



**National Institute on  
Retirement Security**

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# Testimony of Dan Doonan

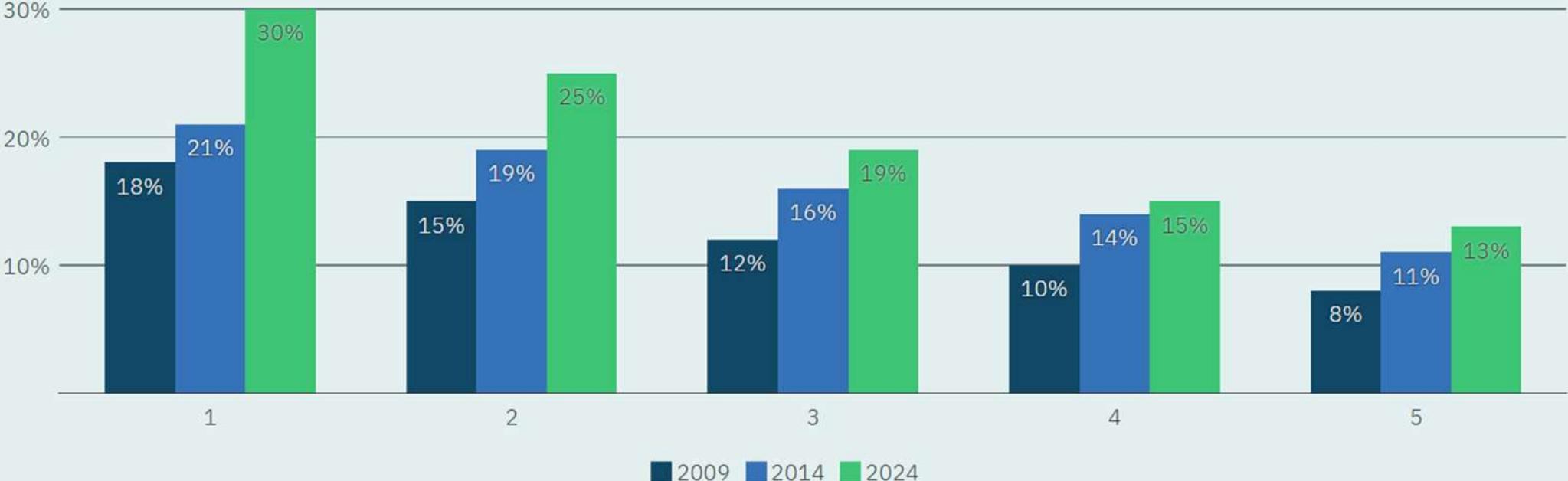
Alaska State Legislature Hearing on Retirement Systems (H.B. 78)

Senate Labor and Commerce Committee

January 26, 2026

# Change in AK Teacher Turnover from 2009-2024: Percent Quitting During First Five Years

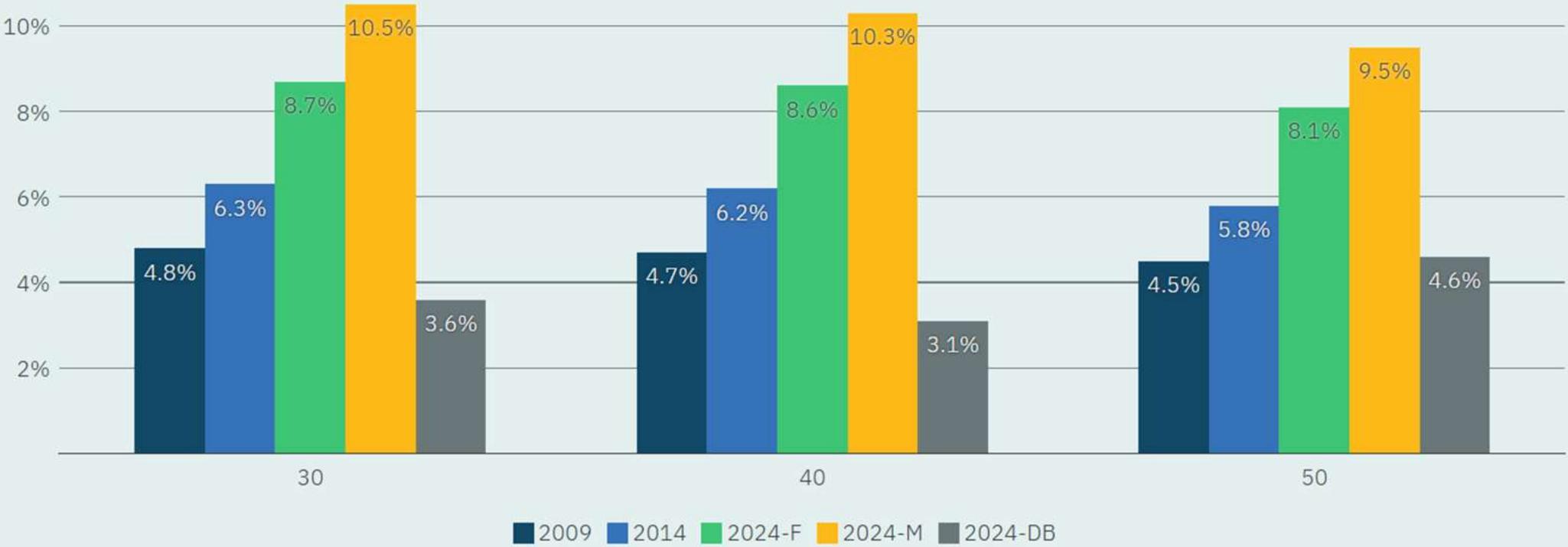
Even small differences repeated year-over-year add up. Under 2009 assumptions, 51% of new hires reach 5 years of service. Under current assumptions, it's 32%.



