FAIRBANKS EDUCATION

I AM FEA. YOU ARE FEA. TOGETHER, WE ARE FEA.

By Danette L. Peterson • Aug 30, 2023

Smart Brevity® count: 7.5 mins...1953 words

FEAdback

Volume 42, Number 2 **Included in this edition:**

- Ratification Vote Information Appreciation for the Bargaining Team
- Healthcare Information

- Why Your Contract Matters
- the Tentative Agreement The Tentative Agreement is not everything we wanted. No negotiation ever is. I believe you deserve more, given inflation and the hardships of
- for all of us. If you take away nothing else from this letter, let it be this: Regardless of if we ratify or not, the health care costs will still go into effect because of the timing, and if we fail to ratify, we will lose the permanent wins that we have negotiated for all of us. Past decisions by the district coupled with Governor Dunleavy's recent veto of additional state funding have left the district's finances severely strained. This is not your fault, but it is our reality. Furthermore, the school board must pass a balanced budget each year and cannot go into

teaching in recent years. However, I also believe that this is the best deal

that we can currently achieve with the district, and it is still a good deal

debt. The 1% increase for the current year was simply not as much as hoped, but there is a retention stipend of \$1,500 and a 3% raise for next year, and another 3% raise for the third year of the contract. It has been that is needed both at the local and state level. articles. To highlight a few:

12 long years since a raise that high was negotiated. This 7% overall raise reflects a commitment on the district's part to advocate for the funding Furthermore, significant financial gains were made throughout various • Educators who sub will be paid at their per diem rate instead of B+o. • Educators who have an SAS contract will receive a 25% pay increase.

 Special education teachers can request an additional two days' pay or two non-contact days to complete necessary paperwork. • Educators will receive compensation or comp time for required meetings beyond their contract day, even if they are not SPED related.

- Educators who earn a doctoral degree, have a double masters or double bachelors earned simultaneously will now have those credits honored on salary schedule placement.
- The district will continue to pay \$750.00 into Health Savings Accounts and Health Reimbursement Accounts. I am equally proud of the non-compensatory language achieved by our

bargaining team. Some highlights dearest to my heart include language

aggressive incident by a student, the formation of a districtwide Safety

Committee, and the ability to use additional accrued personal days in the

the state — for both tenured and non-tenured educators. The language in

these articles will serve our profession well into the future and enhance

student success.

securing safer work conditions, mandatory meetings following an

- event of an emergency. We also held the line on items like prep time and grading periods which the district sought to reduce. We fought back and prevented unionbusting language and protected our due process rights — the strongest in
- Unquestionably, the increased health insurance premiums for Plan C were shocking to us all, to say the least. It was not an increase bargained by the team and was not known until July. The increased premiums for Plan C reflect an increase in usage and overall rising health costs. They were unexpected, and because health care is handled on the calendar

year, and the negotiated agreement is on the fiscal year, these increases

will be going into effect regardless of if we vote this new contract up or

down. Because the district is self-insured, these costs are borne by the

district, and not a health care company. To try and prevent this in the

agreement to empower the healthcare committee to investigate other

healthcare options. We will be searching for better options for us before

future, all three unions along with the district have entered into an

January 2025. The Tentative Agreement doesn't address all of the problems that we have been talking about for the last 20 months. The fight is not over. There are more gains to make. Ratifying the Tentative Agreement allows us to avoid a strike, lock in the permanent salary schedule and language wins, while we shift our energies elsewhere. We will continue to wear Red for Ed in solidarity as we work together to make further gains, and funding from the legislature and Borough Assembly. We must use our educator voices and vote on October 3rd. We must continue to testify about the things that aren't okay so we can get the funding that is needed to obtain the schools our students deserve. We must not accept anything less than retirement with dignity.

I promise I will continue to fight for what FEA deserves. We are stronger when we stand united with one voice, and so I ask you to vote in support of the Tentative Agreement tomorrow 4:30pm at North Pole High School. Please, let us stand united. Together, we are FEA. Appreciation for the Bargaining Team

Paula Addis - Pearl Creek Patrick Frymark - Randy Smith MS Dave Devaughn - West Valley HS Gwen Brazier - Lathrop and West Valley Laura Capelle - ESSA Representative & Notetaker

I cannot thank the bargaining team enough for their service. Their work is a true labor of love. They each volunteered 400+ hours to the process.

