

DCUE review



The newsletter of the Dakota County United Educators,
an affiliate of Education Minnesota, NEA, AFT, AFL-CIO

Volume XXIV

May 2018

No. 7

Sick Leave Bank Donation Window Open May 7-June 15

"I was 44 when I was diagnosed with breast cancer. My school family immediately reached out - "How can we help?" "What do you need?" After a trip to HR, I knew exactly what I needed. I learned that there is no short-term disability in our district. The long-term disability I had signed up for when I was young and immortal would only start paying me 2/3 of my salary after 60 days. In addition, I would have to cover the district's contribution to my family health insurance premium. In answer to my co-workers, I needed paid time off to deal with the battle I was about to fight. I had accumulated 45 sick days since giving birth to my youngest child. It seemed like a lot, but when facing treatments that would take 6 months, it wasn't enough. Because I was a member, the sick leave bank stepped in and gave me the peace of mind that my paycheck would continue.

Currently the sick leave bank does not cover paid time off to care for a child. There are not enough days in the bank to do so. I know this because a year later, my 16-year-old son was diagnosed with Non Hodgkin Lymphoma, sending him to Children's Hospital for 3 months. My son and I are both in full remission and continue to enjoy life, but I ask you to consider how much an unpaid sick leave would affect you financially. Please donate a personal leave day to the sick leave bank this spring. It will have far-reaching effects for your colleagues and maybe even you."

The sick leave bank is available to **ALL** DCUE members. It is designed to provide assistance to members if they run out of sick leave before they qualify for long term disability. To join the bank for 2018-2019 you must donate one full emergency/personal leave day at this time.

Members currently in the bank **DO NOT** need to donate a day, but may donate a day (or a half day) if they so choose to help augment the bank. You can check to see if you have already joined the sick leave bank by looking online at DCUE.org under "Members Area" or you can email me at kate.schmidt@edmn.org.

To donate one or more personal days to the sick leave bank this spring, print out the form that was emailed to members and send it to Human Resources office at the DO before **4:00 pm on Friday, June 15**. Individuals who return forms after 4:00 pm on Friday, June 15, will not be eligible for the Sick Leave Bank until the next enrollment period in the fall.

Tenth Annual DCUE Golf Outing



What: Shotgun Golf Tournament, 9 holes
When: Thursday, May 24
4:30 p.m.
Where: Rich Valley Golf Course

3855 145th St E, Rosemount

Why: To have fun, see fellow members, and to meet new people!

Cost: Walking: \$23
Riding (with a cart): \$32
(Cost includes dinner and entry for prizes)

Be there ready to go at 4:30 p.m. SHARP! Shotgun start! Spaces are limited, first come, first served. See your email for registration details.

Join us in the fun. There will be prizes, food and fun for everyone! **Non-members may join us!**



DCUE U

DCUE U is looking forward to an even bigger and better 2018-19 session.

DCUE U offers classes for **ALL MEMBERS** in Foundations of Effective Teaching, and Managing Behaviors in School Communities. While each class is linked to the others, they are made so you can join the class at any time, whether it is for one class or all of them. Classes meet once a month from 4:30-6:30p at the DCUE office and dinner is provided.

A schedule will come out during workshop week. We look forward to seeing you in the fall!

