

***ASD Package Proposal—Articles 105, 110, 115, 120, 125, 175, 205, 417, 419,
428, 431, 452, 470 and 615***

November 10, 2021

**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

105 SALARY SCHEDULE*

[*The proposed salary schedules for 2021-24 reflect increases of 1.5% in each year.]

2020-2021 Salary Schedule

Step	B00	B18	B36	ME54	ME72	ME90
0	-52,242	-54,776	-57,309	-	-	-
1	-53,625	-56,159	-58,691	-	-	-
2	-55,006	-57,539	-60,072	-	-	-
3	-56,388	-58,921	-61,453	-	-	-
4	-57,770	-60,302	-62,834	-	-	-
5	-59,150	-61,683	-64,217	-66,750	69,281	-71,815
6	-60,534	-63,065	-65,598	-68,131	70,663	-73,196
7	-61,915	-64,448	-66,980	-69,511	72,045	-74,578
8	-63,296	-65,828	-68,362	-70,893	73,426	-75,962
9	-64,676	-67,210	-69,742	-72,276	74,810	-77,341
10	-66,057	-68,591	-71,125	-73,656	76,191	-78,723
11	-	-69,972	-72,505	-75,039	77,572	-80,104
12	-	-71,353	-73,886	-76,419	78,953	-81,486
13	-	-	-75,268	-77,801	80,333	-82,866
14	-	-	-76,649	-79,184	81,716	-84,250
15	-	-	-	-80,564	83,099	-85,631
16	-	-	-	-81,945	84,478	-87,013
17	-	-	-	-	85,858	-88,392
18	-	-	-	-	-	-89,772

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

2020-2021 Salary Schedule

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

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

2021-2022 Salary Schedule						
	B00	B18	B36	B54	B72	B90
0	<u>53,026</u>	<u>55,598</u>	<u>58,169</u>	<u>60,740</u>	<u>63,311</u>	<u>65,882</u>
1	<u>54,429</u>	<u>57,001</u>	<u>59,571</u>	<u>62,142</u>	<u>64,712</u>	<u>67,283</u>
2	<u>55,831</u>	<u>58,402</u>	<u>60,973</u>	<u>63,544</u>	<u>66,114</u>	<u>68,685</u>
3	<u>57,234</u>	<u>59,805</u>	<u>62,375</u>	<u>64,946</u>	<u>67,516</u>	<u>70,087</u>
4	<u>58,637</u>	<u>61,207</u>	<u>63,777</u>	<u>66,348</u>	<u>68,917</u>	<u>71,488</u>
5	<u>60,037</u>	<u>62,608</u>	<u>65,180</u>	<u>67,751</u>	<u>70,320</u>	<u>72,892</u>
6	<u>61,442</u>	<u>64,011</u>	<u>66,582</u>	<u>69,153</u>	<u>71,723</u>	<u>74,294</u>
7	<u>62,844</u>	<u>65,415</u>	<u>67,985</u>	<u>70,554</u>	<u>73,126</u>	<u>75,697</u>
8	<u>64,245</u>	<u>66,815</u>	<u>69,387</u>	<u>71,956</u>	<u>74,527</u>	<u>77,101</u>
9	<u>65,646</u>	<u>68,218</u>	<u>70,788</u>	<u>73,360</u>	<u>75,932</u>	<u>78,501</u>
10	<u>67,048</u>	<u>69,620</u>	<u>72,192</u>	<u>74,761</u>	<u>77,334</u>	<u>79,904</u>
11	-	<u>71,022</u>	<u>73,593</u>	<u>76,165</u>	<u>78,736</u>	<u>81,306</u>
12	-	<u>72,423</u>	<u>74,994</u>	<u>77,565</u>	<u>80,137</u>	<u>82,708</u>
13	-	-	<u>76,397</u>	<u>78,968</u>	<u>81,538</u>	<u>84,109</u>
14	-	-	<u>77,799</u>	<u>80,372</u>	<u>82,942</u>	<u>85,514</u>
15	-	-	<u>79,200</u>	<u>81,772</u>	<u>84,345</u>	<u>86,915</u>
16	-	-	-	<u>83,174</u>	<u>85,745</u>	<u>88,318</u>
17	-	-	-	<u>84,576</u>	<u>87,146</u>	<u>89,718</u>
18	-	-	-	-	<u>88,548</u>	<u>91,119</u>
19	-	-	-	-	<u>89,949</u>	<u>92,520</u>
20	-	-	-	-	-	<u>93,922</u>

