
From: Lisa Parady <lparady@alaskaacsa.org>
Sent: Monday, February 17, 2025 9:49 AM
To: Rep. Rebecca Himschoot; Rep. Andi Story; House Education; Rep. Maxine Dibert; Rep. Ted Eischeid; Rep. Jubilee Underwood; Rep. Rebecca Schwanke; Rep. Bill Elam
Cc: Lisa Parady; Jennifer Schmitz; Dominique Johnson
Subject: HB 28 follow up
Attachments: Teacher Turnover Infographic .pdf

Importance: High

Categories: Green Category

Dear House Education Committee Members:

Thank you for the opportunity to testify this morning in support of HB 28. I wanted to follow up with research and information to questions asked by the committee regarding the Governor's TRR working group and the resulting TRR Playbook as well as the cost of educator turnover in Alaska.

The TRR Playbook includes retention bonuses and loan repayment support in the Financial Opportunities action steps on page 17 of the playbook.

Excerpt:

"Rationale: What - We define financial opportunities as incentives that school districts can use to augment teacher salaries e.g., signing bonus, retention bonus, incentives to attract teachers of shortage subject matter areas or to work in a high-need or hard-to-staff school, extra-duty bonus, loan repayment support and scholarships, rewards for acquiring new skills and knowledge, pay for performance, relocation incentives, housing subsidies, and childcare benefits."

Also, attached is a research document from REL Northwest and ISER from their 2017-2021 report on teacher turnover and the cost of replacing educators in Alaska. As I shared in my testimony, these figures are low, given inflation. The cost of principal turnover is \$75,000+ each.

The attached report shows that on average 1,797 Alaska Teachers leave per year and the cost to replace each teacher is \$20,431, spending \$36,714,507 each year on turnover expenditures.

Please let me know if we can be of further assistance.

Best regards,

Dr. Lisa S. Parady
Executive Director



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The Cost of Alaska's Teacher Turnover

Alaska's rate of Educator turnover is amongst the highest in the nation. The cost to replace these teachers is borne by the state every year.

7,812 Teachers Employed Yearly¹

On average, the State of Alaska has annually employed this many teachers from 2017 - 2021.



23% Annual Turnover Rate²

Every year, nearly 1 out of every 4 Alaska teacher does not return to their position (2017 - 2021).

1,797 Alaska Teachers Leave Per Year

The average amount of teachers that have left the profession from 2017 - 2021.



\$20,431 to Replace Each Departed Educator

The average cost of replacing an educator per teacher. ³

\$36,714,507 Spent Every Year on Turnover Expenditures

The average annual amount spent from 2017 - 2021 on separation, recruitment, hiring, orientation & training of educators to replace our loss of educators.

Resource Page

1. Number of classroom teachers in Alaska. Alaska Department of Education & Early Development. (n.d.). Retrieved February 23, 2022, from <https://education.alaska.gov/stats/facts>
2. Cano, M., Amor, H. B. H., & Ashley Pierson. (2019). (rep.). Educator Retention and Turnover Under the Midnight Sun. REL Northwest. Retrieved February 22, 2022, from <https://files.eric.ed.gov/fulltext/ED598351.pdf>.
3. DeFeo, D. J. (2017, September 21). Teacher turnover costs Alaska \$20 million each year. Association of Alaska School Boards. Retrieved February 23, 2022, from <https://aasb.org/teacher-turnover-costs-alaska-20-million-each-year/>