

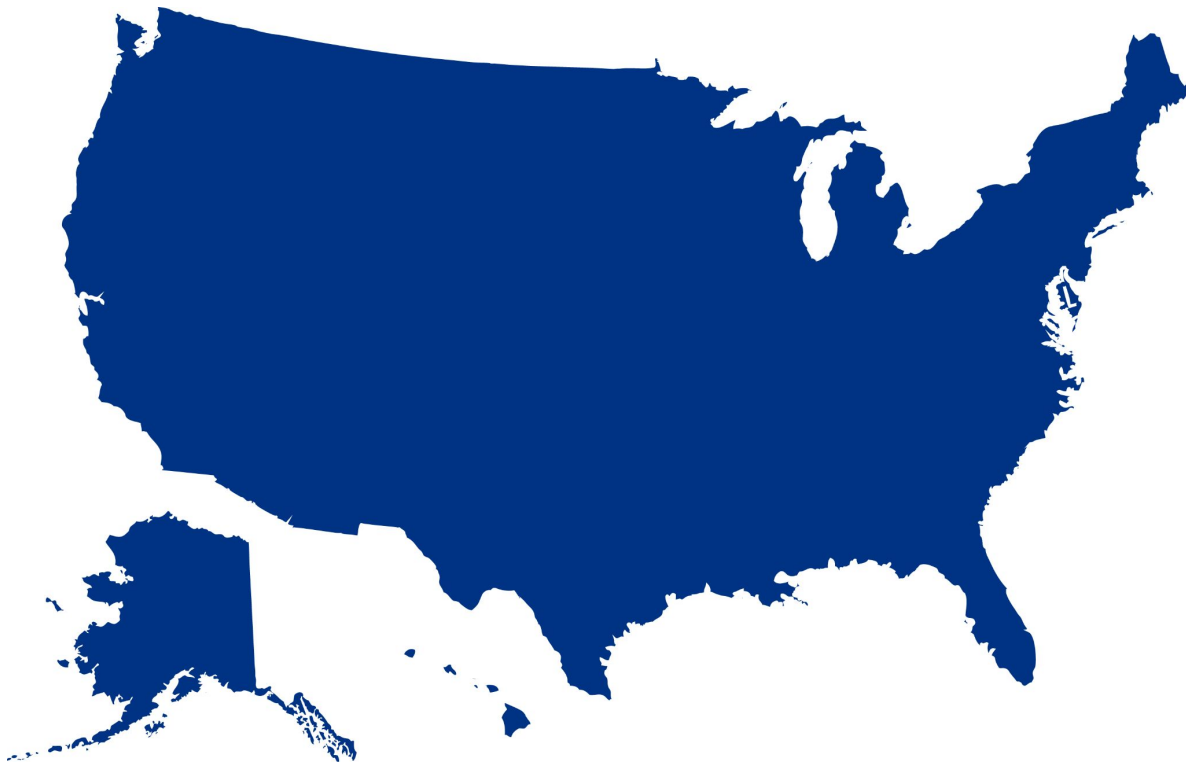


LUNCH & LEARN

Staffing Challenges in ASD

February 24, 2025





**In 2021 - 2022
there were 3.2
million full-time
equivalent (FTE)
teachers in
public schools in
the United States**

- 16% of public school teachers left their positions
- 8% moved to another school or district
- 8% (256,000) left the teaching profession entirely compared to 161,903 who completed traditional teacher preparation programs in the U.S. the same year

