COLLECTIVE BARGAINING AGREEMENT

BETWEEN

BRISTOL BAY BOROUGH SCHOOL DISTRICT

AND

BRISTOL BAY EDUCATION ASSOCIATION



July 1, 2025 – June 30, 2028

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AGREEMENT EXECUTION

WHEREAS the representative of the Board of the Bristol Bay Borough School District and the representatives of the Bristol Bay Education Association of NEA-Alaska have collectively bargained the terms and conditions of this Agreement between the BBBSD and BBEA, on behalf of the District's teachers; and

WHEREAS the BBEA has certified to the Board that this Agreement has been ratified by a majority of the BBEA's members who are currently employed as teachers in the District; and

WHEREAS the Board has ratified this agreement by an affirmative vote of a majority of the Board at a duly convened public meeting.

THEREFORE BE IT RESOLVED that the BBBSD and the BBEA do hereby fully execute this Agreement by affixing hereto the signatures of the Board President and bargaining spokesperson and the BBEA President and bargaining spokesperson.

FOR THE BRISTOL BAY BOROUGH SCHOOL DISTRICT:

Board President	Date
Board Spokesperson	Date

FOR THE BRISTOL BAY EDUCATION ASSOCIATION:

BBEA President	Date
BBEA Spokesperson	Date

100 DEFINITIONS

101 Agreement: Shall mean this collectively bargained agreement.

102 Board: Shall mean the governing body of the District.

103 Day: Shall mean a calendar day exclusive of Saturdays, Sundays and state-mandated school holidays except as otherwise may be provided herein.

104 District: Shall mean the Bristol Bay Borough School District, and as may be applicable, shall mean the Board and/or the administration of the District.

105 Grievance: Shall mean a claim of an alleged violation, including misapplication or misinterpretation, of this Agreement by the District.

106 Grievant: Shall mean the teacher, teachers, or the BBEA filing a grievance.

107 Semester Hour: Shall mean a semester hour (or the quarter hour equivalent thereof) of coursework approved by the Superintendent. Such coursework shall be provided by a college or university accredited by the Northwest Association of Schools and Colleges (or similar regional association) or approved by the Superintendent. Coursework for which a grade of "D" is awarded shall not be considered approved

coursework. A course description of coursework shall be submitted for approval for advancement on the salary schedule. The Superintendent shall consider the relevancy of the course to the teacher's job assignment and to the District's program and shall render a decision on the request for approval within fourteen (14) days after receipt of the request.

108 Superintendent: Shall mean the Superintendent of the District or his/her designee.

109 Teacher: Shall mean a regularly contracted District employee who occupies a position for which a standard Alaska teacher's certificate is required except for the Superintendent, central office administrators, principals, and principal/teachers.

110 BBEA: Shall mean the Bristol Bay Education Association of NEA-Alaska.

111 BBEA President: Shall mean the President of the BBEA or the President's designee.

112 Year of Service: Shall mean a period of not less than the equivalent of one hundred forty (140) standard workdays on duty, served between July 1 and the following June 30 under contract in a position for which a valid standard teaching certificate is required. Such service shall be in a public (or in an approved or accredited non-public) elementary or secondary school in the United

States (or outside the United States supported by funds of the United States Government). A district-approved extended leave during which the teacher earns not less than twenty-two (22) semester hours of approved coursework shall count as a year of service for salary schedule placement purposes. Up to five (5) years of military service may be counted in the event that the military service interrupted teaching service in Alaska and the teacher immediately returned to teaching after the military service. No year of service can be counted until July 1 following completion of the year of service.

200 MANAGEMENT RIGHTS

The Board expressly retains all of its rights, powers, and duties to govern and manage the District except as specifically may be limited or abridged by this Agreement.

300 RECOGNITION

The District recognizes the BBEA as the exclusive bargaining agent for the District's teachers for the purpose of bargaining this Agreement and for fulfilling the functions and enjoying the privileges of the BBEA as specified in this Agreement.

400 TERMS OF AGREEMENT

401 Scope

This Agreement constitutes the full and complete agreement between the District and BBEA and expressly supersedes any other agreement whether written, oral, expressed, or implied. The District and the BBEA acknowledge that they have fully bargained with respect to the terms and conditions of employment for the District's teachers and have settled such matters and concluded bargaining for the duration of this agreement.

402 Conformity to Law

If any provision of this Agreement is found to be contrary to law by a court, agency, or tribunal having jurisdiction and enforcement powers over the District, and if said body orders that the Agreement be cured to conform to the law, such provision shall be declared invalid and unenforceable upon the exhaustion of any appeal, but all other provisions of the Agreement shall remain unaffected. Neither the District, the BBEA, nor any teacher shall be entitled to make any claim for damages as a result of any such tainted provision and each party expressly waives any right to such claim for damages. Notwithstanding, the provisions of Section 401, the District and the BBEA may agree to bargain a replacement for the tainted provision.

