

Policy Handbook for Anoka Hennepin Education Minnesota (Hereinafter “AHEM”).

This document is intended to be reviewed once every two years

Revised February 13, 2023



I. ORGANIZATION

Anoka Hennepin Education Minnesota Governance

A. REPRESENTATIVE ASSEMBLY

1. The AHEM Representative Assembly shall consist of representatives elected from and by the members of each site in Anoka-Hennepin Independent School District #11, AHEM officers and executive board members, committee chairs, and AHEM members of the Education Minnesota Governing Board.
2. The Assembly shall normally meet one time per month during the school year, at a time governed by the ending times of the various sites. Additional meetings may be scheduled as needed.
3. Faculty Representative job description:
 - a) Represent the voice of the members at their site, at representative assemblies and with building administration.
 - b) Attend the Faculty Representative Assembly. If unable to attend it is the building representative's responsibility to invite a member to substitute. To receive a stipend, the building representative may not miss more than three meetings annually.
 - c) Aid in communication of AHEM interests and business and support and encourage communication at the building sites (forward emails and publications from union leadership).
 - d) Support and help facilitate meetings at building sites, one meeting per trimester. The meeting sign-in sheet must be turned into the union office. If snacks are purchased for the meeting, (not required), the receipt can be submitted along with the sign-in sheet for reimbursement. Three union building meetings must be held each year in order to receive a stipend.
 - e) Assist in conduction of elections.
 - f) Assist in recruitment of new members and creation of a welcoming atmosphere for new staff.
 - g) Inform AHEM office of needs of the membership: illness or death in the family. Ask permission of the member first.
 - h) Participate and/or recruit members for committee assignments and volunteer activities.
 - i) Develop expertise in member rights and contract language and represent member needs, rights, and working conditions. Head Reps will receive training when it is available.
 - j) Hold Building Rep elections every year. In buildings where there is more than one building rep, the building reps may determine who is the Head Building Rep. An election will be held if there is more than one person interested in becoming the Head Building Rep. Building Rep term is one year, unlimited terms. Head Building Reps will sign a contract accepting these job duties. Election results must be sent to the AHEM union office.
 - k) See that appropriate union material is displayed on a site bulletin board. Political fliers for AHEM endorsed candidates only.
 - l) For completing the responsibilities outlined above, representatives will receive an annual stipend that is determined by the budget committee with approval from the Representative Assembly.

B. EXECUTIVE BOARD

1. The Executive Board of AHEM is elected by the members. Representation on the Executive Board shall be as follows: Three duly elected officers of Anoka Hennepin Education Minnesota; eight members from the elementary instructional level; four middle school; four high school; one pre-Kindergarten; two at-large; and one Education Minnesota Governing Board member.

In the event that an instructional level does not have sufficient candidates to fill their allotment, persons from any other instructional level may be considered for the position.

Terms of office on the Executive Board shall be one year, beginning June 1st and ending May 31st. Members may run for re-election within their instructional level with no term limits.

2. One member of Minnesota Retired may serve as a non-voting member of the Executive Board.
3. The Executive Board shall normally meet once per month, but additional meetings can be called by the AHEM president or if requested by ten (10) Executive Board members.
4. The Executive Board is authorized by the AHEM Constitution to act on behalf of the Representative Assembly when school is not in session.
5. The AHEM Executive Board constitutes the rule-making body that makes recommendations to the Representative Assembly. Members of the Executive Board must take fiduciary responsibility and represent the voice of members.
 - a) To receive a stipend, you may not miss more than three (3) meetings annually.
 - b) Assist in recruitment of new members and creation of a welcoming atmosphere for new staff.
 - c) Inform AHEM office of needs of the membership: illness or death in the family. Ask permission of the member first.
 - d) Participate and/or recruit members for committee assignments and volunteer activities.
 - e) Develop expertise in member rights and contract language so that you may support and represent member needs, rights, and working conditions.
 - f) A Stipend will be recommended annually by the AHEM budget committee, discussed at Executive Board and approved by the Representative Assembly.
 - g) Members are expected to attend one school board meeting as assigned, as a representative of AHEM.
6. Compensation: Stipends will be set annually by the AHEM budget committee and approved by the Representative Assembly during the budgeting process.

C. COMMITTEES

1. AHEM shall establish committees as required by the Bylaws. Committee chair positions shall be appointed for one year by the AHEM president and approved by the Representative Assembly or with the exception when school is not in session; please see Article VI, Standing Committees in Bylaws.
2. Committee chairs may be appointed to successive terms. Committee chairs serve as non-voting members of the Executive Board.

D. PRESIDENT

1. The AHEM president shall be the chief executive of the organization. The duties and responsibilities of the president are defined by the AHEM Constitution. The president will sign a contract, agreeing to specific duties and responsibilities, for each three-year term. (See Appendix A for president's contract.)

