

NEGOTIATED AGREEMENT

between the

NORTH SLOPE BOROUGH SCHOOL

DISTRICT

and the

NORTH SLOPE EDUCATIONAL

ADMINISTRATORS' ASSOCIATION

July 1, 2009 – June 30, 2012

AGREEMENT

NORTH SLOPE EDUCATIONAL
ADMINISTRATORS' ASSOCIATION
and
NORTH SLOPE BOROUGH
SCHOOL DISTRICT

Ratified by: _____
North Slope Educational Administrators' Association

Date: _____

Adopted by: _____
North Slope Borough School Board

Date: _____

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PREAMBLE

This Agreement is made and entered into this _____ day of February 2009, effective July 1, 2009, by and between the North Slope Borough School District Board, hereinafter referred to as the Board, and the North Slope Educational Administrators' Association, hereinafter referred to as NSEAA, which is the recognized bargaining representative for the Administrative Unit (as defined in Definition D) of the North Slope Borough School District.

DEFINITIONS

- A. "**District**" means the North Slope Borough School District.
- B. "**Employee**" means a member of the NSEAA.
- C. "**Superintendent**" means the District Superintendent of Schools or designee.
- D. "**Administrative Unit**" means the bargaining unit comprised of District building level administrators (principals/assistant principals) who possess a State of Alaska Type B and Type A Alaska Teaching certificate.
- E. "**Work Day**" means a normal Monday through Friday, non-holiday, day of work in the District, not the workday schedule of the employee.

ARTICLE 1

RECOGNITION

The Board recognizes the NSEAA as the exclusive representative of all employees for the purpose of collective bargaining over salaries, wages, hours, and other terms and conditions of employment. The NSEAA shall be considered the sole bargaining agent for the Administrative Unit and be recognized as such until an election is held which decertifies the NSEAA as bargaining agent.

For the purposes of this Article, curricular matters defined as those subjects and courses of instruction taught in District schools, shall not be construed as terms and conditions of employment.

ARTICLE 2

INSURANCE REMEDIES

All insurance obligations imposed on the District under this Agreement shall be construed to require the obtaining of standard and readily available policies procurable through normal American channels. NSEAA shall have the right to inspect all policies obtained, and to institute grievance proceedings if it believes that the District has not obtained appropriate insurance. However, in no event shall the District be liable in damages for breach of any agreement to obtain or afford insurance or insurance coverage.

ARTICLE 3

MEDICAL COVERAGE

The District shall provide a comprehensive health program for the employee and all dependents at no cost to the employee. Dependent includes spouse and all minor children to age 19 and/or students involved in college or training to the age of 23 years. The deductible shall be \$100.00 per employee and \$300.00 per family per year. The health program will include, at a minimum, all coverage provided to District teachers as of July 1, 1996.

ARTICLE 4

TRAVEL INSURANCE

The Board will provide for each employee at least \$500,000.00 life insurance coverage for traveling while on District business. This coverage is in addition to that provided in Article 6.

ARTICLE 5

LIABILITY INSURANCE

The Board shall provide liability insurance coverage to each employee in an amount of not less than \$1,000,000.00. Said coverage shall insure against liability for damages awarded against the employee for acts or omissions within the scope of District employment, including, but not limited to, the supervision of extracurricular activities and community school events. The insurance coverage will be subject to customary and usual exclusions.

ARTICLE 6

LIFE INSURANCE

The District shall provide on a fully paid basis, a group life insurance protection plan for each employee in a face amount triple the employee's annual salary rounded to the next highest \$1,000.00 to be paid to the employee's designated beneficiary. At the employee's written designation, however, the group life insurance may be reduced to double the employee's annual salary, rounded to the next higher \$1,000.00. In the event of accidental death the insurance shall pay double the face amount of the policy. Should the life insurance carrier require a medical examination for underwriting purposes, the District will pay the cost for the physical examination and the employee shall willingly agree to such exam, or be limited to a maximum face amount coverage of \$250,000.00.