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

**2022-2023 Salary
Schedule**

	B00	B18	B36	B54	B72	B90
0	<u>53,821</u>	<u>56,432</u>	<u>59,042</u>	<u>61,651</u>	<u>64,261</u>	<u>66,870</u>
1	<u>55,245</u>	<u>57,856</u>	<u>60,465</u>	<u>63,074</u>	<u>65,683</u>	<u>68,292</u>
2	<u>56,668</u>	<u>59,278</u>	<u>61,888</u>	<u>64,497</u>	<u>67,106</u>	<u>69,715</u>
3	<u>58,093</u>	<u>60,702</u>	<u>63,311</u>	<u>65,920</u>	<u>68,529</u>	<u>71,138</u>
4	<u>59,517</u>	<u>62,125</u>	<u>64,734</u>	<u>67,343</u>	<u>69,951</u>	<u>72,560</u>
5	<u>60,938</u>	<u>63,547</u>	<u>66,158</u>	<u>68,767</u>	<u>71,375</u>	<u>73,985</u>
6	<u>62,364</u>	<u>64,971</u>	<u>67,581</u>	<u>70,190</u>	<u>72,799</u>	<u>75,408</u>
7	<u>63,787</u>	<u>66,396</u>	<u>69,005</u>	<u>71,612</u>	<u>74,223</u>	<u>76,832</u>
8	<u>65,209</u>	<u>67,817</u>	<u>70,428</u>	<u>73,035</u>	<u>75,645</u>	<u>78,258</u>
9	<u>66,631</u>	<u>69,241</u>	<u>71,850</u>	<u>74,460</u>	<u>77,071</u>	<u>79,679</u>
10	<u>68,054</u>	<u>70,664</u>	<u>73,275</u>	<u>75,882</u>	<u>78,494</u>	<u>81,103</u>
11	-	<u>72,087</u>	<u>74,697</u>	<u>77,307</u>	<u>79,917</u>	<u>82,526</u>
12	-	<u>73,509</u>	<u>76,119</u>	<u>78,728</u>	<u>81,339</u>	<u>83,949</u>
13	-	-	<u>77,543</u>	<u>80,153</u>	<u>82,761</u>	<u>85,371</u>
14	-	-	<u>78,966</u>	<u>81,578</u>	<u>84,186</u>	<u>86,797</u>
15	-	-	<u>80,388</u>	<u>82,999</u>	<u>85,610</u>	<u>88,219</u>
16	-	-	-	<u>84,422</u>	<u>87,031</u>	<u>89,643</u>
17	-	-	-	<u>85,845</u>	<u>88,453</u>	<u>91,064</u>
18	-	-	-	-	<u>89,876</u>	<u>92,486</u>
19	-	-	-	-	<u>91,298</u>	<u>93,908</u>
20	-	-	-	-	-	<u>95,331</u>