[Download image](#)

# AK Teacher Turnover: 2009-2024, Ultimate Assumptions

Even small differences repeated year-over-year add up. DB retention remains around 96%, versus 91% in the newer DC tiers. This difference leads to 44 teachers working another 20 years in the DB plan, versus 15 in the DC plan.



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# High Turnover Invites Even More Turnover

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- When you are losing a lot of employees, a higher share of your workforce is new (i.e. first 5 years).
- Newly hired workers are almost always more likely to quit.
  - 13-30% quit in early years, as opposed to  $\approx 9\%$  afterward
  - Double-Whammy: It is both the share of experienced workers and the retention rates that drive turnover and impact services.
- Hiring managers need to be less selective.

# % of Teachers Quitting: 15th Year of Service

High turnover among experienced teachers is simply not happening elsewhere. And it hasn't been happening among teachers in Alaska's DB plan.





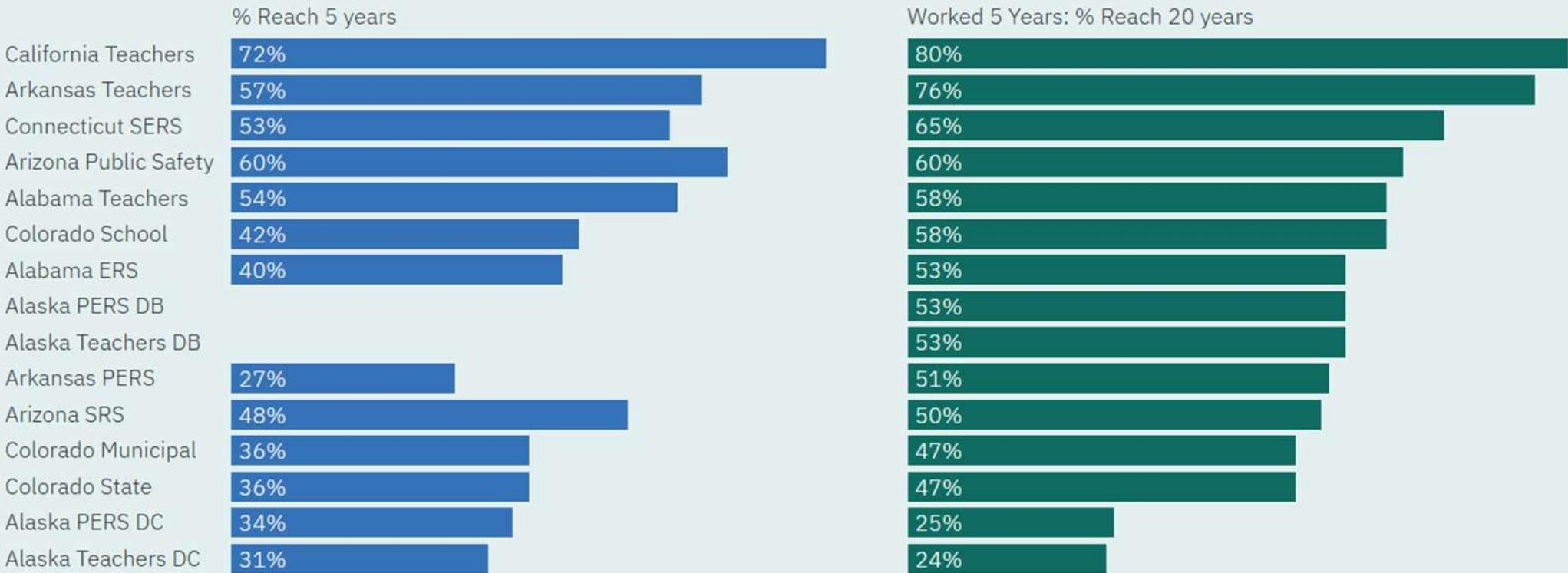
# Questions?

## Follow Up Contact/Information:

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# Retention Expectations for Someone Hired at 35 (Copy)

Service projections based on Plan assumptions. Higher turnover is common in first 5 years. Retention improves in public sector after 5 years.



Note: 5 years is used for vesting to standardize these figures, though actual vesting rules vary by plan.

# Median Tenure by Age Group

Median Years of Tenure in Job between 1983 through 2024.



Chart: NIRS • Source: [Bureau of Labor Statistics \(BLS\)](#)