

STRONGER TOGETHER



ANOKA HENNEPIN

Valerie Holthus

President

December 9, 2022

Vol 5, No.13

Friday Blast

SEASON'S GREETINGS

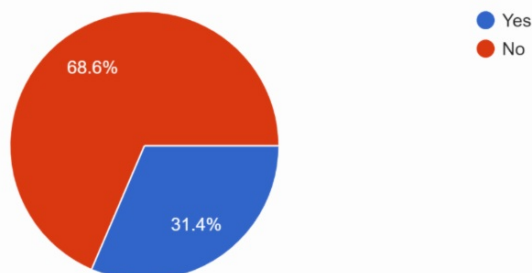


Time Given for Elementary Grades Proves Not Enough

The grading window was initially opened to elementary teachers on Friday, 12/2, which was unreasonable based on the amount of time required to obtain the data and enter grades. The union met with Mary Wolverton, and the window was extended to include Monday. Unfortunately, teachers were not allowed much time on Monday to enter grades. The following graphs show how many teachers were able to enter grades by Friday, and if they were allowed time on Monday. We also asked how many hours past the duty day was spent on grading.

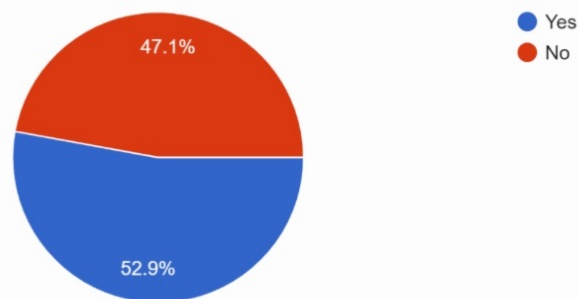
Were you given today (Monday, 12/5) to work on your grades?

471 responses



Were you able to finish all your grading responsibilities by the end of the day on Friday, 12/2?

471 responses



The graph is slightly misleading, as most teachers indicated they had spent many hours past their duty day prior to the grading window to finish by Friday.

Here are just a few of the hundreds of comments that summed it up best:

“I complete most all of my grades outside the duty day because I need all of that grading day to organize the data from end of trimester assessing in order to form appropriate groupings of students and plan for meaningful instruction. We should be given such days in the calendar in addition to grading days. The work of the elementary teacher continues to increase, and we are not given appropriate time to plan for the meaningful and prescriptive instruction that is being required of us using the LETRS informed practices. I believe it is what students need and deserve, but teachers deserve more time to plan such necessary instruction. We should not be required to supervise recess or other non-essential tasks.”

“I understand that there are reasons that this window makes sense. I would be fine with a shortened window if you cut down the number of indicators required to grade. I teach first grade and had to put in 25 grades for every single student. It would be manageable if it was 12-18 indicators!”

“I really don't think Elementary report cards need to be aligned with the secondary. Elementary should be given the time needed to collaborate with SPED teachers and catch up with students that are absent during the last week of the trimester!”

“I feel drained, disrespected and frustrated that I had to use my Thanksgiving weekend in order to be prepared to enter grades by the deadline.”

“Better communication from the district is necessary. There was not forewarning that (grades) needed to be in so early. There are so many assessments right in the last few days of the semester that needed to be recorded!”

“We need an on-line grade book, similar to secondary.”

“When will the district stop adding things to our plates without removing something or compensating teachers with more time to do all that is expected during our duty day?”

Teacher's time is highly valuable, and the district should recognize teachers' extra

work through either compensation, which would be a considerable expense, or reduce the unreasonable expectations. The stress with this trimester's grading procedure is not something that promotes a healthy work environment, nor the desire of new teachers to stay in this profession.

Thank you to everyone who completed survey!

Meet the Candidates for AHEM Treasurer

Meet Stacy Lindberg

My name is Stacy Lindberg. I am running for the AHEM treasurer. I am hoping that you will give me an opportunity to be a part of the AHEM leadership team to help support the teachers working in our school district. I am a special education teacher and have been teaching in the Anoka-Hennepin School district since 2003. My long tenure in the district has included teaching at Monroe Elementary, Morris Bye Elementary, Oakview Middle School and currently at River Trail Learning Center. Prior to working in the Anoka-Hennepin School District I worked as a SpEd teacher in Niles, Michigan and in Albert Lea, MN. In addition to being a special education teacher, I am the mother of two boys that also attend the Anoka-Hennepin School district. We reside in Andover, MN. Our family is involved in the community through various sports and activities. I feel it is important for the AHEM leadership team to be representative of all the roles filled by those on teacher contracts within the district, including those with more specialized roles. Having a teacher with a special education background would bring additional knowledge, experience, and perspective to the AHEM leadership team. Thank you for your support and your vote!



