

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

105 SALARY SCHEDULE

2017-2018 Salary Schedule

Step	B00	B18	B36	M54	M72	M90
0	48,886	51,321	53,756	-	-	-
1	50,213	52,649	55,084	-	-	-
2	51,543	53,978	56,412	58,847	61,279	63,713
3	52,870	55,305	57,739	60,173	62,609	65,044
4	54,198	56,633	59,067	61,502	63,936	66,371
5	55,527	57,960	60,394	62,830	65,264	67,699
6	56,853	59,288	61,723	64,158	66,591	69,026
7	58,183	60,616	63,051	65,485	67,919	70,354
8	59,511	61,945	64,379	66,812	69,247	71,682
9	60,838	63,272	65,707	68,140	70,575	73,012
10	62,165	64,600	67,034	69,469	71,905	74,338
11	-	65,928	68,363	70,796	73,232	75,666
12	-	67,255	69,690	72,125	74,560	76,993
13	-	-	71,017	73,452	75,887	78,322
14	-	-	72,345	74,780	77,214	79,648
15	-	-	-	76,109	78,543	80,978
16	-	-	-	77,436	79,872	82,306
17	-	-	-	-	81,198	83,634
18	-	-	-	-	-	84,960

2017-2018 Salary Schedule

Step	Masters	B54 w/Masters	B72 w/Masters	B90 w/Masters	B90D w/Doctorate
0	54,346	56,782	59,215	61,650	63,424
1	55,674	58,108	60,545	62,979	64,751
2	57,002	59,437	61,872	64,306	66,080
3	58,331	60,765	63,198	65,634	67,408
4	59,657	62,093	64,526	66,961	68,735
5	60,987	63,420	65,855	68,290	70,064
6	62,314	64,748	67,183	69,618	71,391
7	63,643	66,075	68,511	70,947	72,720
8	64,969	67,405	69,840	72,273	74,048
9	66,297	68,732	71,167	73,601	75,375
10	67,625	70,060	72,495	74,928	76,702
11	68,954	71,388	73,823	76,257	78,031
12	70,281	72,716	75,150	77,586	79,359
13	71,609	74,044	76,478	78,913	80,686
14	72,936	75,372	77,807	80,240	82,014
15	74,266	76,700	79,133	81,569	83,343
16	-	78,027	80,462	82,896	84,670
17	-	79,356	81,790	84,224	85,999
18	-	-	83,118	85,552	87,326
19	-	-	84,447	86,880	88,653
20	-	-	-	88,208	89,982

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2018-2019 Salary Schedule

Step	B00	B18	B36	M54	M72	M90
0	50,213	52,649	55,084	-	-	-
1	51,543	53,978	56,412	-	-	-
2	52,870	55,305	57,739	-	-	-
3	54,198	56,633	59,067	-	-	-
4	55,527	57,960	60,394	-	-	-
5	56,853	59,288	61,723	64,158	66,591	69,026
6	58,183	60,616	63,051	65,485	67,919	70,354
7	59,511	61,945	64,379	66,812	69,247	71,682
8	60,838	63,272	65,707	68,140	70,575	73,012
9	62,165	64,600	67,034	69,469	71,905	74,338
10	63,492	65,928	68,363	70,796	73,232	75,666
11	-	67,255	69,690	72,125	74,560	76,993
12	-	68,582	71,017	73,452	75,887	78,322
13	-	-	72,345	74,780	77,214	79,648
14	-	-	73,673	76,109	78,543	80,978
15	-	-	-	77,436	79,872	82,306
16	-	-	-	78,763	81,198	83,634
17	-	-	-	-	82,524	84,960
18	-	-	-	-	-	86,286

2018-2019 Salary Schedule

Step	Masters	B54 w/ Masters	B72 w/ Masters	B90 w/ Masters	B90 w/ Doctorate
0	55,674	58,108	60,545	62,979	64,751
1	57,002	59,437	61,872	64,306	66,080
2	58,331	60,765	63,198	65,634	67,408
3	59,657	62,093	64,526	66,961	68,735
4	60,987	63,420	65,855	68,290	70,064
5	62,314	64,748	67,183	69,618	71,391
6	63,643	66,075	68,511	70,947	72,720
7	64,969	67,405	69,840	72,273	74,048
8	66,297	68,732	71,167	73,601	75,375
9	67,625	70,060	72,495	74,928	76,702
10	68,954	71,388	73,823	76,257	78,031
11	70,281	72,716	75,150	77,586	79,359
12	71,609	74,044	76,478	78,913	80,686
13	72,936	75,372	77,807	80,240	82,014
14	74,266	76,700	79,133	81,569	83,343
15	75,596	78,027	80,462	82,896	84,670
16	-	79,356	81,790	84,224	85,999
17	-	80,685	83,118	85,552	87,326
18	-	-	84,447	86,880	88,653
19	-	-	85,776	88,208	89,982
20	-	-	-	89,536	91,311

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2019-2020 Salary Schedule

Step	B00	B18	B36	M54	M72	M90
<u>0</u>	<u>51,217</u>	<u>53,702</u>	<u>56,186</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>1</u>	<u>52,574</u>	<u>55,058</u>	<u>57,540</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>2</u>	<u>53,927</u>	<u>56,411</u>	<u>58,894</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>3</u>	<u>55,282</u>	<u>57,766</u>	<u>60,248</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>4</u>	<u>56,638</u>	<u>59,119</u>	<u>61,602</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>5</u>	<u>57,990</u>	<u>60,474</u>	<u>62,957</u>	<u>65,441</u>	<u>67,923</u>	<u>70,407</u>
<u>6</u>	<u>59,347</u>	<u>61,828</u>	<u>64,312</u>	<u>66,795</u>	<u>69,277</u>	<u>71,761</u>
<u>7</u>	<u>60,701</u>	<u>63,184</u>	<u>65,667</u>	<u>68,148</u>	<u>70,632</u>	<u>73,116</u>
<u>8</u>	<u>62,055</u>	<u>64,537</u>	<u>67,021</u>	<u>69,503</u>	<u>71,987</u>	<u>74,472</u>
<u>9</u>	<u>63,408</u>	<u>65,892</u>	<u>68,375</u>	<u>70,858</u>	<u>73,343</u>	<u>75,825</u>
<u>10</u>	<u>64,762</u>	<u>67,247</u>	<u>69,730</u>	<u>72,212</u>	<u>74,697</u>	<u>77,179</u>
<u>11</u>	<u>-</u>	<u>68,600</u>	<u>71,084</u>	<u>73,568</u>	<u>76,051</u>	<u>78,533</u>
<u>12</u>	<u>-</u>	<u>69,954</u>	<u>72,437</u>	<u>74,921</u>	<u>77,405</u>	<u>79,888</u>
<u>13</u>	<u>-</u>	<u>-</u>	<u>73,792</u>	<u>76,276</u>	<u>78,758</u>	<u>81,241</u>
<u>14</u>	<u>-</u>	<u>-</u>	<u>75,146</u>	<u>77,631</u>	<u>80,114</u>	<u>82,598</u>
<u>15</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>78,985</u>	<u>81,469</u>	<u>83,952</u>
<u>16</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>80,338</u>	<u>82,822</u>	<u>85,307</u>
<u>17</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>84,174</u>	<u>86,659</u>
<u>18</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>88,012</u>