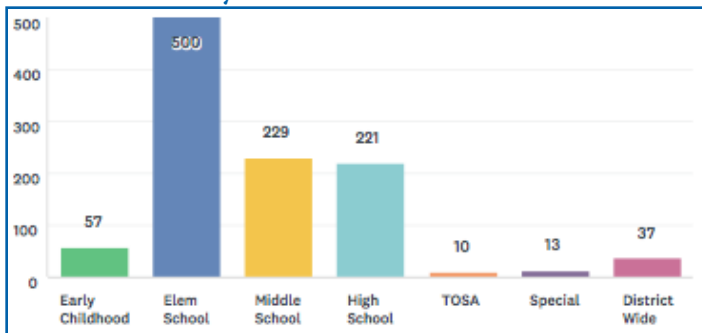
PRESIDENT'S CORNER

Dear Colleagues,

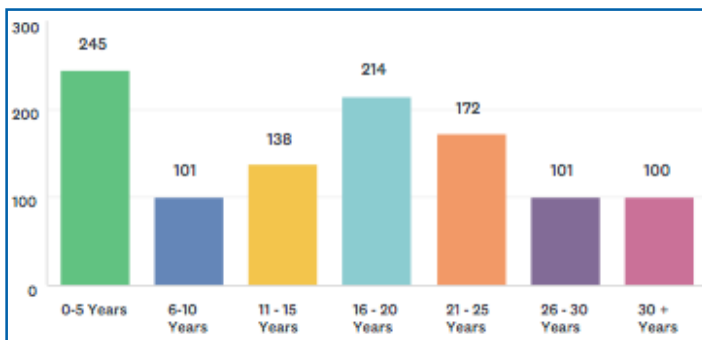
Recently, the organizing committee asked members to fill out a survey to help DCUE assess our current position and plans for the future. The survey was completed by over 1,000 members. Thank you! Your input about your concerns, interests, and sense of belonging is vital to our organization. If you are interested in the full results of the survey, you can find them posted in the Members Only section of www.dcue.org.

Here is a summary of the survey results:

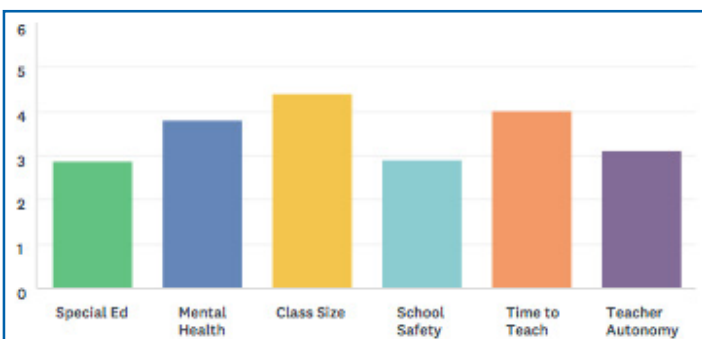
What level do you work at in ISD 196?



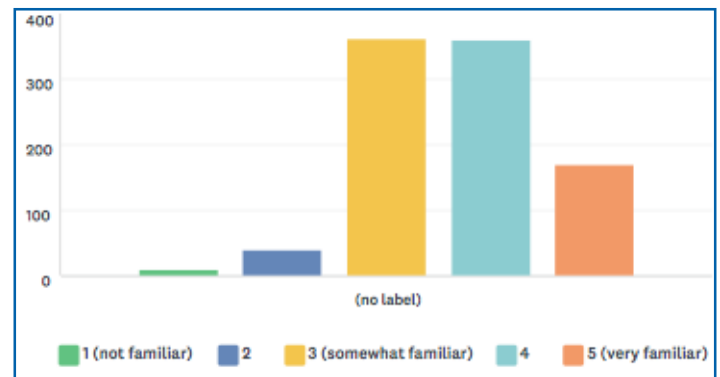
How many years have you worked in ISD 196?



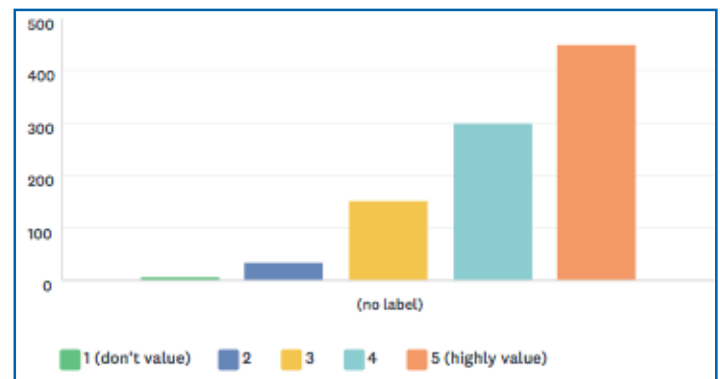
Rank the following issues in order of importance in your classroom/school:



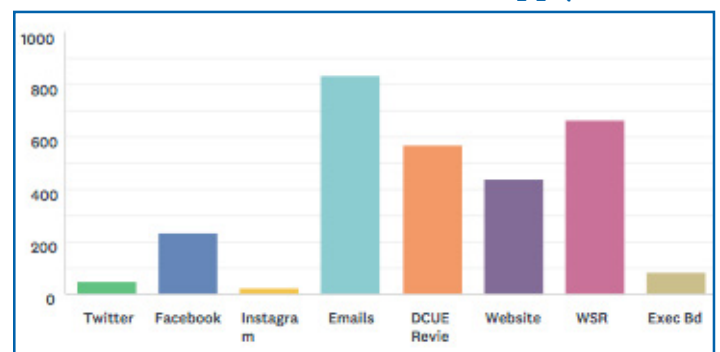
On a scale of 1-5, how familiar are you with DCUE and the work that we do together?



