



# Alaska Public School Teacher

## 2012 – 2013 Salary & Benefits Report

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### **Introduction & Acknowledgements**

This 2012-2013 report on Alaska Public School Teacher Salary and Benefits includes information on the following categories: teacher salaries and related information, salary schedule distribution, insurance benefits, leave benefits, miscellaneous fringe benefits, selected extra duty salaries, enrollment/staffing and work year information. This information is sorted statewide, by region, and by district size.

This report includes survey responses from 44 of 53 Alaska public school districts.

AASB would like to express special thanks to the central office staff members in each of the school districts, who took the time to provide the information we requested. Without their patience and cooperation this report would not be possible.

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**Explanation of Column Headings  
INSURANCE BENEFITS**

**SALARIES AND RELATED INFORMATION**

**TOTAL ADM-** (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

**BASE SALARY, BEGINNING MASTER'S SALARY, TOP SALARY-** Base and top salaries indicated lowest/highest salaries on the schedule. Beginning Master's is the pay given to teachers with Master's degrees and no experience.

**SALARY SCHEDULE INDEX-** Factor used as multiplier to indicate range from lowest to highest salary on the schedule.

**STEPS ON SALARY SCHEDULE-** Step reflects the number of years of service given credit for each education level on the salary schedule. For purposes of counting, the "zero" step indicating no experience, is counted as one step.

**MAXIMUM EDUCATION ON SALARY SCHEDULE-** Highest level of education recognized on the salary schedule for pay purposes. M- masters, C- Certificate.

**% OF TEACHERS AT MAXIMUM SALARY STEP-** Percentage of teachers who are at the maximum step (of all columns) on the salary schedule.

**LONGEVITY INCREMENTS GRANTED-** Special increments paid to reward teachers who have exceeded the available number of steps, without moving to a new column on the schedule, by virtue of increased education.

**AVERAGE SALARY- ACTUAL** average teacher salary paid in each district, shown as average salary only, average salary w/retirements benefits, and average salary w/all benefits included

**AVERAGE SALARY WITH ALL BENEFITS-** Average district teacher salaries, including all benefits.

**CERTIFIED SUBSTITUTE PAY-** Daily rate paid to substitute teachers holding current Alaska teaching certificates.

**NON-CERTIFIED SUBSTITUTE PAY-** Daily rate paid to substitutes not certified as teachers.

**PRINCIPAL/TEACHER BARGAINING-** Districts where principal teachers are represented by the teachers' bargaining unit.

**SALARY SCHEDULE DISTRIBUTION**

**TOTAL ADM-** (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

**FTE TEACHERS (ON SALARY SCHEDULE)-** Full-time equivalent figures for all teachers and other instructional staff who are certificated.

**% OF TEACHERS EARNING... ON SALARY SCHEDULE-** Indicates a number of arbitrarily defined ranges of pay and shows a percentage of teachers in each district who fall within each range.

**Explanation of Column Headings  
INSURANCE BENEFITS**

**TOTAL ADM-** (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

**MEDICAL PREMIUM FOR SINGLE AND FAMILY-** Total costs of hospital and medical insurance policies for single teachers or teachers with families

**IS DISTRICT SELF-INSURED?-** Indicates whether a district self insures for medical coverage.

**PREMIUM PAID BY EMPLOYEE-** Amount employee contributes toward the purchase of hospital/medical insurance policies. In most cases, districts pick up 100% of the cost

**LIFE INSURANCE COVERAGE AMOUNT-** Maximum amount of life insurance coverage districts purchase for teachers. In some cases, this was reported by districts in terms of contract language (e.g. "twice the amount of annual salary"). This was reported here as twice the average salary on the salary schedule (2 X AN SALARY) or equal to the annual salary rounded up to the next thousand.

**DISABILITY INSURANCE PROVIDED-** Indicates whether a disability (income protection) plan is provided.

**PROFESSIONAL LIABILITY INSURANCE PROVIDED-** Indicates whether a professional liability plan is provided

**TRAVEL INSURANCE PROVIDED-** Indicates whether a travel insurance plan is provided.

**AVERAGE INSURANCE COST PER TEACHER-** Average amount per teacher for the insurance benefits package provided by the district.

