



TOTEM Association
of Educational Support Personnel

New Hire Orientation

October 22, 2026

MEET YOUR BOARD



**Sandy Thompson
Wallace**
President



Amanda Marley
Vice President
(Williwaw)



Alicia Woods
Treasurer
(Denali Montessori)



Denise Buchanan
Secretary
(Romig Middle School)



Richara Binion
Member at Large -
Instructional (Kasuun)



Tracy Prince
Member at Large -
Instructional (Romig)



Tammy Hanson
Member at Large - Non
Instructional (Wonder Park)



Jackie Stuckwish
Member at Large - Non
Instructional (Williwaw)

VACANT

tbd
Member at Large -
Instructional

THE BENEFITS OF BEING A TOTEM MEMBER

Low-Cost College:

Union members can earn an Associates' and Bachelors' Degree for a low cost. Additional discounts for member and spouse are available at Grand Canyon University.



Scholarships:

TOTEM offers scholarships for members and their dependents in addition to those available through AFT and Union Plus.



More Money:

Members who qualify for the PSP Certificate can earn between 2-7% more on their paycheck.



Protection:

AD&D Coverage, Occupational Liability Insurance, Life Insurance and Free Identity Theft Protection.

No-Cost Trainings:

TOTEM Spring Conference provides training and an opportunity to get paid during Spring Break and First Aid/CPR Classes throughout the school year.



AFT+ Benefits:

Travel Discounts, Financial and Legal Assistance, as well as discounts at retailers like TelaFlora, AT&T, Dell and Office Max.



The cost of membership.

One-time fee:

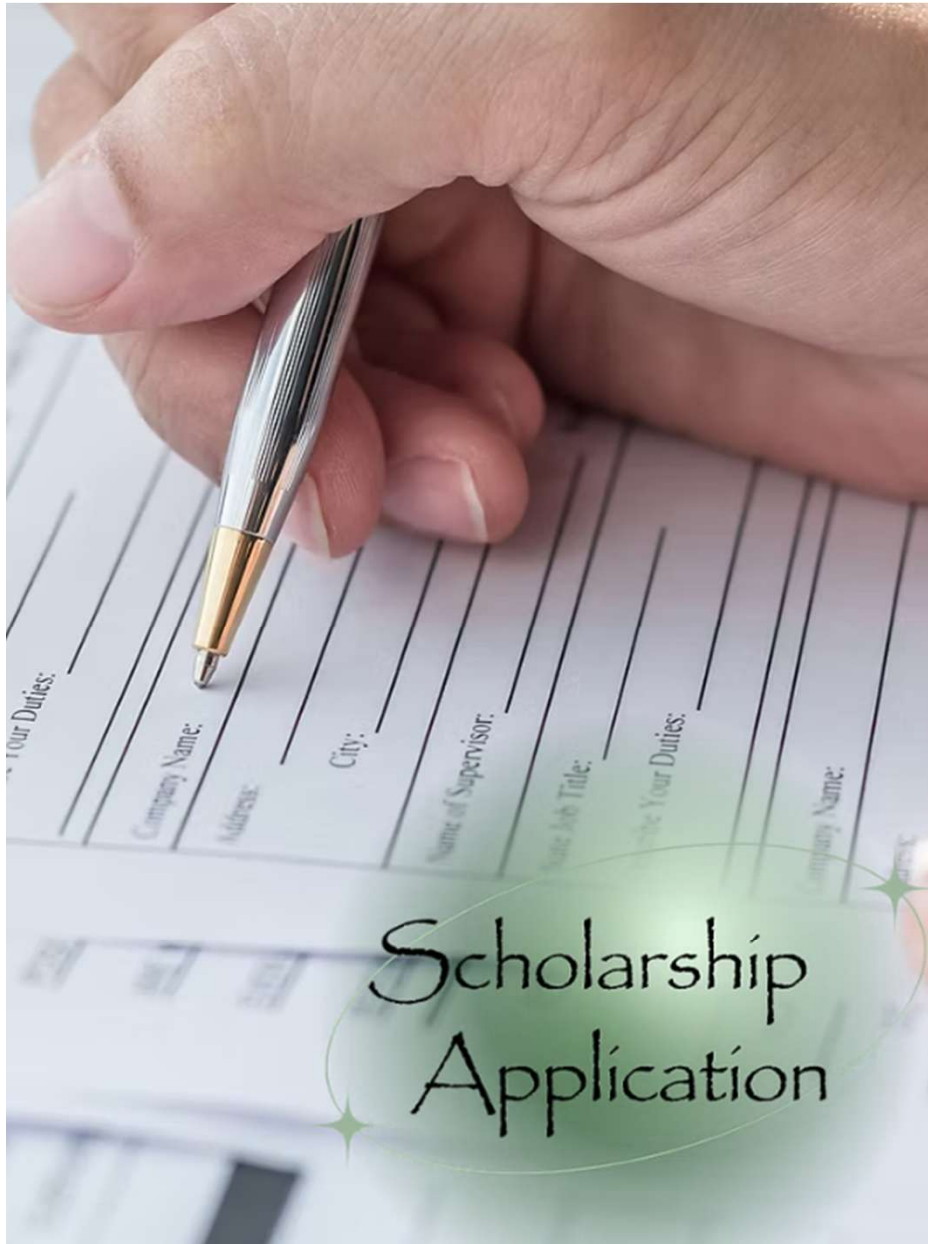
\$100 APEA initiation fee, divided into 8 payments of \$12.50 each, deducted in consecutive checks. You will not pay this fee again.

