

# THE ACE LINK

MARCH 2006

## NOMINATIONS OPEN

Anchorage Council of Education, Local 4425 APEA/AFT (AFL-CIO)

Nominations for the office of President, 1<sup>st</sup> Vice President, and 2<sup>nd</sup> Vice President will be accepted from the floor at the April 11<sup>th</sup> membership meeting. The term of office for the President and 1<sup>st</sup> Vice President is for two years, ending in May, 2008. Recently our 2<sup>nd</sup> Vice President resigned for personal reasons, this position is for the remainder of their term which is one year.

Date: Tuesday, April 11, 2006  
Time: 5:30 PM – 7:00 PM  
Place: Wendler Middle School  
2905 Lake Otis Parkway



Nominations may also be made by calling Shirley or Alana at the ACE-APEA/AFT office at 274-1688 or by e-mail to areese@apea-aft.org. Nominations must be received no later than the close of the April 11<sup>th</sup> membership meeting. In order to nominate a member, he or she must be a Member in Good Standing. A Member in Good Standing is a member who signed as a member with ACE/AFT and is current on all monthly fees.

ACE members may nominate themselves!

By April 13<sup>th</sup> a member of the Nominations Committee will contact each candidate to confirm his or her nomination. Ballots will be sent on April 28<sup>th</sup> and counted at the membership meeting on May 16<sup>th</sup>.

*\*See the roles and responsibilities of the officers on page 5*

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# A MESSAGE FROM YOUR ACE SECRETARY AND EMPLOYEE REPRESENTATIVE—SUSAN WILLIAMS



Every spring the Anchorage School District has to make difficult decisions about staffing and budgets for the upcoming school year. This year is no different. The District is facing a possible \$3 million shortfall, even if the legislature acts on promises they have made on funding, and the federal government is reducing many of the Districts grants widening the shortfall even further. The teacher's union and the District have not settled their contract for next year, so the need of funding of the contract is unknown. The shortfall could increase depending on what happens in the next few months. Until all funding sources have made final decisions, we are all in limbo. It is a good time to review the contract language related to seniority and layoff procedures.

## 512 SENIORITY

Seniority shall be established from the date of initial regular placement in ACE or from the date of most recent employment in ACE, if a break in District employment of more than twelve (12) months has occurred, except for those in layoffs status.

*Seniority is based on time in the union not how long you have been with the Anchorage School District or in your current position.*

## 513 LAYOFF ALTERNATIVES

The District will meet and confer with ACE prior to issuance of layoff notices to employees. Employees scheduled for layoff shall be given preferential consideration for transfer into vacant ACE positions for which they qualify.

Your ACE union will meet with the district to make sure the Anchorage School District is following our contract.

## 514 LAYOFF PROCEDURES

A. Except for specific positions within the Facilities Department, (listed below), if the District determines to reduce or abolish positions within ACE, the least senior employee within a job title shall be laid off first and the most senior employee within a job title shall be laid off last. The District shall offer to a laid off employee the highest range existing position previously held, if the employee is senior to the incumbent in that position. If no position exists which the laid off employee held previously, the District shall offer the highest range existing position previously supervised by the laid off employee, provided the employee is qualified. If more than one such position is available, the District will select the position to be offered. A laid off employee assigned to a position previously supervised but not held shall serve a probation period of six (6) months. At any time after three months into the probationary period, the employee may be placed in lay off for the remainder of the recall period or until recalled.

*The key is the least senior person within your job position is the one laid off first; the most senior will be laid off last.*

*(Continued on page 3)*



## VOTE TUESDAY APRIL 4,

The April 4th election includes three school board seats, Anchorage Mayor and 26 propositions, 3 of which are on Education.

### ANCHORAGE SCHOOL BOARD

#### Candidates for Seat E are:

Macon Roberts  
Charles Rushing  
Cynthia Kott

#### Candidates for Seat F are:

Jeff Friedman  
Thomas Lamb

### Candidates for Seat G are:

Mike Layne  
Ray Metcalfe  
Crystal Kennedy

To Review the propositions visit  
the Election web site:

<http://www.muni.org/Assembly2/2006Ballotprops.cfm>

### Candidates for Anchorage Mayor:

Mark Begich  
Nick Moe  
Thomas Mark Higgins  
Jack Frost

*(Continued from page 2)*

B. An employee whose position is to be eliminated for the following fiscal year due to budget restrictions, reorganization, and/or position redefinition will be notified in writing on or before the preceding June 1 of such impending action. In the absence of such timely notification, the employee will receive in the following fiscal year the full annual salary and per diem rate he/she would have received had the position not been eliminated.

#### **Employees must be notified by June 1st.**

C. Accrued annual leave shall be cashed at time of termination. Laid-off employees shall be given up to eighteen (18) months from the effective date of layoff to request cash-out of accrued annual leave, after which time such leave shall be forfeited. Annual leave shall be cashed at the per diem rate in effect at the time of lay-off.

