

## Q7 What contract article(s) do you feel need better language to address a concern? (Be specific.)

Answered: 428 Skipped: 364

#	RESPONSES	DATE
1	417 - I would like to see the first and last day of school protected as work days - no half day trainings or extended farewell party. 413 - In the event of an involuntary grade level change, a teacher will be provided with a stipend to cover the cost of new grade level materials. 110 - Teachers of combination classes or with students in excess of 5 above class target number, will be provided a salary supplement. (H?) 115 - Change the graded credit requirement for salary advancement to CEU to better reflect the new DEED recertification requirements. 150 - addenda positions will be reported to AEA (google excel document) and available to site based personnel via a google document. Is there an actual addenda form to sign or the acceptance in District Connect? I have never been presented with a form to sign. 404 - the district will provide vocabulary / high frequency word cards to teachers (have KCC print them instead of each teacher creating and producing - mostly an elementary concern)	6/27/2023 3:56 PM
2	I don't know specifics at this time would have to look up.	6/1/2023 4:09 PM
3	Not my skill set.	5/30/2023 6:32 AM
4	We need a retirement plan, or be part of social security. Our tier three plan makes it so I will have to find another job before I retire so I can contribute to S.S. To know that I'll have a lifetime monthly paycheck. This NEEDS to be addressed, there is no reason to stay in this field if I'm not going to be taken care of once I retire!	5/26/2023 10:48 AM
5	unsure	5/25/2023 7:39 PM
6	We need more autonomy. They trust me with the safety of 25 students' lives, but they don't trust me to be able to teach them.	5/25/2023 10:17 AM
7	Staff meetings and loss of planning time.	5/25/2023 8:42 AM
8	This probably does not belong here, but I feel frustrated about the upcoming 2024 schedule changes. I can't imagine how high school students can possibly do sports (or work) AND homework when they get out that late in the day. Sure they can sleep later, but they'll be going to bed later, too.	5/24/2023 9:45 PM
9	Social security policy changed..... Get real!!	5/24/2023 8:44 PM
10	It seems that middle school and high school get paid for their duty times and elementary always get the shaft. It really needs to be fair across the board. Elementary teachers really have more on their plates than middle/high school. Parents, curriculum directives, now the reading requirements...	5/24/2023 6:57 PM
11	specialists and schedules: time between classes, please let us have 5 minutes before/after each class as we loose up to 10 minutes of our lunch each day. Pulling specialists for noon duty, lunch duty in addition being used for a sub for teacher or TA and restructuring class load so we can do this additional duty. As a librarian, I don't have time to work on librarian duties. Also, when a specialist is out, their class load is spread out to the rest if no sub is available. instead of paying teachers for planning time missed, we are having to restructure another day to makeup those classes missed even though we used a sick day for sub coverage, even if there wasn't a sub available.	5/24/2023 5:00 PM
12	n/a	5/24/2023 1:35 PM
13	appropriate management of behavior students	5/24/2023 12:50 PM
14	Class sizes need to be cut in half. Like, for real. Give me 10-15 students and I will give you a 95% graduation rate.	5/24/2023 12:17 PM
15	Guaranteed duty free lunch time. This was not honored during COVID and has not been	5/24/2023 12:16 PM

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addressed in the contract. Also, secondary teachers should not be required to offer Zoom sessions during weather event days. Educators need the freedom to be able to maintain a clear separation between their home life and their work life should they choose.

16	Need additional help with SpEd students	5/24/2023 12:15 PM
17	Leave. It should all just be leave, and not earmarked one way or another. Assume that we are responsible & professional when it comes to making decisions like that.	5/24/2023 11:36 AM
18	4419 and 441	5/24/2023 10:27 AM
19	AEA Tier 2	5/24/2023 10:01 AM
20	Increasing pay to catch up with inflation.	5/24/2023 9:48 AM
21	Stricter guidelines on special education enrollment. Some schools are being pushed to take zone-exempt students but do not have the support staff to meet the needs of neighborhood students.	5/24/2023 9:33 AM
22	We need protection against parent harassment. There is nothing in our contract currently and this is a growing problem.	5/24/2023 9:11 AM
23	Definition of 'duty free' lunches as it pertains specifically to school nurses. Add school nurses to the list of "difficult to fill" positions.	5/24/2023 9:09 AM
24	Duty time when you work at 2 or more schools.	5/24/2023 8:27 AM
25	170 - Disability Retirement - In most cases, "disability" refers to a physical disability. However, I know from personal experience that a person can be disabled from anxiety and depression. I think that a person's mental health is just as much a disability as a physical one. Also, when proper medication and therapy are used, a person who retires, should be able to be given the same rehire privilege as stated. 452 A - Instructional Planning - Elementary teachers will rarely get a full 30 or 60 minute planning time. We always need to walk our kids to and from specials, which will take at least 5 minutes away from planning. It would help for the specialists to pick up the class or something to ensure that the teachers can get the full time.	5/23/2023 10:19 PM
26	PASSING TIME should be written as such that principals are required to prove at least 5 minutes. It sets students up and takes away from instructional time	5/23/2023 9:09 PM
27	Our contract is too open. For example, last year I had a principal laugh in my face when I said we were having too many meetings. I was told, "Read your contract. I'm only holding two whole staff meetings per month. The other meetings are subsets and don't count. Not all staff are required to be there." We have academic freedom? Baloney!	5/23/2023 9:09 PM
28	-Removing students who harm others, their teachers and themselves. -Support for behavior concerns. -Support of Sped concerns. -Instructional freedom -Bring back limiting classroom interruptions. -Equity for duty time/ planning time between the different education levels.	5/23/2023 9:02 PM
29	NOT SURE	5/23/2023 7:25 PM
30	Academic Freedom - it is not the same at every building. Some principals honor and others do not.	5/23/2023 7:21 PM
31	n/a	5/23/2023 5:52 PM
32	N/A	5/23/2023 4:34 PM
33	What principals can demand during personal planning time.	5/23/2023 3:48 PM
34	Cannot think of anything specific	5/23/2023 3:21 PM
35	Stronger language in regards to specialists teaching their speciality and only their speciality. We should not be pulled in many directions simply because positions are not being filled.	5/23/2023 3:19 PM
36	NA	5/23/2023 3:19 PM
37	PLC's need to be addressed in the contract.	5/23/2023 2:54 PM
38	332 RELIGIOUS OBSERVANCE LEAVE I would love to see the language changed so non-christian (e.g. Jewish and Muslim) employees do not have to tap into their personal days for religious holidays. Perhaps members can be granted two paid days of leave for these holidays	5/23/2023 2:42 PM

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each year. Yom Kippur and Rosh Hashanah both fall near the start of the school year and it's rough having to give up two personal days so early on in the school year.

39	Salary - or without a masters, especially because most of us are tier III. We did not receive fair compensation as opposed to our colleagues and the very small one time stipend did not in any way compensate us for the money we spent to get to 90, nor the time spent away from family and friends. Furthermore, the shift on our paperwork back to BA72 looks like a demotion. Why was our column not given an equal increase and locked/phased out as we retire? There needs to be something in the next contract that retroactively helps us. There also needs to be protection of our planning time. While some colleagues may want extra money to sub for other teachers, many of us need and value our planning time. Coverage should be optional and the district should put forth more of an effort to have the necessary number of subs.	5/23/2023 2:21 PM
40	I am not well versed but I think there needs to be something that deals with students that are becoming serious and it is not being addressed in the building because admin gets dinged if there is something serious so it is downplayed.	5/23/2023 2:02 PM
41	Not sure	5/23/2023 1:54 PM
42	the article on staff wages....because they need increased.	5/23/2023 1:52 PM
43	Planning time, compensation for lost planning time	5/23/2023 1:37 PM
44	what happens when no sub to cover paperwork days for special education teachers	5/23/2023 1:31 PM
45	n/a	5/23/2023 1:31 PM
46	Academic freedom. No "canned curriculum" requirements (availability is nice). Not spending 2-4 weeks/year on mandatory testing. Teachers can grieve administrators who don't deal with student behavior issues. Less "top down" decision making by administration and more "bottom up" listening by them.	5/23/2023 1:30 PM
47	We need reasonable healthcare coverage and cost. We need increased salary. We need to be able to donate more sick days to retirement (tier III) - that 100 days banked to donate three days is silly. We can't be afraid to stand firm and walk if necessary. You teach people how to treat us and we have rolled over long enough.	5/23/2023 1:24 PM
48	none	5/23/2023 1:12 PM
49	Salary is important. Inflation and our salary increase doesn't really cover anything. It would be nice to get paid twice a month rather than once a month.	5/23/2023 1:03 PM
50	Academic freedom to meet the needs of our individual students. This breed of kids is different than any other year I've taught. They are less socialized, struggle to follow the basic expectations, and they are below grade level. Due to high roster numbers, it's hard to give each child the attention they deserve. The curriculum is horrible and doesn't meet my class needs.	5/23/2023 12:51 PM
51	Do not have any at this time. Need to look at the contract articles more.	5/23/2023 12:50 PM
52	Last year a common theme was "better language". My expectation this next bargaining unit is to focus on making educators whole. There are too many educators focused and willing to gain one time bonuses and incentives. As a younger educator who wants to stay and make a career with ASD I need to see the salary schedule adjusted more for inflation. A bonus is a one time thing that helps those with a foot out the door. We need to prioritize and INCENTIVIZE educators to STAY here over their career (with more than 5%/3yr raise when inflation has been over 8%/1yr)!	5/23/2023 12:45 PM
53	Covering classes and how that is designated. What does "Other duties as assigned" mean. How is lack of sub coverage done. IE when do you split classes vs. pulling specialist. Being clear with that and also does that change in primary vs. intermediate.	5/23/2023 12:44 PM
54	unknown	5/23/2023 12:43 PM
55	Pay especially with years of experience, education, and board certification I wish there was some way that the district could look at work load and provide upper limits and then compensate accordingly. Health insurance.... I don't want to lose anything more.	5/23/2023 12:41 PM
56	Better coverage	5/23/2023 12:37 PM

