

# 105 SALARY SCHEDULE

## 2017-2018 Salary Schedule

STEP	BA	BA18	BA36	ME54	ME72	ME90
0	50,353	52,861	55,369	-	-	-
1	51,719	54,227	56,735	-	-	-
2	53,089	55,597	58,105	60,613	63,121	65,630
3	54,456	56,964	59,472	61,980	64,488	66,996
4	55,824	58,332	60,840	63,348	65,856	68,364
5	57,193	59,701	62,209	64,717	67,225	69,733
6	58,559	61,067	63,575	66,083	68,591	71,099
7	59,928	62,437	64,945	67,453	69,961	72,469
8	61,296	63,804	66,312	68,820	71,329	73,837
9	62,663	65,171	67,679	70,187	72,695	75,203
10	64,030	66,538	69,046	71,554	74,062	76,570
11	-	67,906	70,414	72,922	75,430	77,938
12	-	69,273	71,781	74,289	76,797	79,305
13	-	-	73,148	75,656	78,164	80,672
14	-	-	74,515	77,023	79,531	82,040
15	-	-	-	78,392	80,900	83,408
16	-	-	-	79,759	82,267	84,775
17	-	-	-	-	83,634	86,142
18	-	-	-	-	-	87,509

## 2017-2018 Salary Schedule

STEP			Masters	BA54 w/M	BA72 w/M	BA90 w/M	BA90 w/Doc
0			55,976	58,485	60,995	63,504	65,327
1			57,344	59,853	62,362	64,871	66,694
2			58,712	61,221	63,730	66,239	68,061
3			60,081	62,590	65,099	67,608	69,429
4			61,447	63,956	66,465	68,974	70,797
5			62,817	65,326	67,835	70,344	72,165
6			64,183	66,693	69,202	71,711	73,533
7			65,552	68,061	70,570	73,080	74,901
8			66,918	69,427	71,936	74,445	76,268
9			68,286	70,795	73,304	75,813	77,636
10			69,654	72,163	74,672	77,181	79,004
11			71,023	73,532	76,041	78,550	80,372
12			72,389	74,899	77,408	79,917	81,740
13			73,757	76,266	78,775	81,285	83,108
14			75,124	77,633	80,142	82,651	84,475
15			76,494	79,003	81,512	84,021	85,843
16			-	80,368	82,877	85,386	87,211
17			-	81,737	84,246	86,755	88,579
18			-	-	85,612	88,121	89,947
19			-	-	86,980	89,489	91,315
20			-	-	-	90,854	92,682

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# 105 SALARY SCHEDULE

## 2016-2017 Salary Schedule

STEP	BA	BA18	BA36	ME54	ME72	ME90
0	-48,886	-51,321	-53,756			
1	-50,213	-52,648	-55,083			
2	-51,543	-53,978	-56,413	-58,848	-61,283	-63,718
3	-52,870	-55,305	-57,740	-60,175	-62,610	-65,045
4	-54,198	-56,633	-59,068	-61,503	-63,938	-66,373
5	-55,527	-57,962	-60,397	-62,832	-65,267	-67,702
6	-56,853	-59,288	-61,723	-64,158	-66,593	-69,028
7	-58,183	-60,618	-63,053	-65,488	-67,923	-70,358
8	-59,511	-61,946	-64,381	-66,816	-69,251	-71,686
9	-60,838	-63,273	-65,708	-68,143	-70,578	-73,013
10	-62,165	-64,600	-67,035	-69,470	-71,905	-74,340
11		-65,928	-68,363	-70,798	-73,233	-75,668
12		-67,255	-69,690	-72,125	-74,560	-76,995
13			-71,017	-73,452	-75,887	-78,322
14			-72,345	-74,780	-77,215	-79,650
15				-76,109	-78,544	-80,979
16				-77,436	-79,871	-82,306
17					-81,198	-83,633
18						-84,960