ARTICLE 7

PERSONAL PROPERTY INSURANCE

The District shall provide, on a fully paid basis, a group personal property protection plan for a household in the amount of \$20,000.00 per household, less \$250.00 deductible per claim. This protection plan may be purchased through an Insurance Company, or, at the District's option, the District may choose to self insure and administer claims in a manner

similar to the way an Insurance Company would administer the claim. Specifically, the District shall request reasonable documentation, inventories of lost or damaged items, reasonable replacement costs or depreciated values; the protection plan shall not reimburse for losses on items not normally covered by a personal property insurance plan, including but not limited to recreational vehicles, cash, personal autos and trucks. Further, in accordance with normal personal property insurance policies, losses from burglary will be covered per the above restrictions; but losses from robbery shall not be covered.

Notwithstanding the above exclusions regarding personal autos and trucks, the District recognizes that occasionally a personal vehicle may be vandalized or otherwise damaged as a direct consequence of the employee's position with the District. In those cases the District shall also provide self-insured protection to a maximum of \$3,000.00 per occurrence and \$6,000.00 per fiscal year, after the employee has produced sufficient documentation to demonstrate to the Superintendent's satisfaction the cost of the damages incurred and that the loss occurred as a direct consequence of the employee's position with the District.

ARTICLE 8

PHYSICAL EXAMINATIONS

If the District requires an employee to undergo a medical examination, the Board will pay full cost of said examination. The examination will be performed by a mutually agreed upon physician, according to Board specifications. Failing mutual agreement, the employee may be required to undergo a second exam by a Board selected physician, and the Board will pay for the second exam only.

ARTICLE 9

DRUG TESTING

The parties have agreed that the District may design and implement, without the obligation for further negotiation, a drug testing policy providing for drug testing prior to employment, upon annual return to duty, and for cause. The policy shall be consistent with the provisions of Alaska Statute Sections 23.10.600 – 699, as may be amended from time to time.

ARTICLE 10

TRANSPORTATION FOR MEDICAL REASONS OR HOSPITALIZATION

The District shall continue to provide medical insurance which will pay for transportation costs incurred by an employee according to the criteria set by the insurance carrier. Eligible costs will be approved by the Superintendent for reimbursement without pre-authorization in the case of an extreme emergency.

ARTICLE 11

WORKERS' COMPENSATION LEAVE

The District shall provide Workers' Compensation for on-the-job injury for employees in the amount and coverage required by law. In addition the Board will ensure an eligible employee full salary for a maximum of one year by compensating the employee the difference between the employee's regular salary and the monthly compensation provided by Workers' Compensation. If an employee is unable to return to work after the one-year period, the employee may be terminated without prejudice.

ARTICLE 12

MEDICAL LEAVE

At the discretion of the Board, unpaid leave for medical purposes may be granted for up to a one-year period and extended for an additional one-year period. During medical leave, the Board will pay for medical and life insurance coverage for the first year. The granting of medical leave will require a letter from the physician treating the employee, outlining the nature of the disability and estimating when the employee will be able to return to employment. At the end of the leave period granted by the Board, if the employee is unable to return to work, the employee may be terminated without prejudice.

ARTICLE 13

MILITARY LEAVE

An employee who is a member of a reserve component of the United States armed forces is entitled to paid leave on all work days during which the employee is ordered to training duty, as distinguished from active duty, with troops or at field exercises or for instruction. The paid leave may not exceed 16-1/2 workdays in 12 months. This section distinguishes reserve duty from induction into the United States armed forces. Under no circumstance will the combined salary exceed the normal per diem rate.

ARTICLE 14

ANNUAL/PERSONAL LEAVE

Each employee shall accrue five days of pre-credited personal leave and no annual leave each contract year. Available accrued leave may not exceed ten days at any time. All unused personal leave, in excess of five days, may be cashed out after June 1 of each fiscal year.

ARTICLE 15

SICK LEAVE

Each employee shall earn one and one-third days of sick leave for each calendar month or major fraction of a calendar month worked. There shall be no maximum established for the number of sick leave days that can be accumulated. If the Department of Education grants permission to do so, employees shall be able to cash in one-half of all unused sick

leave accumulated while in the employ of the District, at the employee's highest daily wage upon termination of District employment.

ARTICLE 16

MATERNITY LEAVE

Maternity leave shall be treated as sick leave.

ARTICLE 17

PROFESSIONAL DEVELOPMENT UNPAID LEAVE

A leave without pay or benefits of up to one year may be granted to an employee for the purpose of professional development. An employee on approved unpaid leave does not lose privileges under the non-retention statutes and the leave does not constitute a break in service. The Superintendent may extend leave for any period of up to one year.