2019-2020 Salary Schedule

Step	Masters	B54 w/ Masters	B72 w/ Masters	B90 w/ Masters	B90 w/ Doctorate
<u>0</u>	<u>56,787</u>	<u>59,270</u>	<u>61,756</u>	<u>64,239</u>	<u>66,046</u>
<u>1</u>	<u>58,142</u>	<u>60,626</u>	<u>63,109</u>	<u>65,592</u>	<u>67,402</u>
<u>2</u>	<u>59,498</u>	<u>61,980</u>	<u>64,462</u>	<u>66,947</u>	<u>68,756</u>
<u>3</u>	<u>60,850</u>	<u>63,335</u>	<u>65,817</u>	<u>68,300</u>	<u>70,110</u>
<u>4</u>	<u>62,207</u>	<u>64,688</u>	<u>67,172</u>	<u>69,656</u>	<u>71,465</u>
<u>5</u>	<u>63,560</u>	<u>66,043</u>	<u>68,527</u>	<u>71,010</u>	<u>72,819</u>
<u>6</u>	<u>64,916</u>	<u>67,397</u>	<u>69,881</u>	<u>72,366</u>	<u>74,174</u>
<u>7</u>	<u>66,268</u>	<u>68,753</u>	<u>71,237</u>	<u>73,718</u>	<u>75,529</u>
<u>8</u>	<u>67,623</u>	<u>70,107</u>	<u>72,590</u>	<u>75,073</u>	<u>76,883</u>
<u>9</u>	<u>68,978</u>	<u>71,461</u>	<u>73,945</u>	<u>76,427</u>	<u>78,236</u>
<u>10</u>	<u>70,333</u>	<u>72,816</u>	<u>75,299</u>	<u>77,782</u>	<u>79,592</u>
<u>11</u>	<u>71,687</u>	<u>74,170</u>	<u>76,653</u>	<u>79,138</u>	<u>80,946</u>
<u>12</u>	<u>73,041</u>	<u>75,525</u>	<u>78,008</u>	<u>80,491</u>	<u>82,300</u>
<u>13</u>	<u>74,395</u>	<u>76,879</u>	<u>79,363</u>	<u>81,845</u>	<u>83,654</u>
<u>14</u>	<u>75,751</u>	<u>78,234</u>	<u>80,716</u>	<u>83,200</u>	<u>85,010</u>
<u>15</u>	<u>77,108</u>	<u>79,588</u>	<u>82,071</u>	<u>84,554</u>	<u>86,363</u>
<u>16</u>	<u>-</u>	<u>80,943</u>	<u>83,426</u>	<u>85,908</u>	<u>87,719</u>
<u>17</u>	<u>-</u>	<u>82,299</u>	<u>84,780</u>	<u>87,263</u>	<u>89,073</u>
<u>18</u>	<u>-</u>	<u>-</u>	<u>86,136</u>	<u>88,618</u>	<u>90,426</u>
<u>19</u>	<u>-</u>	<u>-</u>	<u>87,492</u>	<u>89,972</u>	<u>91,782</u>
<u>20</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>91,327</u>	<u>93,137</u>

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2020-2021 Salary Schedule

<u>Step</u>	<u>B00</u>	<u>B18</u>	<u>B36</u>	<u>M54</u>	<u>M72</u>	<u>M90</u>
<u>0</u>	<u>52,242</u>	<u>54,776</u>	<u>57,309</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>1</u>	<u>53,625</u>	<u>56,159</u>	<u>58,691</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>2</u>	<u>55,006</u>	<u>57,539</u>	<u>60,072</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>3</u>	<u>56,388</u>	<u>58,921</u>	<u>61,453</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>4</u>	<u>57,770</u>	<u>60,302</u>	<u>62,834</u>	<u>-</u>	<u>-</u>	<u>-</u>
<u>5</u>	<u>59,150</u>	<u>61,683</u>	<u>64,217</u>	<u>66,750</u>	<u>69,281</u>	<u>71,815</u>
<u>6</u>	<u>60,534</u>	<u>63,065</u>	<u>65,598</u>	<u>68,131</u>	<u>70,663</u>	<u>73,196</u>
<u>7</u>	<u>61,915</u>	<u>64,448</u>	<u>66,980</u>	<u>69,511</u>	<u>72,045</u>	<u>74,578</u>
<u>8</u>	<u>63,296</u>	<u>65,828</u>	<u>68,362</u>	<u>70,893</u>	<u>73,426</u>	<u>75,962</u>
<u>9</u>	<u>64,676</u>	<u>67,210</u>	<u>69,742</u>	<u>72,276</u>	<u>74,810</u>	<u>77,341</u>
<u>10</u>	<u>66,057</u>	<u>68,591</u>	<u>71,125</u>	<u>73,656</u>	<u>76,191</u>	<u>78,723</u>
<u>11</u>	<u>-</u>	<u>69,972</u>	<u>72,505</u>	<u>75,039</u>	<u>77,572</u>	<u>80,104</u>
<u>12</u>	<u>-</u>	<u>71,353</u>	<u>73,886</u>	<u>76,419</u>	<u>78,953</u>	<u>81,486</u>
<u>13</u>	<u>-</u>	<u>-</u>	<u>75,268</u>	<u>77,801</u>	<u>80,333</u>	<u>82,866</u>
<u>14</u>	<u>-</u>	<u>-</u>	<u>76,649</u>	<u>79,184</u>	<u>81,716</u>	<u>84,250</u>
<u>15</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>80,564</u>	<u>83,099</u>	<u>85,631</u>
<u>16</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>81,945</u>	<u>84,478</u>	<u>87,013</u>
<u>17</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>85,858</u>	<u>88,392</u>
<u>18</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>89,772</u>