How much do you value belonging to DCUE on a scale of 1-5?



What do you access for DCUE information/communications? Check all that apply.



I encourage you to remember these survey results when the Supreme Court makes its ruling in the Janus case. After the ruling, you may encounter individuals encouraging you to join a different organization. Currently, there are alternative organizations trying to bill themselves as cheaper alternatives to Education Minnesota. They will attempt to put a price tag on everything we do because they don't understand the value of working in union. What they won't tell educators is that they provide liability insurance, pared-down legal services... and little else.



Kate Schmidt
DCUE President

You may also get phone calls, post cards, or visits to your home encouraging you to drop your membership. Don't be fooled. The corporations and wealthy individuals behind these drop campaigns are the same people behind Janus. They want to take away the voice of working people, not amplify it like DCUE and Education Minnesota do. They know they can hurt workers and their influence if they financially destabilize labor unions. These groups are not pro-worker.

They want to privatize our public schools, lower taxes for corporations and the wealthy, block access to health care, cut pensions, suppress voters, gerrymander and weaken the political influence of unions.

Remember why you value DCUE. Being a part of DCUE and Education Minnesota is so much more than a financial transaction. We are the voice of professional educators.

We are the most effective advocates for public schools and colleges. We are the best way for educators to control our professional lives so we can do truly meaningful work with our students. We are a driving force in raising up whole communities with livable wages, paid sick time, access to high-quality preschool, increasing mental health services, and freedom from crushing education debt. We are the defenders of pensions, due process, fair pay, and access to affordable health care. We stand for the things that sustain families, give you time to focus on what's important, and retire with dignity. We offer high-quality professional development for educators, by educators. You PAY an insurance company, but you BELONG to DCUE and Education Minnesota. The union movement is more than a series of transactions – and thank goodness for it. Public sector workers make our children smarter, care for our family members, and make sure our communities safe every day.

In Solidarity,

Kate Schmidt



Word of Mouth

Justine Kolb, DCUE Dental Plan Administrator
Theresa Zimanske, DCUE Dental Plan Assistant

DCUE Dental's Annual Enrollment is Moving to August

Open enrollment will begin on Aug 1st.

Log into the Dental Members page to complete your Annual Enrollment for 2018-2019 Plan Year.

Enrollment will remain open throughout the plan year. You must enroll before your claims can be processed.

To avoid any delays in processing your dental claims please complete your enrollment in a timely manner.

You can access the Dental Members page from your home computer. Communication is done via district email.

All active Members need to enroll every year.

Information from your previous plan year's enrollment form will carry over to the new year. Be sure you are checking your information so that it is current and accurate.

You can find the Dental Members page @ www.dcue.org, click on Dental Tab, then Dental Members.

Claim Filing Deadline

2017-2018 Plan Year ends August 31st.

Be sure to submit your 2017-2018 claims before the October 31st deadline.

Remember: claims submitted 60 days after the date of treatment or 90 days, if other insurance is involved, are subject to a 20% late penalty. (Late penalty does not apply to orthodontic claims; October 31st deadline does.)

You can find more information @ www.dcue.org, click on the Dental tab.

HOURS

Monday – Thursday:
7:30 am – 3:30 pm

Friday:
7:30 am – 11:30 am

We do have flexible schedules, so please call ahead of time if you are planning to stop in with a question. Thank you.

In Memoriam



Maureen Thielen

Maureen E. Thielen, age 60 of Lakeville, passed away May 8, 2018, from an aggressive kidney cancer.

Maureen was the wife of beloved husband, Chuck Halvorson, for 27 years. Raising their children, Alexandra, Martin, and Grant was the joy of her life! Maureen grew up in Brooklyn Center and attended the U of M (Twin Cities), where she swam 4 years and was voted team captain her senior year. She taught P.E. in Japan for

two years and at Valley Middle School for 22 years. Maureen completed 34 marathons, including Boston, and three Hawaiian Ironman Triathlons. She traveled Europe, Asia, Australia, and New Zealand extensively. Besides teaching 6,000 P.E. students, Maureen enjoyed gardening, running, biking, scrapbooking, and entertaining at their home on Lake Marion. In her honor, the family will be donating money to Apple Valley High School for a college scholarship for seniors over the next six years.

