

**Educational Support Personnel
Agreement**

Between

Galena City School District

And

Galena Education Association

Expires June 30, 2021

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AGREEMENT EXECUTION

WHEREAS, the representatives of the Board of the Galena City School District and the representatives of the Galena Education Association ("GEA"), have collectively bargained the terms and conditions of this Agreement; and

WHEREAS, GEA has certified in writing that this Agreement has been ratified by the affirmative vote of a majority of the District's hourly classified employees; and

WHEREAS, the School Board has ratified this Agreement by the affirmative vote of a majority of the Board at a duly convened public meeting.

THEREFORE, BE IT RESOLVED that the Board and the Union do hereby fully execute this Agreement by affixing hereto the signatures of the Board President and of the Union President.



President
Galena City School Board



Date



President
Galena Education Association - ESP



Date

101 Right to Organize

The employer agrees that it will not in any manner, directly or indirectly, attempt to interfere between any of its employees and that it will not discriminate against any employee because of his/her GEA membership or lawful GEA activities.

102 Exclusive Recognition of GEA

The Board of Education for the Galena City School District recognizes the Galena Education Association (GEA) as the sole and exclusive bargaining representative for all hourly classified employees (employee) of the District, whether full or part-time. The rights and privileges of GEA shall not be enjoyed by any other Union representing hourly classified employees. No member of the bargaining unit will be involuntarily assigned to a position outside the bargaining unit.

103 Use of School District Facilities

The Union shall have the same access to District facilities as any other nonprofit organization. The Union shall promptly reimburse the District for any costs, other than normal utility costs, associated with the Union's use of the facilities.

When not otherwise needed for District purposes, the Union may use designated office equipment including but not necessarily limited to typewriters and duplicating machines. The Union shall furnish its own supplies for the equipment and shall promptly reimburse the District for any damage to, or loss of, equipment used under this section.

The Union may post non-inflammatory material on designated bulletin boards in District facilities so long as the material clearly indicates that it is from the Union.

104 Dues Deductions

The District shall deduct Union dues from the paycheck of the employee who submits written authorization as required to be received by the Superintendent not later than October 1. Dues deduction in fourteen (14) equal installments, twice per month, shall commence with the October payroll through April. The dues deduction authorization may remain in effect from year to year. Notwithstanding, the District shall discontinue the dues deduction beginning with the first payroll occurring not less than fifteen (15) days after the date of receipt by the Superintendent of the employee's written revocation of the dues deduction authorization.

201 Just Cause/Personnel Files/Maintenance of Benefits

Per Board Policy.

202 GRIEVANCE PROCEDURE

Purpose

The purpose of the grievance procedure shall be to secure a fair, equitable, and expeditious resolution to a grievance. Only an alleged violation, including misapplication or misinterpretation, of this Agreement may be adjudicated under this procedure, and an alleged violation of this Agreement may be adjudicated only under this procedure. Although the grievance procedure is the formal mechanism for the adjudication of alleged violations of the Agreement, nothing herein is intended to discourage the informal resolution of disputes at the lowest applicable administrative level.

Time is of the Essence

The time lines as provided under this article shall be adhered to strictly except by the prior written agreement of the Superintendent and the Union President. In the event that a time line is exceeded by the Union, the grievance shall be waived. In the event that a time line is exceeded by the District, the grievance shall automatically be eligible for appeal to the next level of the grievance procedure.

Participation

The District shall take no reprisals for the employee's legitimate participation in the grievance procedure. Documents related to the processing of a grievance shall not be placed in the employee's personnel file.

Witnesses

At all levels of the grievance procedure, the parties shall be allowed to call, examine, and cross-examine witnesses.

Noninterference with Duty

Grievance hearings shall be held at such times as to avoid loss of work or loss of pay by the employee.

Grievance Hearing Decisions

The hearing decision at each level shall be written and signed and shall set forth the reasoning underlying the decision.

Stipulated Settlements

The Superintendent and the Union President may stipulate in writing to a binding settlement of the grievance at any point in the process.

