

AHEM Friday Blast

Valerie Holthus, President

10/29/21

Vol 4 No. 8

Third Contract Mediation Session Concludes with Tentative Agreement

Greetings AHEM members! We have reached a Tentative Agreement (TA) with the district for our contract.

The AHEM constitution and bylaws lay out the procedures we need to follow to bring this tentative agreement to you for a vote. More information about the details in the tentative agreement will be coming to you soon so that you can make an informed decision when you vote. As is always the case, both AHEM members and the school board must vote to accept the tentative agreement.

The next school board meeting is November 22nd so we have established the timeline below to try to complete our ratification vote by that date. Based on conversations with the district, we anticipate that retro pay and raises would be in place by the 2nd or 3rd payroll date in December by following this timeline.

- **November 1:** Special Executive Board meeting - The negotiations team will present the tentative agreement to the executive board.
- **Week of November 1:** After the executive board receives the tentative agreement, details will be sent to everyone outlining the details of the proposed settlement.
- **November 8:** Special Representative Assembly meeting - Per our constitution and bylaws, the contract cannot be voted on until 7 days after a rep assembly meeting.
- **November 9, 4:45 pm:** Information meeting (online). Advanced registration will be required. Information on how to register will be sent at a later time.
- **November 11, 6:00 pm:** Information meeting (online). Advanced registration will be required. Information on how to register will be sent at a later time.
- **November 16 and 17:** Contract voting, online.
- **November 18:** AHEM reports results to District General Counsel.
- **November 22:** School Board meeting: Board votes on agreement.
- **December: Retroactive Pay to Members**

Thank you all for your support during this process. The negotiations team looks forward to sharing details of the tentative agreement with you soon.

In Solidarity,

Your Negotiations Team: John Wolhaupter, Lead

Luke Amundson, Mark Corcoran, Traci Intihar, Jon Plotz, Brandon Voss

Congratulations to the winners of last week's trivia question!

Chad Libby, ESC, TaLS

Emily Bross, Northdale MS

Melissa Ferreira, Rum River Elem.

Anoka High School adopted the official mascot of "Tornadoes" in 1940. What was their previous mascot?

d. None

This week's Question:

First three correct answers will win a coffee gift card.

Who was Anoka-Hennepin District 11's third superintendent?

- a. Lewis Finch b. Erling Johnson
c. Albert Johnsville d. Morris Bye

Please email your answer to valerie.holthus@edmn.org



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS

Vote YES

on Nov. 2 for Anoka-Hennepin kids!

Question 1 will ask the community to renew an operating levy which provides stability by maintaining current school district programs, services and class size.

Question 2 will ask the community to renew a 2011 capital projects levy which provides technology support, tools and resources in Anoka-Hennepin classrooms for all students.

Question 3 proposes an operating levy that would target key areas including improving and extending mental health and social-emotional support for students, and academic interventions and support for underachieving students. Approval is contingent upon the passage of the renewal of the operating levy in question one.

Why You Need to Vote Yes:

- If the renewal of operating levy fails, the district will need to begin plans this winter to cut \$34.5 million, which is 9.3 percent of the district's operating budget. Budget cuts would likely result in higher class-sizes and student to staff ratios at all grade levels, reduced opportunities for students, and schedule changes at the secondary grade levels that would eliminate curricular choices. **If question #1 is approved, community members will see no tax increase.**
- Renewing the 2011 capital projects levy provides technology support, tools and resources in Anoka-Hennepin classrooms for all students. If the capital levy fails, the district would need to begin plans this fall to cut \$4.5 million in other areas to continue providing these resources — or no longer provide them. **If question #2 is approved, community members will see no tax increase.**
- If the third question is approved, it would ensure that Anoka-Hennepin is able to sustain mental health and academic support for students provided through one-time federal funds that the school district is scheduled to receive to address the negative impact of the pandemic. Currently, the one-time federal funding would only sustain support through the 2022-23 school year. **The tax impact of question three is approximately \$10/month for a homeowner with a \$250,000 home.**

The above post card, created through collaboration between Education Minnesota and Anoka Hennepin Education Minnesota (AHM), will be sent to many community members in our district in just a few days.

There will be another post card that will be sent as a follow-up with more detailed information about the levy and the importance of its passing.

