

Highlight of changes to the Collective Bargaining Agreement

ARTICLE V - WORK YEAR/DAY

Change to Paragraph A: reduce number of teacher days from 190 to 185

Changes to Paragraph B: Instructional Days including Flex Friday will consist of 7.5 hours and non instructional days will be 6 hours.

Already accrued leave will be converted to reflect the change in hours.

Changes to Paragraph C: Increase elementary teacher prep time from 180 to 220 minutes in increments of not less than 30 minutes. Added language for Flex Friday, prep time minimum of 30 minutes.

ARTICLE VI - LEAVE

Section B Sick Leave

Add Paragraph 4: add new language that members can cash out sick leave at per diem rate to contribute to district 457 supplemental retirement account. You may contribute 1 day per 10 days of accrued leave to a max of 5 days per year.

Add Section F: Special Education Leave

New language providing Special Education teachers a minimum of 2 days per semester of release time for paperwork responsibilities.

ARTICLE IX - SALARY SCHEDULE EXPLANATION (schedules for all years attached)

Paragraph A: increase years of experience that can be brought in to 7 in FY26 and 8 in FY27
One Time Ratification bonus of \$5000 to be paid to all current employees following successful ratification of agreement by VAFT and the School Board.

Base salary increases:

2.75% in FY26

3.00% in FY27

3.00% in FY28

Add new language: longevity payment at the bottom of the final column. \$1500 per year once a member has completed all steps.

ARTICLE XI - EXTRA-CURRICULAR ACTIVITIES

Restructured the entire schedule plus language clean up. Added longevity bonus of \$150 in 6th year and \$300 in 7th and more.

Item 4: Change to language, stipend will not be paid when corresponding is offered.

Expectations noted in the schedule and when there is an expectation of concerts or performances outside of contract time.

ARTICLE XIII - ASSOCIATION RIGHTS

New article to add language including employment information, use of school facilities, committees and hiring.

ARTICLE XVI - DURATION

July 1, 2025 - June 30, 2028

ARTICLE V

WORK YEAR/DAY

- A. The standard work year for teachers shall be one hundred ~~ninety (190)~~ eighty-five (185) days served in accordance with the Board-approved school calendar and including school holidays. Additional days shall be paid in accordance with per diem rates in this Agreement. Teachers in his/her first full year with the District shall work an additional day on their contract for orientation and training and be paid at their per diem rate.
- B. Instructional days including flex Friday, will consist of seven and a half (7.5) hours, excluding a duty-free lunch as defined in AS 14.20.097 and as scheduled at each school site for the purpose of ensuring necessary lunch-time supervision. Noninstructional days will be six (6) hours. Assignment and rotation of lunch-time student supervision duties shall be designed by the building administrator and a teacher committee appointed by VAFT.
- C. If the high school or middle school is on a non-rotating or non-block schedule, each teacher will be given a daily preparation period that is equal to one class period. If the high school or middle school is on a rotating or block schedule, a prep period equal to one class period every other day.
- D. Preparation time that is equal to no less than 220 minutes per week shall be given to elementary teachers in increments of not less than 30 minutes.
- E. If a Flex Friday schedule is being followed teachers will be given an uninterrupted and non-supervisory prep time equal to a minimum of 30 minutes during the day.
- F. This section does not preclude the staff from volunteering for lunch, recess duty, or teaching in lieu of preparation time.

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Deleted: a total preparation time of at least 220 minutes will be given each teacher in blocks of time of not less than 50 consecutive minutes and not less than 4 days per week. Preparation time that is equal to no less than three hours per week shall be given to elementary teachers.

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Spokesman for VCSD

Spokesman for VAFT

ARTICLE VI

LEAVE

A. Sick Leave:

1. Certificated employees shall be provided twelve (12) days of sick leave per year at the inception of the employee contract. This amount shall be prorated for teachers commencing employment after the first teacher contract day. The unused portion of such allowance shall accumulate from year to year without limitations. The Superintendent shall furnish a written statement at the end of the school year setting forth the total of sick leave credit. For any use of sick leave resulting in absences of three (3) or more consecutive days, the District may require a doctor's statement. If the District reasonably believes there is sick leave abuse, the District may require a doctor's statement for less than three (3) consecutive days of absence.
2. Uses of Sick Leave:
 - a. Illness

An employee may use accrued sick leave without limitation for injury or illness of the employee or any member of the immediate family or for maternity/paternity leave up to 6 weeks immediately following the birth or adoption date.
 - b. Temporary Disability:

An employee may use accrued sick leave for temporary disabilities. At the onset a physician's statement will determine the length of the temporary disability and will be submitted to the immediate supervisor as soon as possible. Before returning to work, the District may require a physician's statement indicating the employee is able to resume duties.
 - c. Bereavement Leave:

An employee may use up to ten days of accrued sick leave for death of a person in the immediate family.

