



Dear Member,

Thank you for your support and input during our successor agreement negotiations. Your ACE team has negotiated a tentative agreement with the Anchorage School District. An electronic copy of the agreement will be sent in a separate email. If you wish to have a hard copy please call the ACE - APEA/AFT office and we will send one to you. This saves the union hundreds of dollars and expedites the ratification process.

ACE will conduct its ratification meeting on **December 5, 2011**. Negotiators will be available to answer your questions on the agreement between 4:30 pm & 6:30 pm. Voting will be open from 4:30 pm – 6:30 pm. Balloting will be closed at 6:30 pm, ballots will be counted at that time.

ASD Ed Center – 5530 E Northern Lights – Red Room

In the event you are unable to attend the ratification meeting, you may vote at the ACE - APEA/AFT office beginning Tuesday, November 29 – Friday December 2, 2011. The office is open 8-5. Early ballots will be taken to the ratification meeting for counting.

APEA/AFT 3310 Arctic Blvd., Suite 200 (274-1688)

Please feel free to contact the negotiators or staff support for any questions you may have.

Thank You

ACE Negotiating Team

Brian Cain, Ben Harris, Calvin Mundt, David Rafter & Sylvia Whipple  
(Staff support: Jennifer Nicoletto and Jennifer Madsen)

**ACE CONTRACT 2012-2015  
CHANGE HIGHLIGHTS FROM THE 2009-2012 CONTRACT**

In order to easily identify the changes in the enclosed contract, changes are annotated. Words, sentences or paragraphs that are underlined, denote new language to the contract. Words, sentences or paragraphs that are crossed through, denote existing language that has been deleted from the contract. Articles that are noted with “Housekeeping” are changes in spelling, grammar, or terms with no change in the intent to the language. Please note there are a couple of Letters of Agreement at the end of your contract. These are appendixes to the contract and are included in the ratification of the Agreement.

You may contact your negotiators if you have any questions.

Your negotiators are:

Brian Cain, Ben Harris, Calvin Mundt, David Rafter & Sylvia Whipple  
(Staff support: Jennifer Nicoletto and Jennifer Madsen)

The following is a synopsis by Article and Section that have been tentatively agreed for our successor agreement. Article numbers with no changes have been left off this list to save space.

**204 - PRINTING AND DISRIBUTION –**

B. The District will no longer print copies of the contract. Printed copies will be available after July 1, for those who request them from ACE. The Agreement will be posted on both the District and ACE websites.

**206 - DEFINITIONS –**

C. Added a new definition of “Day” for the purposes of leave. There is no change in current practice on leave.

**404 – GRIEVANCE LEVELS –**

A. 4. Increased the time for the immediate supervisor (step one of the grievance procedure) to respond to a written grievance from 5 days to 10 days. This is consistent with step 2 of the grievance procedure.

**501 – POSITION DESCRIPTION – Housekeeping**

**502 – PROBATION – Housekeeping change**

**503 – VACANCIES AND PROMOTION – Housekeeping changes to reflect the District’s online application system.**

**505 – TRAINING AND PROFESSIONAL DEVELOPMENT –**

B. Added AED (Automatic External Defibrillator) to the list of trainings.

D. Added new section requiring the District to reimburse members who are required to hold an “S” endorsed CDL.

**506 - EVALUATION** - Housekeeping

**515 - LAYOFF PROCEDURES** – Housekeeping

**520 - TRANSFERS WITHIN THE SAME JOB TITLE** – Housekeeping changes to reflect the District’s online application system.

**601 – SICK LEAVE**

B. Increased sick leave usage for ill family members by one day.

**602 - SICK LEAVE BANK** –

B. Changes when deductions will take place. Open enrollment for current members to join the sick leave bank will be between September 1-15.

**611 – UNPAID LEAVE**

E. Benefit Continuation During Unpaid Leave – These benefits are outside of Family Medical Leave. Members lose their life insurance during unpaid leave. This is due to the plan design. Members who do not elect COBRA during their unpaid leave will be subject to the 90 calendar day waiting period to resume their health coverage.

**701 – HEALTH BENEFITS**

A. The District’s monthly contributions will be \$1385 for 2012-2013, \$1465 for 2013-2014, and \$1540 for 2014-2015. Please note that has “me too” language on the health plan and as a result of another bargaining unit’s negotiations, ACE members will see an increase in the employee contribution to health care from \$50 per month to \$75 per month effective July 1, 2014.

E. New section spelling out the formula the District will use to deposit the District contribution for members who have not elected to take the health insurance and for the District’s contribution for the first 3 months that new hires are not eligible for the health insurance. This formula ensures our reserves are enough to cover the bills, but not so large as to be a problem for the auditors, school board and public.

**801 – SALARY CONDITIONS** –

A. Direct deposit of salary checks will be mandatory for all ACE members effective July 1, 2012. It is our understanding we only have a few people who currently do not use direct deposit.

C. Moved section E to C for clarity. No change in practice.

**803 – OVERTIME ELIGIBLE POSITIONS** – Housekeeping change.

**806 - ADDED DAYS** – Deleted – Added days will be paid at the current daily per diem rate. Added days to the calendar are still by my mutual agreement in accordance with Article 508 A 2 (Work Calendars).

**807 – SPECIAL PROJECTS** – Renumbered – no changes

**808 – CLASSIFICATION PLAN**

There were no changes to classification as a result of negotiations. All changes, with the exception of some deleted positions, were done through the previous contract period and through Letter of Agreement and classification/reorganization procedures.

Positions deleted in the contract are all vacant positions that the District has eliminated.

**809 – PER DIEM SCHEUDLE** - The scales will increase 1% July 1, 2012, and additional .75% on July 1, 2013 and an additional 1.25% on July 1, 2014.

**Note:** ACE members continue to get annual steps on July 1 of each year, steps amount to an average of 2.5% per step. Members will also continue to receive their longevity in accordance with Article 801.

**900 – DURATION OF AGREEMENT** – We have agreed to a 3-year contract expiring on June 30, 2015. Your current contract stays into effect until July 1, 2012.

**Letter of Agreement – Health Care for employees working less than 30 hours a week.** Members grandfathered 3 years ago with their health care will lose their grandfather status on December 31, 2012.

**Letter of Agreement – Volunteer Coaching Stipend**

Housekeeping change – Changed years to reflect this Agreements time frame.