

**STRONGER TOGETHER**



**ANOKA HENNEPIN**

*Valerie Holthus*

*President*

*April 1st, 2022*

*Vol 4, No. 25*

# FRIDAY BLAST

## COVID SICK DAYS UPDATE

### **When We Fight, We Win!**

AHEM has been advocating for our members needs all year regarding COVID and other difficult stressors our educators have had to deal with this school year. One of the items that we fought for was getting all of our members reimbursed sick days if they were ill with Covid. While we were successful at getting an MOU to reimburse 5 sick days to members who had been ill with COVID Jan. 3 – March. 11, we heard from our membership that, that was not good enough.

AHEM then went back to the table with the district and asked for the MOU to be reconsidered and all members that were impacted during the 2021-22 school year be reimbursed the 5 sick days. AHEM members also organized; they showed up in mass and spoke at Meet and Confer. Because of those efforts the district has agreed to extend the MOU so that all staff who were ill with COVID during the 2021-22 school year will be reimbursed 5 sick days.

The MOU States:

The District will provide one week (up to 40 hours or part-time employee's one week

- An employee who used paid sick time due to a positive COVID-19 diagnosis prior to February 4, 2022, will not be required to submit a lab verified test. The benefit will be effective from **July 1, 2021 – June 10, 2022**. Employees must contact their direct supervisor if they believe they are eligible for this benefit. The benefit shall cease on **June 11, 2022**.

The District hopes to have the changes entered prior to April 22<sup>nd</sup>. Please be patient as they attempt to process all of the requests.

As in the first round, employees will apply for the benefit using a Google form. Detailed information about applying for the benefit will be included in the April 8<sup>th</sup> edition of the "In the Know" newsletter.

We are powerful when we work together in union. Thank you for the work you do with our students and for each other.

Thank you,

Anna Dougherty  
Field Staff, EdMN

equivalent) of paid sick time to employees for the following COVID-19 qualifying reason:

651.247.6255

The employee has been diagnosed with COVID-19 through a lab verified test and can provide the District with a copy of the test showing a positive COVID-19 diagnosis for the employee.

## Contract Connections #6

### **Brave New Way**

In Aldous Huxley's 1932 book, *Brave New World*, he attempted to express the message, "People need to be free to make their own choices." Through the union, our members are free to demand what they want and need in their next contract, so, along these lines, the AHEM negotiations team met for an entire day on Tuesday to plan for the next round. After examining their goals and priorities, it became clear there could be a better way to represent members. They brainstormed changing typical bargaining strategies and decided to incorporate some different ways of preparing a systemic plan of action.

In order to carry out this "brave new way", they require members representative of the many roles across the district to provide various pieces of information. This person would meet with the bargaining team once per trimester and would be paid through a grant. The team hopes to have representation from a wide range of members working in various types of teaching assignments.

You will be hearing more about opportunities to communicate teachers' choices for bargaining issues in the coming weeks.

*Valerie Holthus*

President, Anoka Hennepin Education Minnesota

## Trivia Question

### **Congratulations to the winners of last week's trivia question:**

The answer for last week's question was  
If you present at a District staff development training, how much extra are you paid?

**B. \$15.00**

The answer could be found on page 14 of the working agreement, ARTICLE X, Basic Schedules and Rates of Pay, Section 10. Information and Training Workshops, Subd. 5.

***Congratulations to:***

### **This week's Question:**

First three correct answers will win a coffee gift card.

Solve for x:  $2(x+7) - 3(2x-4) = -18$

- a.  $x = 5$
- b.  $x = 11$
- c.  $x = -11$
- d.  $x = -5$



Jocelyn Rowe, Pathways  
Beth Engman, ESC  
Andrea Whitcomb, Lincoln Elem

Please email your answer to  
[valerie.holthus@edmn.org](mailto:valerie.holthus@edmn.org)



## Receiving Tenure in Minnesota

In Minnesota teachers are required to teach three consecutive years in the same district (120 days minimum) and if they are hired back for a fourth year, then they will receive tenure. While a tenured teacher may only be terminated for just cause, there is no similar standard for non-renewing probationary teachers, and the discretion given to administration under Minnesota law is very broad.

