

**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**110 SALARY SCHEDULE BASIC CONDITIONS**

- A. Contracted members serving 70 or more days each year for two consecutive years shall be able to add the days together to receive one year of credit on the salary schedule. Members serving 140 full-time or part-time instructional days or more, shall be credited with a year of teaching service. An experience step and educational attainment shall be provided to eligible members in each year of this agreement.
- 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 2016 2017 contract year, will receive an "in lieu of step" in the amount of \$1,000, 1.5% of annual base pay in each year of this agreement, prorated by their 2017 2018 FTE, for the 2017 2018 contract year.

~~An experience step and educational attainment shall be provided to eligible members, in 2017 2018. Members on a plan of improvement are not eligible for step movement and educational attainment.~~

~~Members hired to begin work for the 2011 2012 school year and school years thereafter are required to have a Master's Degree after reaching BA 36 in order to continue to make lane movement.~~

- C. Vertical movement on the salary schedule shall be limited in any one year to two steps.
- D. Fractional years of teaching, either through teaching full days on contracts for less than a full term or through teaching part of a day on full term contracts or part of an instructional day on contracts of less than a full term shall be converted to full school terms in determining creditable service, so long as the combined total equals ~~180~~ 140 days or more. Part-time teaching contracts must specify the term of the contract. Not more than ~~180~~ 140 days toward a credible year may be accrued in a school year.
- E. A member serving for more than five consecutive days in a specific position and who is subsequently contracted for that specific position shall be allowed fractional experience creditable for salary placement and seniority in the District for days worked.
- F. The District shall provide up to ~~five~~ six years of non-ASD prior experience credit and all previous AEA experience for placement on the salary schedule, at time of hire. The District shall provide up to eight years of prior non-ASD experience credit and all previous AEA experience for placement on the Master's schedule, at time of hire. The above is retroactive for members hired back to 2010.

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AEA\_\_\_\_\_  
Date\_\_\_\_\_  
ASD\_\_\_\_\_  
Date

*AEA agrees to move paragraph "G" to 105 with AEA proposed changes.*

- G. Members who hold Certificates from the National Board of Professional Teaching Standards shall receive a ~~\$2000~~ **\$5,000** salary supplement each year for the life of the certificate or 10 years, whichever is shorter. A ~~\$2000~~ **\$5000 annual payment** shall also be paid for certificates or advanced training (for Occupational and Physical Therapists only) that the District judges to be comparable to that conferred by the National Board of Professional Teaching Standards for the life of the certificate. These supplements 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: Audiologists, ~~CTE Teachers, Psychologists,~~ Occupational Therapists, Physical Therapists, ~~Psychologists, Teachers of the Blind and Visually Impaired,~~ Speech Language Pathologists, Teachers of the Blind and Visually Impaired, and World Language Immersion Teachers, ~~CTE Teachers.~~
  
- I. Each additional instructional period taught beyond five periods by a high school or middle school teacher is equivalent .2 FTE and will be paid by an addendum.
  
- J. All members who are not scheduled to receive a minimum of four hours of planning per week will receive a Level I addendum per semester.

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