



ANOKA-HENNEPIN

Friday Blast

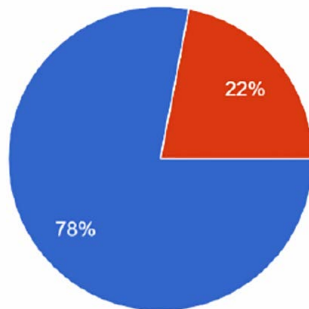
Valerie Holthus, President

November 19, 2021 Vol 4 No. 11

Contract Election Results

Shall the members of District #11 accept the proposed 2021-2023 working agreement?

1,636 responses



- Yes. I ACCEPT the proposed contract
- No. I REJECT the proposed contract

The tentative agreement will be presented to the board on Monday, November 22 for their approval. The district goal is to have changes in salary and retro pay reflected on the December 17 pay period.

Immense gratitude goes to the Negotiations team for many, many hours spent

over the summer preparing, and for time spent in meetings with the district that continued into the school year. For every hour spent meeting with the District, twice as many were spent preparing, examining language, and comparing salary schedules. Many a sleepless night was experienced during this round of negotiations. AHEM members will enjoy many language pieces of the contract for years to come particularly when they retire and see a greater amount contributed to their 403b, and the value of more days put toward health insurance premiums. Teachers in their early years will enjoy advancing to the higher pay levels much faster and earn considerably more over their careers.

The Negotiations Team thanks everyone for their support and is already thinking ahead to the next round of bargaining.

Trivia Question



Congratulations to the winners of last week's trivia question!

Where was this picture taken and what does it mean?

The picture was taken at Fred Moore, and it indicates an area or shelter to be safe from

fallout, or radioactive material that falls from an atomic bomb blast. When the sirens would sound, similar to a tornado drill or lock down because an active shooter, students would practice protecting themselves from radioactive fallout by either ducking under their desks and putting their hands over their heads, or going to a fallout shelter.

Congratulations to Miller LaMotte, Adam's Elem. and Janey Shampine, AMSA Fred Moore for answering correctly.

This week's Question:

First three correct answers will win a coffee gift card.

For non-probationary teachers, how many days of service are required in a duty year(not including teachers on an hourly contract)?

*A. 182 B. 185. C. 187 D. 190
E. Depends on Secondary or Elementary Level.*

Please email your answer to valerie.holthus@edmn.org



Meet and Confer Follow-up

Another topic of last week's Meet and Confer was the importance of World Language.

Learning a second language has far-reaching benefits including critical thinking skills, creativity and advantages for future employability.

Hannah Ames, French and English teacher at Coon Rapids High School, reported to the Board at Meet and Confer last week, "Even if students have limited linguistic proficiency, world language instruction sets them up for successful interactions with others in personal and professional arenas, locally and globally. We lay the groundwork for skills that are attractive to employers and can provide opportunities for students that otherwise would be closed to them."

The world language issue Hannah and also Caitlin Beutel (Anoka HS) raised last week at Meet and Confer is Anoka-Hennepin's approach taken to meet the needs of their world language students.

Assuming cost-containment is always a significant consideration, Anoka-Hennepin Dist. 11 inappropriately schedules foreign language classes in a way that causes students to potentially miss a year of instruction and valuable exposure and practice. Additionally, students are placed together in the same classroom, regardless of whether they are in their first, second and even third year of their foreign language experience. **The issue with combined courses is that language takes time to build and it is impossible to create an immersion style environment for students when one group is an entire year (or 2 or 3) behind the other. It becomes obvious that when this inappropriate grouping takes place, early students can become overwhelmed, while experienced students may not receive a language experience as advanced as they deserve. Both groups are dissatisfied and could potentially give up on learning a foreign language.**

The solutions provided to the Board included: 1. honoring prerequisites, 2. Offer courses in a wrap-around model, allowing students to take their language throughout the year, and 3. reducing the maximum number of students (currently 40). Because we know preparing students for success is an important goal of ours as educators, and providing a quality language experience promotes a broader view of the world, we believe Anoka-Hennepin should offer students the highest standard possible.

Foreign language study promotes understanding and empathy like no other course could. The enriching learning experience of culture and society **builds good citizenship** and helps form relationships.

"At a time in our country when social and political division is higher than ever, the ability to understand others is arguably one of the most important skills a student

Get to Know Your Executive Board Member

The AHEM Executive Board is the leadership group that makes recommendations to the Representative Assembly, and has responsibility for fiduciary accountability, policy implementation and management of the activities of Anoka Hennepin Education Minnesota. Representation on the Executive Board includes the officers, eight members from elementary, four middle school, four high school, one pre-kindergarten, two at-large and one Education Minnesota Governing Board member

Kim Thole, QComp Evaluator



I work in Q-Comp as a Peer Evaluator. My desk is at the ESC but I am not there very often. I enjoy going around the district seeing all the "Rock Star" teachers that are dedicated to making sure all our students achieve their goals. I received my BA from the University of Missouri Kansas City in Speech and Hearing Science and Psychology.

I received my MS from Central Missouri State University in Speech Language Pathology.

I hold my Certificate of Clinical Competence in Speech Pathology.

I am in the union because I know someone has my back. Being in the union allows me to advocate for my

students, my colleagues, and myself without fear. Our union also cares about our community by getting involved and helping those in need.

