

**CONSTITUTION & BYLAWS COMMITTEE**

**Bylaw Amendments**

PASSED 16-01 Update language to reflect current terminology and practices  
PASSED 16-02 Format, Numbering, and Grammatical Corrections  
PASSED 16-03: Article VIII Officers, Section I. – Terms & Succession

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**LEGISLATIVE/POLITICAL ACTION COMMITTEE**

- B87-6: AEA shall encourage NEA-Alaska to continue to work in concert with other agencies to seek legislation to develop specific guidelines regarding attendance and truancy and seek funding for tracking attendance and enforcement of truancy laws. The districts shall also be encouraged to develop alternate educational opportunities for students identified within these categories. (1989, 1991, 1992, 1996, 1997, 1998, 2014)
- B92-12: AEA will work with NEA-Alaska to lobby for the development of regulations which provide for equitable distribution of public resources to increase and enhance technology at all school sites.
- B99-3: AEA will work with NEA-AK to seek legislation to oppose the privatization of the Alaska Student Loan Program.
- B14-02: AEA shall, in conjunction with NEA-Alaska, lobby the AK state legislature to establish a maximum workload and/or caseload for counselors, nurses, librarians, and other certificated personnel, as prescribed by their professional organizations. They shall be provided with adequate support staff, time, space and materials to develop an effective relationship with students. (2016)
- E86-3: AEA shall work with NEA-Alaska to lobby against any legislation that would weaken tenure or continuing employment status of teachers. (1989, 1995, 1998, 1999) **UNANIMOUS CONSENT**
- C00-1: AEA urges NEA-Alaska to lobby the state legislature to support the reinstatement of the Alaska Teacher Exchange Program.
- B13-1: AEA will work with NEA-Alaska lobby team and AK legislature to implement compulsory kindergarten attendance for all students.
- B13-3: AEA will work with NEA-AK to lobby the legislature for minimum of two years forward funding of education. **UNANIMOUS CONSENT** (2013)
- B14-04: AEA asserts that collective bargaining rights are essential for public employees statewide. AEA stands ready and calls upon NEA-Alaska to continue to direct efforts and resources, in coordination with other groups, to protect these rights. (2014) **UNANIMOUS CONSENT**
- E 16-04 AEA will work with NEA-Alaska to lobby for a return to a Defined Benefit retirement system for all members.
- B16-05 AEA will work with NEA-Alaska to ensure that peer-reviewed, evidence-based scientific inquiry is preserved in education including the teaching of The Theory of Evolution and climate change.

- H16-06 AEA and NEA-Alaska will work together to safeguard the rights of all students, including, but not limited to, color, race, gender identity, religion, disability, ethnic background, language, age, marital/family status, academic ability, or sexual orientation.
- H16-07 AEA will work with NEA-Alaska to seek legislation to affirm that individuals are allowed to use restroom facilities and related areas consistent with their gender identity
- E16-14 AEA shall in conjunction with NEA-Alaska lobby the Alaska State Legislature to amend or eliminate Alaska Admin Code 3 AAC 26.100 “Additional standards for prompt, fair, and equitable settlements of health claims”, specifically addressing (2) (B) relating to “the 80<sup>th</sup> percentile of charges” which are causing exponential and exorbitant rise in cost of health care in Alaska. Providers in Alaska re over charging members due to this 80<sup>th</sup> percentile rule

