

AHEM Friday Blast

Valerie Holthus, President

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Hear Ye Hear Ye!

Union workers get better benefits and wages on average!

Becoming a union member means belonging to a large group of passionate educators. We rally, bargain and fight for the rights of our members and our students. We bargain for **better pay, benefits, contract language** and more. Being part of the union elevates your voice in support of public education, your ability to advocate for your career and be the teacher your students need you to be.

A few of our member benefits include; free professional development for licensure and general knowledge, automatic membership in NEA (National Education Association) and AFT (American Federation of Teachers), no cost identity theft recovery plan, legal representation and more.

Join us in advocating for public education, our teachers and our students. There are many opportunities for you to make a difference! **Use the following website to access the online application for Education Minnesota, <https://join.nea.org/minnesota/>.**

If you have further questions, feel free to send me an email at 7007Membership@gmail.com

In Solidarity,

Kim Thole

AHEM (Anoka-Hennepin Education Minnesota) Membership Chair

It's time to vote! Sept. 18 marks the start of voting and thankfully during this time we have many options to vote early and safely. Making a vote plan is the best way to ensure you follow through. So what is your vote plan?

The Secretary of State's Office is advising voters to request their ballots by Oct. 2 to ensure there is time for your ballot to be returned before Election Day. The best way to vote by mail is to fill out your ballot the day you receive it and get it back in the mail that day!

Are you voting early in person? Many cities and counties offer numerous days and locations for voting early in person. This allows for fewer people in line and a safe experience.

Are you voting in person on Election Day? That's a great plan, too! It's a long-held tradition for many. Please make sure to do so safely, and please register ahead of time to limit your time spent in line.

Now that you have your plan, do your homework on who to vote for! Education Minnesota has a new online voter guide that can assist you in your research of the candidates.

The Voter Guide is up and running! Anyone can search by address or legislative district and find endorsed candidates. <https://www.edmnvotes.org/voter-guide/>



Public Employees Insurance Program (PEIP)

What Do We Have Now?

Right now our District has what's called "self-insured" which means only district employees (and their family members) are part of the health care plan. Since the pool is smaller, just a few catastrophic incidents can have major impacts on your premiums.

If you are interested in learning about assisting in this effort, please email Laura.Bratland@edmn.org.



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

Mark Your Calendars for Meet and Confer: October 21st

EMPLOYEE RIGHTS UNDER FFCRA **Families First Coronavirus Response Act**

There is paid sick leave and expanded FMLA available under the FFCRA, which is Families First Coronavirus Response Act. This leave is available from April 1, 2020, through December 21, 2020.

The District must provide up to two weeks or 80 hours of paid sick leave, based on the higher of their regular rate of pay, paid at different rates depending on the qualifying reasons that apply, as follows:

100% up to \$511 per day, or \$5,110 total, if reasons #1 - #3, apply.

2/3 up to \$200 per day, and \$2000 total, if reasons #4 - #6 apply.

Up to 12 weeks of paid sick leave and expanded medical leave at 2/3 up to \$200 per day, and \$12,000 total, if reason #5 applies.

Qualifying Reasons:

- 1 Subject to a federal, state or local quarantine or isolation order related to COVID-19
- 2 Has been advised by a health care provider to self-quarantine related to COVID-19
- 3 Is experiencing COVID-19 symptoms and is seeking a medical diagnosis
- 4 Is caring for an individual subject to an order (#1) or self-quarantine (#2)
- 5 Is caring for a child whose school or place of care is closed, or child care provider is unavailable due to COVID-19 reasons
- 6 Is experiencing any other substantially-similar condition specified by US Department of Health and Human Services

Enforcement is through the US Department of Labor's Wage and Hour Division (WHD). For more information or to file a complaint: 1-866-487-9243 or www.dol.gov/agencies/whd

[WHD | U.S. Department
of Labor - DOL](http://www.dol.gov)

The .gov means it's official. Federal government websites often end in .gov or .mil. Before sharing sensitive information, make sure you're on a federal government site.

www.dol.gov

Minnesota Instructional Model Recommendations

We too just learned of the news of full return to school for Elementary(it should be coming out in the "In the Know" communication later today), and are in the process of formulating a response that AHEM will share with the School Board on Monday on behalf of our members?

The following are recommended policy options based on 14-day case rate range (when a District is located in two counties, the county with a higher incidence rate must be used to determine instructional model).

Currently Hennepin County's 14-day Case Rate is 15, at the beginning of August the case rate was 24.

Policy Option Range (14-day case rate per 10,000 people)

In-person learning for all students	0 to less than 10:
Elementary in-person, Middle/high school hybrid	10 to less than 20
Both hybrid	20 to less than 30
Elementary hybrid, Middle/high school distance	30 to less than 50
Both distance	50 or more



Ruth Bader Ginsburg

Justice Ginsburg was a true icon. Long before she became notorious, she broke barriers most never even dreamed to approach. She was an indefatigable champion of the dignity and worth of all people, advancing justice for millions. As we steel ourselves for the homestretch of this critical presidential campaign—the fight of our lives—it seems appropriate that we draw inspiration from her extraordinary example. She stood for justice and equality, and when, as a young lawyer, she was told women need not apply, she helped change that landscape. We relied on her to do the same on the Supreme Court.

Justice Ginsburg was a great and righteous soul. Her unflinching sense of justice reminded us of its awesome power, and her unbending sense of duty reminded us to remain committed to protecting our democracy and the rule of law. May her memory be a blessing. May her legacy be the fire it kindles in us to face this moment and do everything we can to restore the democracy she fought so hard to protect, to defend the rights she championed and to advance justice for all. Now it's up to us to carry the mantle by voting in the 2020 election.

RANDI WEINGARTEN

President, American Federation of Teachers

AHEM Return to School Survey Results

Elementary: After the first full week of school in hybrid model, how confident are you in the safety of yourself and your students?

Not at all confident: 11.48% Not very confident: 31.15%

Somewhat confident: 40.57% Confident: 16.80%

Secondary: As you begin the hybrid model next week, how confident are you in the safety of yourself and your students?

Not at all confident: 21.44% Not very confident: 41.19%

Somewhat Confident: 29.3% Confident: 8.07%

Do you feel you are receiving timely and relevant communication from the District?

Always: 4.19% Sometimes: 68.00% Never: 27.81%

You have been provided with a cloth mask 62.28%

You've been provided with a face shield if your assignment requires it (15+ mins in close contact with students) 41.08%

You understand the district's mask policy including how to handle non-compliance 73.29%

Your classroom has an adequate and accessible supply of hand sanitizer 71.87%

You understand the hygiene protocols for students and are prepared to teach them 63.81%

You see six foot markings in hallways, areas to line up, or anywhere there is possible congregation 74.11%

It is possible for all students to be at least 6 ft apart in your classroom and work environment 50.87%

You understand who your COVID site coordinator is 50.76%

You know where the dedicated space for symptomatic people waiting to go home is located 53.11%

You understand how to respond to children with symptoms in your classroom 56.78%

You understand what to do when you have COVID-like symptoms 64.73%

The HVAC system in your work area is working and you feel HVAC standards are being met 50.15%

You have the appropriate disinfecting and sanitizing materials accessible 75.64%

Thank you to the 981 Respondents for taking this survey!

UPCOMING EVENTS AND IMPORTANT DATES

- ❖ Sep 28 6:30 School Board Mtg., SEC, Presentation of AHEM Letter to the School Board
- ❖ 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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