

AHEM Friday Blast

Valerie Holthus, President

4/23/2021

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NEGOTIATIONS NOTEBOOK

What's going on with negotiations right now?

After pouring over the data from the negotiations survey and listening to feedback, questions, and ideas from members, the negotiations team has developed goals for the upcoming round of bargaining. The two primary goals are:

1. A meaningful salary increase for all members
2. Address the cost of health insurance

These are broad goals and there are multiple ways to address them and it does not mean those are the only things that will be discussed. Members brought forth many other needs and the team continues to explore ways those might be addressed.

We will meet with the district soon to set meeting dates and ground rules for this round. Once these meeting dates have been established, we will share them with all of you.

NEGOTIATIONS KNOWLEDGE

Sick-Personal/Emergency Leave - Article XIV, pages 24-27

Article XIV of the contract outlines the usage of sick and personal days. This part of the contract is lengthy and incorporates many details, but here are a few main points.

Section 1 states that teachers are granted 12 days of leave over the course of a year. It also specifies how sick days can be used. Subdivision 5 states that teachers can accumulate an unlimited amount of sick leave.

Section 2 on page 25 covers the usage of personal days. This describes that 3 sick days can be used as personal leave days (or 4 for teachers that have been in the district more than 10 years). This section also outlines some restrictions on the use of personal days.

That's the big picture. Here's some other items to consider. A common ask of the negotiations team is for more flexibility in the use of personal days. While there are some differences, most other contracts for teacher bargaining groups have restrictions similar to ours on the use of leave days, whether their days are structured as PTO or as sick/personal leave like our Anoka-Hennepin contract.

Another consideration is that sick days have value aside from being able to stay home when ill. Sick days can act as a bridge of sorts to long term disability if you face that situation. At retirement, sick days over 90 can be converted into a health care savings plan at the daily rate of pay when you retire. For someone at the top of the salary schedule, that is currently \$495! Due to family or personal circumstances, it may be difficult to accumulate sick days in these amounts. The negotiations team is aware of this and will continue to explore ways to make these benefits more accessible to everyone.



AHEM EARLY ENROLLMENT PROGRAM

Anoka Hennepin Education Minnesota is now offering an Early Enrollment program. If you are **not** currently an AHEM member, the Early Enrollment program is a great opportunity to pledge your membership for the 2021-2022 school year and gain access to many member benefits immediately (with full access starting Sept. 1) without paying dues until October 2021. To enroll in the program use the link below to complete the application:

<https://join.nea.org/minnesota/>



**THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS**

Service Pins are Back!

AHEM appreciates your union membership and admires your excellent service to our students in the worst of times. Your professionalism during this challenging school year has been nothing short of incredible. Therefore, we are so happy to be able to recognize your hard work and dedication.

If you haven't already received your continuing contract (tenure), 5-year, 10-year, 15-year, 20-year, 25-year, 30-year, 35-year, 40-year service pin, you will be given your pin this Spring with a treat and some other goodies, as well.

Unemployment Seminar

At its March 29, 2021, School Board meeting, the Anoka-Hennepin School Board approved non-renewing over 260 probationary teachers. Teachers, under contract with the District, should continue to receive benefits and compensation through the end of the 2020-21 school year, which includes full pay, plus health and dental insurance benefits, until August 30, 2021.

Anoka Hennepin Education Minnesota is offering a virtual seminar presented by the Minnesota Department of Employment and Economic Development designed to assist non-renewed AHEM colleagues with information on economic benefits available as well as information on Unemployment Insurance Benefits (UIB) available during this difficult period.

If you are in need of additional information, please reach out to your Education Minnesota Field Staff David Kundin at David.Kundin@edmn.org or Laura Bratland at Laura.Bratland@edmn.org.

If you would like to attend the virtual seminar **May 12th at 4:30pm** please register with this link:

<https://forms.gle/TEH9YP8vC95zPaos6>



Food Giveaways

Last Saturday AHEM members volunteered again at another food giveaway, and all the cases of healthy food was given away and we ended early! Thanks to Val Holthus, Aaron Balzer, Alyssa Balsler and Tonya Rootes for volunteering.

AHEM is partnering with several other union groups and this Saturday the host is Education MN Brooklyn Center! Please consider volunteering.

We are in a pandemic and have been working with other food shares to ensure we can practice social distancing to keep folks safe. To that end we will have folks work in "pods" of 2. In their groups of 2/3, their partner should be with someone they are already cohabitating with, or feel safe to work alongside them. We are hoping more people come out and get some sunshine as people get their shots!

Logistics:

April 24th, Brooklyn Center High School – 6500 Humboldt Avenue No. Brooklyn Center, MN. 55430

Truck Delivery: 9:00am

Gates open: 10:00am (unless we are ready to go and a line has formed). Volunteers should expect a 2-3 hour shift.

Please contact: KerryJo Felder, Organizer, Minneapolis Regional Labor Federation

Cell: (818) 720-7347 Email: kerry@minneapolisunions.org

Please Sign the Petition!

You have likely received this postcard in the mail describing an action we can take against the decades of underfunding that have led to cuts and layoffs in our schools. About 75 percent of district funding comes from the legislature. That money funds programs for our students and funds our contracts – it's now 11.8 percent less than it was in 2003 in real dollars. Our petition puts the legislature and the governor on notice that we will not accept cuts to education. Our goal is 50,000 educators and 90% of your worksite signing the petition statewide. Funding effects our entire community - ask parents, friends, family and other members of your community to sign too.

