

The Buzz...

Monthly Employee
Newsletter –
March 2025



Welcome to March !

As we step into March, we celebrate the promise of spring, the dedication of our staff and the incredible work happening in our schools. This month brings opportunities for professional growth, student engagement and well-deserved breaks.

Technology Needs

It's the time of year to begin thinking about your technology needs for next year. Please get in touch with Rich or Erin so they can get you scheduled. Please do NOT wait until August or September to mention your needs. You may then need to wait much longer before they can get to you.

Snow & Ice

A huge THANK YOU to Josh for keeping our parking lots and sidewalks clean from snow and ice.

Staff Evaluation

Staff evaluations are currently underway. If you haven't been contacted by your supervisor yet, you will be shortly.

PLORD Hours

Teacher-Itinerant Staff (FOR THOSE WHO DID NOT PARTICIPATE IN THE READ ACT): As a reminder, you are required to do 8 hours of Professional Local Options Research or Development (PLORD). This is part of your 181 duty days.

Examples of PLORD include Professional Learning Communities, Curriculum Development, Learning Project Research, Curriculum Writing, Job Site Safety Training, parent/teacher meetings, etc. PLORD hours are to be conducted outside of normal workday hours. Teacher-Itinerants choice of PLORD needs to be reviewed and approved by Administration. This needs to be completed by June 30, 2025.

****If you completed the Read Act, you do not have to fill out a PLORD form.

REMINDER: Per Master Agreement and Personnel Policies: Jury Duty Pay Policy

Freshwater will pay employees their full hourly wage during duty-related absences, provided they return any wages received for serving on jury duty. However, employees may keep any reimbursements for expenses such as mileage and meals. Employees must report jury duty days to their immediate supervisor.

If you are not selected to serve on a jury, please return to work as soon as possible.

Employee Responsibilities for Jury Duty

- *Report jury duty days to your immediate supervisor.*
- *Return any wages received for serving on jury duty to Freshwater.*
- *Keep any reimbursements for expenses such as mileage and meals.*

If you have any questions regarding Jury Duty, please reach out to Eric or Jamie.

Job Postings

This is a busy time for Freshwater to be posting for jobs. Please help us out by sharing the postings with others. We generally post via email, our website, our Facebook page, newspaper ads and the MN School Job site.



~ WE APPRECIATE YOU ~

MAINTENANCE WORKER APPRECIATION DAY - MARCH 7

Josh Peterson, Ace Ludovissie, Holly Lillis

NATIONAL SCHOOL SOCIAL WORKER WEEK - MARCH 3 – 7

Geneva Cabello, Crystal Geisenhof, Sara Grabe, Marah May, Jessica Nelson, Roxie Ness, Amelia Rajdl, Kaitlin Spar, Sam Tumberg, Ashtyn Wollenburg

A huge shout-out to our school social workers for the invaluable support they provide to our students and families. Your dedication to mental health, crisis intervention, and social-emotional learning makes a lasting impact every day!

MnMTSS FED Leadership Team Advances Family and Community Engagement Initiatives

The MnMTSS FED Leadership Team continues to deepen its commitment to family and community engagement (FACE), recognizing the critical role of equitable partnerships between families, schools, and district staff. During the most recent session on February 20, 2025, the team explored Minnesota's FACE Model and the FACE Stages of Development Tool, examining how these frameworks can be used to strengthen engagement practices within the district and support schools in fostering relational trust and shared responsibility for student success.

A key focus of the session was the Family Engagement Action Plan (FEAP), a strategic framework designed to help school leaders move from traditional family involvement events to transformative, ongoing engagement mechanisms. The team began discussions on developing a FEAP that aligns with the Minnesota Department of Education's Continuous Improvement process, ensuring that engagement strategies are sustainable, co-designed with families, and inclusive of the diverse school community.