2020-2021 Salary Schedule

<u>Step</u>	<u>Masters</u>	<u>B54 w/ Masters</u>	<u>B72 w/ Masters</u>	<u>B90 w/ Masters</u>	<u>B90 w/ Doctorate</u>
<u>0</u>	<u>57,923</u>	<u>60,456</u>	<u>62,991</u>	<u>65,523</u>	<u>67,367</u>
<u>1</u>	<u>59,305</u>	<u>61,838</u>	<u>64,372</u>	<u>66,904</u>	<u>68,750</u>
<u>2</u>	<u>60,688</u>	<u>63,220</u>	<u>65,751</u>	<u>68,286</u>	<u>70,131</u>
<u>3</u>	<u>62,067</u>	<u>64,602</u>	<u>67,133</u>	<u>69,666</u>	<u>71,512</u>
<u>4</u>	<u>63,451</u>	<u>65,982</u>	<u>68,516</u>	<u>71,049</u>	<u>72,895</u>
<u>5</u>	<u>64,831</u>	<u>67,364</u>	<u>69,897</u>	<u>72,431</u>	<u>74,275</u>
<u>6</u>	<u>66,214</u>	<u>68,744</u>	<u>71,279</u>	<u>73,813</u>	<u>75,658</u>
<u>7</u>	<u>67,594</u>	<u>70,128</u>	<u>72,662</u>	<u>75,193</u>	<u>77,040</u>
<u>8</u>	<u>68,975</u>	<u>71,509</u>	<u>74,042</u>	<u>76,574</u>	<u>78,420</u>
<u>9</u>	<u>70,357</u>	<u>72,890</u>	<u>75,424</u>	<u>77,955</u>	<u>79,801</u>
<u>10</u>	<u>71,740</u>	<u>74,272</u>	<u>76,805</u>	<u>79,338</u>	<u>81,183</u>
<u>11</u>	<u>73,120</u>	<u>75,654</u>	<u>78,186</u>	<u>80,720</u>	<u>82,565</u>
<u>12</u>	<u>74,502</u>	<u>77,035</u>	<u>79,568</u>	<u>82,101</u>	<u>83,946</u>
<u>13</u>	<u>75,883</u>	<u>78,417</u>	<u>80,950</u>	<u>83,482</u>	<u>85,327</u>
<u>14</u>	<u>77,266</u>	<u>79,799</u>	<u>82,330</u>	<u>84,864</u>	<u>86,710</u>
<u>15</u>	<u>78,650</u>	<u>81,179</u>	<u>83,713</u>	<u>86,245</u>	<u>88,091</u>
<u>16</u>	<u>-</u>	<u>82,562</u>	<u>85,094</u>	<u>87,627</u>	<u>89,473</u>
<u>17</u>	<u>-</u>	<u>83,945</u>	<u>86,476</u>	<u>89,008</u>	<u>90,854</u>
<u>18</u>	<u>-</u>	<u>-</u>	<u>87,859</u>	<u>90,390</u>	<u>92,235</u>
<u>19</u>	<u>-</u>	<u>-</u>	<u>89,241</u>	<u>91,772</u>	<u>93,617</u>
<u>20</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>93,153</u>	<u>95,000</u>

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Date

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Date

ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION

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.
- 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 ~~201617-201718~~ contract year, will receive an "in lieu of step" in the amount of ~~\$1,000~~ **\$1,300**, prorated by their ~~201718-201819~~ FTE, for the ~~201718-201819~~ contract year.

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 2018-2019 contract year, will receive an "in lieu of step" in the amount of \$1,300, prorated by their 2019-2020 FTE, for the 2019-2020 contract year.

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 2019-2020 contract year, will receive an "in lieu of step" in the amount of \$1,300, prorated by their 2020-2021 FTE, for the 2020-2021 contract year.

An experience step and educational attainment shall be provided to eligible members in ~~2017-2018~~ **each year of this agreement effective July 1**. Members on a plan of improvement are not eligible for step movement and educational attainment.

Effective January 1, 2019 of this agreement, the zero step will be removed and the salary schedule will be renumbered, retroactive to July 1, 2018. As a result of this renumbering, members who receive experience step movement will be placed at the same step number for the remainder of the 2018-2019 school year.

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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: Audiologist, CTE Teachers, Occupational Therapists, Physical Therapists, Psychologists, Speech Language Pathologists, Teachers of the Blind and Visually Impaired, and World Language Immersion Teachers.

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AEA Date 11-14-2018

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ASD Date 11-14-18

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

150 ADDED DUTY ACTIVITIES

Contract addenda will be signed prior to the beginning of the activity, except by mutual agreement. In no case shall more than thirty days pass from the onset of activity before the completion of necessary addenda.

A. Activities authorized by the Board will be compensated by assignment to one of the seven ranges shown in the following schedule. The range number at the right of each activity is the range assigned for added duty compensation amounts.

RANGE	1	2	3	4	5	6	7
AMOUNT	840.00 1000.00	1575.00	1840.00	2100.00	2520.00	3150.00	4725.00

B. School Activities

Activities	High School	Middle	Elementary
Basketball, Head Coach	7	5	
Assistant Coach(es)	6	4	
Cheerleader, Head Coach (per sport)	6		
Cheerleader, Assistant Coach (per sport)	5		
Cross-Country Running, Head Coach	6	5	
Assistant Coach(es)	5	4	
Cross-Country Skiing, Head Coach	7	5	
Assistant Coach(es)	6	4	
Debate	3		
Drama Competitive	3		
Drill Team Coach	2		
Football, Head Coach	7		
Assistant Coach(es)	6		
Forensics-Speech	3		
Gymnastics, Head Coach	7		
Assistant Coach(es)	6	4	
Hockey, Head Coach	7		
Assistant Coach(es)	6	4	
Intramurals (per activity)	1	1	
*Interschool academic competition	1	1	1
Rifle, Head Coach	7		
Assistant Coach(es)	6		
Soccer, Head Coach	6		
Assistant Coach(es)	5		

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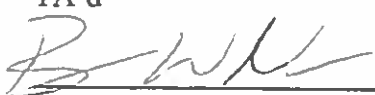
 ASD _____ 8-7-2018
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Swimming, Head Coach	7		
Assistant Coach(es)	6		
Student Council (all year)	3 <u>4</u>	2	1
Tennis, Head Coach	6		
Assistant Coach(es)	5		
Track & Field, Head Coach	6	5	
Assistant Coach(es)	5	4	
Volleyball, Head Coach	7	5	
Assistant Coach(es)	6	4	
Wrestling, Head Coach	7	5	
Assistant Coach(es)	6	4	
Drama (per production)	4		
Drama (Middle Level, all year)		2	
Honor Society	1	1	
Music (per activity)	1	1	1
Newspaper Advisor (per semester)	3	1	
Yearbook Advisor (per semester)	5		

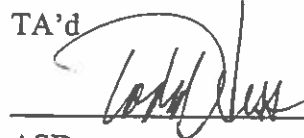
*District-approved activities like Battle of the Books, Mock Trial, Science Olympiad, Math Derby, Academic Decathlon, etc.