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**RESOLUTIONS – LEGISLATIVE/POLITICAL ACTION**

- A91-2: AEA shall maintain political action as a high priority throughout the year. (1994, 2001, 2005, 2010)
- A92-13: AEA supports the Alaska constitutional prohibition on spending public money for non-public education. AEA shall oppose any legislation establishing tuition tax credits, loans, vouchers, financial support or any other use of public funds to support pre -K-12 private education. AEA supports expanding options for parental and student choice within public schools and opposes any initiatives which siphon off public money into private and/or unregulated ventures. AEA believes NEA-Alaska should continue to work to ensure adequate educational funding for all of Alaska’s children. AEA strongly supports as a legislative priority the continued efforts of NEA-Alaska toward the passage of legislation that would establish ADEQUATE full and forward state funding of education. (1993, 1994, 1995, 1999, 2002, 2010, 2013) **UNANIMOUS CONSENT**
- B94-17: AEA supports NEA-Alaska’s lobbying efforts of the Alaska State Legislature to compensate school districts with proportional funding for private school students who attend public school classes and activities. (1997, 2002)
- E91-4: AEA will support NEA-Alaska in the development and implementation of legislation to achieve safeguards and regulations to protect assets and earned benefits of public employee retirement systems. (1992, 2005)
- E06-2: AEA opposes all windfall profit laws, including Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) that limit future social security benefits to which a member may have contributed during other employment. (2016)

- F87-1: AEA believes the Governor of Alaska should continue to include one or more NEA-Alaska members on the State Board of Education at all times. (2002)
- B13-2: AEA shall, in conjunction with NEA-Alaska, continue to lobby the Alaska State Legislature to establish maximum class size and/or workload based on Pupil Teacher Ratio (PTR) and national safety recommendations, excluding counselors, principals, nurses, librarians, specialists, and other such certificated personnel from PTR computation. Learning is a relational process; as such AEA supports PTR being limited to age-appropriate developmental stages. Teachers shall be provided with adequate support staff, time, space, and materials to develop an effective relationship with each student. (2016)
- E13-2: AEA believes every member has the right to earn a stable, predictable and sustainable retirement, and AEA will be actively engaged to that end.

**EDUCATIONAL EXCELLENCE COMMITTEE**

- A85-1: AEA shall recognize the support of interested community groups and educators by nominating individuals and/or organizations for the AEA "Friend of Education" Award, and shall send a letter of appreciation to all who were nominated. (1988, 1994)
- B87-3: AEA shall support implementation and continuation of district-wide high school electives in both parenting and child development. (1991, 1994, 1996, 1999)
- B87-5: AEA shall support and encourage district efforts to promote conflict resolution and other non-violent methods to solve problems between students on the grounds and in the classrooms of our schools, so long as it does not significantly impact core subject instructional time. These efforts shall include training for noon-duty attendants, in-service programs for teachers, and curriculum development for the classroom. (1988, 1992, 2005)
- B94-20: AEA shall support and encourage the Municipality of Anchorage and the ASD to continue a district-wide pre-school program. Professional standards shall be on par with K-12 programs.
- B98-4: AEA advocates keeping full time certificated, registered nurses in each school to support all students in the Anchorage School District not to be included in FTE. Further, AEA will support a ratio of one school nurse to 500 students as well as full time nurse's aide positions where student populations are greater than 500, schools where a pre-school special education program exists or schools which house intensive needs self-contained classrooms or high risk populations to include suicide, teen pregnancy and medical ailments.
- C84-1: AEA shall continue to participate actively in the development of the certificated evaluation system, collaborating with NEA-Alaska and ASD to produce an equitable and acceptable certificated appraisal process. (1996, 1998, 2005)
- C89-3: AEA shall support, as a priority, the professional development of educators by:
- a. Promoting opportunities for educators to develop professionally.
  - a. Promoting educational environments that maximize opportunities for effective instruction.
  - b. Supporting and encouraging our collective and individual responsibilities to improve our profession.
  - d. Emphasizing the professional status of educators.
  - e. Promoting opportunities for educator involvement in mentoring/instructional coaching programs. (1993, 1996, 2001)
  - f. Advocating that specialists and educators have access to professional development related to their specific professional field of practice as specified by their professional organization and state licensure.

- D98-1: AEA will collaborate with ASD to empower teachers giving them full access to decision making at all levels of public school management. These changes may include substantial restructuring such as site-based decision-making programs. Participation in such programs should be voluntary, defined by contract language, and provide essential training in conflict resolution and consensus building.
- E97-1: AEA will actively work with ASD in the implementation and continuation of step-by-step procedural policies for emergency/disaster situations, including school violence, complete with drills, simulations, and emergency kits for each classroom. (2000, 2001)
- F06-1: AEA shall promote and support academic freedom and professional creativity in presentation style and delivery in all academic areas. **UNANIMOUS CONSENT**
- E95-7: AEA shall advocate for technological equity (e.g. computers, software, training, devices) across district. (2001)
- E15-04 AEA will provide education, training and support to members to identify and eliminate workplace bullying by supervisors and co-workers.

