

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

105 SALARY SCHEDULE

2017-2018 2018-2019 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 2018-2019 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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2019-2020 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>49,253</u>	<u>51,706</u>	<u>54,159</u>	<u>=</u>	<u>=</u>	<u>=</u>
<u>1</u>	<u>50,590</u>	<u>53,044</u>	<u>55,497</u>	<u>=</u>	<u>=</u>	<u>=</u>
<u>2</u>	<u>51,930</u>	<u>54,383</u>	<u>56,835</u>	<u>59,288</u>	<u>61,739</u>	<u>64,191</u>
<u>3</u>	<u>53,267</u>	<u>55,720</u>	<u>58,172</u>	<u>60,624</u>	<u>63,079</u>	<u>65,532</u>
<u>4</u>	<u>54,604</u>	<u>57,058</u>	<u>59,510</u>	<u>61,963</u>	<u>64,416</u>	<u>66,869</u>
<u>5</u>	<u>55,943</u>	<u>58,395</u>	<u>60,847</u>	<u>63,301</u>	<u>65,753</u>	<u>68,207</u>
<u>6</u>	<u>57,279</u>	<u>59,733</u>	<u>62,186</u>	<u>64,639</u>	<u>67,090</u>	<u>69,544</u>
<u>7</u>	<u>58,619</u>	<u>61,071</u>	<u>63,524</u>	<u>65,976</u>	<u>68,428</u>	<u>70,882</u>
<u>8</u>	<u>59,957</u>	<u>62,410</u>	<u>64,862</u>	<u>67,313</u>	<u>69,766</u>	<u>72,220</u>
<u>9</u>	<u>61,294</u>	<u>63,747</u>	<u>66,200</u>	<u>68,651</u>	<u>71,104</u>	<u>73,560</u>
<u>10</u>	<u>62,631</u>	<u>65,085</u>	<u>67,537</u>	<u>69,990</u>	<u>72,444</u>	<u>74,896</u>
<u>11</u>	<u>=</u>	<u>66,422</u>	<u>68,876</u>	<u>71,327</u>	<u>73,781</u>	<u>76,233</u>
<u>12</u>	<u>=</u>	<u>67,759</u>	<u>70,213</u>	<u>72,666</u>	<u>75,119</u>	<u>77,570</u>
<u>13</u>	<u>=</u>	<u>=</u>	<u>71,550</u>	<u>74,003</u>	<u>76,456</u>	<u>78,909</u>
<u>14</u>	<u>=</u>	<u>=</u>	<u>72,888</u>	<u>75,341</u>	<u>77,793</u>	<u>80,245</u>
<u>15</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>76,680</u>	<u>79,132</u>	<u>81,585</u>
<u>16</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>78,017</u>	<u>80,471</u>	<u>82,923</u>
<u>17</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>81,807</u>	<u>84,261</u>
<u>18</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>85,597</u>

