

AHEM Friday Blast

Valerie Holthus, President

3/12/2021

Vol.3 No. 24

NEGOTIATIONS NOTEBOOK 3

What's going on with negotiations right now?



The negotiations team continues to meet and plan for bargaining to commence this summer. After spring break we will be holding online Zoom meetings to share more about the plans for this round of bargaining. Each of these sessions will include a short update from the team, and a considerable amount of time will be set aside to hear directly from you. One of the sessions will be focused on elementary issues, and another will be secondary-focused. Please log on to whatever date works the best for you, despite your grade level because many topics will be relatable to all. More information will be in the Friday Blast after break, but please save these dates:

- March 30, 5-6 pm (elementary focused)
- April 6, 5-6 pm (secondary focused)
- April 8, 5-6 pm

NEGOTIATIONS KNOWLEDGE

“Article VII: Hours of Service (Page 7)”

Article VII of the working agreement (AKA contract) sets that the duty day for bargaining unit members is 7 hours and 40 minutes, with an equivalent of a half hour before school and a half hour after school. This time must include a 25-minute duty free lunch. The very first paragraph of this section also outlines the minimum amount of prep time as 5 minutes for every 25 minutes of instructional time. Prep time must be in blocks of at least 30 minutes with an average of 50 minutes per day over the course of a week or 5 day digital day schedule. Check out page 7 of your contract for more details!

John Wolhaupter, Lead Negotiator



AHEM Dues paid in 2020

For income tax filing purposes, Go to [AHEM.MN.AFT.org](https://www.aheemn.org), and look for the link under “Quick Clicks” for dues paid in 2020. It is also on your Dec. 18th paystub, in skyview and on your W-2.



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

SICK LEAVE BUY BACK: DON'T DO IT!

Teachers who are potentially eligible for the teacher sick leave buy back program recently received information from the Labor Relations and Benefits Department. Teachers who accumulate 30 days of sick leave and who use less than half of the year's allotted sick leave may cash in up to 5 days (6 for teachers with less than 10 years seniority). AHEM would not advise any teacher to cash in these sick days unless you are resigning your job at AH #11.

If you are returning to the District next fall, the teacher sick leave buy back is not an attractive option for the following reasons:

1. Sick days convert when you retire at your daily rate of pay the last year you work. The amount paid by the sick leave buy back is only \$138 per day, which is significantly below what your sick days are worth. If you are sick and need the sick days they are worth significantly more than that. If you take your annual salary and divide it by 187, you will see the actual value of a sick day. For those at the top of the pay salary schedule, it is almost \$500.00 per day. Teachers retiring in the future will have even higher daily rates of pay.
2. There is no cap on the number of sick days you can accumulate. You never know when you or a family member may suffer from some sort of major injury or illness that could require you to miss time from work, and all this program does is allows you to cash in sick days that could be worth more than \$500.00 a day.
3. Any sick days accumulated over 90 can be used for health expenses after you retire.
4. Even if you are probationary and are being non-renewed or pink-slipped, cashing in sick days may not be worthwhile, because if you are hired back in the fall, the District lets you keep your accumulated sick leave, and it is a very real, very important source of insurance for time missed from work in the future due to illness or injury.

Work From Home on March 22

AHEM has confirmed with the District that the grading day Memorandum Of Understanding is in effect for Monday 3/22. **This day should be a grading day where in person attendance is at the option of the teacher, barring special circumstances.**

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 recommends \$745 million in new education spending and raising additional revenue by increasing taxes on the highest earners and using \$1.04 billion from the state rainy day fund. 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.

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.



March 9: Education Minnesota priorities and budget update

March 12: First Committee Deadline, committees must act favorably on bills in the house of origin

Lobby Day Senate District 38 and 43 (Wiger and Chamberlain)

3/16 4:30pm, hosted by White Bear Lake Area Educators

Schedule: (you can register for one or both sections)

4:30-5:30 Ed Mn Briefing and Wiger Lobby Evening

5:30-6:00 Chamberlain Lobby Evening

March 18: District 34 Lobby Event (Rogers, Osseo, Dayton, Maple Grove) Osseo Ed.Assoc. is hosting this lobby event. If you live in this district you will receive a registration link.

March 19: Second Committee Deadline, committees must act favorably on bills or companions of bills that met the first deadline in the other house for that bill to move forward.