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**RESOLUTIONS – EDUCATIONAL EXCELLENCE**

- A89-2: AEA shall be professional advocates for educational reform and improvement. (1996, 2002)
- B89-3: AEA believes in meeting the educational needs of all students including those who are academically and/or socially challenged. (1996, 1997, 2002, 2005, 2012)
- B95-3: AEA opposes special funding, including grants, based solely on schools' standardized test scores. (1996, 2002, 2005)
- B00-1: AEA believes that a full-time psychologist should be provided to each secondary school site. (2001, 2002, 2005)
- D91-3: AEA believes that appropriate positive touch is integral to the teacher-pupil relationship. (1998, 2002)
- E02-4: AEA supports school resource officers (SRO) in schools and recognizes their beneficial nature as credible and knowledgeable resources to students in the area of responsible behavior as it relates to the laws of our state and community. AEA advocates that these officers' roles be in instruction and counseling in addition to enforcement.

E05-17: AEA believes that student achievement is the product of many variables, some of which are out of teachers' control. Therefore, we believe that the Certified Employee Evaluation shall not be based solely on student achievement and that any linkage with student learning be mutually agreed upon between AEA and ASD. **UNANIMOUS CONSENT**

F00-1: AEA opposes any policy by any school, school district, the Department of Education and Early Development, or legislative statute that requires members to sign an agreement prior to proctoring any mandated student exam. Furthermore, AEA opposes any policy that directly questions the professional integrity of its members by excluding members from proctoring exams for students who may be in their classroom. (2002) **UNANIMOUS CONSENT**

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### SPECIAL PROGRAMS COMMITTEE

- B84-5: AEA advocates limiting the counselor to student ratio to 1 counselor for not more than 250 students in accordance with the recommendations of the American School Counselors Association and that counselors not be included in the FTE (full-time equivalent) and PTR (Pupil teacher ratio.) (1986, 2000, 2001, 2002, 2005, 2014)
- B13-4: AEA will work to ensure that the district provides trainings relevant to each member's content area. Trainings may be in person or online, but must be during the work day. If outside the work day it must be optional and provide a salary placement addenda.
- B16-12 AEA will work with NEA-Alaska to quantify identified cases of Fetal Alcohol Spectrum Disorder (FASD) compared to prevalence of FASD, so that early identification and services are provided for best student outcomes.
- B16-15 AEA will work with ASD to provide the most current training on appropriate educational strategies and classroom expectations for students who are diagnosed or exhibiting symptoms of FASD.

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### **RESOLUTIONS – SPECIAL PROGRAMS**

- B84-4: AEA supports having full-time certified counselors in all elementary schools. These positions would not be included in FTE (full-time equivalent) or PTR (pupil/teacher ratio). (1986, 2000, 2001, 2002)
- B91-1: AEA supports the provision of regular education specialist services, (health, library, Physical Education, music, art, band, orchestra, etc.) by properly certificated staff to all students on an equitable basis. (2000, 2002)
- B07-1: AEA supports having IEP clerical staff in all schools in order to limit special education teacher's workload requirements for paperwork. AEA further supports limiting the ratio of clerical staff to special education caseloads of one full day of IEP clerical staff support per week for every two (2) Special Education teachers. (2016)
- C00-2: AEA supports limiting the teacher's work load requirements for paperwork by requiring greater district support for special education teachers and related services providers in areas such as: electronic transfer of files, greater support for composition of reports and reducing paperwork to federal requirements. (2002)
- B13-6: AEA supports the continued presence of certificated school librarians following the guidelines of the American Association of School Librarians. A minimum of

one full-time certificated librarian will be assigned to the library at each elementary, middle and high school, alternative, and charter schools. (2016)