Upon return from a professional development leave, the employee shall be offered a teaching contract, or if in the judgment of the Superintendent an administrative opening exists for which the employee is qualified, the employee shall be offered an administrative contract. The employee on leave shall notify the Superintendent by February 15 of the leave year of intent to return to the District. The Superintendent and Board shall offer either a teaching or an administrative contract to the employee on leave by April 30 of the leave year.

ARTICLE 18

PROFESSIONAL DEVELOPMENT PAID LEAVE

A professional development leave with one-half pay may be granted after six years of District service to an employee for a period of up to one year, in instances where the employee's proposed activity during the period of leave will demonstrably contribute to the improvement of instruction to District students or the operation of the District. An employee granted such leave will be required to accept a contract for the ensuing year; and failure to complete the contract in its entirety will result in the employee's immediate reimbursement to the District of the full amount of salary and benefit costs for the period of the leave.

Professional development leave not to exceed 30 days may be approved with full pay and reimbursement of expenses where it is clearly evident that the proposed leave activity will contribute to the effectiveness of the employee in the current assignment.

Each school year, administrators may attend an out-of-state educational conference with the approval of the Superintendent. Each administrator will be reimbursed for airfare, ground transportation, lodging, registration, and paid the current per diem rate for food. To

be eligible for this leave, the administrator must have two consecutive years prior administrative District service.

ARTICLE 19

JURY DUTY LEAVE

An employee who is summoned for jury and/or subpoenaed witness duty, shall receive regular pay from the District and shall refund to the District any compensation above expenses received for such services.

ARTICLE 20

EMERGENCY LEAVE

The Superintendent may provide emergency leave with pay to an employee for up to five work days within Alaska and up to seven work days outside Alaska for emergencies related to:

- A. travel delays caused by weather or carrier problems;
- B. illness of members or family members when transportation is required; or
- C. death in the immediate family.

Emergency leave will be charged first to sick leave. If sick leave is not sufficient to cover the period, emergency leave will be charged to annual/personal leave.

ARTICLE 21

TEMPORARY UNPAID LEAVE

Temporary unpaid leave may be granted for up to 10 workdays to any employee with prior approval of the Superintendent.

ARTICLE 22

HOLIDAYS

The following holidays will be observed by employees provided that they occur during the employee's prescribed work year:

New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; day after Thanksgiving; Christmas Day.

When a recognized holiday falls on a Saturday, the preceding Friday shall be considered a legal holiday. When a recognized holiday falls on a Sunday, the following Monday shall be considered a legal holiday.

ARTICLE 23

SICK LEAVE BANK

An employee is eligible to enroll in and use the sick leave bank. The sick leave bank will be administered following the rules and regulations established by the teachers' education association (NSBEA) and approved by the Board. Teachers and administrators shall be included in the same pool for purposes of accrual and use of sick leave in the bank.

ARTICLE 24

LEGAL SERVICES

To the extent that insurance coverage provided by the Board or otherwise available to the employee does not pay for the cost of legal defense, the District may, in the Board's discretion, reimburse an employee for legal fees and court costs in the employee's defense of claims against the employee arising out of any act or omission in the performance of the employee's duties for the District, provided such act or omission is not determined to be willful misconduct or gross negligence. In any event, if no defense is provided under insurance coverage, the employee will be reimbursed reasonable defense costs of any civil action asserting wrongdoing by the employee in the performance of the employee's duties for the District, if the civil action is dismissed with prejudice, or for failure to prosecute, or if judgment is entered in favor of the employee.

ARTICLE 25

GRIEVANCE PROCEDURE/DUE PROCESS

Grievance Definition

Grievance is defined as a claim relating to the proper application and interpretation of the provisions of this Agreement and/or all applicable due process procedures in accordance with State and Federal Law.

Grievance Time Lines

Grievances shall be processed as rapidly as possible; the number of days indicated at each level shall be considered as a maximum; every effort shall be made to expedite the process. The time limits specified, however, may be extended by mutual agreement. Should the grievant not adhere to the time limits specified in this Article, the grievant will be bound by the written decision from the previous level. Should the District not adhere to the time limits herein, the grievant may proceed at once to the next level. In any event, the written grievance must be filed within five workdays after which the grievant knew of the cause for the dispute.

