

100 SALARIES AND FRINGE BENEFITS

- II. A bachelor's degree is the minimum training required for all new professional faculty with the exception of the teachers with a limited Type M certificate and non-degreed JROTC instructors, **and employees working through a registered apprenticeship program.**
- V. A teacher may be reimbursed for moving expenses up to five thousand dollars (\$5,000) at the discretion of the Executive Director of Human Resources in accordance with federal and District guidelines. ~~The District will collaborate with the association on identifying and recruiting hard to fill positions. The District may provide financial or other incentives up to two thousand dollars (\$2000) to newly hired or current teachers to support the recruitment and fulfillment of these hard to fill positions.~~
- VII. The following are hard-to-fill positions nationwide: audiologists, occupational therapists, physical therapists, psychologists, related service providers, speech language pathologists, teachers of the blind and visually impaired, and special education teachers. In addition, the District may identify other hard-to-fill positions as necessary and at any time. The District may provide recurring or non-recurring financial or other incentives to newly hired or continuing teachers in hard-to-fill positions in support of recruitment and/or retention.**

101 TEACHERS' SALARY SCHEDULE

In addition to earned steps:

2026 - 2027: \$2000 one-time non-recurring payment

2027 - 2028: \$2500 one time non-recurring payment

2028 - 2029: \$2000 one time non-recurring payment + 1% salary increase

105 **CONTRACT EXTENSIONS, SPECIAL PROJECT CONTRACTS, AND STIPEND RATES**

If participation at a District-initiated activity or meeting is voluntary, the District will identify the teachers who will be invited to participate. The District will inform all potential participants in advance of the compensation (if any) and voluntary nature of the activity. If the District offers an amount (stipend) to teachers who voluntarily participate in the activity, it will be **paid at the B+0 rate.** ~~fifteen dollars (\$15) an hour.~~ The parties agree that this language is not intended to encompass work that has not been considered bargaining unit work in the past practice of the District.

110 HEALTH PLAN

A. Medical and Prescription Plans

The District agrees to offer options for health plan coverage, as described below, beginning the first day of the month following thirty (30) days of employment and continuing until employment termination. For employees who elect to participate in the District's health benefits plan, coverage will extend until August 31 for any terminating employee who holds and completes a full year contract. Teachers who qualify for health coverage under the Alaska Teachers' Retirement System (TRS) do not qualify for health coverage under the District's plan. An employee has the option to continue health plan coverage at his/her own expense during a long-term leave of absence.

Employees may choose not to be covered by District health benefits and therefore not required to make an employee contribution, provided the employee signs a statement attesting that he/she is covered by other health insurance. Employees who wish to enroll a spouse and/or children in the District's plan may do so by completing the proper paperwork and providing the required supporting documentation to Human Resources in a timely manner.

The District offers a Plan Option **B (HDHP) and Plan Option C**. A and two High Deductible Health Plans (HDHP). ~~Plan A will only be available to employees enrolled in Plan A as of January 1, 2021 who remain continuously enrolled in Plan A.~~ Plan options, benefits, and criteria for participation are described in the *Summary Plan Description*. The District shall provide each employee with a copy of the Summary Plan Description describing health care benefits and shall inform employees of any changes in benefits annually.

Employee contributions to the District's plan in the form of payroll deductions will be based on a tiered structure as follows:

Employee Only

Employee + Spouse or Employee + Child(ren)

Employee + Family

Employee contributions will be deducted from employee paychecks over nineteen (19) pay periods beginning with the first paycheck in September.

Employee contributions will be set annually based on the projected plan costs for the calendar year. The projected plan costs will be established annually by the health plan consultant based on the prior fiscal year claims experience and using standard actuarial methods. Employee contributions will be established by comparing overall projected plan costs to the hard cap rate for each plan listed below.

The 100% rate established in ~~2021~~ **2026** is the hard cap of the district contribution

for Plans ~~A~~, B and C.

~~Plan A = \$3498~~

Plan B = ~~\$1007~~ **\$2718**

Plan C = ~~\$1626~~ **\$2688**

2027

Plan B = \$2818

Plan C = \$2788

2028

Plan B = \$2918

Plan C = 2888

2029

Plan B = 3018

Plan C = 2988

An employee's contribution for Plan Option ~~A~~, B and C will be based on a negotiated formula applied to the tiered structure as follows:

<i>Plan</i>	<i>% of Base Employee Contribution</i>
Employee Only	75%
Employee + Spouse or Employee + Child(ren)	100%
Employee + Family	125%

Health plan costs are composed of claims paid, the costs of administering the health care plan by the third party administrator or its successor(s), aggregate and specific stop-loss premiums, utilization review fees, case management costs, health program audit rewards, direct provider costs, wellness initiative costs, COBRA premium receipts, refunds, consultant fees, and any added costs resulting from changes in the administration of the health benefits plan agreed to by the parties during the term of the collective bargaining agreement or due to any requirement imposed by state or federal law.