403 Duration

This agreement shall become effective on July 1, 2025, unless otherwise stated in this agreement and shall expire on June 30, 2028.

404 Bargaining

Except as otherwise may be agreed upon, bargaining for a successor agreement shall be governed by applicable Alaska statutes and regulations and by the provisions of this section. Either the Superintendent or the BBEA President may inaugurate bargaining for a successor agreement by giving written notice to the other to be received by January 15, immediately preceding the expiration date. The parties shall exchange their written proposals at a mutually agreeable time and in a mutually agreeable manner not later than five (5) days prior to the first scheduled bargaining date. In the event that neither party gives notice to inaugurate bargaining as provided above, this Agreement, as it reads in the last year of its original timeframe, shall automatically be extended for a period of one (1) year from the scheduled expiration date.

405 Strikes and Lockouts

The BBEA agrees that while this Agreement remains in effect and until impasse occurs in bargaining for a successor agreement and a strike vote is affirmed by a majority of the District's teachers in accordance with applicable Alaska statutes, there shall be no strikes, work stoppages, slowdowns, sick outs, or other concerted job actions against the District. The District shall not lock the teacher out while this Agreement remains in effect and until impasse occurs in bargaining for a successor agreement.

406 Teacher Evaluation

Teachers shall be evaluated in accordance with the District's evaluation procedures adopted by the Board, which meet the requirements of AS 14.20.149.

407 Just Cause

No teacher shall be disciplined in an arbitrary or capricious manner. For purposes of this section, discipline shall be defined as a formal written warning or reprimand that is placed in the teacher's official personnel file, a disciplinary suspension without pay, or a disciplinary reduction of any benefit provided under this Agreement. This section shall not apply or relate to non-retention, dismissal, or transfer.

408 Right to Accompaniment

The teacher has a right to be accompanied by a representative of his/her choice during any disciplinary interview which is likely to result in a written reprimand, loss of pay, non-retention, dismissal, or a meeting which the teacher reasonably believes will lead to disciplinary action.

500 WORK YEAR & WORKDAY

501 W o r k Year

The standard work year shall consist of one hundred eighty-eight (188) days, which shall be made up of days in session, state-mandated school holidays, and at least two **(2)** non-student workdays as prescribed under the Board approved school calendar. Notwithstanding, the standard work year for the newly hired teacher shall be one hundred eighty-nine (189) days for the first year of employment.

502 W o r k d a y

The standard workday shall consist of seven (7) hours and thirty-five (35) minutes exclusive of a duty-free lunch period, except that on the last working day of the week the standard workday shall consist of seven (7) hours and ten (10) minutes exclusive of a duty-free lunch period. From time to time, the standard workday may be extended for reasonable periods for professional activities including but not limited to staff meetings, parent-teacher conferences, student-teacher conferences, and open house functions. In the case of school-wide parent- teacher conferences and open houses, a minimum day will be held on that same day, in consideration of the teachers' need to return to school that evening.

502.1 Inservice Days

An in-service day will be scheduled at the end of each quarter. This day will consist of at least four (4) hours of teacher work time. All remaining in-service days will include no more than five (5) hours of training time unless the training requires the use of the full day. Any time not scheduled for training will revert to teacher work time.

502.2 Teacher Preparation Time

Teachers are entitled to at least sixty (60) minutes in blocks of thirty (30) consecutive minutes of instructional preparation time with the exception of the

last working day of the week as detailed above. This time shall be free of meetings or other duties, unless deemed necessary or urgent by the Superintendent.

503 Reassignment of Teaching Position

If a teacher is reassigned after May 1st, the teacher shall be compensated two (2) leave days or two (2) days per diem for time spent to relocate and/or set up for the new assignment prior to the following school year. The teacher shall decide whether to take the per diem or the leave.

600 PERSONNEL FILES

All materials placed in the teacher's official personnel file shall be the property and under the control of the District. Material filed subsequent to employment in the District shall be available for the teacher's inspection upon request during regular business hours and in the presence of a designated administrative staff person. The teacher shall have the right to respond in writing to any material filed subsequent to employment by the District, and such response shall be included in their personnel file.

Evaluation forms and other documents pertaining to the teacher's performance and character shall remain a permanent part of their personnel file and shall not be removed without written notification to the teacher and with the teacher's consent. Material originating within the district, which is derogatory to a teacher regarding that teacher's conduct, service, character or personality, shall not be placed in a teacher's file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature to the actual copy to be filed. Such signature does not necessarily indicate agreement with the content of such material. If the teacher refuses to sign the material, notice of such refusal shall be forwarded to the BBEA and a copy of such notice shall be attached to the material to be filed.

Upon written request, the teacher shall be provided one (1) copy of any materials in his/her personnel file that originated subsequent to initial employment. Additional copies shall be made available for fifty (50) cents per sheet.

