

AHEM Friday Blast

Valerie Holthus, President

1/15/2021

Vol.3 No. 17

Anoka Hennepin Education Minnesota and District Negotiate Extending Sick Leave Protections

AHEM President drafted an email to the School Board and Superintendent Law analogizing a perfect storm about to hit teacher's sick leave, and to try and push through a memorandum of understanding that the District had been sitting on for some time. Several forces could serve to decimate teacher's saved sick leave days including the expiration of FFCRA leave, the Corona virus variant, bringing students back face-to-face full time, and the sub shortage requiring teachers to combine classes. Needless to say, the loss of sick leave days will have long lasting effects, as the value of sick days over 90 will be converted into payments to health care coverage upon retirement. Days after the email to the Board and the District was received, Employee Services responded to AHEM with the agreed upon MOU.

Here are some details:

1. ISD 11 agrees to provide two weeks (up to 80 hours, or part-time employee's two week equivalent) of paid sick leave to teachers for the following COVID-19 qualifying reasons:

- The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19; or
- The employee has been advised by a health care provider to self-quarantine related to COVID-19; or
- The employee is experiencing COVID-19 symptoms and is seeking a medical diagnosis.

2. An employee with one of the above-qualifying reasons shall be entitled to use sick leave on the identical terms as paid sick leave is currently available to employees under the FFCRA that is expiring on December 31, 2020. The implementation of sick leave provided by this MOU will be implemented and enforced by ISD 11 just as FFCRA sick leave was implemented and enforced by ISD 11 prior to January 1, 2021, including but not limited to the requirement of documentation from a health care provider in order to access leave.

3. The benefits offered in this MOU shall commence on January 1, 2021 and continue to be provided on a month to month basis at the district's discretion. If the district determines that the benefits are no longer necessary, they will notify the association at least two weeks prior to the end of the month in which the benefit will be terminated.

4. If the United States federal government or the State of Minnesota extend FFCRA-type benefits past December 31, 2020, then this MOU shall be null and void.



...

"Rarely do we find men who willingly engage in hard, solid thinking. There is an almost universal quest for easy answers and half-baked solutions. Nothing pains some people more than having to think."



Rev. Martin Luther King, Jr.
1929-1968



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EDUCATORS AND STUDENTS**

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

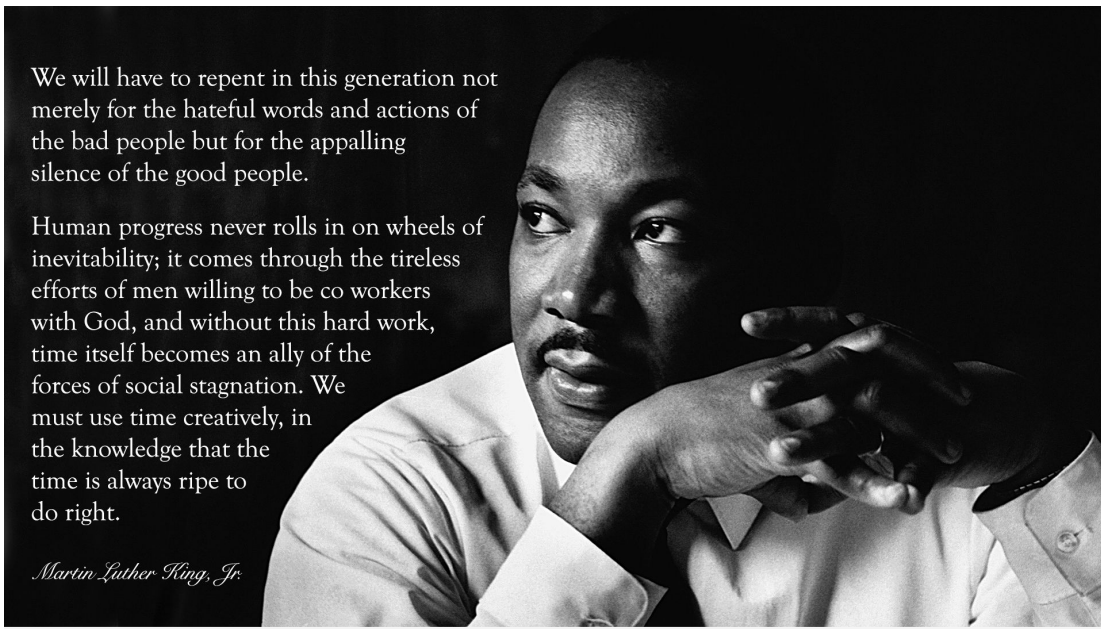
In-person learning for all students	0 to less than 10
Elementary in-person, Middle/high school hybrid	10 to less than 20
Both hybrid	20 to less than 30
Elementary hybrid, Middle/high school distance	30 to less than 50
Both distance	50 or more

MN Dept. of Health: Case Rates per 10,000, Based on 14-day Case Rate, Updated 1/14/21

12/20 – 1/2/21: Anoka County, 38.86 Hennepin County, 34.92

jwolfson.shinyapps.io: Data for K-12 Schools: 14-day COVID-19 14-day Case Rate by County
Updated 1/13/2021

Anoka: 46.9 Hennepin County 45.2



SAVE THE DATE

Education Minnesota Collective Bargaining and Organizing Conference

Saturday, Jan. 30, 2021

**This year's kickoff to bargaining will be virtual with
an exciting keynote for all conference participants
followed by smaller, instructor-led sessions.**

**Negotiators, organizers, Unity Team members and other local
leaders will come together online and continue to learn critical
organizing skills, build powerful local plans to unify members
around bargaining for the common good, demand what our students
and educators need from the legislature and prepare to bargain
for those resources in our locals as part of our Unity 2021 work!**

Questions?