D. The following positions within the Facilities Department may, with thirty (30) days prior notice, be laid off by inverse order of seniority by project or group of projects, to which the affected employee(s) is assigned. Employees laid off from these positions will be recalled as new work for which they qualify becomes available:

Project Manager I; Project Manager II; Project Manager III;  
Construction Inspector; Engineering Assistant.

Layoffs are an emotional time for all of us. Be informed and aware of your rights

## YOUR RIGHT TO SPEAK OUT



State law, District policy and your ACE agreement give you the right to engage in comment and criticism of school administrators, members of the governing body of a school or school district, any other public official, or any school employee to the same extent that any private individual may exercise the right. Yet, you are a public employee and may NOT exercise these rights during school hours, while in paid status. So, if you are acting as a concerned citizen,

parent or guardian please be sure you have any discussions on these matters when you are either on personal leave, off work and the work site or on union business leave. If you have any questions regarding your rights please contact your ACE employee representative or ACE officers.

## YOUR RETIREMENT RIGHTS

### **Are you thinking about retiring this year or next?**

Be sure to give the District THREE (3) work months notice before you retire. If you are eligible for actual PERS/TRS retirement and you give three work months advance notice the District shall have your calendar adjusted to reflect non-work days as annual leave, for as many days as you have earned annual leave days. This directly effects the way your PERS/TRS is calculated by the state. This is particularly important for members who choose to retire before the end of the fiscal year. Please note this is not written in your current collective bargaining agreement, but is on the web under Letter of Agreement.

With THREE (3) work months notice you may also be eligible to cash out the balance of your sick leave. The sick leave is cashed out in graduated scale it is not dollar for dollar and you must have at least 30 days or more of sick leave to receive any credit. Please check out Article 603 of your collective bargaining agreement.



# UPCOMING ACE MEETINGS

**General Membership Meeting :**

April 11, 5:30 pm

Wendler Middle School

Main Agenda Item:

Closing of nominations for President & 1st & 2nd Vice President & Contract Items.

**General Membership Meeting :**

May 16, 5:30 pm

Administration Building Board Room

Main Agenda Item:

Ballot count, installation of Officers and annual reports.

## Roles and Responsibilities of Officers

Are spelled out in the ACE Constitution

### ARTICLE IV

SECTION 3. The President shall be responsible for all administrative duties of ACE and see that all directives and recommendations of the Executive Board are carried into effect. The President shall serve as chairperson of the Executive Board and as ex-officio member of all committees except the Nominating Committee. The President shall be the delegate of the AFT National Convention and the delegate to the APEA/AFT biennial caucus. (two year term)

SECTION 4. The 1st Vice President shall be responsible for Grievance and Negotiations Committees. The 1st Vice President shall assume the office of President, in the event of a vacancy, for the remainder of the term. They will also be the alternate delegate to the AFT National Convention and the APEA/AFT biennial caucus. (two year term)

SECTION 5. The 2nd Vice President shall be responsible for the Political, Nominations and Legislative committees and the second alternate to the AFT National Convention and the APEA/AFT biennial caucus. (one year remaining of a two year term)

**ACE CONTRIBUTED \$500  
to the AFT Disaster Relief Fund.  
You too can still help.**



\* The devastation experienced by AFT members along the Gulf Coast as a result of hurricanes Katrina, Rita and Wilma is unprecedented in our union's history. Nearly 5,000 AFT members were forced to evacuate their homes.

\* The AFT has received nearly 10,000 applications for assistance from members who are either homeless or whose homes were severely damaged. Many of them have also lost their jobs.

- ◆ All funds received will go directly to help AFT members in need. No money will be used for administrative purposes.
- ◆ Members may contribute online at [www.aft.org/katrina](http://www.aft.org/katrina). Note that the online donation form gives you the ability to designate your local/affiliate (ACE, APEA/AFT), so these donations also will count toward the local or state campaign.

\* The fund has been approved by the IRS for tax-exempt status. All donations made from the date of the first hurricane (Aug. 28) are eligible for tax deductibility to the extent permitted by law.

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**ACE**

**Employee**

**Representatives**

**Curtis Young**

742-1910

**Susan Williams**

349-4453

**Matt Nolan**

742-8128

**Eddie Knapp**

348-5227

**Sarah Hotchkiss**

742-4424

**Michael Kerosky**

742-4161

**Randy Laws (JROTC)**

346-1657

**Joel Carter**

742-6592

**Duane Moran**

742-3770

**Delores Winton**

winton\_delores@ask12.org

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**ACE Executive Board Members**

**Duane Moran, President**

742-3770

**Curtis Young, 1<sup>st</sup> Vice President**

742-1910

**2<sup>nd</sup> Vice President**

VACANT

**Susan Williams, Secretary**

349-4453

**Sharron Harris, Treasurer**

279-0671

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**Anchorage Council of Education, Local 4425**

**APEA/AFT (AFL-CIO)**

**3310 Arctic Blvd, Suite 200**

**Anchorage, AK 99503**