March 23: District 31 Lobby Event (Andover, East Bethel, St. Francis, Ham Lake, Bethel) Sen. Michelle Bensen, Rep. Cal Bahr. 4:30 – 5:15. St. Francis District 15, Local 1977 will host this event.

March 25: AHEM Lobby Event District 35 (Andover, Anoka, Ramsey: Abeler, Heinrich, Scott) 4:30pm

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

To sign up for any of these events, please copy and paste this link in your browser:

<https://educationminnesota.org/advocacy/at-the-legislature/details-on-lobby-days/Lobby-day-schedule>

Aaron Balzer, Government Relations, AHEM

Anoka Hennepin Education Minnesota High School Senior Scholarship Program

AHEM is offering seven scholarships which 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' dependents 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/4xywxg>

Schedule Changes:



The calendar changes for High School are:

3/23 - 1/2 PLC / 1/2 Planning time - no students

3/29 - 1/2 Staff Development / 1/2 Planning time and asynchronous instruction - asynchronous learning for students

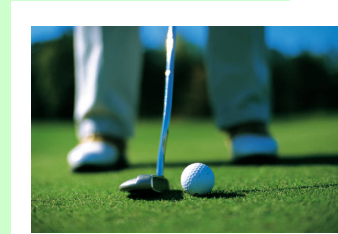
Elementary has professional development on 3/29 and 4/5.

Middle School will still have a student contact day on the 23rd and Staff Development/PLC on the 29th.

Retirement Congratulations!

Effective Date

Kathy Ferguson	Anoka-Hennepin Regional HS	10/20/20
Scott Birkli	Anoka HS	9/11/20
Laura Smith	Evergreen Park Elem.	12/23/20
Shirley Adamczyk	Madison Elem.	6/11/21
Suzanne Anderson	Dayton Elem.	6/11/21
Christine Bogucki	Madison Elem.	6/11/21
Lori Brumbaugh	Champlin Park HS	6/11/21
Jeanne Causin	Ramsey Elem.	6/11/21
Patrick Coffee	Anoka HS	6/11/21



***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.**

We need your help in order to make it happen. On March 20th, 7:30am – 4:30pm we will need your help in being a partner. A partner in this event can get this information out to their members and community. We have a lot of food (11,000 boxes) and will need a lot of volunteers.

Covid Safety Plan:



We will have folks work in "pods" of 2. In their groups of 2, their partner should be with someone they are already cohabitating with, or feel safe to work alongside them. The line will be set up in four pods 20-ft apart with a group at each pod. They will look at the sticky note on the window of the car and put the food in the member's trunk.

It is a contact free distribution. The person with the most contact will be the person who applies the sticky note and there will be N95's available for those persons to put under their personal masks. The cars will go through 4 at a time in one entrance and out the other.

Logistics:

March 20th – MFT 59 67 8th Ave. NE. Mpls. MN. 55413

Truck delivery: 7:30am

Gates open: 10:30am (unless we are ready to go and a line has formed)

Food distribution: Until gone

Volunteers should expect a 2-3 hour shift



Please contact either Val Holthus (valerie.holthus@edmn.org)

or KerryJo Felder, Organizer, Minneapolis Regional Labor Federation Cell: (818)720-7347

kerry@mineapolisunions.org

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.

Never be afraid to try;
Remember: amateurs built the ark,
professionals built the Titanic.

Anonymous

UPCOMING EVENTS AND IMPORTANT DATES

❖ Announcements:

- March 12, End of Trimester 2
- March 14, Daylight Savings Time Begins
- Spring Break, March 15 – 19
- March 16: Districts 38 and 43 Lobby Event (White Bear Lake)
- March 18: District 34 Lobby Event (Rogers, Osseo, Dayton, Maple Grove)
- March 22, No students, Grading Day/Staff Planning
- March 23: High School: No students, ½ PLC, ½ Planning
- March 23: District 31 Lobby Event (St. Francis, Bethel, Ham Lake)
- March 25: AHEM Virtual Lobby Event, District 35 (Andover, Anoka, Ramsey)
- March 29: School Board Meeting, 6:30, SEC
- March 29: High School: ½ Staff Dev., ½ Planning, Asynchronous Instruction, Elementary Professional Development
- March 29: Middle School PLC/Professional Development
- April 5: Professional Development
- April 22: AHEM Virtual Lobby Event
- May 11: AHEM Virtual Lobby Event

Have a wonderfully restful, well-deserved spring break!

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