



2017-19 Tentative Agreement Summary

Working Agreement July 1, 2017, thru June 30, 2019

AHEM Negotiations Team:

Tom Powers, Lead Negotiator; Vicki Czerwinski, ESC; Anne Lindgren, RMS; Todd Mensink, ESC QComp; John Wolhaupter, Anoka MS-Fred Moore

The following is a summary of the tentative agreement by and between Anoka Hennepin Education Minnesota and Anoka Hennepin Independent School District No. 11 School Board

Salary Schedule

- ◆ Performance Increments (steps and lanes) in both years
- ◆ 2% in year one (2017-2018) for all cells except step 10
- ◆ Year 2 (2018-2019)
 - 2.5% on step 1
 - 1.25% on step 3-9
 - 0% on steps 10 & 11
 - 2% on all other steps
 - Step 20 moves from 'career I' to 'career II'

ABE/ECFE

- ◆ Steps and Lanes in both years
- ◆ Steps added at the top of schedule to ensure all get at least 4% over 2 years
- ◆ Bottom Step removed in second year

Insurance / Benefits

Health insurance premiums monthly district contributions are:

- ◆ Year One (2017-2018)
 - Single - \$636
 - Family - \$1,114
 - Dual Spouse - \$1,848
- ◆ Year Two (2018-2019)
 - Single - \$654 (2.8% inc.)
 - Family - \$1,150 (3.2% inc.)
 - Dual Spouse - \$1,850

Dental monthly district contribution:

- ◆ Year One - \$78
- ◆ Year Two - \$80

*The 103-day threshold for retirement Health Care Savings Plan contribution is **reduced to 90 days** (Article XVIII, Retirement, Section 3.)*

Extra Service Compensation

- ◆ 2% each year on most ESAs
- ◆ Sports
 - All Level D coaches moved to Level C
 - Dance moved from Level D to Level B
 - Increased pay for assistant coaches - set as a percent of head coach pay.
 - Improvements to extended season pay.
- ◆ Increased pay for AP Test Coordinators - now tied to number of tests, not number of students.
- ◆ Unused yearbook stipend for STEP eliminated in exchange for money added to their CTE pot

Extra Service Compensation, cont.

- ◆ Increased compensation for AMSA Theater.
- ◆ SPED lead position added at AMSA, Washington Campus
- ◆ Initial placement credit given for clinical experience of SLPs, OTs, and PTs
- ◆ Added compensation for OTs with national advanced certification
- ◆ Drivers Ed Leadership added to Secondary Curriculum Support Team Teachers
- ◆ Minor improvement to compensation for covering unfilled classes

Miscellaneous

- ◆ Staffing deadlines moved from March 1 to February 1
- ◆ Clarifying language about retired teachers working in ABE/ECFE and seniority lists
- ◆ Renamed some titles for clarity in Article X and Appendix B
- ◆ Change "Future Educators" to "Educators Rising"
- ◆ Change "Odyssey of the Mind" to "Destination Imagination"
- ◆ Change "Teachers on Special Assignment in Central Services" to "ESC TALS and Tech Facilitators"

Timeline:

- ◆ Informational Q & A general membership meetings
3:30-4:30 p.m. and 4:45-5:45 p.m.
Wed., Sept. 27: Blaine HS, Media Center
Tues., Oct. 3: Champlin Park HS, Media Center
- ◆ Vote in building sites
Wed., Oct. 11, and/or Thurs., Oct. 12
- ◆ Absentee voting at AHEM office
7:45 a.m. - 4:30 p.m.
Mon., Oct. 9, thru Thurs., Oct. 12
- ◆ AHEM Representative Assembly certifies the vote
Mon., Oct. 16
- ◆ AHEM vote results reported to school board
Mon., Oct. 23
- ◆ Retroactive pay will be issued
November 2017

ABE-ECFE Wage Schedule 2017-19

Bachelors (BA) - Hourly Rate										
2016-17		2017-18		2018-19						
Step		Step		Step						
2	\$26.67	2	\$27.70							
3	\$27.97	3	\$27.95	3	\$28.65					
4	\$29.27	4	\$29.25	4	\$29.20					
5	\$30.56	5	\$30.55	5	\$30.55					
6	\$31.86	6	\$31.85	6	\$31.85					
7 & 8	\$33.15	7	\$33.15	7	\$33.15					
9	\$35.08	8 & 9	\$34.70	8	\$34.65					
		10	\$35.85	9 & 10	\$35.85					
				11	\$36.60					

Masters (MA) - Hourly Rate										
2016-17		2017-18		2018-19						
Step		Step		Step						
2	\$28.67	2	\$29.70							
3	\$29.97	3	\$29.95	3	\$30.65					
4	\$31.27	4	\$31.25	4	\$31.20					
5	\$32.56	5	\$32.55	5	\$32.55					
6	\$33.86	6	\$33.85	6	\$33.85					
7 & 8	\$35.15	7	\$35.15	7	\$35.15					
9	\$37.21	8 & 9	\$36.70	8	\$36.65					
		10	\$37.85	9 & 10	\$37.85					
				11	\$38.60					