700 HEALTH INSURANCE

The District shall provide family medical/dental/audio/vision insurance through the Public Education Health Trust (PEHT). Plan design, including deductibles, co-insurance, P.P.O.s, etc., shall be determined by the Trust. The District will pay the plan premium for full-time employees up to $1,600 per month. Employees who work less than full-time, but at least fifteen (15) hours per week, will have the premiums pro-rated with the employee paying the difference through a payroll deduction. Employees who work less than fifteen (15) hours per week are not entitled to health insurance.

Health insurance plan premiums that exceed the District's monthly cap shall be split equally between the parties, i.e., the District shall pay fifty (50) percent of the premium plan amount above the cap and the teacher shall pay fifty (50) percent of the premium plan amount above the cap. An increase of ten (10) percent or greater in insurance and/or associated costs during any year of this agreement will reopen negotiations on insurance. An employee will receive $800/month for opting out of health insurance coverage provided through District employment. The employee must provide to the District proof of alternative health insurance coverage.

An average of the actual insurance rates used by all district plan participants, or the composite rate provided by PEHT, whichever is lower, will be used to determine the employee's premium contribution. The District will provide a yearly summary to the Association of how rates were calculated before they are applied. The District is free to select either the composite or tiered rates with regard to how it pays the PEHT.

The Association and the District agree to form a committee which will explore ways to reduce the cost of insurance to district employees. The Committee will report their findings to the bargaining teams of both parties. If both the Association and District agree, this section may be reopened during the lifetime of this agreement.

701 Medevac Plan

The District shall provide an individual or family medevac plan with a value of up to $150/year for any employee working fifteen (15) hours or more per week.

800 LEAVES OF ABSENCE

801 Definition

Immediate family shall be defined as the teacher's spouse, child/ren (including foster child/minor legal wards), parent/s, sibling/s, grandparent, and grandchild(ren).

802 Emergency Leave

In the event of serious illness or death of an immediate family member, the Superintendent shall grant the teacher the right to use a maximum of ten (10) days per year of the teacher's accrued sick leave. The teacher shall verify the serious illness by submitting a statement from the family member’s attending physician on return to duty.

A travel delay as defined in Section 807, that occurs when a teacher is on emergency leave shall be allowed accrued sick leave to extend the ten (10) day limit by one (1) day.

803 Personal Leave

The full-time teacher shall accrue personal leave at the rate of three (3) days per work year. Accrual shall be pro-rated for the teacher who works less than the standard work year and/or who is regularly assigned to work less than the standard workday. Personal leave shall be accumulated up to six (6) days in a given year. The teacher may use accrued personal leave in one-half (.5) day increments upon twenty-four (24) hours prior notice to the supervisor, which notice may be waived in the event of an emergency. Notwithstanding, except upon the express prior approval of the Superintendent, personal leave may not be used during the

first or last five (5) working days of the work year or on the working day immediately prior to or immediately after a holiday or vacation period. Pre-planned sick leave may not be used in conjunction with personal leave to extend an absence. Furthermore, personal leave may be denied when, in the Superintendent's judgment, the leave is likely to disrupt the educational program. In the event multiple teachers request personal leave on the same day(s) and the Superintendent or designee determines it necessary to deny leave to one (1) or more of the teachers, preference will be given to the teacher that has used the least amount of leave in the current school year. Upon request, the Superintendent shall confer with the teacher regarding the denial of leave. Unused personal leave may be cashed out at $150.00 per day with payment for any such cash out being included with the teacher's final paycheck for the work year.

804 Jury Leave

A certificated employee selected to serve as a juror shall be granted leave without loss of pay or benefits. The amount equal to the remuneration received while in the capacity of a juror shall be returned to the district.

805 Extended Leave

Upon written request detailing the reason for the leave, received by the Superintendent not later than February 1st, the full-time teacher with four (4) or more consecutive years of contracted district teaching service prior to the proposed leave may, at the sole discretion of the District, be granted a one (1) year extended leave of absence. The District shall notify the teacher of action on the leave request within sixty (60) days after the submission of the request.
If the full-time teacher has seven (7) or more years of contracted District teaching service, four (4) of the most recent years must be consecutive, the District may classify the leave as sabbatical. At its sole discretion, the District may or may not provide partial salary for the teacher on extended leave. However, if the district classifies the leave as sabbatical, the District shall pay its portion of the Teacher's Retirement Contribution during the leave, based upon the teacher's most recent annual salary.

The teacher shall be offered a teaching position with the District for the year following the extended leave and, upon return to duty, shall be credited with any sick leave accumulated as of the commencement of the leave. As a condition of any leave granted under this section, the teacher expressly waives any and all entitlements or rights to unemployment compensation or benefits and expressly agrees not to file for or accept unemployment compensation or benefits attributable to the leave period.

806 Misuse

The teacher shall not make a false statement regarding leave or use a leave period for any purpose other than the purpose for which the leave was granted.