## 2016-2017 Salary Schedule

STEP			Masters	BA54 w/M	BA72 w/M	BA90 w/M	BA90 w/Doc
0			-54,346	-56,782	-59,218	-61,654	-63,424
1			-55,674	-58,110	-60,546	-62,982	-64,751
2			-57,002	-59,438	-61,874	-64,310	-66,079
3			-58,331	-60,767	-63,203	-65,639	-67,407
4			-59,657	-62,093	-64,529	-66,965	-68,735
5			-60,987	-63,423	-65,859	-68,295	-70,063
6			-62,314	-64,750	-67,186	-69,622	-71,391
7			-63,643	-66,079	-68,515	-70,951	-72,719
8			-64,969	-67,405	-69,841	-72,277	-74,047
9			-66,297	-68,733	-71,169	-73,605	-75,375
10			-67,625	-70,061	-72,497	-74,933	-76,703
11			-68,954	-71,390	-73,826	-76,262	-78,031
12			-70,281	-72,717	-75,153	-77,589	-79,359
13			-71,609	-74,045	-76,481	-78,917	-80,687
14			-72,936	-75,372	-77,808	-80,244	-82,015
15			-74,266	-76,702	-79,138	-81,574	-83,343
16				-78,027	-80,463	-82,899	-84,671
17				-79,356	-81,792	-84,228	-85,999
18					-83,118	-85,554	-87,327
19					-84,447	-86,883	-88,655
20						-88,208	-89,983

## 110 SALARY SCHEDULE BASIC CONDITIONS

A. Contracted members serving a school term of 140 full-time or part-time instructional days or more shall be credited with a year of teaching service. **An experience step and educational attainment shall be provided to eligible members in each year of this agreement.**

B. Those members at BA-90 with Master's Step 20 or BA-90 with Doctorate Step 20 or ME-90 Step 18, who did not receive step movement in the ~~2015-2016 contract year~~, will receive an "in lieu of step" in the amount of ~~\$1,000~~ **\$1,500**, prorated by their ~~2016-2017 FTE~~, for the ~~2016-2017~~ contract year.

~~An experience step and educational attainment shall be provided to eligible members in 2016-2017.~~ Members on a plan of improvement are not eligible for step movement and educational attainment.

Members hired to begin work for the 2011-2012 school year and school years thereafter are required to have a Master's Degree after reaching BA 36 in order to continue to make lane movement.

C. Vertical movement on the salary schedule shall be limited in any one year to two steps.

D. Fractional years of teaching, either through teaching full days on contracts for less than a full term or through teaching part of a day on full term contracts or part of an instructional day on contracts of less than a full term shall be converted to full school terms in determining creditable service, so long as the combined total equals 180 days or more. Part-time teaching contracts must specify the term of the contract. Not more than 180 days toward a creditable year may be accrued in a school year.

E. A member serving for more than five consecutive days in a specific position and who is subsequently contracted for that specific position shall be allowed fractional experience creditable for salary placement and seniority in the District for days worked.

F. The District shall provide up to five years of prior experience credit for placement on the salary schedule, at time of hire.

G. Members who hold Certificates from the National Board of Professional Teaching Standards shall receive a \$2000 salary supplement each year for the life of the certificate or 10 years, whichever is shorter. A \$2000 payment shall also be paid for certificates or advanced training (for Occupational and Physical Therapists only) that the District judges to be comparable to that conferred by the National Board of Professional Teaching Standards. These supplements shall be paid by addenda, issued by Human Resources, within sixty (60) days of the completion of all required paperwork. A District committee shall be established to review requests; the

Association will appoint two members to that committee. The decision of the District regarding eligibility for the supplemental payment shall be final.

H. The following are hard-to-fill positions nationwide. The District may wish to compensate these positions with a supplemental wage: Audiologists, Psychologists, Occupational Therapists, Physical Therapists, Teachers of the Blind and Visually Impaired, Speech Language Pathologists, World Language Immersion Teachers.

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## 205 HEALTH BENEFITS

For the ~~2016-2017~~ 2017-2018 year, the District shall contribute toward the cost of health care, \$1645.00 monthly per eligible member (.75 or greater FTE) who elects health coverage through the ~~NEA-Alaska Health Plan~~ Public Education Health Trust.

If a member works less than 0.75 FTE and opts to participate in PEHT, the District's health insurance payment will be proportional to the percent of the full-time equivalency the teacher works and the member will pay the difference.

This contribution shall be transmitted to the ~~NEA-Alaska Health Plan Trust~~ PEHT account with the clear understanding that such funds may be used only to provide a comprehensive health plan for Anchorage School District teachers. The District shall have no obligation or responsibility for any aspect of plan selection or for administration of benefits offered under whatever plan may be purchased by the Association.