2016-17 Teachers Salary Schedule										
STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	39,626	40,719	41,602	42,568		45,507	46,578	47,696	48,824	49,725
2	41,565	42,738	43,827	44,916		47,853	49,149	50,528	51,673	53,164
3	43,059	44,353	45,464	46,630		50,382	51,633	53,316	54,498	56,014
4	43,059	44,353	45,464	46,630		50,382	51,633	53,316	54,498	56,014
5	44,385	45,802	47,011	48,313		52,745	54,186	55,954	57,140	58,922
6	45,512	47,295	48,555	49,980		55,146	56,738	58,548	60,217	61,857
7	47,033	48,817	50,104	51,631		57,473	59,399	61,313	63,123	65,043
8	49,568	51,369	52,646	53,942		59,773	62,079	64,211	65,982	68,124
9	53,521	55,432	56,555	57,849		63,419	65,277	66,948	68,739	71,002
10	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
11	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
12	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
13	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
14	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
15	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
16	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
17	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
18	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
19	58,742	61,000	62,428	64,091	66,351	70,774	72,941	75,108	77,514	79,921
20	58,742	61,000	62,428	64,091	66,351	70,774	72,941	75,108	77,514	79,921
21	61,237	63,378	64,925	66,470	68,848	73,301	75,590	77,757	80,163	83,052
22	61,237	63,378	64,925	66,470	68,848	73,301	75,590	77,757	80,163	83,052
23	61,237	63,378	64,925	66,470	68,848	73,301	75,590	77,757	80,163	83,052
24+					69,780	74,746	77,514	79,681	82,690	85,699

2017-18 Teachers Salary Schedule Tentative Agreement (TA)

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	40,419	41,533	42,434	43,419		46,417	47,510	48,650	49,800	50,720
2	42,396	43,593	44,704	45,814		48,810	50,132	51,539	52,706	54,227
3	43,920	45,240	46,373	47,563		51,390	52,666	54,382	55,588	57,134
4	45,273	46,718	47,951	49,279		53,800	55,270	57,073	58,283	60,100
5	45,273	46,718	47,951	49,279		53,800	55,270	57,073	58,283	60,100
6	46,422	48,241	49,526	50,980		56,249	57,873	59,719	61,421	63,094
7	47,974	49,793	51,106	52,664		58,622	60,587	62,539	64,385	66,344
8	50,559	52,396	53,699	55,021		60,968	63,321	65,495	67,302	69,486
9	54,591	56,541	57,686	59,006		64,687	66,583	68,287	70,114	72,422
10	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
11	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
12	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
13	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
14	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
15	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
16	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
17	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
18	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
19	59,917	62,220	63,677	65,373	67,678	72,189	74,400	76,610	79,064	81,519
20	59,917	62,220	63,677	65,373	67,678	72,189	74,400	76,610	79,064	81,519
21	62,462	64,646	66,224	67,799	70,225	74,767	77,102	79,312	81,766	84,713
22	62,462	64,646	66,224	67,799	70,225	74,767	77,102	79,312	81,766	84,713
23	62,462	64,646	66,224	67,799	70,225	74,767	77,102	79,312	81,766	84,713
24+					71,176	76,241	79,064	81,275	84,344	87,413

2018-19 Teachers Salary Schedule Tentative Agreement (TA)

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1	41,429	42,572	43,495	44,504		47,578	48,697	49,866	51,045	51,987
2	43,244	44,465	45,598	46,731		49,786	51,135	52,569	53,761	55,312
3	44,469	45,806	46,953	48,157		52,032	53,324	55,062	56,283	57,848
4	45,839	47,302	48,551	49,895		54,472	55,961	57,786	59,011	60,852
5	47,003	48,844	50,145	51,617		56,952	58,596	60,465	62,189	63,883
6	47,003	48,844	50,145	51,617		56,952	58,596	60,465	62,189	63,883
7	48,573	50,416	51,745	53,322		59,355	61,344	63,321	65,190	67,173
8	51,191	53,051	54,370	55,709		61,731	64,112	66,314	68,143	70,355
9	55,274	57,247	58,407	59,744		65,496	67,415	69,141	70,990	73,327
10	58,742	61,000	62,428	64,091		70,774	72,941	75,108	77,514	79,921
11	59,917	62,220	63,677	65,373		72,189	74,400	76,610	79,064	81,519
12	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
13	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
14	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
15	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
16	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
17	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
18	61,115	63,464	64,950	66,680		73,633	75,888	78,142	80,646	83,150
19	61,115	63,464	64,950	66,680	69,032	73,633	75,888	78,142	80,646	83,150
20	63,711	65,938	67,548	69,155	71,629	76,262	78,644	80,898	83,402	86,407
21	63,711	65,938	67,548	69,155	71,629	76,262	78,644	80,898	83,402	86,407
22	63,711	65,938	67,548	69,155	71,629	76,262	78,644	80,898	83,402	86,407
23	63,711	65,938	67,548	69,155	71,629	76,262	78,644	80,898	83,402	86,407
24+					72,599	77,766	80,646	82,900	86,031	89,161