If authorized, all Elementary Division schools shall be funded at ~~7~~8 Level 1 addenda, to be determined by the principal. Members may provide input to the principal for consideration.

- C. High School/Middle level club and class sponsors in activities of 40 hours or less shall be paid at Range 1 or part thereof according to Article 150 H. if the activity requires more than 20 hours outside the normal workday and when assigned in advance by a unit administrator. Pay for approved elementary activities will be at Range 1 unless otherwise stipulated. Elementary activities (such as music, intramurals, and student council) of less than 40 hours shall be compensated on a prorated basis provided the maximum number of compensated hours is clearly stipulated in the addendum and the activity is approved by the unit administrator.
- D. Activities authorized by the Board are defined as Board approved activities for which there is a signed/approved written addendum.
- E. Activities authorized by the unit administrator responsible may be sponsored without compensation being provided, by mutual consent. No addenda are necessary for such activities. The District shall not encourage, coerce, or in any way solicit such voluntary services. No reference to the non-performance of volunteer activity will be made in any evaluation/observation document, or in any evaluation conference between a member and supervisor. No request for volunteer sponsors will be circulated among members, posted

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in any building, or in any manner communicated by principals, except in response to specific requests for such information by a member(s).

- F. Added duty activities not specifically provided for herein may be established by the District in keeping with the above schedule. In the event the District establishes a new Added Duty activity, it shall, upon request by the Union, negotiate the pay range.
- G. An activity at Range 1 is defined as 40 hours devoted to the activity.
- H. The District reserves the option to group High School/Middle level extra-curricular activities as an assignment in exchange for a given teaching assignment without paying an added duty salary. The District may, at its discretion, combine activities of shorter duration to allow a member to qualify for an addendum. Likewise, the District may divide a single activity between two or more members or prorate salary payments for an activity of less than 40 hours.
- I. In filling added duty positions during the school year, ~~the unit will post activity openings~~ **will be posted** for five business days (independent of the school calendar). The District shall prepare and distribute common job descriptions for Head Coach positions in all major sports. Other job descriptions will be developed at the school and shall include a list of basic expectations for the position. ~~The p~~ **Posted** vacancy announcement must specify whatever special qualifications are required. ~~Building candidates will be considered first. If no building candidate is selected, t~~ **The opening will be posted** throughout the District. A minimum of three **Bargaining Unit** candidates will be interviewed if at least that number has applied. ~~If no District candidate is hired, out of District applicants will be considered.~~ In assessing the qualification of applicants, the District shall give preference to ~~in district~~ **Bargaining Unit** applicants as long as their qualifications are relatively equal. If the District determines that ~~an in district~~ **Bargaining Unit** applicant should not be selected because an outside applicant possesses substantially greater skills and qualifications, it shall set forth in writing the reasons for its determinations both to the unsuccessful ~~in district~~ applicants and AEA's grievance committee.
- J. ~~Should the Board choose not to rehire a bargaining unit member for an added duty assignment for a subsequent year, the member will be notified of this on or before the last day of the school term~~ **Added duty assignments may be terminated with 45 calendar days written notice. Notice in advance of 45 calendar days** Such advance notice will also be provided, to the degree possible, of the elimination of a member's added duty assignment. ~~When performance problems arise with a Head Coach/Publications Advisor who has served for three (3) or more years, principals may elect to place the coach on probation for one season, prior to deciding whether or not to~~

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~~non retain. Probation status will be limited to circumstances and problems which principals believe can be overcome. The District retains its right to non-retain without a probation if it believes the interests of the school and/or program will be better served. At the member's request, a written statement of the reason will be provided; however, the determination of the District will be final. The Association and the District shall develop a performance standards protocol to address performance concerns of an added duty activity addendum holder.~~

K. When performance problems arise with a Head Coach/Publications Advisor who has served for three (3) or more years, principals may elect to place the coach on probation for one season, prior to deciding whether or not to non-retain. Probation status will be limited to circumstances and problems which principals believe can be overcome. The District retains its right to non-retain without a probation if it believes the interests of the school and/or program will be better served. At the member's request, a written statement of the reason will be provided; however, the determination of the District will be final. The Association and the District shall develop a performance standards protocol to address performance concerns of an added duty activity addendum holder.

L. The District will commit \$30,000 during the life of this agreement to reimburse members selected to provide added duty under this section for the cost of a certificate required by the Alaska Association for School Activities for coaches/sponsors in the affected areas. Reimbursement shall occur on a first come, first served basis and shall be available only to those receiving addenda for activities that require possession of the certificate. Requests for reimbursement shall be presented to the school principal.

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

155 SALARY FOR ADDITIONAL DUTY POSITION

A. Department Chairs in Regular Secondary Education

The District may elect to create and support Department Chair positions. A member who serves as Department Chair shall be paid according to the following schedule:

Number of members reporting to a Range (per Article 150 A.) Department Chair	
3-8	Range 5
9-17	Range 6
18 or more	Range 7

The District retains the right to provide an additional conference period as partial compensation. Should an additional conference period be provided, the category of payment shall be two ranges lower than listed in 155 A.

Department Chairs shall not be responsible for evaluation or supervision of members. Department Chairs may provide input on a member's evaluation.

B. Department Chair in Special Education

The District may elect to create and support Special Education Department Chair positions. A member who serves as Special Education Department Chair shall be paid according to the following schedule and may be assigned direct teaching responsibilities:

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Number of members and Teacher Assistants reporting to a Department Chair	Range (per Article 150 A.)
3-8	Range 5
9-17	Range 6
18 or more	Range 7

Department Chairs shall not be responsible for evaluation or supervision of members. Department Chairs may provide input on a member's evaluation.

C. Elementary

The principal may designate addenda for the following positions:

1. Elementary Curriculum Contact

This position provides support to members, training, or other areas determined to be of need to the school.

