

AHEM Friday Blast

Valerie Holthus, President

9/4/2020

Vol. 3, No. 3



Request your absentee ballot.

Here's how to protect your vote and make sure your voice is heard:

- Go to mnvotes.org.
- Fill out the two-step online application.
- Fill out and return your ballot the day you receive it.
- Done!

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Support Joe Biden, Tina Smith, and our local candidates! Time to again step up and make your voice heard! AHEM conducted screenings with all of these education friendly candidates.

Endorsed Senate candidates include: District 36: John Hoffman and 37: Jerry Newton.

Endorsed House candidates include: 35A: Mike Erickson, 35B: Jason Ruffalo, 36A: Zack Stephenson, 36B: Melissa Hortman, 37A: Erin Koegel, and 37B: Amir Malik.

The full list of endorsed candidates is available on the Ed MN website- Advocacy- EdVotes- State and Federal Endorsements.

Check the location of your polling place from the MN Secretary of State's website to vote in person on November 3, or consider absentee voting. It's easy!

Aaron Balzer, AHEM Government Relations Chairperson



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

S.E.E.D. Seeking Education and Diversity is again available through AHEM this school year.

Registration is available on Learning Management Systems (LMS under lock and key), and registration is open now.

Cohorts are starting soon, see specific dates in LMS. We read books, listen to speakers, interact with our peers to deepen our understanding of equity issues allowing us to better serve our students. This year groups will be meeting on line. Spaces fill up quickly, so register early. College credits are available through St. Catherine's University.

Look for information in the "In The Know" Newsletter and talk to your colleagues about this popular professional development opportunity. If you have questions, please contact Beth.Popalisky@ahschools.us or Jan.Flavion@ahschools.us with questions.

SEED cohorts meet monthly for three hours each session. SEED classes create safe, conversational communities that drive change around equity allowing us to better serve our students and build community.

Management Tips from the Harvard Business Review

(Edited to relate to Academia)

Involve ~~Front Line Employees~~ Teachers in Creating Strategy

Even brilliant strategies fail if ~~front-line employees~~ teachers don't execute them well. Many leaders struggle to help their ~~front-line~~ teachers understand and buy into new ways of doing things. Next time you change your ~~company's~~ school district's direction, don't relegate strategy creation to a handful of ~~executives~~ administrators. Involve as many of your employees as possible, especially those who interact with ~~your customers~~ students and families. Make them part of the process by bringing them together to think about the ~~company's~~ district's future. Ask them for input about how the ~~company~~ District can achieve its goals. ~~Front-line employees~~ Teachers who help make a strategy are far more likely to do a stellar job of executing it.

Meetings Between The District and AHEM Continue

With several meetings per week between the District and AHEM members and field staff, there is slow progress. Despite a rally at the school board meeting on August 24th, asking for better communication, transparency, greater equity, and safe classrooms, teachers continue to have unanswered questions, and desperately seek information. I receive an average of 70 emails a day from members asking for information, therefore, it is clear to me that the District is not communicating effectively with teachers. There appears to be a breakdown between the working groups and the classroom.

Last week secondary schools provided a welcome communication to parents and staff, however, elementary and alternative sites are still waiting.

Anoka-Hennepin School District #11...Please communicate with us.

The following is a summary of the range of questions I have received in the past three days that are still unanswered:

Why are secondary open houses virtual, and Elementary open houses are require risky face-to-face meetings with parents and students?

Are all teachers/staff being provided face shields, or is that only if you request one? When are they coming?

What happens with sick leave if I'm forced to quarantine or if I get covid? I've heard that teachers can teach remotely but no one knows how that would work.

How will my own children be supervised while I am at school working? Will there be spots in Adventures Plus for them? Can DL teachers vacate their room and teach from home, providing more A+ space?

Will training on how to use masks, PPE, cleaning procedures, etc., be provided? Is watching a video enough training or is the school/district required to present a training on proper use? Some members are worried that admin will merely provide a link that gets buried in an avalanche of other information.

When will I find out about my request for a D?

Why are teachers required to be in a classroom with up to three others, all teaching noisy DL, while they can be working from home in a quiet, productive space?

How can elementary teachers teach DL and hybrid, when it requires 4 more sections in one day?

What is the process when a student has symptoms?

Since Specialists do not have their own spaces to teach, how many classrooms are visited each day and what is taught in this condensed format?

How can students remain safe during recess since the 15 minute window of within 6 feet rule will be broken every day?

Quarantine- no one is clear on when a student or staff is positive and how it will be traced.

Elementary is required to be available for 20-minute open house scheduled time in person/virtually during their contract time when they are still preparing for instruction.