E. VICE PRESIDENT/SECRETARY

1. The vice president/secretary shall perform the duties of, and have the powers of the president during any absence or inability of the president to act or in the event of a vacancy in the office.
2. The vice president/secretary shall keep a record of the proceedings of meetings of the Representative Assembly and of the Executive Board and other meetings as assigned by the AHEM president. The vice president/secretary's duties and responsibilities are defined by the AHEM Constitution. The vice president/secretary will sign a contract, agreeing to the specific duties and responsibilities, for each three-year term. (See Appendix B for Vice President/Secretary's contract.)

F. TREASURER

1. The treasurer is responsible for the maintenance and accuracy of the financial accounts of AHEM. The treasurer's duties and responsibilities are defined by the AHEM Constitution. The treasurer will sign a contract, agreeing to the specific duties and responsibilities, for each three-year term. (See Appendix C for treasurer's contract.)

G. ROLES AND EXPECTATIONS OF OFFICERS

1. Attend AHEM Representative Assembly, Executive Board meetings, Meet and Confer, new teacher workshop, and other meetings as requested by the president.
2. Maintain communication with president and other officers as needed outside of regularly scheduled meetings.
3. Serve on or lead other AHEM committees, as needed.
4. Represent the local at functions in the schools, community, or at state or national events, at the request of the AHEM president.
5. Serve as delegate to Education Minnesota Representative Conventions, and other union conventions and functions.

H. COMPENSATION

1. The salary of the full-time release president shall be that person's normal compensation on the teacher salary schedule, plus an additional prorated stipend equivalent to fifty (50) days of pay on the teacher salary schedule because of the additional workload required of the president throughout the entire calendar year. The fifty (50) days of pay shall be pro-rated equally over ten (10) months. All retirement and fringe benefits will remain in place as if the president was teaching.
2. All other stipends including officers will be set annually by the AHEM Budget Committee and approved by the Representative Assembly during the budgeting process and pay will be pro-rated equally over ten (10) months.
3. All non-officer Executive Board members will receive a stipend as determined by the budget committee.
4. Executive Board members who receive a stipend for building rep will also be compensated for membership on the Executive Board and receive the additional stipend for Executive Board.

II. OPERATING POLICIES AND PROCEDURES

A. AFFIRMATIVE ACTION

1. AHEM supports Affirmative Action and will abide by all Affirmative Action policies as adopted by NEA/AFT and Education Minnesota and as found in state and federal law.

B. OPEN MEETINGS

1. Meetings of AHEM are open to all members, except for times when the body moves into Executive Session.

C. MEMBERSHIP POLICY

1. Dues Structure
 - a) Full-time membership dues will include:
 - NEA/AFT
 - Education Minnesota (Foundation and PAC)
 - AHEM
 - Education Minnesota Crisis Fund, and
 - Other special assessments as may be set by NEA/AFT, Education Minnesota and/or AHEM.
 - b) Dues categories for state and national dues will be set by the state and national organizations.
 - c) Dues categories for AHEM are listed in Appendix F: Dues Structures.
 - a) Dues may be paid by personal check up to two weeks prior to the first payroll deduction.
 - b) Returning members will automatically have their dues deducted.
 - c) New members shall have their dues deducted by payroll deduction or shall pay by personal check.
3. Jurisdiction
 - a) The AHEM Executive Board shall have final jurisdiction in any local dues question or membership disputes.
4. Membership Deadline
 - a) Returning teachers
 - District #11 teachers shall be allowed to submit applications any time during the school year.
 - Dues in all cases for the returning teacher shall be the full dues for the teacher's membership category, regardless of when the application is submitted.

- For non-members, AHEM is not obligated to provide legal or other assistance not otherwise required under PELRA for incidents occurring prior to the membership application date.
- b) New teachers
 - Teachers new to District #11 are encouraged to join AHEM as soon as they are employed.
 - AHEM will accept membership applications anytime during the school year.
 - Dues for teachers beginning their assignment during the school year shall be based on their Contract percentage and pro-rated to the FTE as assigned by the district.
- 5. Other
 - a) Administrative Intern Principals will be eligible for membership in NEA/AFT/Education Minnesota/AHEM unless directed otherwise by the state and/or national organizations.

D. SCHOLARSHIPS

1. An AHEM scholarship shall be awarded to seniors at each of the high schools at graduation.
2. Each high school committee shall set criteria for qualifications of recipient. This is intended to be presented by an AHEM representative at their awards ceremony if possible.
3. Multiple scholarships will be awarded to an AHEM family member's relative (criteria will be set by an AHEM committee).

E. MILEAGE

1. The payment of mileage for AHEM activities will be the current IRS rate. Mileage vouchers will be submitted to and approved by the AHEM president. Mileage vouchers must be submitted within forty-five (45) days of travel for reimbursement to occur.