Other requests for bereavement leave would be referred to the VAFT Bereavement Leave Bank

3. Sick Leave Bank

A sick leave bank shall be established to enable members, because of unusual circumstances to draw additional sick leave after their earned sick and personal leave has been exhausted. Teachers may become a member of the bank by contributing one day of earned sick leave annually within the first thirty calendar days of the beginning of the school year, or, for new employees, within the first thirty calendar days of commencing employment with the District, and thereafter within the first thirty calendar days of the beginning of the school year. Once a member has chosen to join the bank, they may not withdraw. A member leaving the District may choose to donate the balance of their sick leave to the sick leave bank at the time of their separation.

A member who has exhausted all earned sick leave and personal leave and who requires additional sick leave due to unusual circumstances resulting in the member's illness or disability may apply to the bank for additional sick leave, not to exceed 24 days. In the case of severe illness or extreme hardship, a member may be permitted to withdraw more leave at the discretion of the sick leave bank governing committee, with the consent of the Board.

If during the course of the school year, the number of days in the bank falls below 75 days, all current members will be required to donate an additional day. All leave transferred to the bank by an employee is final and not recoverable for re-credit to their personal sick leave account.

The sick leave bank shall be administered by a governing committee of 2 bank members elected by the bank membership annually and one administrator appointed by the Superintendent. The committee shall meet as frequently as is necessary to consider leave requests and to otherwise administer the bank. The committee shall promptly record and report all leave transactions to the District business manager.

4. Employees in the Alaska TRS Defined contribution retirement plan may request to cash out sick leave at the employee's per diem rate to contribute to their District 457 supplemental retirement account. Eligible employees may contribute up to one (1) sick day per ten (10) days of accrued leave with a maximum of five (5) per year.

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Annual request to cash out sick leave must be received by the District payroll department no later than May 1st. Requests will be processed by June 30th.

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B. **Personal Leave:**

A certificated employee shall be entitled to accrue four (4) days of approved personal leave with pay, per year up to a total of ten (10) days. An employee is entitled to use ten days during the school year. If not used, the employee may be paid at the per diem rate set in policy. The employee shall indicate his/her option thirty (30) calendar days prior to the end of the school year. Application to use leave should be made to the employee's immediate supervisor at least one (1) week in advance and authorization to take leave must be obtained before leave can begin.

A certificated employee with an emergency which requires more personal days than accrued, may request up to three (3) additional days of leave without pay, subject to Superintendent approval.

C. **Union Leave**

The Board shall provide ten (10) days per year of professional leave with pay to be used by members of the VAFT. Written notice of intent to use this leave shall be submitted to

the Superintendent by the VAFT. Any unused leave at the end of the school year shall be rolled to the next year. Not to exceed twenty (20) days.

D. Sabbatical Leave

The Board may grant to certified employees sabbatical leave in accordance with State Statutes. Employees on sabbatical may be provided compensation while on sabbatical leave at the discretion of the Board.

Final application date for sabbatical leave is March 1 of the preceding school year. Requests for sabbatical shall be made in writing to the Superintendent. All written requests must include any specific proposal for compensation. A teacher granted sabbatical must state in writing his/her intention to return from such leave by March 1, prior to the school year the teacher plans to return. Tenured teachers granted a sabbatical shall be subject to the provisions in AS.14.20.280-.350.

E. Leave of Absence

A full or half-time teacher may be granted a Leave of Absence without pay as per AS.14.20.345

F. Special Education Leave

In addition to contractually provided planning time, special education professional educators required to conference with parents and write IEPs shall be provided a minimum of two (2) days per semester of released time, for paperwork responsibilities. Leave may be taken in half day increments. Special education professionals shall give at least twenty-four (24) hours of written advance notice to the immediate supervisor of his/her intention to be absent for leave. Leave days are subject to administrator approval.