- E13-1: AEA supports limiting special education teacher workload requirements by requiring that Special education case managers only case manage the IEP's of students for whom they provide services. AEA further supports putting a limit on the size of special education caseloads, so that special education case managers each have a manageable number of students on their caseload.
- B15-05 AEA supports the inclusion model of instruction having one certificated FTE Special Education teacher in general education and/or elective classes that include students with disabilities.
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**HEALTH INSURANCE COMMITTEE**

- E96-1: AEA shall negotiate with the ASD to increase the amount paid per bargaining unit member per month which would eliminate any member premium\_co-payment. (1999, 2000, 2016)
- E01-1: AEA shall support the Public Education Health Trust continuing to include coverage for domestic partners, as defined by the Public Education Health Trust, along with all couples holding a marriage certificate. (2014, 2016)
- F16-08 AEA opposes any legislation that would result in the loss of its autonomy in choosing members' health insurance. UNANIMOUS CONSENT
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### **HUMAN RELATIONS COMMITTEE**

- H92-20: AEA will strongly advocate for social justice in Anchorage schools. AEA and the ASD will work jointly to provide opportunities for all education personnel and students to participate in training, in-services, and curriculum development for prejudice reduction. (2014, 2016)
- H05-2: AEA will, using existing publications, social media, and association advocates, urge educational institutions including ASD to adopt policies for employee and student lactation support. These policies will include setting aside, in each worksite, a clean, safe, non-restroom location that is shielded from public view, to be designated as an area in which any nursing mother is able to take breaks of reasonable length during the school day to express milk to feed her child.
- B86-1: AEA will strongly advocate for programs and trainings for staff and students regarding student suicide prevention and post-traumatic stress after suicide has occurred. Staff Trainings within the work day excluding planning time. (1987, 1988, 1991, 1996, 2001, 2002, 2010, 2016)

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### **RESOLUTIONS – HUMAN RELATIONS**

- H93-22: AEA and NEA-Alaska stand firmly against discrimination in any form and seek its elimination for all students and staff including but not limited to color, race, gender identity, religion, disability, ethnic background, age, marital/family status, academic ability or sexual orientation. (1994, 1995, 1996, 1999, 2002, 2003, 2014, 2016)
- H84-2: AEA shall affirm the intent of Federal Title IX and Chapter XVIII, which is elimination of discrimination on the basis of gender in the schools and shall advocate for this in the Anchorage School District. (1987, 1994, 1996)
- H86-2: Family Planning
  - a) The Anchorage Education Association supports family planning, including the right to reproductive freedom and responsibility.
  - b) The Association supports family planning policies that focus on the rights and responsibilities of both genders in the reproductive process. (1989, 1991, 1994, 1996, 2002)
- H05-1: Consistent with NEA-AK and H93-22, AEA supports equal access to benefits by all members and their families, including domestic partners.
- H14-01: AEA believes all ASD HR department personnel should receive ongoing, appropriate, industry standard HR training.
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**INTERNAL CONCERNS COMMITTEE**

- A03-1: The AEA Bylaws and Policy Manual shall be posted on the AEA web site. The electronic versions of the AEA Bylaws and Policy Manual shall be updated and posted on the AEA website within 30 days of the adoption of any changes. The changes shall be dated within parenthesis.
- E93-1: AEA shall reimburse childcare fees for DA up to \$15.00 per hour, per child. Receipts and a voucher to AEA must be submitted within one week of the completion of DA. (1994, 2016)
- E97-9: AEA shall continue to monitor the Certificated Evaluation System to insure that safeguards are in place to protect teachers. The AEA president shall report to Rep Council as necessary.
- E98-1: AEA shall collect information regarding the number of FTE that are currently being filled by teachers teaching outside their certification area, retired-rehired teachers, positions being filled by long-term substitutes, and positions left unfilled and report to Rep Council in February or March annually. (2003, 2014, 2016)
- G06-1: Members of the AEA Board of Directors shall maintain open communication with members in a variety of different ways to include but not limited to building meetings, phone calls, emails, and courier messages. At the discretion of the president, Association leave may be provided to Board members for this purpose.
- C13-1: At the March meeting, the Rep Council shall make recommendations to the Board of Directors for goals and objectives for the organization for the upcoming year. (2016)
- C13-2: National Training: AEA shall request National Trainings such as Personal Professional Decision Making Skills, Organizing Skills, Women's Leadership Training, Minority Leadership Training, etc. for membership to be planned into AEA's organizational calendar for continued leadership.
- D15-03 AEA Board of Directors will investigate the restructuring of the communications and public relations committee into two entities: membership communication committee and public relations committee charged with the purpose of promoting ASD educators through media, social media, events and informational releases. (2016)
- C16-09 AEA Board of Directors shall develop a policy to reimburse or provide childcare for members who attend AEA events.
- B16-11 AEA supports School Based Health Centers in our public schools to expand health care access to schools that serve underrepresented and economically disadvantaged students.

