



ANCHORAGE EDUCATION ASSOCIATION

Connecting Educators • Inspiring Students

New Educator Symposium

www.anchorageea.org

Welcome/Introductions

- ▶ Who is in the room?
- ▶ Staff/AEA Board/Committees
- ▶ Getting to know you!
 - ▶ How many of you are new educators?
 - ▶ How many of you just moved to Alaska?
 - ▶ How many have taught in another Alaskan School District?
 - ▶ How many have been a member of a Union in another district?
 - ▶ Do we have any military families?

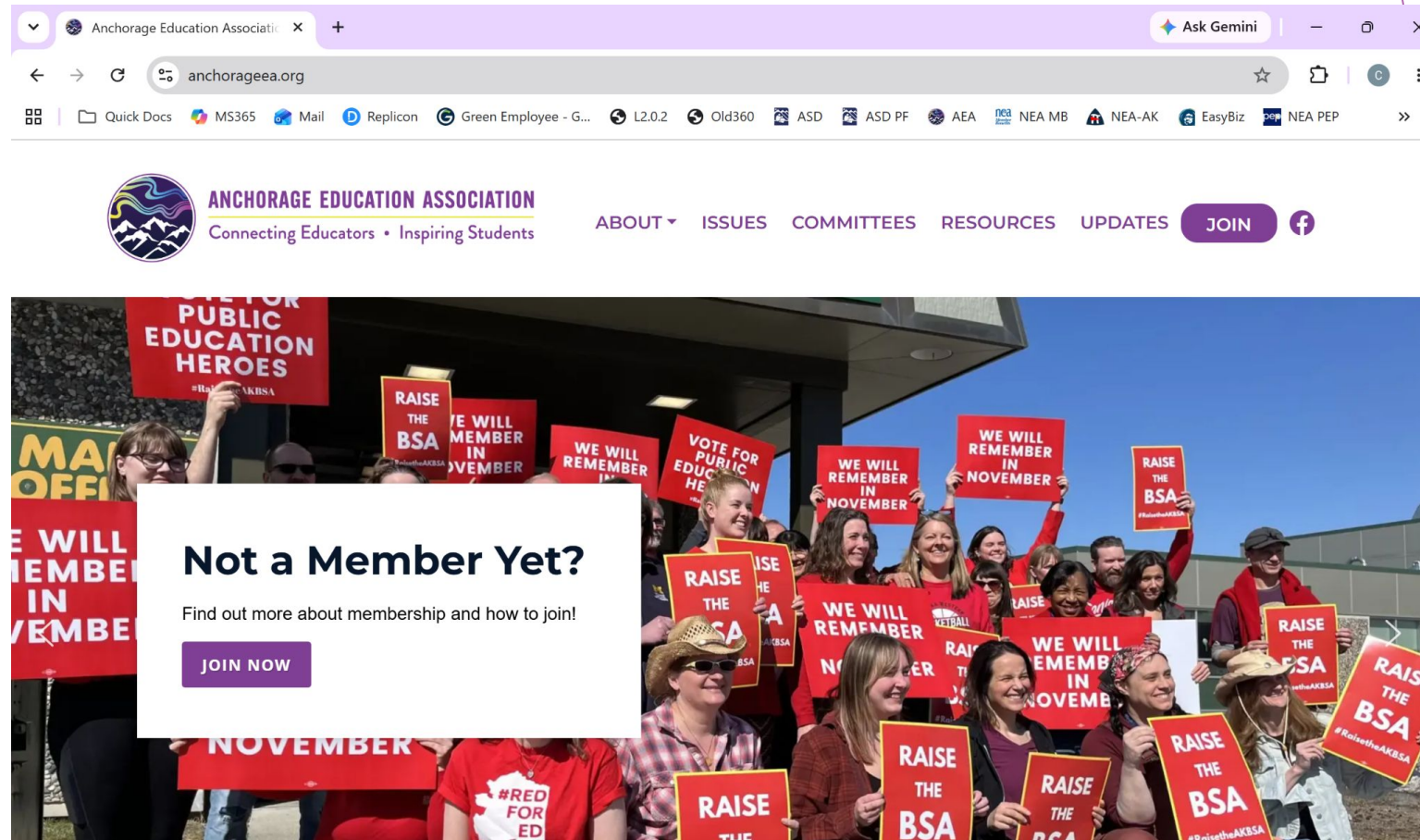


Table Talk

- ▶ Burning Questions
 - ▶ Your AEA Member Organizer has a stack of sticky notes. Please share your burning questions so we can help you get answers.
- ▶ Membership Form
 - ▶ Please take a moment and complete the membership form located inside your resource guide at your table.



www.AnchorageEA.org



The screenshot shows a web browser window with the URL anchorageea.org. The website header includes the Anchorage Education Association logo, the tagline "Connecting Educators • Inspiring Students", and navigation links: ABOUT, ISSUES, COMMITTEES, RESOURCES, UPDATES, and a JOIN button. A large photo of a group of people holding red signs that say "RAISE THE BSA" and "WE WILL REMEMBER IN NOVEMBER" is displayed. A white overlay box with the text "Not a Member Yet?" and "Find out more about membership and how to join!" is centered over the photo, with a "JOIN NOW" button below it.



