

## Tentative Agreement

3 year agreement 2016-2019

Salary:

Yr 1 – Association index BA0 - \$55,000, MA+36 - \$97,832 (attached)

Yr 2 – 0%

Yr 3 – 1% per cell

**NOTE:** Back pay - spread out over the remaining checks beginning in January.

Insurance:

Deductible increase to \$150 (single), \$250(family)

**NOTE:** This will take effect Jan 1<sup>st</sup>

1. Article V (B)

. . . may revoke the authorization as of the beginning of any school year by giving written notice to the District Office and the Association President by September 15<sup>th</sup> of that year.

2. #4 Dues sent to NEA-AK

3. Article VI (A) Duration -through June 30, 2019

4. Article X (B)

Standard Work Week

The standard workweek for the classroom teacher shall be thirty-five (35) hours exclusive of a daily thirty (30) minute to one (1) hour duty-free lunch. However, the classroom teacher may be required to participate in such activities as staff and committee meetings and student, parent, or administrative conferences that extend the standard workweek. Any such **non-compensated** mandatory extension of the workweek shall be a total of no more than one hour. **Any further mandatory extensions of the work week beyond that one hour shall be limited to 10 hours per semester, and each hour worked shall be compensated at the teacher's daily contract rate divided by 7.** Whenever possible, the teacher shall be afforded three days prior notice. Any mutually agreed upon deviations in the standard workweek, except as provided above, shall require the express prior written approval of the Superintendent. In the event of a non-standard workweek, the additional day shall be no more than seven (7) hours exclusive of a thirty (30) minute to one (1) hour duty free lunch.

5. Article XIII (F) \$5,000 Housing Allowance

**NOTE:** Spread out throughout remaining checks beginning in January

6. Article XVIII (I)

Readistar Program

Regarding the Readistar or similar programs, teachers shall not be required to chaperone students after school hours. Participation in the program shall be voluntary, except that the District reserves the right to assign teachers to the program if such assignment is determined by the Superintendent to be in the District's best interest. **This decision shall not be arbitrary or capricious.** Participating teachers shall receive a stipend of **at least** \$400. (This language shall be included in the N.A. at an appropriate place as determined by the parties).

7. Article IV (M)

Classroom Visitation

The local administrator shall notify the teacher of the purpose of any classroom visit by persons other than the Board, the Superintendent, or administrative personnel. Such notification shall occur in advance of ~~or concurrent with~~ the classroom visit. Classroom visitations that are clearly disruptive to the educational process shall promptly be reported by the teacher to the local administrator for appropriate action. **Upon prior approval visitors may take photos during the instructional day.**