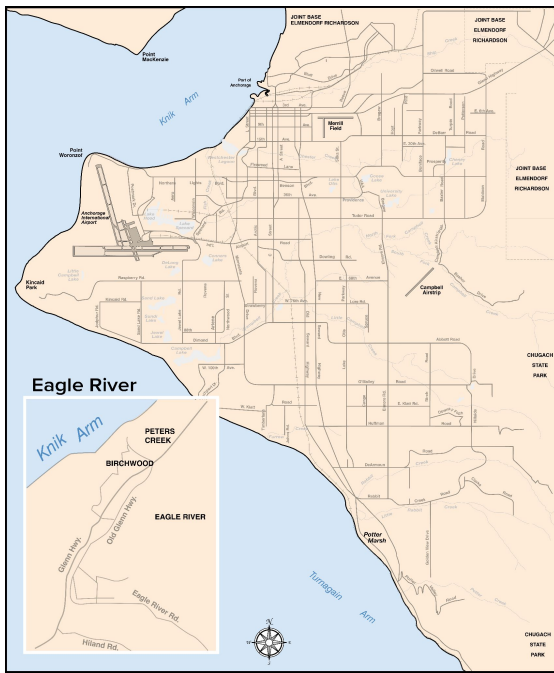




**In 2021 - 2022
there were 7,427
teachers
working in public
schools in
Alaska**

- 22% (1,634) of Alaskan teachers left their positions
- 13% (965.5) left Alaska or the teaching profession entirely
- The same year, the University of Alaska (across all campuses) produced 153 initial licensure graduates





In 2021-2022 there were 3,081 teachers in the Anchorage School District—41.5% of all teachers in Alaska

School Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Teacher Resignations	320	258	331	416	382	358
% of Total FTE	9.90%	8%	10.60%	13.50%	12.50%	12.1%
UA Licensure	186	174	138	153	143	117



First Day Teacher Vacancy Rate Over Time

School Year	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Vacancies	87	59	95	71	88	140	148

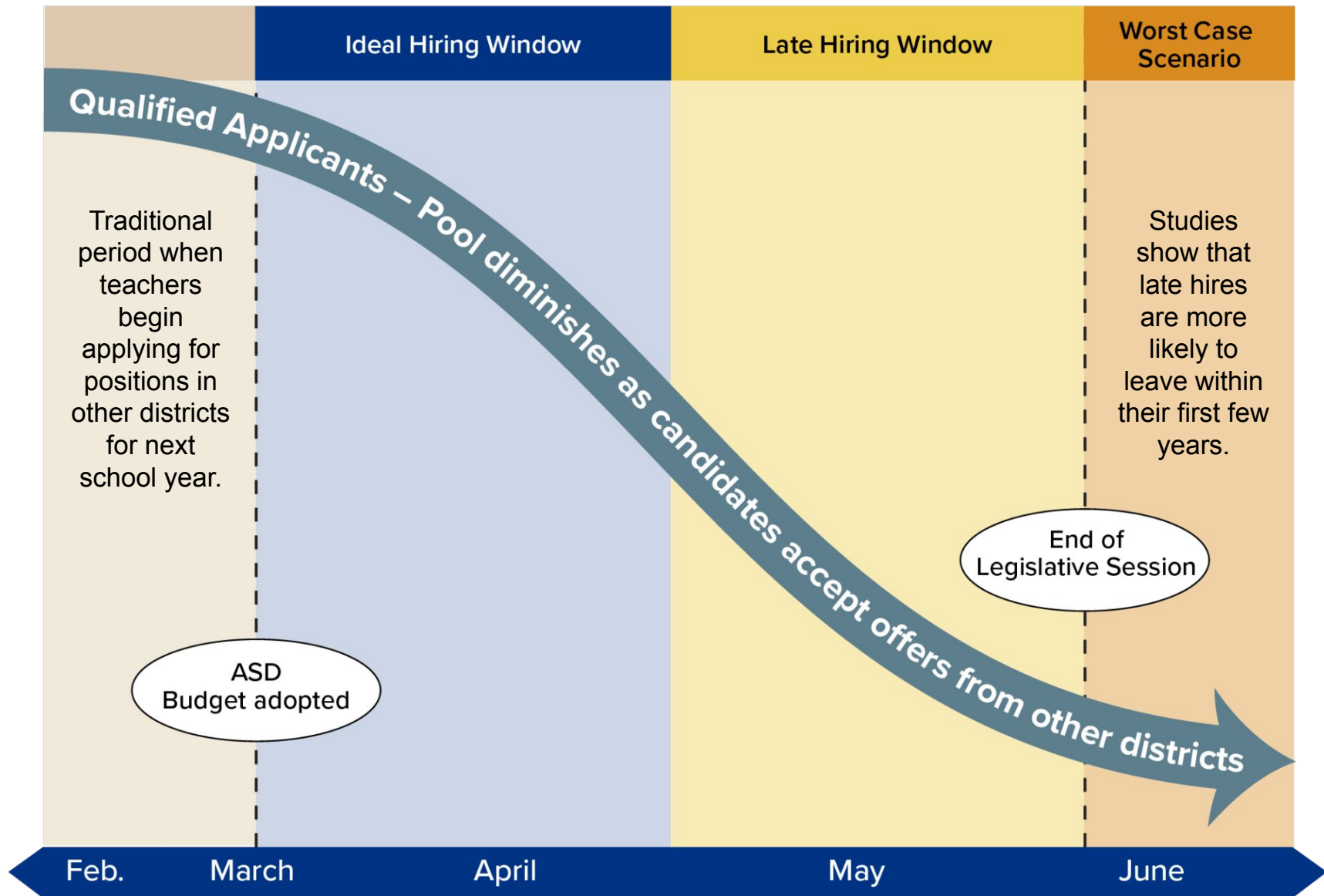
Teacher vacancies as of first day of student instruction each fall

