

Summary of Changes to the Teachers Education Association –
Mt. Edgecumbe (TEAME)
2019-2022 Collective Bargaining Agreement

Article	Section	Change
Definitions		Housekeeping change.
1	1	Amended section to include “gender.”
2	1	Amended section to include reference to note TEAME’s affiliation with the National Education Association - Alaska (NEA-AK) and the National Education Association (NEA)
2	2	Amended section to allow for later inauguration of negotiations, but with a firm start date.
2	4	Housekeeping changes.
2	5	Housekeeping changes.
3	1	Added title to section, updated effective dates.
3	2	Added title to section.
3	3	Added title to section, housekeeping changes.
3	4	Section deleted in its entirety.
4	7	Updates assessments of bargaining unit members for contributions to the Union Leave Bank following conversion to IRIS. Changes Union Leave Bank from a dollar accounting bank to an hour accounting bank.
7	1	Revises so that grades or evaluations shall not be changed without prior discussion with the teacher.
7	3	Removed language parties believed was redundant.
7	4	Housekeeping changes.
7	5	Adds that mandatory faculty meetings must occur during the workday.
7	6	Makes daily duty-free meal periods of at least thirty (30) minutes mandatory.
7	8	New section regarding family night dinners and how teachers will be compensated for attending 12 or more.
7	9	Renumbered section from 8 to 9, housekeeping changes.
8	1	Housekeeping change.
8	2	Clarifies when a member can invoke their right to union representation.
9	1	Amended section title.
9	3	For reassignments removed the requirement that the employee be “highly” qualified, and removed reference to No Child Left Behind state/federal requirements.
10	2	Added section title. Revised process and timelines for teacher evaluations.

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Article	Section	Change
10	3	Removed requirement of teacher evaluations of administrators to be forwarded to the State Board of Education. Clarified process for teacher evaluations of administrators.
11		Added that establishing in-service education programs will include teacher input.
12	3	Housekeeping change.
12	11	Housekeeping change and revised that leave will be contributed to the bank on January 1 st rather than December 16 th , to align with the leave year.
13	2	Housekeeping change.
13	2	7/1/2019 – wage increase of 3% 7/1/2020 – wage increase of 3% 7/1/2021 – wage increase of 3%
13	2	7/1/2019 – last three vertical columns of the salary schedule revised to include BA plus teaching experience.
13	4	Deleted Employer Provided Health Insurance section (moved to Article 14).
13	4	New section on Pay Procedures. Added language agreeing to move to a by-weekly pay cycle though a letter of agreement. Moved pay procedure language that was contained in Section 8 to this section. Amended direct deposit language.
13	6	Deleted B.2. Appropriate experience at other than MEHS will now be considered when determining experience steps for teachers providing student activity sponsorship.
13	6	B.3. renumbered to B.2.
13	7	Housekeeping change.
13	8	Housekeeping change. Moved pay procedure language to new Art 13, Section 4.
13	10	Removed language regarding bi-weekly pay cycle. Updated language included in new Art 13, Section 4.
14		Move Article on Conclusion of Collective Bargaining to new Article 15.
14		New article title – Health and Insurance.
14	1	New health insurance language. Changes premium contributions from fiscal year to premium, or calendar, year. Adds employee contributions not to exceed 12% of the premium contribution commencing 1/1/2020, and 15% of the premium contribution commencing 1/1/ 2021, for the

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Article	Section	Change
		employee only and the employee plus family economy plans.
14	2	Adds new language regarding the Health Benefits Evaluation Committee (HBEC), including that TEAME will have one voting representative on the HBEC.
14	3	New language, provides life insurance coverage of \$10,000 for every member.
14	4	New language, provides accidental death insurance in the amount of \$200,000.00 for members traveling within the scope of State employment.
14	5	Adds language to allow TEAME to explore other health insurance coverage for its members through an alternative health insurance plan or other appropriate mechanism. Specifies terms and conditions.
14	6	Adds Health Care Authority reopener language.
15		No change other than moved from Article 14.