

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

The Anchorage School District (ASD) and TOTEM Association ("TOTEM"), agree to the following:

A \$2000 bonus (prorated by FTE) will be paid to employees actively employed in TOTEM bargaining unit positions. One half of the bonus will be paid with the last pay period in December 2023 if the employee remains employed through the end of the first semester, with the other half paid with the final regular pay period in May 2024 if the employee remains employed to the end of the 23/24 school year.

Employees whose FTE increases will become eligible for a larger bonus if they have worked more than half of that semester's workdays in a position that is eligible for a larger bonus. Employees must be in paid status for at least half of that semester's workdays to receive that semester's bonus. These sums are paid as bonuses and are not eligible for PERS credit.

This agreement is not intended to establish a precedent for any similar situations that may arise prospectively or for any other similar situations, past or pending. 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

TOTEM RECRUITMENT RETENTION BONUS
2023/2024