

# AHEM Friday Blast

Valerie Holthus, President

2/5/2021

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## Negotiations Notebook



What's happening with negotiations right now?

One goal for this round of negotiations is to help all members be as much a part of the process as possible. This "Negotiations Notebook" series is one part of working towards that goal.

The negotiations team is in the process of reviewing the data from the survey sent out in December. Thank you to all of you that shared your thoughts. Member responses from the survey are being used to identify the highest priorities members have for the upcoming round of bargaining. The team does not typically make the full results of the survey public as doing so may affect our ability to effectively negotiate with the district. During the remainder of the school year, the team will be seeking additional input from bargaining group members to refine goals and potential proposals to the district.

Have a question or idea for the team? You can contact us at: [ahemnegotiations@gmail.com](mailto:ahemnegotiations@gmail.com)

## Negotiations Knowledge

In Minnesota, the bargaining process is governed by a law called the Public Employee Labor Relations Act (PELRA). PELRA establishes the right for employees to collectively bargain with school districts. It also sets the subjects that must be discussed during bargaining, like salary and benefits. State law establishes other subjects that may be discussed in bargaining while other subjects that cannot be a part of bargaining. The length of teacher bargaining unit contracts are two years in length and the beginning of bargaining 60 days before the expiration of the contract are also set forth in statute.

John Wohlhaupter  
AHEM Lead Negotiator



August 2021 seems far away, but planning for the [Fall Welcome Back Convocation](#) starts soon. What would you like to see for the gathering...an in-person event at one school?? A live remote, simulcast presentation?? A pre-recorded message?? Something completely different??

Email [valerie.holthus@edmn.org](mailto:valerie.holthus@edmn.org) with your opinion, and your name will be put in a drawing for an exciting prize.\*

\*"Exciting", of course, is a relative term. ☺



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**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 2/4/21

1/10 – 1/23/21:                      Anoka County, 26.85                      Hennepin County, 25.43

jwolfson.shinyapps.io: Data for K-12 Schools: 14-day COVID-19 14-day Case Rate by County Updated 2/3/2021

Anoka: 23.6                      Hennepin County 23.4

**VOTE VOTE VOTE VOTE VOTE**

**AHEM Elections Timeline:**

- 7:00 a.m. Feb. 24                      Online voting for Treasurer, changes to Constitution and Bylaws and QComp opens. Via A-H email before or after duty day, or during duty-free lunch.
- 6:00 p.m. Feb. 25                      Online voting closes.
- February 26                              Unofficial results via email or Friday Blast.
- March 1                                      Rep. Assembly meeting, election results certified.



## *Government Relations Update*

Keep an eye out in the Education Minnesota all member emails, which keep us up-to-date on upcoming statewide virtual lobby days. This is a great way to learn a little at a time and talk directly with legislators from the luxurious comfort of your own living room. The next Lobby Day takes place on Tuesday, Feb. 9, from 4:30-5:30 p.m. The subject will be fighting for education equity, with a special emphasis on recruiting and retaining educators of color. We will discuss the 2021 Increase Teachers of Color Act, along with racial equity aid, full-service community schools and trauma-informed professional development funding.

Please email [valerie.holthus@edmn.org](mailto:valerie.holthus@edmn.org) for a link to sign up for the Feb. 9 Lobby Day.

Here is the upcoming schedule for issue-based lobby days. Registration links for the Feb. 23 and later dates will be coming soon.

**Feb. 9:** [Education equity, with a focus on educators of color](#)

**Feb. 23:** Early care and learning

**March 9:** Education Minnesota policy priorities and budget update

**March 23:** ESP Bill of Rights

**April 6:** Education budget

**April 20:** TBD

Aaron Blazer  
AHM Government Relations Chairperson

## 2021 NEA Convention will now be held virtually.

The National Education Association Representative Assembly is currently planned to be conducted virtually July 2-6. If you are interested in attending, please email [valerie.holthus@edmn.org](mailto: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.



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### Education Minnesota Representative Convention

The Representative Convention is our highest governing body, with more than 600 elected delegates meeting annually to set policy for the union.

The 2021 RC will be held as a one-day, virtual meeting Saturday, April 24. If you would like to attend, please email either [Jennifer.Adriaens@edmn.org](mailto:Jennifer.Adriaens@edmn.org) or [valerie.holthus@edmn.org](mailto:valerie.holthus@edmn.org).

### Tax Deduction for Dues Paid in 2020

#### Your W-2 will also have the amount of dues paid in 2020.

	Jan.- Aug. 2020 (School Year 2019-20)	Sept.- Dec. 2020 (School Year 2020-21)	Total Calendar Year 2020
Teach greater than 90% to 100%	\$555.10	\$280.80	<b>\$835.90</b>
Teach greater than 75% to 90%	\$514.60	\$260.25	<b>\$774.85</b>
Teach greater than 65% to 75%	\$459.00	\$231.85	<b>\$690.85</b>
Teach greater than 50% to 65%	\$421.80	\$212.95	<b>\$634.75</b>
Teach greater than 40% to 50%	\$294.20	\$148.65	<b>\$442.85</b>
Teach greater than 25% to 40%	\$256.70	\$129.75	<b>\$386.45</b>
Teach 25% or less- earn more than \$5,879	\$163.70	\$82.65	<b>\$246.35</b>
Teach 25% or less- earn less than \$5,879	\$90.80	\$45.40	<b>\$136.20</b>

Boys flying kites haul in their white winged birds;

You can't do that way when you're flying words.

"Careful with fire", is good advice we know,

"Careful with words," is ten times doubly so.

Thoughts unexpressed many sometimes fall back dead;

But God Himself can't kill them when they're said.

-Will Carleton, *The First Settler's Story*

## UPCOMING EVENTS AND IMPORTANT DATES

### ❖ Announcements:

- AHEM Executive Board Meeting, Monday, February 8, 4:45
- School Board Work Session, Monday, February 8, 5:30
- 9<sup>th</sup> Graders Begin Hybrid Learning, Tuesday, February 9
- Valentine's Day, Sunday, February 14 ... Spread the Love
- President's Day, Monday, February 15, No School ... Wear your aviators!
- All Secondary Students Return to Hybrid Model, Tuesday, February 16
- School Board Meeting, Monday, February 22, 6:30, SEC
- AHEM Elections, Electronic Voting, Tuesday & Wednesday, February 23 and 24
- AHEM Representative Assembly, Monday, March 1, 4:45
- Meet and Confer, Wednesday, March 3, 5:30, ESC
- AHEM Executive Board Meeting, Monday, March 8, 4:45
- School Board Work Session, Monday, March 8, 5:30, ESC
- End of Trimester 2, March 12
- Spring Break, March 15 – 19
- No students, Grading Day/Staff Planning, March 22
- No Students, Staff Development, Monday, March 29
- School Board Meeting, Monday, March 29, 6:30, SEC

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