Looking ahead, the next leadership team meeting in March will shift focus to district-level data-based decision-making, further strengthening the team's ability to support schools through evidence-driven strategies. By integrating FACE principles and strategic family engagement planning, the MnMTSS FED Leadership Team is laying the foundation for stronger, more inclusive school-community partnerships that benefit all students.



REMINDER: All Wellness Information and Blue Cross Blue Shield information can be found at www.fed.k12.mn.us under Staff Resources. Just look for the Wellness Team logo!

[Click here for Blue Cross Blue Shield information](#)



From our Together Improving Care Team

Vision: A compassionate community that builds relationships and empowers individuals

Ukeru (2020) said, "*Be a thermostat, not a thermometer*," to show the difference between reacting to things and controlling how we respond. A thermometer changes with the temperature around it—it gets hot when it's hot and cold when it's cold. But a thermostat sets the temperature and keeps it steady, no matter what's happening outside.

This means we should try to stay calm and in control, even when things around us feel stressful or chaotic. Instead of just copying other people's emotions, like getting angry when others are angry, we can be like a thermostat and help make things better by staying peaceful and positive.

DID YOU KNOW?

**BE A
THERMOSTAT
NOT A
THERMOMETER**





Kathy Salo	March 1
Jenna Storry	March 1
Aimee Hochstein-Keller	March 2
Janelle Lass	March 5
Alyssa Rieland	March 10
Whitney Wegscheid	March 10
Kayla Kneisl	March 12
Sheri McKeever	March 12
Jody Fischer	March 13
Emily Warner	March 19
Lisa Hubbard	March 20
Missy Becker	March 25
Geneva Cabello	March 31

Important Dates & Events

- ✦ **March 1-31** – Women's History Month
 - ✦ **March 3, 2025** – National Read Across America Day (Dr. Seuss Day)
 - ✦ **March 9, 2025** – Daylight Saving Time Begins (Spring Forward!)
 - ✦ **March 17-21, 2025** – Minnesota Agriculture Week
 - ✦ **March 19, 2025** – First Day of Spring!
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Arts, Crafts, and Music Events in Minnesota

🎵 Concerts & Music Events:

- **Disturbed with Three Days Grace & Sevendust** – March 6, 2025, Target Center, Minneapolis
- **Greensky Bluegrass** – March 15, 2025, Palace Theatre, St. Paul
- **Mary J. Blige** – March 16, 2025, Xcel Energy Center, St. Paul
- **Poppy – 'They're All Around Us' Tour** – March 20, 2025, Fillmore Minneapolis
- **Kid Rock with Special Guest Chris Janson** – March 22, 2025, Target Center, Minneapolis

🎨 Arts and Crafts Events:

- **Maple Grove Spring Craft & Gift Show** – March 1
- **Blaine Spring Craft & Gift Show** – March 8 ([More Info](#))
- **Arts@theOVAL (Fine Arts Expo)** – March 15
- **Eagan Spring Craft & Gift Show** – March 22-23
- **Ramsey's Spring Makers Market** – March 29 ([More Info](#))
- **New York Mills Purse Bingo** – Fundraiser for NYM Close-up Students March 29 at 6 PM at NYM VFW
- **Bertha-Hewitt Annual Craft Fair** April 19



A Closing Message of Appreciation (AI Generated)

The winter wind begins to fade,
As March steps in with light and shade.
The snow still lingers, white and bright,
Yet longer days bring warmer light.

Through melting drifts and skies so wide,
Hope and spring stand side by side.
A robin's song, a branch in bloom,
A promise whispered—"Spring comes soon."

Like rivers freed from ice and cold,
You help young minds be brave and bold.
With every lesson, heart, and cheer,
You shape their paths year after year.

So as the seasons start to shift,
Remember **you**—a lasting gift.
Through all you give and all you do,
March forward strong—the world needs you.



❁♥ **Thank you for all you do!** ♥❁

Wishing you a bright and hopeful March! ❄️☀️🌱