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57	One MAJOR point here--WHY is there NO "holiday"--in the form of a workday, Prof Devlp Day, et. al.--between spring break and the end of the year?? 45-50 routinely in a row with NO break for educators or students. Behaviors increase, people starting "checking out"...so WHY has this scheduling piece NOT been part of contractual negotiations?	5/23/2023 12:35 PM
58	Special Education District Chair persons are invaluable to new staff. They need to not be spread so thin.	5/23/2023 12:32 PM
59	leave language needs to be more specific; we have lost quite a bit of leeway in this section throughout the years	5/23/2023 12:28 PM
60	substitute and class coverage	5/23/2023 12:25 PM
61	We should be paying certified sped teachers more money than alt cert teachers even if they have less experiences because the certified sped teachers have more responsibility.	5/23/2023 12:25 PM
62	n/a	5/23/2023 12:24 PM
63	I feel like the entire contract is completely understandable.	5/23/2023 12:24 PM
64	NA	5/23/2023 12:24 PM
65	NA	5/23/2023 12:24 PM
66	n/a	5/23/2023 12:23 PM
67	Loss of instructional time and the people who constantly abuse the sick leave and are always absent.	5/23/2023 12:21 PM
68	benefits (medical) need to be better.	5/23/2023 12:21 PM
69	na	5/23/2023 12:20 PM
70	Sick leave payout and retirement	5/23/2023 12:20 PM
71	Department chairs for alternative schools can have more people under them then regular sites, but the pay is less.	5/23/2023 12:19 PM
72	I just know I hear some about principal treatment of teachers and have experienced this myself. I am not sure Danielson evaluations are used in a reflective or teacher improvement way, but more of a punishment way. I think subs are a huge concern, but I need to review the contract to be more specific.	5/23/2023 10:09 AM
73	Huh?	5/23/2023 6:24 AM
74	110 G. Add Nurses to (Occupational and Physical Therapists Only)	5/22/2023 10:28 PM
75	110 B: in lieu step is too small. I feel like I got a pay cut.	5/22/2023 7:19 PM
76	431: Non-Instructional Duties The number of elementary specialists who are being expected to conduct WIN, sub, etc. is increasing and concerning. These teachers are not qualified for those positions, nor should they be expected to cover a duty that they did not voluntarily sign up for. I want students to be exposed to the arts, PE, and health and all of the benefits those classes offer. If they also need additional reading time then that needs to be addressed elsewhere, and those teachers and the jobs they are passionate about need to be protected.	5/22/2023 6:00 PM
77	Sped teachers and underpaid and overworked! We deal with more caseloads than in previous years and numbers keep increasing.	5/22/2023 4:49 PM
78	It would be nice to be paid twice a month rather than once. My husband and I are both teachers and it is a long stretch of days before the next paycheck arrives each month.	5/22/2023 2:47 PM
79	Admin play fast and loose with additional duties for teachers; classroom teachers have become the solution to every problem that comes up, from class coverage to behaviors/discipline, and much more. The expectations have become unreasonable.	5/22/2023 10:29 AM
80	Return some flexibility to teachers with regard to curriculum delivery so they can best meet the various needs of their students. No more additional duties.	5/22/2023 9:25 AM
81	.	5/22/2023 9:16 AM
82	Leave for pregnancy for women and men need to be addressed. Sick leave bank also needs to	5/22/2023 9:01 AM

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	be addressed	
83	Before and after school duty stations: some teachers do not have any added duty, while others have close to an hour of bus/parent pick line duty every day.	5/22/2023 8:58 AM
84	If there are classroom size limits and special education caseload limits, there should also be language for caseload caps for related service providers.	5/22/2023 8:47 AM
85	I do not know the contract language well enough to comment- sorry!	5/22/2023 8:34 AM
86	There needs to be a plan in place for elementary resource teachers to ensure that they get planning time, paperwork/clerical time, and that they are compensated fairly when they are working large caseloads. When teachers are at schools where the caseload is only 8 or 9 students, they should be moved to .5 at one school and .5 at another to compensate for those of us who have 31+ caseloads across K-6.	5/22/2023 7:48 AM
87	Classroom coverage. One specialist is frequently used for the majority of coverage at some schools, for example PE is not made to cover at all at the school I taught at this year, but music and library were frequently cancelled to provide coverage. Also, there were quarters at my worksite where one or more specials were cancelled for one or more days every week due to lack of coverage. PLC specific language. Elementary passing time should be added. Having no passing time between a Kindergarten and a 5th grade class inhibits teachers' ability to reset and make classes age appropriate. Also, students frequently do not have a functional time in their day outside of lunch and recess to use the restroom and there is pressure to not let students go during class. Passing time would help with this. Breakfast at schools that have it is 10 minutes long, perhaps passing time following breakfast would allow some students to finish before their first special in classes with early specials.	5/22/2023 6:06 AM
88	Other duties as assigned.	5/21/2023 10:13 PM
89	Student behavior and protection for teachers who are Conservative!	5/21/2023 9:24 PM
90	Student behaviors and support given to staff.	5/21/2023 6:55 PM
91	125s higher salaries that are inflation proofed with TRSable RETENTION BONUSES. 155 elementary needs more addenda and higher level addenda than level 1. 300 leave - We need to have subs available when we need to be out so we are not leaving our colleagues in a bad position when we are gone. Many of us are putting off doctor appointments to holidays so we don't have to leave schools without teachers when we are gone. This section should specifically say that leave may be taken even if a sub has not filled the job. 402 academic freedom has been lost in all of our timeframe requirements and curriculum demands. 431 Non-instructional duties should be limited. Teachers are doing the jobs of lunchroom monitors, recess attendants, crossing guards, door monitors, and so much more for no extra pay. There should be a maximum cap of 1 hour per week of allowed non-instructional duties. It should also be made clear to principals that they are not required to have two staff meetings per month, that they are not allowed to exceed two per month. 440 assault protections need to be from students as well as from adults. 428 A. The sentence that says breakfast should not start until 10 minutes prior to the student day needs to be changed to students will not enter the building until 10 minutes prior to the student day. This is a big deal because principals are having the bell ring at 8:45 so students can come into the building, turn in homework, put coats in the closet, etc. When asked principals say that the breakfast does start at 8:50, that students come into the building at the 8:45 bell so they can be ready to eat at 8:50. In reality, students are eating starting when they arrive at 8:45. So this is more lost preparation time for elementary teachers (25 minutes per week adds up). Also under 428, I have been asked to do testing trainings after school during non-work hours for no extra pay. Klatt asked all specialists to do a testing training this spring from 3:45-4:45. We were sent individual emails, not a group email. We talked and found out that we were all asked to do this. We decided to answer as a group that we would be happy to attend a training if the training is conducted during our scheduled work hours. We should not have to remind principals that we have work hour rights, they should not ask us to work (for free) outside of our workday ever let alone on a regular basis. 452 Elementary teachers need more than 4 hours of planning time per week. We are given so many duties and not given time to plan or prep for them. 463 Peggy Rankin is getting rid of the AEA/ASD Mentor Co-Hort Circles for next school year. Peggy does not support them so she made this decision on her own. Mentoring oversight does not even belong under HR, it should be in Talent Management. We need this section of the contract to have co-horts included and not just mentors.	5/21/2023 6:06 PM