<u>Step</u>	<u>Masters</u>	<u>B54 w/Masters</u>	<u>B72 w/Masters</u>	<u>B90 w/Masters</u>	<u>B90D w/Doctorate</u>
<u>0</u>	<u>54,754</u>	<u>57,208</u>	<u>59,659</u>	<u>62,112</u>	<u>63,900</u>
<u>1</u>	<u>56,092</u>	<u>58,544</u>	<u>60,999</u>	<u>63,451</u>	<u>65,237</u>
<u>2</u>	<u>57,430</u>	<u>59,883</u>	<u>62,336</u>	<u>64,788</u>	<u>66,576</u>
<u>3</u>	<u>58,768</u>	<u>61,221</u>	<u>63,672</u>	<u>66,126</u>	<u>67,914</u>
<u>4</u>	<u>60,104</u>	<u>62,559</u>	<u>65,010</u>	<u>67,463</u>	<u>69,251</u>
<u>5</u>	<u>61,444</u>	<u>63,896</u>	<u>66,349</u>	<u>68,802</u>	<u>70,589</u>
<u>6</u>	<u>62,781</u>	<u>65,234</u>	<u>67,687</u>	<u>70,140</u>	<u>71,926</u>
<u>7</u>	<u>64,120</u>	<u>66,571</u>	<u>69,025</u>	<u>71,479</u>	<u>73,265</u>
<u>8</u>	<u>65,456</u>	<u>67,911</u>	<u>70,364</u>	<u>72,815</u>	<u>74,603</u>
<u>9</u>	<u>66,794</u>	<u>69,247</u>	<u>71,701</u>	<u>74,153</u>	<u>75,940</u>
<u>10</u>	<u>68,132</u>	<u>70,585</u>	<u>73,039</u>	<u>75,490</u>	<u>77,277</u>
<u>11</u>	<u>69,471</u>	<u>71,923</u>	<u>74,377</u>	<u>76,829</u>	<u>78,616</u>
<u>12</u>	<u>70,808</u>	<u>73,261</u>	<u>75,714</u>	<u>78,168</u>	<u>79,954</u>
<u>13</u>	<u>72,146</u>	<u>74,599</u>	<u>77,052</u>	<u>79,505</u>	<u>81,291</u>
<u>14</u>	<u>73,483</u>	<u>75,937</u>	<u>78,391</u>	<u>80,842</u>	<u>82,629</u>
<u>15</u>	<u>74,823</u>	<u>77,275</u>	<u>79,726</u>	<u>82,181</u>	<u>83,968</u>
<u>16</u>	<u>=</u>	<u>78,612</u>	<u>81,065</u>	<u>83,518</u>	<u>85,305</u>
<u>17</u>	<u>=</u>	<u>79,951</u>	<u>82,403</u>	<u>84,856</u>	<u>86,644</u>
<u>18</u>	<u>=</u>	<u>=</u>	<u>83,741</u>	<u>86,194</u>	<u>87,981</u>
<u>19</u>	<u>=</u>	<u>=</u>	<u>85,080</u>	<u>87,532</u>	<u>89,318</u>
<u>20</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>88,870</u>	<u>90,657</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>49,991</u>	<u>52,481</u>	<u>54,972</u>	<u>=</u>	<u>=</u>	<u>=</u>
<u>1</u>	<u>51,348</u>	<u>53,840</u>	<u>56,330</u>	<u>=</u>	<u>=</u>	<u>=</u>
<u>2</u>	<u>52,709</u>	<u>55,199</u>	<u>57,688</u>	<u>60,178</u>	<u>62,665</u>	<u>65,154</u>
<u>3</u>	<u>54,066</u>	<u>56,556</u>	<u>59,045</u>	<u>61,534</u>	<u>64,025</u>	<u>66,515</u>
<u>4</u>	<u>55,424</u>	<u>57,914</u>	<u>60,403</u>	<u>62,893</u>	<u>65,382</u>	<u>67,872</u>
<u>5</u>	<u>56,783</u>	<u>59,271</u>	<u>61,760</u>	<u>64,251</u>	<u>66,740</u>	<u>69,230</u>
<u>6</u>	<u>58,139</u>	<u>60,629</u>	<u>63,119</u>	<u>65,609</u>	<u>68,097</u>	<u>70,587</u>
<u>7</u>	<u>59,499</u>	<u>61,987</u>	<u>64,477</u>	<u>66,966</u>	<u>69,455</u>	<u>71,945</u>
<u>8</u>	<u>60,857</u>	<u>63,346</u>	<u>65,835</u>	<u>68,323</u>	<u>70,813</u>	<u>73,303</u>
<u>9</u>	<u>62,214</u>	<u>64,703</u>	<u>67,193</u>	<u>69,681</u>	<u>72,171</u>	<u>74,663</u>
<u>10</u>	<u>63,571</u>	<u>66,061</u>	<u>68,550</u>	<u>71,040</u>	<u>73,531</u>	<u>76,019</u>
<u>11</u>	<u>=</u>	<u>67,419</u>	<u>69,909</u>	<u>72,397</u>	<u>74,888</u>	<u>77,377</u>
<u>12</u>	<u>=</u>	<u>68,776</u>	<u>71,266</u>	<u>73,756</u>	<u>76,246</u>	<u>78,734</u>
<u>13</u>	<u>=</u>	<u>=</u>	<u>72,623</u>	<u>75,113</u>	<u>77,603</u>	<u>80,093</u>
<u>14</u>	<u>=</u>	<u>=</u>	<u>73,981</u>	<u>76,471</u>	<u>78,960</u>	<u>81,449</u>
<u>15</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>77,830</u>	<u>80,319</u>	<u>82,809</u>
<u>16</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>79,187</u>	<u>81,678</u>	<u>84,167</u>
<u>17</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>83,034</u>	<u>85,525</u>
<u>18</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>86,881</u>