C16-13      AEA shall adopt use of a one-way text messaging program to be used in communication with members.

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**RESOLUTIONS – INTERNAL CONCERNS**

A90-1:      AEA believes in supporting student NEA Chapters at all Alaskan higher-learning Institutions. (1993, 2008)

F93-27:     AEA supports increased funding for teachers, classrooms, equipment or programs.

F12-1      AEA believes in full disclosure of grant monies and documentation of actual costs incurred including processing fees. (1995, 1998, 2008)

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**COMMUNICATIONS & PUBLIC RELATIONS COMMITTEE**

- A05-3: AEA shall have as a high priority, a public relations program during non-negotiation and negotiation years, in order to maintain a positive relationship with the community and its members.
- D05-5: AEA shall engage in recruitment of future leaders of our local association by offering training and other opportunities at the beginning, intermediate and advanced levels that will facilitate the goals and objectives of the association.
- I88-2: AEA shall continue to give priority to funding communications and public relations when formulating the AEA budget. (1994)
- G06-2: AEA shall communicate to the general public information and recommendations regarding:  
\*Ballot propositions, public policy, and legislation that impact education.  
\*Outstanding achievements in education.
- A15-06 AEA shall communicate to members and the general public that K-12 charter schools are part of the public education system in the state of Alaska.

**COLLECTIVE BARGAINING COMMITTEE**

- A07-2: Evaluations, Under State Law, a person may not conduct an evaluation under this section unless the person holds a Type B Certificate or is a site administrator under the supervision of a person with the Type B Certificate, is employed by the school district as an administrator and has completed training in the use of school district's evaluation system. Psychology, Nurses, occupational therapy, physical therapy, speech language pathology, blind and visually impaired, adaptive physical education, hard of hearing and audiology, Life Skills and Counselors will instead be evaluated by a person who has experience in the specialty being evaluated. Therefore, AEA shall negotiate additional contract language concerning classroom curriculum/teacher performance.
1. Because it is impossible to observe in a classroom without forming an opinion regarding teacher performance, outside agencies hired by ASD to implement and/or support curriculum shall not observe in classrooms unless mutually agreed upon by the teacher. Additionally, they shall not evaluate teacher performance or conference with principals and/or teachers regarding the teacher's performance.
  2. Any ASD employees hired to support classroom teachers in the implementation of curriculum shall not observe/evaluate teacher performance unless mutually agreed upon by the teacher.
  3. Any employees hired by the ASD to support classroom teachers in the implementation of curriculum are held to the same confidentiality agreements as AEA/ASD mentors and shall not breach confidentiality boundaries.
  4. All ASD employees hired to support classroom teachers in the implementation of curriculum must participate in the AEA/ASD Mentor Communications Class in order to understand the confidentiality and rights of the support relationship.
  5. With regard to Collective Bargained Agreement 464H, outside agencies employed by ASD shall not be allowed to train principals for teacher observation and/or evaluation purposes without AEA review/collaboration about how to best meet common needs. **UNANIMOUS CONSENT**
- B84-7: AEA shall negotiate with ASD for certificated registered nurse assignments following consulting the guidelines established by the National School Nurses Association. A minimum of one full-time certificated registered nurse will be assigned at each elementary ASD school. This nursing position would not be included in the FTE. AEA will support a ratio of one school nurse to 500 students. In addition to the full-time nursing position as specified above, AEA shall negotiate with ASD for a full-time nurse's aide position for each school where student population is greater than 500, schools where a pre-school special education program exists or schools which house intensive needs self-contained classrooms or high risk student populations to include suicide, teen pregnancy, and medical ailments (Epi-pens, Diabetes, and severe asthmatics.) (1990, 1996, 1999, 2013)

