

**Educational Support Personnel
Agreement**

Between

Galena City School District

and

Galena Education Association

Expires June 30, 2024

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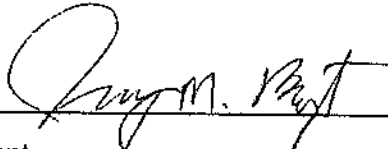
AGREEMENT EXECUTION

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

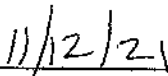
WHEREAS, GEA has certified in writing that this Agreement has been ratified by the affirmative vote of a majority of the GEA hourly classified employees; and

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

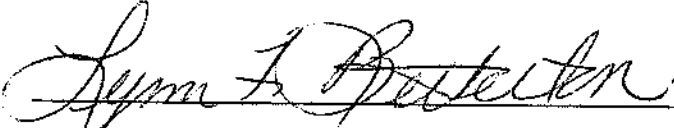
THEREFORE, BE IT RESOLVED that the Board and the GEA do hereby fully execute this Agreement by affixing hereto the signatures of the Board President and of the GEA President.



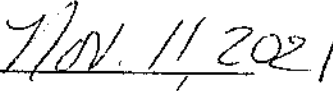
President
Galena City School Board



Date



President
Galena Education Association - ESP



Date

100 RECOGNITION

101 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 Association representing hourly classified employees. No member of the bargaining unit shall be involuntarily assigned to a position outside the bargaining unit.

102 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.

103 Effective Period / Bargaining for Successor Agreement

The term of this Agreement shall be effective from July 1, 2021 through June 30, 2024

Either the Superintendent or a formally appointed GEA 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) business 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) business 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 400 Grievance Procedure.

When agreement is reached, the GEA bargaining unit shall promptly submit it to the GEA hourly classified members for ratification. Once the GEA President has certified in writing that the classified members have ratified the agreement, the Superintendent shall promptly submit it to the Board for ratification.

104 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.

200 ORGANIZATIONAL RIGHTS

201 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.

202 Use of School District Facilities

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

When not otherwise needed for District purposes, the GEA may use designated office equipment. The GEA 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 GEA may post non-inflammatory material on designated bulletin boards in District facilities so long as the material clearly indicates that it is from the GEA.

203 Payroll Deduction of Dues

The District shall deduct GEA 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.

204 Membership Enrollment

So long as there are no additional charges to the District, Classified Employees may pay to join the GEA at any time through the NEA website.

300 EMPLOYEE RIGHTS/RESPONSIBILITIES/BENEFITS

301 Just Cause

Per Board Policy

302 Personnel Files

Per Board Policy

303 Maintenance of Benefits

Per Board Policy

304 Safety

Per Board Policy

305 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.

305 A Sick Leave Bank

305 (a) Enrollment and Termination

Membership in the Sick Leave Bank shall be open to all classified employees of the District on a yearly basis in September for twenty (20) business days. In September, notification shall be provided by the District to all Classified Employees regarding the Sick Leave Bank and the dates for Open Enrollment. New employees shall receive notification from the District upon hire and be given sixty (60) days from their first day of employment to decide if they would like to participate.

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 shall be transmitted to the GEA President.

305 B Contributions

Upon enrollment, the member shall automatically contribute eight (8) hours of sick leave to the bank. The Sick Leave Bank is not to decrease below one thousand five hundred (1500) hours. The members are to contribute eight (8) hours of sick leave if the bank falls below one thousand five hundred (1500) hours to ensure this balance. A maximum of eight (8) hours shall be deducted annually from the sick leave bank members until the bank reaches two thousand five hundred (2500) hours.

Until the bank reaches two thousand five hundred (2500) hours, no member is required to donate more than eight (8) hours per year.* After the Sick Leave Bank reaches the initial two thousand five hundred (2500) hours, no member shall contribute more than twenty-four (24) hours of accrued sick leave hours during a single work year even if the bank decreases below one thousand five hundred (1500) hours. Donation of the eight (8) hours towards the sick leave bank shall supersede any other sick leave obligation during the pay period when the sick leave bank donation is made.

*The District may elect to contribute two thousand five hundred (2500) hours.

305 C Withdrawals

After having used all of the member's *personal, annual, and sick 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.

305 D Contribution of sick hours upon retirement or resignation

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

306 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 understaffing or other substantial adverse effects on the welfare of the District.

Personal leave shall be accrued by an employee without limit. 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 shall be paid for all accrued personal and annual leave at the rate of one hundred dollars (\$100.00) per day.

307 Annual Leave

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

- | | |
|--------------------------------------|-------------------|
| (a) 1-2 years of employment: | 15 days each year |
| (b) 3-5 years of employment: | 20 days per year |
| (c) 6-14 years of employment | 25 days per year |
| (d) 15 and above years of employment | 30 days per year |

Annual leave shall accrue monthly from the first day of employment as a twelve-month employee. All annual leave shall be accrued by an employee without limit.