If the levy fails it will have a direct negative impact on our buildings, programming, class sizes and support for our students and staff.

Vote on November 2nd!

Meet and Confer, Wednesday, November 10, 5:30 at the ESC

YOUR LOCAL DUES AT WORK

Here is your chance to let the school board know about what you are experiencing in your classroom! In our working agreement it has been bargained that teachers have three opportunities, one each trimester, to voice concerns, give feedback, and possible solutions to issues at your site. If you would like to bring an issue to the Board, please contact Jon Kohnen, AHEM Vice President at jondavidkohnen@gmail.com.

Help Needed!

AHEM's Membership Chair has resigned. Kim Thole was elected to be on the Education Minnesota Governing Board, so we need to find a replacement.

One of the Membership chair's duties is to handle the red shirt ordering and work with our secretaries to get a red shirt to all of our members. This position can be shared by more than one person, so please volunteer to clothe our members in **RED for ED**. Ordering happens on line, and help is available to sort and deliver the shirts once they arrive.

The stipend for the membership chair is \$3,400.00 per year. Please contact Valerie.holthus@edmn.org if you are interested.



Opportunity Available

AHEM was able to obtain a grant to pay a stipend for membership engagement coordinators at each of our buildings. Several members have already committed to becoming a membership coordinator, but there are many more spots available.

What does a Membership Coordinator do?

They assist the building rep with membership connection by participating or facilitating organizing events, or efforts.

Attend occasional meetings with other membership coordinators, early dinner provided.

A membership coordinator will choose **one** Education Minnesota event to attend (if expenses are incurred, all expenses including meals, mileage and hotel will be paid):

Summer Seminar
Minnesota Education Academy (MEA)
Education Minnesota State Convention
Political Conference
Collective Bargaining/Organizing Conference

Attend New Teacher Orientation in August.

Have one-on-one conversations with non-members and/or new members.

Membership coordinators may purchase snacks and refreshments for their members at meetings, if they choose, and will be reimbursed by AHEM.

The stipend for large buildings is \$599, Mid-size Buildings, \$450, Small Sites, \$350.00.

Please email valerie.holthus@edmn.org if you are interested.

Vote for change!



Kacy Deschene

District 3

Vision: As a candidate for school board, my vision is focused on the school community. Our schools need to do more than impart knowledge. They need to facilitate the whole-person growth of tomorrow's leaders. They need to be safe and welcoming. They must encourage a culture of listening and learning. Our schools should ensure that all student perspectives, including those traditionally marginalized, are given a chance to speak and thrive. Our school communities should be places of open communication and inclusion

from early childhood through adulthood.

- Listens and considers the perspectives of all stakeholders.
- Views school board role as one of advocacy and service to all students, families and teachers, making sure they have what they need to succeed.
- Seeks to increase the physical safety and mental health of our students.
- Strives to represent District 3 Anoka-Hennepin at the legislature regarding vital issues including funding and safety.



Dave Dirkswager

District 4: Andover, Ham Lake, Nowthen, Oak Grove, Ramsey

Vision: Our kids and our schools need positive leaders who seek to bring people together and are willing to listen to all points of view and go forward. Communities are built by uniting us and building upon our strengths rather than dividing us. Using his experience as the Regional Manager for Metropolitan Mosquito Control District, Dave excels at listening to people's needs and balancing that with budgetary resources. He takes great pride in helping the citizens of Anoka County. Dave is a good

problem solver, caring, organized and understands that our kid's education is the backbone of society.

- Supports whole child learning, including emotional well-being.
- Understands that student success is dependent on support of teachers
- Promotes community, administration and staff cooperation to make the best outcomes for kids.
- Focuses on fiscally sound decisions that benefit the most people



Jeff Simon

District 6

Vision: Our schools are a vital part of the community, not only for our students, but families, and the community in general. Public schools are a place where everyone should have an equal and equitable opportunity to be able to learn, achieve, and follow their dreams. Anoka-Hennepin's mission is to effectively educate all students for success, and I reflect upon that often during my service. I believe strongly in seeking out stakeholder voices, such as teachers, staff, and community. Teacher voice should always be priority when making decisions that impact the classroom,

and I have been that voice on the board.