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92	teacher directed planning time, non-instructional school-based duties (crosswalk, recess, etc...),	5/21/2023 5:53 PM
93	Sped class sizes/caseloads. Maximums need to be explicitly stated. Class sizes vary widely from building to building within the same programs. This year I had 17 students on my preschool caseload as a three year old teacher. I would have been more than 20 had I not begged for another class/other supports due to student safety needs. The combined class size for the two four year old sped preschool programs, staffed by 2 certified teachers at my school, was between 9-11 students.	5/21/2023 5:47 PM
94	Not sure at this time.	5/21/2023 5:46 PM
95	Clear language around "inclusion" and supporting IEP and Behavior students along with prescribed roles of gen ed and sped teachers.	5/21/2023 5:44 PM
96	The elementary and secondary testing coordinator positions are grossly underpaid. After tackling the testing coordinator position for a middle school of over 800 students, I was in awe of the number of hours required to do even the bare minimum of this role. oh. my. word. For secondary, the contract specifies level 1 for the full year. (504 coordinators earn level 2 per semester. Testing coordinator needs to be paid the same as 504 coordinator.) Another thought for assessment coordinator and 504 roles is to pay based on the number of students in a building. For instance, a testing coordinator at Crossroads earns the same as a testing coordinator at the largest secondary school. There is a major difference in the number of hours required to successfully complete the role in these two situations. It is an obnoxious amount of hours in a large school - unbelievable. 155 C.4. 155 E.2.	5/21/2023 4:26 PM
97	Not sure of article wording.	5/21/2023 3:06 PM
98	Itinerant positions need mileage caps or accurate compensation. Need compensated for inflation this steep. Need compensation for when class size exceeds the grade level number Need reimbursement for required added reading endorsement.	5/21/2023 2:00 PM
99	Student behavior, teacher work day	5/21/2023 10:09 AM
100	More independent planning time, less professional development, trainings, particularly at the beginning of the year. I would like to have more time in my classroom to set things up and plan at the beginning of the year. 3 days doesn't cut it. 1 day is all meetings, 1 day is trainings, and that leaves 1 day to crowd in all of the other meetings and planning that has to happen before kids come the next day. It simply isn't enough time.	5/21/2023 7:24 AM
101	Student behavior support and Special Education (including paraprofessional) support for meeting IEP hours and goals.	5/20/2023 11:32 PM
102	Additional training should be optional for teachers (this concerns the new start date for fall of 2023 for primary teachers), Grading days must be preserved!! Duty free teacher lunch should be longer than 30 minutes	5/20/2023 6:56 PM
103	I don't know	5/20/2023 5:18 PM
104	Would like to have mental health days like others, would like to have leave options before/after breaks, would appreciate less restrictions on leave without pay (a teacher should be able to plan a family trip to watch a child play in an out-of-state hockey trip/graduation and not worry that leave will be denied because x staff will be out of the building for example. Being told 5-mins before your planning time that you have to cover a class. Language to support teachers regarding return of disruptive/dangerous actions/fighting students. Building access (being able to work in classrooms/make copies over the weekends/prep special lessons)	5/20/2023 4:33 PM
105	Special Education, Reading instruction needs to not what we have always done which makes Ed Center administration comfortable. We should not keep doing the same thing if it is not working. HIRE more PEOPLE. We should not have to keep adding to our work load when we are supposed to be supporting kids. Too much paperwork shuffling.	5/20/2023 1:24 PM
106	Support for teachers meeting students needs. Support for teachers who do the job, but are targeted by admin.	5/20/2023 1:07 PM
107	Things I hear needed at some schools is passing time between pull outs and before and after teacher lunch....specific time listed...	5/20/2023 12:11 PM
108	We have gotten hosed continuously. Other unions in the lower 48 have gotten as much as 10-	5/20/2023 11:20 AM

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15% pay raises and have been willing to strike. We need to stop being push overs and actually stand up for ourselves.

109	Very exact and clear language on when principals and admin can dictate teacher time. No wiggle room for them to take teacher time.	5/20/2023 10:18 AM
110	New Article: Virtual teacher caseloads/responsibilities, and addenda rates. Consider tying the caseload to the district established PTR. Under the Kenai decision, the Alaska Supreme Court ruled that class size was a policy decision and up to the local board. Making PTR the virtual class size keeps the actual number in the hands of the School Board but prevents the number from becoming 1000 students per "section." 120A needs to be revised to make clear that the District has to process and implement a salary adjustment request within 30 days of it being submitted by the teacher. Currently, HR reads it as meaning they have to give the pay raise within 30 days of completing processing of the paperwork. If they decide to wait 6 months to process the paperwork, they think that's ok, as long as they give the raise 30 days after they actually process it. 150F Change 2nd sentence by adding language in [brackets]: "In the event the District establishes a new Added Duty activity [or makes substantial changes to the workload or job duties required for an Added Duty activity], it shall, upon request by the Union, negotiate the pay range. *The district (or their principals) has made significant changes at times to addenda positions but because they put it under an existing addenda, they refuse to negotiate the pay. Consider the changes in iSchool/Virtual teacher addenda, which were made unilaterally and their refusal to bargain the pay when AEA requested to do so. 155E1: 504 Coordinator addenda should be based on number of students with 504 plans in the building. This number has been increasing significantly in the last few years, and some 504 coordinators have far more plans to maintain than others. 155E2: It is difficult to get anyone in our building to sign up to be Test Coordinator since it is a large job for a small addenda. I heard yesterday that our registrar was applying for the position (not sure if they even can be legally as a non-certificated staff member), but no teacher wants to do it for a Level 1 addendum now that it includes multiple rounds of MAP testing plus AK STAR. Might work to make it Level 1 per test coordinated.	5/20/2023 9:47 AM
111	SPED- Duties, caseload size, etc ParaPro's for resource having time for training or time with SPED T each day to go over schedules etc SPED T's responsible for directing ParaPro's Equity in student contact amongst all staff at a school. Our teachers spend 20-30% of their day without students while some of the specialists spend 40-50% without students due to schedules. All teachers at a location should be similar	5/20/2023 8:37 AM
112	Academic Freedom - take a look at what Fairbanks and Juneau have written.	5/19/2023 11:35 PM
113	419 - all sections	5/19/2023 7:21 PM
114	Teaching isn't fun anymore... 2+ hours of scripted reading and no time to teach the fun... Science, SS, etc.	5/19/2023 6:50 PM
115	None	5/19/2023 6:23 PM
116	What ever ones that address hours that are required to plan and prepare for teaching. Teachers need to be paid more than the time they have in the classroom. A half hour planning time is about enough for me to go to the bathroom and get a drink and make copies.	5/19/2023 6:07 PM
117	Academic freedom	5/19/2023 5:05 PM
118	The one about retirement, and being able to remove violent and unsafe students from the classroom.	5/19/2023 4:38 PM
119	I am not familiar enough with the contract to complete this question.	5/19/2023 4:17 PM
120	I am new and do not know the contract well enough to answer this question.	5/19/2023 4:03 PM
121	Article 470: compensation for classroom coverage needs to include language specific to elementary specialists. It is straight up additional workload and should be compensated as such. I lose my before school, planning and even lunch time prepping and figuring out what I should be teaching for the math, language art, WIN etc. It is a lost day to my actual job with a bunch of additional stress.	5/19/2023 3:58 PM
122	The K-3 teachers are being hit with additional duties related to the AK Reads Act, yet there does not seem to be additional help and resources.	5/19/2023 3:57 PM
123	Not sure.	5/19/2023 3:50 PM