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Anchorage Education Association Current & Upcoming Issues

- ▶ Local: Educator retention, attacks on public education...
- ▶ State: Base Student Allocation, attacks on public education...
- ▶ National: Grant Funding Freezes, attacks on public education...



www.anchorageea.org



Organized People, Organized Money

Power comes from two places:

Organized People

- ▶ Members
- ▶ Strong Membership Numbers
- ▶ Letters to legislators
- ▶ Showing up to meetings
- ▶ Union solidarity

Organized Money

- ▶ Dues
- ▶ Trainings
- ▶ Conferences
- ▶ Grants
- ▶ Visits to the Legislature
- ▶ NEA-Alaska Staff
- ▶ Release Time President
- ▶ Bipartisan Endorsement



*Resource Guide

- ▶ Contains:
 - ▶ Contacts
 - ▶ Board Members
 - ▶ Committees
 - ▶ Professional Growth
 - ▶ Mentoring & Support
 - ▶ Evaluation Information and Support
 - ▶ Advocacy/Rights Dos and Don'ts
 - ▶ Public Education Health Trust
 - ▶ Member Benefits



ANCHORAGE EDUCATION ASSOCIATION
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2026-2027
MEMBER RESOURCE GUIDE





www.AnchorageEA.org
907-274-0536
4100 Spenard Rd.
Anchorage, AK 99517



Join Now  Interest Card



Professional Development Opportunities for Credit

- ▶ July/August - AEA Good Teaching Institute (for next year)
- ▶ May/June - ASD Summer Academy
 - ▶ Great time to pick up your Alaska Native & Multi-Cultural Studies Credits
- ▶ All School Year - TISS (Teacher Institute Seminar Series)
 - ▶ 15 credit hours = 1 [CEU](#), Use for lane movement, and one credit can be used for AK certification renewal
- ▶ Microcredentials -
 - ▶ FREE CEUs to use towards certificate renewal (Flyer at your table)



Evaluation (Article 464)

Charlotte Danielson's FRAMEWORK FOR TEACHING

DOMAIN 1: Planning and Preparation	DOMAIN 2: The Classroom Environment
1a Demonstrating Knowledge of Content and Pedagogy - Content knowledge • Prerequisite relationships • Content pedagogy 1b Demonstrating Knowledge of Students - Child development • Learning process • Special needs - Student skills, knowledge, and proficiency • Interests and cultural heritage 1c Setting Instructional Outcomes - Value, sequence, and alignment • Clarity • Balance - Suitability for diverse learners 1d Demonstrating Knowledge of Resources - For classroom • To extend content knowledge • For students 1e Designing Coherent Instruction - Learning activities • Instructional materials and resources - Instructional groups • Lesson and unit structure 1f Designing Student Assessments - Congruence with outcomes • Criteria and standards - Formative assessments • Use for planning	2a Creating an Environment of Respect and Rapport - Teacher interaction with students - Student interaction with students 2b Establishing a Culture for Learning - Importance of content - Expectations for learning and achievement • Student pride in work 2c Managing Classroom Procedures - Instructional groups • Transitions • Materials and supplies - Non-instructional duties - Supervision of volunteers and paraprofessionals 2d Managing Student Behavior - Expectations • Monitoring behavior - Response to misbehavior\ 2e Organizing Physical Space - Safety and accessibility - Arrangement of furniture and resources
DOMAIN 4: Professional Responsibilities	DOMAIN 3: Instruction
4a Reflecting on Teaching - Accuracy • Use in future teaching 4b Maintaining Accurate Records - Student completion of assignments • Student progress in learning - Non-instructional records 4c Communicating with Families - About instructional program • About individual students - Engagement of families in instructional program 4d Participating in a Professional Community - Relationships with colleagues • Participation in school projects - Involvement in culture of professional inquiry • Service to school 4e Growing and Developing Professionally - Enhancement of content knowledge / pedagogical skill - Receptivity to feedback from colleagues • Service to the profession 4f Showing Professionalism - Integrity/ethical conduct • Service to students • Advocacy - Decision-making • Compliance with school/district regulation	3a Communicating With Students - Expectations for learning • Directions and procedures - Explanations of content - Use of oral and written language 3b Using Questioning and Discussion Techniques - Quality of questions • Discussion techniques - Student participation 3c Engaging Students in Learning - Activities and assignments • Student groups - Instructional materials and resources • Structure and pacing 3d Using Assessment in Instruction - Assessment criteria • Monitoring of student learning - Feedback to students - Student self-assessment and monitoring 3e Demonstrating Flexibility and Responsiveness - Lesson adjustment • Response to students - Persistence