- A. The District will apply the full amount of waiver funds retained in prior fiscal years to the members' portion of the premium amount on a monthly basis, as requested by the Association until the retained funds from the prior fiscal years are expended.
- B. An independent accounting of the waiver monies will be provided by the District to the Association, upon request and as agreed upon by the parties.

The following procedures will be adhered to with respect to the timing of the District's contribution of funds to the ~~NEA-Alaska Health Trust~~ PEHT

- The District will run an initial eligibility report, and based on that report will transmit the ~~agreed-upon District contribution per member~~ full premium due times the number of members on the initial eligibility report to the ~~NEA-Alaska Health Trust~~ PEHT within five District working days of the first of the month.
- Prior to running the next month's eligibility report, the District will reconcile the actual number of eligible members with the number on the initial eligibility report, make any necessary adjustments and

include any credit or debit adjustment with the next remittance of District contributions. A possible exception may occur with the June payment: if the reconciliation for June indicates the District needs to take a credit, it will be deducted from the June transmittal of the deductions taken from members' checks.

- Failure to meet the deadlines for District contributions more than four times in one fiscal year will subject the District to a late payment penalty of one hundred ten (\$110.00) dollars per day for each day beyond the 5th District working day of the month for the remaining contributions deadlines in that fiscal year.
- Deductions from AEA members' checks for health insurance will be transmitted within five District working days following the issuance of the members' checks. The details of the health plan for members shall be determined by the Association, in accord with its agreement with the ~~NEA-Alaska Health Plan Trust~~ **PEHT**.

1. **During Open Enrollment, the District shall make available to members**

**the enrollment/waiver form as supplied by the Association.** Members who chose to waive health insurance benefits during open enrollment must provide proof of insurance coverage through another plan to the ~~NEA-Alaska Health Trust~~ **District**. Members may waive or enroll for health coverage under a qualifying event as defined in the ~~NEA-Alaska Health Plan~~ **PEHT**. The waiver will go into effect the first of the month following receipt of the waiver from the Trust by the District.

C. Benefits provided shall be described in a booklet published by the

Association and made available to all members. The Association shall convey changes in services or benefits in writing to all members, as deemed appropriate and necessary.

D. Members on District-approved long-term unpaid leave, laid-off members, or members who terminate their employment may elect to pay the full cost of the health plan then in effect in accordance with the provisions of the Consolidated Omnibus Budget Reconciliation Act of 1986. All arrangements for such continued coverage must be made with the appropriate representatives of the ~~NEA-Alaska Health Plan Trust~~ **PEHT**, or designee, in

coordination with the District's Benefits Department.

- E. The District shall provide, at no cost to the member, a physical examination to minimally meet the requirements of the Department of Education and Early Development.
- F. The following conditions apply to members who are resigning, ~~or retiring~~ **or laid off** at the end of a school year:
  - 1. Members who submit a Notice of Resignation for the purpose of retirement with an effective date of the last day worked in a contract year, by 5:00 p.m. on the last District workday in March of that contract year, will have their health care coverage continued through June 30. The member will be responsible for any employee contribution amounts owed for the month of June.
  - 2. Members who submit paperwork resigning from their position with the District effective on the last day worked in a contract year, by 5:00 p.m. on the last District workday in March of that contract year, and who have not obtained coverage through another employer, will have their health care coverage continued through August 31, **or will receive three times the monthly District contribution to the premium amount. The employee will make the choice concurrent with resignation.** ~~The member will be responsible for employee contributions amounts owed, if there are any for the months of June, July, and August.~~
  - 3. Members planning to apply to teach summer school prior to their retirement or resignation will submit a Notice of Resignation for the purpose of retirement or resignation to the District, effective on the last working day of summer school, by 5:00 p.m. on the last working day of March. If not selected to teach a summer school session, their last working day will be changed to reflect the last working day of the contract year. These members will continue to have health care coverage until they begin receiving retirement medical coverage, but in no case later than August 31st of that year.
  - 4. Members who qualify for and elect disability retirement after the last workday in March but prior to the start of a new contract year will

continue to have health care coverage up to the beginning of the month they start receiving disability retirement medical coverage, but in no case later than August 31st of that year.