F. RELEASE OF MEMBER NAMES/ADDRESSES

1. AHEM shall not release names/addresses of AHEM bargaining unit members to outside groups.

G. DELEGATE ASSEMBLIES

1. Education Minnesota Representative Convention
 - a) Delegates to the Education Minnesota Representative Convention will be elected by the membership.
 - b) If an elected delegate is not able to attend the convention, he/she should notify the AHEM president, so that an alternate can be upgraded.
 - c) Delegates will have hotel and meal expenses covered by AHEM and mileage reimbursed by Education Minnesota. Delegates may have an additional roundtrip mileage and parking reimbursed by AHEM in lieu of hotel expenses. Delegate has thirty (30) days from date of activity to submit all expenses.
 - d) Delegates are expected to be present for floor actions for the convention proceedings. Exceptions to this guideline must be discussed with and approved by the AHEM president. (See number 3 a) below for details.)
2. NEA/AFT Representative Conventions
 - a) Delegates to the NEA/AFT summer conventions are elected by the membership on local and state ballots.
 - b) Total expense amounts for AHEM locally funded delegates to summer conventions will be the same as those provided to delegates elected on the state ballot, unless otherwise determined by the Executive Board.
 - c) The number of locally funded delegates and funding amounts will be determined during the annual AHEM budgeting process.
 - d) AHEM delegates are expected to be present for floor actions for the convention proceedings. Any exceptions must be discussed and approved by the AHEM president.
 - e) AHEM delegates will be advised by the AHEM president of funding amounts and the filing of receipts for hotel and expenses prior to the convention.
 - f) AHEM will reimburse the cost of air travel (up to the predetermined amount) and hotel expenses will be reimbursed with original receipts. Delegate hotel stays should provide for the delegate to be at the first Minnesota caucus meeting and present until the conclusion of the Assembly/Convention.
 - g) Delegates who are present on the floor for all convention proceedings are eligible to receive up to a dollar amount for state funded per diem to help defray meals and other eligible costs. Additional amountss will be determined by the AHEM budget. Eligible costs include meals, with one alcoholic beverage, mileage to and

from the airport, airport parking, taxi fares, tips, and transportation in the conference/convention city. AHEM does not reimburse phone calls, postage, or delegate contributions to political funds. The AHEM president or delegation chair will be responsible for determining if a delegate has met the requirements described above. Receipts will be required for reimbursement. Delegates shall be responsible for all other expenses. Expenses beyond this policy must have prior approval of the AHEM president. Delegates have thirty (30) days from date of activity to submit all expenses.

3. AHEM Delegation - Chairperson at the Education Minnesota Representative Convention and National Conventions.
 - a) The AHEM president shall serve as the Local Delegation Chairperson at the Education Minnesota Representative Convention. In the absence of the AHEM president, the AHEM vice president/secretary will serve as delegation chair. If neither the president nor vice president/secretary are present, the delegates shall elect a delegation chair at the pre-convention meeting.
 - b) It is the responsibility of the AHEM delegate chairperson to:
 - Maintain communications with all local delegates and alternates regarding their responsibilities and convention duties.
 - Maintain a communication link among the AHEM delegation, other delegations, and Education Minnesota officers and staff.
4. After the conventions/conferences, delegates should report to AHEM. This can be done including but not exclusively by preparing to report back to the Executive Board and/or Representative Assembly orally or in a written document that can be used in publications.

H. ELECTION PROCEDURES

1. Procedures for AHEM elections are determined by the AHEM Constitution.

I. EXPENSE POLICY

1. Maximum meal expense amounts for breakfast, lunch, and dinner will be set annually by the AHEM president and treasurer. Total amounts must be within the AHEM food budget line items.
2. Members on local business must provide receipts for meals, transportation, hotels and other expenses in order to be reimbursed. All receipts should be summarized and attached to an expense reimbursement request. All expense reimbursement requests must first be reviewed and approved by the AHEM president and then by the AHEM treasurer.
3. Meals shall be reimbursed if the person is going from local business to local business (uninterrupted service).
4. If meal expenses exceed the predetermined amount and total reimbursement is requested, the person vouching the expense shall attach (list) reasons for the excessive amount. The AHEM president, in consultation with the AHEM treasurer, will make the final decision, with appeals to be made to the Executive Board.
5. Members have forty-five (45) days from date of activity to submit all expenses. Please note that summer receipts need to be submitted thirty (30) days or less.
6. This policy shall be reviewed annually during the budget-making process.

J. CAPITALIZATION POLICY - The AHEM Executive Board has established and adopted the following Capitalization Policy effective December 31, 2013.

1. All assets (whether an improvement, betterment, restoration, or adaption) or material and supplies expenditures of \$500 or less will be written off for financial statement purposes when paid or incurred. These items will not be considered whether they are, in fact, an improvement, betterment, restoration, or adaption, but will be written off as an ordinary and necessary business expense.
2. This includes any and all assets, whether leased, leasehold improvements, financed, or paid for outright by AHEM.
3. The \$500 will be measured on a per item, per invoice basis.
4. This policy does not apply to purchases for land, inventory, or any expenditure that we elect to capitalize and depreciate.
5. Any asset expenditure that is expected to last one year or less when placed in service in our trade or business, no matter what dollar amount of expenditure, will be written off when the expenditure is paid or incurred, in accordance with our regular method of accounting employed in our income tax return preparation.