Vote for Julie Vandebrook for AHEM Treasurer

Who is **Julie Vandebrook**?

- A Christian, a mom, a teacher, and a friend
- Detailed-oriented, honest, organized, and dependable
- An educator who has taught Math, Science, MN studies, and EL along with my current role of Technology Coordinator at Northdale Middle School

What are **Julie Vandebrook's** qualifications?

- Technology Coordinator and Department Leader at NMS. I manage a budget, order supplies, and communicate purchases with my principal. Every purchase needs to be justified and every penny needs to be accounted for.
- Treasurer for the Majestic Oaks Womens' Golf League. Duties include keeping accurate financial records, providing monthly financial reports, and filing taxes.
- Former Treasurer for the Spring Lake Park Senior All Night Party and SLP girls' volleyball team.



Fun **Number** facts about **Julie Vandebrook**

- I have been teaching for **30** years: **20** in AH and **10** in **4** other states (Wisconsin, Illinois, Missouri, New Jersey).
- I have **2** children who are math geeks too: Michael (**26**, Finance), and Elizabeth (**22**, Accounting)
- I was born in **1969** (Jared Allen's #).

Meet Kate Tverberg

Hello, my name is Kate Tverberg, I have been teaching math at Andover High School for 20 years. Recently I have become much more involved in the union, and I am passionate about making changes. I have been a membership engagement person for the last two years and a head build rep this year. Since about mid-November I have been serving as the interim treasurer for our union. I would love to continue as the AHM Treasurer because I think I can bring a good number sense to the table and have a lot of ideas on how to save the union money and make more interest on investments. I have already learned how to use the accounting program and take care of the reconciliation of the books. I look forward to the opportunity to continue as the treasurer for our union.



In solidarity,
Kate

Weekly Trivia

The answer to last week's question

The first three people to get the

was:

1^0	1
2^1	2
3^2	9
4^3	64
5^4	625
6^5	7,776
7^6	117,424

Congratulations to last week's winners:

Clara Chambers, Anoka HS
Katie Raeker, Hoover Elem
Janice Connelly, Sorteberg

correct answer will receive a coffee gift card.

What game uses boxes colored gray, green and tan?

Please email your answer to Valerie.Holthus@EdMN.org



Pension Updates



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

Update No. 7

Our team of member advocates is growing and so is our power! Continue to organize members in your building and throughout your local union. We need to keep building our power in order to make change in 2023.

[Forward this Education Minnesota Pension Updates signup today!](#)

[Click to continue to article](#)

[Click here for past articles](#)

Government Relations Article

By Aaron Balzer
Government Relations Chair

With a large tax surplus, we can finally work on education priorities this year in Minnesota. Pension reform is Education Minnesota's push this year. We have got

to make improvements to make education jobs more attractive, and so that people can afford to retire.

Join the discussion. There is an active Facebook group right now called [Pension Reform for Tier II Minnesota Public Educators](#). This is a group with many perspectives, (some more helpful than others), but is a great place to participate in the discussion, learn more about what EdMN is trying to do, and what your role can be.

Sign up for pension updates from Education Minnesota:

<https://educationminnesota.org/news/uncategorized/pension-form/>

Please email these members to show them you care about this issue!

Joel Stencil (appointed) – Minnesota School

Board Association (MSBA) - jstencil@minnesotatra.org

Laurena Schlottach-Ratcliff (appointed) –

Minnesota Management & Budget (MMB) - laurena.schlottach-ratcliff@state.mn.us

Denise Anderson (appointed) – Department of

Education (MDE) - denise.anderson@state.mn.us

Sick of subbing on your prep? Know Your Rights!

We have been hearing from a lot of teachers that they are feeling burnt out from subbing during their prep all of the time, they are being pressured by administration to cover during their prep, and they aren't sure what to do about it.

Article X, Section 11, Subd. 3 outlines subbing during your prep (Pg. 15).