Plan B will be a qualified High Deductible plan eligible for Health Savings Account (HSA) and Plan C will be a ~~qualified High Deductible plan~~ eligible for

Health Reimbursement Arrangements (HRA).

Employees enrolled and participating in a qualifying (HSA)/Plan B, may elect an annual seven-hundred fifty (\$750) dollar District contribution for the duration of this contract.

Employees enrolled and participating in a qualifying (HRA)/Plan C, shall receive an annual seven-hundred fifty (\$750) dollar District contribution for the duration of this contract.

The District retains the right to provide premium relief for employees at any time.

B. Dental, Vision and Audio Plan

Dental, Vision and Audio (DVA) coverage is an optional plan that is available to all employees at an additional cost. The DVA Base-Employee Contribution is equal to 20% of the projected plan cost for dental, vision and audio coverage. The employee contribution is as follows:

<i>Plan</i>	<i>% of Base Employee Contribution</i>
Employee Only	75%
Employee + Spouse or Employee + Child(ren)	100%
Employee + Family	125%

For part-time employees, the District's contribution rate is prorated based on the part time employee's FTE and as such, the contribution rate is two (2) times the full-time employee rate.

Shared-time employees are considered part-time employees, therefore, pay the employee cost for medical and dental, vision, and audio (DVA) at the part-time employee rate.

The district costs for medical and DVA for shared-time employees will not exceed the total cost for these benefits for one full-time teacher. The employer's cost for the second shared-time teacher will be paid by the shared-time teachers.

~~The District agrees to grant at least one (1) sabbatical leave for one (1) full school term or two (2) consecutive semesters or for one (1) semester, if at least one (1) is recommended by the sabbatical leave committee and is approved by the Superintendent. The sabbatical leave committee will include the FEA President. Request for sabbatical leaves must be submitted to the District Human Resources Department by October 15 prior to the school year for which the leave is requested. All sabbatical leave recipients shall be paid by the Board one-half (1/2) of their regularly scheduled salary during the term of such leave.~~

~~Upon return from sabbatical leave the employee will advance on the salary schedule as if he/she had been teaching during the sabbatical year.~~

~~During the sabbatical year the employee shall receive:~~

- ~~1. Seniority accrual.~~
- ~~2. Full health benefits coverage as per Article 110.~~
- ~~3. The employer TRS contribution based on one-half (1/2) of the regularly scheduled salary.~~

~~The teacher shall retain sick leave and personal leave accumulated prior to his/her sabbatical, but shall not accrue sick leave or personal leave while on sabbatical.~~

~~In the case of sabbatical leave the teacher must return to duty no later than the start of the semester following completion of the sabbatical year and must fulfill at least one (1) year of duty thereafter or be subject to repayment of sabbatical leave funds.~~

~~Upon return from sabbatical leave the employee may be assigned to District-wide duties for one (1) semester so that the expertise acquired during his/her sabbatical year may be used as a resource.~~

303 PERSONAL LEAVE

Five (5) days of personal leave per year, accumulative to a maximum of fifteen (15) days, shall be granted to all teachers. No more than six (6) days of personal leave may be used in any school year.

Should emergency situations arise, and at the discretion of the superintendent which is not subject to the grievance process, the District may permit a teacher to utilize additional days of accrued personal leave.

Except in emergencies, teachers shall give at least **seventy-two (72) hours** ~~twenty-four (24) hours~~ advance notice to their immediate supervisors of their intent to be absent on paid personal leave which shall be approved or denied in a timely manner. In order to assure continuity of the educational program, principals may deny requests for paid personal leave if the number of teachers requesting such leave for any day exceeds fifteen percent (15%) of the teaching staff in any one (1) building.

Personal leave shall not be approved for: days scheduled as teacher professional development (inservice) days or parent-teacher conference days. During District required standardized testing days, building principals will permit personal leave as appropriate and within normal guidelines, ensuring adequate certified staffing is available each day to implement testing as per site testing schedules. The Superintendent, at his/her sole discretion, which shall not be subject to grievance or arbitration, may grant an exception for personal leave use during parent-teacher conference days, professional development days, and District-wide standardized testing days.