- K. COINS FOR THE COMMUNITY - Goal: To assist AHEM colleagues in times of crisis.
1. Coins for the Community drives are undertaken to assist AHEM members and immediate family who are facing catastrophic situations.
 2. Proceeds of the drive are intended to meet the basic needs of a member or of a member's immediate family, including food, shelter, clothing, and transportation.
 3. Coins for the Community drives are not for the purpose of reimbursing legal fees of members or for members' family members.
 4. Every attempt will be made to limit the number of drives to no more than one drive per trimester, subject to reconsideration by the AHEM Representative Assembly.
 5. Requests for drives should be directed to the AHEM Faculty Representatives in the building where the need has been identified. The Faculty Representatives from that building will bring a written description of the situation to the Representative Assembly for consideration.
 6. If the drive is approved by the Representative Assembly, an all-member e-mail will be prepared in the AHEM office by the AHEM president. The e-mail will identify dates of the drive and a deadline for returning contributions.
 7. A building flyer will be sent to AHEM Faculty Representatives for posting at their respective sites, along with a request to circulate contribution envelopes among staff in the building.
 8. Checks should be written to AHEM.
 9. Donations will be counted at the AHEM office by the treasurer and/or the AHEM vice president/secretary. An AHEM check will be written to the recipient representing the total amount of cash and check donations.
 10. The check to the recipient will be presented at an AHEM Representative Assembly, a staff meeting in the building of the recipient, or other manner deemed appropriate by the AHEM president.
- L. AHEM INCLEMENT WEATHER POLICY
1. The AHEM office will be closed whenever the Anoka-Hennepin schools are officially closed or dismissed early due to inclement weather. This means all scheduled AHEM meetings will also be cancelled.
 2. If weather conditions become worse during the day when school is in session and it may merit the cancellation of scheduled meetings, an e-mail message will be sent to all Head Faculty Representatives and Executive Board members, informing them of the cancellation. It will be up to members to check e-mail or call the office before coming to the meeting.
- M. CONFLICT OF INTEREST - Conflict of interest arises whenever the personal or professional interests of a member are potentially at odds with the best interests of the organization. Therefore, it is the responsibility of the AHEM Executive Board, faculty representatives, officers and other elected and appointed leaders to act in the best interest of the members and AHEM, rather than in furtherance of personal interests or the interests of third parties. Violation of this policy may result in discipline as stated in Article IX in the Constitution and Bylaws.
- N. VENDOR POLICY - AHEM will provide vendors with the following opportunities. Vendors must contact the AHEM office to schedule an opportunity.
1. Vendors may distribute literature using head reps and inner school mail once during the school year. Literature must be preapproved by the AHEM president.
 2. Vendors may address the Representative Assembly once during the school year. Vendors will have five (5) minutes or less at the beginning of the meeting. Vendors may also provide a door prize valued at no more than \$50.
- O. CONTRACT RATIFICATION VOTE - See AHEM Constitution and Bylaws for contract ratification procedures.
- P. STRIKE AUTHORIZATION - See AHEM Constitution and Bylaws for strike authorization procedures.
- Q. ORGANIZING FOR SETTLEMENT FUND (OFSF) - The purpose of the Organizing for Settlement Fund is to provide operating funds for organizing members and the community around contract settlement. The expenditure of

these funds is to be authorized and monitored by the AHM Executive Board. Specific situations in which these funds can be used are:

1. Extraordinary budget expenses brought about by a strike in the local;
 2. Repayment to the Education Minnesota OFSF (typically the local must repay 20% of the local's loan from the Education Minnesota OFSF;
 3. Grievance/arbitration expenses that exceed the budget line item, without sufficient money in the budget reserve to cover the excess expenses;
 4. Other extraordinary situations, as determined by the Executive Board, such as a loss in membership due to school district budget cuts, which significantly reduce revenue to the local.
 5. Events and activities to promote a unified membership.
- R. CHANGES TO THE POLICY HANDBOOK - The Executive Board shall review the policy handbook once every two years. The policy handbook can be modified at any time during the year by a majority vote of the Executive Board or the Representative Assembly.
- S. ALTERNATIVE TEACHER PAY FOR PERFORMANCE SYSTEM - This is the Quality Compensation and Evaluation Plan (Q Comp). This plan must be ratified annually by all members at a 75% threshold. (See Constitution and Bylaws, Article 8, Section 2, Number 9.)