**MISCELLANEOUS FRINGE BENEFITS**

**TOTAL ADM-** (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

**TRAVEL PAID-** Indicates if school district provides travel to and/or from the district, other than school business related, as a fringe benefit to the to the teachers (i.e. "turnaround leave," etc.).

**AMOUNT PAIDS TOWARD TRAVEL-** Amount of dollars allowed per teacher for non business travel, if it is provided as a fringe benefits.

**SEVERANCE PAID-** An additional payment that is made upon termination.

**PROFESSIONAL CERT. BONUS-** Indicates whether or not a district offers a professional certification bonus

**TAX SHELTERED ANNUITY OR SUPPLEMENTAL SAVINGS-** Indicates that the district administratively handles monthly arrangements for payment into tax sheltered annuities or other supplemental savings for teachers who participate.

**TUITION REIMBURSED-** Provision to reimburse tuition costs for a specified number of credit hours.

STATEWIDE:  
Insurance Benefits

DISTRICT	REG	TOTAL ADM	IS DISTRICT SELF INSURED?	MEDICAL PREMIUM SINGLE PERSON	MEDICAL PREMIUM FAMILY	PREMIUM PAID BY EMPLOYEE SINGLE/FAMILY	DENTAL/ VISION COVERAGE?	LIFE INSURANCE COVERAGE AMOUNT	DISABILITY INSURANCE PROVIDED?	PROF. LIABILITY INS. PROVIDED?	TRAVEL INSURANCE PROVIDED?	AVG. INS COST / TEACHER	MAX OUT-OF-POCKET COST SINGLE/FAMILY
ALASKA GATEWAY	INT	375	N	\$20,340	\$20,340	0%	Y	105000	Y	N	N	\$0	\$1,000/\$3,000
ALEUTIANS EAST	SW	227	Y	\$7,881	\$25,052	8%/4%	Y	20000	N	N	Y	\$900	\$195
ANCHORAGE	SC	48422	Y	\$20,340	\$20,340	12%	Y	3XSalary/Max \$200K	N	N	N	\$15,416	\$2,370
ANNETTE ISLAND	SE	276	Y	\$10,478	\$33,354	8%	Y	2000	N	N	N	\$838/\$2668	\$2,250
BERING STRAIT	NW	1594	Y	\$9,600	\$18,750	15%	Y	30000	Y	Y	Y	\$1440/\$3000	N/A
BRISTOL BAY	SW	150	N	\$20,340	\$20,340	10%	Y	2000	N	N	N	\$2,070	\$1000/\$3000
CHUGACH	SC	245	Y	\$1,000	\$3,000	0%	Y	10000	Y	N	N	\$0	\$2,500
COPPER RIVER	INT	490	N	\$20,544	\$20,544	6%	-	5000	N	Y	N	\$1,200	\$5,000
CORDOVA	SC	325	N	\$20,544	\$20,544	8%	Y	40000	N	N	N	\$1,644	\$1,000
CRAIG	SE	657	N	\$0	\$20,340	0%	Y	0	N	Y	N	\$0	\$1000/\$3000
DELTA/GREELY	INT	917	N	\$19,200	\$19,200	18%	Y	15000	Y	Y	N	\$3,530	\$2000 / \$6000
DENALI	INT	716	Y	\$16,724	\$0	0%	Y	50000	N	Y	Y	\$16,724	\$195
