



# AEA RIGHTS NEWSLETTER



October 2009

## Progressive Discipline (Article 425)

While an administrator may discipline a member, according to the contract agreed upon by AEA/ASD, the administrator must follow progressive discipline.

425A: Without limiting the District’s right to impose an appropriate level of discipline, the District agrees to follow a policy of progressive discipline. Any disciplinary action taken against a member shall be appropriate to the behavior which precipitates said action.

For example, if an employee were to arrive late for work, the administrator would want to start with a verbal warning rather than a letter in the personnel file at the District office. If the employee were to persist in his tardy ways, it would be entirely appropriate for the District to raise the ante (i.e. letter in unit file, letter in District personnel file, etc.). Of course, there exists a tremendous opportunity for interpretation in this brief portion of the contract, so contact a member of the rights committee or an NEA-Alaska UniServ director if you have any questions.

## Zangle Usage for Grading

The following is taken directly from an email sent by Ed Graff and forwarded on September 2 to all AEA Reps and Executive Board Members regarding Zangle Usage:

“The only requirement for this year is that marks reporting (mid-quarter, quarter, and semester) will be done in Zangle.

[J]ust to clarify – the elementary schools will use marks reporting at quarter and semester (not mid-quarter). Elementary schools use classroom/teacher generated progress reports for the mid-quarter report.

If teachers are using the Zangle gradebook, the calculated gradebook marks will be posted directly to the progress report or report card. If teachers are not using the Zangle gradebook, they will enter marks directly into the system – basically the electronic equivalent of filling in bubble sheets.”

Obviously, many questions are coming in about this issue, so we wanted to clear up any confusion regarding requirements for using Zangle this year. The Zangle Help Desk for other questions can be reached by calling 742-4615 and then pressing 3 for the Zangle Desk.

## **AEA Employee Rights Committee 2009-2010**

Michael Scott – Chair – East High  
Corey Aist, Polaris K-12; Ron Fuhrer, McLaughlin Secondary; Jane Gray, South High;  
Rob Hartley, Dimond High; Scott Hickox, Boniface Mall Offices; Carol Larson, Bartlett High;  
Karen Orfitelli, Whaley School; Ron Prewitt, ASD Continuation; Lucile Rense, Rabbit Creek Elementary

<b>Grievance #</b>	<b>Filed</b>	<b>Issue</b>	<b>School</b>	<b>Status</b>
09-04/FY09	5/28/09	464B. 3; C. 2, 6 & 7; 510 D; 715	Mt. Spurr	Resolved
09-06/FY09	7/29/09	150, 401, 420, 425, 441 and any other	Chugiak High	Denied by GRC