* NEA Liability Insurance up to \$1,000,000 in coverage

Does the EEL program cover civil rights cases?

Yes. Defense, settlements** or judgments** and court costs up to a maximum of \$300,000 will be provided when incurred in the defense of an action arising out of your educational employment activities and alleging a violation of another person's civil rights.

Does the EEL policy cover cases arising out of the discharge or layoff of a member or involving other "jobs rights" issues?

No. Another NEA-sponsored program, the Kate Frank-DuShane Unified Legal Services Program, provides coverage for these types of cases. For more information, contact your local association UniServ Office or the headquarters of your state association.

Is the EEL policy "excess" to other insurance coverage which might be available to me?

Yes. "Excess" is a general insurance term that means insurance benefits become available to you only when other sources of insurance are exhausted. For example, if your school district provides professional liability coverage for you in some of the same areas as does the EEL policy, the EEL policy would not provide benefits until the school district's coverage is exhausted.

How do I make a claim for benefits?

If you are involved in any situation that you believe is covered by the EEL Program, notify your state association's EEL Program Coordinator. The Coordinator will confirm your eligibility and forward your claim to the carrier for handling.

NEA - Alaska claim procedure

The following occurrences should be reported immediately to Mary Hibbelink, Executive Assistant, NEA - Alaska, 4100 Spensard Rd, Anchorage, AK 99517:

1. Any incident involving the death or injury requiring medical attention to a student arising out of a school activity;
2. The receipt by the Insured of a notice of claim, lien letter from an attorney, or service of summons or law suit; or
3. Any situation the Insured believes to be covered by the policy.

Do not contact an attorney to represent you before contacting Mary Hibbelink at the NEA - Alaska at 907.274.0536. When making contact the Insured should be prepared to present a brief description of the occurrence and a copy of any legal documents.

Certificate of insurance

NEA - Alaska National Education Association Educators Employment Liability Insurance

Insured by: Nautilus Insurance Company. THIS IS NOT AN INSURANCE CONTRACT. THIS IS A SUMMARY FOR GENERAL INFORMATION PURPOSES. CONTACT YOUR STATE ASSOCIATION FOR TERMS AND CONDITIONS OF COVERAGE.
Participating unit: NEA - Alaska
Address: 4100 Spensard Rd, Anchorage, AK 99517
Insured: NEA Members as defined in Part 1019

Policy number: NEA AK00001, P.10

Policy period: This policy applies to occurrences which take place during the twelve-month period starting at 12:01 AM 09/01/21 and expiring at 12:01 AM 09/01/22.

Coverages & limits of liability

- Coverage A — Educators liability
 - \$1,000,000 per member per occurrence not to include any civil right issues or civil rights claims
 - \$300,000 per member per occurrence for civil rights issues or civil rights claims and not to include any other claims
 - \$3,000,000 per occurrence aggregate for all claims, including civil rights and civil rights claims
- Coverage A — Legal defense cost limits
 - \$3,000,000 per member per occurrence not to include any civil right issues or civil rights claims
 - \$9,000,000 per occurrence aggregate for all claims not to include any civil right issues or civil rights claims
- Coverage B — Reimbursement of attorney fees for defense of a criminal proceeding
 - \$35,000 per criminal proceeding
- Coverage C — Bail bond
 - \$1,000 per bond
- Coverage D — Assault-related personal property damage
 - \$500 per assault
- Coverage E — Medical and related arts
 - \$1,000,000 per member per occurrence, subject to a \$3,000,000 limit per occurrence

NEA Educators Employment Liability Program

Professional Liability Insurance Overview

2021-2022 Program Year

What is the NEA educators employment liability (EEL) program?

The NEA EEL Program is a professional liability insurance program that is provided by NEA as a benefit of membership and is underwritten by an A+ rated insurance company.

What does the EEL program cover, subject to the insurance policy?

