

AMENDMENT #3

OFFERED IN THE SENATE
TO: CSSB 52(FIN)

BY SENATOR HUGHES

1 Page 1, line 6, following "allocation;":

2 Insert "authorizing teacher service gratitude awards; relating to teacher base pay
3 and compensation; relating to items not subject to collective bargaining;"

4

5 Page 10, following line 22:

6 Insert new bill sections to read:

7 "* Sec. 7. AS 14.20 is amended by adding a new section to read:

8 **Sec. 14.20.225. Teacher service gratitude awards.** (a) Subject to
9 appropriation, for the fiscal years ending June 30, 2025, June 30, 2027, and June 30,
10 2029, a certificated full-time teacher is entitled to receive a teacher service gratitude
11 award if the teacher was employed in a full-time classroom teaching position for the
12 entirety of the school term for the two school years immediately preceding the date of
13 payment and the teacher has entered into a contract with a district to teach for the
14 entirety of the next school term. The department shall pay the teacher service gratitude
15 award not later than 60 days after July 1, 2024, July 1, 2026, and July 1, 2028. Subject
16 to the application and certification requirements in (c) of this section, the department
17 shall pay the teacher service gratitude awards through grants to school districts as
18 described in (b) and (c) of this section.

19 (b) For the fiscal years ending June 30, 2025, June 30, 2027, and June 30,
20 2029, the department shall pay

21 (1) \$10,000 for each eligible certificated full-time teacher teaching in
22 the following districts:

23 (A) Anchorage School District;

- 1 (B) Fairbanks North Star Borough School District;
 - 2 (C) Juneau Borough School District;
 - 3 (D) Kenai Peninsula Borough School District;
 - 4 (E) Matanuska-Susitna Borough School District.
- 5 (2) \$20,000 for each eligible certificated full-time teacher teaching in
- 6 the following districts:
- 7 (A) Alaska Gateway School District;
 - 8 (B) Aleutian Region School District;
 - 9 (C) Aleutians East Borough School District;
 - 10 (D) Annette Island School District;
 - 11 (E) Chugach School District;
 - 12 (F) Copper River School District;
 - 13 (G) Cordova City School District;
 - 14 (H) Delta/Greely School District;
 - 15 (I) Denali Borough School District;
 - 16 (J) Galena City School District;
 - 17 (K) Haines Borough School District;
 - 18 (L) Ketchikan Gateway Borough School District;
 - 19 (M) Kodiak Island Borough School District;
 - 20 (N) Mt. Edgecumbe High School;
 - 21 (O) Nenana City School District;
 - 22 (P) Nome Public Schools;
 - 23 (Q) Petersburg Borough School District;
 - 24 (R) Saint Mary's School District;
 - 25 (S) Sitka School District;
 - 26 (T) Skagway School District;
 - 27 (U) Unalaska City School District;
 - 28 (V) Valdez City School District;
 - 29 (W) Wrangell Public School District;
 - 30 (X) Yakutat School District.
- 31 (3) \$30,000 for each eligible certificated full-time teacher teaching in

1 the following districts:

- 2 (A) Bering Strait School District;
- 3 (B) Bristol Bay Borough School District;
- 4 (C) Chatham School District;
- 5 (D) Craig City School District;
- 6 (E) Dillingham City School District;
- 7 (F) Hoonah City School District;
- 8 (G) Hydaburg City School District;
- 9 (H) Iditarod Area School District;
- 10 (I) Kake City School District;
- 11 (J) Kashunamiut School District;
- 12 (K) Klawock City School District;
- 13 (L) Kuspuk School District;
- 14 (M) Lake and Peninsula Borough School District;
- 15 (N) Lower Kuskokwim School District;
- 16 (O) Lower Yukon School District;
- 17 (P) North Slope Borough School District;
- 18 (Q) Northwest Arctic Borough School District;
- 19 (R) Pelican City School District;
- 20 (S) Pribilof School District;
- 21 (T) Southeast Island School District;
- 22 (U) Southwest Region School District;
- 23 (V) Tanana City School District;
- 24 (W) Yukon Flats School District;
- 25 (X) Yukon-Koyukuk School District;
- 26 (Y) Yupiit School District.

27 (c) To be eligible for the teacher service gratitude award, a certificated full-
28 time teacher must apply during each eligible calendar year to the department on a date
29 not later than the final day in session for the school term established by the governing
30 body of the teacher's school district or regional educational attendance area.
31 Application for payment shall be made on a form designated by the commissioner. For

1 each teacher who applies, the school district or regional educational attendance area
2 shall certify the teacher's eligibility for payment to the department.

3 (d) The department may adopt regulations necessary to carry out the purposes
4 of this section.

5 (e) In this section, "certificated full-time teacher"

6 (1) means an individual occupying a position that requires

7 (A) a teaching certificate as a condition of employment; and

8 (B) teaching on a regular basis during the normal work period
9 for each day or week at a classroom teaching assignment in a public
10 elementary or secondary school;

11 (2) does not include an individual teaching as an assistant or graduate
12 assistant or teaching on a substitute, temporary, or per-diem basis.