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**ANCHORAGE SCHOOL DISTRICT
ANCHORAGE EDUCATION ASSOCIATION**

**2023-2024 Salary
Schedule**

	B00	B18	B36	B54	B72	B90
0	<u>54,628</u>	<u>57,278</u>	<u>59,928</u>	<u>62,576</u>	<u>65,225</u>	<u>67,873</u>
1	<u>56,074</u>	<u>58,724</u>	<u>61,372</u>	<u>64,020</u>	<u>66,668</u>	<u>69,316</u>
2	<u>57,518</u>	<u>60,167</u>	<u>62,816</u>	<u>65,464</u>	<u>68,113</u>	<u>70,761</u>
3	<u>58,964</u>	<u>61,613</u>	<u>64,261</u>	<u>66,909</u>	<u>69,557</u>	<u>72,205</u>
4	<u>60,410</u>	<u>63,057</u>	<u>65,705</u>	<u>68,353</u>	<u>71,000</u>	<u>73,648</u>
5	<u>61,852</u>	<u>64,500</u>	<u>67,150</u>	<u>69,799</u>	<u>72,446</u>	<u>75,095</u>
6	<u>63,299</u>	<u>65,946</u>	<u>68,595</u>	<u>71,243</u>	<u>73,891</u>	<u>76,539</u>
7	<u>64,744</u>	<u>67,392</u>	<u>70,040</u>	<u>72,686</u>	<u>75,336</u>	<u>77,984</u>
8	<u>66,187</u>	<u>68,834</u>	<u>71,484</u>	<u>74,131</u>	<u>76,780</u>	<u>79,432</u>
9	<u>67,630</u>	<u>70,280</u>	<u>72,928</u>	<u>75,577</u>	<u>78,227</u>	<u>80,874</u>
10	<u>69,075</u>	<u>71,724</u>	<u>74,374</u>	<u>77,020</u>	<u>79,671</u>	<u>82,320</u>
11	-	<u>73,168</u>	<u>75,817</u>	<u>78,467</u>	<u>81,116</u>	<u>83,764</u>
12	-	<u>74,612</u>	<u>77,261</u>	<u>79,909</u>	<u>82,559</u>	<u>85,208</u>
13	-	-	<u>78,706</u>	<u>81,355</u>	<u>84,002</u>	<u>86,652</u>
14	-	-	<u>80,150</u>	<u>82,802</u>	<u>85,449</u>	<u>88,099</u>
15	-	-	<u>81,594</u>	<u>84,244</u>	<u>86,894</u>	<u>89,542</u>
16	-	-	-	<u>85,688</u>	<u>88,336</u>	<u>90,988</u>
17	-	-	-	<u>87,133</u>	<u>89,780</u>	<u>92,430</u>
18	-	-	-	-	<u>91,224</u>	<u>93,873</u>
19	-	-	-	-	<u>92,667</u>	<u>95,317</u>
20	-	-	-	-	-	<u>96,761</u>

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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 ~~B90 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 ~~2017-2018~~ **2020-21** contract year, will receive an “in lieu of step” in the amount of ~~\$1,300~~ **\$1,500**, prorated by their ~~2018-19~~ **2021-22** FTE, for the ~~2018-19~~ **2021-22** contract year.

Those members at ~~B90 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~~ **2021-22** contract year, will receive an “in lieu of step” in the amount of ~~\$1,300~~ **\$1,500**, prorated by their ~~2018-19~~ **2022-23** FTE, for the ~~2018-19~~ **2022-23** contract year.

Those members at ~~B90 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~~ **2022-23** contract year, will receive an “in lieu of step” in the amount of ~~\$1,300~~ **\$1,500**, prorated by their ~~2020-2021~~ **2023-24** FTE, for the ~~2020-2021~~ **2023-24** contract year.

A member whose highest degree of educational attainment is a Doctorate degree will receive a three percent (3%) annual salary supplement subject to the conditions below.
A member whose highest degree of educational attainment is a Master’s degree will receive a one percent (1%) annual salary supplement subject to the conditions below.

Conditions for receipt of Doctorate and Master’s degree salary supplements:

Members will receive the annual salary supplement applicable to their highest level of educational attainment, Doctorate or Master’s, and may not receive more than one degree-based salary supplement in any year.

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Transcripts must be submitted to the Talent Management Department showing the actual completion of the degree requirements, or a transcript plus certification that requirements have been met and the degree will be granted on a specific date. Doctorate and Master’s degrees other than in the field of education are acceptable only if they are in or relevant to the member’s current subject area of teaching. Approval of degrees in areas other than the member’s current teaching assignment will be at the discretion of the District and will be granted based upon the program needs of the District.

An experience step and educational attainment shall be provided to eligible members in each year of this agreement effective July 1. Members **who were placed on a plan of growth or on a plan of improvement during the prior school year** 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.~~

~~SALARY PLACEMENT LANE MOVEMENT MATRIX~~

~~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.

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- 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 ~~six~~ **eight** 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.~~
- 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. 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.~~

115 SALARY SCHEDULE QUALIFICATION REQUIREMENTS

- A. Credits and/or degrees applicable to 115 must be in the member’s major or minor field, present teaching area, or a District certificated employment area and earned from an accredited college or university, or Continuing Education Units.