Monthly fee:

\$60.02 for FT (20+ hrs/wk) or \$31.32 for PT (>20/wk.)

Dues are deducted from the first paycheck of the month September through May (9 months), however, benefits are for a full year.

Scholarships \$250, \$500, \$1,000



TOTEM MEMBER & MEMBER DEPENDENT SCHOLARSHIPS

TOTEM provides three different types of scholarships, two for members and one for member dependents as set forth in the [TOTEM Member and Member Dependent Scholarship Guidelines](#). The drawing for the twenty \$250 and the ten \$500 member scholarships will be held during the TOTEM Spring Conference. You do not need to be present to win. Questions regarding scholarships may be directed to the Scholarship Committee by way of the TOTEM Office (office@totemassoc.org).

[Apply for TOTEM Scholarships](#)

[More scholarships available to TOTEM Members.](#)

GRAND CANYON UNIVERSITY®

FIND YOUR PURPOSE

Private. Christian. Affordable.



ABOUT GRAND CANYON UNIVERSITY

As Arizona's premier Christian university, Grand Canyon University makes a private education affordable and helps students find their purpose. As of December 2024, GCU offered nearly 350 academic programs, including over 135 degree programs, over 170 emphases and over 35 certificate programs. Our online degree programs provide the flexibility for students to learn when it's convenient for them, while continuing to work full-time. Not only does GCU serve as an innovative institution but it also invests in revitalizing the local community in the heart of Phoenix.



Online Programs

COLANGELO COLLEGE OF BUSINESS UNDERGRADUATE

Bachelor of Science in:

- Accounting
- Applied Business Analytics
- Applied Business Information Systems
- Applied Cybersecurity Management
- Applied Entrepreneurship
- Applied Human Resources Management
- Applied Management
- Applied Marketing and Advertising
- Business Administration
- Business Analytics
- Business Information Systems
- Business Management
- Cybersecurity Management
- Economics
- Entrepreneurial Studies
- Finance
- Finance and Economics
- Finance with an Emphasis in Financial Planning

COLLEGE OF DOCTORAL STUDIES

Doctor of Business Administration with an Emphasis in:

- Data Analytics^{1,2}
- Innovation and Corporate Entrepreneurship^{1,2}
- Management^{1,2}
- Marketing^{1,2}

Doctor of Education in Organizational Leadership with an Emphasis in:

- Behavioral Health²
- Christian Ministry²
- Health Care Administration²
- Higher Education Leadership²
- K-12 Leadership²
- Organizational Development²
- Special Education²

Doctor of Education in Teaching and Learning with an Emphasis in Adult Learning²

Doctor of Health Administration with an

- Elementary Education (1) (2)⁴
- Elementary Education and Special Education (1) (2)⁴
- Secondary Education (1) (2)⁴
- Secondary Education with an Emphasis in STEM (1) (2)⁴
- Secondary Education with an Emphasis in Humanities (1) (2)⁴
- Secondary Humanities Education (1)^{4,6}
- Secondary STEM Education (1)^{4,6}
- Special Education (1) (2)⁴
- Special Education: Moderate to Severe (1) (2)⁴

Master of Science in:

- Instructional Design
- Instructional Technology (3)⁴

COLLEGE OF ENGINEERING AND TECHNOLOGY UNDERGRADUATE

Bachelor of Science in:

- Applied Technology



FIND YOUR PURPOSE

FOR MORE INFORMATION, CONTACT:

Tiana Avery

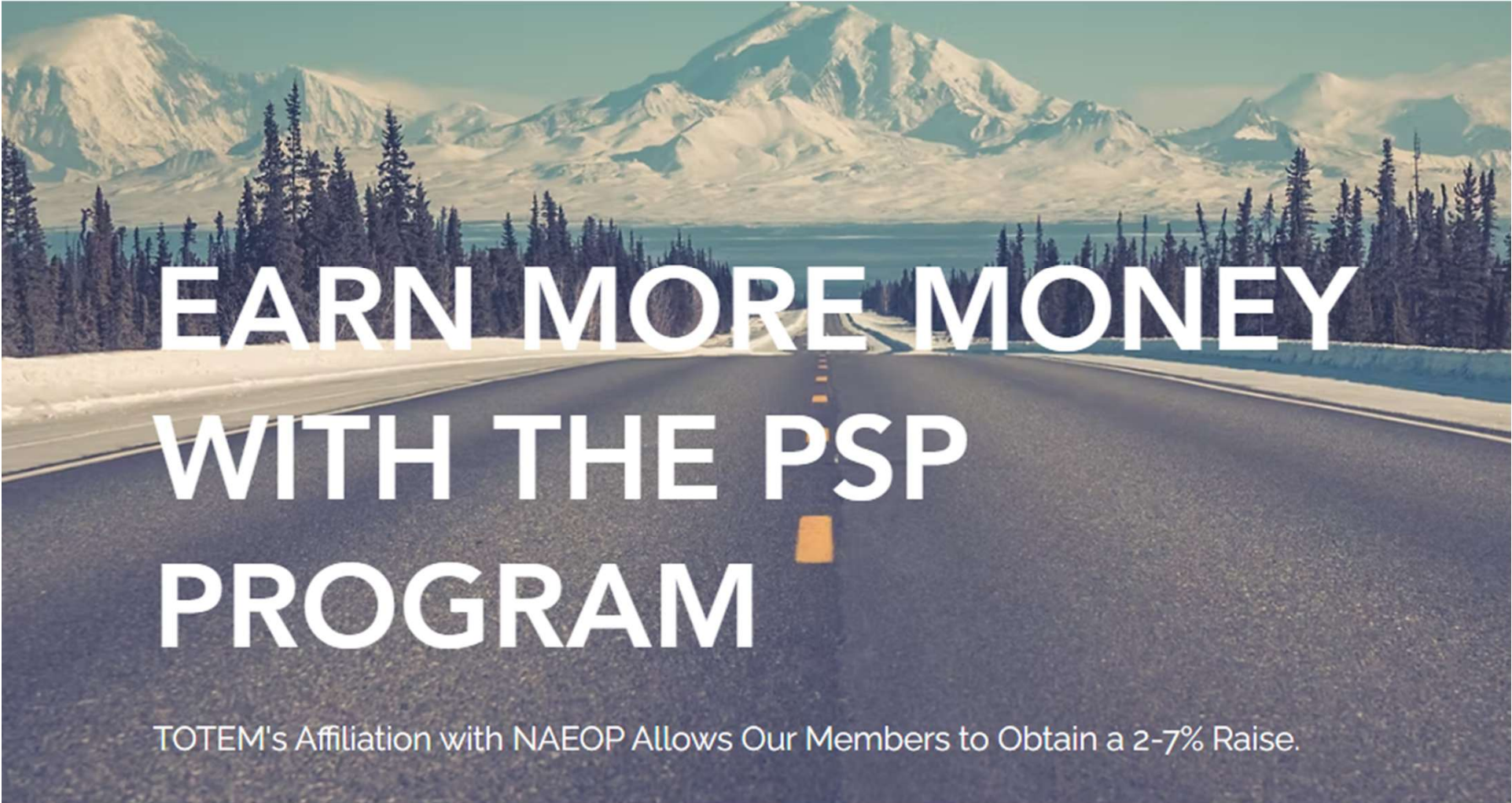
602-513-4396

Tiana.Avery@gcu.edu

<https://c.gcu.edu/Tiana.Avery>

What is the PSP anyway?!?!

The Professional Standards Program (PSP) is a way to financially recognize employees for qualified certifications.



**EARN MORE MONEY
WITH THE PSP
PROGRAM**

TOTEM's Affiliation with NAEOP Allows Our Members to Obtain a 2-7% Raise.



TOTEM PSRP'S...

WE ENCOURAGE, INSPIRE AND EMPOWER!

2026 TOTEM Spring Conference

Monday, March 9 & Tuesday, March 10, 2026

8 am to 5 pm @ UAA Rasmuson Hall (& ASD Education Center)



Spring Conference by Numbers

2026

207 member attendees

32 classes

27 presenters

2025

194 member attendees

47 classes

29 presenters

**YOU'RE
INVITED**

Take this
opportunity to
come talk about
TOTEM business!

**MEMBERS
ONLY**

Board Meetings

Share your
thoughts!

**October 15, 2026
January 14, 2027
@ 5:30 PM
3310 Arctic Blvd #200**

**March 25, 2027
General Membership Meeting
@ 5:30 PM (location tbd)**

Please Note: Board meeting minutes & financial statements can be viewed in person at the TOTEM office, during business hours, by appointment only.

IF YOU ARE CALLED TO A DISCIPLINE CONFERENCE

KNOW YOUR RIGHTS

You can invoke your Weingarten Rights by saying the following:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that a union representative be present at this meeting. Without union representation, I choose not to answer questions.

(This is your right under the 1975 U.S. Supreme Court Weingarten decision.)

Called to Conference? Call the TOTEM Office 907-562-1183

2027-2030 Contract Negotiations

It's Negotiation Time!

your union,
your voice,
your choice...



updates

Please email us your suggestions,
words of encouragement
or if you want
to get involved!



TOTEMnegotiations@gmail.com

TOTEM Association



PSRP PROUD

UPDATES ARE SENT TO YOUR PERSONAL EMAIL ADDRESS, TO UPDATE YOUR EMAIL CONTACT THE TOTEM OFFICE!

MEET YOUR NEGOTIATIONS TEAM



Sandy Thompson Wallace

President, TOTEM

My name is Sandy Thompson Wallace, and I am proud to be serving the membership of TOTEM Association as your President. I am in my 30th year with ASD. I have worked as a noon duty, para substitute, Special Programs Para and as an Administrative Assistant/Registrar before being elected to the TOTEM Presidency. I know how hard our TOTEM bargaining unit works, and how much they care about the students, families, and staff they serve. Recognition of the value that we bring to the district is paramount to recruiting and retaining the necessary staff that is needed. That value needs to be reflected in wages paid, healthcare and other benefits received and a safe, well-staffed work environment.