- B86-2: AEA shall negotiate with ASD for the use of weighted formulas for class size and/or work load in relation to special education mainstreamed/inclusion students, limited English proficiency, students below proficiency, and students having 504 plans. (1999, 2000, 2003, 2016)
- B89-2: AEA shall bargain an equitable distribution of technology and library resources for all educators and students within the Anchorage School District. (1996, 1999)
- C03-1: AEA shall negotiate with ASD for technology positions to be funded/provided by the district in place of addenda with the goal of having a 1.0 FTE Tech/Instructional Tech position in every school in the district with a student body larger than 200.
- E84-2: AEA shall negotiate for the elimination of any non-instructional duty unless it is compensated at per diem rate. (1986, 1995, 1998, 2002, 2014)
- E84-3: AEA shall negotiate for teacher-in-charge addendum guidelines to include the following provisions:
1. That a substitute be hired for the teacher-in-charge when the principal is to be out of the building for 1/2 day or longer.
  2. That the teacher-in-charge shall be informed prior to the principal leaving the building.
  3. That no teacher shall be required to serve as teacher-in-charge.
  4. That AEA members shall have first right of acceptance to be teacher-in-charge.
  5. That a teacher be compensated at his/her per diem if s/he is required to cover the classroom of the teacher-in-charge.
  6. No teacher shall be required to cover more than one class at the same time.
  7. That the teacher-in-charge be compensated at Range 6 of the Added Duty Schedule. (1987, 1988, 1991, 2001)
- E84-4: AEA shall negotiate with the ASD to allow any teacher assigned to any special education program to transfer to any position for which that teacher is qualified when such a position becomes available.
- E84-5: AEA shall negotiate an addendum or release time for teachers who are required to take book, budget, equipment, or supply inventories. (1985, 2002)
- E84-11: AEA shall continue to negotiate for standardized procedures for fair hiring practices wherein all job openings are advertised and all applicants are given an opportunity to be considered for any job for which they qualify. (1984)
- E84-13: AEA shall negotiate a provision which gives part-time employed members under continuing contract preference over new hires for existing full-time openings. (1987, 1992)

- E84-24: AEA shall negotiate compensation comparable to that of professions with similar educational requirements and responsibilities. (1985, 1990, 1995)
- E84-25: The AEA Bargaining Committee shall reevaluate those activities that receive added duty pay to determine if the list of added duty activities should be expanded, suggest a more equitable compensation schedule, and use the acquired information in forthcoming contract proposals. AEA shall actively inform its members that since non-compensated volunteers for district-sponsored activities are not covered under worker's compensation, they assume liability. Further, AEA shall encourage the ASD to provide compensation for all activities to eliminate employee liability and still provide a well-rounded education. (1987, 1988, 1995, 2003)
- E84-31: AEA shall negotiate contract language which makes the Anchorage School District fully liable for teacher injury due to assault or harassment that is job related and for loss or destruction of personal property.- (1988, 1999)
- E87-3: AEA shall negotiate a per diem salary and/or release time for any teacher required to complete curriculum activities, take part in accreditation activities, presenting at in-services or any other duties or activities beyond the normal instructional responsibilities of that teacher. (1989, 2001)
- E87-14: AEA shall negotiate that 403(B) salary deductions be forwarded to the annuity companies in such a manner that they are credited to the employee's account on the same day that the employee is paid.
- E90-1: AEA shall use all available studies, surveys, etc. from both within and outside the ASD as a basis for bargaining working conditions regarding safety issues and class size and/or work load in negotiations. (1997, 2000)
- E90-2: AEA shall negotiate with the Anchorage School District the following procedures for complaints against teachers.
1. The teacher shall be given the opportunity to be present at the initial stage of any allegation(s), complaint(s), and/or concern(s) to a principal and/or the principal's designee.
  2. In the event the concerns have not been resolved during the initial conference, a mutually agreed upon time will be scheduled for a meeting with the parent, teacher and principal within three working days.
  3. No action regarding complaints/allegations, including the placement of a report in the teacher's file, will be instituted without the standards of just cause and due process having been met.
1. The Association has the right to represent a teacher upon request in all conferences.
  2. When negative information (including information provided on input forms for the evaluation of an educator) is submitted to ASD, it should be viewed as a complaint against a teacher and subject to section 441,