III. OPERATIONS OF COMMITTEES

A. ROLES AND EXPECTATIONS OF COMMITTEE CHAIRPERSONS

1. Attend meetings of AHM Representative Assembly and Meet and Confer sessions on a regular basis.
2. Chair meetings of the committee and report back to the Representative Assembly/Executive Board orally or in written form.
3. Serve on appropriate committees when asked to do so by the president.
4. Write articles for communications pieces of AHM.
5. Be a spokesperson for AHM when asked to do so by the president.

B. COMMITTEES - Committee chairs will be appointed for a one-year term by the AHM president and approved by the Representative Assembly. The following committees are currently operating: negotiations; governmental relations; communications; membership; teacher rights; elections; professional development; labor-management; Anoka Hennepin Teachers of Color Coalition; and Local Community Action Team (LCAT). An elections chair serves under the supervision of the AHM officers. The teacher rights chair and elections chair are also appointed by the AHM president and approved by the Representative Assembly.

1. Communications Co-Chair: This chair along with AHM vice president/secretary carries responsibility for AHM communications. Publications should represent the positions and philosophy of AHM/Education Minnesota/AFT/NEA as expressed by actions taken by the governing bodies of the organization.
 - a) Lines of responsibility for communications: As the chief officer of AHM, the president shall have the immediate responsibility to oversee communications. The Executive Board has the authority to review, accept, reject, or direct any communication of AHM. As the policy making body of AHM, the Representative Assembly shall have final authority over all communication of AHM.
 - b) The communications chair will form and chair any ad hoc committee to meet the needs of the organization as needed.
2. Governmental Relations Chair: This chair shall have the responsibility for coordinating AHM activities in governmental elections and lobbying decision-makers at the local, state, and national levels.
 - a) Specific areas of responsibilities:
 1. Contacts with legislators
 2. Local lobby days/other lobbying activities
 3. Screenings for District #11 School Board; MN House of Representatives; and MN State Senate.
 4. Present a yearly legislative plan for adoption at the Representative Assembly.
 - b) Organizing activities in school board races, local levy/bond referendums, and state and national elections.
 - c) Reports at Executive Board and Representative Assembly meetings.

- d) The governmental relations chair will form and chair any ad hoc committee to meet the needs of the organization as needed.
- 3. Membership Chair: The membership committee chair carries responsibility for maintaining and promoting membership in the union. The membership committee chair will be responsible for putting together a committee of members to work on membership activities and communications. The AHEM president and/or vice president/secretary will serve on the Membership Committee. (Membership records will be maintained by AHEM office staff and monitored periodically by the AHEM president and treasurer.)
- 4. Local Community Action Team (LCAT) Chair: The LCAT (Community Action Team) Committee Chair shall have the following responsibilities:
 - a) Develop a budget with corresponding activities related to organizing around contract settlement, and
 - b) Plan and coordinate activities to increase the visibility of AHEM in the community.
 - c) Pursue and complete financing grants, when available.
- 5. Elections Chair: The elections chair is responsible for organizing and overseeing all AHEM elections, including officer elections, Executive Board elections, contract ratification votes, delegate elections, and the QComp vote. The elections chair shall recruit members to serve as tellers for these elections and shall form and chair an elections committee prior to all contested elections.
- 6. Professional Development Chair: The Professional Development Committee Chair shall have the following responsibilities:
 - a) Pre-approve course contents with Education Minnesota and district CEU committee,
 - b) Recruit instructors,
 - c) Communicate course schedules to AHEM membership, and
 - d) Maintain course rosters to ensure classes are at capacity.
- 7. Negotiations Committee: The negotiations committee is responsible for preparing a proposal and negotiating a Working Agreement by and between AHEM and the school board. The negotiations committee shall have the responsibility for negotiations research, training, and communications.
 - a) Negotiations Team: Negotiators will be approved by the Representative Assembly or Executive Board. New members of the negotiations team will be recommended by a screening team and approved by the Representative Assembly. Negotiators shall be placed under contract. (See Appendix E and F for negotiators' contracts.)
 - b) Negotiations Authority: The AHEM Representative Assembly empowers the AHEM Executive Board to have the authority to make decisions for the negotiators when such authority is needed. When there isn't time for the Representative Assembly to meet, the Executive Board has authority to make decisions concerning negotiations.
- 8. Labor Management Committee: If the RA or Executive Board requires a LMC, the LMC will be made up of representatives from administration and AHEM and will meet on a regular basis to address issues and solve problems on an ongoing basis.

Make-up of the committee: Each side, district administration and AHEM, will determine the positions that will be represented on the committee and determine who will fill those positions.

Committee members will serve one-year terms and can run for successive terms. One officers and the lead negotiator will serve on the labor-management committee and the committee structure will be organized by the AHEM officers.

