



# Anchorage School District

Education Center

5530 E. Northern Lights Blvd. • Anchorage, AK 99504 • 907-742-4000 • www.asdk12.org

## MEMORANDUM OF UNDERSTANDING

between the  
Anchorage School District  
and the  
Anchorage Education Association

The District and the Anchorage Education Association agree that the following process will be employed in implementing Article 205 Health Benefits and Article 330 Personal Leave.

### Article 205 Health Benefits – Health Contribution

It is agreed that within 30 days of adoption of the tentative agreement by the School Board the District as outlined below will determine the amount of the retroactive health contributions to be paid to eligible members.

- To be eligible the employee must be employed on the date of adoption of the contract and employed as a .75 FTE or greater.
- The retroactive amount will be equal to the number of months health contributions were made to the Public Education Health Trust at a rate of \$1,580/month times \$65 during the 2017-18 school year.
- The amount will be prorated based on the start date of employment.
- Within 60 days of adoption of the tentative agreement the District will forward the amount to eligible individual employees in the next regularly scheduled monthly payroll.

Payments made to eligible employees will be taxable and not subject to TRS contributions.

### Article 330 Personal Leave

It is agreed that within 30 days of adoption of the tentative agreement by the School Board two additional personal leave days as identified in Article 330 of the contract will be allocated to eligible employees.

- To be eligible the employee must be employed on the date of adoption of the contract.
- The personal leave allocation will be prorated by the FTE and/or the start date of employment.
- The allocation will be visible on the employee's pay advice on the next regular payroll following the 30 days after the adoption.

AGREED:

Todd Hess, Chief Human Resources Officer  
Anchorage School District

1-26-2018

Date

AGREED:

Tom Klaameyer  
President, Anchorage Education Association

1-26-18

Date

*Educating All Students for Success in Life*

Anchorage School Board    Tam Agosti-Gisler, President  
Starr Marssett, Vice President    Elisa Snelling, Treasurer  
Kathleen Plunkett, Clerk    Bettye Davis

Dave Donley  
Andy Holleman

Superintendent    Dr. Deena Bishop

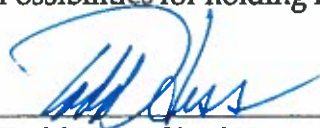
**Letter of Intent**  
Between  
Anchorage Education Association  
and the  
Anchorage School District

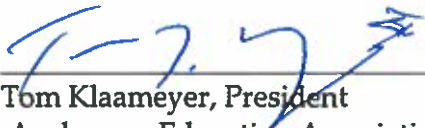
**Intent of 428 Time at Duty Station**

The intent of 428 E. is to address the increased need for collaboration among staff and reduce the number of staff and/or professional development meetings to no more often than twice per month that educators are required to attend. In discussions during bargaining, both sides acknowledged that additional expectations are being added to educators' daily schedules. Due to continuing expectations for increasing student growth, little has been removed from teachers' daily instructional program. In order for educators to address the day to day requirements of their job and handle the added duties, those making the decision to call a meeting will be expected to carefully assess the need to hold the meeting. To minimize the impact on daily schedules, other means of communication, such as email, online or virtual training should be used when possible to communicate information.

While there will be a continued need to hold meetings, including grade level (elementary PLC's), department, IC, MTSS, data, Foundations, etc., the intent is to provide flexibility as to when and where those meetings will take place, to give more voice and autonomy to professional educators in scheduling the multiple meetings that occur during the work week, and to address the many educational needs of our students.

Decisions on meeting times should be collaborative and allow for maximum participation. Possibilities for holding meetings vary.

  
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Todd Hess, Chief Human Resources Officer  
Anchorage School District

  
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Tom Klaameyer, President  
Anchorage Education Association

1-26-2018  
Date

1-26-18  
Date