be offered. Check with your local members for input.
10. KB IO Fall Drive-In: Host local for Oct 1, 2025; Determine sessions at January 8, 2025 meeting.
11. Summer Leadership Seminar: This will happen. Details as we get closer to spring.
12. Local WALs needed: One for health insurance and one for pension reform. Information emailed to all local presidents and the KB IO Governing Board.
13. Paid Family Medical Leave Presentation request from the EdMN Negotiations Dept.: Email will be sent tomorrow to all IO Leaders - need to determine a date for this.

# Minutes - November 8, 2024 Board Meeting

14. 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.
15. 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!!!
16. Other- Thanks to KB board for changing the meeting times and also for the gift card. It was much appreciated.

Other: Winter Capsule Articles (Due: December 15)

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

Meeting Adjourned 5:40pm

KB Secretary, Marcy Helling

## January Meeting:

Audit presentation by Reid Froiland

Discuss Representative Assembly - February 26, 2025, The Hive, TRF

\*Look at changes to constitution to be presented at Rep. Assembly (if any)

Discuss KB/Northland Overnighter/March 21-22, 2025 @ Bemidji



## Calendar of Upcoming Events

### **January**

1/8 KB Governing Board Meeting, The Hive, Thief River Falls

### **February**

2/26 KB Representative Assembly & KB Governing Board, The Hive, Thief River Falls

Entire Month—Remind locals about scholarships, overnighter, RC and Rec Dinner

### **March**

3/21-3/22 KB/NU Overnighter, Hampton Inn & Suites, Bemidji

### **April**

4/8 Negotiation Update Meeting, Gene's Bar, Roseau, 6:00pm

4/9 Negotiation Update Meeting, The Hive, Thief River Falls, 6:00pm

4/20-4/26 Administrative Professionals Week

4/23 Administrative Professionals Day

4/25-4/26 EM Representative Convention, DoubleTree, Bloomington

### **May**

5/5-5/9 Teacher Appreciation Week

5/7 KB Recognition Dinner, Legacy Event Center, Thief River Falls, 6:00pm

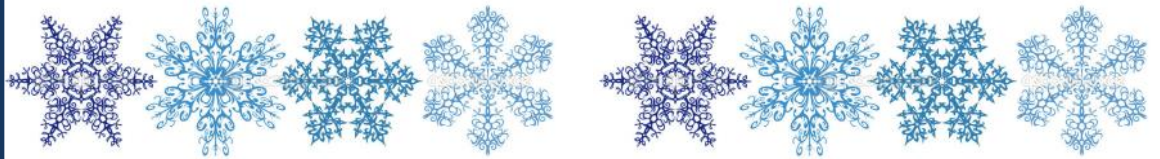
5/6 National Teacher Day

5/7 School Nurse Day

# Introducing

## Meet Aubrey Knott, Red Lake Falls Board Rep

Hello, my name is Aubrey. I am the Kramer Brown representative for Red Lake Falls. I attended Mayville State University and obtained my bachelor's degree in Elementary Education with a minor in Special Education. I live in Red Lake Falls with my husband Kayler (married for 5 years) and our fur baby O'Hara. I have taught in the Red Lake Falls School District for the last four years but am in my ninth year of education. For all nine years, I have been blessed with the opportunity to teach fifth grade! I love that they are self-advocating and can take my sarcastic attitude! I help with our Elementary (3-5) Volleyball Program, I love watching the players improve. I enjoy planning events, crafting, and cozying up with my Kindle and a blanket when I am not at work.



## Painting Class at the Fall Drive In

Submitted by: Lisa Donarski, Marshall Country Central Board Rep



A full classroom of teachers had a relaxing time painting during the Fall Drive-In. Teachers who came to this class were able to paint fall pumpkins on a canvas board. We started out by drawing their pumpkins, then it was time to start painting. We began with a monochromatic background. Once completed it was time to move on to adding color to the pumpkins. Teachers used more than just orange paint to get these pumpkins looking festive. We were able to see, black, white, brown, yellow, and even some hints of red to get these pumpkins looking on point.



Once the pumpkins were painted and details like stems, and table tops were added it was time to let them dry. The final products turned out great! Thank you Hallock for hosting this class during the Fall Drive-In.





## KC Files Annual Tradition

By Mark Christenson, Kittson Central Board Rep

For many years, The KC Files was an annual tradition, but like so many things, it was put on pause during COVID-19. This year marks its much-anticipated return, and the enthusiasm surrounding it has been remarkable. Each mass communications class now has the opportunity to create multiple installments throughout the school year. So far, the 2023-24 class has produced both a fall-themed and a Christmas video, with plans for Valentine's Day and Easter/Spring editions in the works.