A. Educators liability benefits

Educators liability benefits in defense of civil proceedings brought against you in the course of your work as an educator:

- Payment of court-ordered civil liability up to \$1,000,000*, such as damages assessed against you. Subject to \$3,000,000 per occurrence aggregate for all claims.
- Payment of legal costs up to \$3,000,000* per member per occurrence or, regardless of the number of members involved in the occurrence, up to \$9,000,000* per occurrence aggregate for all claims in defense of civil proceedings. These limits do not apply to or include any civil rights issues or civil rights claims.
- In civil proceedings on civil rights issues or claims**, payment is limited up to \$300,000* per legal costs, civil liability, settlements or judgments, and other supplementary payments.
- Payment is limited up to \$5,000 for legal costs in defense against a mold-related claim.

B. Attorney fees for the defense of criminal proceedings**

Reimbursement for attorney fees and other legal costs up to \$35,000 is available if you are charged with violating a criminal statute in the course of your employment as an educator and you are exonerated from the charges.

C. Bail bond

Reimbursement up to \$1,000 of bail bond premiums if you must post a bond as the result of an occurrence arising out of your employment as an educator. (The insurance company is not obligated to furnish the bond.)

*May have state variations, check with your state association.

**State insured laws do not permit this coverage in New York. The information in this brochure is a general description of coverage under the NEA EEL Program and is not a statement of contract. All coverages are subject to the exclusions and conditions in the policy which may vary slightly from state to state, depending upon state laws governing the general provision of insurance.

D. Assault-related personal property benefit

Payment up to \$500 for damage to your personal property when caused by an assault upon you in the course of your employment. (Vehicles and school property are excluded.)

E. Medical and related arts

Coverage for up to \$1,000,000 per occurrence for indemnification of civil suits for damages arising out of the rendering, teaching, and supervising activities of nurses, occupational therapists, physical therapists, dental hygienists and athletic trainers. Each occurrence is subject to a \$3,000,000 aggregate.

Why do I need liability coverage?

In your work as an educator you are frequently exposed to situations that may give rise to legal actions which can involve your personal liability. If a student or a student's parents file suit against you, the EEL policy will provide you with insurance protection for the vast majority of cases. The program also reimburses you for damage to your personal property in assault-related incidents.

What is an "occurrence" policy?

The EEL policy covers claims arising out of your covered acts which occur during the contract period, no matter when the claim is later made. Claims arising out of your covered acts, which occurred prior to September 1, 2021, would be covered by that prior year's "occurrence" policy.

How do I obtain coverage?

If you are an NEA active, educational support, life, student, substitute or retired member who is employed by an educational unit, you are automatically covered by the EEL policy.

Who pays the cost of the EEL Program?

Basic monetary costs as insurance premiums are paid by the NEA*.

Are some activities excluded from coverage?

Yes. Certain activities, which NEA members perform, are excluded. The following are some examples of the major activities that are excluded from coverage under the EEL Program. For further details, please consult your Certificate of Insurance brochure.

Excluded activities

- Operating vehicles. (Note: Driver training instructors are covered while riding as passengers, and vocational education instructors are covered for their activities during school shop classes. In addition, coverage is provided for the loading and unloading of school buses.)
- Selling or distributing products, including food and beverages. (Note: Home economics teachers are covered for their classroom and laboratory teaching activities and for the sale of products prepared in the classroom. Cafeteria workers are covered for their food preparation and distribution activities.)
- Law enforcement activities, except for those of a security guard.
- Using or supervising the use of firearms, except where this activity involves the use of physical restraint in defending yourself or school property. For further details, please consult your state affiliate.

Is the EEL program limited to incidents that occur in buildings or on school grounds?

No. The program provides coverage for educational employment activities on and off school grounds including, for example, school-sponsored athletic events, laboratory experiments, shop training, field trips in the U.S. and abroad, and after school clubs. Educational employment activities are those duties that you perform pursuant to the express or implied terms of your employment for an educational unit.

Does the EEL program cover criminal cases**

Yes. Attorney fees and court costs up to the maximum of \$35,000 will be reimbursed when the costs are incurred in the defense of a criminal proceeding arising out of your educational employment activities. In most cases, you will be reimbursed only if the proceeding is dismissed or you are exonerated. If, however, the proceeding arises out of an incident involving the administration of corporal punishment, the policy may provide reimbursement, regardless of the outcome.

Does the EEL program cover Aspiring Educators?

Yes. The EEL program will provide Aspiring Educators with insurance protection for covered lawsuits arising from an occurrence while you are/were a college student performing education employment activities.



