

**510 EMERGENCY CLOSURE - ACE Proposal 1/16/24**

When District facilities are closed to students due to inclement weather conditions, employees will telephone the supervisor if arrival will be late, unless phone contact is not feasible. When an employee arrives within 90 minutes of the normal starting time, full credit will be given for the day's attendance.

If travel to the workplace is hazardous, the absence will be charged in the following order: (1) non-work days; (2) if the employee has no non-work days, annual leave; (3) if the employee has no annual leave, unpaid leave. By mutual agreement between the supervisor and the employee, the employee may be allowed to utilize flexible scheduling to make up work missed or may work from an alternative work site.

To the extent possible, those employees who are required to work on an emergency closure day will be identified at the beginning of each school year. Those employees identified as required to work will make every reasonable effort to work on such days.

If a school closure results in a remote learning day, school-based employees shall be allowed to work remotely. At the beginning of each school year, principals/supervisors will meet with their employees to outline the work expectations of remote learning days.

**605 SICK LEAVE CASH IN – ACE Proposal 1/16/24**

- A. Employees eligible for actual PERS retirement during the life of this Agreement who give ninety (90) calendar days advance notice may cash accumulated sick leave, to be included in the last payroll check, according to the following formula:

<b>Days Accumulated Leave</b>	<b>Per Diem Percent</b>
First 30 ( 0–30)	0
Next 10 (>30–40)	10
Next 10 (>40–50)	12
Next 10 (>50–60)	15
Next 10 (>60–70)	19
Next 10 (>70–80)	24
Next 10 (>80–90)	30
Next 10 (>90–100)	37
Over 100	45

- B. If the legislature creates an adjustment in PERS that grants credit for sick leave toward retirement, then the employee shall have the option of applying the above formula or using their sick leave as credit towards retirement, consistent with applicable law.
- C. Should the District institute an early retirement program, the notice specified in A of this Section shall be waived enough to allow the retiring employee to participate.
- D. Employees in the Alaska TRS Defined Contribution Retirement Plan (DCR) or in PERS may request cash out sick leave at the employee’s per diem rate to contribute to their 403(b) or 457 supplemental retirement account in the amounts defined below:

Employees with at least:

- 13 sick days accrued may contribute up to one (1) sick day per year.
- 26 sick days accrued may contribute up to two (2) sick days per year.
- 100 sick days accrued may contribute up to three (3) sick days per year.

ASD/ACE Negotiations 2024-2027

**612 ANNUAL LEAVE DAYS – ACE Proposal 1/16/24**

- A. Employees assigned to work years of 240 days shall be credited with nine (9) days at the start of each year.
- B. Employees assigned to work years of at least 215 days but no more than 239 days shall be credited with eight (8) days at the start of each year.
- C. Employees assigned to work years of at least 195 days but no more than 214 days shall be credited with seven (7) days at the start of each year.
- D. Employees assigned to work years of fewer than 195 days shall be credited with five (5) days at the start of each year.
- E. In addition to their base annual leave, employees will earn annual leave at the following rates:
  - 2 years through 5 years of service: One (1) additional day per year
  - 6 years through 10 years of service: Two (2) additional days per year
  - 11 years through 15 years of service: Three (3) additional days per year
  - 16 years through 20 years of service: Four (4) additional days per year
  - 21 plus years of service: Five (5) additional days per year
- F. Annual leave shall be accruable to a maximum of thirty (30) days. Annual leave in excess of thirty (30) days will be cashed out annually. Balances will be cashed out and paid in July, based on the per diem in effect as of June 30.
- G. Once all non-workdays have been used, annual leave may be used with prior supervisory approval. Employees are encouraged to send requests by electronic mail and the District’s leave system. Approval or non-approval of the supervisor shall occur within five (5) days of the submission of the leave request.

**700 HEALTH BENEFITS – ACE Proposal 1/16/24**

- A. Contributions made for health insurance may only be used for the District’s comprehensive health benefits plan. The District will contribute \$~~1695~~1900 per eligible employee per month during the term of this agreement. During the term of this agreement the amount of monthly contribution provided by the District shall in no case be less than the highest monthly contribution provided for any other employee group participating in the District’s employee health benefits plan.
  
- B. Health insurance benefits shall be described in the District’s summary plan description as periodically amended. Coverage shall begin on the first day of the month following attainment of eligibility. 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 employee benefit plans. Only those employees assigned to positions of thirty (30) hours or more per week shall be eligible for health insurance coverage under the District’s benefit plan. Employees whose work hours are increased to thirty (30) or more hours per week must fulfill the sixty (60) calendar day waiting period requirement before becoming benefit eligible. Eligibility requirements for life insurance benefits are the same as those for medical insurance benefit eligibility.
  
- C. The District will continue the Health Benefits Task Force whose members shall include representatives from each of the District’s bargaining units and the District’s exempt employees covered by the District’s health plan. Representatives will be appointed by their respective bargaining group.

The Task Force shall assist with research, monitor health care costs and usage, and assess responses from various proposed carriers/administrators on health benefits, and assist in the design of health benefit plans. The Task Force shall meet no less than quarterly during the school year. Members shall include at least two ACE representatives. The Task Force shall develop jointly issued communications as needed as determined by the Task Force.

D. For employees enrolled in a qualifying high-deductible health plan, the District shall fund a Health Savings Account (HSA) or Health Reimbursement Account (HRA) at a minimum of fifty (50) percent of the annual deductible.