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124	n/a	5/19/2023 3:48 PM
125	a principal should not be able to switch the grade level more than 2 levels of an elementary teacher without mutually agreeing. A 1st-grade teacher at my school is being told to move to 4th grade next year without her consent. This is unfair and VERY stressful. It is affecting her mental health.	5/19/2023 3:32 PM
126	Unsure	5/19/2023 3:29 PM
127	Classroom size, health and salaries	5/19/2023 2:36 PM
128	I don't know.	5/19/2023 2:35 PM
129	To many to list	5/19/2023 2:35 PM
130	sped paperwork days never being able to be fulfilled due to no subs. We should get compensation (at per diem) when we do not get our days. time limits to teacher days instead of "30 minutes before and after student times" so district cannot increase day length to make up missed time.	5/19/2023 2:27 PM
131	Changing grade level assignments	5/19/2023 2:21 PM
132	extra duty is a killer! District needs to hire out more of these positions. I loose precious planning and IEP time when I have outside duty before and after school. It's impossible to have the time to do everything I'm required to do! Elementary teachers work like dogs!	5/19/2023 2:16 PM
133	Those articles that address safety and staffing within special education classrooms.	5/19/2023 2:08 PM
134	402 - Academic Freedom - 2nd paragraph needs to state that we have the right to flex things as needed. Currently, teachers are being forced to stay on-pace even if their students haven't mastered concepts. 419 D - needs language added that will allow a teacher to go above their principal if discipline is not put into place. ie A student brought a knife to school, refused to relinquish it, but was given no consequence.	5/19/2023 2:04 PM
135	Specialists have so much time in their day. They really have a much easier work load.	5/19/2023 1:57 PM
136	what happens when the district promises money and addendas then doesn't provide the schools with the funds so admin can't pay teachers for the hours we were told to count, or the hours are actually over and there is no money to pay the addenda.	5/19/2023 1:52 PM
137	Principals should grow a pair. Math department chair should be let go immediately. Students should have consequences. Parents should be limited to one email per week. Ha! Mostly the growing a pair.	5/19/2023 1:50 PM
138	Leave- We should not be told that we can only take leave IF we can find a sub to cover our classroom in order to be able to take personal leave. It is not our fault that ASD has a sub shortage.	5/19/2023 1:44 PM
139	salary & benefits	5/19/2023 1:41 PM
140	student behaviors/discipline	5/19/2023 1:41 PM
141	Teachers that take on District Representatives positions for IEP meetings need to be paid.	5/19/2023 1:33 PM
142	Added duties - need to have equity throughout the staff. Allowing teachers to teach the students needs (any areas of gaps), allow teachers not to teach to the tests or only in one way - kinesthetic, verbal, aural, etc. Better retirement for Tier 3 and newer.	5/19/2023 1:27 PM
143	Transition time between specialists classes, at least 5 min passing time to reset and prepare for next class. I teach Elem. art and 10 min would be ideal! Behavior language about keeping staff safe. Elem. teachers are given very little support when students are violent in the classroom.	5/19/2023 1:24 PM
144	Student Discipline is not being addressed. Principals are not acting on Incidents in Q. In one case, the behavior entry was deleted. (I told the teacher to take screen shots of everything that is entered.). Behavior discipline for this particular student needs to be addressed for safety issues. Other students are having their instructional time compromised by this student. Is it really the best placement for him?	5/19/2023 1:18 PM
145	Unknown	5/19/2023 1:07 PM

2023 End of the School Year Survey (From Your AEA Bargaining Team)

146	n	5/19/2023 1:02 PM
147	Tier III people need more, regardless of what state law has set as the minimum standard.	5/19/2023 1:00 PM
148	How to take off for a Dr. Appt. Does it need to be full day, half day, can you miss one class period?	5/19/2023 12:59 PM
149	All of them. We need to strike at the first sign of impasse. Damn the legislative rules on striking, those "people" took a 36% raise this year. NICE.	5/19/2023 12:58 PM
150	addenda - how are the hours counted/making sure they are equitable across all schools	5/19/2023 12:57 PM
151	419(?) D -- I don't think very many teachers realize that they don't have to accept a student back into their classroom, after being removed for behavior, until they have discussed the matter with the principal and both have reached concensus on expectations for that student going forward	5/19/2023 12:56 PM
152	Article 452: Additional planning time needs to be added to the current contract for building and maintaining Canvas Modules at the secondary level.	5/19/2023 12:48 PM
153	Will the contract include any language regarding AK Reads Act and liability? From what I understand, failure to comply falls on the district, not a school or individual. I'd like to make sure administrators can't use data to put staff on improvement plans.	5/19/2023 12:46 PM
154	6% for all Sped Teachers not just the Self-Contained ones.	5/19/2023 12:44 PM
155	I don't know.	5/19/2023 12:42 PM
156	I don't really know the contract well enough to cite articles, but less SIPPS/remedial type instruction and more autonomy in order to engage students would be a good start.	5/19/2023 12:42 PM
157	The ability to request a transfer, have multiple interviews and choose the best option offered.	5/19/2023 12:42 PM
158	I would like to see a better evaluation tool used. I have always heard Danielson was not created to be used for evaluation purposes. I think the current evaluation system can be used negatively against teachers.	5/19/2023 12:41 PM
159	There needs to be a computer code of conduct that is enforceable. Students believe these computers are theirs and I watch them destroy them and pull them apart. There is nothing that I can do but watch. Handing these students computers with zero accountability created a monster.	5/19/2023 12:40 PM
160	Language exists, the problem is policies are not followed. The statement handed to classroom teachers is, "Once you turn it over to administration, it is ours to handle as we see fit." Classroom teachers can follow progressive discipline, but when the procedures outlined in the student handbook and/or school handbook are not followed, staff are left hanging. Other students see nothing being done, which encourages further poor behavior, and the ripple effect occurs.	5/19/2023 12:40 PM
161	Class Size	5/19/2023 12:36 PM
162	Can we get reimbursed for continuing education classes? I just end up picking cheaper and easier classes rather than classes where I might learn something valuable. Being reimbursed would be a better motivator, especially as a new teacher. I took a behavior class and learned so much more in that than what I was taught in my undergrad.	5/19/2023 12:33 PM
163	"Other duties as assigned" is way too broad.	5/19/2023 12:32 PM
164	Not something I am really worried about.	5/19/2023 12:31 PM
165	Sub coverage - the district has zero incentive to fix the issue. Otherwise, the admittedly bigger issue relates to retirement. Since our state retirement is virtually non-existent, then compensation within our contracts helps to even consider having enough to save for retirement.	5/19/2023 12:30 PM
166	I'm not sure of the specific article, but how about something about equity between elementary specialists? One of the fellow music teachers at a school we share has TEN fewer 30 minute classes in their schedule than me.	5/19/2023 12:30 PM
167	We MUST have a defined benefits retirement package or there will soon be an avalanche of teachers leaving to other states that offer this.	5/19/2023 12:30 PM

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168	Language regarding taking Leave Without Pay days once they have exhausted all other forms of leave (this is a huge strain on buildings). Ability to move credit levels with Masters Degrees. I cannot get paid for my credits for 3 yrs	5/19/2023 12:29 PM
169	It would be good if the contract included protections for those importing teaching experience that wasn't required to be certificated.	5/19/2023 12:28 PM
170	Benefits need to be addressed!	5/19/2023 12:27 PM
171	Principals should be the first line of covering classes. OR Principals should take student gov't at the High school level. It's a waste of FTE and / or should be a club anyway.	5/19/2023 12:27 PM
172	Grading day, PLC Mondays	5/19/2023 12:26 PM
173	413 Assignment and Transfer Section A: The principal should not be able to change grade levels on the teachers. We had two people quit because of this.	5/19/2023 12:26 PM
174	332--It feels discriminatory to make individuals use their leave for full days for religious observance. Either we should all be getting Yom Kippur and Eid Al-Fitr off or we should charge half leave--or maybe make leave bank leave available to cover.	5/19/2023 12:25 PM
175	The district's neglected obligation to pay into Social Security for Tier 3 teachers.	5/19/2023 12:24 PM
176	Better district contribution to health insurance and better salary	5/19/2023 12:24 PM
177	addenda levels academic freedom classroom autonomy	5/19/2023 12:23 PM
178	Sped students and IEP time being addressed.	5/19/2023 12:22 PM
179	Academic Freedom, what we have basically does nothing. I wanted to grieve it this year and was told is basically hard to fight because principals have so much power. That is so ridiculous. Also get rid of the 3 day have to get permission rule. Kids sick teachers sick also something.	5/19/2023 12:22 PM
180	.	5/19/2023 12:21 PM
181	Having a contract at all.	5/19/2023 12:21 PM
182	Duty time, lunch duty coverage.	5/19/2023 12:20 PM
183	n/a	5/19/2023 12:20 PM
184	No idea, leaving this profession	5/19/2023 12:19 PM
185	Not sure. My biggest concern is about lack of sub coverage.	5/19/2023 12:18 PM
186	I strongly believe that Resource teachers should also have been given the additional pay along with self contained SpEd. As a former elementary resource teacher, I can personally tell you it is the craziest of all the SpEd positions. I've also taught middle & HS Life Skills and those students are identified & in the correct placement as well as multiple TAs to support. Elementary Resource teachers get EVERY kind of student--plus, they need their clericals back!	5/19/2023 12:17 PM
187	413 and 175	5/19/2023 12:16 PM
188	1. Go back to Defined Retirement. 2. Limit Class sizes. (especially in primary grades) 3. More TA assistance for primary classes. 4. Bring back an age appropriate Math book for primary students still learning to identify letters, letter, numbers to 20-100, phonemic awareness of reading and blending letters to make words.	5/19/2023 12:15 PM
189	110.H does not specify the supplemental wage so it is meaningless. 110.E is vague. Does it refer to situations where a person is long-term subbing in an open position or does it include situations where someone is long-term subbing in a position (say, for a teacher on maternity leave), the teacher decides to leave permanently, then the sub gets hired?	5/19/2023 12:13 PM
190	none	5/19/2023 12:12 PM
191	Religious leave should not take personal days.	5/19/2023 12:11 PM
192	If a teacher leaves and comes back they need to come back at the rate they left. If an administrator causes almost every member of her staff to leave, they need to be evaluated or replaced.	5/19/2023 12:09 PM