Complaints Against Teachers of our collective bargaining agreement.  
(1992, 1993, 1995, 1999) **UNANIMOUS CONSENT**

- E90-12: AEA shall negotiate a requirement that the Anchorage School District provide substitute time and a minimum notice of one work day for those teachers involved in discussing, writing, and evaluating 504 educational plans, positive behavior support plans, Individual Education Plans and documentation and meetings associated with the manifestation process. (1994)
- E90-13: AEA shall continue to inform its membership, in clear, concise language, the rights of teachers who are assaulted in the work place and bargain with the ASD for a district-provided support network for said employees. (1997, 1998, 1999, 2005)
- E94-14: AEA shall negotiate with the ASD to provide each classroom with a working phone, to include a cell phone if necessary. AEA shall insure that ASD provides each teacher with a computer which is part of a district-wide network.
- E97-8: AEA shall bargain emergency coverage language to include per diem compensation for all certificated staff required to cover classes or TA schedules in cases where substitute teachers or substitute TA's are not provided or available. (2000, 2001) **UNANIMOUS CONSENT**
- E97-9: AEA shall negotiate with ASD to ensure that ASD continues to pay their portion of health insurance benefits for an employee who is receiving worker's compensation because of an injury/illness sustained under contract.
- E98-3: AEA will negotiate mandatory release of half-day kindergarten classes during Parent-Teacher conferences so that kindergarten teachers are not required to plan and prepare for a substitute teacher during conference days.
- E99-2: AEA shall negotiate with ASD to pay the monthly amount of the health contribution for all FTE – for every bargaining unit member.
- E99-3: AEA will bargain with the Anchorage School District for contract language providing that each school safety committee shall be composed of a minimum of 50% AEA bargaining unit members and shall distribute a building safety evaluation and plan annually to all certificated members in the building. When educational programs are provided for students who have been suspended for weapons or assault violations, the Building Safety Plan shall specify facility and staffing accommodations needed to ensure the safety of students and staff.
- E99-4: AEA will negotiate with the Anchorage School District for contract language to ensure certificated staff who are required to spend time beyond their duty day developing or at meetings regarding Functional Behavior Assessments and

Manifestation Reports shall be compensated at their regular per diem no later than thirty (30) days after provision of these services.

- E99-6: AEA shall negotiate with the Anchorage School District to provide Parent-Teacher conference release times specified in the contract to all schools within the district, including special schools (i.e. Whaley).
- E02-3: AEA shall negotiate contract language with the ASD that establishes a fair and equitable assignment process for specialists and itinerant certificated personnel (including but not limited to art, ELL, health, physical education, occupational therapy, speech pathology, audiologist, physical therapy) where the specialists and itinerant certificated personnel shall be included in the process of determining their placements.
- E04-10: AEA shall negotiate to allow individual teacher input from the regular education specialist services (health, library, P.E., music, art, band, orchestra, etc.) into multiple assignments. (2005)
- E05-4: AEA shall negotiate to put a maximum limit of 35 half-hour sessions per week or 18 one-hour sessions per week on the workload requirements of regular education specialist services (P.E., health, music, art, library, band, orchestra, etc.) for teachers serving two or more sites.
- E05-5: AEA shall negotiate with ASD to ensure that teachers are guaranteed coverage for restroom breaks as needed and teachers will not be held responsible for classroom activity while they are on a restroom break.
- E05-11: When a school is identified for school improvement under 20 USC 6316(b) paragraphs 1 or 5, or for corrective action under paragraph 7, or for restructuring under paragraph 8, the employer shall provide the association an opportunity to review the school level data, including academic assessment data. If the association believes that there is an error, the association may provide supporting evidence to the employer. The evidence shall be considered before making a final determination.
- E06-4: That AEA work with the ASD to create and implement an Equal Employment Opportunity (EEO) Committee composed of an AEA member, an Administrator, and a community member to replace the current ASD practice of having a single ASD administrator as the EEO Officer. This action will rectify the current conflict of interest which exists, and it will result in a more open, fair and equitable hearing atmosphere.
- E07-2 AEA shall negotiate with ASD to assure that ASD teachers are given the opportunity, on a yearly basis, to provide feedback and evaluation of district curriculum/adoptions as to their effectiveness and implementation. This annual