2. Technology Assignment

This position provides support to members, training, maintenance of equipment, or other areas determined to be of need to the school.

3. Student Support Team Coordinator

This position provides support to team members, training, scheduling of meetings, development and coordinating of agendas, notification to attendees, or other areas determined to be of need to the school.

4. Test Coordinator

This position provides support to coordinate state & district tests at the school.

These positions shall carry a Range 1 addendum and will be selected in the same manner and operate under the rules established in Article 150. No member shall be required to serve in these positions. Positions of less than forty (40) hours shall be compensated on a prorated basis provided the maximum number of compensated hours is clearly stipulated


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in the addendum. Individuals holding these positions are automatically released at the end of the school year.

D. Elementary Teacher-in-Charge


1. A member who serves as elementary teacher-in-charge shall be provided a written "standard operating procedure" manual covering procedures for dealing with probable situations, such as accidents or parent complaints for which the principal is responsible.
2. Teacher-in-charge shall have the same protection as provided for the principal while acting for the principal.
3. A member designated by the principal as teacher-in-charge for the school year will be paid at Range 3 as provided in Article 150, Added Duty Activities. If the school has an assistant principal or intern pay will be at Range 1. Pay will be prorated while serving for less than a full school term.
4. When the principal is out of town for five consecutive student days and a substitute administrator is not provided, a substitute teacher shall be provided for the teacher-in-charge for a minimum of one-half of the time of principal absence. When the principal is out of the building for a shorter duration, decisions with regard to substitute coverage will be made on a case-by-case basis.

E. Secondary

1. A member designated by the principal as a 504 coordinator for the school year will be paid at Range 2 per semester as provided in Article 150, Added Duty Activities. Pay will be prorated while serving for less than a full school term.
2. A member designated by the principal as a test coordinator for the school year will be paid at Range 1 per year as provided in Article 150, Added Duty Activities. Pay will be prorated while serving for less than a full school term.

F. **Building School Liaison for New Hires**

Should a principal choose to participate in the AEA/ASD building induction program, an AEA building liaison will be selected from the staff at the site and paid a Range 1


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addendum as provided in Article 150 Added Duty Activities. Liaison responsibilities developed by the AEA and ASD will be provided to the liaison prior to the signing of the Range 1 addenda. No member shall be required to serve in these positions.

G. Summer School Assignment

Summer school assignments are for one summer school term only and all members are automatically released at the end of the term and must reapply for future summer school opportunities. All positions will be posted and the qualifications required shall be listed on the PVA. Participation in any summer teaching activity will be voluntary.

1. Members assigned to summer school duties shall be paid at their current per diem rate or appropriate portion thereof, depending on time on duty. However, effective July 1, any change in the per diem rate will be reflected on new or continuing contracts.
2. Regular Summer School vacancies shall be posted in the Human Resources Office and in all schools and shall list any special qualifications required. District candidates will be considered first. By consideration is meant that applicants are sought, their qualifications evaluated with respect to those required, and decisions made as a consequence of such evaluation. A minimum of three candidates will be interviewed if at least that number has applied. If no District candidate is hired, out-of-District candidates will be considered. Applicants will be notified of the status of their candidacy.
3. Summer service provided to Special Education students will be arranged by the Special Education Department.


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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

205 HEALTH BENEFITS

For the ~~2017-2018~~ 2018-2019 year, the District shall contribute toward the cost of health care, \$1,645 monthly per eligible member (.75 or greater FTE) who elects health coverage. In 2019-2020 and 2020-2021 the District shall contribute \$1,695 monthly per eligible member. ~~through the Public Education Health Trust (PEHT).~~

This contribution shall be transmitted to the 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 until the retained funds from the prior fiscal years are expended.


The District will deposit a one-time payment of ~~\$800,000~~ 1.9 million into the waiver/reserve fund on or before February 1, 2018~~9~~.

An independent accounting of the waiver monies will be provided by the District to the Association as agreed upon by the parties.

- B. The following procedures will be adhered to with respect to the timing of the District's contribution of funds to the PEHT:
- The District will run an initial eligibility report, and based on that report will transmit the agreed-upon District contribution per member times the number of members on the initial eligibility report to the 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.

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- 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 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 PEHT and the District. Members may waive or enroll for health coverage under a qualifying event as defined in the 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 an electronic format 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 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. E. The following conditions apply to members who are resigning or retiring 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

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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. The member will be responsible for employee contribution 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

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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.

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

210 LIFE INSURANCE

- A. The District shall provide, on a non-contributory basis, a group Life and Accidental Death and Dismemberment Insurance Plan. Coverage shall be for three times the member's annual salary rounded to the next higher \$1,000 to a maximum of \$100,000 as described in the insurance policy between the District and the insurance carrier. In the event of an accidental death, the insurance shall pay an additional amount equal to the basic life insurance amount. The program of benefits will be described in the insurance policy between the District and the insurance carrier.

- B. Members may purchase, at their expense, and at the then current group rate, supplemental term life insurance in an amount equal to the difference between three times their annual salary and \$100,000. Member contributions shall be made by payroll deduction.

- C. Members may purchase, at their expense, at the then current rates, life insurance for eligible dependents in accordance with current Alaska Statutes and as described in the insurance policy between the District and the insurance carrier.

- D. Upon termination, a member may elect to convert the life insurance coverage provided by the District during the period of the member's employment. If such election is made, the terminated member shall pay all the premiums for the insurance. The conversion rate shall be established by the insurance carrier. The maximum face value of such insurance may not exceed that of the coverage in force on the member immediately prior to the member's termination.

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ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION

402 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 have a professional responsibility to meet student learning styles and differentiate instruction. Educators prepare lesson plans, adjust lessons, utilize supplemental teaching materials, create an appropriate learning environment, 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.

Members may provide additional time for physical activity in keeping with school schedules and District expectations and state requirements.

The submission of lesson plans shall only be required for a member on a plan of growth or a plan of improvement, or if the Administrator has a specific previously documented performance concern.

