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SENATE COMMITTEE REPORT

RECEIVED
FEB 25 1988

FURTHER HESS
L&C

DATE TURNED INTO OFFICE 4-25-88

²⁵
2/26/88

Mr. President:

State Affairs Committee considered CSHB 170 (FIN)

extending collective bargaining rights to noncertificated school district employees

and recommended

replace with _____ CS _____) same title
 or adopt _____ CS _____) new title

attached amendment(s) and

do pass

do not pass

no recommendation

individual recommendations

further referral to _____

letter of intent adopted _____

Committee attached or adopted fiscal note(s)

new updated or previous
 zero fiscal impact

MEMBERS SIGNING DO/PASS

OTHER RECOMMENDATIONS

[Signature]
[Signature]

Do Not Pass
W. Humly W. McC

[Signature]
Chairman signature and recommendation

Committee Backup attached

FY87

ALASKA SCHOOLS CLASSIFIED EMPLOYEE
SALARY AND BENEFITS
SURVEY RESULTS



ASSOCIATION OF ALASKA SCHOOL BOARDS

318 West Eleventh Street, Juneau, Alaska 99801-1510



STATE OF ALASKA

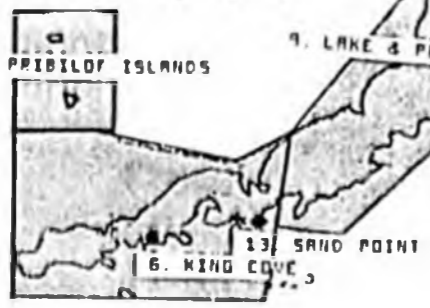
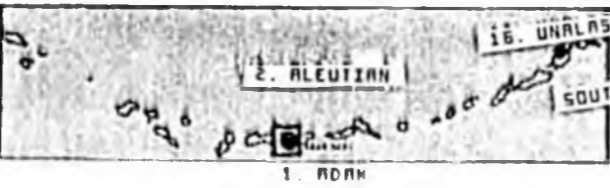
REGIONS AND DISTRICTS



- SOUTHEAST REGION**
- 1. Annette Island
 - 2. Chatham
 - 3. Craig
 - 4. Haines
 - 5. Hoonah
 - 6. Hydaburg
 - 7. Juneau
 - 8. Kake
 - 9. Ketchikan
 - 10. Klavock
 - 11. Pelican
 - 12. Petersburg
 - 13. Sitka
 - 14. Skagway
 - 15. Southeast Island
 - 16. Wrangell
 - 17. Yakutat
- SOUTHCENTRAL REGION**
- 1. Anchorage
 - 2. Chugach
 - 3. Cordova
 - 4. Kenai Peninsula
 - 5. Matanuska-Susitna
 - 6. Valdez
- INTERIOR REGION**
- 1. Alaska Gateway
 - 2. Copper River
 - 3. Delta Greely
 - 4. Fairbanks
 - 5. Galena
 - 6. Iditarod
 - 7. Nenana
 - 8. Railbelt
 - 9. Tanana
 - 10. Yukon Flats
 - 11. Yukon Koyukuk
- SOUTHWEST REGION**
- 1. Adak
 - 2. Aleutian
 - 3. Bristol Bay
 - 4. Dillingham
 - 5. Pashanamut
 - 6. King Cove
 - 7. Kodiak Island
 - 8. Kuspuk
 - 9. Lake & Peninsula
 - 10. Lower Kuskokwim
 - 11. Lower Yukon
 - 12. Pribilof Islands
 - 13. Sand Point
 - 14. Southwest
 - 15. St. Mary's
 - 16. Unalaska
 - 17. Yupit
- NORTHWEST REGION**
- 1. Bering Strait
 - 2. Nome
 - 1. North Slope
 - 4. Northwest Arctic

S O U T H W E S T

S O U T H E A S T



INTRODUCTION ACKNOWLEDGEMENTS

This edition of the Annual Report of Salaries and Benefits marks the third year in which this report has been published in the format of separate reports for teachers, certified and non-certified administrators, and classified employees. This Alaska Schools Classified Employees Salary and Benefits Survey Results FY87, is the final in the annual reports series for FY87. This format has allowed us to provide more comprehensive information, which school administrators and boards have indicated is more useful to them.

In addition to the salary and benefits information on classified employees, this report contains a special negotiations report, which outlines the way in which districts set those salaries and benefits. As with the Teacher and Administrator reports, there is a Classified Leave Report included as well.

The Association of Alaska School Boards would like to express special thanks to the central office staff members in each of the school districts who took the time to provide us with the information we requested through extensive surveys and numerous follow-up phone calls. Without their patience and cooperation this report would not be possible.



A.A.S.B. BOARD OF DIRECTORS

CHERYL DAVIS, PRESIDENT 328-8304/8181 • KETCHIKAN
ROBERT HZEH, FIRST PRESIDENT 837-8428/8137 • LOWER KUSKOKWIM
GERALD MOBERG, PRESIDENT-ELECT 788-2842 • MAILBELT
DEBBIE MULLINS, SECRETARY/TREASURER 778-8280 • KENAI
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VIKKI DEMMENT, DIRECTOR 784-3417/3338 • UNALUTKA
LUKE TITUS, DIRECTOR 748-7813 • YUKON-KOYUKUK
ARVILE WOOTEN, DIRECTOR 472-2387/2383 • THURGOOD
BOBBY SCHREFFER, DIRECTOR (NO PHONE) • NORTHWEST ARCTIC
CARLOS TENIENTE, DIRECTOR 842-2337/8414 • KORN
BILLY WILLIAMS, DIRECTOR 822-3828 • COPPER RIVER
DON WEDNER, DIRECTOR 838-4580 • VALDEZ
DOROTHY LARSON, DIRECTOR 842-8314/8887 • DILLINGHAM
JEAN BUCHMANN, DIRECTOR 274-3410 • ANCHORAGE
DICK ANDERSON, EX-OFFICIO DIRECTOR 872-3138/848-4624 • DELTA/GRELY
CAROL STOLPE, DIRECTOR 348-0448/277-8724 • ANCHORAGE

A.A.S.B. STAFF

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CARL ROSE, EXECUTIVE DIRECTOR INTERN
SHIRLEY A. MILLS, ADMINISTRATIVE ASSISTANT
SHARON K. YOUNG, DIRECTOR OF MEMBERSHIP SERVICES
T. GREG GILES, PUBLICATIONS/DATABASE SERVICES
KATHERINE PAULINO, SECRETARY



ASSOCIATION OF ALASKA SCHOOL BOARDS
318 W. 17th STREET • JUNEAU, ALASKA 99801-1910 • PHONE 586-1083

ALASKA SCHOOLS CLASSIFIED EMPLOYEES
SALARY AND BENEFITS SURVEY RESULTS FY87

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EXPLANATION OF HEADINGS

SALARY REPORT WITH INSURANCE BENEFITS AND VACATION INFORMATION

CATEGORY--Job class grouping of classified employees.

MINIMUM/MAXIMUM--Salary paid for each position.

SAL STEPS--Number of experience steps on a salary schedule, where developed.

HRS/WK--Hours worked per week.

WKS/YR--Weeks worked per year.

INSURANCE PREMIUM/SINGLE--Amount of insurance premium paid by the district for a policy for a single employee.

INSURANCE PREMIUM/FAMILY--Amount of insurance premium paid by the district for a policy for an employee and his/her family.

LIFE INSURANCE--Amount of life insurance Coverage provided by the district.

PAID HOLIDAY--Number of paid holidays during the work year.

MINIMUM/MAXIMUM VACATION DAYS--Paid vacation days.

LEAVE BENEFIT REPORT

SICK LEAVE AVAIL--Number of sick leave days available to each employee during a year.

SICK LEAVE PAID AT SEP--Indicates whether unused sick leave is paid at separation.

SICK LEAVE MAX ACCUM--Maximum days of unused sick leave which may be accumulated.

PERSONAL LEAVE--Number of personal leave days available to each employee in addition to vacation time.

PERS LV PAID AT SEP--Indicates whether personal leave is paid at separation.

PERS LV MAX ACCUM--Maximum days of unused personal leave which may be accumulated.

OTHER LEAVE (MILITARY, EMERGENCY, ETC.)--Indicates whether days are given for each type of leave. LWOP indicates leave without pay. SL indicates a particular leave may be taken and charged against sick leave.

NEGOTIATIONS REPORT

NUMBER FT/PT--Total number of classified employees, full time and part time.

FORMAL NEGOTS--Indicates whether district enters into formal negotiations with classified employees, and union representation.

MEET AND CONFER--Indicates that classified employee representatives informally meet and confer with representatives of the school board concerning salaries and/or benefits.

BOARD DECISION--Indicates that classified salaries and benefits are determined by unilateral board decision.

TOTAL FTE--Total number of classified employees counted in full time equivalency.

TOTAL PAYROLL--Total payroll figure for classified employees.

BENEFIT FACTOR OF SALARY--Percent budgeted for fringe benefits figured as a percent of the total classified payroll.

ALASKA GATEWAY

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
COMM FACILITATR	0.00	1.00	7200.00	7200.00	0	0.00	0.00	12.00	36.00	88.55	258.35	14400.00	7.00	0.00	0.00
MAINT SUPR	0.00	1.00	21653.00	21653.00	0	0.00	0.00	20.00	49.00	88.55	268.35	43306.00	7.00	0.00	0.00
BUSINESS MGR	1.00	0.00	49233.00	49233.00	0	40.00	46.00	0.00	0.00	88.55	258.35	98466.00	7.00	0.00	0.00
** Subtotal **	1.00	2.00													
** CLERICAL															
SECRETARY	6.00	7.00	10.88	16.16	2	40.00	52.00	8.00	40.00	88.55	258.35	57225.00	7.00	15.00	24.00
** Subtotal **	6.00	7.00													
** CUSTODIAL															
CUSTODIAN	3.00	0.00	13.31	14.98	2	40.00	52.00	0.00	0.00	88.55	258.35	52317.00	7.00	15.00	24.00
NIGHT CUSTODIAN	2.00	2.00	11.71	12.55	2	8.00	52.00	5.00	52.00	88.55	258.35	52208.00	7.00	15.00	24.00
ONTRL OFFC CUST	0.00	1.00	12.15	12.91	2	0.00	0.00	5.00	52.00	88.55	258.35	6713.00	7.00	0.00	0.00
** Subtotal **	5.00	3.00													
** INSTR AIDES															
TEACHER'S AIDE	0.00	17.00	12.15	13.00	2	0.00	0.00	6.00	30.00	88.55	258.35	5760.00	7.00	15.00	24.00
** Subtotal **	0.00	17.00													
** NON-INSTR AIDES															
INSTRUC AIDE	0.00	1.00	11.73	13.40	2	0.00	0.00	15.00	36.00	88.55	258.35	0.00	7.00	15.00	24.00
** Subtotal **	0.00	1.00													
** OTHER															
COMM SCH FACILT	0.00	3.00	12.16	13.50	2	0.00	0.00	5.00	36.00	88.55	258.35	5760.00	7.00	15.00	24.00
LIBRARIAN	1.00	0.00	12.72	14.39	2	40.00	36.00	0.00	0.00	88.55	258.35	23345.00	7.00	15.00	24.00
** Subtotal **	1.00	3.00													

ALEUTIAN REGION

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
ADMIN SECRETARY	1.00	0.00	13.23	15.23	0	40.00	52.00	0.00	0.00	93.80	284.20	23324.00	7.00	15.00	24.00
** Subtotal **	1.00	0.00													
** CLERICAL															
ENRPT/SECRETARY	0.00	1.00	10.60	14.21	5	0.00	0.00	30.00	52.00	93.80	284.20	29324.00	7.00	15.00	15.00
** Subtotal **	0.00	1.00													
** CUSTODIAL															
CUST/MAINT WKR	0.00	7.00	11.69	15.16	5	0.00	0.00	16.00	28.00	46.90	0.00	0.00	5.00	0.00	0.00
** Subtotal **	0.00	7.00													
** INSTR AIDES															
CLASSRM INSTR	0.00	2.00	11.69	15.16	5	0.00	0.00	28.00	28.00	46.90	0.00	0.00	5.00	0.00	0.00
** Subtotal **	0.00	2.00													
** MAINTENANCE															
MAINTENANCE WKR	0.00	1.00	14.26	18.29	5	0.00	0.00	2.00	28.00	46.90	0.00	0.00	5.00	0.00	0.00
** Subtotal **	0.00	1.00													

BERING STRAIT

JOB TITLE	NUMBER FULL- TIME	NUMBER PART- TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS	PER WEEK	PER YEAR	HOURS	PER WEEK	PER YEAR	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS
** SUPERVISORY															
SECRETARY	11.00	16.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BILINGUAL COORD	2.00	0.00	16.74	23.74	4	37.50	36.00	0.00	0.00	0.00	120.00	5000.00	8.00	26.00	15.00
** Subtotal **	13.00	16.00													
** CLERICAL															
SECRETARY	11.00	16.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
LIBRARIAN	0.00	3.00	10.35	12.78	5	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
MEDIA CLERK	0.00	2.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
RECEPTIONIST	2.00	1.00	10.15	14.61	8	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
PAYROLL CLERK	3.00	0.00	12.07	17.05	7	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
SHIPPING CLERK	1.00	0.00	11.06	13.19	5	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	17.00	22.00													
** CUSTODIAL															
CUSTODIAN II	6.00	0.00	10.35	13.19	7	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
CUSTODIAN I	12.00	1.00	10.15	11.87	5	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	18.00	1.00													
** FOOD SERVICE															
COOK I	6.00	7.00	10.15	11.06	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
COOK II	8.00	0.00	10.75	12.78	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
COOK III	12.00	0.00	11.57	17.15	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
COOKS AIDE I	1.00	0.00	10.75	12.78	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	27.00	7.00													
** INSTR AIDES															
ED AIDE I	20.00	8.00	10.15	11.06	3	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
ED AIDE II, III	3.00	3.00	10.75	14.21	7	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BILING AIDE I	3.00	3.00	10.15	11.06	3	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BILING AIDE II	4.00	4.00	10.75	12.28	4	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	42.00	18.00													
** NON-INSTR AIDES															
BILINGUAL/BICL	3.00	0.00	11.06	13.19	5	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
CLERK	9.00	0.00	13.60	19.79	8	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
CIP	9.00	0.00	10.15	13.19	8	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	21.00	0.00													
** MAINTENANCE															
MAINT/CUSTODIAN	16.00	0.00	12.68	17.76	5	40.00	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
SKILLED TRADESMAN	5.00	0.00	18.38	28.92	5	40.00	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	15.00	15.00
** Subtotal **	21.00	0.00													
** OTHER															
COMM ED COORD	0.00	14.00	10.15	13.19	7	0.00	0.00	25.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
RECREATN SUPV	0.00	5.00	10.35	13.19	7	0.00	0.00	25.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BOARDING HOME SU	2.00	0.00	10.75	11.07	3	32.50	36.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	2.00	19.00													

BRISTOL BAY INFORMATION NOT PROVIDED

CORRECTION

**THIS DOCUMENT
HAS BEEN REPHOTOGRAPHED
TO ASSURE LEGIBILITY**

EXPLANATION OF HEADINGS

SALARY REPORT WITH INSURANCE BENEFITS AND VACATION INFORMATION

CATEGORY--Job class grouping of classified employees.

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LEAVE BENEFIT REPORT

SICK LEAVE AVAIL--Number of sick leave days available to each employee during a year.

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TOTAL FTE--Total number of classified employees counted in full time equivalency.

TOTAL PAYROLL--Total payroll figure for classified employees.

