

# AHEM FRIDAY BLAST

Valerie Holthus, President

4/3/20

Vol. 2 No. 27

7007



## Congratulations on the first week of distance learning!

If someone would have told you just a month ago that schools would be closed, we would be sheltering in place, and delivering instruction remotely, it would have been considered an early April Fool's joke, yet, here we are.

We have never had to navigate turbulent times like these before, making 2020 a year for the record books. Thank you, everyone, for showing incredible patience, creativity and flexibility during these unparalleled circumstances.

Regarding data privacy concerns for both students and staff, and questions about provisions of special education services: Please see MDE's current guidance on these topics:

Student data privacy: <https://education.mn.gov/MDE/dse/health/covid19/MDE032171>

Special education: <https://education.mn.gov/MDE/dse/health/covid19/spedcovid19/index.htm>

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### ***NON-RENEWAL (PINK SLIP) NOTICES TO PROBATIONARY TEACHERS***

On Monday, March 30, 2020, at a virtual Anoka-Hennepin School Board meeting, the School Board approved a motion to non-renew/terminate approximately 264 probationary teaching contracts at the end of the 2019-20 school year. This means that all of those teachers will be eligible for unemployment insurance benefits and should receive pay and insurance benefits through the end of this school year, or through August 31, 2020.

Under Minnesota teacher tenure law, if a teacher completes three (3) consecutive years and is rehired for the following year, the teacher has earned tenure. Once the three year period is completed, if a teacher moves to a different school district, or has a break in service, they only need to complete a one year probationary period to regain tenure. For most of the probationary teachers who were non-renewed, you will be eligible to apply for other vacancies in the District, and may even be encouraged to apply for the vacancies created by your non-renewal.

Unfortunately, in approximately 20 cases, the District added language that reflects that the non-renewal decisions were based on performance concerns which building administrators identified with those specific probationary teachers. Those teachers will not be considered for rehire in AH #11 for the upcoming school year. We are in the process of reaching out to those individuals with specific advice on how to respond to those notices.

If you have any questions about this process, please contact Education Minnesota Field Staff, David Kundin, at [david.kundin@edmdn.org](mailto:david.kundin@edmdn.org).

# AHEM PERSONNEL CHANGES

Secretary/Vice President Laura Bratland has accepted a position as temporary field staff alongside David Kundin. Laura has had considerable training as a field representative from Education Minnesota, and will do a fantastic job supporting teachers in Anoka-Hennepin as well as the St. Francis District, Local 1977. She will be taking Anna Dougherty's position, and will move into Anna's office, so stop by and say hello. Anna has taken a job as an organizer temporarily to work on full-funding education in 2021.



**This creates an opening for the office of VP/Secretary. Please consider filing** to fulfill the remainder of Laura's term, which will be from May 18, 2020 - June 30, 2022. The filing period opens on March 30<sup>th</sup> and ends on Monday April 20, 2020. The stipend for this position is \$6,696.00 per year, and is a great opportunity if you have been considering leadership in the union. Contact [janie.hemmelgarn@edmn.org](mailto:janie.hemmelgarn@edmn.org) to file.

Thank you to Traci Intihar for filling in as interim Secretary/VP until the permanent VP/Secretary is elected.

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## AHEM OFFICE IS CLOSED

If you have questions or concerns, please email either [david.kundin@edmn.org](mailto:david.kundin@edmn.org) or [valerie.holthus@edmn.org](mailto:valerie.holthus@edmn.org).

# AHEM CLOTHING HAS ARRIVED



As soon as we have determined the safest and most convenient way for you to receive your clothing orders, we will communicate the plan with your building reps and through the Friday Blast. The AHEM polos, T-Shirts and Jackets are high quality and look and feel very nice.

We will offer the opportunity to order one free T-shirt or polo or a jacket or tech shirt at a reduced price again in the Fall, so we can all display unity by wearing our “Red for Ed” clothing.

## **AHEM SCHOLARSHIP**

12<sup>th</sup> Grade dependent children of AHEM members are eligible to apply for \$1,000 Scholarships from AHEM. The application deadline has been extended to May 1<sup>st</sup>. Here is the link to apply: <http://bit.ly/AHEMScholarship>

**Elementary Specialists Meeting**, Monday, April 6, is cancelled and will be rescheduled later in the school year.

**ESI Financial Seminars**, Monday, April 6 and Thursday, April 9 at the AHEM office are cancelled, to be rescheduled.

**Trivia Mafia**, Wednesday, April 8, cancelled.

**Professional Development Classes** at AHEM, are cancelled.

**Executive Board Meeting**, Monday, April 13, will be held virtually.

**Safe Schools Meeting**, Wednesday, April 15, will be cancelled.

**Lobby Day**, April 16, will be cancelled.

**Recognition Dinner**, May 13, will be rescheduled to occur this Fall.

# Looking for ways to help in the community during this health crises?

Here is a list of some helpful websites and resources found by Jennifer, AHEM staff person:

## How Can I help?

Face masks – Sew a face mask for local hospitals

<https://blog.bluecrossmn.com/covid19masks/>

<https://www.sewgoodgoods.org/face-mask-covid-19>

Food Shelves- - Support Second Harvest Heartland along with Kyle Rudolph to provide meals to families in need

[https://secure.2harvest.org/site/TR;jsessionid=00000000.app30102a?px=1764407&fr\\_id=1430&pg=personal&NONCE\\_TOKEN=4CC90C81D1AE5A79237A9E7739B2CD71#.XnoYUy2ZOi7](https://secure.2harvest.org/site/TR;jsessionid=00000000.app30102a?px=1764407&fr_id=1430&pg=personal&NONCE_TOKEN=4CC90C81D1AE5A79237A9E7739B2CD71#.XnoYUy2ZOi7)

Blood Donations-

<https://mbcherohub.club/index.cfm?group=page&pgfunction=fixedsites1>

## I Need Help

Loss of Job – Apply for unemployment benefits

<https://mn.gov/deed/newscenter/covid/workers/>

<https://www.uimn.org/applicants/index.jsp>

Food Services – list of local food shelves and restaurants offering free meals

<https://www.anokacounty.us/3416/Food-Shelves>

<https://www.kare11.com/article/news/health/coronavirus/here-are-the-restaurants-serving-free-meals-to-kids/89-a77e8917-c84d-4111-a873-0db0bb946677>

Mental Health-

Text this helpline, you'll be connected to counselors for individualized support. CONNECT to 741741

The Samaritans: Offer emotional support to anyone who calls feeling lonely, depressed, suicidal, or just are looking for someone to talk to.

1-800-870-4673

<https://samaritanshope.org/>

Internet Sources –

<https://www.internetessentials.com/covid19>

855-846-8376

<https://corporate.charter.com/newsroom/charter-to-offer-free-access-to-spectrum-broadband-and-wifi-for-60-days-for-new-K12-and-college-student-households-and-more>

844-488-8395

# Teaching Online: Here's How to Prevent Burnout During a School Closure

Suggestions from Keisha Easley Education Week March 17, 2020

With the current surge in schools turning to the web to keep instruction going while physical buildings are closed, many teachers are being thrust into teaching 100 percent online for the first time. For some, especially those on the outside looking in, this may seem like a dream. But this shift may take teachers who are already quite exhausted to full-fledged burnout.

You have to treat working from home the same way you would in your classroom. Even though I was working from my dining room table and not my desk in a classroom, I learned that structure and time management are two of the most essential skills for efficiently teaching online.

**1. Conduct essential self-care activities first, preferably right after you wake.** Yes, you should still get up and brush teeth, comb hair, shave, and/or even put on makeup (where applicable) if you know at some point you'll need to be seen—even if only by video.

You will be tempted to just roll out of bed and tiptoe downstairs for some coffee. Then while you're conducting your morning browse of your notifications, news, and a myriad of other things we check on our phones when we have a quiet moment, you'll be tempted to respond to emails. That morphs into trying to problem-solve, and then you've somehow shifted into completing work activities.

**2. Plan your week, and schedule the tasks you need to get done.** That means you need to set specific times for specific tasks to maintain structure for your day. While a to-do list is a useful visual tool, if your tasks are not set for specific times and lengths of time, you will ultimately find yourself struggling to get things done.

Schedule the most important, must-get-done today, essential activities first. Checking and responding to emails can seem essential, but it can become a rabbit-trail activity that leads to more rabbit-trail activities that could likely end in hours passing of unproductivity.

**3. Set some alarms on your phone to enforce structure.** There will be no bells ringing to remind you that valuable time is passing. The key to making this work, is setting realistic time limits on your work. We often underestimate how long a task will take.

**4. Meal prep the night before or first thing in the morning, especially if you have children at home.** And then be diligent about scheduling those meal and break times logically throughout your day.

Working from home can easily become a marathon of sitting in a chair and snacking while typing away at the computer until your body suffers. Just mindlessly snacking while you work can easily

usher in an unhealthy eating habit. You can ward off burnout by carving out adequate time to take a break, actually enjoy what you're eating, and rest your brain.

**5. Get out, and get some fresh air as much as possible.** Seriously, take advantage of the flexibility that comes with working from home. You could even choose to set up your workstation on your patio or in your yard, if your internet range will allow it. If you have the capability to go to a park or another place you enjoy, do that, too.

Even though structure and time management are important, this is an unusual time in history, so allow yourself some flexibility. Every day won't go exactly according to plan, and that's okay. The point is to keep yourself healthy.

For more information from Education Minnesota: The address below will take you to the newest FAQ from the Education Minnesota Rapid Response Team:  
<https://educationminnesota.org/resources/in-the-classroom/Coronavirus/Legal-considerations-for-distance-learning-FAQ>

## Postponements and Cancellations

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