They fought to get the best deal that they could. They maintained

FEA has a tradition of collecting donations for the bargaining team

members to practice a bit of self-care as they enjoy a dinner or two

together. Please show your appreciation for their efforts by making a

members on the evening of the vote. The funds allow the bargaining team

professionalism and dedication throughout.

donation Thursday evening. With gratitude.

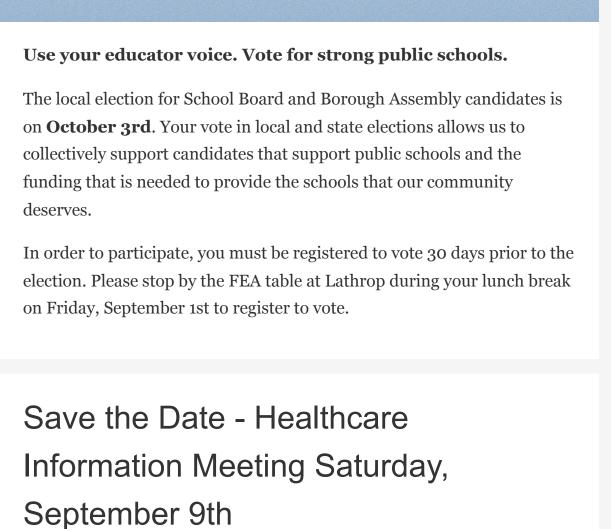
• Coby Haas - Spokesperson, Tanana MS

- NORTH POLE HIGH SCHOOL Thursday, August 31st

4:30 pm - 6:30 pm

ID is required to vote. Thank you to the League of Women Voters for their assistance in certifying our election results. Nacho Dinner at NPHS During





We understand that with the significant premium increases to Plan C,

To assist you in making an informed decision on this important topic,

FEA and ESSA are partnering with the District to host an information

session on Saturday, September 9th at West Valley at noon. Spouses and

Other opportunities will be available to learn more about healthcare so if

you can't make the September 9th meeting, please look for other

unique healthcare needs.

significant others are welcome to attend.

many members are considering switching to Plan B. Most of you will be

better off switching plans, but each of you will need to consider your own

And the sun came out just in time Friday afternoon for our first ever FEA

Bring cash for 50/50 raffle

tickets, \$10 per ticket

SHUTTLE TIMES

10:45 AND 11:15

& ESSA Back to School BBQ. We enjoyed food, fun, and friendship.

Thank you to everyone who joined us to make this a success.

39TH ANNUAL FAIRBA

Lets Celebrate

Monday September 4th 2023

No parking will be available at Noel Wien

Library. Park at

Pioneer Park for

shuttle

12:00 Noon Parade

Starts

LABOR DAY PARADE

flyer above for details, and make sure to wear **RED FOR ED**. See you there! **Upcoming Events & Important Dates** • Ratification Vote for the Tentative Agreement Thursday, August 31st from 4:30-6:30pm at North Pole HS Auditorium All FEA members are eligible to vote. Voting occurs in person. Photo ID required. Building Visits Continue Monday August 28th - Thursday August 31st Members of our FEA Board, committee members, and statewide leaders will be visiting schools throughout the district.

necessary during the first ten (10) days of the school year are not subject to the five (5) work days advance notice. Teachers shall be given a minimum of three (3) full non-instructional work days.

Agreement titled Classroom Moves provides,

retirement with dignity, and increasing funding for quality public education for all students. We support our members by offering life-long learning opportunities for growth through mentorship and meaningful professional development. We empower our members to make professional decisions that

positively impact our classrooms, community, and daily lives of our

students.