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ARTICLE IX

SALARY SCHEDULE EXPLANATION

- A. Initial ratings are established by allowing one step for each year (160 days minimum) of teaching experience to a maximum of seven (7) years for FY26 and eight (8) years for FY27.
- B. All new staff with less than 4 years of experience will begin at a step 4 and remain there until their years of experience catch up and they advance on the scale.
- C. Fractional year teaching experience, excluding substitute teaching shall be combined for salary advancement if they total 190 teaching days.
- D. Type A certified teachers with Vocational Endorsement will be placed for salary purposes allowing a maximum of two (2) years of work experience related to a teacher's assignment (2000 hours = 1 years' experience) following completion of the Bachelor's degree.
- E. Courses taken for advancement horizontally on the salary schedule must conform with the following criteria:
1. Administered by an accredited college or university.
 2. Cannot be taken more than once.
 3. Must be in the teaching assignment of teacher, or area of certification, recommended as part of the teacher's plan of improvement, approved professional growth plan, or other approved graduate or upper division courses.
 4. In-Service and/or courses provided by the School District are allowable, if they meet the other conditions of this section.
 5. Official transcripts and requests for horizontal advancement must be made to the Business Office in writing by September 1.
- F. Teachers who receive National Board Teacher Certification will receive \$2,000 in additional salary in the first school year after completion and verification. In subsequent years teachers will receive \$1,000 additional salary per year. If a teacher has National Board Teacher Certification when hired, that teacher will receive \$1,000 additional salary per year.
- Teachers who receive another type of approved national certification will receive the same compensation. Approval will be contingent upon Superintendent verification that certification is equivalent in its requirements and relevancy to assigned duties.

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All credits for advancement on the salary schedule must be submitted to the building principal. The principal will do initial screening to decide if the course meets the criteria as specified in 'E' above. If the principal approves the course, it is sent on to the Superintendent's Office for final approval and placement in the teacher's professional file. If the principal does not approve the course request, it is sent to the Superintendent for further review.

If the Superintendent does not allow credits to be used toward the salary schedule, and a teacher believes the credits should be allowed the teacher shall forward the request to the School Board. The Board will make the decision. If a teacher is still not satisfied with the decision, a grievance may be filed at the step 3 level by the VAFT.

One time ratification bonus of \$5,000.

*The highest induction salary step a teacher entering the Valdez City School District will be assigned. In cases where the School Board determines a need, the Board may unilaterally waive this limitation.

Deleted: One time payment for FY23 of \$2,000, FY24 of \$2,000 and FY25 of \$2,000

On July 1, 2025 the base salary in the Negotiated Salary Schedule 0 experience and BA education will be increased by 2.75%.

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On July 1, 2026 the base salary in the Negotiated Salary Schedule, 0 experience and BA education will be increased by 3%.

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On July 1, 2027 the base salary in the Negotiated Salary Schedule, 0 experience and BA education will be increased by 3%.

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Add longevity payment at the bottom of the final column. \$1500 per year once a member has completed all steps.

APPENDIX A
NEGOTIATED SALARY SCHEDULE

ARTICLE XI
EXTRA-CURRICULAR ACTIVITIES

The parties to this agreement understand and agree that the Valdez School Board, in its sole discretion, shall determine from year to year the extra-curricular activities to be offered by the District. If the District does not offer an activity listed here, the existing outsourcing procedure will apply if there is sufficient parent or community interest.

If offered by the District, extra-curricular activities will be compensated according to the level indicated and corresponding amount for entire season or prorated for a lesser duration.

The number of positions approved for each activity will be as listed below. A Labor Management Committee will be formed including 3 members of the VAFT and three from the Administration. The primary task for the Committee will be to determine which activities should be included on the list and review the appropriate number of staff assignments for each activity. The committee will complete this task not later than June 30th each year.

****All percentages calculated from column 1 step 2 of the Negotiated Salary Schedule***

High School

A1: Head Coaches High School

Head coaches with more than 3 years experience in that sport.

- 16% Basketball Boys (16.5 wks)
- 16% Basketball Girls (16.5 wks)
- 16% XC Ski (16.5 wks)
- 16% Cheer (16.5 wks)
- 15% Volleyball (14.5 wks)
- 14% Swim (13 wks)
- 13% Rifle (12 wks)
- 13% Wrestling (11.5 wks)
- 13% Football (11.5 wks)
- 13% XC Running (11.5 wks)
- 11% Track (10.5 wks)
- 7.5% NYO
- 7.5% ESports

A2: Above coaches with less than 3 years experience or equivalent experience.