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ALASKA GATEWAY

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
COMM FACILITATR	0.00	1.00	7200.00	7200.00	0	0.00	0.00	12.00	36.00	88.55	258.35	14400.00	7.00	0.00	0.00
MAINT SUPR	0.00	1.00	21653.00	21653.00	0	0.00	0.00	20.00	49.00	88.55	258.35	43306.00	7.00	0.00	0.00
BUSINESS MGR	1.00	0.00	49233.00	49233.00	0	40.00	46.00	0.00	0.00	88.55	258.35	98466.00	7.00	0.00	0.00
** Subtotal **	1.00	2.00													
** CLERICAL															
SECRETARY	6.00	7.00	10.88	16.16	2	40.00	52.00	8.00	40.00	88.55	258.35	67225.00	7.00	15.00	24.00
** Subtotal **	6.00	7.00													
** CUSTODIAL															
CUSTODIAN	3.00	0.00	13.81	14.38	2	40.00	52.00	0.00	0.00	88.55	258.35	52317.00	7.00	15.00	24.00
NIGHT CUSTODIAN	2.00	2.00	11.71	12.55	2	8.00	52.00	5.00	52.00	88.55	258.35	53208.00	7.00	15.00	24.00
CNTRL OFFC CUST	0.00	1.00	12.15	12.91	2	0.00	0.00	5.00	52.00	88.55	258.35	6713.00	7.00	0.00	0.00
** Subtotal **	5.00	3.00													
** INSTR AIDES															
TEACHER'S AIDE	0.00	17.00	12.16	13.00	2	0.00	0.00	6.00	30.00	88.55	258.35	6760.00	7.00	15.00	24.00
** Subtotal **	0.00	17.00													
** NON-INSTR AIDES															
INSTRUC AIDE	0.00	1.00	11.73	13.40	2	0.00	0.00	15.00	36.00	88.55	258.35	0.00	7.00	15.00	24.00
** Subtotal **	0.00	1.00													
** OTHER															
COMM SCH FACILT	0.00	3.00	12.16	13.50	2	0.00	0.00	5.00	35.00	88.55	258.35	6760.00	7.00	15.00	24.00
LIBRARIAN	1.00	0.00	12.72	14.33	2	40.00	36.00	0.00	0.00	88.55	258.35	23945.00	7.00	15.00	24.00
** Subtotal **	1.00	3.00													

ALEUTIAN REGION

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
ADMIN SECRETARY	1.00	0.00	13.23	13.23	0	40.00	52.00	0.00	0.00	93.30	184.20	23324.00	7.00	20.00	20.00
** Subtotal **	1.00	0.00													
** CLERICAL															
EMPR/SECRETARY	0.00	1.00	10.50	14.01	5	0.00	0.00	20.00	52.00	93.30	184.20	23324.00	7.00	15.00	15.00
** Subtotal **	0.00	1.00													
** CUSTODIAL															
CUST/PRINT MGR	0.00	7.00	11.63	15.16	5	0.00	0.00	16.00	38.00	46.90	0.00	0.00	5.00	0.00	0.00
** Subtotal **	0.00	7.00													
** INSTR AIDES															
CLASSRM INSTR	0.00	2.00	11.63	15.16	5	0.00	0.00	28.00	28.00	46.90	0.00	0.00	5.00	0.00	0.00
** Subtotal **	0.00	2.00													
** MAINTENANCE															
MAINTENANCE MGR	0.00	1.00	14.78	18.29	5	0.00	0.00	2.00	28.00	46.90	0.00	0.00	2.00	0.00	0.00
** Subtotal **	0.00	1.00													

BERING STRAIT

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH INSURANCE	HEALTH INSURANCE	LIFE INSURANCE	PAID HOLIDAYS	MINIMUM VACATION	MAXIMUM VACATION
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	PREMIUM SINGLE	PREMIUM FAMILY	COVERAGE	DAYS	DAYS	DAYS
** SUPERVISORY															
SECRETARY	11.00	16.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BILINGUAL COORD	2.00	0.00	16.74	23.74	4	37.50	36.00	0.00	0.00	0.00	120.00	5000.00	8.00	25.00	15.00
** Subtotal **	13.00	16.00													
** CLERICAL															
SECRETARY	11.00	16.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
LIBRARIAN	0.00	3.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
MEDIA CLERK	0.00	2.00	10.35	12.78	6	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
RECEPTIONIST	2.00	1.00	10.15	14.61	8	37.50	52.00	16.25	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
PAYROLL CLERK	3.00	0.00	12.07	17.05	7	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
SHIPPING CLERK	1.00	0.00	11.06	13.19	5	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	17.00	22.00													
** CUSTODIAL															
CUSTODIAN II	6.00	0.00	10.35	13.19	7	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
CUSTODIAN I	12.00	1.00	10.15	11.87	5	37.50	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	18.00	1.00													
** FOOD SERVICE															
COOK I	6.00	7.00	10.15	11.06	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
COOK II	8.00	0.00	10.75	12.78	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
COOK III	12.00	0.00	11.57	17.15	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
COOKS AIDE I	1.00	0.00	10.75	12.78	0	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	27.00	7.00													
** INSTR AIDES															
ED AIDE I	20.00	8.00	10.15	11.06	3	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
ED AIDE II, III	9.00	3.00	10.75	14.21	7	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BILING AIDE I	9.00	3.00	10.15	11.06	3	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BILING AIDE II	4.00	4.00	10.75	12.28	4	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	42.00	18.00													
** NON-INSTR AIDES															
BILINGUAL/BICL	3.00	0.00	11.06	13.19	5	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
LRE	9.00	0.00	13.80	19.79	8	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
CIP	9.00	0.00	10.15	13.19	8	32.50	36.00	20.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	21.00	0.00													
** MAINTENANCE															
MAINT/CUSTODIAN	16.00	0.00	12.68	17.76	5	40.00	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
SKILLED TRADESMAN	5.00	0.00	18.98	28.92	5	40.00	52.00	0.00	0.00	0.00	120.00	5000.00	8.00	15.00	15.00
** Subtotal **	21.00	0.00													
** OTHER															
COMM ED COORD	0.00	14.00	10.15	13.19	7	0.00	0.00	25.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
RECREATH SUPV	0.00	5.00	10.35	13.19	7	0.00	0.00	25.00	36.00	0.00	120.00	5000.00	8.00	10.50	15.00
BOARDING HOME SU	2.00	0.00	10.75	11.07	3	32.50	36.00	0.00	0.00	0.00	120.00	5000.00	8.00	10.50	15.00
** Subtotal **	2.00	19.00													

BRISTOL BAY INFORMATION NOT PROVIDED

COPPER RIVER

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH INSURANCE	HEALTH INSURANCE	LIFE INSURANCE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	PREMIUM SINGLE	PREMIUM FAMILY	COVERAGE			
** CLERICAL															
SCHOOL SECTY	2.00	0.00	10.65	13.21	6	40.00	38.00	0.00	0.00	95.00	285.00	2000.00	11.00	12.00	24.00
PROGRAM SECTY	1.00	0.00	10.65	13.21	6	40.00	52.00	0.00	0.00	95.00	285.00	2000.00	11.00	12.00	24.00
ADMIN SECTY	2.00	0.00	13.62	16.21	6	40.00	52.00	0.00	0.00	95.00	285.00	2000.00	11.00	12.00	24.00
ACCT CLERK	1.00	0.00	13.09	15.63	6	40.00	52.00	0.00	0.00	95.00	285.00	2000.00	11.00	12.00	24.00
** Subtotal **	6.00	0.00													
** CUSTODIAL															
SWING CUSTODIAN	6.00	2.00	13.13	15.69	6	40.00	52.00	20.00	36.00	95.00	285.00	2000.00	11.00	12.00	24.00
SWING CUSTODIAN	0.00	2.00	13.13	15.69	6	0.00	0.00	10.00	36.00	95.00	285.00	2000.00	11.00	12.00	24.00
** Subtotal **	6.00	4.00													
** INSTR AIDES															
INDIAN TUTOR	1.00	0.00	8.79	11.37	5	40.00	36.00	0.00	0.00	95.00	285.00	2000.00	11.00	12.00	24.00
CLASSROOM AIDE	0.00	10.00	8.79	11.37	5	0.00	0.00	30.00	36.00	95.00	285.00	2000.00	11.00	12.00	24.00
LIBRARY AIDE	0.00	1.00	8.79	11.37	5	0.00	0.00	30.00	36.00	95.00	285.00	2000.00	11.00	12.00	24.00
LIBRARY AIDE	0.00	1.00	8.79	11.37	5	0.00	0.00	10.00	36.00	95.00	285.00	2000.00	11.00	12.00	24.00
** Subtotal **	1.00	12.00													
** NON-INSTR AIDES															
OFFICE AIDE	0.00	1.00	8.79	11.37	5	0.00	0.00	30.00	36.00	95.00	285.00	2000.00	11.00	12.00	24.00
** Subtotal **	0.00	1.00													
** MAINTENANCE															
MAINTENANCE WKR	2.00	0.00	8.09	15.38	5	40.00	52.00	0.00	0.00	95.00	285.00	2000.00	11.00	12.00	24.00
** Subtotal **	2.00	0.00													

CORDOVA

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH INSURANCE	HEALTH INSURANCE	LIFE INSURANCE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	PREMIUM SINGLE	PREMIUM FAMILY	COVERAGE			
** SUPERVISORY															
POOL MGR	1.00	0.00	0.00	16.25	0	40.00	52.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
** Subtotal **	1.00	0.00													
** CLERICAL															
SECRETARY	3.00	0.00	9.50	26.52	31	37.50	44.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
CLERK TYPIST I	2.00	0.00	9.18	26.52	32	37.50	46.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
** Subtotal **	5.00	0.00													
** CUSTODIAL															
DAY CUSTODIAN	2.00	0.00	8.61	26.52	32	40.00	40.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
NIGHT CUSTODIAN	1.00	0.00	8.90	26.52	31	40.00	48.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
** Subtotal **	3.00	0.00													
** FOOD SERVICE															
COOK I	1.00	0.00	10.38	26.52	27	40.00	42.00	0.00	0.00	38.55	258.25	40000.00	6.00	10.00	20.00
KITCHEN HLPR	0.00	4.00	8.61	26.52	32	20.00	40.00	0.00	0.00	38.55	258.25	40000.00	6.00	10.00	20.00
** Subtotal **	1.00	4.00													
** INSTR AIDES															
TEACHER AIDE	3.00	1.00	8.90	26.52	31	35.00	37.00	16.00	37.00	38.55	258.25	40000.00	6.00	9.00	18.00
SWIM POOL AIDE	0.00	2.00	8.90	26.52	31	0.00	0.00	13.00	26.00	38.55	258.25	40000.00	6.00	9.00	18.00
** Subtotal **	3.00	3.00													
** NON-INSTR AIDES															
TEACHER AIDE I	1.00	0.00	8.90	26.52	31	35.00	28.00	0.00	0.00	38.55	258.25	40000.00	6.00	9.00	18.00
** Subtotal **	1.00	0.00													
** MAINTENANCE															
MAINT MECH I	1.00	0.00	11.78	26.52	23	40.00	52.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
MAINT MECH II	1.00	0.00	13.57	26.52	19	40.00	52.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00
** Subtotal **	2.00	0.00													
** OTHER															
BUSINESS MGR	1.00	0.00	0.00	18.46	0	37.50	52.00	0.00	0.00	38.55	258.25	40000.00	7.00	12.00	24.00

DILLINGHAM

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** SUPERVISORY															
DATA PROCESSOR	1.00	0.00	23193.00	25659.00	3	40.00	52.00	0.00	0.00	205.00	205.00	500.00	6.00	15.00	24.00
JTPA COORDINATR	0.00	1.00	25258.00	25279.00	7	0.00	0.00	30.00	38.00	205.00	205.00	500.00	6.00	12.00	13.00
** Subtotal **	1.00	1.00													
** CLERICAL															
PUR/REC	1.00	0.00	22664.00	27743.00	7	40.00	52.00	0.00	0.00	205.00	205.00	500.00	6.00	15.00	24.00
STUDENTS ACCT	0.00	1.00	10.90	13.34	7	0.00	0.00	20.00	38.00	205.00	205.00	500.00	6.00	12.00	19.00
ACCT/PAYROLL	0.00	1.00	10.90	13.34	7	0.00	0.00	20.00	52.00	205.00	205.00	500.00	6.00	12.00	19.00
SECTY/REG	2.00	0.00	25630.00	32417.00	3	40.00	43.00	0.00	0.00	205.00	205.00	500.00	6.00	12.50	20.00
SECRETARY	1.00	0.00	25158.00	30091.00	3	40.00	42.00	0.00	0.00	205.00	205.00	500.00	6.00	12.00	20.00
RECEPTIONIST	1.00	0.00	22664.00	27743.00	7	40.00	52.00	0.00	0.00	205.00	205.00	500.00	6.00	15.00	24.00
** Subtotal **	5.00	2.00													
** CUSTODIAL															
CUSTODIAN	5.00	0.00	10.19	12.22	6	40.00	42.00	0.00	0.00	205.00	205.00	500.00	6.00	12.00	19.00
HEAD CUSTODIAN	1.00	0.00	24158.00	30091.00	3	40.00	52.00	0.00	0.00	205.00	205.00	500.00	6.00	15.00	24.00
** Subtotal **	6.00	0.00													
** FOOD SERVICE															
COOKS HLPR	0.00	2.00	10.19	12.22	6	0.00	0.00	27.50	38.00	205.00	205.00	500.00	6.00	12.00	19.00
HEAD COOK	0.00	1.00	10.90	13.34	7	0.00	0.00	30.00	38.00	205.00	205.00	500.00	6.00	12.00	13.00
** Subtotal **	0.00	3.00													
** INSTR AIDES															
AIDE	3.00	0.00	21191.00	25417.00	5	7.50	38.00	0.00	0.00	205.00	205.00	500.00	6.00	12.00	19.00
AIDE	1.00	2.00	25630.00	32417.00	3	7.50	38.00	4.00	38.00	205.00	205.00	500.00	6.00	12.00	19.00
** Subtotal **	4.00	2.00													
** MAINTENANCE															
MAINT/CUST	1.00	0.00	22664.00	27743.00	7	40.00	52.00	0.00	0.00	205.00	205.00	500.00	6.00	15.00	24.00
** Subtotal **	1.00	0.00													

GALENA

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE			
			SALARY	SALARY	STEPS	PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
ADMIN ASST	1.00	0.00	28138.00	40209.00	10	37.50	52.00	0.00	0.00	88.45	164.42	2500.00	8.00	15.00	25.00
** Subtotal **	1.00	0.00													
** CLERICAL															
SECTY/REGISTRAR	1.00	0.00	20411.00	31746.00	10	37.50	44.00	0.00	0.00	88.45	164.42	2500.00	8.00	15.00	25.00
EXEC SECTY	1.00	0.00	25448.00	38864.00	10	37.50	52.00	0.00	0.00	88.45	164.42	2500.00	8.00	15.00	25.00
** Subtotal **	2.00	0.00													
** CUSTODIAL															
CUSTODIAN	2.00	0.00	16781.00	30608.00	10	37.50	44.00	0.00	0.00	88.45	164.42	2500.00	5.00	15.00	25.00
** Subtotal **	2.00	0.00													
** FOOD SERVICE															
HEAD COOK	1.00	0.00	19190.00	29073.00	10	35.00	44.00	0.00	0.00	88.45	164.42	2500.00	5.00	15.00	25.00
COOK'S HLPR	1.00	0.00	15576.00	25070.00	10	27.50	44.00	0.00	0.00	88.45	164.42	2500.00	5.00	15.00	25.00
** Subtotal **	2.00	0.00													
** INSTR AIDES															
INSTR AIDE	2.00	0.00	9193.00	18401.00	10	37.50	37.60	0.00	0.00	88.45	164.42	2500.00	5.00	15.00	25.00
** Subtotal **	2.00	0.00													
** NON-INSTR AIDES															
COMM SCH AIDE	0.00	2.00	9193.00	18401.00	10	0.00	0.00	18.00	37.60	88.45	164.42	2500.00	5.00	15.00	25.00
** Subtotal **	0.00	2.00													
** MAINTENANCE															
MAINT WKR	1.00	0.00	25448.00	38864.00	10	37.50	52.00	0.00	0.00	88.45	164.42	2500.00	3.00	15.00	25.00
MAINT FOREMAN	1.00	0.00	30150.00	41576.00	10	40.00	52.00	0.00	0.00	88.45	164.42	2500.00	3.00	15.00	25.00
** Subtotal **	2.00	0.00													