Obligations of the Parties

The parties to the grievance shall be obligated to abide by all of the provisions of this article for the processing of the grievance and shall be obligated to abide by all other provisions of the Agreement during the pendency of the grievance. The District shall not be obligated to accept, hear, render a decision upon, or provide any redress whatsoever regarding the grievance not pursued in strict conformity with this article.

Except as otherwise may be provided under this article, the District and the Union shall each be responsible for their own costs relative to their performance under the grievance procedure.

Grievance Filing

In the event that an alleged violation of this Agreement is not resolved informally, the Union President may file a grievance to be received by the Superintendent within twenty (20) days after the date of the alleged violation. The grievance shall be in writing, shall set forth with reasonable specificity the facts of the grievance, shall specify the provision(s) of the Agreement alleged to have been violated, shall specify the redress sought, and shall be signed by the Union President.

Hearing

The Superintendent shall schedule a hearing to be held within fifteen (15) days after the date of receipt of the grievance. At least five (5) days in advance, the Superintendent shall notify the Union President in writing as to the date, time, and place of the hearing. The Superintendent shall deliver the decision to the Union President to be received within fifteen (15) days after the date of the hearing.

Arbitration

Appeal to Arbitration

The Union President may give written, signed notice of appeal to the Superintendent to be received within fifteen (15) days after the date of receipt of the hearing decision.

Selection of Arbitrator

Within ten (10) days after receipt of the appeal, the Superintendent and the Union President shall meet to select an arbitrator. If they do not mutually agree upon an arbitrator, within five (5) days after the date of the meeting, the Union President shall deliver a request to the Federal Mediation and Conciliation Service to furnish a list of seven (7) available arbitrators. Within ten (10) days after receipt of the list by both parties, the Superintendent and the Union President shall meet to select the arbitrator. After the flip of a coin to determine who shall be first, the Superintendent and the Union President shall alternately strike names from the list

until one remains who shall be the arbitrator. The arbitration shall be scheduled for a date, time, and place that is mutually agreeable to the arbitrator, the Superintendent, and the Union President.

Witnesses and Evidence

Each party shall provide the other with a list of witnesses and a copy of any documentary evidence it plans to introduce not less than five (5) days prior to the date of arbitration. This shall not be required for rebuttal witnesses and evidence.

Rules

Except as otherwise may be provided under this article, arbitration shall be conducted under the existing voluntary labor arbitration rules of the American Arbitration Association.

Decision

The arbitrator shall deliver the written decision to the Superintendent and to the Union President.

The arbitrator shall make no decision that is contrary to Alaska law or this Agreement, nor shall the arbitrator have the authority to add to, subtract from, disregard, alter, or modify any provision(s) of this Agreement, nor shall the arbitrator render a decision beyond the scope of the specific grievance. Furthermore, the arbitrator shall not have the power to change any practice, policy, or rule of the District except as it may directly pertain to the specific grievance.

In an award with a retroactive effect, the award shall not have effect before the employee's first day of work of the work year during which the initial grievance is received.

The arbitrator shall not have the power to award punitive damages.

Restriction on Appeals

The decision of the arbitrator shall be final and binding upon the parties and no appeal may be taken except under the express provisions of Alaska law for appeals of labor arbitration decisions.

Costs

The charges for a list of arbitrators shall be borne equally by the District and the Union. Likewise, the charges of the arbitrator shall be borne equally by the District and the Union.

301 Layoff and Recall

Per Board Policy.

401 Leave

Leave is defined as sick leave, personal leave or annual leave.