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ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION

403 SERVICES FOR STUDENTS WITH DISABILITIES RECEIVING SPECIAL EDUCATION SERVICES

The District and the Association are committed to providing the best possible education for all students, ~~including students with disabilities~~. To help prepare members to address the great variety of student needs ~~found in regular classrooms~~, the following is provided:

A. If, in the judgment of the Individual Education Plan (IEP) team, supplemental supports and services are needed for the member to meet the needs of the eligible student, each must be included in the IEP. The District will provide those services as designated. IEP team decisions are made by consensus, whenever possible. The District representative may schedule extra meetings, to allow for full discussion of concerns. In the event consensus cannot be reached, the District's decision will stand. The District will make training **options available during the work day, state released professional development days, evenings, and weekends** to affected members in at least, but not necessarily limited to, the following areas:

1. The various methods required to work with the special needs of students with disabilities in order to integrate them effectively into regular classroom instruction.
2. Alternative instructional strategies which enable them to utilize appropriate interventions, i.e. behavior ~~modification~~ **support**, de-escalation, to ~~deal~~ **support** with a variety of behavioral **needs** and learning styles within a given classroom environment.
3. Familiarity with the use of resources and materials available for working with students with disabilities.
4. Methods and skills to develop and convey to other students in the class an appropriate sensitivity to the needs and feelings of students with disabilities.
5. Methods and skills to assist in assessing students with disabilities, to help determine eligibility, and to evaluate the students' progress.
6. Update of paperwork procedures and recordkeeping.

B. **The District is committed to serve the needs of students in accordance with developed education plans as defined by Board Policy, State and Federal laws.** The ~~District's~~

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State of Alaska Special Education Handbook and Anchorage School District Procedure Guidance, which contains information regarding the implementation of ~~current law~~ Special Education and legal requirements, ~~will be~~ are available to all certificated staff through the District's website intranet.

- C. IEP teams will identify students with disabilities whose behavior interferes with their own learning and the learning of others. Behavior support plans will be developed, implemented and revised as needed. If one or more members of the IEP team believe that modifications to the IEP or behavior plan are needed, the team shall meet to modify the plan.
- D. The IEP team will review and determine the least restrictive environment in meeting the needs of students with disabilities. In establishing the plan of service for a student with disabilities, the IEP Team will consider factors allowed under law, which may include:
1. The educational benefits of placement full-time in a regular class;
 2. The non-academic benefits of such placement;
 3. The effect of the student on the member and children in the regular class; and
 4. The costs involved so long as costs are not the sole determining factor.
- E. As part of the team's discussion in the development of the draft individual educational plan, teachers will have the opportunity to provide input regarding the services for students. The District will make every effort to ensure that student ~~placements~~ services are reviewed often enough to ensure meaningful ~~inclusion~~ placement. To help in this regard:
1. The District will follow state of Alaska Special Education Handbook for IEP attendees. ~~At least one of the m~~Members expected to implement plans of service contained in IEPs ~~will be a member of the IEP Team and is~~ are free to express concerns to the district representative,; ~~other members involved may be invited to attend IEP meetings as needed;~~
 2. IEP Team members are free to express concerns candidly during the development of the IEP;
 3. No member of the IEP Team shall suffer reprisals or be subjected to disciplinary action solely for expression of a dissenting opinion or for informing parents or students of their rights under state and/or federal law, prior to the adoption of the IEP or for raising objections at any IEP Team meeting called subsequent to the adoption of the IEP;
 4. IEP Team members may request to reconvene the Team to review the IEP.

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5. When possible, IEP meetings shall be scheduled within the workday, excluding elementary planning time and duty-free lunch, unless the member approves the exception. The District shall provide coverage for members required to be at the meetings during student contact time. ~~When meetings are scheduled for the workday but extend 45-30 minutes beyond the workday, or when the principal or designee schedules a meeting totally outside the workday,~~ **For meetings which last more than 15 minutes beyond the workday,** a compensation plan (**which may include flexing the work schedule**) for the extended time shall be mutually developed by the member and the principal.

In the event of monetary compensation, it shall be paid at the rate of \$30.00 per hour, in half-hour increments, to members who are required to participate in IEP meetings.

When IEP meetings are prescheduled, it is a professional responsibility for members to schedule their workday to maximize meeting participation.

- F. Members assigned students with disabilities shall be ~~apprised~~ **notified** by the principal or Special Education Department Chair of their right to request an IEP conference to review placement goals and responsibilities;
1. The division of responsibilities regarding grading and reporting the progress of students with disabilities shall be designated in the IEP as appropriate.
 2. As part of the IEP team process, members shall be informed of and may request training to meet the needs of an exceptional student, as indicated in "A" above. Any member of the IEP team may request an IEP meeting to address this issue.
- G. When a previously identified ~~special needs~~ student transfers from another school or district, a review of classroom assignment options, consistent with the IEP, shall be undertaken by appropriate building staff, including a classroom teacher. To the degree possible, members shall be notified prior to the placement of a student ~~with disabilities~~ and of the availability of the following information if not in violation of federal and/or state confidentiality rules with which the District is required to comply:
- ~~1. Evaluation Summary and Eligibility Report (ESER);~~
 - ~~2. Critical medical needs and conditions; medical service for a student with disabilities that must be provided by properly trained personnel, usually nurses. A school nurse shall not be held liable for actions of non-nursing personnel performing medical services for a student with disabilities;~~
 - ~~3. Information from parents;~~
 - ~~4. Student's initial and current IEPs;~~

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~~5. School Discipline Reports, Functional Behavior Assessments, and Behavior Intervention Plans if available.~~

~~6. Reports of violent behavior.~~

1. Current IEP

2. Functional Behavior Assessment (FBA)

3. Behavior Intervention Plan (BIP)

4. Student Summary Sheet

5. Identifications of violent behavior

H. Special needs equipment, materials and essential building modifications required for the implementation of IEPs shall be provided and completed consistent with Federal, State and Municipal guidelines.

1. The District recognizes the need for Special Education Departments and Related Services to have access to a printer ~~in a location~~ that will provide necessary privacy. The District will identify an area in each location and provide a printer for this purpose.

2. The District will ~~attempt to~~ make available a computer with appropriate software for use during IEP meetings.

3. **Essential equipment as determined by the IEP will be provided.**

4. **Personal protective equipment (PPE) as required by OSHA will be provided to staff to support student needs.**

I. Alternate Assessment

The District recognizes the impact of Alternate Assessment on Special Education members' work load. ~~Members should work with their Unit Administrator and the Special Education Department to address needs as they arise.~~ **Members may receive release time to administer alternate assessment tests if there is an identified need as determined by Unit Administrator.**


J. ~~Elementary Multiple Disciplinary Team (MDT)~~ **Release Time**

~~Based on student needs, MDT time~~ **Two days per quarter** will be provided to each Special Education member and Related Services personnel for the purpose of performing the varied tasks and responsibilities specific to delivery of services to students with disabilities,

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including but not limited to meetings, testing and evaluation, data collection, paperwork, collaboration, child find duties, and consultation. This time is separate and distinct from regular planning time, and additional time should not exceed 2 hours per week on average.