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193	Proscribed curriculum is difficult. I'd like more autonomy	5/19/2023 12:09 PM
194	Discipline and coverage.	5/19/2023 12:08 PM
195	The extra duty stipends, there needs to be a section for "pep band" that is a level 1 per semester.	5/19/2023 12:07 PM
196	I believe that Specialists need to have a higher level of protection of duty within the contract. Many Specialists are pulled to be subs, or cover duty stations, which demeans our positions as professionals. We are very expensive subs & noon duties at the rate that we are paid, yet with no additional addendums for our duties done outside of our instructional craft.	5/19/2023 12:07 PM
197	Caseload maximums for SPED teachers	5/19/2023 12:06 PM
198	Elementary specialists need language included in the contract that guarantees 5 min passing between classes. Current language says "up to 5 minutes" and on some schedules that means zero time to transition classes in and out.	5/19/2023 12:05 PM
199	There are addendas for special education teacher experts, addendas for instructional coaches, but no extra compensation is given to teachers- and they are the ones doing the the hard work. There should be a way to compensate the ones working the hardest.	5/19/2023 12:05 PM
200	?	5/19/2023 12:04 PM
201	What are the contract articles? I don't even know where to find my contract.	5/19/2023 12:04 PM
202	419 and 441: Specialists like counselors, school psychs, nurses, et cetera need clear language in the contract that ties to the National Practice Standards for their roles. Counselors and other professionals who work with students in the mental health area should not be asked to discipline students. They can counsel students through problems or help them understand why they received discipline, but not discipline students. For example, librarians cannot provide the items that student checked out to anyone--it is a state privacy law. AAs and Admin should not ask us to look up a library book in a backpack to help identify a student. Counselors/school psychs/nurses should not be asked to participate in the active discipline of a student, nor investigate discipline issues. They should also not be asked to investigate their co-workers/gather complaints (student or staff complaints) about their coworkers. see the following documents from the American School Counselor Association chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.schoolcounselor.org/getmedia/ee8b2e1b-d021-4575-982c-c84402cb2cd2/Role-Statement.pdf chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.schoolcounselor.org/getmedia/8fe536c2-7a32-4102-8ce7-42e9b0683b3b/appropriate-activities-of-school-counselors.pdf	5/19/2023 12:03 PM
203	519, our retirement is terrible. Either give us state retirement or let us go back onto Social Security.	5/19/2023 12:01 PM
204	Student phones in the classroom	5/19/2023 12:01 PM
205	A day to complete end of the year tasks required prior to the last day of students (class lists, report cards, collaboration for future planning)	5/19/2023 12:00 PM
206	The district should be making more of an effort to have a substitute teacher workforce to avoid teachers having to cover, regardless of the amount of pay we get for losing a planning period. Students are losing much more when the librarian or PE teacher is required to cover for a classroom teacher at the elementary level.	5/19/2023 11:59 AM
207	N/A at this time.	5/19/2023 11:59 AM
208	No opinion at this time.	5/19/2023 11:58 AM
209	We need more tools to combat bad administrators. Why can't we also have our teaching observations recorded and graded by someone outside the ASD? This principal versus teacher attitude is so adversarial. On the other hand, ineffective teachers are able to remain. We need more tools to remove students who interfere with the FAPE of others. Students are not entitled to do the things they do without consequence. (I refuse to ever wear a necklace or earrings at work because I don't want to give them something they could grab on to.)	5/19/2023 11:58 AM
210	SSI offset, better retirement	5/19/2023 11:58 AM
211	Special Education Teachers need to have the same raises across the board.	5/19/2023 11:58 AM

## 2023 End of the School Year Survey (From Your AEA Bargaining Team)

212	* Limit to time at duty stations - especially in elementary *Summer school per diem which is more than our work day, which often times does not allow for a full 1/2 hour lunch, and which doesn't allow for planning time. Not addressing this issue allows for continued disrespect for teachers as professionals, which is part of a bigger problem. *Definition of PLCs and what should and should not happen during this time.	5/19/2023 11:58 AM
213	Not Sure.	5/19/2023 11:57 AM
214	To be honest I have no energy to give this any thought.	5/19/2023 11:57 AM
215	Please allow us to use curriculum as a guide for instruction.	5/19/2023 11:57 AM
216	sounds like there are principals who overstep their positions & personally attack (not physically) their staff	5/19/2023 11:56 AM
217	employee discipline, being "talked to." the tide has shifted where district employees are assumed guilty until proven innocent or not at all, students and parents are making things up to get their way. The union won't get involved unless there is a contract violation and principals are catering to parents rather than listening to their employees	5/19/2023 11:56 AM
218	Any that address salary/benefits/behaviour issues.	5/19/2023 11:55 AM
219	Student expectations	5/19/2023 11:55 AM
220	Student behaviors and how it impacts the learning environment and also teachers feeling supported by student behaviors when giving referrals.	5/19/2023 11:55 AM
221	Special Education	5/19/2023 11:54 AM
222	opportunity to sell sick leave	5/19/2023 11:54 AM
223	I spoke with a friend who works in a school district in Boston, and they have a class size limit built into their contract. I can't think of anything else I would want more than that.	5/19/2023 11:54 AM
224	N/A	5/19/2023 11:53 AM
225	\$	5/19/2023 11:52 AM
226	'Other duties as assigned' can mean literally anything and is heavily abused by administration.	5/19/2023 11:52 AM
227	I'm unsure at this time.	5/19/2023 9:26 AM
228	1. Principals should not be able to see when a teacher puts in for transfer. Too much retaliation. 2. Protect sped work days. Need stronger language. My principal took mine away saying "We can't allow you to take it" then set a day he wanted that didn't help me at all. 3. Stop forcing teachers to cover classes.	5/19/2023 8:45 AM
229	We are doing much more work for much less pay (our pay has lost >15 percent value after 3 years of high inflation. Given the horrible "retirement" plan we need to have salaries that keep pace with inflation so we can save enough on our own to plan for retirement. Given the new digital workload and class sizes, the next contract negotiation should simply declare that salaries need to be inflation-matched to 2020 dollar values with increases based on inflation or teachers will strike.	5/18/2023 3:10 PM
230	I don't know..	5/18/2023 10:22 AM
231	na	5/18/2023 7:48 AM
232	classroom sizes, student accountability for cheating, follow through for student behavior from the admin	5/18/2023 7:27 AM
233	Staff coverage when a substitute is not available. Some staff are willing to double up classes so specials can continue to take place but leadership is not allowing this. Staff absences has created such anxiety due to sub shortages that staff members are coming in sick at a higher rate than in the past.	5/17/2023 10:54 PM
234	N/A	5/17/2023 10:09 PM
235	Not sure	5/17/2023 9:36 PM
236	I don't have specific verbiage or even the article at the moment, but would love it if the language regarding professional freedom possibly addressed 'teaching standards, using	5/17/2023 9:20 PM

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curriculum as a tool', rather than being told to teach the curriculum with fidelity...  
 ESPECIALLY when teaching a combo class.