Can you please take a few moments to sign the petition to protect our public schools? Minnesotans want similar things, including safe and supportive schools that prepare all students for success after high school.

But our state's past budgeting decisions has made that more difficult and exacerbated inequities in our schools. Right now the proposed per-pupil increase for the AH 2023-24 school year in the House is \$384 while the Senate is proposing \$92 - a significant dollar difference for our students.

Sign our petition to call on Gov. Tim Walz and state legislators stave off cuts to school funding, address the disruptions to education caused by COVID-19 and start making strategic investments to fully funding schools that work for everyone! <https://actionnetwork.org/petitions/protect-our-public-schools/>

Join together with educators and sign our petition!

We all want similar things, including welcoming public schools that allow all children to thrive and pursue their dreams. But decades of chronic underfunding has school districts across Minnesota preparing for harmful budget cuts next school year. Educators can prevent that if we act NOW and make sure the Legislature does its job and protects our public schools. State budget decisions this May will affect your class sizes, mental health supports in your schools and your paycheck.

#mnleg #edmnvotes



Government Relations Update

Lobby Days: Our scheduled Lobby Day for District 37 was cancelled Tuesday due to the Chauvin trial press conference and the house was still in session. Reschedule is likely for 5/11, the last week of the legislative session.

An additional date with the Osseo local is planned for April 27th with representative Rep. Samantha Vang (40B), Senator Chris Eaton (40), Rep. Cedrick Frasier (45A), Senator Warren Limmer (34). If you would like to participate, please email Janie.hemmelgarn@edmn.org.

Legislative Action:

The House also passed their education omnibus Monday, 73-60. The differences between the House and Senate education omnibus bills are large.

House bill (HF1065)

\$395 million in general aid – 2 percent annual increase linked to inflation.

\$41 million to maintain voluntary pre-K spots.

Senate Bill (SF960)

\$300 million in public dollars to private schools.

ZERO new dollars for public schools.

The Senate proposal is unacceptable and reinforces that the Senate has no interest in fixing the 12% reduction in state funding facing MN public schools since 2003. Write to your Senator today!



Here is the upcoming session timeline and schedule for lobby events. All will be held virtually, and times are typically at the end of the elementary school day. Contact Janie.Hemmelgarn@edmn.org for the link to register. April 27: Lobby Event - 4:30 With Rep. Samantha Vang and Sen. Warren Limmer
May 11: AHM Lobby Event May 17: Adjournment



**ANOKA HENNEPIN
LOCAL 7007**



Education Minnesota 2021 Lobby Day

Tuesday, April 27
Education Minnesota
“Virtually” on Zoom

Please join us to speak with the invited legislators, Sen. Chris Eaton (SD 40), Sen. Warren Limmer (SD 34), Rep. Cedrick Frazier (HD 45A) and Rep. Samantha Vang (HD 40B).

Now more than ever, educators and ESPs need to have their voices heard so we can reverse decades of underfunding and inequality in our schools and communities. This is a great opportunity to engage with your legislators around issues that matter to you and help connect how the decisions they make affect our public schools, students and communities.

4:30-5 p.m. – Briefing

5-6 p.m. – Meet with legislators

Registration deadline: April 16 at 11:59 p.m.

[Click here to register](#)

Zoom link will be sent prior to the session to the email that was used for registration.

Hosted by Anoka Hennepin Education Minnesota, Education Minnesota – OSSEO/OSSEO ESPs and Education Minnesota Brooklyn Center.

Recommended Policy Option Range (14-day case rate per 10,000 people). Daily covid case rates have shown a leveling off in the last week in case rates in both Anoka and Hennepin Counties. 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 4/15/21

3/21 – 4/3/21: Anoka County, 53.45 Hennepin County, 43.06

jwolfson.shinyapps.io: Data for K-12 Schools: 14-day COVID-19 14-day Case Rate by County
Updated 4/21/2021

Anoka: 66 Hennepin County 45.4

Retirement Congratulations

Sieglinde Grivna

Devon Johnson

Terre Kave

Kathryn Mclachlan

Northdale MS

Anoka MS FM

Northdale MS

Retirees: If you would like to have your retirement party announced, please email valerie.holthus@edmn.org.

Although the world is full of suffering, it is full also of the
overcoming of it.

-Helen Keller

Save the date!

Saturday, May 15

Rally for public education at the Capitol

Registration link coming soon!

#edmnvotes



UPCOMING EVENTS AND IMPORTANT DATES

❖ Announcements:

- April 23: Education Minnesota Governing Board Meeting, 4:30 p.m.
- April 24: Education Minnesota Representative Convention 9:00 a.m. – 1:00 p.m.
- April 24: Food Giveaway Event, Brooklyn Center High School
- April 26: School Board Meeting, 6:30 p.m., SEC
- May 5: Meet and Confer with the School Board
- May 10: Executive Board Meeting, 4:45
- May 10: School Board Meeting, 6:30 p.m., SEC
- May 11: AHEM Virtual Lobby Event
- May 12: Unemployment Seminar, with Liz McLoone, MN Dept. of Employment and Economic Development (DEED), 4:30 p.m., Zoom
- May 17: Legislative Session Ends
- May 17: AHEM Representative Assembly, 4:45

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