807 Travel Delay

When a teacher's travel is conducted on behalf of the District, no disciplinary action may be taken against him/her in the event weather or other transportation factor beyond his/her control delays the individual's return to work. A teacher's absence under these circumstances will be charged to administrative leave.

When a teacher's travel is conducted in connection with personal or emergency leave and his/her return to work is delayed for whatever reason, the absence/s will be charged to personal leave. If accumulated personal leave has been exhausted, s/he will take the absence/s as leave without pay.

808 Sick Leave

All certificated teachers under contract shall be entitled to sick leave as provided in the Rules and Regulations of the State Board of Education, 4 AAC 15.040. Except that a teacher new to the district that does not have accumulated sick leave will be credited with six (6) days on the second day of the teacher's contract term to a maximum of one and one-third (1.33) days per month. The remaining sick leave will be credited the teacher on the second day of the second semester. Returning teachers shall have the full year of sick leave twelve (12) days (1.33 X 9) credited to their account on September 1 of each school year.

If a teacher does not complete his/her contract, the value of any days used but not earned will be deducted from his/her final pay.

In the event a teacher's sick leave and sick leave bank allocations have been exhausted and the teacher remains unable to return to work, that teacher shall be granted leave without pay not to exceed the contract year of that illness.
For the purposes of this Article, temporary disabilities such as pregnancy and pregnancy-related medical conditions (not to include maternity leave after the birth of a child) are to be treated the same as any other medical condition.
In the event of illness of an immediate family member, a teacher shall be granted use of up to ten (10) days of his/her sick leave annually.

809 Parental Leave

At the time of childbirth or adoption the employee shall be granted up to forty-five (45) days of parental leave. Parental leave runs concurrently with any leave available to the teacher under FMLA and/or AFLA. Such leave will be charged to sick and personal leave. In cases where the employee does not have enough sick and personal leave accrual to cover such a leave, the employee may use leave without pay. If both parents are employed by the District, ten (10) days of parental leave may be taken concurrently. Parental leave may be extended by taking leave without pay, and with written approval of the Superintendent. The Family Medical Leave Act provisions shall be followed.

810 Sick Leave Bank

A. Overview

In accordance with AS 14.14.105, The Bristol Bay Borough School District (BBBSD) and Bristol Bay Education Association (BBEA) will operate a sick leave bank for those staff members covered by this agreement.

B. Member Donations

1. Each member covered under this agreement shall have one (1) day of sick leave deducted from his/her personal sick leave account unless the member has presented written notification to the business office by September 15 of his/her desire not to participate in the sick leave bank.

2. Any member not making the annual contribution will be ineligible to apply to the sick leave bank during that school year or the following summer.

3. A staff member not participating in the sick leave bank shall have the ability to rejoin at the beginning of the next school year.

4. Days contributed become property of the sick leave bank and cannot be retrieved once the contribution has been made.

5. Once the bank reaches a total of fifty (50) days no further deductions shall be taken from member's personal sick leave accounts unless the total of sick leave days available drops below thirty (30).

6. Should the number of days in the bank drop below thirty (30) another day shall be withdrawn from each member's personal sick leave account. (No more than three (3) withdrawals in one (1) school year shall be made.)

7. Staff, new to the District, covered under this agreement shall have the option of joining (contributing to) the sick leave bank regardless of the total accumulated days available in the bank.

C. Administration of the Sick Leave Bank

1. The Sick Leave Bank shall be administered by a committee of three (3). The Association shall appoint two (2) members and the District one (1).

2. All requests shall be presented to the Superintendent who will forward requests to the Sick Leave Bank Committee.

3. The committee shall have sole authority to rule on applications to the sick leave bank.

4. The "Sick Leave Bank Committee" shall meet within five (5) workdays of receipt of a request. Requests for sick leave must be approved by a majority vote of the committee.

5. The Sick Leave Bank Committee has authority to request additional information

before a decision is rendered. Additional requests for explanation are not limited to but may include information on the medical condition and explanation from the attending physician.

D. Utilization

1. A member shall be eligible for withdrawal of days from the sick leave bank only after having depleted all of his/her sick leave and personal leave days.
2. Awards in a given school year shall be limited to no more than twice the number of sick leave days accrued by the teacher as of the start of the school year in which the application is submitted.
3. Persons withdrawing sick leave days from the bank will not have to replace these days except as a regular contributing member of the bank.
4. Sick leave days will only be awarded for individual member's illness or injury. (Requests not meeting this requirement will not be considered.)
5. Requests will not be considered for maternity or paternity leave.

1000 GRIEVANCE PROCEDURE

1001 Purpose

The purpose of the grievance procedure shall be to secure, at the lowest administrative level, a fair, equitable, and expeditious solution to a grievance. Alleged violations covered by the grievance procedure may be adjudicated only under this procedure, and alleged violations not covered by the grievance procedure may not be adjudicated under this procedure.

