

ALASKA STATE LEGISLATURE

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Co-Chair House Resources
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*Ambler – Anaktuvuk Pass – Atkasuk – Buckland – Deering – Kaktovik – Kiana – Kivalina – Kobuk – Kotzebue
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Sectional Analysis

CS House Bill 231: Teacher Retention and Recruitment

Section 1 amends AS 14.03.078 (a) (7) adding information on teacher and paraprofessional working conditions, the availability of local housing, and additional data-based recommendations based on teacher exit interviews

Section 2 amends AS 14.03.120 (a) adding (4) including information compiled through teacher exit interviews to be conducted under AS 14.20.183 and adds AS 14.03.120 (a) (5) requiring that school districts include information on the habitability and condition of housing since the last report was filed

Section 3 amends AS 14.03.127 (a) aligning state funding with the federal E-Rate program by providing financial assistance to eligible districts to cover the remaining local share necessary to obtain one gigabyte per second broadband service

Section 4 amends AS 14.07.020 (a) adding (20) to include requirements for the Department to provide financial planning, retirement training for teachers and paraprofessionals and (21) establishing a mentoring program for principals and superintendents

Section 5 contains conforming language for section 4 when the Reads Act ends in 2034

Section 6 amends AS 14.11 by adding AS 14.11.107 creating an educator housing subsidy grant program and AS 14.11.113 creating an educator housing upgrade grant program subject to appropriation by the Department

Section 7 amends AS 14.20.020 (b) adding international accrediting association teacher certificates be accepted by the Department

Section 8 amends AS 14.20 by adding section 14.20.183 requiring school districts contract with a third party to conduct teacher exit interviews upon separation

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Section 9 amends AS 14.25.009 allowing teachers who are members of the defined benefit retirement program PERS or the defined benefit program TRS to elect into the defined contribution retirement programs PERS and TRS

Section 10 amends AS 14.25.310 allowing teachers who are in the defined benefit retirement program PERS to extend their benefit through the defined benefit retirement program PERS upon certification

Section 11 amends AS 14.25.330 (a) mandating a teacher who is not a current member of the defined benefit retirement plan PERS begin participating in the defined contribution retirement plan PERS

Section 12 allows a teacher who is a member of the PERS defined benefit plan to participate in the TRS defined contribution retirement plan if they have not vested. A member's participation is in lieu of participation in the retirement plan they transferred from

Section 13 clarifies that if a member has vested in a defined benefit plan under TRS or PERS, they are not eligible to transfer to the TRS defined contribution plan

Section 14 conforms AS 14.25.540 (c) to the changes in the bill

Section 15 conforms AS 14.25.540 (d) to other changes in the bill

Section 16 requires the ARM board to adopt regulations establishing procedures for the transfer of contributions under section 12 of this bill

Section 17 amends AS 14.25.540 (h) to require that a member who is eligible to elect a transfer from the PERS defined benefit retirement plan to the TRS defined contribution retirement plan must make the election no later than 12 months after the first day of the month following the administrator's receipt of the notification that the member's employer consents to transfers of its members

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Section 18 amends AS 14.25.540 (i) to allow a member to transfer from a defined benefit plan only if the member’s employer consents and participates in both the defined benefit plan and defined contribution retirement plans

Section 19 replaces the language, relating to administration of member transfer request, that is repealed by section 17 of the bill

Section 20 is a conforming change

Section 21 requires the ARM board to determine the appropriate amount of contributions required to be transferred under AS 14.25.540

Section 22 provides the inclusion in the PERS defined benefit plan may not be a condition of employment for an employee who is a member of the TRS or PERS defined contribution plan

Section 23 conforms the PERS defined benefit plan definition of “member” or “employee” to retirement system changes made elsewhere in the bill

Section 24 repeals the definitions of “defined benefit retirement plan” and “defined contribution retirement plan” that are made unnecessary because of cross references added in section 9-20 and 21-23 of the bill

Section 25 adds recruitment and retention bonuses between \$5,000 and \$15,000 for teachers and paraprofessionals

Section 26 adds a new temporary law allowing teachers who are in both the TRS defined benefit plan and the PERS defined benefit plan to opt into the TRS defined benefit retirement plan within 180 days after the effective date of this bill

Section 27 adds an effective date for section 5 to take effect July 1, 2034, which is the completion date of the existing Reads Act

Section 28 adds an effective date of Section 26 for this Act July 1, 2026

Section 29 adds an effective date for sections 9-20, 22-25 and 27 to take effect immediately

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