Grievance Informal Resolution

An employee or group of employees with a potential grievance will first seek informal resolution of the grievance with the immediate supervisor.

Grievance Level One

If the grievance is not resolved, the employee or group of employees shall file a written grievance with the supervisor within five workdays after which the grievant knew of the cause for the dispute. Information copies are to be sent to the NSEAA president and the Superintendent. The supervisor shall meet with the grievant(s) and render a written decision within five workdays of receipt of the written grievance.

Grievance Level Two

Within five workdays of receipt of the written decision of the supervisor, the decision may be appealed to the Superintendent. The appeal shall include a copy of the decision being appealed and a statement of grounds for appealing the decision. The appeal shall be heard and a written decision rendered within five workdays of receipt of the appeal.

Grievance Level Three

The decision, if not acceptable to the grievant(s), may be appealed to the Board within five workdays of receipt of the decision. The appeal must include copies of prior decisions and a statement of grounds upon which the prior decisions are regarded as incorrect. The Board shall schedule a hearing at the time of the next regular Board meeting, provided that the appeal is received at least five work days prior to the time of that meeting. The Board shall communicate its written decision to the grievant(s) within five workdays of the conclusion of the hearing.

Grievance Level Four

If either the grievant(s) or the District desire arbitration, the request shall be made within 10 workdays of the conclusion of the Level Three process.

A. Arbitrator Selection

Within 10 work days after receipt of the Level Four appeal, or if the District is initiating arbitration, within 10 work days of delivery of notice to the NSEAA president, the Superintendent shall deliver a request to the American Arbitration Association (AAA) to furnish a list of seven available arbitrators to the District and the NSEAA president. Within 10 workdays after receipt of the list, the Superintendent and the Association President shall meet and after the toss of a coin to determine who shall be first, shall alternately strike names from the list until one remains, who shall be the arbitrator. If the arbitrator so selected is unable to serve, the last one struck shall be the arbitrator and so on back up the list until an arbitrator is selected. The District and the NSEAA may mutually agree to select an arbitrator without utilizing AAA.

B. Arbitration Schedule

The arbitration hearing shall be held within 90 calendar days after the date of the selection of the arbitrator. The grievant and the Superintendent shall be notified not later than 20 work days in advance as to the time and place of the hearing.

C. Arbitration Multiple Cases

In the event that more than one arbitration case is pending, the cases shall be heard in the following order: first priority shall be given to cases involving a continuing liability to the District (i.e., where back pay or pay differentials would accrue); other cases shall be assigned priority according to the date of receipt of the Level Four appeal.

D. Arbitration Introduction of New Evidence

No new witnesses, testimony, or other evidence may be introduced at Level Four unless the Superintendent receives from the NSEAA president or vice versa, not less than 10 work days 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. Such prior notice, however, shall not be required for rebuttal witnesses, testimony, or evidence.

E. Grievability of Arbitrability

In the event of a dispute regarding the grievability and/or arbitrability of a grievance, the arbitrator shall render a decision on such dispute prior to hearing the substantive issues of the grievance, if it is ruled to be grievable and arbitrable.

F. Arbitration Rules

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

G. Arbitrator Decision

The arbitrator shall deliver the written decision within 45 calendar days after the close of the hearing. The arbitrator shall make no decision that is contrary to Alaska law or this Agreement, nor shall the arbitrator have the authority to add to, subtract from, disregard, alter, or modify any provisions of this Agreement. 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 an award with a retroactive effect, the award may not have effect beyond the beginning of the school year during which the grievance is filed. The arbitrator's award shall not include an award for punitive damages. In rendering the decision, the arbitrator shall give due regard to the rights, powers and responsibilities of the District under law and this Agreement and to the rights and privileges extended to teachers and the NSEAA under law and this Agreement.

H. Arbitration Appeals Restriction

The decision of the arbitrator, so long as it remains within the scope of the arbitrator's authority as provided in this Agreement, shall be final and binding upon the parties; and no appeal may be initiated, unless a portion of the decision is found to be in violation of State or Federal Statutes.

I. Arbitrator Expenses

The expenses charged by the arbitrator shall be borne equally by the District and the NSEAA.

ARTICLE 26

HOUSING

Beginning with the 1991-92 school year the District assumes no obligation for the provision of employee housing. The District will provide employees with information regarding the availability and cost of housing within each community encompassed within the District and when possible, will assist employees in locating housing. Such housing as the District determines from year to year is available for lease will be provided in accordance with the provisions of this Article.

