



ANCHORAGE EDUCATION ASSOCIATION

This Communication is for AEA Members Only

January 26, 2018

Re: AEA Bargaining Team Recommendation

Fellow members,

Your Bargaining Team is asking for your support and vote. We, along with your President and Board of Directors, unanimously recommend that AEA members ratify this new Tentative Agreement.

After the vote in November, the AEA Executive Board, Rep Council, and members who participated in the bargaining survey resoundingly stated their continued faith in us, your Bargaining Team, and appreciated the work completed on your behalf. We took that mandate seriously and value your unyielding support. Thank you. We returned to the bargaining table to advocate for members, the result of which is this Tentative Agreement.

We attended and listened to every member who shared their story and addressed the ASD School Board. The team also reviewed all of your responses to the bargaining surveys and took your feedback to heart. Know too, that we are in the trenches along with you every single day, working under the same conditions with the same terms of the same contract. We share your frustrations and feel the same disappointment with the current district culture. Rest assured that we have heard you and have communicated all of this to the district in each and every bargaining session.

These concerns are valid and challenging to overcome. To honor the work you've entrusted to us, we ask that you engage in the process to inform yourself, set emotion aside, and fully consider all of the ramifications of your vote. We ask that you make your decision based on what is in the best interest of you and your colleagues.

We acknowledge that this TA is similar to the one the Team brought to you in November, but with improvements to the language in articles 125, 417, 428, and 452, as well as additional statements clarifying the intent of the changes. The financial terms remain unchanged.

Let us be absolutely clear. We put this TA forth for your approval because:

- We believe this is the best path forward for our membership as a whole.
- We believe the benefits of capturing the gains in this TA for members now, far outweigh the slight possibility that mediation and arbitration could yield any significant improvements (and the risk of possibly being worse).
- We believe that a strike is not in the best interest of our members, the community, or our students.
- We believe that if this TA is not ratified, we are likely to end the year without a contract, resulting in a “lost” year as the terms of an agreement reached after the end of the school year MAY NOT be retroactive (meaning that we may have essentially imposed a “freeze” on ourselves).

The bottom line is that this TA will immediately improve your working conditions and your income will increase by an average of over \$1,500 this year (assuming the two additional personal days are cashed.) We are certain that members will be better off by ratifying the TA. Together, we will all move forward to organize and negotiate for next year, without delaying or losing the gains described below.

Again, we ask for your support to ratify the TA. Please vote yes!

Sincerely,

Brian Nelson

Jessica Minguez

Bill Mans

Karen Grey-Levine

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MOST SIGNIFICANT CONTRACT CHANGES

Outcome	Article #	Title	Details
=	110	Salary Conditions	<p>Members received “step and lane” for experience and educational attainment or \$1000.00 “in lieu of step” for 2017-2018. <i>(Note: District made this change without interruption to member’s pay).</i></p> <p>Impact: \$1250.00 per member for 17/18 (approximate average) or \$1000.00 “in lieu of step.”</p>
+	205	Health Benefits	<p>District monthly contribution increases from \$1580.00 to \$1645.</p> <p>Impact: Members will receive a refund to the portion of health benefits cost paid this year of \$65.00 per month for a total of \$780.00.</p> <p>\$800,000.00 to be deposited into the waiver fund to reduce future employee contribution to health benefit costs.</p> <p>Impact: Value of approximately \$240.00 per member next year.</p>
+	330	Personal Leave	<p>Members will receive 2 additional days of personal leave per year. Currently you have 3 days and will now have 5 days. Personal leave may be taken as time off or cashed out at full per diem. The choice is up to members. Average per diem for our members is \$388.00 x 2 days = \$776.00. The 2 additional days will be in the contract moving forward. They are not a one-time benefit like a bonus would be.</p> <p>Impact: 2 additional paid days per year. Approximate value for this year is \$776.00.</p>
+	417	In-Service Planning and Calendar	<p>Establishes a GAP Day (grading, planning and assessment) for the last day of the 1st quarter. Allows additional time for members to work free of meetings on in-service day.</p> <p>Also creates the OPTION for most non-classroom educators to work a flexible calendar if they so choose. If a member opts for a flexible calendar, dates MUST be mutually agreed to.</p>

MOST SIGNIFICANT CONTRACT CHANGES (Continued)

Outcome	Article #	Title	Details
+	428	Time at Duty Station	<ol style="list-style-type: none"> 1. New language-limiting Breakfast in the Classroom to start no sooner than 10 minutes before the start of the instructional day. 2. Requires improved staff input for schedules that address transition times. 3. Limits full faculty meetings or professional development to no more than twice a month. 4. Letter of Intent agreed to regarding clarification of meeting reductions to ensure compliance. 5. Mandatory attendance at graduation ceremony for secondary teachers has been deleted.
+	452	Instructional Planning	Adds language stating planning time is “member directed and free from student supervision.” Allows only for infrequent administrative incursions for meetings. All members will have students on the first day of school. All elementary itinerant teachers may request additional assistance to set up for classes.
+	464	Evaluation Procedure	Tenured teachers being evaluated now only require one formal observation unless there are performance concerns. Non-tenured members will now have one of their formal observations before the end of the 1st semester.
+	506	Negotiations	Bargaining limited to 2 times a week after 4:00 p.m. This will allow more opportunity for members to be involved.
=	615	Duration	One-year contract limiting open items for bargaining to Articles 105, 110, 205, 210, 615 and 2 optional additions by each party, excluding 330 Personal Leave which cannot be opened. This will allow us more flexibility in bargaining for salary and benefits in future years.