Each installment of The KC Files has its own theme, ranging from spoofs of popular movies to news broadcasts to holiday-inspired content. The first video of the year was a mashup of Halloween and Thanksgiving, complete with jump scares that quickly became a memorable feature. If students heard a scream echoing through the halls, they immediately knew, "Someone just got jump-scared—glad it wasn't me!"

Staff and students alike participate in the filming, whether as actors, interviewees, or behind-the-scenes contributors. The interviews are often a highlight, featuring questions that range from the quirky—"What are you most thankful for this Thanksgiving, and why isn't it your family?"—to the straightforward—"What are you going to be for Halloween?" The responses often generate plenty of laughs, like when someone enthusiastically declared "Chicken!" as their Thanksgiving gratitude.



Over the years, The KC Files has grown into an extensive archive, with videos dating back more than a decade. Alumni fondly remember their own involvement—whether creating, acting in, or simply watching the videos with friends. For both current students and staff, this unique tradition continues to be a joyful way to connect, laugh, and celebrate our school community.



**Badger Celebrates American Education Week**  
By Gretchen Lee, Badger Board Rep



American Education Week was November 18-22, 2024. In a statement from the White House regarding American Education Week, “During American Education Week, we celebrate the power and promise of our Nation’s public education system, which has empowered so many students to realize their full potential regardless of their zip code. We show gratitude for educators and staff, who ensure that our schools are filled with hope and possibilities. And we recommit to ensuring each student, educator, and school has the resources and opportunities they need to thrive.” The Badger Education Association planned a full week of activities for students and staff during American Education Week.

Events were organized by BEA committee members Sara Carpenter and Becky Dostal. Monday: Students k-12 wrote letters of appreciation to support staff, transportation employees, office personnel, kitchen, janitorial, and maintenance staff. Tuesday: Families were invited to join their students for breakfast in the morning and read to classrooms in the afternoon. Wednesday: Students were encouraged to dress for their future careers. Thursday: Community leaders and members were invited to speak to classes regarding their professions and pathways. Students and staff dressed in their favorite college gear. Friday: Extreme Gator day featured everyone showing their school spirit with Gator flair. The afternoon culminated with a Seniors vs. Staff volleyball game. Staff won the first set, Seniors dominated the second set, however, Badger Staff pulled off a victory in the 3rd set. All classes were included in a school photo to spell out ‘We Love Badger!’

Badger Staff also ran an underground spirit week:

Monday - Monochromatic Outfits

Tuesday - Socks with Sandals

Wednesday - Anything But a Cup

Thursday - Alma Mater Gear/ New School Spirit Shirts

Friday - Extreme Gator/Volleyball





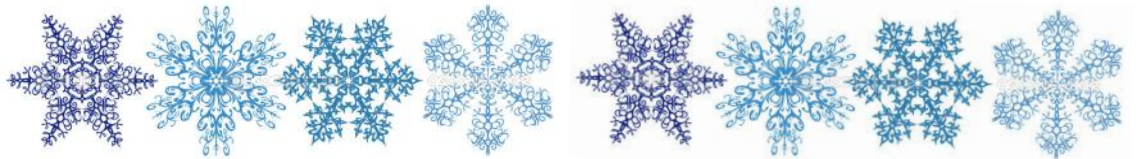
### **Kramer Brown/Northland United Overnighter**

#### **Mark your calendar!!**

The Kramer- Brown/Northland Overnighter Workshop is scheduled for

**March 21-22, 2025 at the South Shore Hotel on Lake Bemidji,**  
**formerly known as 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 6, 2025 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 5- May 9, 2025 is designated Teacher Appreciation week by the National PTA.





## 2025 Education Minnesota Representative Convention



**THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS**

### **Delegate selection underway for 2025 Rep Convention**

Plans are underway for the 2025 Education Minnesota Representative Convention, which will be held at the DoubleTree by Hilton Bloomington—Minneapolis South in Minneapolis on April 25-26, 2025.

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/>



### **Election 2024: Success in school board campaigns, DFL retains majority in Senate, Minnesota House splits**

We encouraged locals to get involved in school board elections through recruiting, screening and endorsing candidates. We also encouraged locals to use PAC donations to communicate with voters about their endorsed candidates through targeted mail pieces, phone banks, canvassing and other voter outreach.

Our members rose to the challenge, with 33 locals choosing to go through the process—a new record for local participation in candidate screenings. Education Minnesota locals endorsed candidates who promised to deliver public schools that are safe, welcoming and effective for all students and educators. We are proud to report that about 75% of union-endorsed candidates were elected, with 70 wins in 95 races. Education Minnesota-endorsed candidates also significantly outperformed the Minnesota Parents Alliance-endorsed candidates in head-to-head races: our candidates won 72% of races.