HAINES

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE			
			SALARY	SALARY	STEPS	PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
COMM ED COORD	1.00	0.00	12.67	16.27	12	37.50	52.00	0.00	0.00	94.64	285.44	0.00	7.00	20.00	20.00
** Subtotal **	1.00	0.00													
** CLERICAL															
ADMIN SECTY/BKP	1.00	0.00	15.74	19.34	12	37.50	52.00	0.00	0.00	94.64	285.44	0.00	7.00	20.00	20.00
SCH SECTY	2.00	0.00	11.46	15.06	12	37.50	38.00	0.00	0.00	94.64	285.44	0.00	7.00	20.00	20.00
** Subtotal **	3.00	0.00													
** CUSTODIAL															
CUSTODIAN WKR I	0.00	2.00	10.45	14.05	12	0.00	0.00	25.00	52.00	94.64	285.44	0.00	7.00	20.00	20.00
CUST WKR II	3.00	1.00	11.58	15.48	12	37.50	52.00	25.00	52.00	94.64	285.44	0.00	7.00	20.00	20.00
** Subtotal **	3.00	3.00													
** INSTR AIDES															
INSTR AIDE	1.00	1.00	10.45	14.81	12	37.50	36.00	9.00	36.00	94.64	285.44	0.00	5.00	20.00	20.00
** Subtotal **	1.00	1.00													
** NON-INSTR AIDES															
AIDE	0.00	1.00	10.45	14.81	12	0.00	0.00	20.00	36.00	94.64	285.44	0.00	5.00	20.00	20.00
** Subtotal **	0.00	1.00													
** MAINTENANCE															
MAINT WKR II	1.00	0.00	16.07	19.67	12	37.50	52.00	0.00	0.00	94.64	285.44	0.00	7.00	20.00	20.00
SCH MAINT WKR	1.00	0.00	11.88	15.48	12	37.50	52.00	0.00	0.00	94.64	285.44	0.00	7.00	20.00	20.00
** Subtotal **	2.00	0.00													

IDITAROD

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** SUPERVISORY															
PERSONL/BUSINES	1.00	0.00	50730.00	50730.00	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	10.00	15.00	30.00
MAINT/OPER DIR	1.00	0.00	54866.00	54866.00	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	10.00	15.00	30.00
FACILITY COORD	1.00	0.00	54277.00	54277.00	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	10.00	15.00	30.00
F/S COMM ED CRD	1.00	0.00	16.70	16.70	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	10.00	15.00	30.00
** Subtotal **	4.00	0.00													
** CLERICAL															
RYRL/PERSONNEL	1.00	0.00	17.70	17.70	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	10.00	15.00	30.00
BUSINESS COORD	1.00	0.00	18.35	18.35	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	10.00	15.00	30.00
MAIL/SUPPLY CLERK	0.00	1.00	11.55	11.55	0	0.00	0.00	20.00	52.00	0.00	0.00	0.00	10.00	15.00	30.00
DIST/BO SECTY	3.00	1.00	13.65	16.70	0	40.00	52.00	20.00	52.00	200.00	200.00	30000.00	10.00	15.00	30.00
SCH SECTY	3.00	3.00	12.05	14.95	0	40.00	43.00	15.00	43.00	200.00	200.00	30000.00	10.00	15.00	30.00
** Subtotal **	8.00	5.00													
** CUSTODIAL															
CUSTODIAN	4.00	1.00	10.75	13.15	0	40.00	43.00	22.50	52.00	200.00	200.00	30000.00	5.00	15.00	30.00
** Subtotal **	4.00	1.00													
** FOOD SERVICE															
COOK	3.00	3.00	10.35	15.55	0	30.00	20.00	30.00	20.00	200.00	200.00	30000.00	4.00	15.00	30.00
COOK'S AIDE	1.00	0.00	12.45	12.45	0	30.00	20.00	0.00	0.00	200.00	200.00	30000.00	4.00	15.00	30.00
** Subtotal **	4.00	3.00													
** INSTR AIDES															
INSTR AIDES	4.00	15.00	9.25	14.40	0	20.00	37.00	25.00	37.00	200.00	200.00	30000.00	5.00	15.00	30.00
** Subtotal **	4.00	15.00													
** NON-INSTR AIDES															
COMM ED SITE CRD	0.00	3.00	10.30	10.30	0	0.00	0.00	15.00	20.00	0.00	0.00	0.00	5.00	15.00	30.00
** Subtotal **	0.00	3.00													
** MAINTENANCE															
MAINTENANCE WKR	6.00	5.00	11.30	17.45	0	40.00	43.00	20.00	43.00	200.00	200.00	30000.00	5.00	15.00	30.00
FOREMAN	1.00	0.00	21.15	21.15	0	40.00	52.00	0.00	0.00	200.00	200.00	30000.00	5.00	15.00	30.00
** Subtotal **	7.00	5.00													
** OTHER															
VOC ED INSTR	0.00	1.00	15.35	15.35	0	0.00	0.00	15.00	17.00	0.00	0.00	0.00	5.00	15.00	30.00
NATIVE LANGUAGE	0.00	4.00	12.70	16.30	0	0.00	0.00	15.00	17.00	0.00	0.00	0.00	5.00	15.00	30.00
PRE SCH INSTR	1.00	4.00	14.10	17.45	0	35.00	37.00	20.00	37.00	200.00	200.00	30000.00	5.00	15.00	30.00
** Subtotal **	1.00	9.00													

KAKE

JOB TITLE	NUMBER FULL- TIME	NUMBER PART- TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	INSURANCE PREMIUM SINGLE	INSURANCE PREMIUM FAMILY	INSURANCE COVERAGE	HOLIDAYS	VACATION DAYS	VACATION DAYS
** SUPERVISORY															
F/S MGR	1.00	0.00	10.50	12.00	9	30.00	42.00	0.00	0.00	220.00	220.00	5000.00	5.00	1.00	8.00
MAINT SUPRV	1.00	0.00	14.30	16.50	12	37.50	52.00	0.00	0.00	220.00	220.00	5000.00	7.00	1.00	8.00
** Subtotal **	2.00	0.00													
** CLERICAL															
ADMIN ASST	1.00	0.00	14.30	16.50	12	30.00	52.00	0.00	0.00	220.00	220.00	5000.00	7.00	1.00	8.00
EXEC SECTY	0.00	1.00	12.00	13.25	10	0.00	0.00	22.50	52.00	220.00	220.00	5000.00	7.00	1.00	8.00
HS SECTY	2.00	0.00	9.75	10.80	8	37.50	46.00	0.00	0.00	220.00	220.00	5000.00	7.00	1.00	8.00
** Subtotal **	3.00	1.00													
** CUSTODIAL															
CUSTODIAN	3.00	0.00	9.75	10.80	8	37.50	46.00	0.00	0.00	220.00	220.00		5.00	1.00	8.00
** Subtotal **	3.00	0.00													
** FOOD SERVICE															
F/S AIDE	1.00	0.00	8.85	9.75	7	30.00	42.00	0.00	0.00	220.00	220.00	5000.00	5.00	1.00	8.00
** Subtotal **	1.00	0.00													
** INSTR AIDES															
INSTR AIDE	3.00	1.00	8.85	9.75	7	37.50	38.00	22.50	38.00	220.00	220.00	5000.00	5.00	1.00	8.00
TUTOR	1.00	0.00	12.00	13.25	10	37.50	38.00	0.00	0.00	220.00	220.00	5000.00	5.00	1.00	8.00
** Subtotal **	4.00	1.00													
** NON-INSTR AIDES															
AIDE	1.00	0.00	8.85	9.75	7	37.50	38.00	0.00	0.00	220.00	220.00	5000.00	5.00	1.00	8.00
** Subtotal **	1.00	0.00													
** MAINTENANCE															
MAINT ASST	1.00	0.00	9.75	10.80	8	37.50	52.00	0.00	0.00	220.00	220.00	5000.00	7.00	1.00	8.00
** Subtotal **	1.00	0.00													

KASHUNAMIUT

JOB TITLE	NUMBER FULL- TIME	NUMBER PART- TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	INSURANCE PREMIUM SINGLE	INSURANCE PREMIUM FAMILY	INSURANCE COVERAGE	HOLIDAYS	VACATION DAYS	VACATION DAYS
** CLERICAL															
SECRETARY	2.00	1.00	11.23	16.21	4	40.00	50.00	40.00	50.00	31.09	118.83	2500.00	5.00	0.00	0.00
** Subtotal **	2.00	1.00													
** CUSTODIAL															
CUSTODIAN	2.00	0.00	10.35	15.35	4	40.00	50.00	0.00	0.00	31.09	118.83	2500.00	6.00	0.00	0.00
** Subtotal **	2.00	0.00													
** FOOD SERVICE															
COOK	1.00	0.00	12.09	17.07	4	40.00	35.00	0.00	0.00	31.09	118.83	2500.00	5.00	0.00	0.00
HEAD COOK	1.00	0.00	13.80	17.93	4	40.00	35.00	0.00	0.00	31.09	118.83	2500.00	5.00	0.00	0.00
** Subtotal **	2.00	0.00													
** INSTR AIDES															
CLASSROOM AIDE	1.00	0.00	9.50	15.35	5	35.00	34.00	0.00	0.00	31.09	118.83	2500.00	5.00	0.00	0.00
** Subtotal **	1.00	0.00													
** MAINTENANCE															
MAINTENANCE WKR	1.00	0.00	14.65	17.93	2	40.00	50.00	0.00	0.00	31.09	118.83	2500.00	6.00	0.00	0.00
MAINTENANCE WKR	1.00	0.00	14.65	21.38	5	40.00	50.00	0.00	0.00	31.09	118.83	2500.00	6.00	0.00	0.00
** Subtotal **	2.00	0.00													

KLAWOCK

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM	
						HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION	
			SALARY	SALARY	STEPS	PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS	
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY					
** CLERICAL																
BOOKKEEPER	1.00	0.00	13.53	17.22	4	40.00	52.00	0.00	0.00	88.00	0.00	2000.00	7.00	10.00	15.00	
SECRETARY	1.00	1.00	7.99	13.07	4	40.00	52.00	40.00	43.00	88.00	0.00	2000.00	7.00	10.00	15.00	
** Subtotal **	2.00	1.00														
** CUSTODIAL																
DAY CUSTODIAN	1.00	0.00	11.45	14.45	7	40.00	52.00	0.00	0.00	88.00	0.00	2000.00	7.00	10.00	15.00	
EVE CUSTODIAN	1.00	0.00	9.37	12.38	2	40.00	52.00	0.00	0.00	88.00	0.00	2000.00	7.00	10.00	15.00	
** Subtotal **	2.00	0.00														
** FOOD SERVICE																
HEAD COOK	0.00	1.00	7.99	12.38	3	0.00	37.00	32.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
HEAD COOK	0.00	1.00	7.99	12.38	3	0.00	0.00	32.50	37.00	0.00	0.00	0.00	4.00	0.00	0.00	
KITCHEN AIDE	0.00	1.00	7.99	12.38	3	0.00	0.00	30.00	37.00	0.00	0.00	0.00	4.00	0.00	0.00	
** Subtotal **	0.00	3.00														
** INSTR AIDES																
LIBRARY AIDE	0.00	1.00	7.99	12.38	7	0.00	0.00	27.50	37.00	0.00	0.00	0.00	4.00	0.00	0.00	
TEACHER AIDE	0.00	2.00	7.99	12.38	7	0.00	0.00	33.00	37.00	0.00	0.00	0.00	4.00	0.00	0.00	
** Subtotal **	0.00	3.00														

KODIAK

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM	
						HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION	
			SALARY	SALARY	STEPS	PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS	
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY					
** SUPERVISORY																
COMM SCH SUPRV	1.00	0.00	13.90	17.33	11	35.00	38.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
PURCHASING SUPR	1.00	0.00	13.90	17.33	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
ACCT MGR	1.00	0.00	42500.00	42500.00	0	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
** Subtotal **	3.00	0.00														
** CLERICAL																
SECRETARY IV	2.00	0.00	12.44	16.06	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
SECRETARY III	7.00	0.00	11.96	15.47	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
SECRETARY II	7.00	0.00	10.52	13.69	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
SECRETARY I	5.00	6.00	9.55	12.52	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
** Subtotal **	21.00	6.00														
** CUSTODIAL																
CUSTODIAN IV	1.00	0.00	12.93	16.64	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
CUSTODIAN III	1.00	0.00	10.52	13.69	11	35.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
CUSTODIAN II	7.00	0.00	10.27	13.11	11	40.00	52.00	0.00	0.00	93.71	281.79	77000.00	10.00	12.00	24.00	
CUSTODIAN I	13.00	11.00	9.55	12.52	11	35.00	52.00	35.00	36.00	93.71	281.79	77000.00	10.00	12.00	24.00	
** Subtotal **	22.00	11.00														
** FOOD SERVICE																
CAFETERIA MGR	0.00	6.00	9.55	12.52	11	0.00	0.00	27.50	36.00	93.71	281.79	77000.00	9.00	12.00	24.00	
P/S HLPR	0.00	1.00	8.58	11.34	11	0.00	0.00	12.00	36.00	93.71	281.79	77000.00	9.00	12.00	24.00	
** Subtotal **	0.00	7.00														
** INSTR AIDES																
AIDE III	4.00	2.00	10.03	13.11	11	35.00	36.00	15.00	26.00	93.71	281.79	77000.00	9.00	12.00	24.00	
AIDE II	16.00	16.00	9.06	11.93	11	32.50	36.00	22.00	26.00	93.71	281.79	77000.00	9.00	12.00	24.00	
** Subtotal **	20.00	18.00														
** NON-INSTR AIDES																
AIDE III	1.00	0.00	9.06	11.93	11	35.00	38.00	0.00	0.00	93.71	281.79	77000.00	9.00	12.00	24.00	

LAKE & PENINSULA

JOB TITLE	NUMBER FULL- TIME	NUMBER PART- TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** CLERICAL															
CLERICAL	9.00	4.00	8.60	16.61	5	40.00	52.00	20.00	40.00	93.80	0.00	5000.00	11.00	10.00	20.00
** Subtotal **	9.00	4.00													
** CUSTODIAL															
CUSTODIAN	14.00	4.00	8.60	16.08	5	40.00	42.00	10.50	42.00	93.80	0.00	5000.00	7.00	10.00	20.00
** Subtotal **	14.00	4.00													
** FOOD SERVICE															
F/S WKR	1.00	9.00	8.60	10.37	5	30.00	40.00	13.00	40.00	93.80	0.00	5000.00	7.00	0.00	0.00
** Subtotal **	1.00	9.00													
** INSTR AIDES															
INSTR AIDE	1.00	24.00	8.60	13.45	5	37.50	40.00	13.00	40.00	93.80	0.00	5000.00	7.00	0.00	0.00
** Subtotal **	1.00	24.00													
** NON-INSTR AIDES															
AIDE	0.00	19.00	8.60	10.49	5	0.00	0.00	12.50	40.00	93.80	0.00	5000.00	7.00	0.00	0.00
** Subtotal **	0.00	19.00													
** MAINTENANCE															
SUMMER MAINT	15.00	0.00	12.66	22.15	5	60.00	18.00	0.00	0.00	93.80	0.00	5000.00	7.00	0.00	0.00
MAINTENANCE WKR	5.00	0.00	11.55	22.15	5	40.00	52.00	0.00	0.00	93.80	0.00	5000.00	7.00	0.00	0.00
** Subtotal **	15.00	0.00													
** OTHER															
BUS DRIVER	0.00	2.00	8.60	10.23	5	0.00	0.00	10.00	40.00	93.80	0.00	5000.00	7.00	0.00	0.00
** Subtotal **	0.00	2.00													