Essentially this language boils down to the fact that **you have the right to say no** if asked to sub during your prep.

Otherwise, if you agree to sub, you can either be monetarily compensated for your time or with prior approval of building administration earn substitute leave time up to an additional two days per year for subbing during your prep.

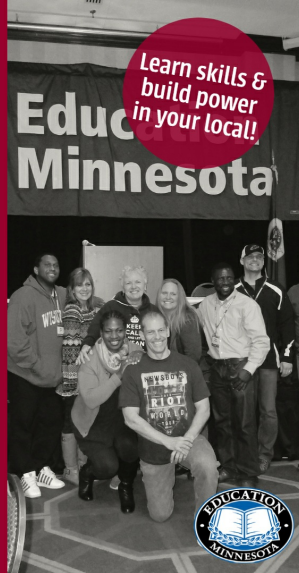
Here is the full language:(click to read)

2023 Collective Bargaining & Organizing Conference

**2023
Collective
Bargaining
&
Organizing
Conference**

**Jan. 20-21
St. Paul**

**Register:
edmn.me/cboc**



AHEM Members When can I afford to retire? Seminar

Anoka Hennepin Education
Minnesota
3200 Main Street,
Suite #360
Coon Rapids, MN 55448

Tuesday - December 13

**4:40 - 5 p.m.: Registration
5 - 6:30: Seminar/boxed
dinners/prizes**

**CLICK HERE TO
REGISTER**

TOPICS TO BE DISCUSSED:

Pension Education

- Learn how benefits are calculated
- Understand defined benefit pension plans

Financial planning

- What can you expect from Social Security?
- Tax-deferred and tax-free savings
- Asset allocation and asset management / diversification / performance and fees
- 403(b) match and severance payment options

*Presented by: David Wolfe, EFS Advisors
Sam Simons, EFS Advisors*



Member-Only P.D. Opportunities

The following re-licensure classes are still available this

trimester.
All classes will be virtual.
Sign Up Now!

[January 10, 2023 \(Tuesday\) ~ 5:00-7:00 pm ~ Accommodation, Modification and Adaptation of Curriculum, Materials and Instruction](#)

[January 12, 2023 \(Thursday\) ~ 4:30-6:30 pm ~ AHEM Reading Instruction Class](#)

[January 24, 2023 \(Tuesday\) ~ 4:30-6:30 pm ~ AHEM Key Warning Signs - Mental Health Class](#)

[January 26, 2023 \(Thursday\) ~ 4:30-5:30 pm ~ AHEM Suicide Prevention Class](#)

[January 31, 2023 \(Tuesday\) ~ 4:30-6:30 pm ~ AHEM Best Practice for English Language Learners Class](#)

Happy Birthday!!!



December 11 - December 17

Jennifer Podany
Troy Coulson
Billie Ohm
Lora Sanders
Kristen Patton
Alyssa Kwitek
Andrew Lahoud
Meghan Murray
Cindy Palm
Paul Hedrington
Charlene Koel-Turner
Marc Angell
Katie Lentz

Holly Colsen
Brandon Groebner
Christopher Hay
Kimberly Turitto
Jill Augustine
Kelly Tasche
Nicole Bratton
Jessica Fu
Rebecca Stephens
Amanda Basara
Jennifer Binstock
John Underwood
Theresa Burnett

Laura Ross
Carolyn Hoffman
Mark Milbauer
Kirsten Deladi
Joel Depies
Joshua Perkins
Rachel Sargent
Abby Kremer
Shana Sveningsson
Matthew Hoelz
Jon Olson
Arthur Crutch
Heidi Geiss

**If you don't see your name and you should, please email us to let us know!*

Coming Up

- **When Can I Afford to Retire: November/December:**
 - [Click for Flyer](#)
 - [Click for Registration/Dates](#)
- December 12 - School Board Meeting, 6:30p.m. - SEC
- December 13 - When Can I Afford to Retire, 4:40p.m. - AHEM Office
- December 14 - LCAT Meeting, 4:45p.m - AHEM Office
- December 18 - Hanukkah Begins
- December 19 - Combined Executive Board & Rep Assembly Meeting, 4:30p.m. - AHEM Office
- December 21 - First Day of Winter
- December 25 - Christmas Day
- December 26 - Kwanzaa Begins
- December 26 - December 30 - AHEM Office Closed

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