



# Alaska Public School Classified Employee 2012 – 2013 Salary & Benefits Report

Association of Alaska School Boards  
1111 W. 9<sup>th</sup> St.  
Juneau, AK 99801

Phone: 907-463-1660

Fax: 907-586-2995

E-Mail: [aasb@aasb.org](mailto:aasb@aasb.org)

Website: [www.aasb.org](http://www.aasb.org)

**Alaska Public School  
Classified Employees  
Salary & Benefits Report**

**Association of Alaska School Boards  
2012 - 2013**

**Explanation of Column Headings**

**Salary and Related Information Report**

GENERAL JOB CLASSIFICATIONS  
Supervisory / Clerical / Custodian / Food Service Worker / Instructional Aide / Non-Instructional Aide / Maintenance / Other  
JOB TITLE – Job class groupings of Classified Employees  
FULL/PART TIME EMPLOYEES – The number of either full or part time employees  
MINIMUM/MAXIMUM SALARY – Salary paid for each position.  
#OF STEPS ON SALARY SCHEDULE – Number of experience steps on a salary schedule, where developed.  
HOURS WORKED PER WEEK – Number of Full Time or Part Time hours worked per week.  
WEEKS WORKED PER YEAR – Number of Full Time or Part Time weeks worked per year.

**Medical/Life Insurance and Vacation Benefits Report**

GENERAL JOB CATEGORY – Job class groupings of Classified Employees.  
MEDICAL PREMIUM SINGLE – The annual premium amount paid by the district for a hospital/medical insurance plan for a family.  
LIFE INSURANCE COVERAGE AMOUNT – The amount of Life insurance coverage provided for a single employee.  
PAID HOLIDAYS – Number of paid holidays during the work year.  
MINIMUM/MAXIMUM VACATION – Indicates minimum/maximum paid vacation days per work year, and longevity required to earn them (e.g., 30 days after 5 years)

**Sick/Personal Leave Benefits Report**

TOTAL ADM – (Average Daily Membership) Total Enrollment  
FTE CLASSIFIED EMPLOYEES – Total number of employees counted in full time equivalency.  
SICK LEAVE – Number of sick leave days available to each employee during a year.  
SICK LEAVE MAXIMUM ACCUMULATIVE DAYS ALLOWED – Maximum days of unused sick leave which may be accumulated.

SICK LEAVE PAID AT SEPARATION – Indicates whether the district allows sick to be cashed in at termination.  
PERSONAL LEAVE – Total number of days of personal leave allowed each year per employee.  
PERSONAL LEAVE MAXIMUM ACCUMULATIVE DAYS ALLOWED – Maximum days of unused personal leave which may be accumulated.  
PERSONAL LEAVE PAID AT SEPARATION – Indicates whether the district allows personal leave to be cashed in at termination.  
MILITARY, EMERGENCY, MATERNITY, PATERNITY, CIVIC, COURT – Indicates whether days are given for each type of leave.

**Negotiations Report**

TOTAL ADM – (Average Daily Membership) Total Enrollment.  
SUPERVISORY, CLERICAL, CUSTODIAL, FOOD SERVICE WORKER, MAINTENANCE AND AIDES – Indicates whether district enters into formal negotiations with classified employees and union representation for each job category of employees.  
FTE CLASSIFIED EMPLOYEES – Total number of employees counted in full time equivalency.  
MEETINGS AND CONFERENCES – Indicates if classified employee representatives informally meet and confer with representative of the school board concerning salaries and/or benefits.

UNILATERAL BOARD DECISION – Indicates that classified salaries and benefits are determined by unilateral board decision.  
TOTAL HEALTH CARE COSTS – Indicates the total cost of health care for classified employees, to the district.  
TOTAL PAYROLL – Total payroll figure for classified employees.  
BENEFIT PERCENT – Percent budgeted for fringe benefits figured as a percent of the total classified payroll.

# Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
ALASKA GATEWAY	INT	Any Fulltime	\$20,340	\$20,340	2X SAL or MAX \$105,000	6-7	12/1	24/1
		Part Time				6	6/1	15/1
		ALL	\$7,880	\$25,050	\$20,000	7	10/1	25/10
ALEUTIANS EAST	SC	Aides/Clerical	\$16,620	\$16,620	3XAN SAL	11	1.75 days/ mo/3	3 days mo/8
		Custodian	\$14,820	\$14,820	3XAN SAL	11	14 hrs mo/3	24 hrs mo/8
		Food Service	\$16,620	\$16,620	3XAN SAL	10	17hrs mo/10	20.5 hrs mo/8
		Professional	\$16,620	\$16,620	3XAN SAL	0	4days/mo	9days/year
		Maintenance/Warehouse	\$16,620	\$16,620	3XAN SAL	11	14hours mo/4	24hours mo/10
		Buss Drivers/ Attendants	9.35/hr	9.35/hr	3XAN SAL	9	21Hours mo/4	23hours mo/4
ANCHORAGE	SE	Full Time	\$10,478	\$33,354	\$20,000	8	1/0-1years	2.25<10years
	NW	All Classified	\$8,160	\$15,750	\$25,000	7	1.5/2yrs	2/5yr
	SW	Clerical	\$18,360	\$18,360	\$2,000	6	12/4	21/17
		Custodian	\$18,360	\$18,360	\$2,000	6		24day/year
		Food Service	\$18,360	\$18,360	\$2,000	6		
		Aides	\$18,360	\$18,360	\$2,000	5		
		Maintenance	\$18,360	\$18,360	\$2,000	5		
		Other	\$18,360	\$18,360	\$2,000	7	18	24
		Supervisory	\$18,360	\$18,360	\$2,000.00	5		
		12 Month Classified	\$15,660	\$15,660	\$15,000.00	6/7	18	24
						7	7days/1-3years	1 month/8years
	CHATHAM	SE						0-2YRS=1, 3-5YRS=1.5, 5+YRS = 1.75
CHUGACH	SC	All	\$494	\$2,087	\$10,000	10		
	INT	Supervisory	\$19,344	\$19,344	\$5,000	9		
		Secretary	\$19,344	\$19,344	\$5,000	8		40
		Custodian/Maint	\$19,344	\$19,344	\$5,000	9	12	4
		Food Service	\$19,344	\$19,344	\$5,000	7		24
CORDOVA		Aides	\$19,344	\$19,344	\$5,000	7		4
		Tech Support	\$19,344	\$19,344	\$5,000	7		4
	SC	School Year (Aides/Office/Kitchen)	\$15,750	\$15,750	\$5,000	9		10
		Custodial (11 month)	\$18,900	\$18,900	\$40,000	7		
CRAIG		Yearly	\$18,900	\$18,900	\$40,000	8		
						9	12-13	25
	SE	Supervisory		\$20,340		7	5/1	30/12

# Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
		Full Time		\$20,340		6		
		Part Time		\$10,170		6		
DELTA/GREELY	INT	Food Service	\$16,156		\$15,000	7	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Maintenance	\$16,156		\$15,000	8	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Custodian	\$16,156		\$15,000	8	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Aids/Tutors	\$16,156		\$15,000	7	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Secretaries	\$16,156		\$15,000	8	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Admin Clerks	\$16,156		\$15,000	9	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Admin Clerk 2	\$16,156		\$15,000	9	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Computer Tech	\$16,156		\$15,000			
DENALI	INT	Employee Only	\$10,740		\$50,000			
		Employee and Child	\$17,184		\$50,000			
		Employee and Spouse	\$19,344		\$50,000			
		Family	\$26,868		\$50,000			
DILLINGHAM	SW	Classroom Aides (9 mo.)	\$8,410	\$24,260	\$20,000	6	2/6	2/6
		School Secretary (9 mo.)	\$8,410	\$24,260	\$20,000	6	2/6	2/6
		Accounting Techs (12 mo.)	\$8,410	\$24,260	\$20,000	7	1.5/1	2/5
		Maintenance (12 mo.)	\$8,410	\$24,260	\$20,000	7	1.5/1	2/5
		Custodial (9-10 mo.)	\$8,410	\$24,260	\$20,000	6	2/6	2/6
FAIRBANKS	INT	All	\$1,778	\$2,963	1XAN SAL	21	3/1	3
GALENA	INT	Supervisory	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
		Clerical	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
		Custodian	\$5,605	\$13,776	\$25,000	6	15/1-3	25/8
		Food Service	\$5,605	\$13,776	\$25,000	6		
		Aides	\$5,605	\$13,776	\$25,000	5		
		Maintenance	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
		Other	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
HAINES	SE		\$17,796	\$17,796	\$10,000	5-7	0	0

# Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
HOONAH	SE	All Full Time	\$10,022		\$12,000	7	10/1	20/10
HYDABURG	SE	Part Time Employees	\$0	\$0	\$0	5-6	0	0
IDITAROD	INT	Clerical	\$19,092	\$19,092	\$40,000	8	12/0	24/15
		Clerical	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Custodian	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Food Service	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Instructional Aides	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Maintenance	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Maintenance	\$19,092	\$19,092	\$40,000	8	12/0	24/15
JUNEAU	SE	All Full Time	\$16,800	\$16,800	\$100,000	11	5/1	10/1
		All Part Time	\$10,880	\$10,880	\$100,000	11	1.25/Month	2.5/Month
KAKE	SE	District Secretary	\$15,552	\$15,552	\$0	7	0	0
		Head Cook	\$15,552	\$15,552	\$0	7	0	0
		Lead Custodial/Maintenance	\$15,552	\$15,552	\$0	7	0	0
KASHUNAMIUT	SE	Class 6	\$79,930 (TOTAL)			5		20/11
		Class 6.5	\$799,300			5		20/11
		Class 7	\$799,300			5		20/11
		Class 7.5	\$799,300			5		20/11
		Class 8	\$799,300			6	10	20/11
KENAI	SW	All				6-8	15/1	24/1
KETCHIKAN	SC	Para's/Cooks/Custodians	\$5,037	\$5,037	\$50,000	5	None	3/1
		Maintenance	\$11,500	\$11,500	\$50,000	11	26/0	44/15
		Computer Techs	\$11,277	\$11,277	\$50,000	11	27/0	40
		School Secretaries	\$10,810	\$10,810	\$50,000	7	None	3/1
		Central Office/Other	\$10,787	\$10,787	\$50,000	11	25/0	40/15
		Professional	\$10,787	\$10,787	\$50,000	11	41	41
KLAWOCK	SE	All Full Time	\$10,886	\$34,476	\$25,000	7		
KODIAK	SW	Supervisory	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Clerical	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Custodian	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Food Service	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Aide	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Maintenance	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Other	\$9,519	\$28,842	\$89,000	10	12/0	27/10
KUSPUK	SW	All Permanent	\$2,721	\$5,715	\$50,000	5	5	21

# Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
LAKE & PENINSULA	SW	Clerical	\$9,790	\$29,138.00	\$2,000		12/1	20/3
		Custodian	IF ELECTED, SAME COST					
		Food Service	IF ELECTED, SAME COST					
		Aides	IF ELECTED, SAME COST					
		Maintenance	\$9,790	\$29,138.00	\$2,000		12/1	20/3
		Other	\$9,790	\$29,138.00	\$2,000		12/1	20/3
LOWER KUSKOKWIM	SW	ALL	\$8,241	\$20,162.00	\$50,000	10	18/1	39/10
MAT-SU	SC	Supervisory	\$18,442	\$18,442	\$15,000	8	36/1	36/1
NENANA		All Others	\$18,442	\$18,442	\$15,000	8		
NOME	INT	All Classified	\$20,340	\$20,340	\$10,000	6-8	9/1	24/10
	NW	All Classified EE's	\$6,167	\$19,587	\$10,000			
		12 Month Employee				7	19 days - DOH	34 days/10
NORTHSLOPE		9 Month Employee				6		
NORTHWEST ARCTIC	NW	All Classified	\$18,000	\$18,000	2X Salary	8	29/0	44/10
	NW	Directors			\$100,000	11		30
		12-Month Employees			\$20,000	11	12/0	12/0
		12-Month Employees			\$20,000	11	15/1	15/4
		12-Month Employees			\$20,000	11	18/5	18/9
PETERSBURG		Less Than 12 Month			\$20,000	11	24/10+	
	SE	Aides/Nurse/Food Service	80%	80%	\$20,000	6	1/50 days	4/50 days
		Clerical	80%	80%	\$5,000	7	14/1	5
		Custodial/Payroll Specialist	80%	80%	\$5,000	7	6/1	7
SAINT MARY'S	SW	Classified	80%	80%	\$5,000	8	14/1-5yrs	30/11yrs
	SW	9 Months	\$18,156	\$18,156	\$0	5-7	5/1	24/16
		10 Months	\$3,600	\$3,600	Equal to Salary	5		
		11 Months	\$4,000	\$4,000	Equal to Salary	6		
		12 Months	\$4,400	\$4,400	Equal to Salary	7		
SITKA		Supervisory	\$4,800	\$4,800	Equal to Salary	7		
	SE	Supervisory	\$6,496	\$19,529	\$50,000	11	15/1	27/7
		Supervisory Non-Certified	\$6,332	\$19,039	\$50,000	11	15/1	27/7
		Clerical	\$6,031	\$19,529	\$50,000	11	15/1	27/7
		Secretary	\$5,379	\$16,168	\$50,000	11	5	27/7
		Aides	\$6,031	\$19,529	\$50,000	10		
		Maintenance	\$6,031	\$19,529	\$50,000	11	15/1	27/7
		Other	\$6,031	\$19,039	\$50,000	11	15/1	27/7

# Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
SKAGWAY		Other-Bookkeeping	\$6,332	\$19,039	\$50,000	11	15/1	27/7
	SE	Clerical	\$8,061	\$25,450	\$10,000	7	18/4	28/9
		Food Service				6	2/1	2/1
		Alde				5	2/1	2/1
SOUTHEAST ISLAND		Maintenance	\$8,061	\$25,450	\$10,000	7	18/4	28/9
		Other				5	2/1	2/1
SOUTHWEST	SE	Full Time Employees	\$20,340	\$20,340	\$20,000	7		
	SW	Supervisory	\$8,235		\$191,000	7	42/1	42/1
		Clerical	\$16,469			7	12/1-2	24/5+
UNALASKA		Maintenance	\$8,235	\$22,706		7	12/1-2	24/5+
		Custodian				5		
		Food Service	\$8,235			5		
		Instructional Aide	\$24,705			5		
		Other	\$8,235			5		
VALDEZ	SW	9-months	\$18,839	\$18,839	\$171,899	7	30/1	30/1
		12-months	\$22,607	\$22,607	\$5,000	6	0	0
	SC	10 months	\$19,203	\$19,203	\$70,000	7	15/1	30/10
		11 Months	\$19,203	\$19,203	\$70,000	6	3	3
WRANGELL		12 months	\$19,203	\$19,203	\$70,000	7	4	4
						7	12	24
YAKUTAT	SE	Classified 10 months	\$8,902	\$28,315	\$50,000	7	6/1-4	10/20+
		Classified 12 months	\$8,902	\$28,315	\$50,000	8	15/1-4	24/20+
YUKON FLATS	SE	Supervisory		\$23,459	\$50,000	8	30/1	34/1
		Clerical	\$9,304	\$19,978	\$50,000	8	16/1	16/1
		Custodian		\$17,514	\$50,000	7		
		Food Service			\$50,000	6		
YUKON KOYUKUK		Instructional Aide			\$50,000	6		
		Non-Instructional Aide			\$50,000	6		
		Maintenance		\$55,810	\$50,000	8	16/1	16/1
	INT	Bus Drivers			\$50,000	6		
	All	\$2,158.92	\$4,879.68	\$50,000	7	12/1	18/5	