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NEA Member Benefits

- ▶ www.neamb.com/connect
- ▶ Complimentary Life Insurance
- ▶ Student Loan Supports
- ▶ Purchase Discounts
 - ▶ Travel/Vacation/Car Rental
 - ▶ Pet Insurance
- ▶ Free magazine subscriptions for your classroom

nea *Member Benefits*



ANCHORAGE EDUCATION ASSOCIATION
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AEA/ASD Mentor Program





Mal McKay

PL New Educator Supports



Morgan Berns

PD Specialist



AEA/ASD Mentor Program Mission

The AEA/ASD Mentor program exists to create an opportunity for professional growth in a collegial, non-judgmental environment. The program aims to develop an effective educator force that is responsive to the diverse academic needs and cultural backgrounds of all students by uplifting, supporting, and encouraging educators new to their positions in the Anchorage School District.



Two Programs

- **Early Career- 40 hours of support:**

Eligible if you're in your first two years of teaching
(includes long-term substitute educators)

- **Transition- 20 hours of support:**

Eligible if you're making a significant content or grade level change

Observation Opportunity

1 Full Sub Observation opportunity per match (can be split into half days)



The Matching Process



1. Educators request a mentor by completing the [Request a Mentor](#) form.
2. Eligible educators receive an invitation to create a mentee profile in the appropriate program (Early Career or Transition).
3. MentorcliQ suggests potential matches based on profile details; mentees may request up to three mentors.
4. Our team reviews suggested and requested matches and finalizes the pairing.
5. Once matched, both the mentor and mentee receive confirmation and next steps through MentorcliQ.

If, after you're matched, you no longer need support or feel the match isn't the right fit, you're always welcome to contact our team. We're happy to end the match or help you find a better fit.

Program Contact & Information

mentor@asdk12.org

[Mentor Program Website](#)

[Mentor Program Sharepoint Page](#)



AEA/ASD Contract Highlights

- ▶ [Link to your AEA/ASD Negotiated Agreement 2026-2029](#)
- ▶ Added Duties (150, p.14-15)
- ▶ In-Service Planning—GAP day (417, p.42)
- ▶ Time at Duty Station—Meetings (428, p.47)
- ▶ SPED Paperwork/AK Reads Act Days (403J p. 35/429, p. 48)
- ▶ Instructional Planning Time (452, p.55)
- ▶ Classroom Coverage Payment (470, p.59)



Salary Advancement (Article 105 p. 7)

- ▶ Steps vs Lanes
- ▶ Initial Placement
- ▶ Step Increase
 - ▶ Annually
- ▶ Lane Movement
 - ▶ Article 115
 - ▶ Get approval
- ▶ Master's +1.25%
- ▶ PhD + 3.00%

105 SALARY SCHEDULE

2026-2027 Salary Schedule					
Step	B00	B18	B36	B54	B72
0	61,454	64,435	67,415	70,395	75,979
1	63,081	66,061	69,040	72,020	77,595
2	64,706	67,685	70,664	73,644	79,211
3	66,332	69,310	72,289	75,269	80,829
4	67,956	70,936	73,914	76,892	82,444
5	69,580	72,560	75,541	78,520	84,064
6	71,208	74,185	77,165	80,145	85,680
7	72,831	75,812	78,792	81,768	87,299
8	74,457	77,435	80,417	83,394	88,919
9	76,081	79,061	82,039	85,022	90,533
10	77,706	80,685	83,667	86,643	92,151
11	-	82,311	85,289	88,271	93,768
12	-	83,934	86,915	89,893	95,385
13	-	-	88,541	91,520	97,000
14	-	-	90,165	93,149	98,621
15	-	-	91,790	94,770	100,236
16	-	-	-	96,395	101,855
17	-	-	-	98,020	103,469
18	-	-	-	-	105,085
19	-	-	-	-	106,701
20	-	-	-	-	108,318



Leaves (300 Series)

- ▶ Personal Leave (Article 330, p.25)
 - ▶ 5 days available September 15
 - ▶ Cashable (per diem)
- ▶ Sick Leave (Article 345, p.26)
 - ▶ 1 ⅓ days/month (13 days) available September 15
 - ▶ Cashable into 403(b)/457, no accrual limit
- ▶ Sick Leave Bank (Article 350, p.27)
- ▶ FMLA for birthing parent/Any parent child bonding time (Articles 345, 365)



Public Education HEALTH TRUST



www.pehtak.com

We encourage you to visit their table



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Opportunities to Engage

What might catch your interest for further engagement? Feel free to place a dot under something that sounds intriguing.





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Thank you!

This slide show is available on our website:
www.anchorageea.org

Membership Link

- ▶ Please take a moment and complete the membership form or you can use the QR code on the right or the Join Now button on our website to join at any time.



www.anchorageea.org



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