LOWER YUKON

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
FED ACCT SUPV	1.00	0.00	14.67	17.07	7	40.00	50.00	0.00	0.00	82.65	248.00	50000.00	7.00	12.00	18.00
** Subtotal **															
	1.00	0.00													
** CLERICAL															
ACCT CLERK II	3.00	0.00	13.30	16.21	7	40.00	50.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
ACCT CLERK I	3.00	0.00	12.94	15.35	7	37.50	48.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
SECRETARY	12.00	0.00	12.09	14.47	7	30.00	38.00	0.00	0.00	82.65	248.70	50000.00	5.00	0.00	0.00
CLERK TYPIST	4.00	1.00	11.23	13.63	7	30.00	38.00	15.00	38.00	82.65	248.00	50000.00	5.00	0.00	0.00
** Subtotal **															
	22.00	1.00													
** CUSTODIAL															
CUST/MAINT	12.00	0.00	12.94	15.35	7	35.00	40.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
CUSTODIAN	9.00	3.00	11.23	13.63	7	30.00	40.00	15.00	40.00	82.65	248.00	50000.00	5.00	0.00	0.00
CUST HLPR	3.00	0.00	10.35	12.75	7	30.00	40.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
** Subtotal **															
	24.00	3.00													
** FOOD SERVICE															
COOK III	3.00	1.00	14.67	17.07	7	30.00	37.00	15.00	37.00	82.65	248.00	50000.00	5.00	0.00	0.00
COOK II	5.00	0.00	12.94	15.35	7	30.00	37.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
COOK I	7.00	1.00	12.09	14.47	7	30.00	37.00	15.00	37.00	82.65	248.00	50000.00	5.00	0.00	0.00
COOK'S HLPR	9.00	3.00	11.23	13.63	7	30.00	37.00	15.00	37.00	82.65	248.00	50000.00	5.00	0.00	0.00
** Subtotal **															
	24.00	5.00													
** INSTR AIDES															
TECHR AIDE III	5.00	0.00	12.09	14.47	7	30.00	37.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
TECHR AIDE II	32.00	8.00	11.23	13.63	7	30.00	37.00	15.00	37.00	82.65	248.00	50000.00	5.00	0.00	0.00
TECHR AIDE I	3.00	0.00	10.35	12.75	7	30.00	37.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
** Subtotal **															
	40.00	8.00													
** NON-INSTR AIDES															
AIDE III	1.00	0.00	12.09	14.47	7	30.00	37.00	0.00	0.00	82.65	248.00	50000.00	5.00	0.00	0.00
AIDE II	11.00	4.00	11.23	13.63	7	30.00	37.00	15.00	37.00	82.65	248.00	50000.00	5.00	0.00	0.00
** Subtotal **															
	12.00	4.00													
** MAINTENANCE															
MAINT II	2.00	0.00	16.40	18.81	7	40.00	50.00	0.00	0.00	82.65	248.00	50000.00	7.00	12.00	18.00
MAINT I	7.00	0.00	14.67	17.07	7	40.00	50.00	0.00	0.00	82.65	248.00	50000.00	7.00	12.00	18.00
** Subtotal **															
	9.00	0.00													

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JOB TITLE	NUMBER	RANGE	MINIMUM	MAXIMUM	STEPS	F/T		P/T		HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
						PER WEEK	PER YEAR	PER WEEK	PER YEAR						
** SUPERVISORY															
CONTROLLER	1.00	0.00	20.44	25.65	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
DATA PROC MGR	1.00	0.00	19.76	23.66	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
MAINT SUPV	1.00	0.00	19.76	23.66	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
TRANSPORT SUPV	1.00	0.00	19.07	27.67	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ELEC OASIS/PER	1.00	0.00	19.07	27.17	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
NUTRITION SUPV	1.00	0.00	19.07	27.17	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
PAYROLL SUPV	1.00	0.00	19.07	27.17	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
SENIOR ACCTNT	1.00	0.00	19.07	27.17	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
MAINT FOREMAN	2.00	0.00	19.07	27.17	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
PURCHASING AGNT	1.00	0.00	18.34	23.70	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ACCOUNTANT	1.00	0.00	18.65	22.71	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
WAREHOUSE SUPV	1.00	0.00	15.65	22.71	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ASST BAYE SUPV	1.00	0.00	15.65	22.71	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ASST WFLR SUPV	1.00	0.00	14.57	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
OFFIC SVCS SUPV	1.00	0.00	14.57	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
OPERINGS SUPV	2.00	0.00	14.29	20.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ASST TRMS SUPV	1.00	0.00	14.29	20.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ACTIV TRMS CRD	1.00	0.00	13.94	20.23	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
ASST DIR PERSON	1.00	0.00	19987.00	61370.00	5	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
FINANCE DIR	1.00	0.00	56902.00	72316.00	5	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
MAINT DIR	1.00	0.00	54812.00	69319.00	5	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	16.00	30.00
** Subtotal **	23.00	0.00													
** CERRION															
VEHICL OPERATOR	1.00	0.00	8.13	11.80	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
INVENTORY CLERK	1.00	0.00	8.13	11.80	8	30.00	35.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
OFFICE CLERK	6.00	1.00	8.82	12.79	8	40.00	38.00	20.00	38.00	250.00	250.00	15000.00	7.00	12.00	24.00
WAREHOUSE CLERK	1.00	0.00	8.82	12.79	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
SHIPPING CLERK	2.00	1.00	8.82	12.79	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
TRANSPORT CLERK	1.00	0.00	8.82	12.79	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
WORK ORDER SPEC	1.00	0.00	9.50	13.78	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PERSONAL ASST	1.00	0.00	9.50	13.78	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
SEC/CASH CONTROL	1.00	0.00	10.16	14.77	8	40.00	40.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
RECORDS SPEC	1.00	0.00	10.16	14.77	8	40.00	41.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
CUSTOMER SERVICE I	1.00	0.00	10.16	14.77	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
POST DIR SERVICE	1.00	0.00	10.16	14.77	8	40.00	52.00	36.00	52.00	250.00	250.00	15000.00	7.00	12.00	24.00
TRANSPORT SERVICE	1.00	0.00	10.16	14.77	8	40.00	52.00	0.00	0.00	250.00	215.00	15000.00	7.00	12.00	24.00
HEALTH SVCS SEC	1.00	0.00	10.16	14.77	8	40.00	38.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
ACT SPECIALIST	1.00	0.00	10.87	15.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
SECRETARY II	20.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PERSONAL SERVICE	1.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PURCHASING TECH I	1.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PERSONNEL TECH I	2.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PERSONNEL TECH II	1.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PERSONNEL TECH III	1.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
MAINT SERVICE	1.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
SECTY TO DIR	1.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
ACT TECH	4.00	0.00	11.55	16.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PURCHASING TECH II	1.00	0.00	12.23	17.75	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
SECRETARY III	1.00	0.00	12.23	18.74	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
SECRETARY IV	1.00	0.00	12.24	20.23	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
BUDGET ANALYST	1.00	0.00	16.34	23.70	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
** Subtotal **	87.00	8.00													
** CUSTODIAN															
CUSTODIAN	20.00	0.00	4.13	11.60	8	40.00	52.00	30.00	44.00	250.00	250.00	15000.00	7.00	12.00	24.00
ALDN CUSTODIAN	20.00	0.00	10.87	15.76	0	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00

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JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** Subtotal **	70.00	0.00													
** FOOD SERVICE															
ASST BAKER	0.00	1.00	8.13	11.80	8	0.00	0.00	36.00	35.00	250.00	250.00	15000.00	6.00	0.00	0.00
MEAL PREPARATER	0.00	5.00	8.13	11.80	8	0.00	0.00	38.00	35.00	250.00	250.00	15000.00	6.00	0.00	0.00
SPEC MENU COOK	0.00	1.00	8.13	11.80	8	0.00	0.00	38.00	35.00	250.00	250.00	15000.00	6.00	0.00	0.00
SERVER/CASHIER	0.00	32.00	8.13	11.80	8	0.00	0.00	38.00	35.00	250.00	250.00	15000.00	6.00	0.00	0.00
F/S DELIVERY	2.00	0.00	8.32	12.79	8	40.00	37.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
COOK	2.00	0.00	10.87	15.76	8	40.00	36.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
BAKER	1.00	0.00	10.87	15.76	8	40.00	36.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
** Subtotal **	5.00	39.00													
** INSTR AIDES															
SCHOOL AIDE	25.00	16.00	8.13	11.80	8	40.00	38.00	36.00	38.00	250.00	250.00	15000.00	6.00	0.00	0.00
PROJ ACTIVE AID	1.00	0.00	8.13	11.80	8	40.00	38.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
SPEC ED AIDE I	17.00	3.00	8.13	11.80	8	40.00	38.00	20.00	38.00	250.00	250.00	15000.00	6.00	0.00	0.00
POOL AIDE	2.00	0.00	8.32	12.79	8	40.00	37.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
SPEC ED AIDE II	15.00	1.00	8.32	12.79	8	40.00	38.00	20.00	38.00	250.00	250.00	15000.00	6.00	0.00	0.00
NATIVE CRCS	1.00	0.00	9.50	13.78	8	40.00	38.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
JON/IEA TUTOR	0.00	9.00	9.50	13.78	8	0.00	0.00	36.00	27.00	250.00	250.00	15000.00	6.00	0.00	0.00
SIGN LANG II	1.00	0.00	10.18	14.77	8	40.00	38.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
HOME SCHL COORD	2.00	1.00	10.37	15.76	8	40.00	38.00	20.00	38.00	250.00	250.00	15000.00	6.00	0.00	0.00
** Subtotal **	56.00	30.00													
** NON-INSTR AIDES															
SCHL MONITOR	0.00	14.00	7.79	11.30	8	0.00	0.00	10.00	36.00	250.00	250.00	15000.00	6.00	0.00	0.00
COMM SCHL MONTR	1.00	0.00	8.13	11.80	8	40.00	0.00	0.00	0.00	250.00	250.00	15000.00	6.00	0.00	0.00
LIFEGUARD	3.00	2.00	8.13	11.80	8	40.00	52.00	36.00	52.00	250.00	250.00	15000.00	6.00	0.00	0.00
REGISTRAR	1.00	1.00	9.50	13.78	8	40.00	40.00	20.00	40.00	250.00	250.00	15000.00	6.00	0.00	0.00
** Subtotal **	5.00	17.00													
** MAINTENANCE															
GEN MAINT I	3.00	0.00	10.37	15.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
VEHICLE MAINT	1.00	0.00	10.37	15.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
ELECTRICIAN I	1.00	0.00	10.37	15.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PLUMBER I	1.00	0.00	10.37	15.76	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
GEN MAINT II	3.00	0.00	14.29	20.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
HEAVY EQUIP OP	1.00	0.00	14.29	20.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
REFRIG MECHANIC	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
FINISH CARPENT	2.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
HVAC MECHANIC	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
ELEC ADMIN	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
ELECTRONIC TECH	3.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
VEHICLE MECH 2	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
ELECTRICIAN II	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
PLUMBER II	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
BOILER MECHANIC	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
LD VEHICLE MECH	1.00	0.00	15.65	22.71	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	12.00	24.00
** Subtotal **	23.00	0.00													
** OTHER															
POOL TECH	1.00	10.87	15.76	8.00	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	0.00	0.00
PLANNER/ESTIM	1.00	0.00	12.23	17.75	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	0.00	0.00
WAREHOUSE CRD II	1.00	0.00	12.23	17.75	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	0.00	0.00
PROB ANALYST	1.00	0.00	15.65	22.71	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	0.00	0.00
DATA PROC TECH	1.00	0.00	14.97	21.72	8	40.00	52.00	0.00	0.00	250.00	250.00	15000.00	7.00	0.00	0.00
** Subtotal **	5.00	10.87													

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JOB TITLE	NUMBER	NUMBER	MIN	MIN	MAXIMUM	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	SALARY	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME			STEPS	PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
NATIVE PROG DIR	1.00	0.00	35875.00	43648.00	6	37.50	40.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
MAINT FOREMAN	1.00	0.00	43050.00	52377.00	6	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
** Subtotal **	2.00	0.00													
** CLERICAL															
ADMIN ASST	2.00	0.00	14.63	24.23	12	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
ACCT CLERK	3.00	0.00	13.60	26.12	12	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
PRINCIPAL SECTY	2.00	0.00	13.60	20.94	12	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
ATTENDANCE AID	1.00	1.00	11.74	18.08	12	37.50	40.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
COMM CLERK	1.00	0.00	13.60	20.94	12	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
SPEC PRN SECTY	2.00	1.00	11.74	18.08	12	37.50	36.00	37.50	36.00	92.13	290.89	10000.00	11.00	12.00	24.00
** Subtotal **	11.00	2.00													
** CUSTODIAL															
CUSTODIAN	5.00	0.00	10.90	16.78	12	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
HEAD CUSTODIAN	2.00	0.00	11.74	18.08	12	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
** Subtotal **	7.00	0.00													
** FOOD SERVICE															
COOK	2.00	0.00	11.74	19.48	12	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
ASST COOK	1.00	0.00	11.74	18.08	12	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
** Subtotal **	3.00	0.00													
** INSTR AIDES															
BILINGUAL	2.00	0.00	13.60	17.90	5	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
** Subtotal **	2.00	0.00													
** NON-INSTR AIDES															
PRE-SCHL AIDE	1.00	0.00	10.90	16.78	12	30.00	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
TCHR AIDE	3.00	0.00	10.90	16.78	12	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
** Subtotal **	4.00	0.00													
** MAINTENANCE															
MAINTENANCE WKR	6.00	0.00	15.73	28.10	12	37.50	52.00	0.00	0.00	92.13	290.89	10000.00	11.00	12.00	24.00
** Subtotal **	6.00	0.00													
** OTHER															
POOL MGR	1.00	0.00	14.63	22.52	12	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
HOME SCHL COORD	1.00	0.00	13.60	20.94	12	37.50	36.00	0.00	0.00	92.13	290.89	10000.00	9.00	0.00	0.00
** Subtotal **	2.00	0.00													

NORTH SLOPE INFORMATION NOT PROVIDED

FRIBILOF ISLANDS

JOB TITLE	NUMBER FULL- TIME	NUMBER PART- TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	INSURANCE PREMIUM SINGLE	INSURANCE PREMIUM FAMILY	INSURANCE COVERAGE	HOLIDAYS	VACATION DAYS	VACATION DAYS
** CLERICAL															
BOOKKEEPER	1.00	0.00	20000.00	35000.00	0	35.00	48.00	0.00	0.00	94.13	284.93	2000.00	5.00	0.00	0.00
SECTY/LIBRARY	2.00	0.00	11.70	21.06	10	35.00	37.00	0.00	0.00	94.13	284.93	2000.00	5.00	0.00	0.00
** Subtotal **	3.00	0.00													
** CUSTODIAL															
CUSTODIAN	2.00	2.00	11.70	21.06	10	40.00	42.00	20.00	42.00	94.13	284.93	2000.00	5.00	0.00	0.00
** Subtotal **	2.00	2.00													
** INSTR AIDES															
INSTR AIDE	7.00	6.00	11.70	21.06	10	35.00	37.00	20.00	37.00	94.13	284.93	2000.00	5.00	0.00	0.00
** Subtotal **	7.00	6.00													
** MAINTENANCE															
MAINTENANCE WKR	0.00	1.00	11.70	21.06	10	0.00	0.00	3.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
** Subtotal **	0.00	1.00													

RAILBELT

JOB TITLE	NUMBER FULL- TIME	NUMBER PART- TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
						HOURS PER WEEK	WEEKS PER YEAR	HOURS PER WEEK	WEEKS PER YEAR	INSURANCE PREMIUM SINGLE	INSURANCE PREMIUM FAMILY	INSURANCE COVERAGE	HOLIDAYS	VACATION DAYS	VACATION DAYS
** SUPERVISORY															
SD/SUPY SECTY	1.00	0.00	14.51	15.51	2	40.00	52.00	0.00	0.00	93.30	284.20	5000.00	6.00	8.00	20.00
** Subtotal **	1.00	0.00													
** CLERICAL															
SD/SUPY SECTY	1.00	0.00	14.51	15.51	2	40.00	52.00	0.00	0.00	93.30	284.20	5000.00	6.00	8.00	20.00
SECTY	2.00	2.00	11.00	14.61	5	40.00	52.00	30.00	52.00	93.30	284.20	5000.00	8.00	8.00	20.00
** Subtotal **	3.00	2.00													
** CUSTODIAL															
CUSTODIAN	2.00	4.00	11.00	14.61	5	37.50	39.00	20.00	39.00	92.80	284.20	5000.00	6.00	8.00	20.00
** Subtotal **	2.00	4.00													
** INSTR AIDES															
AIDE I	0.00	2.00	10.06	11.06	5	0.00	0.00	2.50	39.00	93.30	284.20	5000.00	6.00	8.00	20.00
AIDE II	0.00	4.00	11.03	13.12	5	0.00	0.00	25.00	39.00	93.30	284.20	5000.00	6.00	8.00	20.00
** Subtotal **	0.00	6.00													
** NON-INSTR AIDES															
AIDE II	0.00	1.00	12.03	12.12	5	0.00	0.00	5.00	39.00	93.30	284.20	5000.00	6.00	8.00	20.00
** Subtotal **	0.00	1.00													
** MAINTENANCE															
MAINTENANCE WKR	2.00	0.00	16.64	20.22	5	37.50	52.00	0.00	0.00	92.80	284.20	5000.00	8.00	8.00	20.00
** Subtotal **	2.00	0.00													
** OTHER															
LIBRARIAN	1.00	3.00	14.25	14.25	1	37.50	52.00	20.00	52.00	93.30	284.20	5000.00	8.00	8.00	20.00
NURSE	1.00	0.00	27778.00	23377.00	6	37.50	39.00	0.00	0.00	93.30	284.20	5000.00	8.00	8.00	20.00
** Subtotal **	2.00	3.00													