- 9. Teacher Rights Committee, if the Representative Assembly or the Executive Board require a TRC:
 - a) The teacher rights committee shall have the responsibility to review grievances and make recommendations to the Executive Board on the processing of those grievances. The Executive Board will have final authority to send a grievance to Arbitration, taking into consideration the recommendation of the teacher rights committee, field staff, and feedback from Education Minnesota legal staff.
 - b) The teacher rights committee may consist of the teacher rights chair (appointed by the president), members of the negotiations team, field staff, and teacher members representing various instructional levels.
 - c) The teacher rights chair will be responsible for recruiting teachers to serve on the committee and will seek volunteers at the Representative Assembly and Executive Board meetings. Compensation will be determined each year during the AHEM budgeting process.

C. COMMITTEE CHAIR STIPENDS

1. Stipends: Stipends for committee chairs will be recommended annually by the AHEM budget committee, discussed at Executive Board and approved by the Representative Assembly during the budgeting process.
2. Changes in stipends: If an increase in a committee chair stipend is warranted, due to an unforeseen heavy workload, the president can bring a request for a stipend increase to the Executive Board for approval.
3. Committee co-chairs: Committees having co-chairs will divide the amount by any formula they agree on. If an agreement is not reached, then each shall receive fifty percent.
4. If at any time a grant opportunity exists to pay chair stipends, the Executive Board and Representative Assembly will accept grant dollars to pay the stipends.

IV. MISCELLANEOUS AHEM POLICY POSITIONS

A. AHEM POSITION ON BUDGET CUTS

Budget cuts should be taken as far away from the classroom as possible.

B. AHEM POSITION ON THE ROLE OF PARAPROFESSIONALS

AHEM supports paraprofessionals and auxiliary personnel to assist in the delivery of education programs; but, it is only appropriate for paraprofessionals and auxiliary personnel to receive work direction from a licensed teacher when they are under the direct supervision of an appropriately licensed administrator. However, AHEM strongly opposes paraprofessionals and auxiliary personnel providing direct instruction to students as a method of justifying increased class size and circumventing the hiring of teachers. AHEM believes that in no case should a certified teacher performing instructional duties be replaced by a paraprofessional.

C. AHEM POSITION ON SUBSTITUTE TEACHERS DURING A STRIKE

In the event that a significant number of substitutes are hired to work in a striking school district, therefore creating a situation where District #11 teachers may be asked to cover classes for which no substitutes can be found, ~~the~~ AHEM will strongly urge all District #11 teachers to not accept such a request to cover classes as is their right under Article X, Section 10, Subdivision 2 of the Working Agreement.

D. AHEM POSITION ON UNION PRINTERS

AHEM will use either the in-house unionized printer at Education Minnesota or an outside union printer for all printing done by the local.

APPENDIX A - CONTRACT FOR AHEM PRESIDENT

The undersigned hereby agrees to enter into this contract with AHEM and does agree to fulfill the following applicable conditions and obligations.

1. The president shall serve as the chief executive officer of AHEM.
2. The president shall prepare agendas for and preside over Faculty Representative Assembly, Executive Board and other meetings as needed.
3. The president shall appoint committee chairs, with final approval of the Representative Assembly. The president shall ensure that committees convene and accomplish their functions.
4. The president shall ensure that necessary procedures are followed in conducting elections, supervising the budget, and maintaining the constitution, bylaws, and policies of AHEM.
5. The president, along with the vice president/secretary, shall establish a calendar of activities for AHEM.
6. The president shall be an elected advocate for teachers by:
 - having a working knowledge of the teacher contract, district policies, and state and federal laws that impact teachers;
 - representing the local as spokesperson on matters of policy or assigning the responsibility for such representation;
 - serving as the liaison between district central administration and the local;
 - promoting active participation of the members, developing other local leaders and encouraging esprit de corps;
 - meeting with individual members, groups of members and sites to discuss issues and assist with problem solving;
 - attending and monitoring school board meetings;
 - participating in the political action activities of the local.
7. The president shall serve as the liaison between the local and the state and national organizations and shall inform the membership on local, state, and national issues and programs.
8. The president shall promote and maintain membership in the local and in the state and national organizations.
9. The president shall carry out the directives of the Representative Assembly and Executive Board.
10. The president, along with the treasurer, carries responsibility for monitoring the finances and the budget of the local. The president must review and sign off on all local expense vouchers before the vouchers go to the treasurer for payment.
11. The president, along with the treasurer, shall inform the Executive Board on a yearly basis of the Executive Board's fiduciary responsibilities for overseeing AHEM budgets, audits and tax preparation.
12. The president shall serve on the teacher rights, membership, budget, governmental relations and negotiations committee, if the committee exists.
13. The president shall approve and monitor the use of association leave days.
14. The term of this contract is three (3) years. AHEM agrees to pay the president their salary on the teacher salary schedule, plus an additional prorated stipend equivalent to fifty (50) days of pay on the teacher salary schedule because of the additional workload required of the president throughout the entire calendar year. All retirement and fringe benefits will remain in place as if the president were teaching in the district.
15. The president will also be reimbursed for mileage and other expenses up to an amount set annually by the budget committee.
16. The president will run as a delegate to the Education Minnesota Representative Convention and will serve as chair of the delegation.