This is the time of year when principals and building administrators make decisions about which probationary teachers will be non-renewed and which will be given another year of probation, or will be eligible for tenure. Teachers are typically called in by the building administration and notified that they will be proposed for termination by the School Board which will meet on Monday, March 28, 2022.

If you are one of these affected teachers, or if you know of teachers in your building who are being given this notice, which is sometimes called being “pink-slipped”, they should be encouraged to reach out to AHEM Field Staff so we can answer questions for them about this process.

David Kundin ([david.kundin@edmn.org](mailto:david.kundin@edmn.org))  
Anna Dougherty ([anna.dougherty@edmn.org](mailto:anna.dougherty@edmn.org))

## AHEM Scholarships

**LAST CALL**: AHEM members with a graduating high school senior!

**Make sure you take advantage of this benefit of membership!**

**Who:** 2021 - 2022 High School Graduating Seniors

**What:** AHEM gives away 7 Scholarships

**Where:** click the link <https://forms.gle/DNrFbAnZHtzc5nh6A>

**When:** NOW - April 1st

**Students must be a child dependent of a current AHEM member and a current high school senior in any public school district. High school transcripts must be obtained and uploaded in the application to be considered.** The award winners will be announced after May 3rd, 2021.

## Member Benefit

### Low-Cost Life Insurance

As part of your Union membership, both the NEA and AFT offer affordable, low-cost life insurance options. They even offer life insurance for free for the first year of your membership. Check out what the NEA and AFT have to offer by clicking the options below.

[NEA Life Insurance Options](#)

[AFT Life Insurance Options](#)

## "Get to Know Your Executive Board Member"

I am Emilie Buesing and I am the Media Specialist at Andover High School. This is my 19<sup>th</sup> year in education, my 10<sup>th</sup> in Anoka Hennepin all at Andover High School. I started my career as an English teacher and have now been a Media Specialist for the past 13 years. I have my B.A.A. from UMD and my M.A. from St. Cloud State. I feel like one of the luckiest people because I get to do something I love, and every day is a new adventure.



I have always been a union member but became more active when I saw how much a union can help with solving member issues. Our member rights are something we cannot take for granted and I strive to support all AHEM members. As an educator, we all are leading busy lives, but I urge all of you to find time to learn more about our union. Talk with your building reps, see how you can get more involved. We are stronger together.

[Coffee & Politics](#)

[Coffee & Politics](#)



## District 36 – Where you live!

Please join us on Saturday morning for coffee (even the fancy ones) and breakfast to chat with Senator Hortman and Representative John Hoffman about what is going on in your classroom and what is important to you and your students.

**April 2nd, 10:30am  
Caribou Coffee in  
Brooklyn Park**  
(9638 Colorado Lane N)

Use this link to register:  
<https://forms.gle/8M2GAj4nQS84NBHB9>

## District 35 – Where you live!

Please join us on Saturday morning for coffee (even the fancy ones) and breakfast to chat with your lawmakers about what is going on in your classroom and what is important to you and your students.

**April 9th, 9:00am  
Bridge Street Coffee in  
Oak Grove**  
(3122 Viking Blvd.)

Use this link to register:  
<https://forms.gle/mFYcEmLsVzdj4bxS9>

## Coming Up

- When can I afford to Retire? [Click for April/May Schedule](#)
- April 2: Coffee & Politics with Senator Hortman & Rep. John Hoffman, **Link to register:** <https://forms.gle/8M2GAj4nQS84NBHB9>
- April 4: Rep Assembly Meeting - 4:45pm
- April 5: AFL/CIO Strategic Planning Meeting - 2:30pm
- April 6: Principal's Meet and Confer - 5:30pm
- April 9: Coffee and Politics with Rep. Cal Bahr, **Link to register:** <https://forms.gle/mFYcEmLsVzdj4bxS9>
- April 11: School Board Work Session - 5:30pm, ESC
- April 12: Insurance Advisory Meeting - 5:30pm, ESC Rm #145
- April 14: SEED Class - 4:30pm
- April 14: Modifications/Accommodations PD Class - 4:30pm
- April 15: Staff Development, No Students
- April 18/May 13: Secondary: Asynchronous, Elementary: Staff Planning
- April 22 - 23: Education MN Representative Convention, St. Paul River Center

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