1002 Stipulated Settlements

The grievant and the Superintendent may stipulate in writing to a settlement of the grievance at any point in the process.

1003 Time is of the Essence

The timelines as provided under this article shall be adhered to strictly except by the prior written agreement of the grievant and the Superintendent. In the event that a timeline is exceeded by the grievant, the grievance shall be waived. If the District

exceeds a timeline, the grievance shall automatically be eligible for appeal to the next level of the grievance procedure.

1004 Participation and Representation

The grievant shall attend all formal grievance hearings and shall not be subject to reprisals by the District for legitimate participation in the grievance procedure. The grievant and any other party in the grievance procedure shall be entitled to representation of their choosing.

1005 Witnesses

At all levels of the grievance procedure, the grievant and the District shall be allowed to call, examine, and cross-examine witnesses. Each party shall furnish the other with a written list of witnesses not less than forty-eight (48) hours prior to any grievance hearing, except that this requirement shall not be applicable to rebuttal witnesses.

1006 Noninterference with Duty

Grievance hearings, discussions, investigations, and other matters related to the processing of the grievance shall be conducted outside the teacher's normal workday.

1007 Grievance Hearing Records and Decisions

Hearing records or any reference thereto shall not be placed in personnel files. The District may, however, maintain separate grievance files, which shall not be open to inspection as personnel files.

The hearing decision at each level shall be in writing, shall set forth the reasoning underlying the decision, shall be signed, and shall be delivered to the grievant as provided under this article.

1008 Grievances and Appeals

The grievance shall be in writing, shall set forth with reasonable specificity the facts of the grievance, shall identify the provision(s) of the Agreement alleged to have been violated, shall state the specific redress sought, shall be signed by the grievant (or representative), and shall be received by the supervisor or Superintendent as applicable not later than ten (10) days after the date of the alleged violation, excepting recognized holidays and scheduled vacation periods within the school year.

The appeal of the grievance decision shall be in writing, shall set forth the reasons for the appeal, and shall be signed by the grievant (or representative) or the BBEA President as applicable.

1009 Obligations of the Parties

All parties to the grievance shall be obligated to abide by all of the provisions of this article for the processing of the grievance and shall be obligated to abide by all other provisions of this Agreement during the pendency of the grievance. The District shall not be obligated to accept, hear, render a decision upon, or provide any redress regarding the grievance not pursued in accordance with the provisions of this article. Except as otherwise may be provided under this article, the grievant, the BBEA, the District, and any other party shall each be responsible only for their own respective costs relative to their performance under this article.

1010 Procedure

1010.1 Informal

Either the teacher or the administrator will request an informal meeting to resolve an issue or dispute, in order to avert the filing of a grievance. If the informal attempt to resolve the dispute fails, the initial grievance shall be filed at level one (1); or at level two **(2)**, if a higher-level administrator or the Board is the alleged cause.

1010.2 Level One, Immediate Supervisor

Upon receipt of the initial grievance, as provided under Section 1008 above, the supervisor shall schedule a hearing to be held within seven (7) days after receipt and shall notify the grievant not less than forty-eight (48) hours in advance as to the time and place of the hearing. The hearing decision shall be delivered within five (5) days after the date of the hearing.

The grievant may appeal to level two (2) by delivering an appeal to be received by the Superintendent within ten (10) days after the date of the hearing.

1010.3 Level Two, Superintendent

Upon receipt of the initial grievance, as provided under Section 1008 above or the appeal as provided under Section 1010.1 above, the Superintendent shall schedule a hearing to be held within fifteen (15) days after receipt and shall notify the grievant not less than seventy-two (72) hours in advance as to the time and place of the hearing. If the grievance pertains to coursework for advancement on the salary schedule, the BBEA President shall also be notified and shall participate in the hearing. The hearing decision shall be delivered within ten

(10) days after the date of the hearing. The BBEA President may deliver an appeal to level three (3) to be received by the Superintendent within twenty (20) days after the date of the hearing.

1010.4 Level Three, Binding Arbitration

Within five (5) days after receipt of the level three (3) appeal, the Superintendent shall deliver a request to the Federal Mediation and Conciliation Service to furnish a list of seven (7) available arbitrators. Within five (5) days after receipt of the list, the Superintendent and the BBEA President shall meet to select the arbitrator. After the flip of a coin to determine who shall be first, the Superintendent and the BBEA President shall alternately strike names from the list until one (1) remains who shall be the arbitrator.

1010.4.1 Introduction of New Evidence

No new witness, testimony, or other evidence may be introduced at level three (3) unless the Superintendent receives from the BBEA President, or vice versa, not less than forty-eight (48) hours prior to the hearing, written notice of the names of any new witnesses, the substance of any new testimony or other evidence, and copies of any new documents to be introduced. However, such notice shall not be required for rebuttal witnesses and evidence.

