

# Salary & Benefits Schedule and Teacher Tenure Study

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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

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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

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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

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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

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

# 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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