Vacancies increased despite these recent efforts to reduce them:

- Offering hiring incentives (signing bonuses, relocation assistance)
- Adding supplemental wages for hard-to-fill positions
- Hiring 124 teachers on emergency certificates since 2020
- Hiring BridgeUSA J-1 Visa teachers since 2021 (49 currently)
- Hiring back TRS retirees starting this fall (29 currently)

We are adding teacher pipelines and still losing ground!





Impact of Uncertainty

- In the spring of 2017, ASD laid off 200 non-tenured teachers
- Within weeks all 200 layoff notices were rescinded
- Despite the quick recall, 32% of those teachers opted to leave Alaska citing fiscal uncertainty as their primary reason



Changing Workforce Demographics

- Fewer than $\frac{1}{3}$ of ASD teachers are now Tier I/II (defined benefit)
- ASD is averaging +/- 100 Tier II retirees per year
- Five-year turnover rate for new hires is consistently ~50%
- Some turnover is healthy; too much turnover is costly
 - **Financial:** \$29,375 est. cost to replace a teacher in ASD
 - **Student Outcomes:** K-3 students who have a teacher with <3 years experience generally see less reading growth*
 - **Leadership Pipeline:** reduces future mentors, dept leads, specialists, curriculum coordinators, principals, etc.



*Based on ASD's 2022-2023 K-3 FastBridge Data: Fall to Winter, Growth Categories by Years of Teacher Experience



Competitive Wages Matter

Bus Driver Shortage

- In 2022 driver shortages caused ASD to suspend bus routes
- ASD raised wages 25%
- No major disruptions since
- Impact of Ballot Measure 1



Paraprofessional Vacancies

- 230 vacancies in July 2024
- ASD raised starting wage from \$16 to \$20/hr
- Filled 130 vacancies since
- Fewer mid-year resignations

**ASD is
Hiring!**

Paraprofessionals

asdk12.org/paraprofessionaljobs

- ▶ Starting at **\$20/hour**
- ▶ Health Benefits
- ▶ Flexible Schedules
- ▶ Career Development Opportunities



**APPLY
TODAY!**



Anchorage School District
Educating All Students for Success in Life



Other Headwinds - Rising Health Costs

- ASD now spends \$110+ million on health benefits annually, roughly 16% of ASD's general fund budget
- Health care inflation in Alaska continues to far outstrip the Lower 48
- Rising costs erode ASD's ability to maintain reasonable class sizes, keep valued programs, and provide meaningful wage increases for our employees
- High annual renewal costs also result in diminished benefits and/or higher employee premiums

16%
Health Benefits

ASD General Fund Budget



Gratitude Slide



From the Human Resources lens, thank you for these efforts...

- Alaska Teacher Recruitment & Retention (TRR)
- TRS Retire/Rehire option (SB185, 2018)
- Emergency/Program Enrollment Certificate (DEED, 2020)
- Removal of service credit limit (HB230, 2024)
- National Board Certification incentives (HB230, 2024)
- New Alaska Educator Retention and Recruitment Center (ACSA)



Going Forward

Top Three:



Competitive Wage



Secure Retirement



Forward Funding

Also Helpful

- Affordable Health Care
- Loan Forgiveness for Years of Service
- Teacher Certification Reciprocity
- Expand Alternative Certification Pathways



Contact Information

Martin Lang

Chief Human Resources Officer

907.742.4007

lang_martin@asdk12.org



Anchorage School District

Educating All Students for Success in Life