feedback shall be shared with the association and used as criteria for continuation of said curriculum implementation. **UNANIMOUS CONSENT**

- G10-03 AEA shall negotiate for contract language that requires principals to interview and hire only qualified personnel who possess current, proper certification and or endorsement whenever possible.
- B13-5: AEA shall negotiate to eliminate teacher duties unrelated to certification or voluntary addenda positions.
- E13-3: AEA shall negotiate for Medicaid billing to be administered by an ASD department, not by certificated staff.
- E14-03: AEA will negotiate for contract language to have an inservice free teacher work day for all educators at the end of each quarter. **UNANIMOUS CONSENT**
- E15-01: AEA shall negotiate contract language for a minimum of 5 minute passing time before and after elementary specialist pull-out classes not to impede on teacher's planning time.
- E15-02 AEA shall negotiate that addenda for ongoing activities be paid on a monthly basis, as is the case with regular salary, during the term of the addenda agreement.
- E15-07 AEA shall negotiate a bi-weekly or twice monthly pay period for certificated staff that is fair and equitable with non-certificated ASD employee pay periods.

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## **RESOLUTIONS – COLLECTIVE BARGAINING**

- B86-5: AEA believes that no teacher should be required to conference with a parent outside the duty day without compensation. (1988, 2002)
- D91-1: AEA supports site-based decision-making processes that are based on a contractual agreement between the AEA and the ASD. The contractual agreement shall include the elements delineated in NEA NBI F-19 Site-Based Decision Making. The National Education Association supports site-based decision making processes that are based on contractual/formal agreements between districts and local associations. The Association believes that the scope of local site decision making should be limited only by the contractual/formal agreement. The Association further believes that such agreements must include the following elements:
- a. Voluntary participation by local sites
  - b. A district-association structure for processing conflict resolution
  - c. An agreement on the scope of decision making authority available to sites
  - d. Decision-making bodies composed of a majority of non-management education employees with all members selected by the constituency represented.
  - e. Compensation at daily rate for training time and missed planning for staff and governance bodies as well as additional resources necessary for successful implementation.

f. Compensation and/or released time for participating staff members.  
(1990, 1992, 1994, 2002)

- 87-1: AEA believes that all teachers are free to express their professional opinions without repercussions at multi-disciplinary team meetings, parent conferences, and other meetings. These comments may address educational, medical, physical, and psychological services, plans, and programs. (1991, 1996, 2002)
- E92-32: AEA believes that ASD should grant unpaid leave for any duration, not to exceed two (2) years. The member retains the right to pursue other professional activities during the period of leave. (2002, 2005)
- E93-19: AEA believes and supports specific contract language allowing half-year and/or full-year sabbatical leave. (1995, 1997, 2002)
- E96-7: AEA believes all members should have access to one salary schedule. (1998, 1999, 2002, 2008)
- E00-1: AEA believes bargaining teams should guard against loss of previously gained contract language. (2002) **UNANIMOUS CONSENT**
- I88-3: AEA believes an agency fee based on the principle that all members of our bargaining unit should contribute their fair share to association-activities related to negotiating and enforcing the collective bargaining agreement. (2002)
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