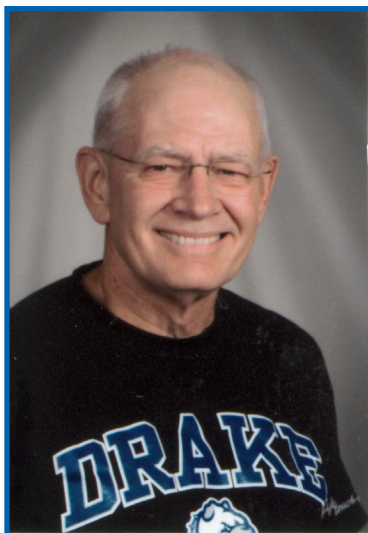
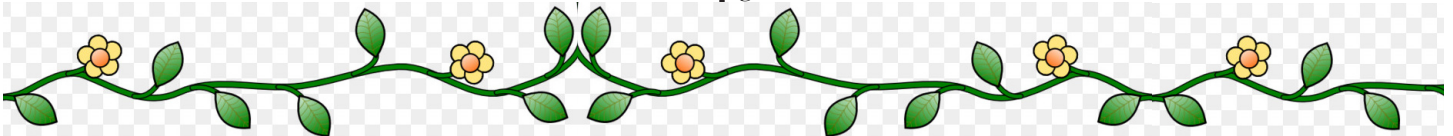


Joyce Veldman

Joyce Veldman, Work Experience teacher at AVHS, died from an aggressive lung cancer on January 28, 2018.

Joyce was born in Washington, attended college in Iowa, and moved to Minnesota in 1972. She taught at the college level, in a private school, then stayed home and substitute taught while her children were young. After getting her 2nd Masters degree (this time in Special Education), Joyce taught at RHS for a few years, then at

Tartan HS for many years. She did not find retirement to her liking, however, and taught at AVHS for the last 10 years. Joyce was a devoted educator and enjoyed teaching in the classroom and working as a homebound teacher. Even after being diagnosed in August 2017, Joyce continued to teach and touch the lives of her students as she battled her illness with courage, purpose, gratitude, and even humor. Her final day of teaching was November 14, 2017. Joyce is survived by her husband of 48 years, Heiko, daughter Heidi (Jon) Van Hulzen who also teaches at AVHS, son Mark (Sara) Veldman and 6 grandchildren, two of whom attend AVHS.



Len Beard

Len Beard taught for 35 years in the Rosemount-Apple Valley-Eagan school district. He was hired at Rosemount Elementary but spent the majority of his career teaching sixth grade math, and coaching at Scott Highlands Middle.

Len was a passionate, dedicated, and innovative teacher. He was a constant learner, always pushing himself to try different approaches, improve his teaching, and connect students to learning.

Len was ahead of his time with using technology in his classroom. He was one of the first teachers in the district to “flip” his math classroom. Len created videos and developed online assessments to be able to use class time more

effectively, and provide support to students at all levels. He was enthusiastic about sharing this concept with colleagues throughout the district.

Len was a long-time runner, participating in track and cross-country events during college and competing in many races nationwide. He participated in the Boston Marathon three times, with a personal record of 2 hours and 27 minutes. He loved sharing his running knowledge with friends, fellow coaches, and the runners he coached.

Len had been on a long-term disability medical leave for the past three years. He recently made the decision to retire. Len turned in his letter of intent to retire and sent in his paperwork to the Teacher’s Retirement Association on March 8th. The next day, Len was hospitalized for surgery and passed away on April 2, 2018, due to health complications.

Len’s last paragraph, on his letter to the district, reads as follows: “I have been a teacher in ISD 196 for 35 years and have found it to be a rewarding and fulfilling experience. Many people have contributed to my career and I will always appreciate their friendships. Sincerely, Len Beard.”

Mary Montez Retires

After 23 years of service to Education Minnesota and DCUE, Mary Montez has announced her retirement for the end of this school year.

Mary has been the “behind the scenes” glue that holds this organization together. If you’ve ever had to call the DCUE office, had a problem with your dues, or received an Education Minnesota grant, then you know how much Mary has done for DCUE. She has been our bookkeeper, membership manager, DCUE Review editor, and so much more. Words cannot express how appreciative all of us are for the dedicated work and support that Mary has provided for DCUE. We will miss her!

Mary will spend her retirement enjoying quiet times at the cabin, volunteering at the Animal Humane Society, watching movies, quilting, and reading books.



DCUE Member Highlighted in NEA Today

DCUE member Jill Jensen (GH) was featured in the April issue of NEA Today! This is a partial reprint of that article.