FEA Board Members FEA Officers: President - Danette Peterson Vice President - Patrick Frymark Recording Secretary - Paula Addis Treasurer - Melodee Sonnenberg Retired Past President: Sandi Ryan NEA-Alaska Directors: Coby Haas, Kristen Dullen, Jessica Iglesias

East Region: Robyn Capp, Wendy Demers, Kelly Scanlon West Region: Natasha Carlson, Dave Devaughn NEST Region: Sarah Dimmick, Shelby Hooper, Mariko Kinikin, Ed Paxson

Statement dedicated to attracting and retaining the best quality teachers by

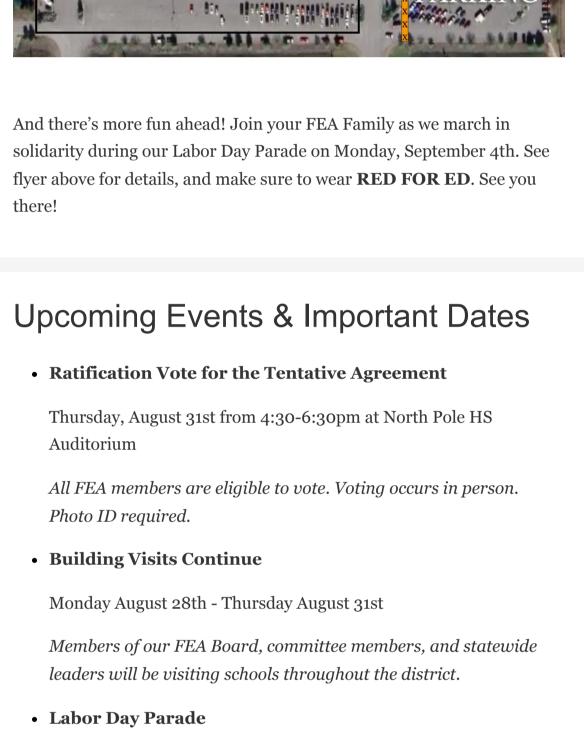
FEA Board of Directors by Region:

With gratitude for all that you do each day for students, Danette L. Peterson

Michael Wenstrup - UniServ Director Grier Hopkins - UniServ Director Ratification Vote on the Tentative Agreement



opportunities to learn more about healthcare options. Board Retreat, Back to School BBQ & Labor Day Parade



The diverse voices of our members are the strength of the Fairbanks Education Association. We are the teachers, the counselors, the

Ft. Wainwright: Pepper McFarland, Julie Lougee Advisory: Retired Member Representative: Leslie Conner

NEA-Alaska UniServ Directors: Michael Wenstrup and Grier Hopkins

President's Statement in Support of

 Local Elections and Voter Registration Board Retreat, Back to School BBQ & Labor Day Parade • Upcoming Events & Important Dates Teacher Rights Training

President's Statement in Support of the Tentative Agreement

All FEA Members are eligible to vote. Voting occurs in person. A photo **Ratification Vote**

This past weekend, FEA Board members attended their annual retreat and were fortunate to be joined by Robert Rodriguez from California who is a national NEA Director.

Monday, September 4th at 12pm at Noel Wien Library

Saturday, September 9th at 12pm at West Valley HS Auditorium

Healthcare Information Meeting

FEA Board of Director Meeting

Teacher Rights Training

September 5th.

FEA Building Representative Meeting

Tuesday, September 12th at 5pm at FEA Office

Tuesday, September 26th at 5pm at FEA Office

A September training will be held for members new to our Teacher

Committee please send an email to <u>FEA@alaska.net</u> by Tuesday,

Thank you to everyone serving on this very important committee.

Once our students arrive, the district sometimes realizes that their best

predictions are a bit off, or a position remains unfilled, necessitating a

shift in some of our talented educators. Luckily, the negotiated

agreement addresses this scenario. Section 517 of the Negotiated

the terms of Article 105. Classroom moves that are determined

Teachers required to move from their work areas shall be provided

notice five (5) work days in advance and shall be compensated under

Fairbanks Education Association Value

Why Your Contract Matters

Rights Committee. If you are interested in joining FEA's Teacher Rights

librarians, the therapists, and the psychologists that prepare students to succeed and contribute to a changing society. Recognizing that a teacher's working environment is a student's learning environment, the Fairbanks Education Association is tirelessly

strongly advocating for its members, improving salary, benefits,

President Fairbanks Education Association

It's called Smart Brevity®. Hundreds of orgs use it — in a tool called Axios HQ— to drive productivity with clearer workplace communications. This email was sent by NEA Alaska via Axios HQ

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