

AHEM Friday Blast

Valerie Holthus, President

3/26/2021

Vol.3 No. 25

NEGOTIATIONS NOTEBOOK

What's going on with negotiations right now?



Online Negotiations Team Meetings:

The negotiations team is holding a series of online meetings with members. Each of these sessions will include a short update from the team. Most of the time will be set aside to hear directly from you. One session is elementary-focused and another is secondary focused. Please register for whatever date works best for you.

- March 30, 5-6 pm (elementary focused) – Register by 5 pm on March 28.
- April 6, 5-6 pm (secondary focused) - Register by 5 pm on April 4.
- April 8, 5-6 pm - Register here by 5 pm on April 6.

Please paste this link in your browser to register:

<https://forms.gle/yLN5JdNDyfnXqzX1A>

These meetings will be replacing building meetings that have been held in previous years. If your building, program, or group has a large number of people and would like to schedule a separate session, have your building rep contact: ahemnegotiations@gmail.com.

NEGOTIATIONS KNOWLEDGE

Salary schedules - pages 44 & 45 and page 55

When a Tentative Agreement is reached, typically the first thing people look at is the updated salary schedule. Every round of bargaining includes significant time working to reach a fair and equitable financial settlement for all members. Did you know that there are actually two different salary schedules for the teacher bargaining group in the contract? The one most members are familiar with is in Appendix A on pages 44 and 45. Here is where most bargaining unit members track your salary and see what effect getting additional credits would have on your pay.

Teachers of Adult Basic Education (ABE) and Early Childhood Family Education (ECFE) are licensed teachers who work on an hourly basis through community education. ABE/ECFE teachers have separate provisions governing their positions in Appendix C of the contract. This includes a separate salary schedule on page 55 of the contract. Bringing ABE/ECFE onto the regular salary schedule has been, and continues to be, a goal for negotiations.

John Wolhaupter, Lead Negotiator

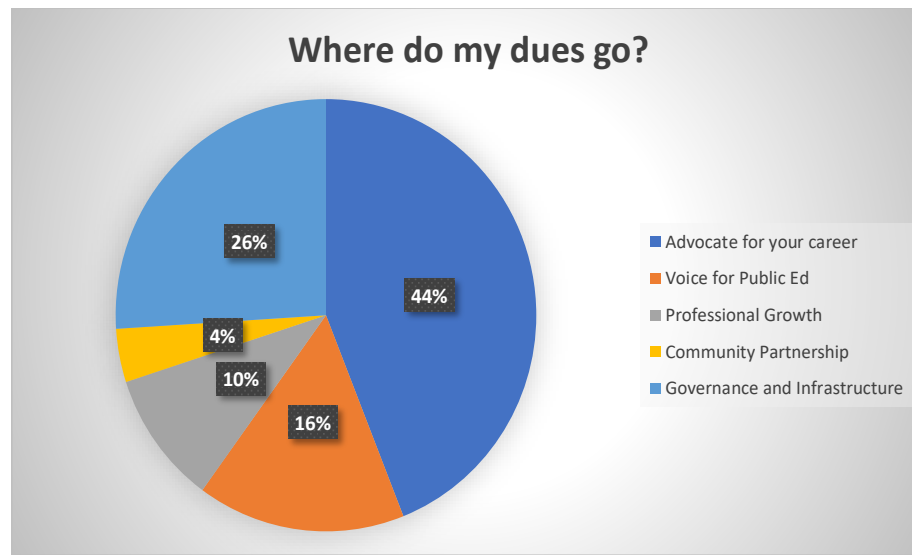


AHEM evaluates alternative, lower-cost health insurance: PEIP, Public Employee Insurance Program

Currently 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. The PEIP program includes tens of thousands of insured persons, as it is a state program, all sharing the costs of health care, greatly reducing premiums. You will hear more about PEIP as an AHEM committee has formed to take charge of evaluating and investigating health insurance options.



THE VOICE FOR PROFESSIONAL EDUCATORS AND STUDENTS



Advocate for your career: Negotiations and bargaining support, improved local learning and working conditions, contract enforcement, member rights and fighting for fair wages and benefit

Voice for Public Ed: A voice in policymaking and lawmaking at the local, state and national level

Professional Growth: Creating and delivering hundreds of trainings and professional development opportunities both digitally and live delivery.

Community Partnership: Establishing positive relationship with our allies, parents and community at large.

Governance and Infrastructure: Rent, utilities, equipment and tech support for 17 offices across the state.

Governed by three officers and 52-member governing board elected by members to ensure your union's goals and priorities are driven by members. Scott Schaefer, AHEM treasurer, and Valerie Holthus, AHEM President both serve on the Education Minnesota Governing Board, representing Anoka-Hennepin teachers.

