

Dear Members, congratulations on successfully completing our first two days of school! Here are a few trending items you may want to review.

TOPICS

- **Go365**
- **Class Size Study**
- **ASD HR: Salary Placement Statements & Lane and Cell Placement**
- **Admin COVID Leave**
- **Arranging Subs**
- **Dress codes**
- **Open House / Evening Work Requirements**
- **Resignations**
- **AEA Advocacy is a fingertip away!**

Go365

AEA is very close to meeting our Go365 PEHT premium reduction incentive for the 23.24 school year. **We need fifty (50) additional PEHT participants to reach Bronze Status by the end of September.**

PEHT AEA Incentive targets include:

- 50% of AEA PEHT participants must meet Bronze Status:
Currently we need 50 additional AEA participants.
- 10% of AEA PEHT Participants must meet Silver Status:
Currently AEA is at 23.90%. Great job!

Three (3) great reasons to participate in Go365.

- 1) **Physical exercise** and preventative and annual healthcare/dentist /vision appointments are known to increase an individual's overall health.
- 2) **Save money** on Health Care Premiums! AEA PEHT participants currently save about 2 million dollars annually or approximately \$50 a month in premium payments.

3) Earn points that can be traded in for gift cards or other items. I know many Go365 participants who earn \$400.00 towards Amazon, Best Buy, Home Depot, Delta Airlines and more.

Don't miss opportunities for FREE MONEY!

You must be enrolled in a PEHT health plan to participate in Go365.

Class Size Study

In early September AEA will be conducting a study on class sizes around the District. AEA is aware that class sizes are in flux as schools add or lose positions to accommodate student enrollments. AEA is tracking some of these displacements and grade change assignments but we may be missing a few.

It's important that AEA continue to work with the District to address this issue. As of August 21, there are still 139 unfilled AEA positions and over 120 unfilled school based Totem positions. In this current employment landscape, staffing will undoubtedly continue to be one of the top priorities for AEA and ASD.

Keep your eyes out for an email and link for the classroom size study the week of September 12th.

ASD HR: Salary Placement Statements & Lane and Cell Placement

AEA is working closely with ASD HR on salary and placement concerns.

At this time, ASD HR's objective is for every employee to receive a paycheck in September and is prioritizing new hire paperwork and salary placement. If you are a returning Member and are waiting for your lane change credits to be applied or are concerned with your current salary placement, please send an email to your HR Talent Management Team but know this may not be handled until all new hires have been processed.

Please be patient as our HR colleagues are working so hard on our behalf.

Admin COVID Leave

As of May 30, 2022, ASD stopped offering Admin COVID to staff. All staff will be required to use their sick leave for **ALL** illnesses, whether contracted at school or in the community.

Let's be clear, the current sick leave structure created by the Alaska Legislature was not designed for the pressures of a pandemic. As this continues, AEA is concerned that contracting COVID will increase the use of sick leave and possibly put our newest educators in financial jeopardy as they run out of leave. We all work in close contact environments and contracting COVID seems just as likely as contracting colds and the flu.

AEA continues to discuss the utilization of Admin COVID Leave with ASD Leadership and is advocating for the continuation of this leave.

Arranging Subs

ASD HR has shared a memo with principals outlining the 22.23 Sub Process. There is a bullet point on this memo that may be misinterpreted by some principals:

“AEA staff members are to actively attempt to find their own substitutes when needed and ensure lesson plans are prepared for the substitute.”

Yes, we agree it is every educator's responsibility to put their absence in “Absence Management” but it is not your responsibility to *“actively attempt to find (your) own sub”* nor may your leave be denied if your sub does not fill.

Here are important points to consider when educators will be absent:

- Educators are encouraged to arrange appointments outside the student day but are not required to.
- Pre-arranging a sub is encouraged and the best option but is not always possible or required.
- Sick leave can not be denied if you or a family member is sick. You have a legal right to your sick leave. (Article 345)
- Personal Days may be denied only if 10% of the school's staff is already out on leave. You may not use personal leave on both sides of a break but may use it on one of the ends. (Article 330)

Contact your [AEA Rights Advocates](#), Courtney, Val, or Corey if your leave is being denied.

Dress Codes

There is no District wide “*dress code*” for staff although we should all agree, educators should wear appropriate and respectful clothing. Principals do not have the right to arbitrarily dictate their own “*schoolwide dress code for staff*”. Please share the following with your principal if this has become an issue at your school.

There should be no expectation of specific dress for staff – educators should use their professional judgment on how they present themselves based on their teaching needs. For example,

- a kindergarten teacher would be appropriately dressed in Carharts/jeans if they knew that day they would be crawling around on the floor with students.
- A science teacher might not have on their best shirt if they are doing lab experiments.
- A PE teacher would not be able to demonstrate/participate in activities with students if they are limited in their dress.
- An art teacher may be wearing a smock while working with staining/painting materials.

- AEA purple Thursdays!

These are just a few examples of why all educators will use their professional judgment on what clothing they will wear. (Not to mention costumed wear to accentuate the curriculum.)

Open House / Evening Work Requirements

AEA appreciates that many educators this week have willingly chosen to participate in ice cream socials, BBQ's, etc. greeting our students and families.

By contract, educators may be “*expected*” to work one evening during the school year: Article 428 F states: “*Members shall be expected to attend one open house per year unless the member has a legitimate reason to be excused.*”

If you are being directed to attend more than one evening event (or weekend event outside your duty day), respectfully remind your principal of AEA /ASD contractual agreement and ask how you will be compensated for that additional time. Many educators receive addenda or find ways to flex time.

Resignations

It is unfortunate but AEA continues to see educators resign due to current work environments. Although working with students and families has many rewards, the current workload and work environment can be overwhelming.

If you find yourself resigning mid-year, please reach out to Courtney, Val, or Corey for assistance navigating the process.

AEA Advocacy is a fingertip away!

When you find yourself being told by your administrator to do something not quite right, or you are wondering if your contractual rights are being

violated or you just need to talk it over with an advocate at your work site, call on your [AEA Building Reps](#) for assistance.

If you feel you need additional help or are told to bring an AEA Right's Representative to a meeting, call your [AEA Rights Advocates](#).

As always, Courtney, Val and Corey are always available by email or phone.

In Solidarity,

Corey

Hi Julie, I have been in touch with the HR team. They are prioritize new staff hires and making sure everyone will receive a check in September. I hope knowing this will help with some of the frustrations you and many returning staff in your position are feeling. Please be patient with our fellow HR workers as they are overloaded and working as fast as they can. Your request will be processed and will be retroactive to the start of the 22.23 school year if need be.

And no, they may not wait 10 years to process your request. lol

Keep me in the loop.