

1-22-24
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**ANCHORAGE SCHOOL DISTRICT
TOTEM ASSOCIATION
2024-2027**

612 SAFE WORKPLACE

Employees have the right to expect a workplace that is not detrimental to their health or safety. Employees will bring to the attention of their principal/supervisor any situation that they believe will place them or others at risk.

Employees will be given applicable information regarding behavioral issues relating to the students they support.

Applicable workplace safety codes adopted by the State of Alaska will be the minimum standards for employee workplaces. Safety aids, devices, and equipment which are reasonably necessary to ensure the safety and health of employees will be furnished. Any concerns about safety and health are to be directed to the principal/supervisor. Additionally, the Association will make the Labor Relations Department and/or Operations Division aware of areas in which there are any concerns.

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610 EMERGENCY CLOSURE

If the Superintendent determines that an emergency closure of school(s) and/or other District facilities is necessary, Association employees may or may not be required to report to work. Compensatory time, annual leave or unpaid leave (in that order) will be used by those employees who do not report to work. Employees on unpaid leave may modify their regular scheduled workday, with principal/supervisor approval, to make up the lost time. With principal/supervisor approval, employees may be allowed to telework to include participation in District-sponsored professional development, during an emergency closure.

If the emergency closure is due to inclement weather, employees may come into work later in the day of the closure if they feel it is safe to do so, but will only be paid for hours worked. Any hours that were not worked on the closure date will be handled in the same manner as described in the first paragraph above.

If the Superintendent delays the opening of the school/workday by up to ninety (90) minutes, any employee reporting to work by the rescheduled start time will receive pay for the time between the regular start time and the rescheduled start time.

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701 HEALTH BENEFITS

For the duration of the Agreement, the District shall contribute to a health plan which meets the requirements of the Patient Protection and Affordable Care Act (PPACA).

- A. Employees assigned to positions of thirty (30) hours or more per week shall be eligible for health insurance coverage. Eligibility is attained after a waiting period of sixty (60) calendar days for employees who do not currently have health benefit coverage with one of the District's employee benefit plans. Coverage shall begin the first day of the month following attainment of eligibility.
- B. Employees who lose their eligibility for health benefits for any reason, such as unpaid leave, layoff, or termination of employment other than retirement or gross misconduct, may elect to pay the cost of the health program provided through COBRA, according to its provisions.
- C. The District's monthly contribution for health benefits per eligible employee per month shall be ~~\$1,695~~ **\$1,850** during each year of the contract. Health insurance benefits shall be described in the District's summary plan description as periodically amended. The employee contribution for those electing coverage is the difference between the premium amount and the combined total of the District's contribution and any subsidy from the reserve account.
- D. ~~The employee contribution will not be more than \$225 per eligible employee per month in 2021-2022. Beginning July 1, 2022, the employee contribution will not be more than \$250 per eligible employee and family per month.~~ **The employee contribution for health benefits will not be more than \$300 per eligible employee and family per month in 2024-2025. The maximum monthly amount of the employee contribution will increase each year thereafter on a percentage basis equal with any increases to the employer contribution.**
- E. The Association may have up to two (2) representatives on the District Health Benefits Task Force.