This success would not have been possible without the hard work of our members, who worked together with community allies to make over 100,000 phone calls in October for local races and sent thousands of postcards to voters about endorsed school board candidates. We also exceeded our organizing goals with more than 550 worksite action leaders and 59 get-out-the-vote leaders.

In a statement released after the election, Education Minnesota President Denise Specht said, “Minnesotans trust their local educators—the people who know best where their local schools struggle and succeed—and voted for educator-endorsed candidates. The task ahead is to turn that support for the mission of public schools into policies that address the educator shortage and deliver the quality of education our all our students deserve, with no exceptions.”

Education Minnesota members also worked on 26 referendums to raise local revenue to support various functions of their local schools, including capital projects, buildings, operations and technology. A preliminary analysis shows voters approved just over half of the funding requests put to them—about the same percentage as in 2023.

In addition to school board elections, Minnesotans also voted for their state House members and in one special election for state Senate.

Because DFL candidate Ann Johnson Stewart won the special election triggered by Sen. Kelly Morrison’s resignation to run for Congress, the Minnesota DFL will retain control of the Minnesota Senate.

In the Minnesota House, the DFL lost three seats, bringing their 70-seat majority down to a 67-seat tie with Republicans, which means that neither party has a majority in the state House. This has only happened one other time in Minnesota history and presents unique challenges to determining which party will control the chamber. The last time this happened, the parties split leadership: House Republicans controlled the Speakership and House Democrats chaired the major committees. At the time of publication, we are unsure how chamber control will be structured.

Regardless of the changes we are seeing in the Legislature, Education Minnesota’s legislative agenda remains unchanged. We will continue to prioritize improvements to pay, pensions and health care and advocate for the schools our educators and students deserve. Our 2025 legislative agenda will be available soon on our website at [educationminnesota.org/advocacy/at-the-legislature](https://educationminnesota.org/advocacy/at-the-legislature).

## Strengthen your bargaining skills at the 2025 Collective Bargaining and Organizing Conference

The Collective Bargaining and Organizing Conference will be held on Jan. 24-25, 2025, in Bloomington. Every two years, this conference brings together organizers, negotiators and advocates to learn best practices for bargaining and contract negotiations, including how to build unity across locals and incorporate more open and inclusive practices in bargaining.

At the 2023 CBOC, Education Minnesota encouraged members to “bargain boldly” through effective community organizing and transparency during the bargaining process. This approach proved effective in the 2023 negotiation cycle: locals that practiced open negotiations and demonstrated transparency about the bargaining process with members and the community often ended up with stronger contracts than we had seen previously.

The 2025 CBOC will continue to build on open bargaining tactics with workshops designed to help both brand-new negotiators and those who have been through this process before.

The conference will begin on Friday with a welcome and keynote, followed by a session for all participants that goes over tactics for dealing with some of what we saw at the bargaining table during the 2023 cycle.

After the general session, classes will follow two main tracks: negotiation mechanics, which builds skills necessary for bargaining team members to successfully prepare and work on negotiations; and power-building, which covers skills related to organizing, mobilizing the community and stakeholders, and why escalation plans are necessary.

Certain classes in each track will have both introductory and advanced levels, based on attendees’ bargaining experience. Additionally, the conference will include the Certified Negotiator Program for ESPs and teachers.

This conference is open to active members of Education Minnesota. You do not need to be a current member of your local’s bargaining team to attend. Registration opened in mid-November and this year’s registration fee is \$100.

Register for the 2025 Collective Bargaining and Organizing Conference on our website at [educationminnesota.org/members-only/bargaining/trainings](https://educationminnesota.org/members-only/bargaining/trainings).

## 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.





Capsule

# April Negotiations Meeting



All those who attend will also get a free meal.

Paid Family Medical Leave Presentation
<b>Wednesday, April 9, 2025</b>
Humblebees Restaurant
101 Main St
Newfolden MN
6:00 p.m.
<i>Registration deadline for the meetings: Tuesday, April 1, 2025</i>

Please register using this link <https://bit.ly/4i4oDrD>



QR Code or email Andrea at the Bemidji Field Office

Andrea can be reached at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org).



THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS





Capsule



## How to use Education Minnesota's Costing Program

Join us for an interactive on hands training

Wednesday, February 12, 2025

Gene's Bar, 1095 3rd St NW, Roseau

6:00pm—8:00pm

Dinner will be served

To register please click on this link [https://  
bit.ly/4h2g0MS](https://bit.ly/4h2g0MS)

or email Andrea at [andrea.johnson@edmn.org](mailto:andrea.johnson@edmn.org)