237	Just Money!	5/17/2023 3:09 PM
238	<p>Please address 150 added duty--certain addendas are not commiserate with the work involved. Student Government carries a larger work load than other positions yet is not provided adequate compensation. It would be interested to know whether the district actually funds each addenda position to the school immediately or hold back money for position the school does not have (if it is in the contract, it should be funded). 417--we need less district oversight and more teacher collaboration time within our inservice days. 419--discipline for students. ASD needs to work with the union on the cell phone issue--we NEED a uniform ASD cell phone policy that parents understand. Same thing with dress code. At this point, ASD is passing the buck and NOT support its staff by stating these two issues are up to the individual school. 110 Basic Salary Conditions, G--National Board Language--it needs to be updated to reflect the new lagiang and timelines for the National Board PTS. 110 B--Masters 1.25% bump--this needs to be increased. Biggly. 419 and 441: Specialists like counselors, school psychs, nurses, et cetera need clear language in the contract that ties to the National Practice Standards for their roles. Counselors and other professionals who work with students in the mental health area should not be asked to discipline students. They can counsel students through problems or help them understand why they received discipline, but not discipline students. Too many mental health workers are being asked by principals to discipline students--clarity in the contract regarding roles of specialists would be helpful. For example, librarians cannot provide the items that student checked out to anyone--it is a state privacy law. AAs and Admin should not ask them to look up a library book in a backpack to help identify a student. Counselors/school psychs/nurses should not be asked to participate in the active discipline of a student, nor investigate discipline issues. They should also not be asked to investigate their co-workers/gather complaints (student or staff complaints) about their coworkers. Job role clarity in the contract would help with this, as would addressing these issues in PVAs within the district. Obviously mandatory reporting of certain issues is excluded from this language adjustment.</p>	5/17/2023 2:42 PM
239	Not sure	5/17/2023 1:08 PM
240	Wage increases are needed to keep up with inflation, but that is a state funding issue.	5/17/2023 9:43 AM
241	Add protections for elementary specialists, and the delivery of their content, to the contract. Elementary specialists are the only ones pulled to sub without compensation. Add protection for number of class hours that can be required. Specialists have very high student loads, huge numbers of preps, and often no support for SpEd needs that they are legally required to meet. Specialists need contractual support from AEA.	5/17/2023 8:04 AM
242	I am not sure. It's harder viewing the contract online. I used the hard copy more frequently. Now I only go were I need to when there is a problem.	5/16/2023 9:40 PM
243	We need to have structure for kids--a policy for tardies, endless absences, phone use, students tuned out with their hidden ear buds...and consequences that are enforceable and enforced.	5/16/2023 7:52 PM
244	not sure	5/16/2023 6:08 PM
245	Having a TA in the classroom where there are six or more SPED/IEP students in any one period.	5/16/2023 6:06 PM
246	Classroom coverage. Canceling elementary specials to cover a classroom is not allowed. A elementary specialist can be asked to cover during their prep time and will be compensate for their time as per classroom coverage article.	5/16/2023 5:39 PM
247	I can't think of anything right now.	5/16/2023 4:18 PM
248	Behaviors -- we had 4 students with severe behavior. The radio was going constantly and was a disruption to the rest of the school and a constant safety issue for everyone.	5/16/2023 3:29 PM
249	n/a	5/16/2023 1:45 PM
250	Protection for school counselors from having to do test proctoring, subbing, and test administration as part of their job duties.	5/16/2023 1:06 PM
251	The snow days this year were many. If there a way to just use the Alternative Learning for all	5/16/2023 12:46 PM

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	future snow days.	
252	What exactly are we to be doing during PLCs? Is this to conference with the whole school, or just teaching partner? Is this to take place of staff meetings?	5/16/2023 12:36 PM
253	Not sure	5/16/2023 10:41 AM
254	Hmmm... I think we have a pretty strong contract (thank you, negotiators!). I have concerns about the leave of absence process and about the language in the LOA paperwork from ASD that sounds like they get to tell us what we can and cannot do for work during that time. I can understand not working for another district, but anything else that isn't double dipping...weird. Substitute teaching? Why would that be limited. It is not union work, does not contribute to retirement, and we are in desperate need... (just one example). Oh! We do need to fix this only honoring 8 years of experience thing. I know part of that is controlled by state statute and that it is being addressed, but it is HUGE.	5/16/2023 7:34 AM
255	SPED needs more support. There needs to be a classroom cap size.	5/16/2023 5:59 AM
256	safety	5/15/2023 11:43 PM
257	With PLCs, clearly define that time and all other meeting times, etc.	5/15/2023 9:11 PM
258	Class size, increasing added duty and addenda compensation	5/15/2023 9:02 PM
259	Article 330 A "Members may not use personal leave in any combination that includes both the day before and the day after either Winter or Spring vacations." **Should be granted at the discretion of the Principals.	5/15/2023 8:39 PM
260	Behaviors. Even if a student has an IEP they should not have more rights than other students and be allowed to disrupt class, cause room clears which impeded instructional time and have to be babysat because they refuse to go to specials, the resource room, recess or whatever it is. It's not fair to all of the other students in the room that are trying to learn.	5/15/2023 8:33 PM
261	Academic freedom of lessons.	5/15/2023 8:20 PM
262	There needs to be more of a balance with data and SEL activities. Kids are becoming just numbers when they should be looked as a whole child	5/15/2023 7:55 PM
263	PLANNING TIME 452-- Our principal uses this language to require us to go to meetings like SST and 504. Our principal uses the language in this contract to require a regular, monthly grade level meeting at our school. 403: SPED meetings: be clearer as to what is a "sped meeting" ..consent for eval? eligibility? 504? the contract says we can be compensated for meetings outside the school day, and says not to schedule them during the school day on our planning...but there is nothing about compensation during planning time.	5/15/2023 7:36 PM
264	.	5/15/2023 5:31 PM
265	Higher pay. More money going towards our insurance.	5/15/2023 5:09 PM
266	I'd need a hard copy in front of me to adequately answer.	5/15/2023 4:56 PM
267	an increase in the pay per hour for subbing for another teacher in the building.	5/15/2023 4:47 PM
268	n/a	5/15/2023 4:28 PM
269	covering additional students for teacher that are out. the district needs to pay this time at a higher rate AND the district needs to pay. Supposedly this will be on the last pay check but if it is not, then what action can we take??	5/15/2023 4:24 PM
270	we should be able to recall sick days when the district calls a snow day. We all log on and work those days, anyway.	5/15/2023 3:01 PM
271	SICK LEAVE - NOT BEING ABLE TO USE IT DUE TO LACK OF SUBS, NOT BEING ABLE TO CASH IT OUT WHEN IT IS USE IT OR LOSE IT (TIER 3)	5/15/2023 2:14 PM
272	no suggestion at this time	5/15/2023 2:09 PM
273	Not necessarily a change, but keep the 3 sped paperwork days (or add more?) Those have been so helpful the last few years.	5/15/2023 1:40 PM
274	I can't think of any specific language concerns.	5/15/2023 1:39 PM

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275	I think teachers need more time to plan and prep.	5/15/2023 1:21 PM
276	na	5/15/2023 1:13 PM
277	Concerned that the contract time before and after school is not considered planning time, and members could be assigned excessive duty.	5/15/2023 1:02 PM
278	Uninterrupted planning and lunch time	5/15/2023 1:00 PM
279	special education extra duties, caseload sizes, covering caseloads for open positions.	5/15/2023 12:46 PM
280	L2 Behavior and Discipline - Students who have been removed from the classroom for violent or severely disruptive behavior shall only be returned to the classroom after appropriate action has been taken. It is strongly encouraged that a meeting between the member, administrator, and parent occur prior to the student returning to the classroom. suggestion = Students who have been removed from the classroom for violent or severely disruptive behavior shall only be returned to the classroom after an out of school suspension. If a student assaults and/or injures another student or staff, a police report will be filed and the student will have a 10 day mandatory out of school suspension. It is required that a meeting between the member, administrator, and parent occur prior to the student returning to the classroom.	5/15/2023 12:33 PM
281	Not sure	5/15/2023 12:12 PM
282	I am not sure what the specific article is, but we need to return to a defined benefits retirement system	5/15/2023 12:10 PM
283	academic freedom!!!	5/15/2023 12:06 PM
284	I do not want a student that hits my paras and to be placed in ISS on an alternative schedule in my class. We need options. I do not feel safe.	5/15/2023 11:58 AM
285	UNSURE, MY MAIN CONTRACT GOALS WOULD BE INCREASED SALARY AND/OR PERSONAL DAYS FOLLOWED BY INCREASED PLANNING TIME AND LOWER STUDENT:TEACHER RATIO.	5/15/2023 11:48 AM
286	Retirement	5/15/2023 11:48 AM
287	105 - pay increases for all columns and steps. 205 - ASD increases their contribution to help with inflation.	5/15/2023 11:46 AM
288	150	5/15/2023 11:42 AM
289	Teachers need a similar language in their contracts that matches what other professions have in terms of workplace flexibility. Teachers would feel like they are trusted and treated with more respect if their contracts were more flexible in terms of where they can work when they do not need to be in front of students in the classroom. In Special Education, there is a lot of paperwork that needs to be done, it should not matter where it is done, as long as it gets done.	5/15/2023 11:36 AM
290	not sure	5/15/2023 11:31 AM
291	Respect educator expertise and professionalism. No more mandates (Brees Laws, ALICE drills, FUEL schedules, etc) that eat into my curriculum time. No more defining what must happen in my classroom.	5/15/2023 11:15 AM
292	None	5/15/2023 10:57 AM
293	None at this time.	5/15/2023 10:36 AM
294	Maternity leave is incredibly disappointing and does not allow for the fair use of our time, summer births for example are not equitable in comparison to births in the middle of the school year. If those giving birth during the school year are allowed to utilize 6 weeks of THEIR OWN LEAVE, so should summer births. There should also be allotted times for paternal leave.	5/15/2023 10:30 AM
295	We are still being asked for our goals at the beginning of year meeting with our principals-even though the language was changed. Please get the admin on board with that change.	5/15/2023 10:21 AM
296	Since we are adding that additional PLC every Monday, it should be addressing teacher concerns/needs. They should be supportive, generating time for teachers to collaborate, differentiate lessons, real items that teacher's need more time to work on. We are losing teachers because they are exhausted keeping up and not having the time to collaborate and differentiate their lessons (work as a team).	5/15/2023 10:14 AM

