

*ASD Package Proposal—Articles 105, 110, 115, 120, 125, 175, 205, 417, 419,  
428, 431, 452, 470 and 615*

**ANCHORAGE SCHOOL DISTRICT  
ANCHORAGE EDUCATION ASSOCIATION**

**105 SALARY SCHEDULE\***

[\*The proposed salary schedules for 2021-24 reflect increases of 1.5% in each year.]

**2020-2021 Salary Schedule**

<b>Step</b>	<b>B00</b>	<b>B18</b>	<b>B36</b>	<b>ME54</b>	<b>ME72</b>	<b>ME90</b>
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**110 SALARY SCHEDULE BASIC CONDITIONS**

- A. Contracted members serving a school term of 140 full-time or part-time instructional days or more shall be credited with a year of teaching service.
- B. Those members at **B90** BA-90 with Master’s Step 20 or BA-90 with Doctorate Step 20 or

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1. ~~Bachelor's Degree + 18~~ **B18**: Transcripts must be submitted showing a Bachelor's Degree conferred and 18 semester hours of credit earned subsequent to the granting of the Bachelor's Degree.
2. ~~Bachelor's Degree + 36~~ **B36**: Transcripts must be submitted showing 36 semester hours of which 12 must be graduate credit reflecting grade "B" or higher, level earned subsequent to the granting of a Bachelor's Degree. The graduate level credit course requirements will be waived for Type C or M certificated members for this salary column only, provided that any course taken in lieu of the graduate level course requirements must be related to the member's present teaching assignment.
3. ~~B + 54 with Master's Equivalency~~ **B54**: Transcripts must be submitted showing 54 semester hours, of which 30 are graduate credit reflecting grade "B" or higher, earned subsequent to the granting of a Bachelor's Degree.
4. ~~B + 72 with Master's Equivalency~~ **B72**: Transcripts must be submitted showing 72 semester hours, of which 42 are graduate credit reflecting grade "B" or higher, earned subsequent to the granting of a Bachelor's Degree.
5. ~~B + 90 with Master's Equivalency~~ **B90**: Transcripts must be submitted showing 90 semester hours, of which 54 are graduate credit reflecting grade "B" or higher, earned subsequent to the granting of a Bachelor's Degree.
6. ~~Master's Degree: Transcripts must be submitted showing the actual completion of the degree requirements, or a transcript plus certification that requirements have been met and the degree will be granted on a specific date. Master's Degrees other than in the field of education are acceptable only if they are in or relevant to the member's current subject area of teaching. Examples of degrees relevant to a member's current subject area would be political science for social studies teachers, engineering for industrial arts teachers, reading, or counseling degrees for all teachers. Approval of degrees in areas other than the member's current teaching assignment will be at the discretion of the District and will be granted based upon the program needs of the District. Specifically excluded are degrees in fields unrelated to the member's assignment, such as business degrees for elementary teachers except in response to a specific District program need, and degrees in law and religion.~~

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7. ~~B + 54 with Master's Degree: Transcripts must be submitted showing a Master's Degree conferred. At least 24 semester hours of credit must be graduate level courses.~~
  8. ~~B + 72 with Master's Degree: Transcripts must be submitted showing a Master's Degree conferred. At least 30 semester hours of credit must be graduate level courses.~~
  9. ~~B + 90 with Master's Degree: Transcripts must be submitted showing a Master's Degree conferred. At least 36 semester hours of credit must be graduate level courses.~~
  10. ~~B + 90 with Doctorate: Transcripts must be submitted showing the actual completion of the degree requirements, or a transcript plus certification that requirements have been met and the degree will be granted on a specific date. Doctorates other than in the field of education are acceptable only if they are in or relevant to the member's current subject area of teaching. Examples of degrees relevant to a member's current subject area would be political science for social studies teachers, engineering for industrial arts teachers, reading, or counseling degrees for all teachers. Approval of degrees in areas other than the member's current teaching assignment will be at the discretion of the District and will be granted based upon the program needs of the District. Specifically excluded are degrees in fields unrelated to the member's assignment, such as business degrees for elementary members except in response to a specific District program need, and degrees in law and religion.~~
- B. To be applicable for salary movement, all credits must be pre-approved. All credit courses offered through the Professional **Teaching and Learning** Department without restrictions will count for salary advancement for members. The appropriate instructional department and the Professional **Teaching and Learning** Department will jointly approve courses. Approved courses for advancement will be posted electronically for employees. Other

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- ~~3. Members planning to apply to teach summer school prior to their retirement or resignation will submit a Notice of Resignation for the purpose of retirement or resignation to the District, effective on the last working day of summer school, by 5:00 p.m. on the last working day of March. If not selected to teach a summer school session, their last working day will be changed to reflect the last working day of the contract year. These members will continue to have health care coverage until they begin receiving retirement medical coverage, but in no case later than August 31<sup>st</sup> of that year.~~
- ~~4. Members who qualify for and elect disability retirement after the last workday in March~~

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- B. Members shall be informed prior to entry into the member’s classroom of a student with known behaviors that could present a safety problem to students or staff. The protocol for informing those with a need to know regarding students with a known history of violent behavior shall include an alert in the student information management system, ~~as outlined by the Chief Academic Officer~~. The list of those with a need to know shall include ~~librarians, nurses, and other specialists~~ **members** who are assigned responsibility for managing the behavior of such students. Members shall be provided with suggested strategies for managing student behaviors.
- C. Building procedures for maintaining student discipline shall address standard methods utilized by the member before administrator referral (such as conferences with a student, discussions with parents/guardians and counselor referrals) as well as procedures for cases of extreme or unusual breaches of discipline including but not limited to physical assault and **or**

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- A. Members shall be on duty for a combined total of 60 minutes before and after the student day, exclusive of the duty-free lunch period unless specifically excused by the principal. A member's flexible schedule shall not interfere with regularly scheduled school related meetings or assigned duties but discretion in adjusting schedules following work-related evening commitments, consistent with safety and professional responsibility, is expected. Breakfast in the classroom shall not begin more than 10 minutes prior to the start of the student day. (e.g. Elementary 8:50am)

This provision allows members to best utilize their planning and conference times **and to complete other assigned duties.** Members shall notify parents each fall regarding available hours when conferences may be most easily scheduled. Other times may be arranged as necessary to asry2 (o ) -38.1 T1.24 0 0 -0.2nce tiug 0.2 (e) -0.2 (s) -0.2 (aT1.24 0 (s)5 (

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schedule (45/15 or 15/45) shall not interfere with regularly scheduled staff meetings or assigned duties. Upon request, members will provide unit administrators their planned flexible schedules.

Members may leave the building at any time during which they are not assigned duties, providing they sign out when they leave and sign in when they return.

- E. Consistent with Article 428 A., members are expected to give precedence to faculty meetings, curriculum development meetings, professional development or assigned school duties. A full faculty meeting or professional development will normally be scheduled no more often than twice per month and not exceed the student day by mostudes (he) 0.2 (dul) 0.2 (e) 0.0os

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parents or colleagues, preparation/grading of instructional materials, and professional research or development. Instructional Planning Time shall be in blocks of no less than thirty (30) minutes during the student day. ~~Infrequently,~~ **No more than twice per month,** administration may conduct meetings during this time. Instructional Planning time is important. Administration will work to minimize disruptions to this time.

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