The above notwithstanding, employees employed by the District during the term of this Agreement shall continue to be provided District housing for the life of this Agreement.

- A. When a single employee living with another single employee changes status, the single employee(s) not changing status shall have the first option of continuing to live in the unit or of being reassigned to another housing unit. Change of status of single persons living together will include:
 - 1. marriage;
 - 2. addition of children to one or the other;
 - 3. addition of live-in friends.
- B. Employees assigned to District housing will be required to live in the housing assigned as a condition of employment.
- C. Housing assignments will be made by the Superintendent which will best meet the educational needs of the District as well as taking into consideration the needs of the employee(s).
- D. Each employee shall pay 12 months rent starting August 1 of each year as provided in Article 27 Housing Unit Rent regardless of the options selected for receiving pay and regardless of whether or not an employee intends to return for the subsequent year. If an employee terminates, rent and utilities will be adjusted to reflect actual time employed, and all benefits will terminate simultaneously. If an employee and the District mutually agree for the District to utilize a unit during the summer months, no rent shall be charged for the relevant period.
- E. The District will waive the utility costs, as provided in Article 27 Housing Unit Rent, during the summer month(s) that the employee(s) is not occupying the housing.
- F. There will be no subletting or house-sitting unless the employee satisfies the following three items:

1. employee agrees to furnish the apartment; and
 2. employee makes a \$5,000.00 deposit; and
 3. subletter pays full utilities.
- G. The employee shall report additional live-in occupants to the Superintendent immediately. Failure to report shall cause additional rent to be assessed retroactively to August 1.
- H. Employees shall be held financially responsible for damages they or their guests cause to the apartment or to its furniture. The District shall install a check-in and check-out procedure with accompanying forms and guidelines.
- I. Articles 26 and 27 shall not be subject to the grievance procedure. Any error in implementation of housing conditions as stated in this Agreement, however, shall be resolved by a District Committee comprised of the Superintendent, NSEAA president or designee, and the individual requesting resolution. All resolutions to concerns will be completed within 30 calendar days of the concern being initiated.

ARTICLE 27

HOUSING UNIT RENT

The rent schedule is:

Efficiency	\$557.00 per month
One Bedroom Apartment	\$614.00 per month
Two Bedroom Apartment	\$695.00 per month
Three Bedroom Apartment	\$776.00 per month
Four Bedroom Apartment	\$847.00 per month

Additional rents and utilities will be assessed for each employed adult living in the apartments at the rate of \$557.00 per month. Dependents and full-time baby-sitters are exempt from this assessment.

The rent will be deducted from the employee's monthly payroll check.

Until the District can install meters in all of its housing, the following utility costs will be deducted from monthly payroll checks at a basic cost of \$150.00 for each apartment per month plus \$50.00 additional for each non-teacher/administrator living in the apartment.

In the event of unusual familial circumstances, a reasonable solution will be reached between the District and the tenant.

ARTICLE 28

AUTOMATIC REHIRING

All employees shall be automatically rehired and offered contracts if not notified in writing of non-retention on or before May 15th.

ARTICLE 29

SALARY SCHEDULE

A. Salary Schedule

The salary schedule for July 1, 2009 through June 30, 2012 is attached as Attachment A.

B. Salary Schedule Conditions

1. The following educational standards must be met: A master's degree that satisfies State of Alaska requirements for a type B certificate. Otherwise, educational status and degrees do not affect salary.
2. New employees shall be placed on the Salary Schedule Beginning Step, unless special credit is granted by the Superintendent in writing for previous service.
3. Administrators transferred to another certified position will be placed on the salary schedule consistent with the new job title after six months or upon expiration of the contract, whichever comes first.
4. Principal contracts are based on 215 days and Assistant Principal contracts are based on 205 days. The beginning and ending date of the administrative contract will be determined by the Superintendent. The Superintendent may, at his/her discretion, increase the number of contract days for village (non-Barrow) principals in order to assist them in their administrative and facility obligations at the site.
5. Vacation days as shown on the site calendar may not be counted as workdays without prior written approval by the Superintendent.
6. In addition to the amounts on the Salary Schedule, Principals and Assistant Principals assigned to sites outside Barrow also will receive a \$5000 rural stipend.