Design Thinking: Connecting Students to the Larger World

By Mary Ellen Flannery

Jill Jensen, a K–5 science specialist at Glacier Hills Elementary in Eagan, Minn., just south of St. Paul, first stumbled across design thinking while searching for strategies to help her and her colleagues develop in their students what educators call the “4 Cs” of 21st century skills: creativity, collaboration, communication, and critical thinking.

“We had already been doing a lot with engineering challenges, and this felt like a natural next step,” but with some extra benefits.

“The empathy piece connected with what we try to do here around connecting kids to the larger world,” says Jensen. “As a teacher, you can go from small – like your classroom as your community – and expand it in widening circles to your grade, or to your school, or to the community that your school is in.”

Recently, Jensen, who was selected for a yearlong fellowship in San Francisco’s [Teachers Guild](#), a project of [IDEO’s Design for Learning Studio](#), took Glacier Hills’ fifth graders into the woods around their schoolyard. This past fall, when parents cleared out an area of buckthorn, an invasive, brushy species, they left behind a large, empty space in the

forest.

“I thought, ‘This is an opportunity!’” says Jensen.

Students observed and measured, and then got busy brainstorming dozens of ideas. What would other students of different ages enjoy? (Zip lines, of course!) They did some persuasive writing, and brought their ideas to first- and fourth-grade classrooms for feedback. Now they’re surveying Glacier Hills’ teachers’ feedback to fuel additional ideas around curriculum and instruction.

“I really don’t know what they’ll come up with!” says Jensen.

Three ways to get started diving into design thinking:

1) Social Media: The Twitter conversation that inspired Dan Ryder’s dive into design thinking takes place on Wednesday nights (9 p.m. EST) with the hashtag #DTK12chat. Also search for tweets with #DTK12.

2) Books: Get inspired with “Creative Confidence: Unleashing the Creative Potential Within Us All” from the founder of Stanford’s d.school, David Kelley.

3) Online: Stanford’s d.school has a number of [online materials](#) for educators. Check them out at [dschool.stanford.edu/k12-lab-network](#). Also visit their wiki at [dschool-old.stanford.edu/groups/k12/](#).

[Global design company IDEO](#) also has a [toolkit for educators](#), which includes case studies, outlines, and more.

And its project—[teachersguild.org](#)—also has “teacher solutions” to share.



Jill Jensen (GH)

Congratulations, DCUE Retirees!

It's that time of year when file cabinets are being cleaned out, keys are turned in, and handshakes and hugs are a daily occurrence. We want to recognize our retirees and wish you

congratulations and good wishes on your life after District 196. Thank you for all that you have done for our kids, and may good health and good times be your constant companions!



Deerwood retirees total 156 combined years of service: Mary Melcher, Cheri Thomforde, Dave Highum, Sally Hendrickson, and Joan Dreier!



Dear Career,

Thank you for 37 years.

You've been the 2nd or 3rd line on every gratitude list I've ever written! You were **my tower** with many rooms. Each one, a teacher. Each class, a gift.

Most of all, you were motivation. You gave me a way to contribute to this thing we call life. As I hand over my keys, just know that I'll probably be the good-ghost that lingers in the corridors. I can never fully leave you.

Your Buddy,
Cindy Boyum



Marcia Behm

I'm looking forward to a somewhat slower pace, having more time with my family including 3 sweet grandbabies, travel, volunteer, and home projects.

I will miss 196 friends I've grown to cherish but hope to keep in touch! My talented co-workers have enriched

my time in 196 immensely and the challenges and rewards have been amazing. I've been an OT at FRMS, EVHS, RP, TL, SV, and VMS over 21 years, and schools in Minnesota and out of state before that.

My husband and I are taking a bike and sailing trip to Holland this summer to start our big adventure! Also, go Gophers!



Sue Gerten

One chapter ends – 38 fabulous years in District 196, having taught grades k-4 and being a peer leader. I have been so blessed to work with such wonderful colleagues.

Now I will move on to a new chapter of grandchildren, travel, cabin life, and pursuing my passions.



Anne Kalb

I started working in District 196 with the Early Childhood Family Education program in 1991. Later, I became the first school social worker at Glacier Hills Elementary, which became Glacier Hills School of Arts and Science.

I love working with the students and their families each and every day. It has been a blessing. I am especially grateful for all the fabulous people I have met along the way.