ASD/ACE Negotiations 2024-2027

**806 SPECIAL PROJECTS – ACE Proposal 1/16/24**

- A. Special project agreements may be written for amounts not necessarily related to regular pay rates. Acceptance of such agreements shall be at the employee's option, without recrimination for refusal to accept. These time-specific projects shall be paid by addendum and based on organizational need, project complexity, estimated length of time required to complete project, and qualifying skill factors. Special projects are for duties performed outside of the employee's regular workday.
- B. Addenda in excess of \$5,000 per project shall be negotiated with ACE and agreed to by Letter of Agreement. ACE will respond to any special projects request in a timely manner. A Letter of Agreement is not required for ACE employees who voluntarily elect to coach, perform coaching duties, act as gym managers, work the King Tech High School third session, or work summer school outside of their normal work. The members shall be paid in the amount as set by the standard District practices.
- C. Overtime eligible employees who accept special project assignments outside of a scheduled shift shall be paid their regular rate of pay or overtime wages as appropriate.
- D. If an ACE employee is offered and accepts a summer school (SS) or extended school year (ESY) position, the following conditions shall apply. ACE employees:
- shall be paid, at a minimum, at the range and step of their regular school year position. If the position for which the ACE employee is hired falls within a higher range, the employee may negotiate to be paid in that range. ACE employees will receive step movement in accordance with the collective bargaining agreement in effect at the time;
  - shall receive TRS or PERS retirement contributions and earn additional leave at the rate of their increased calendar while working for summer school or extended school year;
  - working summer school or extended school year and in the process of being assigned to a new regular school year position will receive the hourly amount for their prior school year position until the effective date of the new position begins;
  - will not be able to use leave during summer school or extended school year.

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ACE/ASD Negotiations 2023/2024

TA Date \_\_\_\_\_

ACE Initial \_\_\_\_\_

ASD Initial \_\_\_\_\_

ASD/ACE Negotiations 2024-2027

**808 PER DIEM SCHEDULE – ACE Proposal 1/16/24**

Effective July 1, 2024, to June 30, 2025 the current salary schedule will increase by 9%. Range C will be renamed A. All employee steps will shift to match their per diem. The scale will maintain A-V steps.

Range	A	B	C	D	E	F	G	H	I	J	K
A	171.86	176.15	180.44	184.96	189.46	194.22	198.93	203.92	208.89	214.12	219.34
B	180.44	184.96	189.46	194.22	198.93	203.92	208.89	214.12	219.34	224.80	230.29
C	189.46	194.22	198.93	203.92	208.89	214.12	219.34	224.80	230.29	236.05	241.80
D	198.93	203.92	208.89	214.12	219.34	224.80	230.29	236.05	241.80	247.87	253.92
4	198.93	203.92	208.89	214.12	219.34	224.80	230.29	236.05	241.80	247.87	253.92
5	208.89	214.12	219.34	224.80	230.29	236.05	241.80	247.87	253.92	260.24	266.62
6	219.34	224.80	230.29	236.05	241.80	247.87	253.92	260.24	266.62	273.28	279.93
7	230.29	236.05	241.80	247.87	253.92	260.24	266.62	273.28	279.93	286.95	293.94
8	241.80	247.87	253.92	260.24	266.62	273.28	279.93	286.95	293.94	301.30	308.63
9	253.92	260.24	266.62	273.28	279.93	286.95	293.94	301.30	308.63	316.34	324.07
10	266.62	273.28	279.93	286.95	293.94	301.30	308.63	316.34	324.07	332.16	340.28
11	279.93	286.95	293.94	301.30	308.63	316.34	324.07	332.16	340.28	348.78	357.27
12	293.94	301.30	308.63	316.34	324.07	332.16	340.28	348.78	357.27	366.21	375.13
13	308.63	316.34	324.07	332.16	340.28	348.78	357.27	366.21	375.13	384.52	393.91

Range	L	M	N	O	P	Q	R	S	T	U	V
A	224.80	230.29	236.05	241.80	247.87	253.92	260.24	266.62	273.28	266.62	273.28
B	236.05	241.80	247.87	253.92	260.24	266.62	273.28	279.93	286.95	279.93	286.95
C	247.87	253.92	260.24	266.62	273.28	279.93	286.95	293.94	301.30	293.94	301.30
D	260.24	266.62	273.28	279.93	286.95	293.94	301.30	308.63	316.34	308.63	316.34
4	260.24	266.62	273.28	279.93	286.95	293.94	301.30	308.63	316.34	308.63	316.34
5	273.28	279.93	286.95	293.94	301.30	308.63	316.34	324.07	332.16	324.07	332.16
6	286.95	293.94	301.30	308.63	316.34	324.07	332.16	340.28	348.78	340.28	348.78
7	301.30	308.63	316.34	324.07	332.16	340.28	348.78	357.27	366.21	357.27	366.21
8	316.34	324.07	332.16	340.28	348.78	357.27	366.21	375.13	384.53	375.13	384.53
9	332.16	340.28	348.78	357.27	366.21	375.13	384.52	393.91	403.74	393.91	403.74
10	348.78	357.27	366.21	375.13	384.52	393.91	403.74	413.61	423.94	413.61	423.94
11	366.21	375.13	384.52	393.91	403.74	413.61	423.94	434.29	445.12	434.29	445.12
12	384.52	393.91	403.74	413.61	423.94	434.29	445.12	455.97	467.36	455.97	467.36
13	403.74	413.61	423.94	434.29	445.12	455.97	467.36	478.79	490.76	478.79	490.76

ACE/ASD Negotiations 2023/2024

TA Date \_\_\_\_\_

ACE Initial \_\_\_\_\_

ASD Initial \_\_\_\_\_

Effective July 1, 2025, to June 30, 2026 [the salary schedule will increase by 7%.](#)

Effective July 1, 2026, to June 30, 2027 [the salary schedule will increase by 6%.](#)