Probationary Terminations (Pink Slips)

261 Probationary teachers have been, or will be, advised by their principals this week of their terminations, which begins the process of involuntary transfers. Transfers occur after student enrollment and sometimes course offerings are taken into consideration. Once all the transfers occur, most probationary teachers will be re-hired. High school and elementary level enrollment is projected to stay relatively constant, however, middle school numbers are projected to have some reductions in student enrollment. AHEM is offering an unemployment seminar for those who will be applying for unemployment insurance. The seminar will occur on May 12th, and registration for the seminar will be announced soon.

Constitution and Bylaws

In the election at the end of February members voted favorably on the changes to the AHEM Constitution and Bylaws, to see the current document, copy and paste this link in your browser, or view them on AHEM's website.

http://ahem.mn.aft.org/sites/default/files/article_pdf_files/2021-03/ahem_cb_2021.final_.pdf

Government Relations Update

Minnesota's budget forecasts show a surplus of 1.6 billion, which gives lawmakers information to use for their proposals, which will be presented in early April. The Governor's budget proposal of 52.3 billion recommends \$745 million in new education spending and raising additional revenue by increasing taxes on the highest earners, those making over \$1 million for married, and \$500,000 for single filers. The tax increases are estimated at \$670 million. Conversely, the tax cuts for lower earners would amount to \$230 million to \$1 billion. Senate Republicans presented a \$51.9 billion two-year budget with no tax increases; the DFL-led House's budget targets are 52.5 billion and will release their budget proposals next week. The House, Senate and Governor will need to compromise and develop a budget going forward for the next two years by May 17, when the session is scheduled to adjourn.

Theo Keith at *Fox 9*, 3/24: "The Minnesota House passed a \$107 million summer school expansion Tuesday, targeting students who have missed months of classroom time during the COVID-19 pandemic...The bill passed 69-63 on a near party-line vote and heads to the Senate. It would provide funding for field trips, tutoring, afterschool programs, summer preschool and student mental health. The measure would also send \$29 million to districts that were forced into distance learning during the pandemic and lost students to private schools or homeschooling. Minnesota will get \$2.7 billion from the federal COVID relief law, and the governor has control over it after the legislative session adjourns."

Here is the upcoming session timeline and schedule for Education Minnesota's issue-based lobby events and AHEM specific lobby events. All lobby events will be held virtually, and times are typically at the end of the elementary school day. Registration links will be coming soon, or contact Janie.Hemmelgarn@edmn.org for the link to register.



April 6: Education budget update

April 9: Third Committee Deadline, committees must act favorably on major appropriation and finance bills in order for the bill to pass.

April 20: Possible Issue Lobby Event

April 22: AHEM Lobby Event

May 11: AHEM Lobby Event

May 17: Adjournment

High School Senior Scholarship Available!

AHEM is offering seven scholarships that will be awarded to 2020-21 high school seniors. Students must be a child dependent of a current AHEM member and a current high school senior in any public school district. The award winners will be announced after May 3, 2021. The scholarship application link for AHEM members' dependent is below.

Please note the deadline to apply is 4:30 pm, Friday, April 2. High school transcripts must be obtained and uploaded in the application in order to be considered.

Application Link:

<https://rb.gy/4xywvxg>

Farmers to Families Food Donation Program

As we pull out of the throes of 2020, we all know that we have many families in need of nutritious food. Working Partnerships has partnered with the USDA's federal "Farmers to Families" program to help get food out to our members and the community. On March 20th Minneapolis Federation of Teachers Local 59 hosted a food give-away in NE. Minneapolis. Thanks to Susan (Ramsey Elem.) and Kent Toenjes and Val and Don Holthus (pictured) and Maria Nelson (Northdale MS) for volunteering.

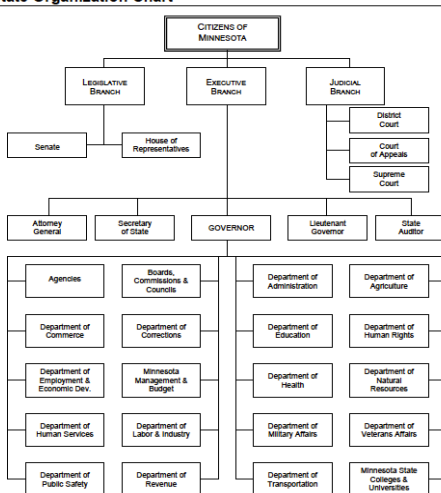


Governor Walz Appoints New Education Commissioner

Minnesota Education Commissioner Mary Cathryn Ricker has resigned after two years on the job, saying she wishes to return to classroom teaching. Ricker's last day was March 19. Governor Walz has appointed Heather Mueller as the new Education Commissioner.