402 Sick Leave

The employee shall accrue compensated sick leave at the rate of one and one third (1-1/3) days for each month the majority of which is served. Sick leave shall accumulate without limit. The employee may use accrued sick leave without limit as to duration for the employee's personal illness or injury, which necessitates absence from duty. The employee may use accrued sick leave for the death, illness, or welfare of a person in the employee's immediate family subject to limitations as to duration established by the District. (The foregoing summarizes certain rights of the employee and the District under Alaska statutes and regulations. These provisions are not bargained, as they outline rights accorded under law. Instead, they are included herein for informational purposes. As such, disputes regarding these provisions shall not be subject to the grievance procedure notwithstanding any other provisions of this Agreement.) For the purposes of this paragraph, the immediate family shall consist of the employee's child, parent, sibling (including the in-law derivatives of the foregoing), spouse, grandparent, grandchild, legal guardian, legal ward, and person living in the household. In the event of an absence involving three (3) consecutive workdays, the District may require a written medical certificate from a licensed health care provider regarding the illness or injury. Additional certifications may be required at the District's expense. Notice of the intended use of sick leave shall be given to the supervisor as far in advance as is reasonably possible.

403 Personal Leave

The employee shall accrue compensated personal leave at the rate of one fourth (1/4) day for each period of fifteen (15) paid days during the work year, not to exceed three (3) days accrual per work year. There shall be no partial day accrual for a period of fewer than fifteen (15) days.

Except for a travel delay beyond the employee's control, other bona fide emergencies, or upon the prior approval of the Superintendent, personal leave shall not be available during the first and last five (5) scheduled work days of the work year, tandem to a holiday or vacation period. Notwithstanding, the Superintendent shall grant at least two (2) requests (on a first come, first serve basis) to use personal leave tandem to a given holiday for the purpose of subsistence hunting. Personal leave shall not be available if the District determines that it might result in serious under staffing or other substantial adverse effects on the welfare of the District.

Personal leave may be used in anticipation of accrual. However, if more personal leave is used than is actually accrued, the employee's final paycheck shall be reduced accordingly. Request for personal leave shall be made to the supervisor not less than forty-eight (48) hours in advance. In the case of emergency, a shorter request period shall be allowed so long as the request is made at the earliest reasonable time.

Any accumulation of personal leave beyond 3 days may be cashed out at the rate of one hundred dollars (\$100.00) per day.

Upon termination from the District, the employee will be paid for all accrued personal and annual leave at the rate of one hundred dollars (\$100.00) per day.

404 Annual Leave

A Twelve-month employee will accrue annual leave as follows:

- | | |
|--------------------------------------|-------------------|
| (a) 1-3 year of employment: | 15 days each year |
| (b) 4-7 years of employment: | 20 days per year |
| (c) 8 and above years of employment: | 25 days per year. |

Annual leave will accrue monthly from the first day of employment as a twelve-month employee.

405 Sick Leave bank

405 (a) Enrollment and Termination

Membership in the sick leave bank shall be open to all classified employees of the District. The eligible employee may enroll in the sick leave bank by giving written notice to be received by the Superintendent within *twenty (20) days after the employees first day on duty of the work year. Membership shall be continuous until the employee terminates employment or gives written notice to the superintendent of termination of membership. The person terminating membership shall not be entitled to a refund of contributed hours. Members of the sick leave bank may use the bank for sick leave. The member must exhaust all paid leave first. A monthly report will be transmitted to the Union President.

*For the initial year of implementation (2018-2019), there will be 30 days after board approval allowed for enrollment.

405 (b) Contributions

Upon enrollment, the member shall automatically contribute 8 hours of sick leave to the bank. The sick leave bank is not to decrease below 1000 hours or exceed 1500 hours. The members are to contribute 8 hours of sick leave if the bank falls below 1000 hours or stop donating above 1500 hours to ensure this balance. No member will contribute more than 24 hours of accrued sick leave hours during a single work year.

405 (c) Withdrawals

After having used all of the member's paid leave, the member may submit a request to the payroll clerk to withdraw hours from the sick leave bank. The form may be obtained from the district office. After the withdrawal of each block of forty (40) hours, the District may require the member to reapply for additional hours.

The member may withdraw during the work year up to twice the number of sick leave hours the member had accumulated prior to the first day on duty of the work year or one hundred ninety two (192) hours, whichever is greater. Notwithstanding, the member may not withdraw during the work year more than three hundred and twenty (320) hours. Members are not required to reimburse the bank for hours used.