307A Holidays

Holidays for classified employees:

- Memorial Day
- July 4th
- Labor Day
- Thanksgiving and Day after
- Christmas Day
- New Year's Day

308 Layoff and Recall

Per Board Policy

400 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 GEA President. In the event that a time line is exceeded by the GEA, 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 GEA 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 GEA 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 GEA 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 GEA 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 GEA President in writing as to the date, time, and place of the hearing. The Superintendent shall deliver the decision to the GEA President to be received within fifteen (15) days after the date of the hearing.

Arbitration

Appeal to Arbitration

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

Selection of Arbitrator

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

500 EVALUATIONS

501 Evaluation Purpose

The purpose of the employee evaluation procedure shall be to determine the success of an employee's job performance, to identify goals for improvement, and to establish a record of the employee's work performance.

502 Evaluation Method

The performance of all employees shall be evaluated in writing. Such evaluations shall be on the standard form provided by the District, based upon observations, and shall acknowledge the strengths of employees as well as deficiencies. The evaluator shall inform the employee of any deficiency in performance in a timely manner. If a deficiency is not corrected it may result in a "Needs Improvement" (**N**) rating on the evaluation. Data used to support the District's assessment for items marked **N** shall be shared with the employee. The evaluator shall take into consideration and note in writing any circumstances which may adversely affect an employee's performance, such as workload, the need for further training/mentoring, or physical facilities. GEA members may be consulted in the amendment of the District's **Job Descriptions and Job Evaluations Manual**. The District shall provide an annual evaluation of each GEA employee by an evaluator not in the GEA bargaining unit.

503 Areas of Evaluation

Employees shall be evaluated on the duties and responsibilities outlined in the appropriate job description. The District shall provide updated job descriptions when job descriptions do not reflect the current scope of duties and the current responsibilities of the position.

504 Conditions of Evaluation

The supervisor of record shall observe the employee during the evaluation cycle.

505 Number of Evaluations

Evaluations shall continue regularly throughout the employee's service. Twelve (12) month employees shall receive annual evaluations. The schedule of annual evaluations for employees does not preclude additional evaluations by the District when deemed necessary.

506 Post-Evaluation Conference

All evaluations shall be followed by a conference between the evaluator and the employee in order that questions arising from the evaluation may be discussed. A mutually established conference date shall be established in a timely manner. After such conference the employee shall be provided a copy of any evaluation report prepared by the evaluator. Following receipt of the written evaluation, the evaluator and the employee shall sign the report indicating that they have received a copy. It does not necessarily indicate agreement with this report. A written response is optional. The employee's written response shall be attached to the evaluation document.

507 Improvement of Job Performance

- a. Any area noted as less than Satisfactory (**S**) on the evaluation instrument shall be addressed by the evaluator during the evaluation conference so that the employee shall have an understanding of how the improvement(s) can be achieved.
- b. Should the employee's overall performance rating be less than **S**, the District shall provide the employee with specific, reasonable written recommendations for improvement. There shall be follow up communication at least once after the evaluation. A written summary of each communication shall be given to the employee in a timely manner after the communication.

c. A final evaluation shall occur within a period that is not less than forty-five (45) nor more than ninety (90) workdays of the initial evaluation requiring an improvement plan.

600 SEVERABILITY CLAUSE

If a court of competent jurisdiction rules a provision of the contract to be illegal, or the law changes to conflict with a portion of the contract, the remainder of the contract remains applicable and is legally binding.

700 SALARY AND RELATED INFORMATION

701 Placement and Advancement on the Salary Schedule

Each classified employee shall be placed on the attached schedule based upon his/her years of service with the District. No employee shall 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 shall be bargained with a member of the GEA classified bargaining unit. For each classification, job descriptions shall be provided upon request. Descriptions shall 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 three (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.

702 Salary Ranges and Steps

702 a Ranges

1	School Aide
2	Community Aide
3	Cook's Helper Computer Technician/Helper Receptionist
4	Academic Tutor Bilingual Aide Dorm Aide (front desk) Library Aide Teacher Aide Clerical I
5	Reading Specialist Early Learning Aide Special Education Aide
6	Custodian Clerical II
7	Assistant Cook I Custodian II Computer Technician I District Special Ed Clerk Resident Advisor
8	Bilingual Aide Coordinator (11.3.21) Resource Room Coordinator IDEA / iGrad Coach Receptionist/Secretary
9	Accounts Payable Clerical III (11.3.21)
10	Registrar (11.3.21) Secretary/Registrar (11.3.21)
11	Assistant Cook II Computer Technician II Custodian II/Maintenance Resident Advisor - Programming Administrative Assistant I
13	Computer Technician III Administrative Assistant II
15	Administrative Assistant III Field Representative Maintenance I
16	Certified Technician (Dell)*
17	Field Representative/Administrative Assistant
18	Certified Technician (A+, Dell)*
19	Maintenance II
20	Certified Technician (A+, Dell, N+)*
21	Maintenance III
22	Certified Technician (A+, Dell, N+ and MTA WIN 10)*
24	Certified Technician (A+, Dell, N+, MTA, and either MCSA or CCNA)*
26	Certified Technician (A+, Dell, N+, MTA, MCSA, and either MCSE or CCNP)* *or Equivalent