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1. ~~Bachelor's Degree + 18~~ **B18**: Transcripts must be submitted showing a Bachelor's Degree conferred and 18 semester hours of credit earned subsequent to the granting of the Bachelor's Degree.
2. ~~Bachelor's Degree + 36~~ **B36**: Transcripts must be submitted showing 36 semester hours of which 12 must be graduate credit reflecting grade "B" or higher, level earned subsequent to the granting of a Bachelor's Degree. The graduate level credit course requirements will be waived for Type C or M certificated members for this salary column only, provided that any course taken in lieu of the graduate level course requirements must be related to the member's present teaching assignment.
3. ~~B + 54 with Master's Equivalency~~ **B54**: Transcripts must be submitted showing 54 semester hours, of which 30 are graduate credit reflecting grade "B" or higher, earned subsequent to the granting of a Bachelor's Degree.
4. ~~B + 72 with Master's Equivalency~~ **B72**: Transcripts must be submitted showing 72 semester hours, of which 42 are graduate credit reflecting grade "B" or higher, earned subsequent to the granting of a Bachelor's Degree.
5. ~~B + 90 with Master's Equivalency~~ **B90**: Transcripts must be submitted showing 90 semester hours, of which 54 are graduate credit reflecting grade "B" or higher, earned subsequent to the granting of a Bachelor's Degree.
6. ~~Master's Degree: Transcripts must be submitted showing the actual completion of the degree requirements, or a transcript plus certification that requirements have been met and the degree will be granted on a specific date. Master's Degrees other than in the field of education are acceptable only if they are in or relevant to the member's current subject area of teaching. Examples of degrees relevant to a member's current subject area would be political science for social studies teachers, engineering for industrial arts teachers, reading, or counseling degrees for all teachers. Approval of degrees in areas other than the member's current teaching assignment will be at the discretion of the District and will be granted based upon the program needs of the District. Specifically excluded are degrees in fields unrelated to the member's assignment, such as business degrees for elementary teachers except in response to a specific District program need, and degrees in law and religion.~~

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- ~~7. B + 54 with Master's Degree: Transcripts must be submitted showing a Master's Degree conferred. At least 24 semester hours of credit must be graduate level courses.~~
- ~~8. B + 72 with Master's Degree: Transcripts must be submitted showing a Master's Degree conferred. At least 30 semester hours of credit must be graduate level courses.~~
- ~~9. B + 90 with Master's Degree: Transcripts must be submitted showing a Master's Degree conferred. At least 36 semester hours of credit must be graduate level courses.~~
- ~~10. B + 90 with Doctorate: Transcripts must be submitted showing the actual completion of the degree requirements, or a transcript plus certification that requirements have been met and the degree will be granted on a specific date. Doctorates other than in the field of education are acceptable only if they are in or relevant to the member's current subject area of teaching. Examples of degrees relevant to a member's current subject area would be political science for social studies teachers, engineering for industrial arts teachers, reading, or counseling degrees for all teachers. Approval of degrees in areas other than the member's current teaching assignment will be at the discretion of the District and will be granted based upon the program needs of the District. Specifically excluded are degrees in fields unrelated to the member's assignment, such as business degrees for elementary members except in response to a specific District program need, and degrees in law and religion.~~

B. To be applicable for salary movement, all credits must be pre-approved. All credit courses offered through the Professional **Teaching and Learning** Department without restrictions will count for salary advancement for members. The appropriate instructional department and the Professional **Teaching and Learning** Department will jointly approve courses. Approved courses for advancement will be posted electronically for employees. Other approvals will be based upon individual review, as submitted through District-identified process available to members. Such approvals shall be issued within ten (10) working days of receipt by the District when registration deadlines require. Credit for non-college work, (15 contact hours equals 1 credit) sponsored by the Anchorage School District Professional **Teaching and Learning** Department, may be granted by the District.