DILLINGHAM	SW	473	Y	\$8,410	\$24,460	16%	Y	20000	N	Y	Y	\$1,380	\$1,250
FAIRBANKS	INT	14277	Y	\$1,778	\$2,963	11%/17%	Y	65000	N	N	N	\$2,370	\$3250/\$7500
GALENA	INT	3741	Y	\$6,101	\$18,913	0%/20%	Y	25000	N	N	N	\$7,708	\$2,000
HAINES	SE	307	N	\$1,483	\$1,483	6%	Y	10000	N	N	N	\$996	\$2,500
HOONAH	SE	114	N	\$10,022	\$31,718	0%	Y	23000	N	N	Y	\$0	\$2,250
HYDABURG	SE	52	N	\$11,940	\$23,011	0% / 72%	Y	5000	N	N	N	\$11,448	\$720
JUNEAU	SE	4952	N	\$20,340	\$20,340	14%	Y	2XSalary	N	N	Y	\$2,940	\$265
KENAI	SC	8970	Y	\$17,460	\$17,820	23.4%/24.9%	Y	1XSalary	N	N	N	\$4,260	\$1,200
KETCHIKAN	SE	2201	Y	\$14,109	\$18,357	20%/39%	Y	50000	N	N	N	\$5,134	\$3,500/\$10,500
KLAWOCK	SE	136	N	\$10,886	\$34,476	5%	Y	0.05	N	Y	Y	\$544/\$1724	\$2,000
KODIAK	SW	2517	Y	\$10,577	\$2,047	25%	Y	170000	N	N	Y	\$4,365	\$1000/\$3000
KUSPUK	SW	346	N	\$2,721	\$5,715	0%	Y	50000	N	N	Y	\$0	\$390
LAKE & PENINSULA	SW	326	Y	\$9,790	\$29,138	0%	Y	7000	N	N	N	\$0	\$195
LOWER KUSKOKWIM	SW	3972	Y	\$8,241	\$20,162	0%	Y	50000	Y	Y	Y	UNKNOWN	\$250/\$750
LOWER YUKON	SW	1922	Y	\$11,592	\$28,992	0%	Y	50000	Y	Y	Y	\$30,357	\$1900/\$5700
MAT-SU	SC	17338	N	\$20,424	\$20,424	10%	Y	15000	N	N	N	\$2,042	\$1000 / \$3000
MENANA	INT	948	N	\$20,340	\$20,340	0%	Y	10000	N	N	N	\$0	\$1100/\$3300
NOME	NW	690	N	\$7,255	\$20,344	15%	Y	10000	Y	Y	Y	\$1088-\$3457	\$3,000
NORTH SLOPE	NW	1599	Y	\$18,000	\$18,000	0%	-	\$175/Yr	N	Y	Y	\$0	\$300
NORTHWEST ARCTIC	NW	1803	Y	\$17,364	\$17,364	6%	Y	50000	Y	Y	N	\$1,080	\$195 / \$585
PETERSBURG	SE	427	N	\$1,492	\$1,492	20%	Y	5000	N	N	N	\$3,581	\$3,000
PRIBILOF	SW	98	N	\$20,554	\$20,554	0%	Y	0	N	N	N	\$20,461	\$3,000
SITKA	SE	1312	N	\$6,496	\$19,529	16%	Y	100000	N	Y	Y	\$2,080	\$2000/\$6000
SOUTHEAST ISLAND	SE	165	N	\$20,340	\$20,340	0%	Y	20000	N	N	Y	\$0	\$1,000
SOUTHWEST REGION	SW	633	N	\$9,874	\$28,733	17%/21%	Y	1XSalary	Y	Y	Y	\$1639/\$6027	\$7,500
ST. MARYS	SW	181	N	\$8,422	\$26,875	100%/45%	Y	SALARY	Y	Y	Y	\$662	\$2,750
UNALASKA	SW	414	Y	\$22,607	\$22,607	0%	Y	5000	Y	Y	Y	\$0	\$500
VALDEZ	SC	676	Y	\$19,846	\$19,846	75%	Y	70000	N	N	N	\$0	\$488
WRANGELL	SE	387	N	\$8,902	\$28,315	5.75%-1.75%	Y	50000	N	Y	N	\$1,488	\$488
YUKON KOYUKUK	INT	1256	Y	\$2,159	\$4,880	0%	Y	50000	Y	Y	Y	\$504	\$4,000
												\$0	\$1,000