

Letter of Agreement
Between the
Anchorage School District and the
TOTEM Association of Educational Support Personnel
APEA/AFT (AFL-CIO)

Due to the ongoing staffing issues impacting District schools during the 2023/2024 school year, the Anchorage School District and TOTEM Association have agreed to the following to further incentivize recruitment and retention efforts for positions in high needs classrooms. Article 502.1 of the 2021-2024 Negotiated Agreement is amended as follows for the 2023/2024 school year:

A pay differential of ~~\$2.00~~ \$4.00/hr. will be paid to employees in the job title of Paraprofessional Educator, Special Education, Behavior Support. The pay differential may only be applied to regular hours up to a maximum of eight (8) hours per day, is not reflected in the employee's regular wage rate, nor can it be used in calculating overtime wages.

A pay differential of ~~\$1.00~~ \$2.00/hr. will be paid to employees working in the title of Special Ed Special Programs ECE, Special Ed Special Programs ECE Title I, Special Ed Special Programs Secondary, or Special Ed Special Programs Secondary Title I. The pay differential may only be applied to regular hours up to a maximum of eight (8) hours per day, is not reflected in the employee's regular wage rate, nor can it be used in calculating overtime wages.

The parties agree and understand that this is a non-precedent setting agreement intended to address the specific circumstances of the 2023/2024 school year. The agreement will be effective July 1, 2023, and expire on June 30, 2024.

FOR THE ANCHORAGE SCHOOL DISTRICT

FOR TOTEM APEA/AFT (AFL-CIO)


Andrew Sundboom 8/2/23
Sr. Director, Employee/Labor Relations DATE


Sandy Thompson 8-2-2023
President, TOTEM Association DATE