C. Retention Incentive

1. Administrative Unit employees may receive a Retention Incentive for returning to the District following successful employment with the District in an Administrative Unit position as set out below. The amount of the Incentive shall be \$1000 for each full consecutive year of employment in an Administrative Unit position, provided, however, that experience prior to the 2008-09 school year shall not be credited. The Incentive shall not exceed \$5000. To qualify for the Retention Incentive the Administrative Unit employee must (1) have been employed in the prior year in an Administrative Unit position; (2) have a fully executed contract for reemployment in an Administrative Unit position; and, (3) report to work as required by his/her contract in the year in which the Incentive is received. Employees who qualify for the Retention Incentive shall receive payment of the Incentive at or around the first payroll of the school year following the year in which the incentive was earned.

2. In the school year following two full consecutive years of employment in an Administrative Unit position, and each subsequent year of employment in an Administrative Unit position, (one) round trip airline ticket between Anchorage and the assigned work site will be provided by the District at the beginning of the school year for each qualified employee.

D. **Performance Pay.** The parties shall conduct negotiations in good faith to reach agreement as to the terms and conditions of a professional performance pay plan designed to reward sustained high performance beyond baseline expectations of instructional leaders. The parties shall work cooperatively to develop and obtain approval of the plan prior to the start of the 2009-10 school year. Though final implantation of the plan is subject to further negotiations between the parties and ratification by the school board, the parties anticipate that the general framework of the plan will:

1. Utilize research based best practices, with measurable outcomes to be developed in six areas, as follows: Student Performance; Inupiat Values, Culture and Language; Focused Leadership; Community Involvement; Curriculum and Instruction; and School Climate; and

2. Provide the potential for additional earnings up to a maximum of \$8000 per school year.

ARTICLE 30

PROFESSIONAL ORGANIZATION DUES

The District shall pay an amount not to exceed \$750.00 per year for professional dues for each employee to belong to one professional organization of the employee's choice.

ARTICLE 31

MAINTENANCE OF AGREEMENT

A. Non-Interruption of Services

During the term of this Agreement, all differences between the District, employees, and NSEAA shall be resolved without interruption of the school program. Neither the employees as a group or individually, or the NSEAA shall encourage or participate in any strike or interference with or the withholding of services from the District.

B. Scope and Conformity to Law

This Agreement expressly supersedes any other agreement and constitutes the full and complete agreement between, and is binding upon, the District and the employees. During its term, this Agreement may be modified only by mutual written agreement between the duly authorized representatives of the Board and the NSEAA.

All Articles are binding for all employees and may not be changed for the benefit of any individual or individuals.

If any provision of the Agreement is found to be contrary to law by a court, agency or tribunal having jurisdiction and enforcement powers over the District, said provision shall be declared invalid and unenforceable; but all other provisions of the Agreement shall remain unaffected. The Board and the Association shall meet within 30 calendar days after receipt of the order, or if an appeal is taken the parties shall meet within 30 calendar days after the exhaustion of the appeal procedures, to negotiate a replacement for the invalid provision consistent to the greatest extent possible with the intent of the original provision.

C. Non-Discrimination

The District and NSEAA will not unlawfully discriminate against an employee in employment matters or with regard to membership or non-membership in NSEAA.

D. Distribution of Agreement

The responsibility and cost of publication and distribution of this Agreement shall be borne by the District, so long as the Agreement is published on District equipment and distributed through District mail resources.

E. Duration of Agreement

The term of this Agreement shall be from July 1, 2009 through June 30, 2012.

Insert Attachment A
NSBSD/NSEAA Negotiated Agreement, 2009-2012
Salary Schedule
Here

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North Slope Borough School District
 Attachment A to NSEAA Agreement - Principal and Assistant Principal Salary Schedules
 Three Year Contract - FY 09/10, 10/11, 11/12

	<u>Principal</u>	<u>Assistant Principal</u>
	Salary 215	Salary 205
Beginning	110,810	93,046
Step 1	115,806	94,944
Step 2	118,803	96,882
Step 3	120,801	98,860
Step 4	122,301	100,877
Step 5	123,799	102,936
Step 6	125,299	105,037
Step 7	127,046	107,181
Step 8	129,226	108,925
Step 9	131,406	110,669
Step 10	133,586	112,413

Effective July 1, 2009 through June 30, 2012