405 (d) contribution of sick hours upon retirement or resignation

A classified employee who retires from the District may elect to donate twenty-four (24) hours of accumulated sick leave to the Sick Leave Bank.

501 Insurance

The insurance coverage will be equal to and under the same conditions as that enjoyed by certified employees of the District.

The classified employee referenced in the Certified Negotiated Agreement shall be appointed by GEA.

502 Placement and Advancement on the Salary Schedule

Each classified employee will be placed on the attached schedule based upon his/her years of service with the District. No employee will receive a pay reduction through the implementation of this agreement.

Job descriptions and monetary value of all new positions for which no existing classification applies will be bargained with the Association. For each classification, job descriptions will be provided upon request. The descriptions will include at a minimum:

- (a) Job Title and Description.
- (b) Minimum requirements.
- (c) A specific statement of required tasks and responsibilities.

Newly appointed employees shall be placed in Step A unless documentation of applicable previous experience is submitted to the Superintendent. Notwithstanding, the highest induction step for the newly appointed employee shall be Step E unless the Superintendent determines that one (1) higher induction step should be allowed for posted positions that are not filled in 3 months. Employees returning to the District may be placed in their last known Step (if returning to the same Range/Position). Employees moving to a higher Range placement will not receive a reduction in compensation.

503 Salary Ranges

Range

1	School Aide
2	Community Aide
3	Cook's Helper Computer Technician/Helper Clerical I Receptionist
4	Academic Tutor Bilingual Aide Dorm Aide (front desk) Library Aide Teacher Aide Clerical II
5	Reading Specialist Early Learning Aide Special Education Aide
6	Custodian
7	Assistant Cook I Custodian II Computer Technician I Resource Room Coordinator iGrad Coach Receptionist/Secretary Clerical III Resident Advisor
8	Registrar
9	Accounts Payable Secretary/Registrar
11	Assistant Cook II Field Representative Computer Technician II Custodian II/Maintenance Resident Advisor - Programming Administrative Assistant I
13	Computer Technician III Administrative Assistant II
15	Field Representative/Administrative Assistant Certified Technician (Dell) Maintenance I
17	Certified Technician (A+, Dell)
19	Certified Technician (A+, Dell, N+) Maintenance II
21	Certified Technician (A+, Dell, N+ and MTA WIN 10) Maintenance III
23	Certified Technician (A+, Dell, N+, MTA, and either MCSA or CCNA)
25	Certified Technician (A+, Dell, N+, MTA, MCSA, and either MCSE or CCNP)

504 Salary Schedules
504A Sites Outside of Galena, Alaska

2018-2019

Range	A	B	C	D	E	F	G	H	I	J	K
1	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00
2	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50
3	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
4	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50
5	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
6	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
7	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
8	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
9	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
10	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
11	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
12	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
13	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
14	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
15	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
16	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
17	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
18	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
19	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
20	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
21	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
22	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
23	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
24	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
25	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
26	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
27	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
28	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
29	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
30	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50

For employees at a maximum service step, a 2.5% bonus will be paid after 4, 9, 14, and 19 additional years of service. In order to provide appropriate educational and/or professional service in hard-to-fill positions, the District shall have the discretion to advance placement on the salary scale based on a competitive professional pay scale. This will only be done following the failure to fill a posted vacancy with a qualified applicant.

504B Galena, Alaska

2018-2019

Range	A	B	C	D	E	F	G	H	I	J	K
1	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
2	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50
3	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
4	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
5	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
6	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
7	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
8	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
9	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
10	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
11	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
12	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
13	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
14	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
15	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
16	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
17	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
18	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
19	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
20	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
21	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
22	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
23	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
24	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
25	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
26	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
27	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
28	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
29	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
30	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50

For employees at a maximum service step, a 2.5% bonus will be paid after 4, 9, 14, and 19 additional years of service. In order to provide appropriate educational and/or professional service in hard-to-fill positions, the District shall have the discretion to advance placement on the salary scale based on a competitive professional pay scale. This will only be done following the failure to fill a posted vacancy with a qualified applicant.