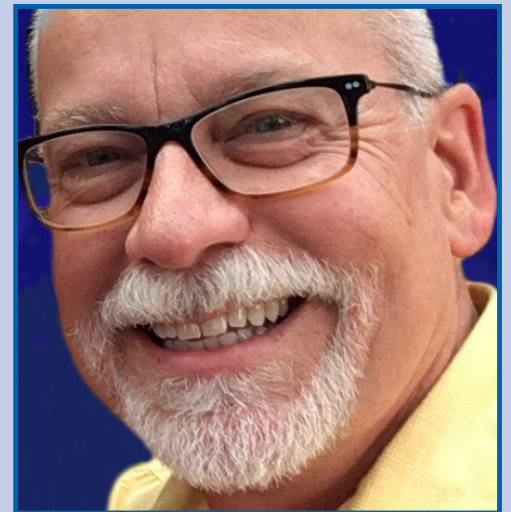
As I begin my new journey, I look forward to spending more time with my two grandchildren, Liberty and Mason. I plan to keep busy downsizing our home and traveling whenever the opportunity arises. I will always treasure my years in this district.



Mary Jo Ploeger

My teaching years with kind and supportive staff at Greenleaf, Southview, Shannon Park, and Cedar Park were truly enjoyable. I appreciate the opportunity to collaborate with the hard working and dedicated music specialists in District 196.

Upon retirement, I look forward to spending more time with my four grandchildren, as well as reading, playing piano, running, biking, and skiing.



Steve Olsen

I have thoroughly enjoyed my 37 years as a public school Band Director!

I am grateful for the 24 years that I have worked with GREAT

colleagues, students and parents in ISD 196: 1 year at RMS, 19 years at RHS, and my last 4 years were split teaching Beginning Band at Parkview and Shannon Park.

My retirement plans include spending time with four adorable grandchildren, fishing, traveling to distant lands, adjudicating band festivals, driving Uber, and playing the trumpet in the Rosemount Community Band and Genesis Jazz Orchestra.

Students and Seniors Turn the Pages Together

'Reading Across the Generations' gives reading renewed meaning

by Amy Mibelich

When Karen Huberty, a sixth-grade English teacher at Dakota Hills Middle School, started a program this year to get students engaged with reading and conversing about what they've read, she never imagined it would be so successful.

"My teeth hurt every day from smiling because it makes me so happy," she said.

When Huberty started her new job this year, she wanted to find a new way to get her students to care about reading.

Huberty was a special education teacher at Dakota Hills Middle School for 16 years. This is her 17th year at Dakota Hills, but this fall Huberty transitioned to teaching mainstream education as an English teacher.

"This fall, I felt like this brand-new teacher," she said. "I had 16 years of teaching experience in my back pocket, but I was completely new to this role."

As she established herself in a job that was both new and familiar, she wanted to come up with a special project of her own. During her career at Dakota Hills she'd written seven grants, and she decided to write one to help her sixth-grade students become more invested in their reading and writing.

That's how "Reading Across the Generations" was born.

Through a grant from Education Minnesota, and a partnership with the Eagan 50+ Board, Huberty paired the students in three of her English classes with volunteers from the Eagan Community Center.

Huberty's students chose a book from the 2017-18 Maud Hart Lovelace award winners, and they've been reading them at the same pace as their community partners.

"The volunteers range in age from newly retired to 87 years old. These volunteers are going above and beyond to connect with a generation that is so far removed from them," Huberty said. "Every single person involved in this project has learned something new."

Twice a week, on Tuesdays and Thursdays, the students send an email to their partner. They write about the characters, plot and components of the story, but they also write about what they've learned from the book and how the story relates to their own lives. The community partners reply.

"The relationships that the kids have made with these volunteers — I can't even put it into words how amazing this is," Huberty said. "The kids are sharing with the volunteers things I never would have known about them."

Huberty said making reading a relational activity has helped her students stay accountable for their assignments.

"They are not just responding to their peers and they are not just responding to their teacher. It's a very different audience, and I think the expectation is completely different," Huberty said. "They don't want to let their volunteer down. They want to be responsive to them."

On Tuesday, May 8, the students and community partners

met at the Eagan Community Center to discuss the next chapters of their books. After weeks of emailing back and forth, the community members and students were finally able to talk in person.

Reading alone, together

Nancy Hausladen, a member of the community center, read "The Eighth Day" by Dianne K. Salerni with four boys.