K. Special Education Standing Committee

The District agrees to maintain a Special Education standing committee to address issues that arise in Special Education. The committee will be comprised of the ~~Assistant Superintendent of Instructional Support~~ **Chief Academic Officer** (or designee), ~~Executive~~ **Senior** Director of Special Education (or designee), principal(s), and AEA members who can represent Elementary Special Education, Secondary Special Education, and Related Services. The committee will identify issues, develop possible solutions and make recommendations to the Superintendent.

L. Behavior and Discipline

1. ASD will provide supports and training for special education and regular education classroom teachers with students who exhibit violent and disruptive behaviors.
2. Students who have been removed from the classroom for violent or severely disruptive behavior shall only be returned to the classroom after appropriate action has been taken. It is strongly encouraged that a meeting between the member, administrator, and parent occur prior to the student returning to the classroom.

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

428 TIME AT DUTY STATION

The District and the Association recognize and agree that the members' responsibility to the students, community, and profession generally entails the performance of duty and the expenditure of time and service beyond classroom duty hours.

- A. Members shall be on duty for a combined total of 60 minutes before and after the student day, exclusive of the duty-free lunch period unless specifically excused by the principal. A member's flexible schedule shall not interfere with regularly scheduled school related meetings or assigned duties but discretion in adjusting schedules following work-related evening commitments, consistent with safety and professional responsibility, is expected. Breakfast in the classroom shall not begin more than 10 minutes prior to the start of the student day. (e.g. Elementary 8:50am)

This provision allows members to best utilize their planning and conference times to meet the needs of the individual member and parents of the students served. Members shall notify parents each fall regarding available hours when conferences may be most easily scheduled. Other times may be arranged as necessary to assure parents opportunities for discussion with members regarding student performance. Time at duty station for double-shift or schools with shortened schedules shall be negotiated with the Association and implemented subject to approval of the plan by the Commissioner of Education.

- B. Members shall be provided a duty-free lunch period of at least 30 consecutive minutes as defined in AS 14.20.097 exclusive of up to a total of 10 minutes passing time, as determined by the principal. Members assigned to more than one building shall be provided schedules that include at least 30 consecutive minutes for duty free lunch, and sufficient time to travel between assignment locations. Whenever possible, the schedules for itinerant specialists will be structured to allow set-up and take-down time.
- C. A committee, including classroom teachers, specialists (e.g. art, music) and building principal, will be established in each elementary school to collaboratively create the elementary master schedule. Transition times will be considered with the development of the schedule. The principal has the ultimate responsibility for determining the elementary schedule.

TA'd

 8-7-2018

AEA

Date

TA'd

 8-7-2018

ASD


Date

- D. The 60 minutes beyond the student day shall be utilized in such a manner to maximize the efficient use of time for planning and conferences (i.e., 45/15 or 15/45). In no case shall the normal member workday begin or end less than 15 minutes before or after student day. This provision allows members to best utilize their planning and conference time to meet the needs of the individual member and parents of the students served. A member's flexible schedule (45/15 or 15/45) shall not interfere with regularly scheduled staff meetings or assigned duties. Upon request, members will provide unit administrators their planned flexible schedules.

Members may leave the building at any time during which they are not assigned duties, providing they sign out when they leave and sign in when they return.

- E. Consistent with Article 428 A., members are expected to give precedence to faculty meetings, curriculum development meetings, professional development or assigned school duties. A full faculty meeting or professional development will normally be scheduled no more often than twice per month and not exceed the student day by more than one and one-half (1 ½) hours. So long as their personal schedules allow, members are expected to give precedence to education-related District meetings.
- F. Members shall be expected to attend one open house per year unless the member has a legitimate reason to be excused.

TA'd

 8-7-2018

AEA

Date

TA'd

 8-7-2018

ASD

Date

ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION

450 INSTRUCTIONAL PROGRAM INPUT PROCESS

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 following committee framework will include:
 - A. Description of how the proposed program helps meet the District's strategic goals
 - B. Program overview and student academic objectives
 - C. Implementation plan to include: training dates, program start dates, expected time utilization, dates for program evaluation / effectiveness, employee categories & list of employees who will be participating.
 - D. Plan for program evaluation
 - E. Association appointed member representatives.
2. The Committee shall be tasked with making program and curriculum recommendations to the Superintendent.

TA'd

 11-14-2018

AEA

Date

TA'd

 11-14-18

ASD

Date

**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, 2017~~18~~ and shall continue in force and effect through June 30, 2018~~21~~. 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.
- ~~D. The parties agree to limit items open for bargaining to Articles 105, 110, 205, 210, 615 and up to two additional articles selected by each party (excluding the 300 series).~~

TA'd

 11-14-2018

AEA

Date

TA'd

 11-14-18

ASD

Date

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

719 — AGENCY FEE

- A. ~~It is recognized that the responsibility of the exclusive representation of members under this agreement entails expenses that appropriately are shared by all members who are beneficiaries of this agreement.~~

- B. ~~The District, as a condition of employment, agrees to deduct an annual fee equal to the unified teaching profession dues, fees and assessments, in equal installments corresponding with each paycheck, from the pay of any member who does not become a member of the Association. Following such authorized deductions, the District shall transmit these agency fees directly to the Association, along with the dues withheld by the District for members in good standing.~~

- C. ~~Consistent with AS 23.40.225, a member who objects to payment of an agency fee may apply for an exemption. Upon order by the State of Alaska Labor Relations Agency, the Association, after payroll deduction or receipt of the fee, will pay an amount equal to the representation fee to a charity or scholarship fund. The Association shall forward to the charity or scholarship of its choice the fees deducted by the District and shall provide proof of payment to the State Labor Relations Agency.~~

- D. ~~The Association agrees to indemnify and hold the Board harmless against any liability and pay all costs and attorney's fees that may arise by reason of any action taken by the Board in complying with the provisions of this article. This indemnification shall not apply to any claim, demand, suit or other form of liability that may arise as a result of any negligence or willful misconduct by the Board.~~

- E. ~~Within five workdays the District will notify the Association of all new members, and of those resigning or whose contracts are being terminated.~~