2% less than above A1 percentage

B1: Assistant Coaches- High School

More than 3 years' experience

- 10% Basketball Boys
- 10% Basketball Girls
- 10% XC Ski
- 10% Volleyball

- 9% Rifle
- 9% Swim
- 9% Wrestling
- 9% Football
- 9% XC Running
- 8% Track

B2: Assistant Coaches High School

Less than 3 years' experience: 1% less than above B1

High School Activities and Advisors

- 8.5% High School Yearbook Adv (2) (note 1)
- 2.7% High School Yearbook Adv when class is offered
- 8.5% Academic Decathlon
- 2.7% Academic Decathlon when class is offered
- 8.5% High School Drama
- 2.7% High School Drama when class is offered

- 5.5% Senior Class Adv (2)
- 5.5% Junior Class Adv (2)
- 2.7% Sophomore Class Adv
- 2.7% Freshman Class Adv

- 5.5% Student Council Adv (2)
- 5.5% Pep Band
- 2.7% NHS Adv
- 2.7% Beta Club
- 1.5% Fall and Spring High School Music Concert
- 1.5% Lego Robotics

Middle School

- 13% Middle School Athletic Director
- 13% Wellness Room Advisor

B3: Middle School Head Coaches

- 6.5% Basketball Boys
- 6.5% Basketball Girls
- 6.5% Volleyball
- 6.5% Wrestling
- 6.5% NYO
- 6.5% Cheer
- 5.5% XC Ski
- 5.5% Track
- 5.5% XC Running

Middle School Assistant Coaches

- 5.5% Asst Basketball Boys
- 5.5% Asst Basketball Girls
- 5.5% Asst Volleyball Coach
- 5.5% Asst Wrestling Coach
- 2.7% Asst Track Coach (2)
- 2.7% Asst XC Ski
- 2.7% Asst XC Running

Middle School Activities and Advisors

- 5.5% Middle School Yearbook Adv
- 2.7% Middle School Yearbook Advisor when class is offered
- 2.7% Middle School Student Council Adv
- 2.7% Middle School Drama (2)
- 1.5% Fall and Spring Middle School Music Concert
- 1.5% Lego Robotics

HES

- 1.5% HES Fall and Spring Music Concert
- 1.5% Lego Robotics
- 1.5% After School Clubs based on duration (see item 5 below)

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Additional Notes

*Longevity bonus after 5 years experience, and every year after that, \$150 per year added to max of \$300.

Note 1: If one person, pay at level A1.

The following applies to all of the levels listed above:

1. The District has the right to cancel activities when it deems necessary.

2. In the event that a contract cannot be fulfilled, the adjustment in salary will be made at the following pay period.

3. The District reserves the option to group secondary extra-curricular activities as an assignment in exchange for a given teaching assignment without paying an added duty salary. The District may, at its discretion, combine activities of shorter duration to allow a teacher to qualify for an addendum. Likewise, the District may divide a single activity between two or more teachers.

4. When corresponding course is offered, stipend will not be paid. **Exception when there is the expectation of concerts or performances outside of contract time.**

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Deleted: Special projects or activities may be compensated at an amount to be negotiated between the teachers involved and the District with the concurrence of an officer of VAFT.

Any change in monetary compensation of an extra-curricular contract pursuant to this Article will require mutual agreement of the parties (Board and VAFT).

At the superintendent discretion, additional assistant coaches may be hired due to verified student participation numbers.

ARTICLE XIII

NEW ARTICLE #TBD ASSOCIATION RIGHTS

A. Employment Information

Upon written request, the District will supply VAFT with appropriate information concerning financial and teacher-related statistics that are available and can be reproduced, that would assist VAFT in the collective bargaining process and in the processing of grievances. This provision does not require the District to summarize, recreate, or restructure the information in a special format. 4AAC 19.040

B. Use of School Facilities

VAFT may have the privilege to use school meeting facilities and office equipment, including computers and duplicating equipment, at reasonable times (e.g., outside the work day and lunch.) which do not interfere with primary job responsibilities when such equipment is not otherwise in use. VAFT shall pay, upon request, for the reasonable cost of all charges to the District of materials and supplies incident to such use. The administrator of the building in question will approve in advance of the time and place of all meetings. VAFT shall be permitted to post notices and other materials in a place provided for such purposes in school facilities.