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502 WAGE SCHEDULE

Effective July 1, ~~2024~~ 2021, through June 30, ~~2027~~ 2024

~~FY 2023-24~~
FY 2024-25 \$1.25

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
T08	16.34	16.86	17.27	17.62	17.99	18.89	19.39	19.81	20.30	20.74	21.77	22.22	22.73	23.17	23.61	24.10
T09	16.86	17.38	17.74	18.11	18.46	19.39	19.86	20.30	20.80	21.22	22.29	22.73	23.23	23.67	24.13	24.61
T10	17.38	17.90	18.23	18.58	18.94	19.86	20.36	20.80	21.27	21.71	22.78	23.23	23.75	24.18	24.62	25.12
T11	17.79	18.36	18.71	19.07	19.42	20.36	20.85	21.27	21.78	22.21	23.30	23.75	24.25	24.69	25.13	25.63
T12	18.16	18.78	19.17	19.53	19.91	20.85	21.36	21.78	22.26	22.70	23.80	24.25	24.76	25.19	25.64	26.15
T13	18.68	19.25	19.64	19.99	20.36	21.32	21.82	22.24	22.73	23.16	24.27	24.71	25.21	25.65	26.10	26.60
FY 2025-26 2%																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
T08	16.66	17.19	17.62	17.98	18.34	19.27	19.77	20.21	20.70	21.16	22.21	22.66	23.18	23.64	24.08	24.58
T09	17.19	17.72	18.10	18.47	18.83	19.77	20.26	20.70	21.21	21.65	22.74	23.18	23.69	24.15	24.61	25.10
T10	17.72	18.25	18.59	18.95	19.32	20.26	20.77	21.21	21.70	22.14	23.24	23.69	24.22	24.67	25.11	25.62
T11	18.15	18.73	19.08	19.45	19.81	20.77	21.27	21.70	22.22	22.65	23.77	24.22	24.73	25.19	25.63	26.14
T12	18.52	19.16	19.56	19.93	20.30	21.27	21.79	22.22	22.71	23.15	24.28	24.73	25.25	25.69	26.15	26.67
T13	19.05	19.63	20.03	20.39	20.77	21.74	22.25	22.69	23.18	23.63	24.75	25.21	25.72	26.16	26.63	27.13
FY 2026-27 2%																
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
T08	17.00	17.54	17.97	18.34	18.71	19.65	20.17	20.61	21.12	21.58	22.65	23.12	23.65	24.11	24.56	25.07
T09	17.54	18.08	18.46	18.84	19.21	20.17	20.67	21.12	21.64	22.08	23.19	23.65	24.17	24.63	25.10	25.60
T10	18.08	18.62	18.97	19.33	19.71	20.67	21.18	21.64	22.13	22.59	23.70	24.17	24.71	25.16	25.61	26.13
T11	18.51	19.11	19.46	19.84	20.20	21.18	21.69	22.13	22.66	23.11	24.24	24.71	25.23	25.69	26.14	26.66
T12	18.89	19.54	19.95	20.32	20.71	21.69	22.22	22.66	23.16	23.61	24.76	25.23	25.76	26.21	26.67	27.20
T13	19.43	20.03	20.43	20.80	21.18	22.18	22.70	23.14	23.65	24.10	25.25	25.71	26.23	26.68	27.16	27.68

502.1 Pay Differential

A pay differential of \$2.00/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/hr. will be paid to employees in the job 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 calculating overtime wages.

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503 COMPENSATION SCHEDULE

503.1 Step Movement

Step movement shall occur on July 1, ~~2021~~2024, July 1, ~~2022~~2025, and July 1, ~~2023~~2026, and compensation for wages will be in accordance with Section 502, Wage Schedule.

On July 1, ~~2022~~2024, employees that were on step "P" on July 1, ~~2021~~2023, shall receive a 1% increase to their base wage.

On July 1, ~~2023~~2025, employees that were on step "P" on July 1, ~~2022~~2024, shall receive a 1% increase to their base wage.

On July 1, ~~2023~~2026, employees that were on step "P" on July 1, ~~2022~~2025, shall receive a 1% increase to their base wage.

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302 HOLIDAYS OBSERVED

The following days are designated as holidays off with pay provided they fall within the employee's scheduled work year, and in accordance with Section 301:

- New Year's Day
- Martin Luther King, Jr. Day
- February Holiday*
- Memorial Day
- Juneteenth**
- Independence Day
- Labor Day
- Thanksgiving Day
- Thanksgiving Friday
- Christmas Eve
- Christmas Day
- New Year's Eve

*As scheduled on the school calendar, to be celebrated on a Monday or a Friday.

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