13 * **Sec. 8.** AS 14.25.220(6) is amended to read:

14 (6) "base salary"

15 (A) means the total remuneration payable under contract for a
16 full year of membership service, including addenda to the contract; **"base**
17 **salary" does not include an award granted under AS 14.20.225 and** [BUT],
18 for a member first hired on or after July 1, 1996, does not include remuneration
19 in excess of the limitations set out in 26 U.S.C. 401(a)(17);

20 (B) has the same meaning as "compensation" under
21 AS 39.35.680(9) when applied to a state legislator who elects membership
22 under AS 14.25.040(b);

23 * **Sec. 9.** AS 14.25.220(6), as amended by sec. 8 of this Act, is amended to read:

24 (6) "base salary"

25 (A) means the total remuneration payable under contract for a
26 full year of membership service, including addenda to the contract **but** [
27 **"BASE SALARY" DOES NOT INCLUDE AN AWARD GRANTED**
28 **UNDER AS 14.20.225 AND**], for a member first hired on or after July 1,
29 1996, does not include remuneration in excess of the limitations set out in 26
30 U.S.C. 401(a)(17);

31 (B) has the same meaning as "compensation" under as

1 39.35.680(9) when applied to a state legislator who elects membership under
2 as 14.25.040(b);

3 * **Sec. 10.** AS 14.25.220(10) is amended to read:

4 (10) "compensation" means the total remuneration paid under contract
5 to a member for services rendered during a school year, including cost-of-living
6 differentials, payments for leave that is actually used by the member, the amount by
7 which the member's wages are reduced under AS 39.30.150(c), an amount that is
8 contributed by the employer under a salary reduction agreement and that is not
9 includable in the gross income of the employee under 26 U.S.C. 125 or 132(f)(4), and
10 the amount deferred under an employer-sponsored deferred compensation plan or the
11 tax shelter annuity plan approved by the Department of Education and Early
12 Development, but does not include retirement benefits, welfare benefits, per diem,
13 expense allowances, workers' compensation payments, **an award granted under**
14 **AS 14.20.225**, or payments for leave not used by the member, whether those leave
15 payments are scheduled payments, lump-sum payments, donations, or cash-ins; for
16 purposes of AS 14.25.050, compensation paid includes any payment made after
17 June 30 of a school year for services rendered before the end of the school year;

18 * **Sec. 11.** AS 14.25.220(10), as amended by sec. 10 of this Act, is amended to read:

19 (10) "compensation" means the total remuneration paid under contract
20 to a member for services rendered during a school year, including cost-of-living
21 differentials, payments for leave that is actually used by the member, the amount by
22 which the member's wages are reduced under AS 39.30.150(c), an amount that is
23 contributed by the employer under a salary reduction agreement and that is not
24 includable in the gross income of the employee under 26 U.S.C. 125 or 132(f)(4), and
25 the amount deferred under an employer-sponsored deferred compensation plan or the
26 tax shelter annuity plan approved by the Department of Education and Early
27 Development, but does not include retirement benefits, welfare benefits, per diem,
28 expense allowances, workers' compensation payments, [AN AWARD GRANTED
29 UNDER AS 14.20.225,] or payments for leave not used by the member, whether those
30 leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;
31 for purposes of AS 14.25.050, compensation paid includes any payment made after

1 June 30 of a school year for services rendered before the end of the school year;

2 * **Sec. 12.** AS 23.40.075 is amended to read:

3 **Sec. 23.40.075. Items not subject to bargaining.** The parties may not
4 negotiate terms contrary to [THE]

5 (1) **the** reemployment rights for injured state employees under
6 AS 39.25.158;

7 (2) **the** reemployment rights of the organized militia under
8 AS 26.05.075;

9 (3) **the** authority of the Department of Health under AS 47.27.035 to
10 assign Alaska temporary assistance program participants to a work activity considered
11 appropriate by the Department of Health;

12 (4) **the** authority for agencies to create temporary positions under
13 AS 47.27.055(c); [OR]

14 (5) **the** provisions contained in a contract under AS 14.40.210(a)(4);

15 **or**

16 **(6) an award granted under AS 14.20.225.**

17 * **Sec. 13.** AS 23.40.075, as amended by sec. 12 of this Act, is amended to read:

18 **Sec. 23.40.075. Items not subject to bargaining.** The parties may not
19 negotiate terms contrary to **the**

20 (1) [THE] reemployment rights for injured state employees under
21 AS 39.25.158;

22 (2) [THE] reemployment rights of the organized militia under
23 AS 26.05.075;

24 (3) [THE] authority of the Department of Health under AS 47.27.035
25 to assign Alaska temporary assistance program participants to a work activity
26 considered appropriate by the Department of Health;

27 (4) [THE] authority for agencies to create temporary positions under
28 AS 47.27.055(c); **or**

29 (5) [THE] provisions contained in a contract under AS 14.40.210(a)(4)

30 [; OR

31 (6) AN AWARD GRANTED UNDER AS 14.20.225]."

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Renumber the following bill sections accordingly.

Page 11, following line 17:

Insert new bill sections to read:

*** Sec. 15.** AS 14.20.225 is repealed July 1, 2030.

*** Sec. 16.** The uncodified law of the State of Alaska is amended by adding a new section to read:

APPLICABILITY. (a) AS 14.25.220(6), as amended by sec. 8 of this Act, AS 14.25.220(10), as amended by sec. 10 of this Act, and AS 23.40.075, as amended by sec. 12 of this Act, apply to a contract or collective bargaining agreement that becomes legally binding on or after the effective date of secs. 8, 10, and 12 of this Act.

(b) AS 14.25.220(6), as amended by sec. 9 of this Act, AS 14.25.220(10), as amended by sec. 11 of this Act, and AS 23.40.075, as amended by sec. 13 of this Act, apply to a contract or collective bargaining agreement that becomes legally binding on or after the effective date of secs. 9, 11, and 13 of this Act."

Renumber the following bill sections accordingly.

Page 11, line 23:

Delete "8"
Insert "17"

Page 11, line 25, following "Act,":

Insert "and secs. 7, 8, 10, 12, and 16 of this Act"

Page 11, line 26:

Delete "7"
Insert "14"

Page 11, following line 27:

1 Insert a new bill section to read:

2 **"* Sec. 22.** Sections 9, 11, and 13 of this Act take effect July 1, 2030."