

Meet and Confer

We met yesterday and discussed many items for the month. Your team did a great job bringing forward items that come from the REA Listening posts, FR feedback and from happenings directly from within the buildings. Some of the items covered last night:

Online School – The need for more paraprofessionals and a dedicated tech person. From the discussion, there is some para support currently, but like many buildings there needs to be more. The same with the tech position and the admin has been advocating for these items as well. We will continue to address this issue.

HS schedules in December - During December, schedules go topsy turvy because of all the fundraising events and pep fests. It is all for a good cause, but it definitely affects traveling teachers and classes that are taught across the district like World Languages. This will be a discussion for HS admin with Jacque Peterson about how they can streamline schedules a little better between the buildings during December.

Quarantining Students – Many issues were brought forward like planning for quarantined students, how to reach them and disengagement of some students when quarantined. This will continue to be discussed because there doesn't seem to be answers for all of this. Even within our own ranks we don't agree on what should be taught and how during quarantine. Some are using former lessons that were taught online last year and some are trying to get things out on a daily basis. Our hope is that as we have more students fully vaccinated, we can eliminate some of the large numbers of quarantine. This will be an ongoing topic for all of us.

Physical Confrontation – With recent physical altercations in the secondary, the question came up regarding what can staff do and what can't they do. This was a great discussion about the Board Policy for the district and what the laws say. We also discussed training for the staff on what to do when these types of events occur in your building. What was decided was that the district will put out information how to handle these situations with the board policy. What came out as important was that we, as staff, have an obligation to make sure students can be as safe as possible. Making sure we are visible in the common places where students gather, respond if a staff member calls for your help, be aware of how students are interacting, etc. The admin and people at Edison are supportive of staff trying to deescalate a situation, so we are going to see how we can help define the do's and don'ts. Many kudos were offered to the Century staff for their handling of a recent situation at their building.

Planning Day - Many staff sent emails of thanks to Dr. Pekel! That had a definite impact! There were a lot of positives about the day, so will continue to monitor the planning for the next ones. There were staff that brought forward that some of their colleagues were remote and

they were in building, so that is going to be reviewed as well by Dr. Pekel. I am sure I will hear more about that in the future.

Negotiations

We met with the district on Monday. Since they didn't have a closed session with the board until Tuesday night, they didn't bring us an offer. We are now scheduled for Dec. 21, when the district will bring forward their next offer. Just for everyone's information – no matter what comes back as an offer, we won't create a Tentative Agreement. Our bylaws dictate how we bring the offer back to membership and it is based on a strict timeline of days. So, expect more information after we meet, but know we won't finish on December 21.

Building Meetings

Thanks to Sunset Terrace FRs for asking me out to their 10-minute meeting to answer questions and meet the staff! It was a great time, and I was able to answer so many questions people had about negotiations, board issues, etc. It is so much easier talking directly with people than trying to interpret email or trying to preplan answers like I try to do in my letters.

I was supposed to be at Franklin Friday morning, but we are looking at possibly a snow day. Only time will tell. EDIT: Snow day!

If you want me out to your 10-minute meetings – Let's get it scheduled!

Degrees Not Debt

We want to make sure you, as an educator, know about existing student loan forgiveness programs, how to find out if you're eligible and how to apply for them. Education Minnesota's Degrees, Not Debt program is rallying public support to decrease the cost of college and make it easier and cheaper to pay student loan debt. We know that student loan debt makes life hard for many young educators, driving some away from teaching. Many see the cost of college as a barrier to getting into the profession in the first place. These challenges weaken the diversity and depth of our teaching corps.

Monday December 13 at 6:00 p.m. - Virtual Event

Registration:

<https://cvent.me/dKx8XP>

Thank you for all you do!

Dan

dan.kuhlman@edmn.org