504 Salary Schedules
504A Sites Outside of Galena, Alaska

2019-2020

Range	A	B	C	D	E	F	G	H	I	J	K	L
1	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00
2	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50
3	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
4	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
5	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
6	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
7	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
8	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
9	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
10	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
11	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
12	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
13	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
14	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
15	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
16	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
17	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
18	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
19	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
20	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
21	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
22	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
23	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
24	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
25	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
26	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
27	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
28	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
29	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
30	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50

For employees at a maximum service step, a 2.5% bonus will be paid after 3, 8, 13, and 18 additional years of service. In order to provide appropriate educational and/or professional service in hard-to-fill positions, the District shall have the discretion to advance placement on the salary scale based on a competitive professional pay scale. This will only be done following the failure to fill a posted vacancy with a qualified applicant.

504B Galena, Alaska

2019-2020

Range	A	B	C	D	E	F	G	H	I	J	K	L
1	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
2	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
3	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
4	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
5	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
6	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
7	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
8	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
9	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
10	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
11	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
12	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
13	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
14	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
15	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
16	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
17	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
18	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
19	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
20	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
21	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
22	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
23	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
24	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
25	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
26	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
27	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
28	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
29	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
30	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50

For employees at a maximum service step, a 2.5% bonus will be paid after 3, 8, 13, and 18 additional years of service. In order to provide appropriate educational and/or professional service in hard-to-fill positions, the District shall have the discretion to advance placement on the salary scale based on a competitive professional pay scale. This will only be done following the failure to fill a posted vacancy with a qualified applicant.

**504 Salary Schedules
504A Sites Outside of Galena, Alaska**

2020-2021

Range	A	B	C	D	E	F	G	H	I	J	K	L
1	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50
2	\$14.50	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
3	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
4	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
5	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
6	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
7	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
8	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
9	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
10	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
11	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
12	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
13	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
14	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
15	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
16	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
17	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
18	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
19	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
20	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
21	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
22	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
23	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
24	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
25	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
26	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
27	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
28	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
29	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
30	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00

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504B Galena, Alaska

2020-2021

Range	A	B	C	D	E	F	G	H	I	J	K	L
1	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50
2	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
3	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50
4	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
5	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
6	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
7	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
8	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
9	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
10	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
11	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
12	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
13	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
14	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
15	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
16	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
17	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
18	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
19	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
20	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
21	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
22	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
23	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
24	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
25	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
26	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
27	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
28	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
29	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50
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For employees at a maximum service step, a 2.5% bonus will be paid after 3, 8, 13, and 18 additional years of service. In order to provide appropriate educational and/or professional service in hard-to-fill positions, the District shall have the discretion to advance placement on the salary scale based on a competitive professional pay scale. This will only be done following the failure to fill a posted vacancy with a qualified applicant.

601 Changes in Agreement

During its term, this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary written mutual consent of the parties.

602 Effective Period / Bargaining for Successor Agreement

The term of this Agreement shall be effective from July 1, 2018 through June 30, 2021.

Either the Superintendent or a formally appointed Union Representative may inaugurate bargaining for a successor agreement by giving written notice to the other to be received between January 10 and January 20 inclusive immediately preceding the expiration date. If neither party gives written notice within the period specified, the expiration date of the Agreement shall automatically be extended one (1) year.

Within twenty (20) days after the date of the notice, the moving party shall provide the other with a complete proposal of all items the moving party wishes to bargain. Bargaining shall commence within twenty (20) days after receipt of the moving party's proposal at a date, time, and place mutually agreed upon. At the opening session, the moving party shall be provided with a copy of the other party's complete proposal.

In the event of an impasse requiring advisory arbitration, the arbitrator shall be selected in the manner provided under section 202.

When agreement is reached, the Union shall promptly submit it to the employees for ratification. Once the Union President has certified in writing that the employees have ratified the agreement, the Superintendent shall promptly submit it to the Board for ratification.

603 Distribution of Agreement

Upon full ratification, the District shall provide each employee with access to a copy of the Agreement. Thereafter, the District shall provide each newly appointed employee, upon request, a copy of the agreement.