The Executive **Senior** Director of the Professional **Teaching and Learning** Department will use the following criteria when determining pre-approval for college and non-college courses:

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1. How closely an individual request matches current district sponsored initiatives;
 2. How closely an individual request matches the member's current assignment;
 3. The course request will increase the teaching performance of the individual member.
- C. Salary placement credit will be allowed for physical and occupational therapists, speech therapists, audiologists, psychologists, nurses and Type C or M certificated members for coursework including non-credit college workshops, continuing education courses, and clinics if the above members do not have access to college credit coursework or are required to take such courses to meet licensing standards. Approval by the Executive **Senior** Director, Professional **Teaching and Learning** Department must be obtained prior to enrollment in such courses for salary placement credit. Credit for non-college work will be granted on the basis of one college semester credit for 15 hours of instruction.
- D. The District will not be required to accept off-campus credit from accredited colleges and/or universities when it can show that the member has not received at least 15 hours of instruction per semester hour of credit.
- E. College/University credits must be accredited from one of the following six regional accreditation associations: The Middle States Commission on Higher Education; The New England Association of Schools & Colleges; The Higher Learning Commission; The Northwest Commission on Colleges and Universities; The Southern Association of Colleges and Schools; or, The Western Association of Schools and Colleges.

120 SALARY ADJUSTMENTS

- A. A member holding a valid contract who has met the requirements necessary for advancement on the salary schedule shall, upon written request, be issued a contract adjustment within 30 calendar days following the necessary verification in the ~~Human Resources Office~~ **Talent Management Department**. The actual increase in salary shall occur in the month following that in which the adjustment is issued, provided the signed adjustment is returned by the member to the ~~Human Resources Office~~ **Talent Management Department** no later than the 1st working day of the month in which the increase is to be paid.

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- B. The requirements necessary to advance on the salary schedule include the necessary transcripts showing credit earned and the member’s request for salary advancement. Such request(s) shall be made on a form provided by the District. Salary schedule movement for educational attainment is limited to one column per academic year.
- C. **The District may offer a salary adjustment to a member whose assignment is in a position identified by the District as a hard to fill position. The District may also offer a salary adjustment to a member whose assignment is at a school or in a program determined by the District to require additional resources in order to meet identified District goals.**
- D. **The District may offer moving expense reimbursements or other recruitment incentives to newly-hired members when deemed appropriate by the District.**
- E. Salary Placement Errors
- ~~1. If discovery of erroneous information causes the denial of a lateral salary advancement, a member shall have the option of being placed temporarily on the denied column if the District has given erroneous information to the member while working toward such an advancement. The temporary advancement will be allowed for a period not to exceed the then current school year. During this period the member must complete whatever coursework is required to make the salary placement proper. In the event the required coursework is not completed by the beginning of the next school year, the member will be moved back to the correct salary column and step, and must reimburse the District for any overpayment for the period of the temporary advancement. At the member’s option such reimbursement will be made in either a lump sum payment or by monthly payroll deductions not to exceed nine pay periods.~~
 - ~~2. The burden of proving that erroneous information was provided by the District, as referred to in Article 120 C.1., rests with the affected member. Evidence of an earlier erroneous salary placement that is continued and affects the instant situation would meet this burden of proof. A member’s unsubstantiated allegation that verbal information received from the Human Resources Office led to the error would not sustain the member’s burden of proof.~~

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- ~~3. A member who the District can show should have reasonably known about the error in salary placement in a timely manner and who elected not to bring it to the attention of the District will not be eligible for the temporary upgrade described in Article 120 C.1.~~
4. **1.** If a member is improperly placed on the salary schedule and the error is discovered before December 1, or within 60 days of employment or initial entitlement, whichever is later, the salary increase or decrease shall be made retroactive only to the start of the school year in which the error was discovered.
- ~~5.~~ **2.** If a salary placement error is discovered after December 1, or more than 60 days after employment or initial entitlement, whichever is later, the salary increase or decrease shall be made from the date of the discovery. Neither the District nor the member will be required to reimburse the other for any back pay.
- ~~6.~~ **3.** The initial responsibility for determining salary placement rests with the ~~Human Resources~~ **Talent Management** Department. Members have the responsibility for keeping track of the academic credit hours needed for lateral movement on the salary schedule.

F. **A member who provides a Notice of Resignation effective the last work day of the school year before 5:00 p.m. on February 1st will receive a one-time, lump sum payment of \$1,000 in their final District paycheck. The payment is not TRS-able.**

125 SALARY PAYMENT

- A. Each member shall receive annual salary in the following manner:
1. Employees hired prior to June 1, 2017 and receiving ten salary payments will continue to receive ten salary payments until such time they elect an alternative payment schedule.
 2. Twelve payments, nine of which shall be paid on the basis of 1/12th of the annual salary and due on the District working day that is on or before the 15th of the month, unless the 15th of the month falls on a Monday which is a District holiday, of the months of September through May, the tenth and 11th consisting of two payments for the months

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of July and August, due on the last working day of the school term, and the 12th payment released on the regularly scheduled monthly June payroll.