"When I first got the book, I saw it was fantasy. That's something I would never choose to read," she said. "But I've loved reading it and talking to them because they really seemed to enjoy reading this. I loved every minute of it."

Barbara Gilbertson, another member of the community center, read "Turn Left at the Cow" by Lisa Bullard. Gilbertson is a non-fiction writer, and she enjoyed discussing the mystery set in northern Minnesota with her group of six students.

"I wasn't sure how this was going to work," she said. "But it was wonderful. When the book dragged, I could encourage them. They all kind of blossomed as we went along."

Waiting for the students to arrive at the Eagan Community center, she was excited to meet the students she'd built relationships with through discussing the book.

"One of them even recommended a book I might be interested in reading, so I went out and bought it," she said.

Her husband, Wayne Gilbertson, read "Fort" by Cynthia DeFelicis with a group of five students.

"The kids are completely into it," he said. "I've enjoyed communicating with the kids and bringing out ideas to help them catch some things they missed — and they've helped me see some interesting things too."

Jessie Moneury also read "Turn Left at the Cow" with a group of four boys.

"I thought it was going to be a silly book, but it was a great mystery," she said. "The students had so many questions for me all the time. I'm a lifelong reader — I've had a book in my hand since I was 3 years old — so I'm glad to see young readers."

The students were also surprised by the way the project helped them engage in the reading.

"With past classes, you just share with your peers, but our community partners helped us understand from a completely new perspective," said sixth-grade student Randal Fleury.

"I learned how people read stories in a different way," said sixth-grade student Lydia Frome, who read "The War that Saved My Life" by Kimberly Brubaker Bradley. "(My partner) lived during WWII, so she could tell us about it while we were reading the story."

Some of the students said it gave them an opportunity to meet new people in their community. "This project helped me understand that the community is bigger than we think," said sixth-grade student Nadine Frank.

"My grandma lives in Arizona, and it was nice because (my

partner) kind of became like a grandma to me,” said sixth-grade student Cassie Turner.

Everett Parker arrived at Tuesday’s meet-up sporting a suit jacket.

“These people working with us took time out of their day to work with us and we are so thankful to have them. I wanted to say thank you,” he said, gesturing to his attire.

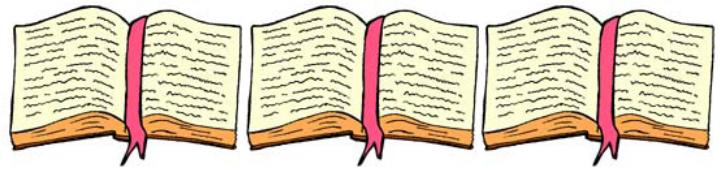
Parker was partnered with Wayne Gilbertson.

“He’s a cool guy, and I can relate to him because he’s outgoing. He’s so sweet and generous,” he said. “He unfogged the glass for me — he made me realize that I needed to go deeper. I don’t usually like reading, but he made me want to read and inspired me to read even more.”

This project that Hubert started to get her students interested in reading has expanded into much more. It’s still about reading, but it’s also about the community engagement and shared learning that comes from intergenerational conversations.

Now that the project is done, Parker said his conversations with Gilbertson inspired him to read in his free time. He’s already on page 115.

Reprinted from the SunThisweek - https://www.hometownsource.com/sun_thisweek/community/cagan/students-and-seniors-turn-the-pages-together/article_7d2b7932-5477-11e8-ba25-5b26d26b0520.html



Kate Schmidt, Ryan Roseen, Jenifer Stehr Re-Elected



*Kate Schmidt
President*



*Ryan Roseen
2nd Vice President*



*Jenifer Stehr
Secretary*

Nominations for the Constitutional Officer positions of President, 2nd Vice President, and Secretary were open from March 21 through April 18. After nominations closed by the Worksite Representatives on April 18, there was only one member nominated for each of the officer positions. In accordance with the DCUE constitution, Kate Schmidt, Ryan Roseen, and Jenifer Stehr were appointed by white ballot to their respective offices.

The positions of 1st Vice President, Treasurer, High School Representative, Middle School Representative, two Elementary School Representatives, Special Services Representative, and Special Education Representative will be up for election in the spring of 2019.

Calling All Teachers!

We are asking that all teachers who are looking to get rid of items at the end of the year donate to the NEW TEACHER SHOP. The DCUE Professional Development committee is creating a “store” for our newest teachers to shop for classroom materials for FREE during workshop week. Donations can go into the box that your Worksite Rep has set up in a common area. Retirees: this would a great opportunity to pay it forward.