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297	I am not sure.	5/15/2023 10:11 AM
298	NA	5/15/2023 10:07 AM
299	Not sure.	5/15/2023 10:05 AM
300	Special education - number of students placed on a teacher's caseload.	5/15/2023 10:05 AM
301	Unsure.	5/15/2023 10:01 AM
302	classroom coverages, planning times, and contract hours of work. Special education deadline requirements for quarterly progress reports (i.e., deadlines).	5/15/2023 9:58 AM
303	Transition time on the schedule. When students have a 90 min. reading block end at say 11:30 they cannot arrive to a pull-out at 11:30 unless something is getting cut. They are either missing out on reading instruction or "PE"/planning. Or when PE ends at 10:00 and library starts at 10:00. Normally professionals would work this out on their own and resolve the schedule however I have learned there are principals who do not honor this.	5/15/2023 9:57 AM
304	I feel that staff needs to better protected from students. I was threatened by a student twice this year that she was going to cut my throat and nothing was done to her. She later made more threatening reports to other students and still nothing was every done to her.	5/15/2023 9:54 AM
305	NA	5/15/2023 9:48 AM
306	na	5/15/2023 9:46 AM
307	Not sure.	5/15/2023 9:45 AM
308	n/a	5/15/2023 9:44 AM
309	substitute coverage	5/15/2023 9:40 AM
310	Salary & Benefits	5/15/2023 9:36 AM
311	NA	5/15/2023 9:33 AM
312	The teacher's lunch break. 30 minutes is not enough because some times I have to support my students or wait on them from recess. The duties are conflicting.	5/15/2023 9:32 AM
313	Contract language I think needs to be concern are the language involving sped and behavior	5/15/2023 9:32 AM
314	I don't know	5/15/2023 9:27 AM
315	470 - caseload coverage language for sped teachers asked to take on another teachers caseload, they should be reimbursed. 52- Missed planning -SpEd teachers need a mechanism to be compensated for missed planning due to meetings or behavior. They are constantly asked to miss their planning in favor of the gen ed teachers not missing theirs. They are constantly asked to miss planning or lunch due to behaviors. 135 - contract extension - sped teachers and TEs are asked to perform summer duties but the contract language is never used in terms of reimbursement. They often perform duties for free or at the incorrect rate. It should be outlined clearly and be agreed upon. 150 - added duties - SpEd TEs took on upwards of 56 staff to supervise in a non evaluative role. What does 18 or more mean?	5/15/2023 9:21 AM
316	SOrry, I don't know contract articles.	5/15/2023 9:20 AM
317	The Special Education department needs better language regarding caseloads, paperwork time, and student behaviors. The students know there are not any consequences for their behaviors. Kids know they can get away with assaulting teachers and students. They can fail classes and still get passed on to the next grades.	5/15/2023 9:20 AM
318	N/A	5/15/2023 9:20 AM
319	For the \$2000 bonus (Section 110 Letter G), please specifically add school nurses who have national certification to this paragraph. Although it has never been an issue in getting this bonus for ASD AEA school nurses who have the NCSN designation, it would be better to be more specific with the language to ensure nurses who are eligible continue to receive this bonus.	5/15/2023 9:19 AM
320	I think salary/benefits could be improved.	5/15/2023 9:18 AM
321	Not sure	5/15/2023 9:14 AM

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322	I can not think of any at this time	5/15/2023 9:13 AM
323	Addenda for ALL AEA nurses, as without another nurse to cover our offices, we are not "off duty" per Alaska Nursing Statutes.	5/15/2023 9:11 AM
324	?	5/15/2023 9:07 AM
325	Money and days off for us to take continuing education. It is very expensive to maintain a clinical license (counselor)	5/15/2023 9:07 AM
326	Bring back the +90 - I feel penalized for getting more educational credits. As Tier III this was the only way to have more income. Add more sick leave cash out for Tier III - 100 days is unattainable and encourages people not to use sick days. Essentially we use or lose while Tier II can cash all out. Not equitable.	5/15/2023 9:05 AM
327	duties as assigned. my principal asked me to do an art event after school and tried to not pay me for my 6 hours, and she got away with paying me far less than an addenda by paying (cash) . but pays the music teacher an addenda.	5/15/2023 9:05 AM
328	not sure	5/15/2023 9:01 AM
329	I believe Special Education Teachers caseload should be considered from both how many IEPs they have to handle during the year and the number of students that they have to fill out progress reports on for the classes the Special Education Teacher is teaching. This year I had 30 students on my caseload and 102 students in my classes to do progress reports on. Please note, not all of my caseload students are in one of my classes so I am filling out approximately 120 progress reports.	5/15/2023 9:00 AM
330	Tenure information.	5/15/2023 9:00 AM
331	We should have actual maternity leave. The ability to use sick leave only for the first 6 weeks after birth is too limiting; if someone has leave saved up, they should be able to use it anytime within the first year of a child's life. A baby doesn't choose to be born over the summer, so why are they penalized? If a baby born to a member during the schoolyear gets to spend 6-8 weeks plus the summer with their parent during the first year of their life, so should a baby born during the summer.	5/15/2023 9:00 AM
332	Academic Freedom needs to be refined to allow for teacher autonomy and planning periods need to be protected at all levels.	5/15/2023 8:56 AM
333	IDK.	5/15/2023 8:56 AM
334	Not sure	5/15/2023 8:54 AM
335	need faculty forums at each school to address problems at the school that are lead by teachers and provide the ability to challenge admin on tasks that we feel are not adding to student advancement; better discipline measures (right now you report a student and they get 'talked' to, but there is no consequence for bad behavior (plus we have already talked to them and parents_	5/15/2023 8:52 AM
336	403B	5/15/2023 8:51 AM
337	The issues are so vast, where do you start?	5/15/2023 8:48 AM
338	Student discipline, especially in the SpEd classrooms. Many SpEd teachers are assaulted and injured and those students do not leave their classrooms. Add language in 419 where the member also reports to AEA or the administrator must document and report to AEA.	5/15/2023 8:46 AM
339	Social Security	5/15/2023 8:46 AM
340	None	5/15/2023 8:46 AM
341	unsure	5/15/2023 8:44 AM
342	Paperwork days for SPED. I scheduled them but was not able to use them due to lack of coverage.	5/15/2023 8:37 AM
343	Can't think of one right now	5/15/2023 8:35 AM
344	I'm not super familiar with the individual articles. But I do wish that Sub-teachers were happy to serve. And I wish students could be suspended/expelled for dangerous behaviors/putting	5/15/2023 8:33 AM

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others at risk. Also, the psychiatric or psychological help for students should be bigger and varied. And/or we need parenting classes for these parents who don't know what to do with difficult students. And training for us, so that we are helping and not feeling overwhelmed.

345	Ability to extend (call back) contract when district wants. this could be very problematic if a precedent is set.	5/15/2023 8:32 AM
346	Pay for teachers	5/15/2023 8:32 AM
347	Getting all the mandatory trainings done on our own time. We should get one day of compensation for completing all these trainings.	5/15/2023 8:31 AM
348	I'm not sure there is one. The conditions are so bad. Huge caseloads and class sizes.	5/15/2023 8:31 AM
349	How the district makes us all be on the same page on the same day. Every school is different, so why are we all following the same plans in each school?	5/15/2023 8:31 AM
350	unsure	5/15/2023 8:26 AM
351	I would have to look back through the contract to be specific, but additional statements about student behaviors and their removal from the classroom would be helpful.	5/15/2023 8:25 AM
352	I do not know	5/15/2023 8:24 AM
353	Salary and benefits. I am yet again taking a pay cut due to our health insurance increasing.	5/15/2023 8:15 AM
354	Caseload limits for related service providers and more support for SPED teachers.	5/15/2023 8:14 AM
355	There needs to be more specific language to protect elementary specialists.	5/15/2023 8:13 AM
356	504 coordinators should be paid per student. There is a huge discrepancy between schools, with some having upward of 100 and others less than 10, yet they are getting paid the same. This needs to be addressed in contract language.	5/15/2023 8:12 AM
357	The new PLC's may need new contract language. Behaviors - right now the district is focused on keeping kids in classrooms no matter what, but that is sacrificing other children's education.	5/15/2023 8:06 AM
358	academic freedom	5/15/2023 8:06 AM
359	How the union can help teachers when false accusations arise. This was a problem for many this year and they felt alone as the union didn't offer much assistance.	5/15/2023 8:04 AM
360	none	5/15/2023 8:01 AM
361	n/a	5/15/2023 7:59 AM
362	n/a	5/15/2023 7:57 AM
363	Special Education needs more support.	5/15/2023 7:52 AM
364	none noted at this time	5/15/2023 7:52 AM
365	No language areas. Simply better pay for the mid and long career teachers. The \$1500 in lieu of step is not fair. Starting salaries are fine. Coaching/added duty should increase and/or create a longevity scale similar to other districts. Maybe go back to a % of base salary for added duty. HS football coach in Fairbanks makes \$1200 more than Anchorage.	5/15/2023 7:52 AM
366	Duty free lunch and planning period	5/15/2023 7:50 AM
367	The contract language about academic freedom is vague	5/15/2023 7:49 AM
368	Special Education teachers need more time every day to address student concerns and ensure that the IEP is being followed as written.	5/15/2023 7:48 AM
369	n/a	5/15/2023 7:46 AM
370	Poor pay	5/15/2023 7:46 AM
371	added duties	5/15/2023 7:44 AM
372	Anything specific to Special Education and self contained classrooms.	5/15/2023 7:38 AM
373	135- Some of the added work that has been put onto school staff needs to be compensated.	5/15/2023 7:37 AM

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There are not enough hours in the school day to complete all of the assigned tasks without working at home.