- B. A member’s per diem shall be the member’s annual salary divided by the 182 workdays in the school term.
- C. Members will have regular pay, addenda, cash-in of personal leave, and mileage reimbursements automatically deposited in any financial institution of their choice.
- D. If there is a substantial change in the school calendar, the District will meet with ~~AEA~~ **the Association** to discuss payment options.

175 SUPPLEMENTAL RETIREMENT ACCOUNTS [renumbered from proposed 112]

A Tier III member who has accrued and earned at least 13 days of sick leave may request to cash out one (1) day of sick leave at the member’s per diem rate to contribute to their 403(b) or 457 supplemental retirement account. The District may establish protocols to confirm the member’s contribution to the retirement account.

Annual requests to cash out sick leave must be received by the District’s payroll department no later than May 1st. Timely requests will be processed between May 1st and the final payroll cycle for teachers of the school year.

205 HEALTH BENEFITS

For the ~~2021-2024~~ ~~2018-2019~~ **school** years, the District shall contribute toward the cost of health care, ~~\$1,645~~ **\$1695** 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.~~

For those members who elect coverage with the District’s health plan, the employer contribution will go to the District’s health fund. Health insurance benefits for these members shall be described in the District’s summary plan description as periodically

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amended. The Association may have up to two (2) representatives on the District Health Benefits Task Force.

For those members who elect coverage with the Public Education Health Trust (PEHT), This the employer 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.

Health plan enrollment in either the District’s health plan or the PEHT plan will occur consistent with plan rules and Affordable Care Act (ACA) requirements. All new hires will have the option to select enrollment in either the District’s health plan or PEHT plan. Other enrollment opportunities will be defined by health plan documents and may also be advertised in advance of open enrollment periods.

~~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 1.9 million into the waiver/reserve fund on or before February 1, 2019.~~

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

A. The following procedures will be adhered to with respect to the timing of the District’s contribution of funds to the PEHT:

- **The PEHT will send a monthly invoice in addition to a change file to the District’s Benefits Department by the 20th day of each month.** ~~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~~

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~~eligibility report to the PEHT within five District working days of the first of the month.~~

- **The District will reconcile the actual number of eligible members with the invoice provided by PEHT. The District will** ~~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 **PEHT** health plan ~~for members~~ shall be determined by the Association, in accord with its agreement with the PEHT.

During ~~the~~ open enrollment **period for the PEHT plan**, the District shall make **PEHT information and forms, as supplied by PEHT and the Association, available to members** ~~available to members the enrollment/waiver form plan.~~

During the open enrollment period for the District's plan, the District shall make information and forms available to members, which shall include information about optional dental and vision coverage.

~~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~~

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~~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.~~

- B. Benefits provided **by PEHT** 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.
- C. 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 (**COBRA**) of 1986. All arrangements for such continued coverage **for members who have enrolled in the PEHT plan** must be made with the appropriate representatives of the PEHT, or designee, in coordination with the District's Benefits Department. **All arrangements for continued coverage under the District's health plan shall be made with the District's Benefits department.**
- D. ~~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.~~

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- ~~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 ~~n~~Notice of ~~r~~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 ~~n~~Notice of ~~r~~Resignation was submitted. Said members shall then be responsible for both the employer and employee contribution for any months of coverage received after May. **Payment of these**

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amounts shall be made directly to the District. Failure of the member to pay both these amounts to the District ~~NEA Health Plan Trust~~ will result in the matter being sent to a collection agency.

417 IN-SERVICE PLANNING AND ~~CALENDAR~~

The District retains the right to determine the number of in-service days to be offered in any year.