1010.4.2 Rules

Except as may otherwise be specified under this article, arbitration shall be conducted under the existing voluntary labor arbitration rules of the American Arbitration Association.

1010.4.3 Decision

The arbitrator shall deliver the written decision to the Superintendent and to the BBEA President within thirty (30) days after the close of the hearing. The arbitrator shall make no decision that is contrary to this Agreement, nor shall the arbitrator have the authority to add to, subtract from, disregard, alter, or modify any provisions of this Agreement, nor shall the arbitrator render a decision on any matter beyond the scope of the specific grievance. Furthermore, the arbitrator shall not have the power to change any practice, policy, or rule of the District, nor to substitute the arbitrator's judgment for that of the District as to the reasonableness or appropriateness of such practice, policy, or rule except as it may directly pertain to the specific grievance.

In the award with a retroactive effect, the award shall not have effect beyond the teacher's first working day of the work year during which the initial grievance is received. The award shall not include punitive damages.

1010.4.4 Restriction on Appeals

The decision of the arbitrator shall be final and binding upon the parties and no appeal may be taken except under the express provision of Alaska law for appeals of arbitration decisions.

1010.4.5 Charges

The charges of the arbitrator shall be split equally by the parties.

1100 SALARY

1101 Placement on the Salary Schedule Column Placement

The teacher shall be placed on the appropriate column of the salary schedule on the basis of official transcripts received by the Superintendent on or before October 1. The transcripts must show the degree(s) conferred and the coursework completed prior to September 1 of the work year during which the placement is to become effective. Placement shall be based upon a baccalaureate, masters, or received from a regionally accredited or approved institution earned coincident with or subsequent to the teacher's eligibility for a standard Alaska teacher's certificate. Column placement shall further be governed by the following definitions:

BA: Shall mean a baccalaureate degree.

BA+12; BA+24; BA+36, BA+56: Shall mean twelve (12), twenty-four (24), thirty-six (36) and fifty-six (56) semester hours respectively, earned subsequent to the conferring of the baccalaureate degree and subsequent to the teacher's eligibility for a standard Alaska teacher's certificate.

MA: Shall mean a master's degree.

MA+18, MA+36: Shall mean eighteen (18), or thirty-six (36), semester hours, respectively, earned subsequent to the conferring of the master's degree* and subsequent to the teacher's eligibility for a standard Alaska teacher's certificate.

1101.1 Step Placement

The teacher shall be placed on the appropriate step of the salary schedule on the basis of the documentation received by the Superintendent directly from the previous employer(s) by October 1 showing the years of service prior to employment with the District and of District documentation of in-District years of service completed prior to July 1 preceding the first working day of the work year during which the placement is to become effective. Out-of-district years of service for step placement purposes shall be limited to a maximum of seven (7) years.

The teacher shall not be advanced on the salary schedule more than one (1) step per year.

1101.2 Placement Adjustments

In the event of an adjustment necessitated by the submission of additional documentation in accordance with Sections 1101.1 and 1101.2 which affects column and/or step placement, the adjustment shall be made retroactive to the first working day of the then current work year, and the total amount of the adjustment shall be pro-rated and reflected on the remaining salary installments for the year.

1101.3 Placement Stability

Notwithstanding the provisions of Sections 401, 1101.1, and 1101.2 above, the teacher who began work as a District teacher during term of the predecessor agreement and who was placed on the salary schedule on the basis of the requirements of that agreement shall retain the number of semester hours and years of service previously granted and shall be permitted to advance on that column of the salary schedule. However, the teacher may not move to a more advanced column until the requirements of this Agreement have been met for placement in that column.

1101.4 Conditional BSA Language

The Base Increase for this agreement shall be 3% for FY26, 2% for FY27, and 1% for FY28.

1101.5 Professional Development Fund

The District shall establish a "Professional Development Fund "PDF" with an annual allocation of $6,500 for the purpose of staff development. If not expended the PDF will carry over. The fund will have a maximum amount of $13,000. Funds are for the express purpose of teacher training in education related areas.

A. Administration of the Professional Development Fund.

1. The PDF shall be managed by a committee comprised of three (3) to include the Principal or Superintendent and two (2) teacher representatives.
2. This committee shall meet each quarter to develop and review the District's professional development and upcoming training requests. Priority will be given to staff members based on their historical use of the fund. Staff members with the least use will be given the highest priority. Staff with the most use will be given the lowest priority.
3. The committee shall have the authority to allocate funds for individual staff development up to a maximum of six (6) undergraduate credits or three (3) graduate-level credits in a fiscal year not to exceed the amount of $1,500.
4. An award of approximately $500.00 can be made to a teacher for (towards) professional development for associated costs for registration, travel expenses, etc., at discretion of the committee.
5. The PDF may be used to fund group professional development.
6. A teacher will be compensated for their academic credits after proof of successful completion.