Personal leave may be used, subject to the above conditions, on days scheduled as teacher workdays only when all required grades or required paperwork has been completed and turned in to the responsible authority.

In small schools at least one (1) teacher may be absent on personal leave.

[Definition: A small school is fewer than five (5) teachers including the head teacher.]

At the end of the school year, at the teacher's option, a teacher on active paid status and having completed their contract year, the teacher may request to be paid at their per diem rate up to three hundred and fifty dollars (\$350) for each day of unused accrued personal leave. Each day cashed in shall then be deducted from the teacher's account. Cash-in shall be in half-day increments. A teacher must notify the District's Payroll Office in writing by May 1 of his/her desire to cash in personal leave.

401 TRANSFER AND REASSIGNMENT

I. Vacancies and Postings

B. Postings

Vacancies will be posted as follows:

1. Internally for five (5) work days from ~~February 15~~ **January 1st** through May 15. Positions that are not filled internally may be opened up to external applicants until the position is filled. Internal applicants may apply during either of the above posting periods.
- ~~2. Internally and externally for a minimum of five (5) calendar days from May 16 through June 30. External applicants will be considered only after the consideration of all eligible internal applicants.~~

~~D. Filling Vacancies after the Posting Period~~

~~If a newly funded certificated position is created between July 1 and July 31, the position will be posted internally and externally. External applicants will be considered only after the consideration of all eligible internal applicants.~~

VI. Selection Provisions

~~C. Written Reasons~~

~~In the event that a teacher is not selected for a position, the building principal at the receiving school will provide the reasons in writing if requested to do so. The teacher may request the reasons in writing be placed in his/her Administrative Center personnel file.~~

408 JUST CAUSE

No teacher shall be disciplined, ~~reprimanded, transferred, or non-retained~~ without just cause.

506 TEACHER WORK DAY

3. Evening Meetings:

Three (3) ~~Two (2)~~ evening occasions and two (2) parent-teacher conference evenings may be required per year.

II. Grade Reporting

Quarter grades shall be submitted at the close of the third teacher work day subsequent to the end of the first and third quarters; and semester grades shall be submitted at the close of the third teacher work day subsequent to the end of the first semester grading period, or at the end of the last teacher contract day.

With training and effective computer support, the teacher will enter grades using the District's grade reporting system within ~~two~~ one weeks of the assignment's due date. For projects and assignments that require additional grading time, teachers will communicate with students and guardians the reasonable timeframe in which the grade can be expected. Late work will be graded in a reasonable timeframe.

517 **CLASSROOM MOVES DURING THE SCHOOL YEAR**

Teachers required to move from their work areas shall be provided notice five (5) work days in advance and shall be compensated under the terms of Article 105. Classroom moves that are determined necessary during the first ten (10) days of the school year are not subject to the five (5) work days advance notice. Teachers shall be given a minimum of three (3) full non-instructional work days. **Classroom moves made in preparation for the next school year are not eligible for additional compensation.**

602 SUBSTITUTES

Teachers will utilize the District's absence management system to inform the District of absences and to notify the District when a substitute is needed.

In the event a teacher becomes ill during the duty day, the teacher shall notify the principal when a substitute is needed. Qualified substitutes will be provided for absent teachers whenever possible.

No teacher will be required to arrange for a substitute, but a teacher may recommend a particular substitute. ~~No teacher will be required to substitute for another except in an emergency.~~ When a teacher supervises a class during their normal preparation time (as provided in Article 502) the teacher will receive compensation at the per diem rate, paid to the nearest quarter hour. The administrator will process the necessary form for the teacher to be compensated within thirty (30) days.

In the event a substitute employee is not available and a teacher has to provide coverage to at least a half of another teacher's students in addition to their current class, the administrator will provide the teacher with additional duty-free time or an additional ½ per diem rate for the time the student supervision was required.

801 **ASSOCIATION LEAVE**

One hundred twenty (120) days of leave with pay shall be made available for Association use ~~in a negotiation year. each school year.~~ **Sixty (60) days of leave with pay shall be made available for Association use on non-negotiation years. An employee may not use more than five (5) days of association leave on non-negotiating years.** The Association shall reimburse the District for substitute and classroom oversight costs when a substitute is employed. A substitute cost may include the cost of Article 602.

~~When possible, the~~ The teacher shall provide **seventy-two (72)** ~~twenty-four (24)~~ hours' notice of intent to use Association leave. The Association may carry over up to twenty (20) days per year of Association leave from the preceding year, but may not exceed one hundred forty (140) days.

Only the Association president or his/her designee may authorize use of Association leave.