5. Members who are retiring prior to the start date of a new contract year, but who will not reach retirement age until July or August following the end of a contract year, will have their health care coverage continued up to the month they begin receiving retirement medical coverage – but no later than August 31st – provided they submit a Notice of Resignation for the purpose of retirement, effective at the end of the month in which they reach retirement age, by 5:00 p.m. on the last District workday in March of that contract year.
6. Members who notify the District of their resignation after the last ASD workday in March but before the last workday of the school year, will retain coverage through the end of the month in which their last workday occurs.

Members who submit their notice of resignation to the District after the last work day of the school year will lose their coverage at the end of the month in which their notice of resignation was submitted. ~~Said members shall then be responsible for both the employer and employee contribution for any months of coverage received after May. Failure of the member to pay both these amounts to the NEA Health Plan Trust will result in the matter being sent to a collection agency.~~

7. **The District will provide laid off members with health coverage through August 31st.**

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**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**311 TRAVEL DELAY LEAVE**

When a member is absent because of travel delay beyond the member's control, the District shall grant personal leave, subject to written verification from a source acceptable to the District. If personal leave is exhausted, unpaid leave shall be utilized on a one-half day charge per full day use basis. Members are expected to contact the administrator or member answering service in advance of the absence, unless impossible.

Paid leave shall be granted for transportation delays occurring during the school year while the member is on a trip that was organized and executed for District business.

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**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**330 PERSONAL LEAVE**

Full-time members shall be entitled to ~~three~~ **five** days of personal leave with pay each year. Part-time members shall be entitled to personal leave as determined by the following formula:

$$\text{Contract time assignment} \times \frac{5}{3} = \text{days per year of leave}$$

No more than five personal leave days may be carried over from one school year to the next. Unused personal leave days in excess of five will be cashed out at the end of the school year at the member's per diem rate for that year. A member may cash out previously accrued unused personal leave days at any time **up to a maximum of 5 days except when the member leaves the District whereby they may cash out all accrued personal days.** A member wishing to cash out leave must notify payroll by the 1st of the month in which the member wishes payment which will be included in the next check. Conditions for personal leave use are:

- A. Personal leave may not be used during the first or last five student days of the school term, unit or District in-service days. Members may not use personal leave in any combination that includes both the day before and the day after either Winter or Spring vacations. Exceptions to the restrictions in Article 330 A. may be granted at the discretion of the District for major life events or upon recommendation of the unit administrator;
- B. Major life event refers to a significant personal event, the scheduling of which must be beyond the control of the member. For example, a college graduation of a member's child would qualify while the member's own wedding would not. The time allocated for such event will be the minimum absolutely necessary. For example, a college graduation in Seattle on Saturday would not warrant any leave while a college graduation in Pennsylvania on Saturday might qualify;

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- C. Employees shall request personal leave at least 24 hours prior to the beginning of the leave. Exceptions to the time restrictions may be granted by the unit administrator;
- D. No member shall be required to use personal leave except as provided in Articles 332, 350 and 360;
- E. Leave approval will be at the discretion of the immediate supervisor who may deny personal leave if the number of members requesting leave for any one day exceeds 10% of the teaching staff or two members, whichever is more at the unit level, or otherwise threatens to disrupt the unit's educational program. Denial notice must be given to the member at least 12 hours prior to the leave time;
- F. Evening High School members not under contract and summer school members during that period of employment are not eligible to earn or use personal leave.

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**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**332 RELIGIOUS OBSERVANCE LEAVE**

Members whose religions require their absence from school shall be granted necessary leave days. Members will first use personal leave days then unpaid leave days on a one-half day charge per full day use basis. If a member has exhausted personal leave days for religious observances and later in the school year requires personal leave for major life events, the member shall be granted, upon request, unpaid leave days not to exceed the number of personal leave days used for religious observances. Calendar or percentage restrictions on the use of personal leave days, if any, shall not apply to Article 332. The District reserves the right to request validation of absence for religious observance leave.