Two-Year, Dollar Increase from 16-17 to 18-19: Teachers Salary Schedule

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60
1 to 3	5,843	5,087	5,351	5,499		6,525	6,746	7,366	7,459	8,123
2 to 4	4,274	4,564	4,724	4,979		6,619	6,812	7,258	7,338	7,688
3 to 5	3,944	4,491	4,681	4,987		6,570	6,963	7,149	7,691	7,869
4 to 6	3,944	4,491	4,681	4,987		6,570	6,963	7,149	7,691	7,869
5 to 7	4,188	4,614	4,734	5,009		6,610	7,158	7,367	8,050	8,251
6 to 8	5,679	5,756	5,815	5,729		6,585	7,374	7,766	7,926	8,498
7 to 9	8,241	8,430	8,303	8,113		8,023	8,016	7,828	7,867	8,284
8 to 10	9,174	9,631	9,782	10,149		11,001	10,862	10,897	11,532	11,797
9 to 11	6,396	6,788	7,122	7,524		8,770	9,123	9,662	10,325	10,517
10 to 12	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
11 to 13	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
12 to 14	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
13 to 15	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
14 to 16	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
15 to 17	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
16 to 18	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
17 to 19	2,373	2,464	2,522	2,589		2,859	2,947	3,034	3,132	3,229
18 to 20	4,969	4,938	5,120	5,064		5,488	5,703	5,790	5,888	6,486
19 to 21	4,969	4,938	5,120	5,064	5,278	5,488	5,703	5,790	5,888	6,486
20 to 22	4,969	4,938	5,120	5,064	5,278	5,488	5,703	5,790	5,888	6,486
21 to 23	2,474	2,560	2,623	2,685	2,781	2,961	3,054	3,141	3,239	3,355
22 to 24+					3,751	4,465	5,056	5,143	5,868	6,109
23 to 24+					3,751	4,465	5,056	5,143	5,868	6,109
24 to 24+					2,819	3,020	3,132	3,219	3,341	3,462

Two-Year, Percentage Increase from 16-17 to 18-19: Teachers Salary Schedule

STEP	BA	BA+15	BA+30	BA+45	BA+60	MA	MA+15	MA+30	MA+45	MA+60	Average
1 to 3	15.13%	12.49%	12.86%	12.89%		14.34%	14.48%	15.44%	15.28%	16.34%	14.36%
2 to 4	10.28%	10.68%	10.78%	11.09%		13.83%	13.86%	14.37%	14.20%	14.46%	12.62%
3 to 5	9.16%	10.13%	10.30%	10.69%		13.04%	13.49%	13.41%	14.11%	14.05%	12.04%
4 to 6	9.16%	10.13%	10.30%	10.69%		13.04%	13.49%	13.41%	14.11%	14.05%	12.04%
5 to 7	9.44%	10.07%	10.07%	10.37%		12.53%	13.21%	13.17%	14.09%	14.00%	11.88%
6 to 8	12.48%	12.17%	11.98%	11.46%		11.94%	13.00%	13.26%	13.16%	13.74%	12.58%
7 to 9	17.52%	17.27%	16.57%	15.71%		13.96%	13.49%	12.77%	12.46%	12.74%	14.72%
8 to 10	18.51%	18.75%	18.58%	18.81%		18.40%	17.50%	16.97%	17.48%	17.32%	18.04%
9 to 11	11.95%	12.25%	12.59%	13.01%		13.83%	13.98%	14.43%	15.02%	14.81%	13.54%
10 to 12	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
11 to 13	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
12 to 14	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
13 to 15	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
14 to 16	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
15 to 17	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
16 to 18	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
17 to 19	4.04%	4.04%	4.04%	4.04%		4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
18 to 20	8.46%	8.10%	8.20%	7.90%		7.75%	7.82%	7.71%	7.60%	8.12%	7.96%
19 to 21	8.46%	8.10%	8.20%	7.90%	7.96%	7.75%	7.82%	7.71%	7.60%	8.12%	7.96%
20 to 22	8.46%	8.10%	8.20%	7.90%	7.96%	7.75%	7.82%	7.71%	7.60%	8.12%	7.96%
21 to 23	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%
22 to 24+					5.45%	6.09%	6.69%	6.61%	7.32%	7.36%	6.59%
23 to 24+					5.45%	6.09%	6.69%	6.61%	7.32%	7.36%	6.59%
24+ to 24+					4.04%	4.04%	4.04%	4.04%	4.04%	4.04%	4.04%