SKAGWAY

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** CLERICAL															
BOOKKEEPER	1.00	0.00	21289.00	30442.00	3	40.00	52.00	0.00	0.00	0.00	284.00	5000.00	7.00	15.00	30.00
SECTY	0.00	1.00	8.33	16.33	3	0.00	0.00	12.00	36.00	0.00	0.00	0.00	0.00	0.00	0.00
** Subtotal **	1.00	1.00													
** CUSTODIAL															
CUSTODIAN	0.00	1.00	10.02	15.27	3	0.00	0.00	15.00	36.00	0.00	284.00	5000.00	7.00	15.00	30.00
** Subtotal **	0.00	1.00													
** NON-INSTR AIDES															
AIDE	1.00	0.00	7.57	13.35	0	40.00	36.00	0.00	0.00	0.00	284.00	5000.00	5.00	9.00	0.00
** Subtotal **	1.00	0.00													
** MAINTENANCE															
MAINTENANCE WKR	1.00	0.00	21289.00	30442.00	3	40.00	52.00	0.00	0.00	0.00	284.00	5000.00	7.00	15.00	30.00
** Subtotal **	1.00	0.00													
** SUPERVISORY															
FACILITY COORD	1.00	0.00	45557.00	45557.00	0	37.50	48.00	0.00	0.00	93.80	284.20	2000.00	3.00	15.00	15.00
BUSINESS MGR	1.00	0.00	45557.00	45557.00	0	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	2.00	15.00	15.00
** Subtotal **	2.00	0.00													

SOUTHEAST ISLANDS

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** CLERICAL															
PURCHASING AGNT	1.00	0.00	12.53	14.37	4	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
PAYROLL CLERK	1.00	0.00	12.53	14.37	4	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
ACCTS PAYABLE	1.00	0.00	12.53	14.37	4	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
ADMIN SECTY	2.00	0.00	12.53	14.37	4	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
SCH SECTY	1.00	0.00	12.53	14.37	4	30.00	38.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
CORRESP CLERK	1.00	0.00	8.37	9.34	3	37.50	50.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
RESOURCE CLERK	1.00	0.00	8.37	9.34	3	37.50	50.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
** Subtotal **	8.00	0.00													
** CUSTODIAL															
CUSTODIAN	0.00	19.00	9.37	9.34	3	0.00	0.00	12.24	28.00	0.00	0.00	0.00	0.00	0.00	0.00
** Subtotal **	0.00	19.00													
** INSTR AIDES															
CLASSROOM AIDE	0.00	61.00	8.37	9.34	3	0.00	0.00	15.80	36.00	0.00	0.00	0.00	0.00	0.00	0.00
SUBSTITUTES	0.00	41.00	0.00	0.00	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
** Subtotal **	0.00	102.00													
** MAINTENANCE															
MAINTENANCE I	1.00	0.00	19.62	19.62	0	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
MAINTENANCE II	1.00	0.00	17.82	17.82	0	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
** Subtotal **	2.00	0.00													
** OTHER															
PILOT	1.00	0.00	46000.00	46000.00	0	37.50	52.00	0.00	0.00	93.80	284.20	2000.00	9.00	15.00	15.00
** Subtotal **	1.00	0.00													

ST. MARY'S

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** SUPERVISORY SUPV	1.00	0.00	10.63	16.04	6	40.00	52.00	0.00	0.00	38.50	0.00	33363.00	6.00	0.00	0.00
** Subtotal **	1.00	0.00													
** CLERICAL CLERICAL	2.00	0.00	10.63	16.04	6	40.00	52.00	0.00	0.00	38.50	0.00	33363.00	6.00	0.00	0.00
** Subtotal **	2.00	0.00													
** CUSTODIAL CUSTODIAN	2.00	1.00	10.63	16.04	5	40.00	52.00	35.00	52.00	38.50	0.00	33363.00	6.00	0.00	0.00
** Subtotal **	2.00	1.00													
** FOOD SERVICE F/S WKRS	2.00	0.00	10.63	16.04	5	40.00	37.50	0.00	0.00	38.50	0.00	24060.00	6.00	0.00	0.00
** Subtotal **	2.00	0.00													
** INSTR AIDES INSTR AIDE	4.00	1.00	10.63	16.06	5	40.00	52.00	0.00	0.00	38.50	0.00	33363.00	6.00	0.00	0.00
** Subtotal **	4.00	1.00													

TANANA

JOB TITLE	NUMBER FULL-TIME	NUMBER PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	SALARY STEPS	F/T HOURS PER WEEK	F/T WEEKS PER YEAR	P/T HOURS PER WEEK	P/T WEEKS PER YEAR	HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS	MAXIMUM VACATION DAYS
** CLERICAL SCHL SECTY	1.00	0.00	10.24	0.00	5	37.50	26.00	0.00	0.00	0.00	248.20	15000.00	5.00	10.00	10.00
SD/SUPT SECTY	1.00	0.00	12.24	0.00	7	37.50	52.00	0.00	0.00	0.00	348.20	24000.00	6.00	10.00	10.00
BOOKKEEPER	1.00	0.00	12.66	0.00	10	37.50	40.00	0.00	0.00	0.00	248.20	20000.00	5.00	10.00	10.00
** Subtotal **	3.00	0.00													
** CUSTODIAL CUSTODIAN I	1.00	0.00	12.30	0.00	5	37.50	52.00	0.00	0.00	0.00	458.20	26000.00	6.00	10.00	10.00
CUSTODIAN II	1.00	0.00	10.62	0.00	5	37.50	52.00	0.00	0.00	0.00	458.20	21000.00	6.00	10.00	10.00
** Subtotal **	2.00	0.00													
** FOOD SERVICE COOK	0.00	1.00	11.25	0.00	5	0.00	0.00	17.50	32.00	0.00	174.10	5400.00	5.00	3.00	3.00
KITCHEN HLPR	0.00	1.00	0.00	10.13	5	0.00	0.00	17.50	32.00	0.00	174.10	3000.00	6.00	3.00	3.00
** Subtotal **	0.00	2.00													
** INSTR AIDES ELEMENTARY	0.00	2.00	10.00	0.00	5	0.00	0.00	20.00	30.00	0.00	0.00	0.00	6.00	0.00	0.00
** Subtotal **	0.00	2.00													
** MAINTENANCE MECHANIC	1.00	0.00	16.22	0.00	13	37.50	52.00	0.00	0.00	0.00	284.20	32000.00	6.00	12.00	12.00
** Subtotal **	1.00	0.00													
** OTHER BUS DRIVER	0.00	1.00	10.00	0.00	6	0.00	0.00	25.00	32.00	0.00	0.00	0.00	6.00	0.00	0.00
** Subtotal **	0.00	1.00													

WRANGELL

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** SUPERVISORY															
MAINT SUPV	1.00	0.00	12.00	16.50	6	40.00	52.00	0.00	0.00	88.55	268.35	2000.00	8.00	10.00	20.00
** Subtotal **	1.00	0.00													
** CLERICAL															
HG SECTY	1.00	0.00	9.00	13.00	6	35.00	52.00	0.00	0.00	88.55	268.35	2000.00	8.00	10.00	20.00
SECTY/BKPKER	1.00	0.00	11.50	15.50	6	35.00	52.00	0.00	0.00	88.33	268.35	2000.00	8.00	10.00	20.00
ELEM SECTY	1.00	0.00	9.00	13.00	6	35.00	40.00	0.00	0.00	88.55	268.35	2000.00	8.00	10.00	20.00
** Subtotal **	3.00	0.00													
** CUSTODIAL															
CUSTODIAN	3.00	0.00	9.50	13.00	6	35.00	52.00	0.00	0.00	88.55	268.35	20000.00	8.00	10.00	20.00
** Subtotal **	3.00	0.00													
** INSTR AIDES															
AIDE	0.00	5.00	9.70	10.20	6	0.00	0.00	25.00	36.00	58.00	0.00	0.00	0.00	0.00	0.00
COMPUTER ASST	1.00	1.00	9.00	13.00	6	35.00	36.00	20.00	36.00	0.00	0.00	0.00	0.00	0.00	0.00
** Subtotal **	1.00	6.00													
** NON-INSTR AIDES															
ATTENDANCE	1.00	0.00	9.70	10.10	6	35.00	36.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
** Subtotal **	1.00	0.00													
** MAINTENANCE															
CUST/MAINT	2.00	0.00	10.30	14.30	6	35.00	52.00	0.00	0.00	88.55	268.35	2000.00	8.00	10.00	20.00
** Subtotal **	2.00	0.00													

YAKUTAT

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T	F/T	P/T	P/T	HEALTH	HEALTH	LIFE	PAID	MINIMUM	MAXIMUM
	FULL-	PART-	SALARY	SALARY	STEPS	HOURS	WEEKS	HOURS	WEEKS	INSURANCE	INSURANCE	INSURANCE	HOLIDAYS	VACATION	VACATION
	TIME	TIME				PER	PER	PER	PER	PREMIUM	PREMIUM	COVERAGE		DAYS	DAYS
						WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY				
** CLERICAL															
BOOKKEEPER	1.00	1.00	18000.00	20130.00	0	37.50	48.00	37.50	38.00	93.80	0.00	2500.00	0.00	0.00	0.00
DIST SECTY	1.00	1.00	16900.00	20130.00	0	37.50	46.00	37.50	37.00	93.80	0.00	2500.00	0.00	0.00	0.00
ELEM SECTY	0.00	1.00	8.25	11.00	7	0.00	0.00	32.50	41.00	93.80	0.00	2500.00	0.00	0.00	0.00
** Subtotal **	2.00	3.00													
** CUSTODIAL															
CUSTODIAN	2.00	0.00	8.25	11.00	7	37.50	44.00	0.00	0.00	93.80	0.00	2500.00	0.00	0.00	0.00
** Subtotal **	2.00	0.00													
** FOOD SERVICE															
HEAD F/S WKR	0.00	1.00	8.25	11.00	7	0.00	0.00	32.50	37.00	93.80	0.00	2500.00	0.00	0.00	0.00
ASST F/S WKR	0.00	1.00	7.75	11.00	8	0.00	0.00	25.00	37.00	93.80	0.00	2500.00	0.00	0.00	0.00
** Subtotal **	0.00	2.00													
** INSTR AIDES															
INSTR AIDE	0.00	2.00	7.75	11.00	8	0.00	0.00	32.50	37.00	93.80	0.00	2500.00	0.00	0.00	0.00
SPEECH AIDE	0.00	1.00	8.25	11.00	7	0.00	0.00	20.00	37.00	93.80	0.00	2500.00	0.00	0.00	0.00
** Subtotal **	0.00	3.00													
** NON-INSTR AIDES															
LIBRARY	1.00	0.00	8.25	11.00	7	37.50	37.00	0.00	0.00	93.80	0.00	2500.00	0.00	0.00	0.00
** Subtotal **	1.00	0.00													
** MAINTENANCE															
MAINTENANCE WKR	2.00	0.00	24777.00	30580.00	0	37.50	46.00	0.00	0.00	93.80	0.00	2500.00	0.00	0.00	0.00
** Subtotal **	2.00	0.00													

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** FOOD SERVICE															
COOK	0.00	1.00	10.50	14.13	10	0.00	0.00	20.00	36.00	0.00	0.00	5000.00	7.00	12.00	24.00
** Subtotal **	0.00	1.00													
** INSTR AIDES															
TEACHER AIDE I	0.00	51.00	10.50	14.13	10	37.50	38.00	0.00	0.00	0.00	0.00	5000.00	7.00	12.00	24.00
TEACHER AIDE II	0.00	2.00	11.76	15.31	10	0.00	0.00	37.50	38.00	0.00	0.00	5000.00	7.00	12.00	24.00
ASSOC TECHR I, II	0.00	2.00	15.12	21.37	10	0.00	0.00	37.50	38.00	0.00	0.00	5000.00	7.00	12.00	24.00
** Subtotal **	0.00	55.00													
** MAINTENANCE															
MAINTENANCE WKR	1.00	2.00	13.44	17.54	10	37.50	52.00	0.00	0.00	0.00	0.00	5000.00	7.00	12.00	24.00
MAINT MECHANIC	1.00	2.00	14.80	21.92	10	37.50	52.00	0.00	0.00	0.00	0.00	5000.00	7.00	12.00	24.00
WAREHOUSE MAINT	1.00	0.00	11.76	15.31	10	37.50	52.00	0.00	0.00	0.00	0.00	5000.00	7.00	12.00	24.00
** Subtotal **	3.00	4.00													

YUPIIT

JOB TITLE	NUMBER	NUMBER	MINIMUM	MAXIMUM	SALARY	F/T				HEALTH		LIFE	PAID	MINIMUM	MAXIMUM
						HOURS	PER	PER	PER	PER	PREMIUM	PREMIUM			
	FULL-	PART-	SALARY	SALARY	STEPS	WEEK	YEAR	WEEK	YEAR	SINGLE	FAMILY	COVERAGE		DAYS	DAYS
** SUPERVISORY															
MAINTENANCE	1.00	0.00	37000.00	45240.00	0	40.00	52.00	0.00	0.00	345.00	384.00	42000.00	5.00	0.00	0.00
** Subtotal **	1.00	0.00													
** CLERICAL															
CLERICAL	0.00	4.00	10.00	50.00	5	0.00	0.00	20.00	50.00	345.00	384.00	15000.00	5.00	0.00	0.00
CLERICAL	0.00	4.00	10.00	15.00	5	0.00	0.00	20.00	36.00	345.00	384.00	15000.00	5.00	0.00	0.00
** Subtotal **	0.00	8.00													
** CUSTODIAL															
CUSTODIAN	0.00	5.00	10.00	22.00	0	0.00	0.00	20.00	36.00	345.00	384.00	15000.00	5.00	0.00	0.00
** Subtotal **	0.00	5.00													
** FOOD SERVICE															
F/S WORKERS	0.00	4.00	10.00	18.00	0	20.00	36.00	0.00	0.00	345.00	384.00	15000.00	5.00	0.00	0.00
** Subtotal **	0.00	4.00													
** INSTR AIDES															
INSTR AIDES	0.00	27.00	10.00	22.00	0	20.00	36.00	0.00	0.00	345.00	384.00	15000.00	5.00	0.00	0.00
** Subtotal **	0.00	27.00													
** MAINTENANCE															
MAINTENANCE	0.00	6.00	10.00	24.00	0	0.00	0.00	20.00	50.00	345.00	384.00	15000.00	5.00	0.00	0.00
** Subtotal **	0.00	6.00													