"I have never been so frustrated in my life with being a teacher. I love my job but as with pretty much every teacher I have spoken to- no one is excited right now, we are all very concerned because of complete lack of communication from our district about how everyone is going to be kept safe. We are told every day information is coming, and it doesn't come."

Anoka-Hennepin Elementary Teacher



The History of Labor Day

For most Americans, Labor day signifies little more than the end of the Summer season but the holiday means much more than just a free day off from work. The century old tradition of Labor Day is rich in history and is the legacy of America's labor movement that rose to prominence during the industrial revolution.

Despite the fact that Labor Day was first created by the trade unions, Labor Day was meant to be celebrated by all who labor. This day of rest is a tribute to the contribution workers have made towards the well-being of society.

Samuel Gompers, founder of the American Federation of Labor described Labor Day's as "the day for which the toilers in past centuries looked forward, when their rights and their wrongs would be discussed... that the workers of our day may not only lay down their tools of labor for a holiday, but upon which they may touch shoulders in marching phalanx and feel the stronger for it."

In the mid-19th century, the working class realized that if they wanted their harsh job conditions to improve then they would have to work together. By the 1870's, labor unions began to form, offering the workman bargaining power with their employers for the first time. Strikes and demonstrations were a regular occurrence and as the labor force let their power be known, slowly but surely, life for the average American began to get better.

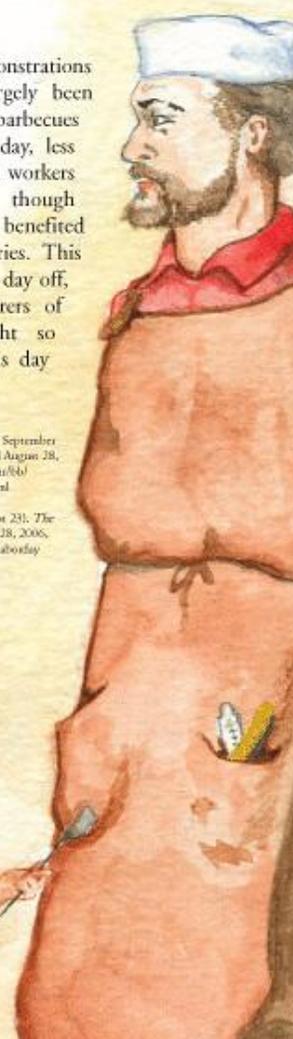
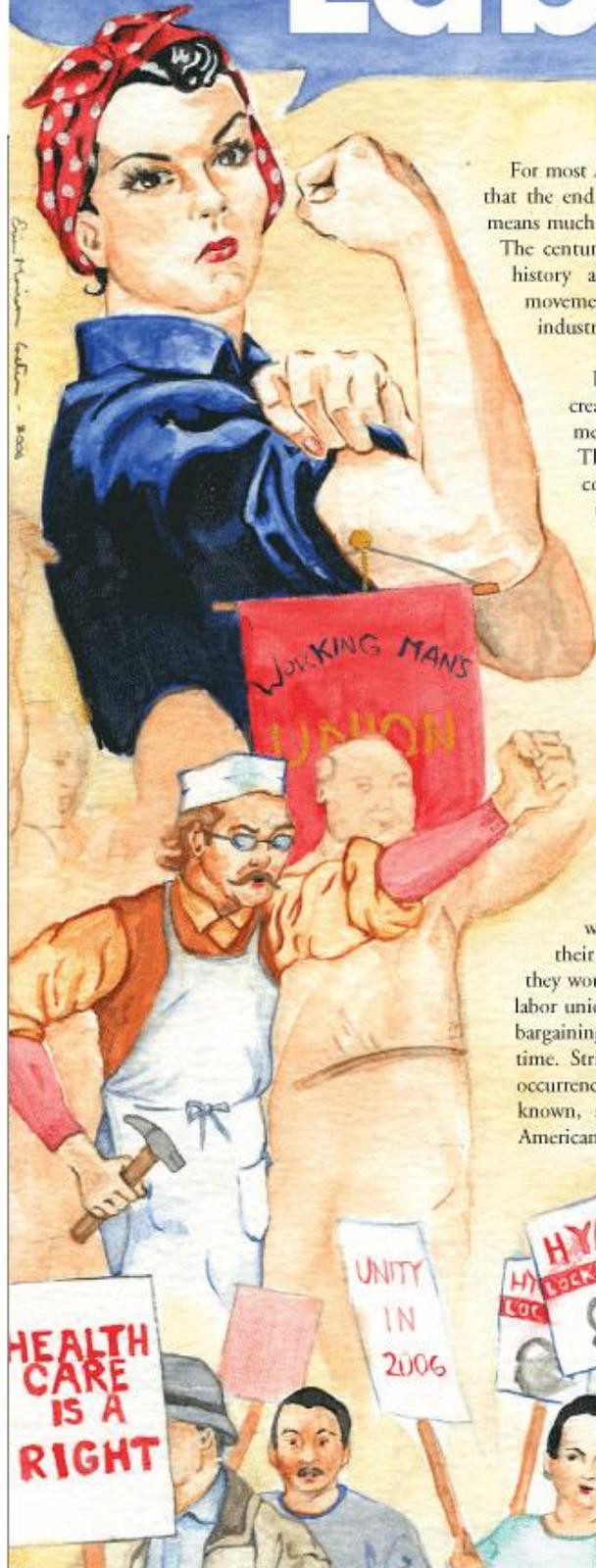
In 1882, The Central Labor Union held its first Labor Day celebration in New York City which included a parade of 10,000 workers. The marchers carried banners displaying union slogans and demands for better working conditions. The idea of a workingman's celebration spread quickly within industrialized cities and in only 5 short years the day was legitimized when in 1887 Oregon was the first state to pass Labor Day into law as an official holiday.

