

## Summary of Changes to the TEAME 2022-2025 Collective Bargaining Agreement

Article	Change
2	Changed “Agency Fee” to “Membership” and “semi-monthly pay period” to “bi-weekly pay period.” Removed requirement to become a bargaining unit member or pay a monthly fee.
4 Section 7	Removed requirement of bargaining unit members to donate four (4) hours of leave to the Union Leave Bank.
5 Section 4 C	Changed “Senior Management Consultant” to “Department of Administration, Division of Personnel and Labor Relations, Employee Relations Program Manager.”
6	Adjusted the number of contract days and provided breakdown of type of contract days (i.e., paid holidays, student contact and in-service days, etc.). Added Leave Cash-Out language.
7	Moved “Student Discipline” from Article 9, Section 4 to Article 7, Section 2. Renumbered subsequent sections.
7 Section 8	Added language providing teachers to volunteer to teach a class during their regularly scheduled preparation time when a substitute is not available.
7 Section 9	Revision made to accommodate pay provisions when June 30 falls in the middle of a pay period.
7 Section 11	New - Added section titled “Teacher of Record,” which briefly outlines the duties of this role when a primary instructor is already assigned to a class.
9	Replaced “transfer” with “reassignment” for clarity. Removed “transfer” definition.
9 Section 4	“Student Discipline” moved to Article 7, Section 2.
10 Section 3	Removed requirement that teachers sign their evaluation of administrators.
12 Section 1	Changed personal leave accrual language from days per month to hours per bi-weekly pay period.
12 Section 2	Revision made to accommodate pay provisions when June 30 falls in the middle of a pay period.
12 Section 5	Revision made to accommodate pay provisions when June 30 falls in the middle of a pay period.
12 Section 9	Added leave cash-in rate referenced in Article 6.
12 Section 13	New – Added section titled “Leave of Absence.” A leave of absence without pay may be granted to a certified teacher for one (1) year upon approval of the appointing authority. A leave of absence will not be unreasonably withheld, and any denial will be presented in writing with the reason why.
13 Section 2	Removed old salary information and updated salary tables to reflect a 4% increase effective July 1, 2022, a 2% increase effective on both July 1, 2023, and July 1, 2024. Added language regarding a one-time cost of living payment of 5% of the individual’s salary for services rendered during the 2022-2023 school year.

Article	Change
13 Section 3 A	Increased the creditable years of teaching experience outside Alaska to six (6) years for teachers with a bachelors' degree and eight (8) years for teachers holding a masters' degree.
13 Section 4	Removed paragraph related to the move to a biweekly pay schedule. Adjusted language from "semi-monthly" to "bi-weekly" and "twenty-four (24)" to "twenty-six (26)" pay periods. Added language regarding pay dates and penny-rounding.
13 Section 6	Removed language regarding TEAME providing a viable candidate for student activity sponsorship if the school administration cannot find one.
13 Section 7	Added Band and Native Youth Olympics (NYO) to Student Activity Sponsorship Schedule.
13 Section 8	Changed payroll deduction language from semi-monthly to bi-weekly pay period.
14 Section 2	Increased monthly employee contribution limit to 15% commencing January 1, 2022. Removed language increasing contribution amounts for subsequent years.