Alicia Woods

Treasurer, TOTEM and Admin Asst, Denali Montessori School

Hi, I am Alicia Woods. I have been with ASD and TOTEM for 26 years. I have worked as a Parent Worker/Noon Duty, substitute para pro, and an elementary school secretary in a Title 1 school. Now, I am the Administrative Assistant at Denali Montessori and the Treasurer of TOTEM. This year will be the 3rd time I have been on the negotiation team, and I am excited to show the district that changes are needed to make ASD a great workplace.



Amanda Marley

Vice President, TOTEM and PreK Para Title 1, Williwaw Elementary

Hi, I am Amanda Marley. I have worked for the district for 17 years. My current position is a paraprofessional educator for Preschool at Williwaw Elementary. I have lived in Anchorage for over 30 years. I am serving on the Board as Vice President. This will be my third time as a negotiator for your TOTEM contract. When not volunteering my time with TOTEM, you'll find me out on the trails or traveling.



Richara Binion

Member at Large-Instructional, TOTEM and Para SpEd Behavior Support, Kasuun Elementary

Hello! My name is Richara Binion and I'm a product of the Anchorage School District. I've worked for the district for the past 21 years and currently work as a paraprofessional in the SBBS Program at Kasuun Elementary. This is my second time as a member of the negotiation team for TOTEM. When not working or volunteering at school, you can find me attending Special Olympic events, spending time with family and friends or reading a good book.



Tammy Hanson

Member at Large-Non Instructional, TOTEM and Admin Asst, Wonder Park Elementary

Hello, my name is Tammy Hanson. I have been a member of the TOTEM union since 2000. I began working for ASD as a Resource TA in 2000 where I worked at the same elementary school I attended as a child, Wonder Park Elementary home of the ALL STARS! Over the past 26 years I have worked in various roles including noon duty, room mom, PTA Board Member and now Administrative Assistant. I am proud to be part of the TOTEM Contract Negotiations Team.

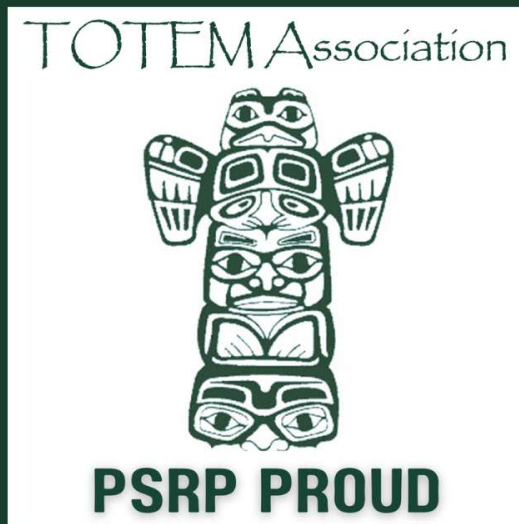


Leah Parks

ELL Tutor, Eagle River Elementary

Hello, my name is Leah Parks. I have been an ELL Tutor with the Anchorage School District for the past 10 years. Prior to that I have been a Special Education Para, Kindergarten Para and have subbed in the office as well as been a Crossing Guard and Noon Duty. I have 20 collective years with the District and look forward to many more. I am excited to be a part of the wonderful negotiating team working hard for our TOTEM Contract.

become
a member
today



member application



WEAR GREEN!

Show your TOTEM Pride!

TOTEM TUESDAYS

Post a picture on our
Facebook page of TOTEM
employees wearing green on

TOTEM Tuesdays ALL month
and win a prize for TOTEM
Members in your school!



contact us: 907-562-1183 or office@totemassoc.org