C. Committees

Committees with member representation, which are established by the Superintendent or the Board, shall include VAFT participation. The VAFT President shall be informed before such committees convene. The VAFT President shall appoint a member representative on District committees. The representative(s) selected will be responsible for presenting the position of VAFT.

The District will notify VAFT of the current hiring process for principals.

ARTICLE XV

DURATION

- A. This agreement and each of its provisions is binding and effective upon ratification by both parties. All previous agreements still in force shall become null and void as of July 1, 2022~~5~~. This agreement shall remain in force through June 30, 2025~~8~~.
- B. This agreement is the sole and complete contractual agreement between the Board and the teachers. Any amendment supplemental shall not be binding upon either party unless executed in writing by the parties.
- C. Neither the Bargaining Agent nor any of its officers, agents or members shall instigate, promote, encourage, sponsor, engage in or condone any strike, picketing, slowdowns, concerted work stoppage or any other intentional interruption of work during the term of this agreement.

Spokesman for VCSD

Spokesman for VAFT

Date

Date

2026-2027

Exp.	3% Increase						MA Req.			
	BA		BA+18		BA+36/ MA		BA+54/ MA+18		BA+72/ MA+36	
0	57,257	1.00	60,120	1.05	62,983	1.10	65,846	1.15	68,708	1.20
1	59,547	1.04	62,410	1.09	65,273	1.14	68,136	1.19	70,999	1.24
2	61,838	1.08	64,700	1.13	67,563	1.18	70,426	1.23	73,289	1.28
3	64,128	1.12	66,991	1.17	69,854	1.22	72,716	1.27	75,579	1.32
*4	66,418	1.16	69,281	1.21	72,144	1.26	75,007	1.31	77,870	1.36
5	68,708	1.20	71,571	1.25	74,434	1.30	77,297	1.35	80,160	1.40
6	70,999	1.24	73,862	1.29	76,724	1.34	79,587	1.39	82,450	1.44
7	73,289	1.28	76,152	1.33	79,015	1.38	81,878	1.43	84,740	1.48
8	75,579	1.32	78,442	1.37	81,305	1.42	84,168	1.47	87,031	1.52
9	77,870	1.36	80,732	1.41	83,595	1.46	86,458	1.51	89,321	1.56
10	80,160	1.40	83,023	1.45	85,886	1.50	88,748	1.55	91,611	1.60
11			85,313	1.49	88,176	1.54	91,039	1.59	93,901	1.64
12			87,603	1.53	90,466	1.58	93,329	1.63	96,192	1.68
13			89,893	1.57	92,756	1.62	95,619	1.67	98,482	1.72
14					95,047	1.66	97,909	1.71	100,772	1.76
15							100,200	1.75	103,063	1.80
16									105,353	1.84
17									107,643	1.88

2027-2028

Exp.	3% Increase		BA+18		BA+36/ MA		BA+54/ MA+18		MA Req.	
	BA								BA+72/ MA+36	
0	58,975	1.00	61,924	1.05	64,873	1.10	67,821	1.15	70,770	1.20
1	61,334	1.04	64,283	1.09	67,232	1.14	70,180	1.19	73,129	1.24
2	63,693	1.08	66,642	1.13	69,591	1.18	72,539	1.23	75,488	1.28
3	66,052	1.12	69,001	1.17	71,950	1.22	74,898	1.27	77,847	1.32
*4	68,411	1.16	71,360	1.21	74,309	1.26	77,257	1.31	80,206	1.36
5	70,770	1.20	73,719	1.25	76,668	1.30	79,616	1.35	82,565	1.40
6	73,129	1.24	76,078	1.29	79,027	1.34	81,975	1.39	84,924	1.44
7	75,488	1.28	78,437	1.33	81,386	1.38	84,334	1.43	87,283	1.48
8	77,847	1.32	80,796	1.37	83,745	1.42	86,693	1.47	89,642	1.52
9	80,206	1.36	83,155	1.41	86,104	1.46	89,052	1.51	92,001	1.56
10	82,565	1.40	85,514	1.45	88,463	1.50	91,411	1.55	94,360	1.60
11			87,873	1.49	90,822	1.54	93,770	1.59	96,719	1.64
12			90,232	1.53	93,181	1.58	96,129	1.63	99,078	1.68
13			92,591	1.57	95,540	1.62	98,488	1.67	101,437	1.72
14					97,899	1.66	100,847	1.71	103,796	1.76
15							103,206	1.75	106,155	1.80
16									108,514	1.84
17									110,873	1.88