~~IN-SERVICE~~

- A. State-release time planning for building level in-services shall include teachers. Principals, supervisors and/or teachers shall be invited to provide topics for discussion and review prior to creation of the training calendar by the principal/supervisor. Adopted plans will be required to address District goals or instructional issues defined by the School Board or Superintendent.
- B. The last day at the end of the first, second and third quarters shall be a student-release, day for the purpose of assessment, planning and evaluation by members.
- C. The District shall submit a proposal for these state in-service days. Implementation of these days is subject to approval of the proposal by the State Department of Education and Early Development.

~~CALENDAR~~ [moved to Article 418]

~~A. A committee including Association Representatives shall meet for the purpose of studying alternative calendars for subsequent year(s). Recommendations shall be submitted to the Superintendent no later than December 1.~~

~~B. FLEXIBLE WORK CALENDARS~~

~~1. Flexible work calendars will be available to:~~

- ~~• Teacher Experts~~
- ~~• Counselors~~

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- ~~Nurses~~
- ~~iSchool Staff~~
- ~~Site-Based Tech Collaborators~~
- ~~Instructional Coaches~~
- ~~Special Education Department Chairs~~
- ~~Other positions mutually agreed upon by the Chief Human Resource Officer and AEA~~

~~2. For those employees opting to utilize a flexible calendar, calendars will be collaboratively developed and mutually agreed upon by the member and his/her immediate supervisor. Flexible work calendars may begin or end up to 21 calendar days before or after the school board adopted calendar. Beginning and ending dates outside the above listed calendar range will be by mutual agreement. A member's flexible work year will be 182 workdays, normally Monday through Friday.~~

~~3. Supervisors will provide a work calendar with parameters to members by May 1 of each year. Work calendars will be completed by the member and submitted to the supervisor for approval by May 10. The supervisor approval process is to be completed by the last workday of the school year. A member's approved work calendar may be changed by mutual agreement.~~

~~4. Employees utilizing a flexible work calendar option will receive pay on the same schedule as other AEA employees.~~

419 DISCIPLINE PROCEDURE FOR STUDENTS

A. ~~The administrator and the staff shall collaboratively develop and/or review building discipline procedures annually in the fall, to include procedures for compliance with Article 419. Copies of Board policies pertaining to student behavior will be made available to staff. Duties, responsibilities and relationships of all personnel regarding the enforcement of discipline policies shall be discussed with all staff involved with student discipline. Copies of the proposed discipline procedures shall be shared with the PTA for discussion. The procedures established shall be followed and enforced by the administrator(s) and staff.~~

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- B. Members shall be informed prior to entry into the member's classroom of a student with known behaviors that could present a safety problem to students or staff. The protocol for informing those with a need to know regarding students with a known history of violent behavior shall include an alert in the student information management system, ~~as outlined by the Chief Academic Officer.~~ The list of those with a need to know shall include librarians, nurses, and other specialists **members** who are assigned responsibility for managing the behavior of such students. Members shall be provided with suggested strategies for managing student behaviors.
- C. Building procedures for maintaining student discipline shall address standard methods utilized by the member before administrator referral (such as conferences with a student, discussions with parents/guardians and counselor referrals) as well as procedures for cases of extreme or unusual breaches of discipline including but not limited to physical assault ~~and~~ **or** possession of weapons.
- D. The primary responsibility of members is to provide comprehensive educational opportunities for their students. A member may exclude a student from the classroom for the class period or activity when the member judges the student's behavior to be disruptive to the instructional program. Such exclusions may include sending the student to the office or calling for assistance. If a member and the administrator concur that the learning environment has been severely disrupted by a student(s), the student(s) shall be suspended from that classroom **unless there is an active Individualized Education Program (IEP)/Behavior Intervention Plan (BIP) in place for the student, which addresses behaviors.** The student(s) shall only be returned to that classroom after appropriate disciplinary action has been taken and a member, administrator and parent (unless member and administrator agree otherwise) conference has been held. The member and the administrator may collaboratively develop an agreement specifying future behavior expectations and consequences.
- E. Members will report immediately to the administrator or designee the details of all instances of assault. ~~Incidents of verbal and physical assault of members~~ **Such incidents** shall be documented by the principal. ~~When physical assault of a member has occurred, the administrator~~ **who shall follow applicable District protocols.** ~~remove the student from the member's classroom unless the member requests otherwise. The student shall only be returned to the member's classroom after a suspension from that classroom has been~~

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~~served, a conference has been held with the member, administrator and parent (unless member and administrator agree otherwise) and appropriate action has been taken to prevent future occurrences.~~ Consistent with Workers' Compensation Law, the District shall assume full liability for job related member injury. Protection against damage to property shall be limited to the terms of the District's existing liability policy. Generally, personal property is not the responsibility of the District unless damage to such property is the direct result of District action or due to assault while a member is engaged in a duty-related activity.

