

ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE, ALASKA

ASD MEMORANDUM #254 ADDENDUM (1999-2000)

March 20, 2000

TO: SCHOOL BOARD

FROM: OFFICE OF THE SUPERINTENDENT

SUBJECT: RATIFICATION OF 2000-2003 COLLECTIVE BARGAINING  
AGREEMENT BETWEEN THE ANCHORAGE SCHOOL DISTRICT  
AND THE ANCHORAGE PRINCIPALS' ASSOCIATION

**ERRATA**

Please note that in the printed copy of the Tentative Agreement with the Anchorage Principals' Association, there are three errors. (1) Principals on long term leave are required to give notice of their intent to return by January 1, not February 1. (2) The work year for elementary principals will remain 206 days; high school assistant principals will continue to work a 211 day calendar. In the draft, the work years are reversed. (3) Reclassified Deans will be placed at Range 2, not at Range 3. Each error is corrected below, by numbered article.

**507 OTHER LEAVES**

A principal may apply for career, sabbatical, civic, professional, legal, military, or long term unpaid leave, which are subject to the approval of the Superintendent and/or Board in accordance with statutes, Board Policies, and/or administrative procedures. A principal granted such leave will return to a position in the same range. The District may fill the vacancy on a temporary basis in order to hold the position for the principal.

Up to a maximum of three principals each year shall be granted on request - first come, first served - a one year leave of absence without pay. .

In order to protect full access to available vacancies, principals on leave must notify the supervisor in writing by January 1 of the intent to return from leave the following school year. .

Upon return from an approved leave, the principal shall be assigned on a position available basis to a position at the same range and title as that held just prior to the award of the leave. If no position in the same range is

available, the principal shall be placed into a vacant position at a range previously occupied within the District. Furthermore, a returning principal may apply for any vacant position for which qualified.

Refusal to accept an offer of assignment to a vacant position in the same range and title as that previously held will result in forfeiture of all rights under this Agreement and will constitute a resignation from employment. If no position is available to a returning principal, up to one additional year of leave without pay may be granted. During this period, it is the sole responsibility of the principal to keep the Human Resources Department apprised of his/her whereabouts. If no position is available at the close of the second year of unpaid leave, the employment relationship between the District and the principal shall be severed.

Principals on approved long-term leave may return before the expiration of that leave, on a position available basis, at District discretion.

**700 SALARY**

**701 CLASSIFICATIONS/WORK YEAR**

<u>Range</u>	<u>Classification</u>	<u>Work Year</u>	<u>Excluding</u>
<u>1</u>	<u>Intern</u>	203	
<u>2</u>	<u>Dean</u>	201	
<u>13</u>	<u>Middle Level Assistant Principal</u>		206
	<u>Elementary Assistant Principal</u>	206	
<u>24</u>	<u>Senior High Assistant Principal</u>	211	
<u>35</u>	<u>Elementary Principal</u>	206	
<u>46</u>	<u>Middle Level Principal</u>	216	
<u>57</u>	<u>Senior High Principal</u>	224	

**704 SALARY SCHEDULE CONDITIONS**

- A. Two full years of District Intern experience shall count as one year of administrative experience for purposes of placement on the salary schedule.
- B. The District reserves the right to determine placement for new-to-the-District principals or principals new to this bargaining unit on the schedule appropriate to that year.
- C. Promotions within this bargaining unit shall be assigned to the respective experience level at the appropriate range.

- D. One experience step shall provided during the 2000-2001 year, to eligible principals, excluding those who served as Deans in 1999-2000. Those employed as Deans during the 1999-2000 year who remain employed by the District shall be reclassified to Assistant Principals, effective July 1, 2000 and shall be placed at step occupied in 1999-2000 but at the new Range 2. An experience step shall be paid in 1999-2000 to eligible members of the bargaining unit. No member of the bargaining unit who was employed under the 1994-97 Agreement and who is retained in the bargaining unit during the life of this Agreement shall be reduced in salary solely as a result of the ratification of this Agreement.
- E. When major construction renovations are undertaken in a school, a modified work plan will be prepared by the supervisor and affected principal which will reflect the anticipated impact of additional duties caused by the renovation. Additional compensation for special time and effort will be provided, according to a plan approved by the division Executive Director. Additional compensation may include, but not necessarily be limited to, extra work days or added duty addenda.
- F. When a principal is designated to serve as a "Project Principal", to act as the District's primary representative on program issues in the construction of a new school, a full review of expected responsibilities and expectations will be undertaken before the initial phases of the project begin. A "Project Principal Agreement" will be prepared, with the approval of the appropriate Instruction Executive Director and will include a clear statement of expectations and additional support and/or compensation, through extra days, added duty addenda, or other means.