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**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**360 UNPAID LEAVE**

**A. Short-Term Unpaid Leave**

1. Upon request, a member shall be granted three days of unpaid leave per school year, subject to the provisions of item 3, below. This leave may be extended at the discretion of the Chief Human Resources Officer. Short-term leave need not be taken consecutively.
2. The District shall be given five workdays notice of intent to take unpaid leave, unless a verifiable emergency exists.
3. Personal leave restrictions, with the exception of notification, shall apply to short-term unpaid leaves.

**B. Long-Term Unpaid Leave**

1. Requests for long-term leaves (more than 10 workdays) shall be granted for a full year or may be granted for a semester or the balance of the school year to tenured members. Long-term unpaid leave will not be granted to a member on a Plan of Improvement, or to a member who has taken long-term unpaid leave which extended to the end of a school year within the last five years.

Requests for unpaid medical leave must be accompanied by a physician's statement of inability to perform duties which is acceptable to the District.

2. When possible, a 30-workday notice shall be given to the District of intent to take a long-term leave.
3. Upon request, the leave may be extended for up to an additional year.

**C. Association Work Unpaid Leave**

1. Unpaid leave(s) shall be granted at the request of the Association for the purpose of member(s) serving as officer(s) of the Association or of an education association affiliated with the bargaining unit.

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Such leaves shall count as a year of District membership service. Upon return from such leave, a member, upon request, shall be reassigned to preference of vacancies.

**D. Unpaid Leave Conditions**

1. Upon return from an approved long-term leave, a member shall be assigned on a position-available basis.
2. A member may request to return from unpaid leave earlier than originally approved.
3. A member on an approved unpaid leave does not lose privileges under the non-retention statutes, and the leave year does not constitute a break in service under member retirement statutes.
4. The Board shall continue the retirement contributions toward the salary the member would have received when the member pays the District and member contribution as required by state law. The payments may be made on a monthly basis.
5. Both personal and sick leave must be exhausted before unpaid medical leave may be used.
6. Leave requests shall indicate whether the leave is for medical, study, recreation, home/family, business, association work.
7. Notice of intent to return from leave must be given to the District by certified mail by March 15, if on full year or second semester leave. Notice of intent to return from leave must be given to the District by November 15, if on leave for first semester only. If such timely notice is received, the District shall make available to the teacher a list of current vacancies.
8. Teachers who fail to give proper and timely notice of their intent to return from leave may be terminated by the District.

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**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**402 ACADEMIC FREEDOM**

**A. ACADEMIC FREEDOM**

Members enjoy academic freedom in the District. Members are free to present instructional materials that are pertinent to the subject and level taught, within the outlines of the appropriate course content, the planned instructional program, and in accordance with School Board policy.

**Members are professionals and have a professional responsibility when meeting student learning styles and differentiating instruction, to adjust lessons, create learning schedules, utilize supplemental teaching materials and administer appropriate assessments.**

Members shall also be entitled to freedom of discussion within the classroom on all matters relevant to the subject matter under study within their areas of professional competence. Facts concerning controversial issues shall be presented in a scholarly and objective manner and shall be pedagogically justifiable and discussion shall be maintained within the outlines of the member's course content. Members shall not be censored or restrained in the performance of their duties exclusively on the grounds that the material discussed and/or opinions expressed are controversial.

**B. Curriculum / Program Committee**

- 1. The Association and District agree to collaborate on how to best meet student needs. If a change in practice, program, and/or services is to be considered, the Association shall be involved. That involvement will include full opportunity for the Curriculum / Program Committee to review proposed changes and monitor implementation to student information systems, curriculum, other programs, and additional items that are mutually agreed upon.**

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2. The parties agree to identify and address all time required for members to be trained and implement a new program. Prior to implementation the Committee will identify offsetting time savings.
3. This committee will be composed of equal numbers of Association and District representatives.
4. The Association reserves the right to petition the School Board to intervene in disputes over proposed changes to district services to students system which cannot be resolved administratively.

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**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**615 DURATION**

- A. This Agreement and each of its provisions shall be binding and effective as of July 1, ~~2016~~2017 and shall continue in force and effect through June 30, ~~2017~~2018. Bargaining will proceed in accord with timelines and processes defined in Article 505.
  
- B. The Association agrees that during the life of this Agreement there will be no Association strike or job actions. The Association and its officials shall take such reasonable action as may be necessary to prevent and terminate any such activity.
  
- C. The District agrees that during the life of this Agreement there will be no lockout.

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