CORRECTION

**THIS DOCUMENT
HAS BEEN REPHOTOGRAPHED
TO ASSURE LEGIBILITY**

YUKON KOYUKUK

** FOOD SERVICE	
COOK	0.00 1.00 10.50 14.13 10 0.00 0.00 20.00 36.00 0.00 0.00 5000.00 7.00 12.00 24.00
** Subtotal **	0.00 1.00
** INSTR AIDES	
TEACHER AIDE I	0.00 51.00 10.50 14.13 10 37.50 38.00 0.00 0.00 0.00 5000.00 7.00 12.00 24.00
TEACHER AIDE II	0.00 2.00 11.76 15.81 10 0.00 0.00 37.50 38.00 0.00 0.00 5000.00 7.00 12.00 24.00
ASSOC TECHR I, II	0.00 2.00 15.12 21.37 10 0.00 0.00 37.50 38.00 0.00 0.00 5000.00 7.00 12.00 24.00
** Subtotal **	0.00 55.00
** MAINTENANCE	
MAINTENANCE WKR	1.00 2.00 13.44 17.54 10 37.50 52.00 0.00 0.00 0.00 5000.00 7.00 12.00 24.00
PAINT MECHANIC	1.00 2.00 14.80 21.82 10 37.50 52.00 0.00 0.00 0.00 5000.00 7.00 12.00 24.00
WAREHOUSE MAINT	1.00 0.00 11.75 15.81 10 37.50 52.00 0.00 0.00 0.00 5000.00 7.00 12.00 24.00
** Subtotal **	3.00 4.00

YUPIIT

JOB TITLE	NUMBER	PART-TIME	MINIMUM SALARY	MAXIMUM SALARY	STEPS	F/T		P/T		HEALTH INSURANCE PREMIUM SINGLE	HEALTH INSURANCE PREMIUM FAMILY	LIFE INSURANCE COVERAGE	PAID HOLIDAYS	MINIMUM VACATION DAYS
						HOURS PER WEEK	PER YEAR	HOURS PER WEEK	PER YEAR					
** SUPERVISORY MAINTENANCE		1.00	0.00	37000.00	157	0.00	0.00	0.00	0.00	345.00	384.00	42000.00	6.00	0.00
** Subtotal **		1.00	0.00											
** CLERICAL		0.00	4.00	10.00	50.00	5	0.00	0.00	50.00	345.00	384.00	15000.00	5.00	0.00
CLERICAL		0.00	4.00	10.00	15.00	5	0.00	0.00	35.00	345.00	384.00	15000.00	5.00	0.00
** Subtotal **		0.00	4.00											
** CUSTODIAL		0.00	5.00	10.00	22.00	0	0.00	0.00	35.00	345.00	384.00	15000.00	5.00	0.00
CUSTODIAN		0.00	5.00	10.00	22.00	0	0.00	0.00	35.00	345.00	384.00	15000.00	5.00	0.00
** Subtotal **		0.00	5.00											
** FOOD SERVICE		0.00	4.00	10.00	19.00	0	20.00	36.00	0.00	345.00	384.00	15000.00	5.00	0.00
F/S WORKERS		0.00	4.00	10.00	19.00	0	20.00	36.00	0.00	345.00	384.00	15000.00	5.00	0.00
** Subtotal **		0.00	4.00											
** INSTR AIDES		0.00	27.00	10.00	22.00	0	30.00	36.00	0.00	345.00	384.00	15000.00	5.00	0.00
INSTR AIDES		0.00	27.00	10.00	22.00	0	30.00	36.00	0.00	345.00	384.00	15000.00	5.00	0.00
** Subtotal **		0.00	27.00											
** MAINTENANCE		0.00	6.00	10.00	24.00	0	0.00	20.00	50.00	345.00	384.00	15000.00	5.00	0.00
MAINTENANCE		0.00	6.00	10.00	24.00	0	0.00	20.00	50.00	345.00	384.00	15000.00	5.00	0.00
** Subtotal **		0.00	6.00											

CLASSIFIED LEAVE REPORT

DISTRICT	SID	SIX	SIX	PERSONAL	RES	RES	MILITARY	DEBERT	WINTER	WINTER	CIVIC	CONF	OTHER
	LEAVE	LEAVE	LEAVE	LEAVE	LV	LV							
	SEP 1			SEP 1									
	HOUR			HOUR									
ROCK	Y		UNLN	Y2	Y	5	N		VS	VS	N		N
RUBIA BRITAIN	Y		UNLN	Y2	Y	5	N		VS	VS	N		N
RENTON ISLANDS	Y		UNLN	Y	Y	8	Y		VS	VS	N		N
RODORRE						0	Y		VS	VS	N		N
RAMETTE ISLANDS	Y16		UNLN	N		0	Y		VS	VS	N		Y1
REING STREET	Y16		UNLN	N		0	Y		VS	VS	N		Y2
REINSTE BAY	Y					0	Y		VS	VS	N		Y3
DATHAN	Y16		UNLN	Y2	Y	2	N		VS	VS	N		Y4
CHEROK	Y16		UNLN	Y	Y	2	Y		VS	VS	N		Y5
COOPER RIVER	Y		UNLN	Y	Y	30	N		VS	VS	N		Y6
COOPOVA	Y16		UNLN	N		0	Y		VS	VS	N		Y7
CRAIS	Y12					0	Y		VS	VS	N		Y8
DELTA/BRETT	Y15					0	N		VS	VS	N		Y9
DILLINGER	Y15		UNLN	Y2	Y	5	N		VS	VS	N		Y10
ESTERNAKS	Y		UNLN	Y3	Y	5	N		VS	VS	N		Y11
SALLEN	Y12		UNLN	Y3	Y	5	Y		VS	VS	N		Y12
ATINES	Y16		UNLN	Y2	Y	0	N		VS	VS	N		Y13
ADONAN	Y16		UNLN	VS	Y	0	N		VS	VS	N		Y14
ANDOUUS	Y12					0	N		VS	VS	N		Y15
ANDOUUS	Y12					0	N		VS	VS	N		Y16
ANDOUUS	Y12					0	N		VS	VS	N		Y17
ANDOUUS	Y12					0	N		VS	VS	N		Y18
ANDOUUS	Y12					0	N		VS	VS	N		Y19
ANDOUUS	Y12					0	N		VS	VS	N		Y20
ANDOUUS	Y12					0	N		VS	VS	N		Y21
ANDOUUS	Y12					0	N		VS	VS	N		Y22
ANDOUUS	Y12					0	N		VS	VS	N		Y23
ANDOUUS	Y12					0	N		VS	VS	N		Y24
ANDOUUS	Y12					0	N		VS	VS	N		Y25
ANDOUUS	Y12					0	N		VS	VS	N		Y26
ANDOUUS	Y12					0	N		VS	VS	N		Y27
ANDOUUS	Y12					0	N		VS	VS	N		Y28
ANDOUUS	Y12					0	N		VS	VS	N		Y29
ANDOUUS	Y12					0	N		VS	VS	N		Y30
ANDOUUS	Y12					0	N		VS	VS	N		Y31
ANDOUUS	Y12					0	N		VS	VS	N		Y32
ANDOUUS	Y12					0	N		VS	VS	N		Y33
ANDOUUS	Y12					0	N		VS	VS	N		Y34
ANDOUUS	Y12					0	N		VS	VS	N		Y35
ANDOUUS	Y12					0	N		VS	VS	N		Y36
ANDOUUS	Y12					0	N		VS	VS	N		Y37
ANDOUUS	Y12					0	N		VS	VS	N		Y38
ANDOUUS	Y12					0	N		VS	VS	N		Y39
ANDOUUS	Y12					0	N		VS	VS	N		Y40
ANDOUUS	Y12					0	N		VS	VS	N		Y41
ANDOUUS	Y12					0	N		VS	VS	N		Y42
ANDOUUS	Y12					0	N		VS	VS	N		Y43
ANDOUUS	Y12					0	N		VS	VS	N		Y44
ANDOUUS	Y12					0	N		VS	VS	N		Y45
ANDOUUS	Y12					0	N		VS	VS	N		Y46
ANDOUUS	Y12					0	N		VS	VS	N		Y47
ANDOUUS	Y12					0	N		VS	VS	N		Y48
ANDOUUS	Y12					0	N		VS	VS	N		Y49
ANDOUUS	Y12					0	N		VS	VS	N		Y50
ANDOUUS	Y12					0	N		VS	VS	N		Y51
ANDOUUS	Y12					0	N		VS	VS	N		Y52
ANDOUUS	Y12					0	N		VS	VS	N		Y53
ANDOUUS	Y12					0	N		VS	VS	N		Y54
ANDOUUS	Y12					0	N		VS	VS	N		Y55
ANDOUUS	Y12					0	N		VS	VS	N		Y56
ANDOUUS	Y12					0	N		VS	VS	N		Y57
ANDOUUS	Y12					0	N		VS	VS	N		Y58
ANDOUUS	Y12					0	N		VS	VS	N		Y59
ANDOUUS	Y12					0	N		VS	VS	N		Y60
ANDOUUS	Y12					0	N		VS	VS	N		Y61
ANDOUUS	Y12					0	N		VS	VS	N		Y62
ANDOUUS	Y12					0	N		VS	VS	N		Y63
ANDOUUS	Y12					0	N		VS	VS	N		Y64
ANDOUUS	Y12					0	N		VS	VS	N		Y65
ANDOUUS	Y12					0	N		VS	VS	N		Y66
ANDOUUS	Y12					0	N		VS	VS	N		Y67
ANDOUUS	Y12					0	N		VS	VS	N		Y68
ANDOUUS	Y12					0	N		VS	VS	N		Y69
ANDOUUS	Y12					0	N		VS	VS	N		Y70
ANDOUUS	Y12					0	N		VS	VS	N		Y71
ANDOUUS	Y12					0	N		VS	VS	N		Y72
ANDOUUS	Y12					0	N		VS	VS	N		Y73
ANDOUUS	Y12					0	N		VS	VS	N		Y74
ANDOUUS	Y12					0	N		VS	VS	N		Y75
ANDOUUS	Y12					0	N		VS	VS	N		Y76
ANDOUUS	Y12					0	N		VS	VS	N		Y77
ANDOUUS	Y12					0	N		VS	VS	N		Y78
ANDOUUS	Y12					0	N		VS	VS	N		Y79
ANDOUUS	Y12					0	N		VS	VS	N		Y80
ANDOUUS	Y12					0	N		VS	VS	N		Y81
ANDOUUS	Y12					0	N		VS	VS	N		Y82
ANDOUUS	Y12					0	N		VS	VS	N		Y83
ANDOUUS	Y12					0	N		VS	VS	N		Y84
ANDOUUS	Y12					0	N		VS	VS	N		Y85
ANDOUUS	Y12					0	N		VS	VS	N		Y86
ANDOUUS	Y12					0	N		VS	VS	N		Y87
ANDOUUS	Y12					0	N		VS	VS	N		Y88
ANDOUUS	Y12					0	N		VS	VS	N		Y89
ANDOUUS	Y12					0	N		VS	VS	N		Y90
ANDOUUS	Y12					0	N		VS	VS	N		Y91
ANDOUUS	Y12					0	N		VS	VS	N		Y92
ANDOUUS	Y12					0	N		VS	VS	N		Y93
ANDOUUS	Y12					0	N		VS	VS	N		Y94
ANDOUUS	Y12					0	N		VS	VS	N		Y95
ANDOUUS	Y12					0	N		VS	VS	N		Y96
ANDOUUS	Y12					0	N		VS	VS	N		Y97
ANDOUUS	Y12					0	N		VS	VS	N		Y98
ANDOUUS	Y12					0	N		VS	VS	N		Y99
ANDOUUS	Y12					0	N		VS	VS	N		Y100

CLASSIFIED NEGOTIATIONS REPORT

DISTRICT	SUPER-VISOR	CLERICAL	CUST-DIAL	FOOD SERVICE	MAIN-TENANCE	AIDES	OTHER	MEET & BOARD CONFER DECISION	UNION REPRESENTATION	TOTAL BENEFIT CLASSIFIED PERCENT OF PAYROLL	NUMBER OF CLASSIFIEDS (FTE)	
ADAK	N	N	N	N	N	N	N	N	Y	757627.00	14.00	25.00
ALASKA GATEWAY	N	N	N	N	N	N	N	N	N	697911.00	14.00	26.13
ALEUTIAN ISLANDS	N	N	N	N	N	N	N	N	Y	12,520.00	16.00	5.70
ANCHORAGE	N	N	N	N	N	N	N	N	Y	0.00	0.00	0.00
ANNETTE ISLANDS	N	AICA	AICA	AICA	AICA	AICA	N	N	N	73,600.00	22.00	22.50
BERING STRAIT	N	N	N	N	N	N	N	N	Y	222,326.00	22.28	183.50
BRISTOL BAY	N	N	N	N	N	N	N	N	Y	0.00	0.00	0.00
CHATHAM	N	N	N	N	N	N	N	N	Y	54,254.00	28.00	37.00
CHUGACH	N	N	N	N	N	N	N	N	Y	16,950.00	11.00	8.37
COPPER RIVER	N	N	N	N	N	N	N	N	Y	57,734.00	21.60	25.75
CORDOVA	N	N	N	N	N	N	N	N	Y	51,406.00	24.00	19.00
CRAIG	N	N	N	N	N	N	N	N	Y	14,091.00	12.00	7.00
DELTA/GREELEY	N	N	N	N	N	N	N	N	Y	82,685.00	19.00	26.50
STILLINGSM	N	N	N	N	N	N	N	N	Y	47,183.00	18.00	21.50
FATBANKS	N	ESSA	ESSA	ESSA	ESSA	ESSA	N	N	N	1,024,793.00	24.75	494.00
GALENA	N	N	N	N	N	N	N	N	Y	25,128.00	9.88	11.50
HAINES	N	N	N	N	N	N	N	N	Y	22,267.00	17.00	12.75
HOONAH	N	N	N	N	N	N	N	N	Y	40,196.00	20.00	14.00
HYDABURG	N	N	N	N	N	N	N	N	Y	1,028,35.00	13.00	5.50
IODIARCO	N	N	N	N	N	N	N	N	Y	30,157.00	26.66	50.33
JUNEAU	JESS	JESS	JESS	N	JESS	JESS	N	N	N	240,716.00	3.00	129.12
KANE	KESS	KESS	KESS	KESS	KESS	KESS	N	N	N	2,292,81.00	23.20	16.00
KAGHANATUT	KDEA	KDEA	KDEA	KDEA	KDEA	KDEA	N	N	N	247,024.00	21.00	3.50
KENAI PENINSULA	N	N	N	N	N	N	N	N	Y	0.00	0.00	0.00
KETCHIKAN	N	SECTYS	IBEW	IBEW	IBEW	NEA	N	N	Y	1,623,871.00	25.00	63.50
KING ISLE	N	N	N	N	N	N	N	N	Y	25,190.00	19.00	2.40
LANSDOW	N	N	N	N	N	N	N	N	Y	208,440.00	10.50	7.00
KODIAK	N	N	N	N	N	N	N	N	Y	222,731.00	21.44	102.33
KUSKUM	N	N	N	N	N	N	N	N	Y	568,424.71	20.24	45.00
LAKE & PENINSULA	N	N	N	N	N	N	N	N	Y	36,223.00	20.00	46.00
LOWER KUSKOWIA	N	N	N	N	N	N	N	N	Y	9,052,257.00	17.43	236.00
LOWER YUKON	N	N	N	N	N	N	N	N	Y	25,241,75.00	22.00	124.00
NAI-SU	NUNA	CEA	CEA	CEA	CEA	CEA	N	N	Y	830,000.00	29.00	250.00
NEKHA	N	N	N	N	N	N	N	N	Y	42,400.00	25.24	18.50
NOE	WASSAL	CEA	N	N	N	N	N	N	Y	1,162,416.00	31.00	41.00
NORTH SLOPE	N	N	N	N	N	N	N	N	Y	0.00	0.00	0.00
NORTHEAST PACIFIC	N	N	N	N	N	N	N	N	Y	4,503,344.00	15.00	186.00
PELLICAN	N	N	N	N	N	N	N	N	Y	0.00	0.00	0.00
PETERSBURG	N	N	N	N	N	N	N	N	Y	21,137.00	12.28	18.25
PRINCIP	N	N	N	N	N	N	N	N	Y	223,143.00	15.00	12.50
PRILLBELL	N	N	N	N	N	N	N	N	Y	51,076.00	14.73	17.60
SAND POINT	N	N	N	N	N	N	N	N	Y	38,000.00	15.00	12.50
SITKA	N	N	N	N	N	N	N	N	Y	1,421,277.00	3.00	81.00
SAGUAY	N	N	N	N	N	N	N	N	Y	1,001,01.00	17.00	2.00
SOUTHEAST ISLANDS	N	N	N	N	N	N	N	N	Y	31,727.00	14.25	56.41
SOUTHWEST REGION	N	N	N	N	N	N	N	N	Y	2,122,843.00	10.28	54.00
ST. MARY'S	CEA	CEA	CEA	CEA	N	CEA	N	N	Y	4,366,22.00	20.00	15.25
TAKOMA	N	N	N	N	N	N	N	N	Y	150,377.00	10.00	10.00
UNALASKA	N	N	N	N	N	N	N	N	Y	75,10.00	10.00	2.00
VALDEZ	N	N	N	N	N	N	N	N	Y	1,197,267.00	21.25	54.00
WARRELL	N	N	N	N	N	N	N	N	Y	268,125.00	20.00	14.00
WASLAT	N	N	N	N	N	N	N	N	Y	24,367.00	7.56	12.00
YUKON FLATS	N	N	N	N	N	N	N	N	Y	852,492.00	20.00	41.00
YUKON-KOYUKUKA	N	N	N	N	N	N	N	N	Y	1,500,000.00	18.00	70.00
YUKON	N	N	N	N	N	N	N	N	Y	6,201,51.00	11.40	29.25





Alaska State Legislature

Please enter into the record my testimony to the Senate STATE AFFAIRS
 committee name
 committee on HB 170 , dated 4/25/88
 bill/subject

The Mat-Su Borough School District Classified Employees Association represents 400 classified employees in the Mat-Su Borough School District.