Contact Maureen Fourre at mfourre@edmn.org or
Andrea Cecconi at 651-604-7128 or acecconi@edmn.org.

www.edmnvotes.org

Education Minnesota is an affiliate of the American Federation of Teachers,
the National Education Association and AFL-CIO. [www.afl-cio.org](#) 1409



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FOR WELCOMING SCHOOLS FOR EVERYONE**

#EDMNVOTES

The link for the Retirement Seminar below is not live. Please Email Debrorah Skog to register.

Education Minnesota ESI's When Can I Afford to Retire?

For union members covered by a TRA defined benefit pension plan

Thur., Jan. 28

Virtual session

6 – 7 p.m.

*For members serviced out of the
Education Minnesota – Coon Rapids Field Office*

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: EFS Advisors

[Click here to register](#)

A Zoom link will be emailed to you the day before the session.

If you are unable to join the virtual session and would like to meet with a financial advisor please contact Deborah Skog at 651-292-4856 or Deborah.skog@edmn.org.

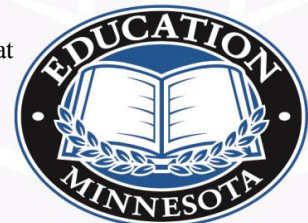
Your request will be sent to a financial advisor in your area.

41 Sherburne Ave., St. Paul, MN 55103
651-292-4856 800-642-4624 Fax 651-292-4815

esi.educationminnesota.org

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ESI
Member Benefits

2021 Legislative session kicks off

The 2021 Minnesota legislative session has begun. State lawmakers' primary tasks include crafting a two-year state budget and redrawing political lines all while navigating the continuing global pandemic.

The COVID-19 crisis has reinforced the idea that public schools are the bedrock of our communities. Education Minnesota will fight for a budget that puts children, working families and communities first and invests in public schools where all students, no matter what they look like or where they come from, can thrive and succeed.

Get involved!

Now more than ever, educators need to have their voices heard so we can reverse decades of underfunding and inequality in our schools and communities.

The decisions state legislators make affect our classrooms, schools and profession. The funding allocated to schools in the state budget is the money your local and school district bargain over. That's why state lawmakers need to hear from you and your colleagues!

The more legislators can see and hear about what is going on in their local schools, the more likely they might be to fight for what your schools need.

2021 NEA Convention will be held in the Mile-High City of Denver

The National Education Association Representative Assembly is currently planned to be held in person July 2-6 in Denver. AHEM has budgeted to send some of our members, all expenses paid. If you are interested in attending, please email valerie.holthus@edmn.org.

National Education Association Conference is the primary legislative and policymaking body of the Association and derives its powers from, and is responsible to, the membership. The Representative Assembly adopts the strategic plan and budget, resolutions, the Legislative Program, and other policies of the Association. Delegates vote by secret ballot on proposed amendments to the Constitution and Bylaws. Those delegates with full voting rights elect the executive officers, Executive Committee members, and at-large members of the NEA Board of Directors.

Statement from AFL/CIO President, Richard Trumka

We cannot rest as we celebrate Dr. King's life this weekend, especially as we know his dream is far from fulfilled. We can't rest when our democracy is still under siege. What happened at the Capitol last week, and in state capitols all across America, is sickening. And yet, it's not shocking. Before and after the 2020 elections, you have stepped up and stepped in to defend democracy. National unity will only come if there is reckoning, if there is accountability. We must keep fighting for a better day.

Education Minnesota is an affiliate of the National Education Assoc. and American Federation of Teachers, which is also a member of AFL/CIO.

UPCOMING EVENTS AND IMPORTANT DATES

❖ Announcements:

- Filing Opens for AHEM Treasurer, Constitution and Bylaw Changes, and QComp Renewal, January 4, 2021
- No School, Rev. Martin Luther King, Jr. Day, January 18
- K-2 return to in-person learning, Tuesday, January, 19
- AHEM Executive Board Meeting, Monday, January 25, 4:45
- School Board Meeting, Monday, January 25, 4:45
- Filings Close for AHEM, Tuesday, January 26
- Grades 3-5 proposed to return to in-person learning, Monday, February 1
- AHEM Representative Assembly, Monday, February 1, 4:45
- AHEM Executive Board Meeting, Monday, February 8, 4:45
- School Board Work Session, Monday, February 8, 5:30
- Valentine's Day, Sunday, February 14 ... Spread the Love
- President's Day, Monday, February 15, No School ... Wear your aviators!

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