

LEGISLATIVE UPDATE

District ABE Teachers

August 15th, 2023

In the last legislative session there was an important issue addressed for ABE teachers across Minnesota.

District ABE teachers were given the bargaining position that they are no longer considered only a line item in the teacher contract. They have been granted by the local Education Association to work with the Teachers' Union on their contracts.

ABE and ECFE teachers are considered a part of the Teachers' Union.

What does this mean for each individual district?

MDE cannot provide guidance. The next best course of action is to connect with your local Teachers' Union about how the local contract works with ABE instructors. Districts are not mandated to do the same thing across Minnesota. **Topics to consider:**

- Tenure
- Benefits
- Salary
- Steps and Lanes

Other pieces for teachers, unions and districts to consider:

- How split shifts could be incorporated as ABE students are more able to attend AM and PM classes (rather than a full 8 hour day of class)
- How to balance teacher salaries with limited ABE funding (the legislative change did not provide K-12 funding parity for ABE programming)
- Position-shifting/sharing: Do individual districts want to maintain a separate ABE seniority list so that, for example, a gym teacher can't be assigned to do part-time ABE work to fill out their contract?

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