703 Salary Schedules

703A Sites Outside of Galena, Alaska 2021-2022

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N
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	\$20.50	\$21.00
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	\$21.00	\$21.50
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	\$21.50	\$22.00
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	\$22.00	\$22.50
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	\$22.50	\$23.00
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	\$23.00	\$23.50
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	\$23.50	\$24.00
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	\$24.00	\$24.50
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	\$24.50	\$25.00
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	\$25.00	\$25.50
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	\$25.50	\$26.00
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	\$26.00	\$26.50
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	\$26.50	\$27.00
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	\$27.00	\$27.50
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	\$27.50	\$28.00
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	\$28.00	\$28.50
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	\$28.50	\$29.00
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	\$29.00	\$29.50
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	\$29.50	\$30.00
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	\$30.00	\$30.50
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	\$30.50	\$31.00
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	\$31.00	\$31.50
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	\$31.50	\$32.00
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	\$32.00	\$32.50
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	\$32.50	\$33.00
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	\$33.00	\$33.50
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	\$33.50	\$34.00
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	\$34.00	\$34.50
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	\$34.50	\$35.00
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	\$35.00	\$35.50

For employees at a maximum service step, a 2.5% bonus shall be paid after 1, 6, 11, and 16 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 shall only be done following the failure to fill a posted vacancy with a qualified applicant.

703 Salary Schedules

703B Galena, Alaska

2021-2022

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
2	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
3	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
4	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
5	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
6	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
7	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
8	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
9	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
10	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
11	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
12	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
13	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
14	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
15	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
16	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
17	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
18	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
19	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
20	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
21	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
22	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
23	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
24	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
25	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
26	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50
27	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00
28	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50
29	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00
30	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50

For employees at a maximum service step, a 2.5% bonus shall be paid after 1, 6, 11, and 16 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 shall only be done following the failure to fill a posted vacancy with a qualified applicant.

703 Salary Schedules

703A Sites Outside of Galena, Alaska 2022-2023

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50
2	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
3	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
4	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
5	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
6	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
7	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
8	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
9	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
10	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
11	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
12	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
13	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
14	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
15	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
16	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
17	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
18	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
19	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
20	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
21	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
22	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
23	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
24	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
25	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50
26	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00
27	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50
28	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00
29	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50
30	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00

For employees at a maximum service step, a 2.5% bonus shall be paid after 5, 10, and 15 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 shall only be done following the failure to fill a posted vacancy with a qualified applicant.

703 Salary Schedules

703B Galena, Alaska

2022-2023

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50
2	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
3	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
4	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
5	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
6	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
7	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
8	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
9	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
10	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
11	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
12	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
13	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
14	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
15	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
16	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
17	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
18	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
19	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
20	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
21	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
22	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
23	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50
24	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00
25	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50
26	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00
27	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50
28	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00
29	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50
30	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00

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703 Salary Schedules

703A Sites Outside of Galena, Alaska 2023-2024

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00
2	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
3	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
4	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
5	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
6	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
7	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
8	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
9	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
10	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
11	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
12	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
13	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
14	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
15	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
16	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
17	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
18	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
19	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
20	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
21	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
22	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50
23	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00
24	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50
25	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00
26	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50
27	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00
28	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50
29	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00
30	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00	\$38.50

For employees at a maximum service step, a 2.5% bonus shall be paid after 3, 8, and 13 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 shall only be done following the failure to fill a posted vacancy with a qualified applicant.

703 Salary Schedules

703B Galena, Alaska

2023-2024

Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
2	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
3	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
4	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
5	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00
6	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50
7	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
8	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
9	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
10	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
11	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
12	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50
13	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00
14	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50
15	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
16	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
17	\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
18	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50
19	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00
20	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50
21	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00
22	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50
23	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00
24	\$28.50	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50
25	\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00
26	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50
27	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00
28	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00	\$38.50
29	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00	\$38.50	\$39.00
30	\$31.50	\$32.00	\$32.50	\$33.00	\$33.50	\$34.00	\$34.50	\$35.00	\$35.50	\$36.00	\$36.50	\$37.00	\$37.50	\$38.00	\$38.50	\$39.00	\$39.50

For employees at a maximum service step, a 2.5% bonus shall be paid after 3, 8, and 13 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 shall only be done following the failure to fill a posted vacancy with a qualified applicant.

800 HEALTH PLAN

801 Insurance Coverage

The insurance coverage shall 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.