Seed turns 30 in Anoka-Hennepin



Last night, SEED participants were honored to be joined by National SEED Project founder Dr. Peggy McIntosh and founding co-director Emily Style as we listened to our speaker Gail Cruise-



Dr Peggy McIntosh, Founder



Gail Cruise-Roberson, Co-Director



Emily Style, Founding Co-Director

Style also listened to our speaker, Gail Cruise-Roberson. Current co-director of the National SEED project, Gail discussed an article she co-wrote: [Examining Systems and Self for Racial Equity](#). We also had time for questions and sharing of ideas on how best to support our diverse learners. What a great way to celebrate this milestone.

A big thank you to AHEM and the district for partnering to continue to offer SEED (Seeking Educational Equity and Diversity). We also wish to honor our educators who continue to show up and participate in our conversational communities that support each of us as we grow in our understanding of equity.

[For more information on the National SEED project click here](#)

New Communication Starting Soon

AHEM will begin using *Constant Contact* to send communications to avoid using the district email system. As you probably know, the district email system belongs to the district, and they have total access to our emails. Communicating through a different platform will ensure our emails remain completely confidential. You will be asked for your personal email soon. We hope you sign up to continue receiving your union's communications and be guaranteed that your personal email address will not be shared with anyone else.

Happy Thanksgiving!



Because of the Thanksgiving Holiday next week, and because I will be at a conference the following week, there will be no Friday Blast until



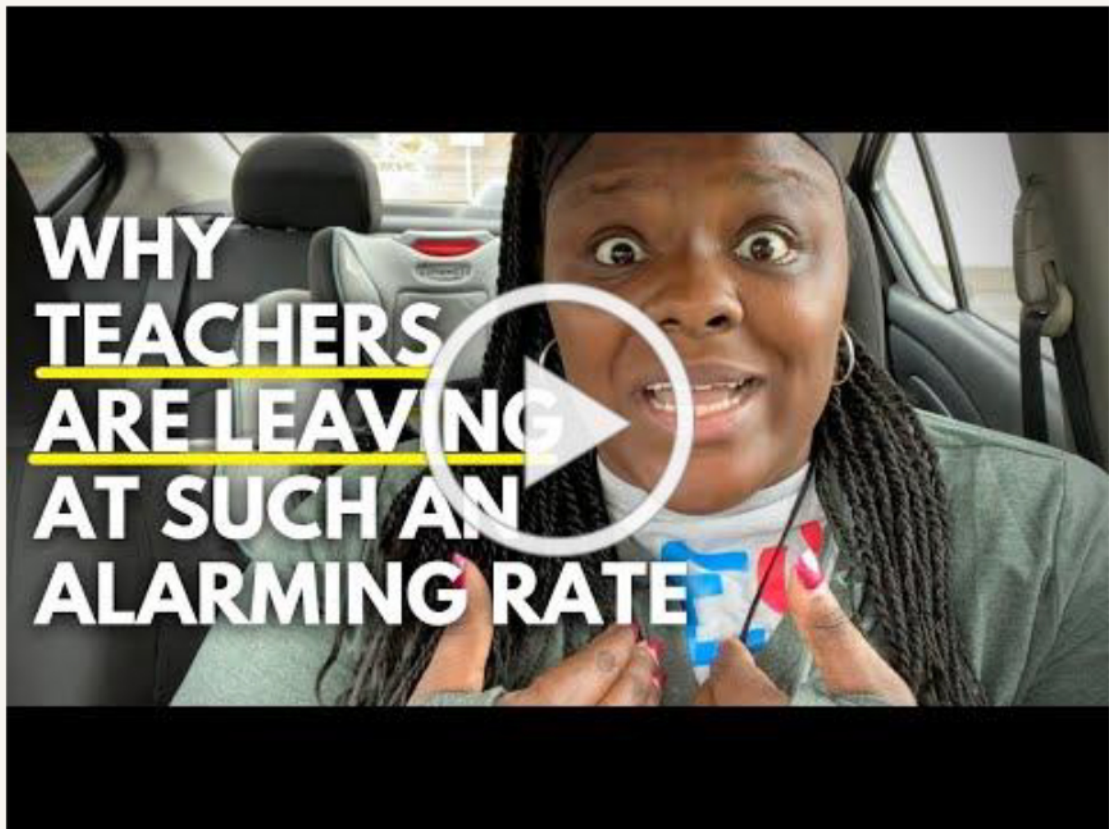
December 10th.

This Thanksgiving AHEM would like to recognize your strength during our trying year. You've worked so very hard to provide excellent educational

experiences for our students, and we hope you take time during the Thanksgiving break to enjoy some abundances, relax, and do whatever makes you happy.

Val Holthus
AHEM President

*What we wish every administrator should know, as explained by a **TEACHER.***



Coming Up

- School Board Mtg. – Mon., Nov. 22, 6:30 pm SEC
- AHEM Executive Board – Mon., Nov. 22, 4:45 pm (Hybrid)
- Conference Conversion Day, Nov. 24
- Thanksgiving Break, Nov. 25-26
- End of Trimester One, Dec. 2
- Grading Day, Dec. 3
- Staff Development Day, Dec. 6
- School Board Meeting, Dec. 13, 6:30 pm SEC
- Combination Rep Assembly Executive Board Meeting – Dec. 20, 4:45 pm
- First Day of Winter – December 21
- Winter Break – December 23 – Jan. 2



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