374	I honestly don't know, I haven't seen the contract, I'm not even sure how to access it.	5/15/2023 7:36 AM
375	ASD forcing certain teachers back early next year.	5/15/2023 7:35 AM
376	none	5/15/2023 7:35 AM
377	The contract should have defined working hours based on the time of day, rather than relative to whatever the school schedule is. We had no say in school start times and this was shoved down our throats.	5/15/2023 7:35 AM
378	I don't know the article, but elementary teachers need more flexibility and academic freedom. As a secondary teacher, I have wide leeway to design instruction that meets my student needs. Elementary teachers, however, have highly prescribed curriculum with very little freedom to modify lessons. This needs to change.	5/15/2023 7:35 AM
379	Academic freedom still feels like it isn't given. In a Title I school we are told we have to teach reading, writing, and math using only specific materials and in regulated timeframes. There is no freedom to do project based learning because there is no time outside of what is so strictly regimented.	5/15/2023 7:33 AM
380	long term contract	5/15/2023 7:25 AM
381	student parent conferences. The choices that we had in the fall, were not best for the teachers or the kids. I would like to have two conferences after 4 o'clock and the rest can be before 4 o'clock. I should be able to do that, but my principal said I have to pick either all of them are held before 4 o'clock or I have to stay till seven on one of the days. So even if I had requested only two conferences after 4 o'clock, I still had to stay till seven.	5/15/2023 7:24 AM
382	Grade level placement. We used to have language that only allowed movement 2 grade levels. That is fair. Unnecessary movement from K-1 to a 4-5 is a not. Personal planning time needs to be protected as well. Common planning times were taken to hold meetings every month leaving no time to even use the restroom. Elementary teachers are not able to go to the restroom at any other times. That is inhumane.	5/15/2023 7:24 AM
383	The thirty minute duty free lunch with up to five minutes of passing time. Our admin views that passing time as optional.	5/15/2023 7:18 AM
384	I do not even know at this time honestly	5/15/2023 7:17 AM
385	School start time change in 2024 - back to current schedule (not a contract issue but very important)	5/15/2023 7:14 AM
386	n/a	5/15/2023 7:14 AM
387	We need a pension plan, smaller class sizes, real consequences for serious behaviors, and competitive pay.	5/15/2023 7:14 AM
388	N/A	5/15/2023 7:12 AM
389	N/A	5/15/2023 7:07 AM
390	Duties before and after school.	5/15/2023 7:03 AM
391	I cannot comment specifically. I would, however, say that until the state and this district start enforcing attendance requirements we will continue to fall short. I have students with over 40 days absent this year, all of whom will some how miraculously earn credit for their classes.	5/15/2023 7:00 AM
392	Parental leave, the Muni and other districts are working toward improving leave for families and I believe it is a topic AEA should address. The lack of childcare in our community makes it difficult for parents to find reliable care for their young ones. Science and research supports leave for parents for bonding and the overall health and well being of the child and family.	5/15/2023 7:00 AM
393	Coaching addenda should have a % increase based on experience. If I've been a head coach for 15+ years, I should make more money than someone who is inexperienced and just got hired. The workload for a headcoach isn't worth what is being paid, and the expectation that veteran head coaches mentor new coaches without compensation is insulting	5/15/2023 6:59 AM
394	Nothing comes to mind at the moment	5/15/2023 6:57 AM

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395	Being able to take days off without worrying about coverage.	5/15/2023 6:55 AM
396	Snow days closures, health benefits for the summer for resigned/ retired teachers, staff meetings.	5/15/2023 6:52 AM
397	I hate having to keep Canvas updated. The pandemic is over, kids can read a calendar and figure out what they missed. They can be responsible for getting their make up work and keeping a planner of assignments instead of just "canvas will tell me what I need to do for homework."	5/15/2023 6:50 AM
398	Teacher rights regarding student behavior. Sped services and support needs to be increased.	5/15/2023 6:45 AM
399	Expectation of covering a co-worker's class during planning time and the right of the member to say no. Making sure language states that principals cannot assign/ force a teacher to cover a class during their planning time.	5/15/2023 6:42 AM
400	.	5/15/2023 6:42 AM
401	None	5/15/2023 6:27 AM
402	n/a	5/15/2023 6:25 AM
403	Something has to be done about student behaviors, real consequences. Our health insurance is too expensive.	5/15/2023 6:23 AM
404	Contract language is clear	5/15/2023 6:21 AM
405	The ability to have academic freedom within our classrooms. Teachers should be able to differentiate when needed. Teachers should be able to use resources that we know work to meet our student's academic needs.	5/15/2023 6:21 AM
406	There needs to be more specificity about how maternity/ family leave works. It ends up working out ok but different ASD employees have different interpretations of it. Maybe also some specificity about long term subs and how much responsibility teachers have in finding their own replacement.	5/15/2023 5:56 AM
407	I don't know	5/15/2023 5:54 AM
408	Sorry, I don't know the contract articles well enough but all parts that deem educators have no control over content given to present to our students at all levels. Educators should be able to supplement materials, canned curriculum is not one size fits all.	5/15/2023 5:44 AM
409	Without taking care of the people , no amount of curriculum changes, program changes, assessment revisions, or policy pivots, will replace the time, effort, and relationships students and educators need to succeed. Education needs less noise from mandates and more opportunity for students and educators to listen and learn from each other.	5/15/2023 5:32 AM
410	I would like to see additional planning time allocated for librarians specifically for their collection management/development duties. Four hours a week is not enough. Some librarians don't have principals who understand all that a librarian has to do to maintain a library and instead follow the contracted planning time to the letter. Talking with Lisa Sam, Library Supervisor, is a good place to start with regards to amount of additional time needed. I would recommend 3-4 hours per week. I've noticed that administration telling principals "librarians need additional time, please consider giving it to them" is NOT working. We need specific language in the contract. Thanks! Also, maybe a limit to the number of WIN groups a specialist can be assigned? Many of us do all of the planning associated with the WIN group, which is in addition to all of our other planning and duties. Four to five WIN groups a week is not in the best interest of the students or specialist.	5/15/2023 5:29 AM
411	I don't think my concerns would even be topics covered in the contract.	5/15/2023 5:14 AM
412	Not sure	5/15/2023 5:14 AM
413	Ni time to elaborate, but I havent seen a good enough contract to vote yes in years!	5/15/2023 5:02 AM
414	The phrasing of the contract is not the problem. The issue is our unsupportive State government and parents who refuse to parent.	5/15/2023 4:20 AM
415	Not sure at this time.	5/15/2023 4:16 AM
416	N/A	5/14/2023 11:43 PM

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417	Not sure	5/14/2023 11:29 PM
418	Addenda amounts, specifically for Battle of the Books	5/14/2023 11:29 PM
419	Special education caseloads and behavior	5/14/2023 11:26 PM
420	Flexible teaching. Our principal defines it as " ASD curriculum in the time slots that are given". Meaning absolutely no flexibility	5/14/2023 11:22 PM
421	Tier 3 employees need to be able to contribute more sick days to the 403b program.	5/14/2023 11:21 PM
422	Not sure at this time.	5/14/2023 11:20 PM
423	N/a	5/14/2023 11:15 PM
424	Principles need to go around the school and be aware of what is happening and hold teachers and students accountable	5/14/2023 11:14 PM
425	I can't even begin to touch on this. There are so many areas!! Our world has Changed and the district is monopolizing on it.	5/14/2023 11:14 PM
426	Nurses need a director of nurses and better support overall	5/14/2023 11:13 PM
427	We definitely need a salary boost, inflation is INSANE! Also, at the current pay increase for having a master's it would take well over 10 years just to pay back the master's degree. That raise should be more, for sure.	5/14/2023 11:12 PM
428	Level 1 Addenda getting parceled out by the hour is super-annoying when you are doing a secondary music job and working your butt off; feels micromanagey.	5/14/2023 11:06 PM