- Supports whole child learning, including emotional well-being
- Works to close the achievement gap, with a goal of having all kids reading by 3rd grade to educate all kids for success
- Strives to represent the range of voices of the community, valuing stakeholder voices to be used as a part of decision making
- Seeks to build Anoka-Hennepin into the best place to work for all

Vote on Tuesday, Nov. 2!

- ▶ Polls are open 7 a.m.–8 p.m.
- ▶ Find your polling place at www.mnvotes.org.

This material is prepared and paid for by Anoka Hennepin Education Minnesota, 3200 Main Street, Suite 360, Coon Rapids, MN 55448 in support of the above-named candidates. This material is not approved by the above-named candidates nor are the above-named candidates responsible for it. (800) 2341

If you would like to support one of our endorsed candidates by placing a lawn sign in your yard, please contact the union office at (763)421-9110 or text (763)442-7667.

Please leave your address, and a volunteer will place a sign in your yard.

VOTE! VOTE! VOTE!

Meet Your Executive Board Members

The AHEM Executive Board is the leadership group that makes recommendations to the Representative Assembly, and has responsibility for fiduciary accountability, policy implementation and management of the activities of Anoka Hennepin Education Minnesota.

Representation on the Executive Board includes the officers, eight members from elementary, four middle school, four high school, one pre-kindergarten, two at-large and one Education Minnesota Governing Board member.

Krystyne Hable-Lafean Special Education Teacher, Sand Creek Elementary.



Happy Fall Ya'll!

My name is Krystyne Hable-Lafean and I am one of the elementary representatives who serves on our AHEM Executive Board. I'm currently a Special Education teacher and AHEM Building Representative at Sand Creek Elementary, but have also had the privilege of teaching Special Education at Ramsey Elementary and First Grade at a charter school in North Minneapolis.

I graduated with a Bachelor's of Science degree in Elementary Education from the University of Wisconsin-River Falls in 2009 and a Master of Arts in Special Education from Saint Mary's University of Minnesota in 2011. In addition to holding an Elementary license for grades 1-6, I maintain licensure in Specific Learning Disabilities, Emotional & Behavioral Disorders, and Autism.

While my experiences as an educator are not unlike many of yours, I have survived working in environments where teachers were not presented with bargaining opportunities and had no voice. I'm incredibly thankful for my AHEM membership, and not just in this season of thanksgiving. AHEM values the incredible work that we do and offers its members a variety of services, supports, and opportunities that are critical to growing and retaining incredible people in this challenging profession.

Get to know your building's AHEM representative and challenge yourself to get involved in an AHEM sponsored event. We are truly better when we stand together!

In solidarity,
Krystyne

Coming Up ...

- Anoka Halloween Parade – All Day Festivities – Sat., Oct. 30
- Halloween Sun., Oct. 31
- AHEM PD/English Learners – Mon., Nov. 1, 4:30 pm
- Special Executive Board Meeting – Mon., Nov. 1 4:45 p.m.
- Election Day, Tues., Nov. 2 **VOTE!**
- CAT (Contract Action Team) Meeting – Wed., Nov. 3, 4:30 p.m.
- AHEM PD/Suicide Prevention – Thurs., Nov. 4, 4:30 pm
- Pay Day, Friday, Nov. 5
- Special Rep Assembly – Thurs., Nov. 8, 4:45 p.m.
- School Board Mtg. – Mon., Nov. 8, 6:30 pm
- AHEM PD/Mental Health – Tues., Nov. 9, 4:30 pm
- Meet & Confer – Wed., Nov. 10, 5:30 pm, ESC
- AHEM PD/Reading – Thurs., Nov. 11, 4:30 pm
- AHEM Representative Assembly (Hybrid) – Mon., Nov. 15, 4:45 pm
- Vote on Contract Electronically – Tues., Nov. 16 - All Day
- Vote on Contract Electronically – Wed., Nov. 17 - All Day
- Contract Election Results Reported to Membership and District Nov. 19
- Pay Day, Friday, Nov. 19
- School Board Mtg. – Board Votes on Working Agreement (Contract) Mon., Nov. 22, 6:30 pm SEC
- AHEM Executive Board – Mon., Nov. 22, 4:45 pm (Hybrid)
- Retro Pay – A December Pay Day