We bargain at the discretion of the school board who can withdraw that bargaining right at any time by amending school board policy. We should have the basic right by law to organize and bargain collectively like other public and private employees.

As the representative of this organization, I urge the Senate State Affairs committee to pass this bill to give us these rights.

Signed: Richard E. Borlow

Testifier

President Mat. Sch. Borough Sch. Dist. C.E.A.

Representing (Optional)

P.O. Box 3137 Palmer AK 99665

Address

745-2157 - 2784

Phone No.

ALASKA LEGISLATURE COMMITTEE FILES 1987-1988 8672
5569 SSTA HB 170 - HB 217

2 of 2

~~XXXXXXXXXXXXXXXXXXXX~~

RECEIVED
NUMBER

THIS IS NOT A RECEIPT
FOR THE PURCHASE OF
STRA ALCOHOL
IT IS ONLY A RECEIPT
FOR THE PURCHASE OF
STRA ALCOHOL

NUMBER OF PATIENTS FOR THE YEAR

TO: Stira LTD
FR: Stira LTD

DATE

4-20-88

APR 21 1988



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

148 North Binkley Street • Soldotna, AK 99669 • Phone 907/262-5846

April 25, 1988

Senator Mitch Abood
Chairman, State Affairs Committee
Room 423, Capital Building
Juneau, Ak. 99811

Dear Senator Abood:

It is my understanding that HB170 is currently in the Senate State Affairs Committee.

I am writing to indicate that we are opposed to the passage of HB170. It is our opinion that this is an unnecessary piece of legislation. We have been negotiating with our classified employees for a number of years in the Kenai Peninsula Borough School District. This has been a successful process and has certainly given this group of employees direct involvement in their workplace welfare.

It does not appear to us that it is necessary to legislate this type of provision when our current system is appropriately accomodating for the needs of these employees. Therefore, I would urge you to vote against this measure.

Thank you for your consideration.

Sincerely,

Dr. Fred Pomeroy, Superintendent



RECEIVED
APR 28 1988

KODIAK ISLAND BOROUGH SCHOOL DISTRICT

722 Mill Bay Road
Kodiak Alaska 99615
(907) 486-3131



April 25, 1988

Senator Mitch Abood
Alaska State Legislature
P.O. Box V (MS 3100)
Juneau, Alaska 99811

Dear Senator Abood:

We sincerely appreciate you taking time out of your busy schedule to meet with us during our recent trip to Juneau.

Your support of local school boards and local control have been appreciated by school board members and administrators around the state. Your active participation in this area will be sorely missed in future legislative sessions.

Whatever the outcome of HB 170, I know you believe in fair and equitable treatment of classified employees. Likewise, that is the goal of the Kodiak School Board.

Thanks again for meeting with us.

Sincerely,

Suzanne Hancock, President
Kodiak Island Borough School
Board

John Witteveen
Superintendent of Schools

Original sponsor: Labor and Commerce Committee

1 IN THE HOUSE

2 SCS FOR HOUSE BILL NO. 170 (State Affairs)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIFTEENTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act extending recognition rights to
7 noncertificated school district employees."

8 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

9 * Section 1. as 14.20.550 IS AMENDED TO READ:

10 Sec. 14.20.550. NEGOTIATION WITH CERTIFICATED EMPLOYEES. A
11 [EACH CITY, BOROUGH AND REGIONAL] school board [,] shall negotiate with
12 its certificated employees in good faith on matters pertaining to their
13 employment and the fulfillment of their professional duties. A school
14 board shall meet and confer in good faith with its noncertificated
15 employees on matters of wages, hours, and other terms and conditions of
16 employment.

17 * Section 2. AS 14.20.560(a) is amended to read:

18 (a) When a majority of the certificated employees in a school
19 district have designated an educational organization of their own choosing to
20 bargain for them, the organization shall be recognized by the school board as
21 the bargaining agent for all the certificated staff, except superintendents
22 of schools. The membership of a [ANY SUCH] recognized educational
23 organization shall be composed principally of those employed in the
24 teaching profession in Alaska. When a majority of the noncertificated
25 employees in a school district have designated an employee representative
26 organization to represent them, the school board shall recognize it as
27 the representative for all of the noncertificated employees for the
28 purposes of meet and confer discussions.

29

1 * Sec. 3. AS 14.20.560(b) is amended to read:

2 (b) The organization or organizations representing a majority of
3 the certificated or noncertificated employees of a school district shall,
4 upon the request of the school board, submit an affidavit verifying that
5 it does represent a majority of those [THE CERTIFICATED] employees.
6 Recognition of the employees [bargaining] representative agency by a
7 school board is valid for one year or a term agreed upon by the two
8 parties to an agreement, unless a majority of those eligible to vote on
9 the question [CERTIFIED STAFF] votes to request the termination of
10 recognition of the employee [bargaining] representative agency. The
11 school board is entitled to an affidavit of membership from the employee
12 [bargaining] representative agency once each year.

13 * Sec. 4. AS 14.20.560(c) is amended to read:

14 (c) Upon the request of 25 percent of the certificated or
15 noncertificated employees in a district, the school board shall hold
16 within 20 days, an election by secret ballot of all the certificated or
17 noncertificated employees in order to determine their choice of a
18 representative agency. The results of this election are binding for one
19 year.

20 * Sec. 5. AS 14.20.570(b) is amended to read:

21 (b) If the mediation meetings are held during working hours [THE
22 SCHOOL DAY] teachers or noncertificated employees representing an
23 employee representative agency shall be released from [CLASSROOM OR
24 OTHER] assigned duties without penalty or loss of pay.

ASSOCIATION OF ALASKA SCHOOL BOARDS

316 W. 11th St. • Juneau, Alaska 99801-1510 • (907) 586-1083

APR 21 1988

April 21, 1988

TO: ALL SCHOOL BOARD PRESIDENTS
FROM: BOB GREENE, EXECUTIVE DIRECTOR
SUBJECT: HB 170

HB 170 got a hearing in Senate State Affairs yesterday and classified employees from around the state testified on how badly they were being treated. Specific charges ranged from being told that the board did not HAVE to come to the bargaining table to simply treating the employees badly.

I found it extremely interesting that the biggest push for HB 170 is coming from the organized classified employees and yet those very same school boards are not concerned about HB 170 because, "they already are bargaining".

I have to ask if there is something that the classified people know that we don't know? I suspect there is!

HB 170 is being sold to classified employees by NEA. NEA would like to organize classified employees. NEA has peaked out on unionizing teachers and would like to open up a new market. Testimony in State Affairs yesterday indicated that Kodiak Classified employees, when they affiliated with NEA, saw their dues jump from about \$25.00 to \$280.00.

The testimony also demonstrated that somebody is selling classified employees a package of false expectations; specifically that the bargaining process can provide for them the same job security that teachers have.

I have attached a letter I wrote to Chairman Mitch Abood indicating that these false expectations exist and that when it becomes apparent that bargaining, even under the provisions of HB 170, will not gain the desired security, classified employees will join NEA in their demand for binding arbitration.

When you compare the testimony of NEA in their demand for binding arbitration and the classified employees demand for mandated bargaining, there is really no difference. NEA is often using the term, "collective begging" for the current bargaining process because, they claim current law does not force the board to make concessions.

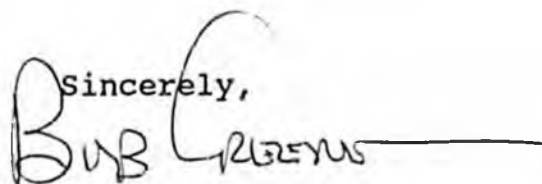
APR. 21
SCHOOL BOARDS

How does this differ from the classified employee position?

Those of you who feel that you have no interest in this bill are urged to re-examine your position in light of my comments and to ask yourself if the bill will be of any service to your classified employeesor if the bill will only escalate the frustration levels of loyal employees and enhance the adversarial relationship ...and binding arbitration.

The least you can expect from your classified bargainers under HB 170 will be significantly increased demands for job security items. Can you afford these concessions considering existing statutes? Can you suffer through one union representing ALL of your employees? Finally, are you prepared for additional legislative challenges to the status quo when you say NO to the previous listed demands?

The choice is yours.

Sincerely,
A handwritten signature in cursive script that reads "Bob Greene". The signature is written in dark ink and is positioned to the left of a horizontal line that extends to the right.

Bob Greene
Executive Director

ASSOCIATION OF ALASKA SCHOOL BOARDS

316 W. 11th St. • Juneau, Alaska 99801-1510 • (907) 586-1083

April 21, 1988

The Honorable Mitch Abood
Alaska State Senate
P.O. Box V
Juneau, Alaska 99811

Dear Senator Abood:

I want to thank you for your considering HB 170 in the Senate State Affairs Committee yesterday. During the course of the discussion, I promised to provide documentation on classified employees of school districts. The latest survey AASB has developed is for the FY 87 year and is attached.

Senator, I also wanted to comment on some concerns expressed by classified organizations. Specifically, these folks talked of frustrations at the bargaining table relative to the use of "Meet and Confer" procedures. Their big concern seems to stem from the fact that school boards say "no".

I have to ask you how this is going to change if this bill passes into law? School boards are still going to have to say no to demands made by classified employees not because they want the employees to be brow beaten, treated as second class citizens, etc., but because they have to balance their budgets and at the same time meet the mandates of Alaska law that protects teacher employment rights.

Senator, there is a general feeling among classified employees that if they just had the right to collective bargaining, they could get the same job security that teachers have. You will recall the testimony that talked about them being the first to be laid off, etc. This is an unrealistic expectation. School boards just simply cannot succumb to this bargaining pressure for the reasons I have mentioned.

The end result, Senator, is that classified employees will still be complaining of frustrations at the mandated bargaining table and will join with NEA in their demands for binding arbitration.

I would also like to remind you that the job security that teachers enjoy and that classified employees would like to obtain through mandated bargaining was not obtained for teachers through the bargaining process but rather it was granted to them by the Alaska Legislature in state law.

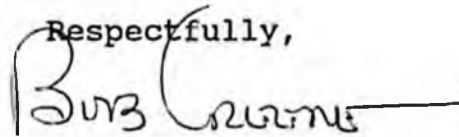
Apr. 21
1980

Finally, I have to react to comments that classified employees made about being frustrated with the response that school boards and superintendents are not immune from the frustrations of the bargaining process either.

Suffice to say, I still support the notion I proposed in AASB's suggested CS for HB 170 and reiterate that the proposal would require that those school boards who are not now meeting with their classified employees, if the employees desire, would be required to do so. My proposal would not alter status quo in districts where bargaining already exists. It is not my intent to raise false expectations in the minds of classified employees that collective bargaining can get for them what the legislature has given to teachers...and that, Senator, is the bottom line!

Thank you again for your studied consideration and hopefully opposition) to HB 170.

Respectfully,



Bob Greene
Executive Director



NEA-ALASKA

AFFILIATED WITH THE NATIONAL EDUCATION ASSOCIATION

ANCHORAGE REGIONAL OFFICE

1411 W. 33RD AVENUE
ANCHORAGE, ALASKA 99503
(907) 274-0536

JUNEAU OFFICE

105 MUNICIPAL WAY, SUITE 302
JUNEAU, ALASKA 99801
(907) 586-3090

FAIRBANKS REGIONAL OFFICE

2118 CUSHMAN STREET
FAIRBANKS, ALASKA 99701
(907) 456-4435

April 21, 1988

Senator Mitch Abood, Chair
Senate State Affairs Committee
P.O. Box V
Juneau, Alaska 99811

Dear Mitch:

I have a need to share a couple of more things relative to CS for HB 170 (Finance).

First, I do want to thank you for hearing the bill yesterday, listening to all of the testimony, meeting with the people individually, and for putting it on the State Affairs calendar for Monday, April 25. I hope that it will move out from the Committee then.

I think that it is important to reiterate the testimony of Jo Pernell Johnson and Frank Beltz when they emphasized to the Committee that the issue really is not Greene vs. Manners or the AASB vs. the NEA but is what is fair and equitable for non-certificated employees of school districts.

And, as Marilyn Galbraith, Susan Annis, and Bruce Garrett emphasized in their testimony, CS for HB 170 (Finance) is already a substantial compromise on the part of non-certificated employees in that they were originally seeking to be included in the Public Employee Relations Act.

When school boards and administrators objected to their inclusion in the PERA and suggested that the non-certificated employee interests should also be addressed under Title 14, Education Law, the compromise legislation which is before your Committee was agreed to by the non-certificated employees.

None of us knew ahead of time that there was going to be an AASB "meet and confer" proposal before the Committee yesterday. However, as the testimony clearly demonstrated such a proposal does not really address the needs and the concerns of the non-certificated employees. It does not

afford them the same rights available to other public employees, the right under law to organize and negotiate their terms and conditions of employment. It does not insure that they will have the same level of equity and fairness under law.

Mr. Greene freely admitted in his testimony that the AASB proposal was nothing more than an acknowledgment of the current practice in just some of the school districts in the state and that it did not establish the same rights to organize and negotiate.

Mitch, I really feel that CS for HB 170 (Finance) is a true compromise in that it only gets the employees to the bargaining table if it is their desire to negotiate. It does not mandate that school boards do anything more than simply negotiate if the employees so chose.

We will continue to keep the NEA-Alaska issues out of this process and this legislation. I urge that CS for HB 170 (Finance) be given the opportunity to be considered on its own merits before the Committee in its present form.

Thanks for your continued consideration. I appreciate it.

Sincerely,



Bob Manners
Executive Secretary

c21apl1



EDUCATION SUPPORT STAFF ASSOCIATION
2118 Cushman Street
Fairbanks, Alaska 99701
(907) 452-2023

E
M

April 21, 1988

APR 2 1988

Senator Mitch Abood, Chair
State Affairs Committee
Alaska State Legis'ature
P.O. Box V (MS 3100)
Juneau, AK 99811

Dear Senator Abood:

It's time to move HB 170! It has already been compromised. This is as simple and harmless as it gets. To consider Bob Greene's proposed change would give non-certified employees NOTHING!

This is not an issue between AASB and NEA. This is an issue to correct a gross inequity for 5000 employees who are secretaries, custodians, teacher aides, and other similar classifications in school districts across the state.

Please, Senator Abood, help us get this to the Senate floor this session.

Sincerely,

Susan B. Annis

Susan B. Annis
President



Matanuska-Susitna Borough School District

125 WEST EVERGREEN — P.O. BOX 1688 — PALMER, ALASKA 99645-1688 — (907) 745-4822

Bruce P. DeMond, Superintendent

April 20, 1988

Attention: Mitch Abood
Rick Uehling
Willie Hensley
Joe P. Josephson
Ken Fanning

Subject: House Bill 170

I would like to register my opposition to HB 170. Classified Employees in the Matanuska-Susitna Borough School District presently enjoy a "meet and confer" relationship. A "meet and confer" relationship is preferred to mandatory collective bargaining.