AHEM president

(NEW) APPENDIX B - CONTRACT FOR AHEM VICE PRESIDENT/SECRETARY

The undersigned hereby agrees to enter into this contract with AHEM and does agree to fulfill the following applicable conditions and obligations.

1. The vice president/secretary shall keep a record of the proceedings of meetings of the Representative Assembly, the Executive Board, and general meetings of the Association, and serve as directed by the president.
2. The vice president/secretary shall prepare an electronic copy of meeting minutes and forward these minutes to the AHEM office for review and distribution. Minutes will be completed in a timely manner, so that they can be approved at the following meeting.
3. The vice president/secretary is responsible for finding his/her own substitute to take minutes when an absence from a meeting is necessary.
4. The vice president/secretary shall serve as a member of the AHEM budget committee.
5. The vice president/secretary shall perform other duties, as assigned by the president.
6. The vice president/secretary will run as a delegate to the Education Minnesota Representative Convention.
7. The term of this contract is three (3) years. AHEM agrees to pay the vice president/secretary a stipend, set annually by the budget committee and approved by the Representative Assembly.
8. The vice president/secretary will also be reimbursed for expenses at an amount set annually by the budget committee and approved by the Representative Assembly.
9. The vice president/secretary shall perform the duties of, and have the powers of, the president during any absence or inability of the president to act or in the event of a vacancy in the office.
10. The vice president/secretary shall serve as a member of the teacher rights committee and the membership committee, if the committee exists.
11. The vice president/secretary shall conduct all meet and confer sessions and will run as a delegate to the Education Minnesota Representative Convention.
12. The vice president/secretary carries responsibility for the completion of the AHEM calendar, working with AHEM office staff.

AHEM vice president/secretary

APPENDIX C - CONTRACT FOR AHEM TREASURER

The undersigned hereby agrees to enter into this contract with AHEM and does agree to fulfill the following applicable conditions and obligations.

1. The treasurer shall serve as the main financial officer of the Association.
2. The treasurer shall keep the financial accounts in a business-like form and submit monthly reports of the expenditures of the Association to the Executive Board and at such other times as directed.
3. The treasurer serves as lead member of the budget committee each spring when the AHEM budget is set for the following year. The treasurer provides the budget committee with information on assets and remaining obligations so that the budget committee can make prudent recommendations on the budget to the Representative Assembly. In order to determine revenue for the following fiscal year, the treasurer collects data on membership from the office staff in charge of membership.
4. The treasurer shall ensure that all expense vouchers have been reviewed and signed by the AHEM president before payment is made.
5. The treasurer pays the Association's bills and other expenses and writes and signs checks.
6. The treasurer does the Association's banking, reconciles monthly bank statements, prepares monthly balance sheets and arranges for the investment of reserve assets.
7. The treasurer shall ensure that a yearly audit is completed, as per the AHEM Constitution. The treasurer engages a CPA for the audit, negotiates a written agreement with the auditor, puts materials in order for the auditor, delivers materials to the auditor for the audit, answers questions from the auditor, picks up materials from the auditor, and presents the audit report to the Executive Board. All materials for the audit of the fiscal year ending on August 31 shall be delivered to the auditor no later than December 1 (3 months after the end of the fiscal year).
8. The treasurer shall complete 1099 tax documents and engage a CPA to complete 990 forms for the IRS, meeting all IRS deadlines.
9. If the treasurer does not complete the yearly audit or tax responsibilities, meeting the deadlines described above, the treasurer's tax/audit stipend shall not be paid, as per the AHEM Constitution. The treasurer shall discuss any extenuating circumstances with the Executive Board.
10. The treasurer, along with the president, shall inform the Executive Board on a yearly basis of the Executive Board's fiduciary responsibilities for overseeing AHEM budgets, audits and tax preparation.
11. The treasurer shall run as a delegate to the Education Minnesota Representative Assembly.
12. The treasurer shall communicate with Education Minnesota on financial matters and send a copy of the completed audit to Education Minnesota.
13. The term of this contract is three (3) years. AHEM agrees to pay the treasurer an officer stipend and a tax/audit stipend. The amounts of these stipends are set each year during the budgeting process and approved by the Representative Assembly.
14. The treasurer will receive an additional amount for expenses. The expense amount is set each year during the budgeting process and approved by the Representative Assembly.
15. The treasurer will aid in duties associated with the fiduciary responsibilities related to grants received by members, if required.