OTHER CONTRACT CHANGES

Outcome	Article #	Title	Details
-	105	Salary Schedule	No change
+	110.H	Salary Schedule Basic Conditions	Added CTE teachers as hard to fill positions.
+	115	Salary Schedule	All credit courses offered through PLD will now count towards salary advancement.
+	125	Salary Payment	All current members receiving 10-month checks will continue to receive 10-month checks. New hires will be paid in 12-month checks. Any current employee has the option to move from 10 to 12-month checks.
+	135	Extended Contract	Increased notification requirement from 8 to 10 weeks before the end of the school year AND added that extensions must be concurrent with the academic calendar.
=	150	Added Duty Activities	Changes to reflect current practice.
+	155	Salary for Additional Duty Position	Added test coordinators and 504 coordinators.
=	310	Emergency Leave	Just moved top paragraph regarding death in family to a new section called Bereavement Leave.
-	311	Travel Delay	Deleted from contract. Members who have exhausted their personal leave will not be able to receive an extra half paid day for travel delays on personal travel.
+	312	Bereavement Leave	Members may now use sick leave (5 days in state/7 days out of state) for the death of a family member anytime within 30 days of date of death rather than from the date of death. This allows much more flexibility for members to attend to their needs before traveling.
-	332	Religious Leave	Must use unpaid leave if personal leave is exhausted.
+	350	Sick Leave Bank	10 days of unused sick leave may now be donated to the Sick Leave Bank upon retirement or resignation. Current contract only covers retirement. This will result in more hours in the bank and less need for members to make additional donation when the bank goes below 5000 days.

OTHER CONTRACT CHANGES (Continued)

Outcome	Article #	Title	Details
=	306	Unpaid Leave	Sets a July 15th application for non-medical long-term unpaid leave.
+	365	Family Medical Leave	Increases use of sick leave for all non-birth parents of up to 10 days. A gain of 5 days from the current contract.
=	406	In-Service Planning	All language moved to 417.
+	407	Parent-Teacher Conferences	Allows greater flexibility for schools to offer alternative schedules or alternate events in lieu of conferences.
+	413	Assignment and Transfer	Clarifies order of transfer request for members returning into the bargaining unit. Also changes bargaining unit seniority from District seniority for involuntary transfers.
=	416	Grade Determination	Housekeeping, changes reflect current practice.
+	419	Discipline Procedure for Students	Strengthens language for notification requirement to staff with students with known behaviors that could present a safety problem to student or staff prior to placement.
=	423	Emergency Closures	Clarifies contract to reflect current practice.
+	437	Non-Retention Notification	Deleted. Covered in statute.
=	446	Publications	Housekeeping to reflect current practice.
+	449	Reduction in Force	Minor change to clarify content of seniority list. Also adds language to update endorsement requirements post NCLB.
=	455	Substitute Teacher Request	Deleted. Not current practice and subs are not covered by our contract.
+	470	Classroom Coverage	All members will now receive payment on the first occurrence. (No more freebie).
=	473	Teacher Expert	Deleted. Language does not reflect current practice.

DIFFERENCES BETWEEN CURRENT AND PREVIOUS TA

Outcome	Article #	Title	Details
+	125	Salary Payment	Allows members on the 10-month payment cycle to remain there until retirement or they choose to switch to 12-month pay.
+	417	Calendar	Creates the OPTION for most non-classroom educators to work a flexible calendar if they so choose. If a member opts for a flexible calendar, dates MUST be mutually agreed to.
+	428	Time at Duty Station	<p>Cuts staff meetings to twice a month and gives members the professional responsibility to collaborate and choose times to have other meetings when it best fits their needs. Administrators may mandate data meetings, or meetings with instructional coaches, but now there is now member choice as to when and where to have those meetings. Also, mandatory graduation attendance language has been removed.</p> <p>Letter of intent clarifying a real reduction in meetings and added flexibility and control for members.</p>
+	452	Instructional Planning Period	Puts planning time firmly in the hands of members and not administrators. Members will now be able to utilize this time the way it was intended: to plan, collaborate, and better prepare for instruction. Also, every itinerant specialist has the right to ask for additional supports at the beginning of the year, should they need it.