For much of its history, Labor Day has been a day not just to celebrate the accomplishments of the labor force, but also to air grievance and demonstrate for better working conditions and salaries.

Today, union demonstrations and parades have largely been replaced by picnics, barbecues and civic events. Today, less than 15% of American workers belong to unions, though nearly all of us have benefited from their past victories. This year as you enjoy your day off, remember those laborers of the past who fought so diligently to make this day possible.

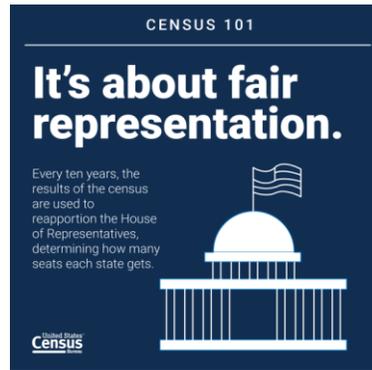
The News Hour with Jim Lehrer. (2001, September 23). *The Origins of Labor Day*. Retrieved August 28, 2006, from http://www.pbs.org/newshour/bb/business/september06/labor_day_9-2.html

U.S. Department of Labor. (2006, August 23). *The History of Labor Day*. Retrieved August 28, 2006, from <http://www.dol.gov/pd/about/dollaborday>



The 2020 Census: Why is that important to me?

Minnesota could lose one U.S. Representative and educational funding if not enough people complete the census, please participate! Please visit www.nea.org/Census for more information.



Professional Development ~ Relicensure News

As you know, 20 CEU credits have been added to our CEU totals for renewal this May. This includes all ABE, School Readiness, and LSN teachers as well. THIS YEAR's renewing licenses has been extended to January 1st. (This also applies to Tier 2 moving to Tier 3 licenses - new deadline is January 1st, 2021.) This is just for this year. Building Reps will receive an email with registration information on Tuesday with registration opening at 7 am on 9/11. If you have any questions, please contact ~ Kristi Weidlein, kristin.weidlein@ahschools.us

Tentative Schedule of Professional Development classes

October

- 6th - Tuesday - EL
- 8th - Thursday - Suicide Prevention
- 13th - Tuesday - Mental Health
- 15th - Thursday - Positive Intervention
- 20th - Tuesday - Reading
- 22nd - Thursday - Cultural Competency

November

- 10th - Tuesday - EL
- 12th - Thursday - Mental Health
- 17th - Tuesday - Suicide Prevention

December

- 1st - Tuesday - EL
- 3rd - Thursday - Cultural Competency
- 8th - Tuesday - Positive Intervention
- 10th - Thursday - Reading
- 15th - Tuesday - Mental Health
- 17th - Thursday - Suicide Prevention

UPCOMING EVENTS AND IMPORTANT DATES

- ❖ Sep 8-11 Welcome, Orientation
- ❖ Sep 14 5:30 School Board Work Session, ESC
- ❖ Sep 14 First Day of Hybrid for Elementary
- ❖ Sep 21 4:45 AHEM Executive Board/RA Meeting via Zoom
- ❖ Sep 28 6:30 School Board Mtg., SEC
- ❖ Sep 28 First Day of Hybrid for Secondary
- ❖ Oct 5 No Elementary Students, PLC, Conferences
- ❖ Oct 12 4:45 AHEM Executive Board Meeting
- ❖ Oct 15 – 16 Minnesota Educator Academy (MEA)
- ❖ Oct 19 4:45 AHEM Representative Assembly Meeting
- ❖ Oct 21 5:30 Meet and Confer
- ❖ Nov 2 Student Contact Day
- ❖ Nov 3 Election Day, Non-Student Contact Day

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