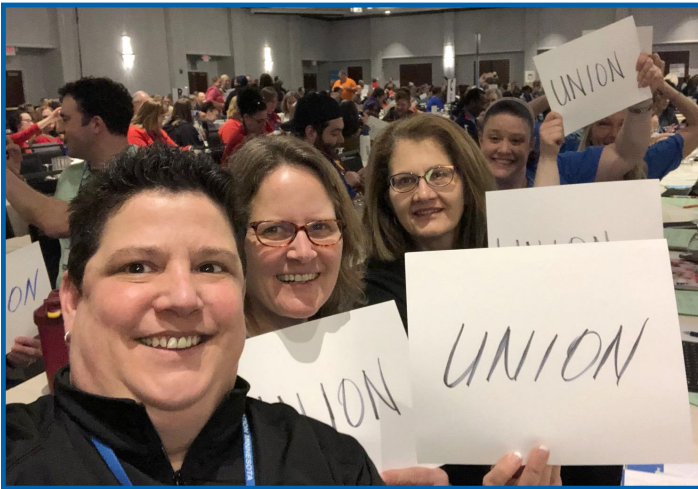
Some items that can be donated may include but are not limited to:

- ❖ Office supplies
- ❖ Storage/organizational materials
- ❖ Notebooks, folders, binders
- ❖ Books
- ❖ Anything that you think a new teacher could use to get their new classroom started.

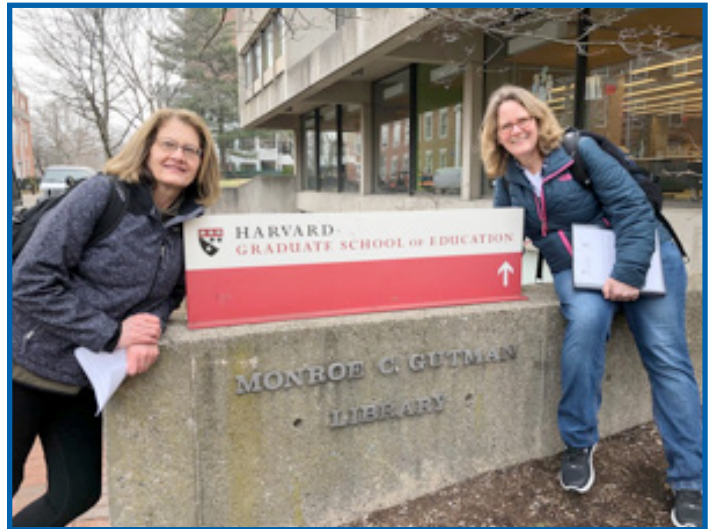
If you have items that don’t fit in the box, or have a large number of donations, they can be dropped off at the DCUE office in Apple Valley.

Please make sure they are not district resources. Our new teachers will appreciate your donations and will put them to good use!

If you have any questions please contact Jen Engel or Kristen Scarpetta.



Kate Schmidt, Kay Sikich, Judy Hayes, and Kristen Scarpetta demonstrate their union pride at the 2018 Education Minnesota Representative Convention.



DCUE Members Judy Hayes (DVLC) and Kay Sikich (OR) attended a conference titled "Promoting Young Children's Language, Literacy and Social-Emotional Competence" at Harvard in April.

Teachers *as* Tellers!

Canterbury Park is Minnesota's premier entertainment destination. Live Horse Racing, Simulcast Racing and a 24/7 Card Casino. A Mutuel Teller is responsible for accepting wagers on horse races, paying out winning wagers, and answering questions that guests may have regarding pari-mutuel wagering and racing.

- ✓ **The perfect part-time summer job:**
 - Seamlessly integrates with school calendar
- ✓ **\$12.15/hour (+ the potential for tips)**
- ✓ **Flexible employee scheduling:**
 - Thursday & Friday evenings
 - Saturday & Sunday afternoons
- ✓ **Consider taking a colleague to work:**
 - Teach together? Teller together!
- ✓ **Contact Canterbury Park Human Resources**
 - 952-233-4843
 - www.canterburypark.com/employment/



"I worked as a teller while teaching for many years, and it was a great fit and wonderful experience!" -Eric



Canterbury Park is an Equal Opportunity and Affirmative Action Employer.

DCUE review, the official publication of Dakota County United Educators, is published throughout the school year. If you have comments or suggestions concerning this publication, please contact Chuck Aase (VMS), editor, at voice mail #92500.