<u>Step</u>	<u>Masters</u>	<u>B54 w/Masters</u>	<u>B72 w/Masters</u>	<u>B90 w/Masters</u>	<u>B90D w/Doctorate</u>
<u>0</u>	<u>55,575</u>	<u>58,066</u>	<u>60,554</u>	<u>63,044</u>	<u>64,858</u>
<u>1</u>	<u>56,933</u>	<u>59,422</u>	<u>61,914</u>	<u>64,403</u>	<u>66,215</u>
<u>2</u>	<u>58,291</u>	<u>60,781</u>	<u>63,271</u>	<u>65,760</u>	<u>67,574</u>
<u>3</u>	<u>59,650</u>	<u>62,139</u>	<u>64,627</u>	<u>67,118</u>	<u>68,932</u>
<u>4</u>	<u>61,006</u>	<u>63,497</u>	<u>65,985</u>	<u>68,475</u>	<u>70,289</u>
<u>5</u>	<u>62,366</u>	<u>64,854</u>	<u>67,344</u>	<u>69,834</u>	<u>71,648</u>
<u>6</u>	<u>63,723</u>	<u>66,212</u>	<u>68,702</u>	<u>71,192</u>	<u>73,005</u>
<u>7</u>	<u>65,082</u>	<u>67,569</u>	<u>70,060</u>	<u>72,551</u>	<u>74,364</u>
<u>8</u>	<u>66,438</u>	<u>68,929</u>	<u>71,419</u>	<u>73,907</u>	<u>75,722</u>
<u>9</u>	<u>67,796</u>	<u>70,286</u>	<u>72,776</u>	<u>75,265</u>	<u>77,079</u>
<u>10</u>	<u>69,154</u>	<u>71,644</u>	<u>74,134</u>	<u>76,622</u>	<u>78,436</u>
<u>11</u>	<u>70,513</u>	<u>73,002</u>	<u>75,492</u>	<u>77,981</u>	<u>79,795</u>
<u>12</u>	<u>71,870</u>	<u>74,360</u>	<u>76,849</u>	<u>79,340</u>	<u>81,154</u>
<u>13</u>	<u>73,228</u>	<u>75,718</u>	<u>78,207</u>	<u>80,697</u>	<u>82,511</u>
<u>14</u>	<u>74,585</u>	<u>77,076</u>	<u>79,566</u>	<u>82,054</u>	<u>83,869</u>
<u>15</u>	<u>75,945</u>	<u>78,434</u>	<u>80,922</u>	<u>83,413</u>	<u>85,228</u>
<u>16</u>	<u>=</u>	<u>79,791</u>	<u>82,281</u>	<u>84,770</u>	<u>86,585</u>
<u>17</u>	<u>=</u>	<u>81,150</u>	<u>83,639</u>	<u>86,129</u>	<u>87,944</u>
<u>18</u>	<u>=</u>	<u>=</u>	<u>84,998</u>	<u>87,487</u>	<u>89,301</u>
<u>19</u>	<u>=</u>	<u>=</u>	<u>86,357</u>	<u>88,845</u>	<u>90,658</u>
<u>20</u>	<u>=</u>	<u>=</u>	<u>=</u>	<u>90,203</u>	<u>92,017</u>

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A. Members who hold Certificates from the National Board of Professional Teaching Standards shall receive a \$2000 salary supplement each year for the life of the certificate or 10 years, whichever is shorter. A \$2000 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. 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.

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**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, prorated by their 201718-201819 FTE, for the 201718-201819 contract year.

An experience step and educational attainment shall be provided to eligible members in 201718-201819, **2019-2020 and 2020-2021**. 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 days or more. Part-time teaching contracts must specify the term of the contract. Not more than 180 days toward a creditable 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 prior experience credit for placement on the salary schedule. **For placement on the Master's schedule, in 2018-2019 six years of prior experience credit, in 2019-2020 seven years of prior experience credit, and in 2020-2021 eight years of prior experience credit for placement on the Master's schedule,** at time of hire.

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~~G. — Members who hold Certificates from the National Board of Professional Teaching Standards shall receive a \$2000 salary supplement each year for the life of the certificate or 10 years, whichever is shorter. A \$2000 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. 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.G. The following are hard-to-fill positions nationwide. The District may wish to compensate these positions with a supplemental wage: Audiologists, Psychologists, Occupational Therapists, Physical Therapists, Teachers of the Blind and Visually Impaired, Speech Language Pathologists, World Language Immersion Teachers, CTE Teachers.

I. Additional classes taught beyond the regularly scheduled school day for a 1.0 FTE teacher will be paid at a \$1,750 addenda per semester.

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

205 HEALTH BENEFITS

For the ~~2017–2018~~ **2018-2019 and 2019-2020** years, 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 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.

Anchorage School District Teachers will have the opportunity to participate in the District's employer sponsored health clinic. Funding for this opportunity will be through the Anchorage Education Association Health Reserve (waiver) account maintained by the District.

- 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 in to the waiver/reserve fund on or before February 1, 2018.~~

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~~ **ten** 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.

- 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.~~

An educator under contract with a school district who fails to give written notice of intent to terminate the contract, or who leave the position

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following such notice without having the written assent of the employer, shall be deemed to have breached the contract and may be subject to disciplinary action including possible revocation of certificates by the PTPC.

If the unilateral termination by the educator occurs after June 30th, without persuasive mitigating circumstances, such a violation will result in a minimum one-year suspension of the educator's certificate.

From Professional Teaching Practices Commission March 4, 2010

F. 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 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.~~

Members who submit a Notice of Resignation 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 receive a one-time payment not eligible for TRS contributions in the amount of \$500 per full year of service to a maximum of \$2,500.

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.~~

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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 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**

403 SERVICES FOR STUDENTS ~~WITH DISABILITIES~~

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 available 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 servicing the needs of students in accordance with developed education plans as defined by Board Policy, State and Federal laws.** The District's **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.~~
- E. **As part of the 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. At least one of the members expected to implement plans of service contained in IEPs will be a member of the IEP Team and is 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.
 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 minutes beyond the workday, or when the principal or designee schedules a meeting totally outside the workday, a compensation plan for the extended time shall be mutually developed by the member and the principal.

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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 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~~ **any developed educational plan**, 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, **through the District's electronic records system**, 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;~~
 - ~~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)**

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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.

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, 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

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Education, and Related Services. The committee will identify issues, develop possible solutions and make recommendations to the Superintendent.

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**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.~~

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

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