

# Know Your Contract!

The Right's Committee would like to commend all of our members for going above and beyond yet again, for covering classes due to teacher/sub shortages. In that spirit, let's first review Classroom Coverage, Article 470:

*"A. A principal or designee may request a High School/Middle level member to cover a class. The member may refuse the assignment unless the District is unable to obtain a substitute. A member covering the class shall be paid for the substitute work so long as the absence is for a District-approved activity or is a legitimate medical emergency. Compensation shall be at the rate of \$30 per High School/Middle level class period."*

*"B. When an elementary member covers for a teacher-in-charge or when substitute teachers are unavailable in an elementary school and the principal must assign coverage responsibility, the rate of compensation for the affected member or members shall be as follows: one member, full class, \$30 per hour of coverage; two members split class, \$20 per hour of coverage for each member; three members split class, \$15 per hour of coverage for each member; four members split class, \$10 per hour of coverage for each member; more than four members split class, no additional compensation."*

If you have been asked to cover another class due to lack of sub availability please communicate with your supervisor/AA the amount of your coverage. If you missed any of your 30 minute instructional planning time, you are entitled to compensation in the same manner.

To be clear, if you are covering another class or your own class and you still have additional duties to complete, you should be compensated. If you are reassigned to cover another class and you have no additional duties, you would not receive compensation.

In that same spirit, you should also be compensated for missing your duty free lunch. This is found in Time at Duty Station, Article 428 Section B.

*"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."*

**If you are not getting your duty free lunch due to additional duties as assigned (ie cleaning, playground duty, etc.) you are entitled to compensation. Again, contact your supervisor/AA.**

**Supervisors must approve all compensation. This compensation will come in the form of an added duty addenda.** (See attached compensation form.)

Thanks,  
AEA Rights Committee