TA'd

 11-14-2018

AEA

Date

TA'd

 11-14-18

ASD

Date

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

720 DUES DEDUCTION

- A. The District shall accept payroll deduction for Association dues or fees authorized by the employee, ~~on a form provided by the District. Authorization shall continue from year to year, unless the member terminates or notifies the Association of a change in membership status prior to August 31. Any requested cancellation of membership will be directed through the Association president. The Association shall notify the District in writing prior to August 31 of deletions of payroll deduction authorization.~~
- B. The District shall withhold a standard designated dues or fees amount on a continuing basis. The Association shall notify the District prior to the first day of each school year of the standard dues or fees for part-time and full-time employees. For purposes of determining dues/fees obligation, there are three categories of member: full time, part time, and quarter time. The District and Association shall prepare and jointly sign a ~~Dues/Agency Fee~~ Schedule.
- C. The District shall withhold dues or fees in equal payments on a monthly basis and transmit them to the Association beginning with the first pay voucher following receipt of the payroll deduction form. The payroll deduction form shall provide for language authorizing the Association to increase or decrease the member's annual amount of dues or fees.
1. A member who starts work after August 31 (the last day for accepting changes for the September payroll) shall provide payroll deduction authorization for dues/fees for whatever number of months remain in the school year, limited by the dates by which Payroll changes must be received, e.g. if the member start date is October 15 (five days after the last day to make payroll changes), the dues/fees deduction service would begin November 30. The District is not responsible for collection of arrearages and will only collect authorized deductions according to the standard schedule provided by the Association.
 2. The payroll deduction service offered to members by the District will be strictly limited to one of the three amounts per month shown on the ~~Dues/Agency Fee~~ Schedule referenced above. Newly hired members who elect dues deduction will pay the designated amount for whatever number of months remain in the school year.
 3. Should a member's full- or part-time status change during the year, either from less than full-time to full-time, or the reverse, a change in dues/fees obligation would begin on the first of the month following the change.
- D. Payroll deduction for membership dues or fees is the exclusive right of the Association and shall be the sole method available to members for payment of regular dues/fees but shall not be available for payment of arrearages.

TA'd

 11-14-2018

AEA

Date

TA'd

 11-14-18

ASD

Date

E. The Association agrees to indemnify and hold the District harmless against any liability that may arise as a result of Article 720.

F. Bargaining Unit Member Information

The District shall provide the following bargaining unit member information, in an electronic format compatible with Microsoft Excel, to the Association President no later than September 15 of each year and on a monthly basis thereafter with any additions and/or change in information:

Name

Home address

Phone numbers provided to the District

Work email address

Work location

Position

District seniority date

Union seniority date

Full time equivalent (FTE) status

List of unit members participating in payroll deduction of Association dues

G. Onboarding

The Association and the District will jointly prepare and present onboarding meetings with new hires prior to the start of school. These meetings will be limited to approximately 20 members each. New hires after the start of the school year will receive similar onboarding opportunities in either small groups or individually within 15 workdays.

H. Orientation

The District shall provide an annual new bargaining unit member orientation (orientation fair) for all newly hired bargaining unit members to take place within one week of the start of the school year. The Association and District will jointly plan and participate in the orientation event.

TA'd

 11-14-2018

AEA

Date

TA'd

 11-14-18

ASD

Date

LETTER OF UNDERSTANDING
between the
Anchorage School District
and the
Anchorage Education Association

Elementary English Language Arts Program Review

The District and Association are committed to work together in collaboration. The District will schedule a committee to review the Elementary English Language Arts curriculum and implementation following the committee process outlined in Article 450 of the ASD/AEA Collective Bargaining Agreement.

The committee will begin their review within 60 days of the adoption of the Collective Bargaining Agreement.

The District and the Association will request the Federal Mediation and Conciliation Service (FMCS) assist the committee by conducting training for committee members on consensus decision making and in facilitation of the committee work.

AGREED



Todd Hess, Chief Human Resources Officer
Anchorage School District

11-14-18
Date

AGREED:



Thomas Klaameyer
President, Anchorage Education Assoc.

11-14-18
Date

LETTER OF UNDERSTANDING
between the
Anchorage School District
and the
Anchorage Education Association

Mid-Level Schedule Review

Purpose: Both the District and Association are committed to resolving mid-level concerns regarding workload and student achievement. The District and Association will have a committee in place to begin before November 30th, 2018. Mid-level schedules will be implemented in the 19/20 academic year.

Goal:

- Focusing on student needs, work to design a mid-level schedule utilizing five teaching periods.


Parameters:

- MTSS intervention needs
- Elective Exploration
- Rotating course schedule
- Alaska Safe Children's and Lions Quest curricula
- Planning Time

Objectives:

1. Examine the following areas:
 - a. Student needs
 - b. Student academic course load
 - c. Teacher workload
 - d. Schedules and their impacts on academic outcomes
2. Utilize a variety of data and input sources. (ie: assessment data, teacher survey, schedule models, the effects on the entirety of our ASD community input, available FTE, etc.
3. Reports will be submitted to District and Association:
 - a. December 7th, 2018
 - b. December 21st, 2018
4. Final recommendations will be submitted to the Superintendent and School Board by January 15th, 2019.


11-14-18


11-14-18

Sample Schedule Model

Monday	Tuesday	Wednesday	Thursday	Friday
1	1	2	1	1
2	2	3	3	2
3	MTSS	MTSS	MTSS	3
4	4	5	4	4
5	MTSS	MTSS	MTSS	5
6	5	6	6	6

Tasks:

- Designate a committee chair, create a meeting schedule and committee ground rules. The committee should meet a minimum of once a week.
- Create a scoring matrix to evaluate different models.
- Choose data points to consider, construct surveys, and make timely requests for information.
- Review and analyze data and input.
- Construct a framework of recommended schedules with analysis summary: schedules, summary analysis, associated costs.

Recommendations

Recommendation summaries should be thoughtful and thorough. If more than one recommendation is being considered, the summary will reflect the number of committee members in favor. All recommendations developed by committee members will be presented to the Superintendent and School Board for implementation.

Committee Members

Deputy Superintendent, Chief Academic Officer, Senior Director of Secondary Education, High School Principal, two Middle School Principals, and one Elementary School Principal appointed by the Superintendent. A community member will be selected to the committee by mutual agreement and up to eight Anchorage Association Members shall be appointed by the AEA President.

AGREED

AGREED:

 CAO

Todd Hess, Chief Human Resources Officer
Anchorage School District

11-14-18
Date



Thomas Klaameyer
President, Anchorage Education Assoc.

11-14-18
Date