

# AHEM Friday Blast

Valerie Holthus, President

11/20/2020

Vol.3 No. 12

## **Covid-19 Update**

### Quarantine Leave and Remote Work

- The Families First Coronavirus Response Act provides employees with up to 10 additional days of paid sick leave or expanded family and medical leave for specific reasons related to COVID-19
- When an employee is required to quarantine, they will not automatically need to use their accrued sick days. They may be eligible to work remotely or use FCCRA leave while quarantining.
- Employees who require coverage are being asked to enter COVID absences as “personal illness” in order to get a substitute, but will not be charged sick leave if they are approved to use FCCRA leave or to work remotely.
- Healthy employees who are required to quarantine for any reason and whose jobs allow them to continue working remotely as determined by the principal/supervisor, will be allowed to continue to work remotely while quarantining rather than using FCCRA or sick leave.
- Principals/supervisors have the discretion to provide backfill for employees while also allowing them to work from home if failing to allow the employee to work remotely will adversely impact student learning.

**-Todd Mensink**

*Director of Labor Relations and Benefits*

## **Sabbatical Requests Deadline: January 31, 2021**

Teachers with a minimum of seven years consecutive employment in Anoka-Hennepin may apply. Submit your sabbatical application to the Employee Services Director or the Director of Curriculum as soon as possible. You will need to assemble a sabbatical committee made up of your Director of Curriculum, Instruction, and Assessment, your department TOSA, and a representative you select from your department or grade level.

The reimbursement for sabbatical leave shall be one-half of the teacher’s salary for the year of the leave, or, if the teacher chooses, three-fourths salary for the year of the leave and three-fourths salary for the year following the leave. See pages 27 and 28 in the Working Agreement (contract).

**-Peder Engebretson,**

*AHEM Member Rights Committee Chair*



## **Public Employees Insurance Program (PEIP) WE HAVE THE POWER!**

The PEIP committee has started to meet and have heard from the State of MN’s PEIP Coordinator, Education Minnesota’s PEIP expert, and members of other locals who are members of PEIP.

From the period from 2010 to 2020 the PEIP pool has averaged a 3% increase. The pool is up to approx.. 200 districts, 450 total groups with more than 26,000 contracts, and approx. 54,000 members.

Please contact  
[Laura.bratland@edmn.org](mailto:Laura.bratland@edmn.org) if you would like to participate on the insurance organizing committee.



**THE VOICE FOR PROFESSIONAL  
EDUCATORS AND STUDENTS**

**Recommended Policy Option Range (14-day case rate per 10,000 people) Covid case rates have shown an increase in both counties since the last reporting period.**

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

MN Dept. of Health: Case Rates per 10,000, Based on 14-day Case Rate, Updated 11/19/20

10/25 – 11/7:                      Anoka County, 138.96                      Hennepin County, 90.37

---

[jwolfson.shinyapps.io](http://jwolfson.shinyapps.io): Data for K-12 Schools: 14-day COVID-19 14-day Case Rate by County  
Updated 11/18/2020

Anoka: 184.8                      Hennepin County 115.1

*Happy Thanksgiving!*

## Key Points for Special Educators Related to Executive Order 20-94 and the Provision of Services for Students With Special Needs:

### **1. Are special educators included in the new 30-minute-per-day prep time language?**

Yes. Special educators are covered by the EO provision requiring 30 extra minutes of preparation time. They are not required to change IEPs in order to allow for this.

### **2. Are special educators also covered by the provisions indicating that teachers should not be teaching in-person and distance learners at the same time?**

Yes. There is no exclusion for special education instructors.

### **3. Are districts automatically required to permit on-site special education services when other students are in distance learning?**

No. These are local decisions, and these services are only permitted when it is safe, and possible (sufficient space and staff capacity), and when the students' intensive services cannot be provided in a distance model.

### **4. Must districts continue to provide in-person services for other at-risk students when the pandemic continues to worsen?**

No. Districts "may continue to prioritize in-person instruction for students with disabilities, English learners, students experiencing homelessness, students in foster care and students who are struggling academically as long as there is not evidence of widespread COVID-19 transmission in the school building."

### **5. What is the role of the regional support teams?**

These teams should be advising districts whether or not it is generally safe for kids with IEPs and students in other priority categories to be on site if it is not safe for other students.

### **6. If the district and regional support teams determine it is safe and possible to offer in-person services, how is a determination made whether or not a student with an IEP should be invited to receive services in school?**

The relevant IEP team members should consult (a formal meeting is not required) to determine if the student would be denied FAPE without being permitted to receive their intensive services in school. They should also then assess whether or not it is safe for the student to receive those services at school.

### **7. What protections are there for staff who may be asked to return or remain working when it is deemed unsafe for others?**

Staff, students and families in at-risk categories "are not required to act inconsistently with public health recommendations or the advice of their doctors."

## **MDE Commissioner Ricker joined weekly union leaders call.**

Minnesota Department of Education Commissioner Mary Cathryn Ricker joined the union weekly leaders call Thursday. The focus of the conversation was on special education. Three special education teachers from Anoka-Hennepin joined the call: Kim Schrantz, Verndale; Krystyne Hable-Lafen, Sand Creek Elementary; and and Kari Chevalier, Brookside Elementary. Topics centered around questions and concerns for Commissioner Ricker regarding special education during COVID-19.

## **Covid-19 Data Examination Team**

A group of stakeholders representing several different segments of the District had their third meeting on Thursday, 11/19. This group has the task of evaluating data sets available from the County, State, and possibly other sources in order to determine which sets should be considered as the most valid for making District decisions. Varying data dashboards from other large urban districts were evaluated. Participating in the group are various levels of District administration, parents, school board members, community members, county and state health officials, Val Holthus, AHEM President, and Verna Wong, AHEM member and Anoka Hennepin Teachers of Color Coalition Co-Chair.

### **The Families First Coronavirus Response Act**

Expires on December 31 establishes two separate and temporary paid leave laws, which run from April 1 – Dec. 31: the Emergency Paid Sick Leave Act and the Emergency Family and Medical Leave Expansion Act. These laws provide emergency paid sick leave and some partially paid parental leave protections to eligible employees who need to provide care to their children because of school and child care closures.

Contact Employee Services to access these programs.



## UPCOMING EVENTS AND IMPORTANT DATES

---

### ❖ Announcements:

- School Board Meeting – Monday, November 23, 6:30 pm, SEC
- No School, Conference Conversion Day – Wednesday, November 25
- Thanksgiving Break District Closed, Thursday and Friday, November 26 – 27
- End of Trimester 1, Friday, December 4
- No Students, Staff Planning and Grading Day, Monday, December 7
- No Students, Staff Development, Monday, December 14
- No Students, Winter Break, December 23, 2020 – January 3 School Resumes January 4.

Anoka Hennepin Education Minnesota Local 7007  
3200 Main St. Suite 360  
Coon Rapids, MN 55448  
(763)421-9110