1102 Payment

1102.1 Installments

The teacher's annual salary shall be paid in equal monthly installments on the last working day prior to the twenty-sixth (26^{th}) of each month beginning with the first month of the work year that the major portion thereof is served and ending with the following August. Notwithstanding, the teacher may elect to have the annual salary pro-rated as provided above but ending with the month during which the last day is scheduled to be worked. Such election shall be made in writing, received by the Superintendent within ten (10) days after the

teacher's first working day of the work year, and shall remain in effect from year to year unless revoked in writing and received by the Superintendent within ten (10) days after the teacher's first working day of a subsequent year.

1102.2 Payroll Deductions

The District shall make payroll deductions as required by law. Upon prior written authorization as required, the District may make other payroll deductions including, but not necessarily limited to, contributions to tax-sheltered annuities.

1103-New Hire Supplement

The District shall pay teachers newly hired into the District a one-time payment in the amount of $4,000. Payment shall be made on the first day of work. Requests for an advance may be made to the Superintendent.

If a teacher resigns, or is terminated with cause, without fulfilling their initial contract, the district is entitled to recoup a pro-rated (based on quarters completed) amount of the supplement from their final paycheck. Exceptions may be made by the Superintendent in cases of hardship, medical necessity, or settlement on a case-by-case basis.

1200 ADDED DUTY – General

Compensable added duty shall be defined as work performed by the teacher outside the standard workday which is related to the student activity program and which is covered by an added duty contract. The teacher who agrees to perform added duty pursuant to this article shall execute an added duty contract, which shall include but not be limited to the activity name, the tentative period to be covered, and a general statement of basic duties, the immediate supervisor, and the compensation rate. The compensation rate shall be determined by the District's student activity program added duty compensation schedule. Payment for added duty shall be made in two (2) equal installments after the successful completion of duties to the approximate mid-point of the activity and then to the end of the activity. Nothing herein shall be construed as a constraint upon the teacher who elects to provide services relative to the student activity program without compensation.

1202 Compensation Schedule

Athletic Director	$5,000
Head Coach – Basketball	$3,460
Head Coach – Wrestling	$2,792
Head Coach – Volleyball	$2,792
Head Coach – Cross Country	$2,560
Head Coach – Native Youth Olympics	$2,400
Student Council Advisor	$1,808
7th Grade Class Sponsor	$500
8th Grade Class Sponsor	$500
9th Grade Class Sponsor	$500
10th Grade Class Sponsor	$500
11th Grade Class Sponsor	$500
12th Grade Class Sponsor	$500
District Testing Coordinator	$2,000
Tech Liaison Coordinator	$3,000

(1) The above list of extra-duty activities and their corresponding stipends will serve as the basis for establishing the amount to be paid a sponsor of that activity during the school year.

(2) Additional activities that are approved, but not listed, will have the initial stipend determined through mutual agreement between the activity Sponsor and the Superintendent with the concurrence of the Association. Once the initial stipend is agreed upon, subsequent stipends will be guided by this agreement.

1203 Equal Per Diem

Coaches and Sponsors, when traveling in conjunction with fulfilling their added duty responsibilities, shall be paid at the District's established per diem rate.

1300 BRISTOL BAY EDUCATION ASSOCIATION

1301 Leave

The BBEA shall be entitled to ten **(**10**)** days of compensated leave during the school year for BBEA business. BBEA leave shall not accumulate from year to year and shall not be available for a strike or any other concerted job action or to support such activities in

any other district. The BBEA President shall notify the Superintendent, not less than forty-eight (48) hours in advance, as to the teacher(s) who will be on leave. The number of teachers that can be out on this leave will be limited to two (2) except that three (3) can be out on a Friday.

1302 Dues Deductions

Upon receipt by the Superintendent, not later than October 1, of written, or electronic, authorization from the teacher, BBEA dues shall be deducted from the teacher's paychecks in equal monthly installments beginning with the October payroll. The dues so deducted shall promptly be transmitted to the BBEA President. The teacher may revoke the dues deduction authorization by written notice to be received by the BBEA president on or before September 15th. The BBEA shall promptly notify the District's accounting office of any such revocation. Dues deductions shall continue year to year unless revoked by an individual teacher as detailed above.

1303 Employer Information

The District will make available to BBEA a copy of all non-confidential public materials contained in the information packet furnished to the Board of Education relative to regularly scheduled or special meetings.

1304 Notice of Vacancies

The BBEA President shall be provided with a copy of any teacher position vacancy notice, or notice of potential teacher vacancy on the date the notice is posted publicly or advertised by the media or placement service. Due consideration shall be given to any written teacher request for reassignment to a vacant teacher position.