- F. A member may use reasonable and necessary physical force on a student to protect the member, a student(s) or others from physical injury; **or** to obtain possession of weapons or other dangerous objects from a student; ~~in any extraordinary case of breach of discipline; or to restrain a physically disruptive student; or to protect property from serious harm.~~
- G. ~~Members may request a special faculty meeting or in-service training session to review applicable federal, state and local laws and District policies and procedures pertaining to student rights, member rights, due process and the processing of student discipline. When requested, the Association may assist in the development and presentation of materials to be used during the meeting.~~
- H. The Safety Committee of each school shall develop and annually review a plan for providing emergency support to any member who calls for assistance when facing a potential danger from violence, either to students or to self. Such plan must identify an effective method of communication to be used as well as the prescribed response.
- I. ~~With the goal of reducing disruptive and violent behaviors and improving school decorum, each school site shall establish a committee charged with developing and/or reviewing action plans in response to building level data that cites the number and disposition of disciplinary referrals to the principal.~~

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.

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- 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 **and to complete other assigned duties.** 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.~~ **Members will have an opportunity to provide input and suggestions regarding the elementary master schedule.** The principal has the ultimate responsibility for determining the elementary schedule.
- 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~~

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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.

431 NON-INSTRUCTIONAL DUTIES

- A. No members shall be required to:
 - 1. perform duties normally performed by another employee group during a labor dispute;
 - 2. transport students to off-campus activities.
- B. Members with split assignments shall have one site designated by the District as a “home school” for purposes of this article. Non-instructional duties shall be performed only at the home school.

452 INSTRUCTIONAL PLANNING

- A. Instructional Planning Time is ~~member directed~~ and shall be free from student supervision. It is time designated for members to address a variety of assigned professional responsibilities. These responsibilities include, but are not limited to, assessment of student learning, individualized lesson planning, collaborative team planning, conferencing with

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parents or colleagues, preparation/grading of instructional materials, and professional research or development. Instructional Planning Time shall be in blocks of no less than thirty (30) minutes during the student day. ~~Infrequently,~~ **No more than twice per month,** administration may conduct meetings during this time. Instructional Planning time is important. Administration will work to minimize disruptions to this time.

On days identified on the school calendar that includes parent teacher conferences and testing, planning time missed will not be rescheduled. It is a professional responsibility to structure schedules to accommodate instructional planning time requirements.

- B. The District shall provide an instructional planning period for all secondary members, except as indicated in Article 452 D.
- C. The District shall provide elementary teachers with four (4) hours of planning time per week. Elementary itinerant teachers may request additional assistance from their supervisor to prepare for the opening of school.
- D. Supervisors shall provide four (4) hours of planning/record keeping time to the other employee classifications within AEA.

470 CLASSROOM COVERAGE

- A. A principal or designee may request a ~~High School/Middle level~~ member to ~~cover a class~~ **provide classroom coverage.** 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.~~ **who provides coverage during planning time or duty-free lunch shall, at the election of the school principal or designee, either be credited with equivalent planning time or duty-free lunch time or compensated at the rate of \$40 per hour of coverage calculated in fifteen (15) minute increments. Compensation shall be at the rate of \$30 per High School/Middle level class period. If the principal or designee elects to compensate the member with equivalent time, it must be provided to the member within five (5) working days from the date the coverage occurred; otherwise, the member will receive compensation at the rate of \$40 per hour of coverage. The member is solely responsible for submitting an Article 470 form for compensation to the principal for approval within ten (10) working days. The Talent**

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Management Department will maintain an Article 470 form in District online resources.

- B. When an elementary member covers for **a split class**, ~~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.

615 DURATION

- A. This Agreement and each of its provisions shall be binding and effective as of July 1, ~~2018~~ **2021** and shall continue in force and effect through June 30, ~~2021~~ **2024**. 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.

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