AHEM treasurer

APPENDIX D - CONTRACT FOR AHEM NEGOTIATION TEAM MEMBERS

For the _____ Working Agreement, the Executive Board of the AHEM and _____ agree to enter into this contract for the purpose of employing _____ as a negotiator for AHEM, and member of the AHEM Negotiations Team. Both parties agree to fulfill the following applicable conditions and obligations:

1. The negotiators, with the assistance of resources, such as Education Minnesota Field Staff, the AHEM Representative Assembly & Executive Board, as well as AHEM negotiations committees, as democratic sounding boards, will endeavor to prepare proposals and negotiate a successor Working Agreement between AHEM and the School Board. Negotiators shall communicate with and to AHEM members through open meetings, written and electronic communications, and shall respond to member concerns at the AHEM Representative Assembly, and other member meetings. If requested, they shall also provide assistance with grievance processing and contract interpretation during this period.
2. Negotiators are expected to function as spokespersons for AHEM in matters pertaining to negotiations with the School Board and its representatives.
3. Negotiators shall participate in planning the specific charges of the negotiations committees. The AHEM Executive Board has the final authority to direct the actions of the AHEM Negotiations Team.
4. AHEM agrees to maintain functioning negotiations committees during the negotiations process and to provide adequate resources, statistical, financial and clerical assistance to enable the Negotiations Team to perform its duties.
5. The term of this contract is for two (2) years. AHEM agrees to pay a stipend of _____, in each of the next two years along with any possible inflationary adjustments that may be deemed necessary by the AHEM Representative Assembly as part of its budgetary process. Negotiators will also be reimbursed for related expenses incurred during the process of negotiations such as meals, lodging, and mileage, as per AHEM policy.
6. Negotiators are expected to be active members, and attend meetings of related committees as deemed necessary by the AHEM Executive Board and AHEM Lead Negotiator.
7. Negotiators may also be requested from time to time to attend meetings of the AHEM Representative Assembly, Executive Board, and Meet & Confer sessions as deemed necessary by the AHEM Executive Board and AHEM Lead Negotiator. The terms of this contract shall not be altered except by mutual consent.

AHEM president

AHEM negotiator

APPENDIX E - CONTRACT FOR AHEM LEAD NEGOTIATOR

For the _____ Working Agreement, the Executive Board of the AHEM) and _____ agree to enter into this contract for the purpose of employing _____ as the Lead Negotiator for AHEM, and member of the AHEM Negotiations Team. Both parties agree to fulfill the following applicable conditions and obligations:

1. The Lead Negotiator, will lead and direct the AHEM Negotiations Team and with the assistance of resources, such as Education Minnesota Field Staff, the AHEM Representative Assembly & Executive Board, as well as AHEM negotiations committees, as democratic sounding boards, will endeavor to prepare proposals and negotiate a successor Working Agreement between AHEM and the School Board. The Lead Negotiator shall lead and direct communications with and to AHEM members through open meetings, written and electronic communications, and shall respond to member concerns at the AHEM Representative Assembly, and other member meetings. If requested, the Lead Negotiator shall also provide assistance with grievance processing and contract interpretation during this period.
2. The Lead Negotiator is expected to function as the lead spokesperson for the AHEM Negotiations Team, as well as lead AHEM in matters pertaining to negotiations with the School Board and its representatives.
3. The Lead Negotiator shall participate in planning the specific charges of the negotiations committees and shall take direction from the AHEM Executive Board which retains final authority to direct the actions of the AHEM Negotiations Team.
4. AHEM agrees to maintain functioning negotiations committees during the negotiations process and to provide adequate resources, statistical, financial and clerical assistance to enable the Lead Negotiator to lead AHEM's bargaining effort.
5. The term of this contract is for two (2) years. AHEM agrees to pay a stipend of _____, in each of the next two years along with any possible inflationary adjustments that may be deemed necessary by the AHEM Representative Assembly as part of its budgetary process. All Negotiators will also be reimbursed for related expenses incurred during the process of negotiations such as meals, lodging, and mileage, as per AHEM policy.
6. The Lead Negotiator is expected to lead the Bargaining Team and ensure Negotiators are active as attendees and leaders of negotiations- related committees, such as, the AHEM Teacher Rights Committee, Labor-Management Committee, Local Community Action Team ("LCAT"), Negotiations Steering Committee, Metro Area Council "MAC" activities, as well as Education Minnesota training activities (Summer Seminar and Negotiations Conference) and others as deemed necessary by the AHEM Executive Board, and AHEM Lead Negotiator.
7. The Lead Negotiator will be responsible for assigning negotiators to be present from time to time to attend meetings of the AHEM Representative Assembly, Executive Board, and Meet & Confer sessions as deemed necessary by the AHEM Executive Board, and AHEM lead negotiator. The terms of this contract shall not be altered except by mutual consent.

AHEM president

AHEM lead negotiator

APPENDIX F – DUES STRUCTURE

Active Professional - Teacher/Faculty Categories

1. Teach greater than 90% to 100%
2. Teach greater than 75% to 90%
3. Teach greater than 65% to 75%
4. Teach greater than 50% to 65%
5. Teach greater than 40% to 50%
6. Teach greater than 25% to 40%
7. Teach 25% or less and earning \$6,040 and over annually
8. Teach 25% or less and earning under \$6,040 annually