2025-2026 Salary w/index (FY26-28, 3%,2%, 1%)

Increase 3%

Years Experience	BA		BA+12		BA+24		BA+36		BA+56/MA		MA+18		MA+36	
0	55109	1.00	56670	1.03	58415	1.06	60069	1.09	62273	1.13	64202	1.16	66130	1.20
1	57231	1.04	58966	1.07	60620	1.10	62273	1.13	64477	1.17	66406	1.20	68335	1.24
2	59518	1.08	61171	1.11	62824	1.14	64477	1.17	66682	1.21	68610	1.24	70540	1.28
3	61722	1.12	63375	1.15	65028	1.18	66682	1.21	68886	1.25	70814	1.25	72744	1.32
4	63926	1.16	65579	1.19	67232	1.22	68886	1.25	71091	1.29	73019	1.32	74948	1.36
5	66130	1.20	67784	1.23	69437	1.26	71091	1.29	73295	1.33	75224	1.37	77152	1.40
6	68335	1.24	69989	1.27	71642	1.30	73295	1.33	75499	1.37	77428	1.40	79356	1.44
7	70540	1.28	72193	1.31	73846	1.34	75499	1.37	77703	1.41	79632	1.44	81562	1.48
8	72744	1.32	74397	1.35	76050	1.38	77703	1.41	79907	1.45	81837	1.48	83797	1.52
9			76601	1.39	78254	1.42	79907	1.45	82113	1.49	84041	1.52	85970	1.56
10					80458	1.46	82113	1.49	84317	1.53	86245	1.56	88174	1.60
11							84317	1.53	86521	1.57	88450	1.61	90378	1.64
12									88725	1.61	90654	1.64	92583	1.68
13											92858	1.66	94787	1.72

2026-2027 Salary Schedule w/index (FY26-28, 3%,2%, 1%)

Increase 2%

Years Experience	BA		BA+12		BA+24		BA+36		BA+56/MA		MA+18		MA+36	
0	56211	1.00	57803	1.03	59583	1.06	61270	1.09	63518	1.13	65486	1.16	67453	1.20
1	58376	1.04	60145	1.07	61832	1.10	63518	1.13	65767	1.17	67734	1.20	69702	1.24
2	60708	1.08	62394	1.11	64080	1.14	65767	1.17	68016	1.21	69982	1.24	71951	1.28
3	62956	1.12	64643	1.15	66329	1.18	68016	1.21	70264	1.25	72230	1.25	74199	1.32
4	65205	1.16	66891	1.19	68577	1.22	70264	1.25	72513	1.29	74479	1.32	76447	1.36
5	67453	1.20	69140	1.23	70826	1.26	72513	1.29	74761	1.33	76728	1.37	78695	1.40
6	69702	1.24	71389	1.27	73075	1.30	74761	1.33	77009	1.37	78977	1.40	80943	1.44
7	71951	1.28	73637	1.31	75323	1.34	77009	1.37	79257	1.41	81225	1.44	83193	1.48
8	74199	1.32	75885	1.35	77571	1.38	79257	1.41	81505	1.45	83474	1.48	85473	1.52
9			78133	1.39	79819	1.42	81505	1.45	83755	1.49	85722	1.52	87689	1.56
10					82067	1.46	83755	1.49	86003	1.53	87970	1.56	89937	1.60
11							86003	1.53	88251	1.57	90219	1.61	92186	1.64
12									90500	1.61	92467	1.64	94435	1.68
13											94715	1.66	96683	1.72

2027-2028 Salary Schedule w/index (FY26-28, 3%,2%, 1%)

Increase 1%

Years Experience	BA		BA+12		BA+24		BA+36		BA+56/MA		MA+18		MA+36	
0	56773	1.00	58381	1.03	60179	1.06	61883	1.09	64153	1.13	66141	1.16	68127	1.20
1	58959	1.04	60747	1.07	62451	1.10	64154	1.13	66425	1.17	68411	1.20	70399	1.24
2	61315	1.08	63018	1.11	64721	1.14	66424	1.17	68696	1.21	70682	1.24	72670	1.28
3	63586	1.12	65289	1.15	66992	1.18	68696	1.21	70967	1.25	72953	1.25	74941	1.32
4	65857	1.16	67559	1.19	69262	1.22	70966	1.25	73238	1.29	75224	1.32	77211	1.36
5	68127	1.20	69831	1.23	71534	1.26	73238	1.29	75509	1.33	77496	1.37	79482	1.40
6	70399	1.24	72103	1.27	73806	1.30	75509	1.33	77779	1.37	79766	1.40	81753	1.44
7	72670	1.28	74373	1.31	76076	1.34	77779	1.37	80050	1.41	82037	1.44	84025	1.48
8	74941	1.32	76644	1.35	78347	1.38	80050	1.41	82320	1.45	84308	1.48	86328	1.52
9			78914	1.39	80617	1.42	82320	1.45	84593	1.49	86579	1.52	88566	1.56
10					82888	1.46	84593	1.49	86863	1.53	88850	1.56	90837	1.60
11							86863	1.53	89134	1.57	91121	1.61	93107	1.64
12									91405	1.61	93392	1.64	95379	1.68
13											95662	1.66	97650	1.72