



- A – Request decision – closure required
- B – Update/status report
- C – Discussion and input – final decision at a subsequent meeting

**Special School Board Meeting - Anoka-Hennepin School Board Operations in the Event of AHEM Teacher Strike - Pursuant to Minn. Statute 13d.04 subd. 3**

**Monday, December 22, 2025**

**AGENDA**

1. **Call to Order (1 minute)**
2. **Approve Board Agenda (1 minute)**
3. **Labor Relations (10 minutes)**
  - 3.A. Anoka-Hennepin School Board Operations Resolution in the Event of Anoka Hennepin Education Minnesota Teacher Strike (5 minutes) - **A**  
Tim Palmatier, General Counsel, Dr. Jennifer Cherry, Chief Human Resources Officer  
  
Appendix A 2
  - 3.B. Anoka-Hennepin School Board Resolution on Picketing (5 minutes) - **A**  
Tim Palmatier, General Counsel, Dr. Jennifer Cherry, Chief Human Resources Officer  
  
Appendix B 4
4. **Adjourn**

**ANOKA-HENNEPIN SCHOOL BOARD OPERATIONS RESOLUTION IN THE EVENT OF ANOKA HENNEPIN EDUCATION MINNESOTA TEACHER STRIKE**

WHEREAS, the Anoka-Hennepin School District, ISD #11 (the "District") is committed to sound collective bargaining principles and practices to resolve differences to the mutual satisfaction of the parties and avert, to the greatest extent possible, work actions such as strikes. However, recognizing that a work action is the ultimate exercise of bargaining power unions may employ as an economic sanction against the District in the event bargaining demands cannot be satisfied, the District must therefore take responsible precautions to ensure necessary public services will be provided in the event such action is employed.

**BE IT FURTHER RESOLVED**, that in the event of a strike by the Anoka Hennepin Education Minnesota ("AHEM"), the Superintendent of Schools or his designee, will exercise the following powers, to include but not be limited to the following:

1. Temporarily assign and reassign personnel as needed.
2. Temporarily close school, close buildings, cancel programs or cancel activities when deemed to be in the best interests of the District.
3. Take such other temporary emergency steps as deemed necessary for business activities and for the safety of students, staff and property.
4. Authorize varsity athletics and activities covered by the Minnesota State High School League on a case-by-case basis. Post-season competitions will be encouraged and supported to continue during a strike.
5. Advise all employees of their rights and responsibilities during a strike and the School District's rules regarding striking employees.
6. Take such actions as necessary to furlough employees (consistent with applicable laws and collective bargaining units) due to a substantial disruption in operations.
7. Determine employees, excluding members of the striking AHEM bargaining units, who must report to work during the strike.
8. Amend the school calendar to add additional school days (including but not limited to added over days in June) to make-up for lost instructional time.

**BE IT FURTHER RESOLVED**, that in the event of a strike action against the District and for the duration of the strike, the following will apply uniformly and consistently in accordance with state laws to all employees covered by the striking AHEM bargaining units who engage or participate in such strike action:

9. Employees who are absent from any portion of their work assignments without permission of the appropriate supervisor on the date or dates when a strike occurs will be presumed to have engaged in a strike on such date or dates.
10. No striking employee will be paid wages or benefits. For wages due prior to the

commencement of a strike, the District will issue a paycheck to striking employees on the next regularly scheduled payday.

11. The District will discontinue contribution to all group insurance coverage for striking employees to the extent provided by law. Such employees will be notified by letter how they may continue to maintain group coverage.
12. No striking employee will receive personal leave pay.
13. No striking employee will be granted sick leave.
14. No striking employee will be granted vacation leave.
15. No striking employee will be eligible for any type of leave, including attendance at conferences and conventions. Employees on an approved leave that began prior to the strike will be allowed to remain on leave.
16. No striking employee will receive service credit for benefit accrual purposes.
17. Any District employee who takes part in the strike must work with their supervisor to secure all District property at their work site before the strike commences.
18. An employee participating in a strike is not allowed to take part in any other District work assignments for the duration of the strike, whether full-time, part-time, or on a volunteer basis.
19. All pre-approved travel or conferences for striking employees are cancelled and the District will not pay for or reimburse expenditures associated therewith.
20. Striking employees will not be allowed to use District facilities for the duration of the strike.

**BE IT FURTHER RESOLVED**, that the School Board of Anoka-Hennepin Independent School District No. 11 will designate Jim Skelly, Executive Director Communications & Public Relations, authorized to speak publicly on behalf of the District in regard to labor disputes in which a strike has commenced or is imminent.

Further, the Superintendent will report all action taken in accordance with this resolution to the School Board at the earliest opportunity.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Clerk

**ANOKA-HENNEPIN SCHOOL BOARD RESOLUTION ON PICKETING**

WHEREAS, the Anoka-Hennepin School District, ISD #11 (the "District") has a right and obligation to protect school grounds and to continue to conduct school business during an employee strike; and

WHEREAS, public employees have a legal right to strike;

THEREFORE, BE IT RESOLVED that the following policy regulating picketing be adopted:

1. The proper and lawful access to, and egress from District property and facilities shall remain free from interference, or disruption or the imminent threat thereof.
2. No picketer while on private or public grounds adjacent to any District building in which District business is being conducted shall act in a manner threatening to the safety of persons or creating an interference that substantially disturbs the conduct of business.
3. Persons involved in picketing activities shall not obstruct or unreasonably interfere with the normal access to and egress from District property and facilities; no picketing or activities collateral to or arising out of the picketing activities will be permitted in District facilities while District business is being conducted.
4. No person, while engaged in picketing activities on public or private grounds adjacent to any building in which a school or any class thereof is in session, shall willfully make or assist in the making of any noise or diversion which disturbs or imminently threatens to disturb the peace and good order of such session or class thereof.
5. No person shall use school facilities/property (including parking lots) to participate in a strike. This includes utilizing school district parking lots for staging or parking in connection with picketing activities adjacent to school district property.
6. Any picketing activities in violation of this resolution or that would otherwise constitute an unfair labor practice under Minnesota Statute 179A.13 Subd. 3 should be reported to the School District's General Counsel's Office.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Clerk