In the late 1990s, social studies teachers Tim Walz and Heather Mueller had neighboring classrooms at Mankato West High School until Mueller left for a larger classroom in the school's annex.

State Organization Chart



"Mueller joined the Minnesota Department of Education as a senior director in April 2019, a few months after Walz was sworn in as governor. She became deputy commissioner in January 2020 and has been the face of the state's education response during the coronavirus pandemic, working with health officials to issue and revise guidance to public schools around when and how they can safely bring students back to school." ([JOSH VERGES](#) | jverges@pioneerpress.com | Pioneer Press March 22, 2021 at 1:51 p.m.).

The Education Commissioner is paid approximately \$150,000 per year, and is part of the Executive Branch of the state of Minnesota. The term expires at the end of the governor's term or if the governor vacates office.

Recommended Policy Option Range (14-day case rate per 10,000 people). Daily covid case rates have shown increasing case rates in both Anoka and Hennepin Counties since the last reporting period. How decisions are made about instructional models has changed, and will now be made at the building level, rather than at the District level.

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 3/18/21
2/21 – 3/6/21: Anoka County, 18.71 Hennepin County, 18.97

jwolfson.shinyapps.io: Data for K-12 Schools: 14-day COVID-19 14-day Case Rate by County
Updated 3/24/2021
Anoka: 29.2 Hennepin County 26

Education Minnesota Representative Convention



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

The Representative Convention is our highest governing body, with more than 600 elected delegates from across the state meeting annually to set policy for the union. The 2021 RC will be held as a virtual meeting on one day only, Saturday, April 24.

Locals must submit names to Education Minnesota no later than 5 p.m. Friday, April 23. AHEM is allowed to send 35 members to the state convention where delegates vote on new business items, budget, and constitution/bylaws. Elections are held for any open offices including national delegates and NEA Board of Directors. Please email Jennifer.Adriaens@edmn.org to register.

2021 NEA Convention will be held as a virtual event in 2021.

The National Education Association Representative Assembly is currently planned to be held virtually July 2-6. Last year the convention was also held virtually, and the daily commitment to be live on line was greatly reduced from when the convention was held in person. 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.

Retirement Congratulations

		<u>Effective Date</u>
Sharon Bombardo	Andover HS	6/30/21
Rosemary Carlsen	Sandburg Educ. Ctr.	6/30/21
Wendy Durant	Anoka HS	6/11/21
Kathleen Eaton	Wilson Elem.	6/11/21
Julie Engelmann	Johnsville Elem.	6/11/21
Karen Flaherty	Coon Rapids HS	6/11/21
Diane Gronewold	Anoka HS	6/11/21
John Jacobson	Anoka MS, Fred Moore	6/11/21
Patricia Johnson	Oak View MS	6/11/21
Timothy Nestrud	STEP	6/11/21
Andy Owens	Mississippi Elem.	6/11/21
Cynthia Redmann	Jackson MS	6/11/21
Jean Remus	Crooked Lake Elem.	6/11/21

UPCOMING EVENTS AND IMPORTANT DATES

❖ Announcements:

- March 29: AHEM Small Group Meeting with Three School Board Members
- March 29: School Board Meeting, 6:30, SEC
- March 29: AHEM Specialist's Organizing Meeting, 5:30 p.m., Zoom
- March 30: AHEM PD: Suicide Prevention 4:30 p.m.
- March 30: AHEM PEIP Planning Meeting, 4:30 p.m.
- March 30: AHEM Negotiations Planning Meeting, 5:00 p.m.
- March 31: SEED Coordinators: NEA Grant Webinar, 6:30 p.m.
- April 1: Covid Vaccination Clinic – Bunker Archery Center
- April 3: Covid Vaccination Clinic – Bunker Activity Center
- April 5: AHEM Executive Board Meeting
- April 5: School Board Work Session, 5:50 p.m., ESC
- April 6: AHEM attends District Operations Committee, Fall Planning
- April 6: AHEM Contract Negotiations Planning Meeting, 5:00 p.m.
- April 19: Rep Assembly, 4:45 p.m., Zoom
- April 21: Administrative Professional's Day
- April 22: AHEM Virtual Lobby Event
- April 24: Education Minnesota Representative Convention
- April 26: School Board Meeting, 6:30 p.m., SEC
- May 11: AHEM Virtual Lobby Event
- May 12: Unemployment Seminar, 4:30 p.m., Zoom
- May 17: Legislative Session Ends

*Rest in patience. Above the storm the sky is clear and
strewn with silent stars.*

Pam Brown, (1928 - 1989)

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