

Salary & Benefits Schedule and Teacher Tenure Study

December 2, 2014



UAA Center for Alaska
Education Policy Research
UNIVERSITY *of* ALASKA ANCHORAGE

Legislative mandate

HB278 Section 52

No later than June 15, 2015, the Department of Administration shall present to the legislature a written proposal for a **salary and benefits schedule** for school districts, including an **evaluation of, and recommendations for, teacher tenure.**

CAEPR responsibilities

1. Salary & benefits schedule for teachers and principals
 - Review of current salary schedules
 - Profile of current benefits
 - Geographic & job differentials
 - Issues for consideration
2. District profiles for other positions
 - Describe the complexity & diversity of district personnel
 - Describe range of superintendent duties
3. Recommendations for teacher tenure
 - Review of current structure
 - Presentation of alternate models

Salary & benefits schedule

Part 1

Teachers and principals

- Describe salary structure models
 - Step-and-lane (traditional)
 - Merit pay
 - Knowledge- and skill-based pay
 - Job enlargement
 - Incentives or bonuses in addition to base pay
- Inventory and describe benefits
- Discuss how compensation structures:
 - Attract new teachers
 - Retain teachers
 - Incentivize improvement
- Explore types of pay differentials
- Solicit stakeholder input



District profiles

Part 2

Classified staff, related personnel, & superintendents

- Inventory types of positions employed
- Describe different approaches to filling positions
 - Recruitment
 - Hire
 - Employment v. contract
- Tabulate FTEs in different job types
- Describe superintendent roles
 - Duties
 - Hiring protocol
 - Compensation

Teacher tenure

Part 3

Structure, impact, and alternatives

- Describe tenure
 - Historical context
 - Policy changes in other states
 - Intent and impact
- Describe Alaska's tenure policy
 - In print
 - In practice
- Identify alternative tenure structures
 - Impacts, pros, cons
- Model the impact of tenure on the teacher labor market
 - Compensation
 - Turnover
- Solicit stakeholder feedback
- Make recommendations

CAEPR work plan

Data collection

- Literature review
 - Empirical studies, case law, other states' policies, position papers
- Document review
 - Collective bargaining agreements, job descriptions
- Review existing data
 - Certified & classified staffing databases
 - Statewide survey of teacher working conditions
- Collect new data
 - Data requests to district offices
 - Surveys and interviews
 - Stakeholder input

Data analysis

- Calculate teacher and principal responses to community and job characteristics
- Estimate job and community differentials
- Define labor market for Alaska teachers and principals
- Categorical analysis of themes from qualitative data
- Summarize stakeholder perspectives
- Triangulate quantitative results with emergent themes and stakeholder perspectives

Stakeholders

- School district employees
- School board members
- Parent organizations
- Alaska Dept. of Education
- State Board of Education
- Teacher unions
- Not-for-profit education organizations
- Education advocacy organizations
- Alaska Native education organizations
- Education-related professional organizations
- School business officers
- Post-Secondary Education Programs
- Legislators
- Students
- Other concerned community members
- Others???

Timeline

Period	Activities
November	<ul style="list-style-type: none">• Work plan• Instrument development• Institutional Review Board approval
December – February	Data collection
March – April	Data analysis
April – May	<ul style="list-style-type: none">• Draft report• Comment period for stakeholders
June 15	<ul style="list-style-type: none">• Final report• Presentation to legislature

What happens next?

- June 15 – report sent to legislators
- Actions and follow-up are the purview of
 - Alaska State Legislature
 - Governor

For more information

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