Thank you for your consideration.

Bruce P. DeMond, Superintendent
Matanuska-Susitna Borough School District

/rjd

Northwest Arctic Borough School District
BOX 51
KOTZEBUE, ALASKA 99752
(907) 442-3472



April 20, 1988

To: Senator Mitch Abood and other
Committee Members

Re: HB 170

On behalf of the Northwest Arctic Borough School District, I urge you to OPPOSE this bill. This bill will only serve to erode local control of LEA's. Any recognition of a bargaining unit should be the decision of the LEA. Local control and accountability is a concern.

Sincerely,

Sophie Ferguson
Sophie Ferguson
President
Northwest Arctic Borough
School District

SF/isj

APR 21 1988
1:35pm RB



Telegram

1989 APR 20 PM 12:00

09008 PDM TDA TANANA ALASKA 15 04-20 1058A ADT

PMS

SENATOR MITCH ABOOD

273

JUNEAU AK

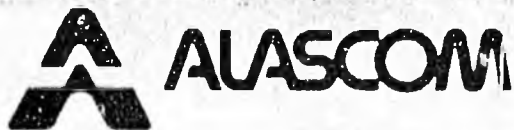
AASB OPPOSES HB170 WITHOUT AMENDMENTS. IF AMENDED TO "MEET AND
CONFER" WE WOULD SUPPORT.

DAVID BOWEN, PRESIDENT, TANANA CITY SCHOOL DISTRICT BOARD OF EDUCATION

BOX 31

TANANA AK 99777

APR 20 1989



Telegram

10281
T
1988 APR 20 PM 12:00

08021 POM TDA KAKE AK 15 04-20 1121 ADT

PMS

SENATOR ABOOD

JUNEAU AK

277

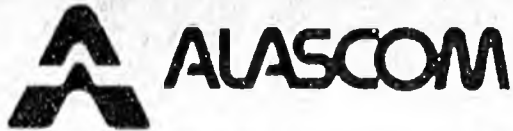
A.A.S.B. OPPOSES HB170 WITHOUT AMENDMENTS. IF AMENDED
TO "MEET AND CONFER", WE WOULD SUPPORT.

KATHY MCMAHAN, S.I.S.D. SCHOOL BOARD

POUCH E

KETCHIKAN AK 99901

APR 21 1988



Telegram

1988 APR 20 PM 12:55

07003 TDA KENAI ALASKA 88 04-20 1248 ADT

PMS

SENATOR MITCH ABOOD

285

JUNEAU AK

BEFORE YOU TODAY WILL BE OTHER ESP ASSOCIATIONS AND GROUPS.
UNFORTUNATLEY I AM NOT ABLE TO BE THERE. I REPRESENT SOME
300 EDUCATIONAL SUPPORT EMPLOYEES OF THE KENAI PENINSULA BOROUGH
SCHOOL DISTRICT. "THEY" SAY WE BARGAIN. "THEY" GIVE US A DATE
THEN EXERCISE THERE OPTIONS TO DELIVER A LAST BEST OFFER. THERE
IS NO NEUTRAL PERSON, NO ONE TO LOOK AND SEE IF THE AGREEMENT
IS FAIR AND EQUITABLE. IT IS TIME THAT WE TOO HAVE BARGAINING
RIGHTS. I RESPECTFULLY REQUEST THAT YOU SUPPORT HOUSE BILL 170.

ROYCE M. ADAMS, PRESIDENT

KENAI PENINSULA EDUCATIONAL SUPPORT ASSOCIATION



Telegram

1988 APR 20 PM 12:00

08016 TDA GALENA 110 04-20 1050 ADT

PMS

SENATOR MITCH ABDOO

JUNEAU AK

RE HOUSE BILL 170

WE ARE OPPOSED TO HOUSE BILL 170 IN ITS PRESENT FORM FOR AT LEAST THE FOLLOWING REASONS. ONE BEING THAT CONTRARY TO POPULAR OPINION THE BILL IN ITS PRESENT FORM WILL COST SCHOOL DISTRICTS ADDITIONAL MONEY.

SECONDLY, OUR CLASSIFIED STAFF ARE THE HIGHEST PAID PEOPLE IN GALENA WHEN COMPARED TO OTHERS IN LIKE POSITIONS.

YOU ARE URGED TO HOLD THE BILL IN COMMITTEE. HOWEVER, IF IT BECOMES NECESSARY TO PASS THE BILL OUT OF COMMITTEE, WE WOULD RECOMMEND AMENDING THE BILL SO THAT SCHOOL BOARDS KEEP COMPLETE CONTROL OVER SALARIES, BENEFITS AND WORKING CONDITIONS. THANK YOU FOR YOUR CONSIDERATION.

SINCERELY,

HARRY PURDY, SUPERINTENDENT OF SCHOOLS

PO BOX 299

GALENA AK 99741



Telegram

1988 APR 20 PM 12:00

T
09009 POM TDA SAND POINT ALASKA 15 04-20 1115A ADT

PMS

SENATOR MITCH ABOOD

JUNEAU AK 276

RASB OPPL ES HB170 WITHOUT AMENDMENT, IF AMENDED TO "MEET AND
CONFER" WE WOULD.

JANET LUDVICK, PRESIDENT, SAND POINT SCHOOL BOARD

BOX 74

SAND POINT AK 99661

F



Telegram

1988 APR 20 PM 12:00

12002 FAIRBANKS ALASKA 70 04-20 958A ADT

PMS

SENATOR MITCH ABOOD 465-4522

PO BOX V (MS 3100)

JUNEAU AK 99811 280

PLEASE ACCEPT THIS TELEGRAM IN OPPOSITION TO CSHB170 WHICH IS PRESENTLY BEFORE THE STATE AFFAIRS COMMITTEE. WE WOULD HOPE THAT THIS BILL DOES NOT COME OUT OF YOUR COMMITTEE, HOWEVER, IF IT DOES THERE NEEDS TO BE SOME CHANGES MADE TO THE LEGISLATION. IN LIGHT OF THIS WE WOULD SUPPORT THE AMENDMENTS SUGGESTED BY ROBERT GREENE OF THE ALASKA SCHOOL BOARD ASSOCIATION. THANK YOU FOR CONSIDERING OUR SUGGESTION. SINCERELY,
FRED L LAU, SUPERINTENDENT



Telegram

1988 APR 19 PM 10:49

POM 08023 TDA HAINES ALASKA 15 04-19 533P ADT

PMS

SENATOR MITCH ABOOD

POUCH V

JUNEAU AK 99811

HAINES BOROUGH SCHOOL BOARD OPPOSES HB170. IF AMENDED TO
"MEET AND CONFER" WE WOULD SUPPORT.

BOB HENDERSON, SCHOOL BOARD PRESIDENT

BOX 1209

HAINES, ALASKA 99827

APR 19 1988



ALASCOM

Telegram

POM 08038 TDA SKAGWAY ALASKA 15 04-19 928P ADT

PMS

SENATOR MITCH ABOOD

POUCH V

JUNEAU AK 99811

WE OPPOSE HB170 WITHOUT AMENDMENTS. IF AMENDED TO "MEET AND
CONFER" WE WOULD SUPPORT IT.

RALPH TRONRUD, BOARD PRESIDENT
THE SKAGWAY CITY SCHOOL DISTRICT
P.O. BOX 523
SKAGWAY, ALASKA 99840

APR 23 1988



Telegram

PDM 08028 TDA DILLINGHAM ALASKA 15 04-19 552P ADT

PMS

SENATOR MITCH ABDOD

POUCH V

JUNEAU AK 99811

DILLINGHAM SCHOOL DISTRICT OPPOSES HB170 WITHOUT AMENDMENT. IF
AMENDED TO "MEET AND CONFER" WOULD SUPPORT.

H. SALLY SMITH, PRESIDENT

SCHOOL BOARD

BOX 97

DILLINGHA, ALASKA 99576

APR 23 1998



Telegram

10235
T
PDM 08037 TDA SKAGWAY ALASKA 15 04-19 923P ADT

PMS

SENATOR MITCH ABOOD

POUCH V

JUNEAU AK 99811

AASB OPPOSES HB170 WITHOUT AMENDMENTS. IF AMENDED TO "MEET
AND CONFER "WE WILL SUPPORT IT.

VALERIE LAWSON

BOX 333

SKAGWAY, ALASKA 99840

APR 29 1968



Telegram

1968 APR 20 AM 10:11

08004 PDM TDA NENANA AK 15 04-20 915A ADT

PMS

SENATOR MITCH ABOOD

234 ~~1234~~
JUNEAU AK

I OPPOSE HOUSE BILL 170 WITHOUT AMENDMENT.

GAYLE STEVENS, SCHOOL BOARD MEMBER, NENANA

BOX 38

NENANA AK 99760

APR 21 1968



Telegram

1988 APR 20 AM 10:11

08003 TDA YAKUTAT AK 28 04-20 847A ADT

PMS

SENATOR MITCH ABOOD

JUNEAU AK

A.A.S.B. OPPOSES HB170 WITHOUT AMENDMENTS. IF AMENDED
TO "MEET AND CONFER", WE WOULD SUPPORT.

VICTORIA DEMMERT, PRESIDENT

YAKUTAT CITY SCHOOL BOARD AND DIRECTOR A.A.S.B.

PO BOX 427

YAKUTAT AK 99589

APR 27 1988



Telegram

1988 APR 20 7M 10: 11

09002 TDA UNAL/ WEST ALASKA 160 04-20 0956A ADT

PMS

SENATOR MITCH ABOOD 465-4522

SENATE POBOX V 5 12

JUNEAU AK 99811

APR 20 1988

THE BERING STRAIT SCHOOL DISTRICT OPPOSES HOUSE BILL 170 FOR THE FOLLOWING REASONS:

1. INJECTS THE STATE DEPARTMENT OF LABOR INTO REAA LABOR RELATIONS.
2. THE DISTRICT KNOWS OF NO STUDY OR FINDING THAT THE CURRENT SYSTEM IS NOT MEETING THE PUBLIC INTEREST IN THE VILLAGES.
3. IN THESE TIMES OF FISCAL DISTRESS THIS LAW WILL FURTHER DEplete THE RESOURCES OF THE REAA'S AND RAISE EMPLOYEE EXPECTATIONS. REDUCED FUNDING LEVELS PRECLUDE HIGHER SALARIES AND MORE BENEFITS.
4. THE REAA'S NEED TO FOCUS ON STUDENTS AT RISK WITH NEW IDEAS AND NEW PROGRAMS. THIS LAW WILL HINDER THE ABILITY TO CLEARLY FOCUS ON PURE EDUCATIONAL NEEDS.
5. OUTSIDE INTERESTS COULD USE THE STRIKE THREAT OR THE THREAT OF A JOB ACTION IN RURAL VILLAGES TO DESTROY THE SOCIAL FABRIC AND THE



Telegram

PAGE 2

COHESIVENESS BETWEEN LOCAL BOARDS AND LOCAL PEOPLE--FOR THE BENEFITS OF OTHERS SUCH AS A TEACHER UNION.

THIS LAW IS NOT THE WAY TO IMPROVE EDUCATION IN RURAL ALASKA.

EDWIN T. GONION, SUPERINTENDENT

BERING STRAITS SCHOOL DISTRICT



Telegram

1988 APR 20 AM 10:11

07002 TDA WRANGELL ALASKA 26 04-20 0846 ADT

PMS

SEN MITCH ABOOD

JUNEAU AK ²⁵²

AS A MEMBER OF WRANGELL SCHOOL BOARD, I OPPOSE HB170 WITHOUT
AMENDMENTS, IF AMENDED TO "MEET AND CONFER" I WOULD SUPPORT.

ROBERT PRUNELLA

BOX 197

WRANGELL AK 99929

APR 21 1988



Telegram

1988 APR 20 AM 10:11

08002 TDA WRANGEL AK 25 04-20 838A ADT

PMS

SENATOR MITCH ABOOD

JUNEAU AK

A.A.S.B. OPPOSES HOUSE BILL 170 WITHOUT AMENDMENTS.

IF AMENDED TO "MEET AND CONFER", WE WOULD SUPPORT.

WILLIAM PRIVETT, SCHOOL BOARD MEMBER

WRANGEL SCHOOL DISTRICT

BOX 776

WRANGEL AK 99929

APR 20 1988



Telegram

1988 APR 20 AM 10:11

08009 POM TDA KODIAK AK 30 04-20 923A ADi

PMS

SENATOR MITCH ABOOD

JUNEAU AK

HB170

IF HB170 COMES OUT OF COMMITTEE, THEN AMENDMENTS SHOULD BE CONSIDERED REGARDING MEET AND CONFER LANGUAGE AS OPPOSED TO NEGOTIATIONS LANGUAGE.

JOHN WITTEVEEN, SUPERINTENDENT
KODIAK ISLAND BOROUGH SCHOOL DISTRICT
722 MILL BAY ROAD
KODIAK AK 99615

APR 20 1988



Telegram

1968 APR 20 AM 10:11

08010 TDA MOUNTAIN VILLAGE AK 99 04-20 935A ADT

PMS

SENATOR MITCH ABOOD

JUNEAU AK

DEAR SENATOR ABOOD,

THE LOWER YUKON SCHOOL BOARD APPRECIATES THE WORK YOU HAVE BEEN DOING THIS YEAR FOR SCHOOL DISTRICTS. THE FORWARD FUNDING BILL IS AN EXCELLENT EXAMPLE OF HOW YOU HAVE HELPED US TO BETTER SERVE OUR STUDENTS. HOWEVER, CS FOR HOUSE BILL 170 DOES NOT APPEAR TO BE IN THE BEST INTEREST OF OUR DISTRICT AT TIMES. WE DO NOT HAVE A PROBLEM NOR DO WE ANTICIPATE A PROBLEM IN THIS AREA IN THE NEAR FUTURE.

THANKING YOU IN ADVANCE FOR ANY EFFORTS YOU MAY MAKE ON OUR BEHALF.

LESLIE HUNTER, CHAIRMAN
LOWER YUKON SCHOOL BOARD
PO BOX 32089
MOUNTAIN VILLAGE AK 99632

APR 20 1968



NEA-ALASKA

AFFILIATED WITH THE NATIONAL EDUCATION ASSOCIATION

ANCHORAGE REGIONAL OFFICE

1411 W 33RD AVENUE
ANCHORAGE, ALASKA 99503
(907) 274 0536

JUNEAU OFFICE

105 MUNICIPAL WAY, SUITE 302
JUNEAU, ALASKA 99801
(907) 586-3090

FAIRBANKS REGIONAL OFFICE

2118 CUSHMAN STREET
FAIRBANKS, ALASKA 99701
(907) 456 4435

April 18, 1988

To: Sen. Mitch Abood, Chair
Members, Senate State Affairs Committee

Re: CS for HB 170 (Finance)
"An Act extending collective bargaining rights to
non-certificated school district employees."

NEA-Alaska strongly supports and encourages that the
Committee act favorably on this legislation.

CS for HB 170 (Finance) is a simple and straightforward
approach to provide non-certificated employees of school
districts the right under law to organize and negotiate
their terms and conditions of employment. They would be
entitled to the same rights as the certificated employees
under AS 14.20.550.

The right under law to organize and negotiate for
certificated employees of school districts and for public
employees (under the Public Employee Relations Act) was
established by the Legislature in the early 1970's through
AS 14.20.550 and AS 23.40.070 respectively.

It is time to do the same for the non-certificated employees
of school districts.

Section 8 of this legislation also protects the status quo
in those districts which have established negotiations for
non-certificated employees.

We encourage your favorable and expeditious attention to
this legislation.

Thank you for your consideration.

Respectfully submitted,

Bob Manners
Executive Secretary

STATE OF ALASKA
1988 LEGISLATIVE SESSION

BILL VERSION: CSHB 170(Fin)
PUBLISH DATE: 2/22/1988

FISCAL NOTE

REQUEST:

Revision Date: 2-18-88
Title: "An Act extending collective bargaining rights to non-certificated School District Employees."
Requestor: _____

Agency Affected: _____
BRU: _____
Components: _____

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 88	FY 89	FY 90	FY 91	FY 92	FY 93
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
---------	---	---	---	---	---	---

REVENUE	0	0	0	0	0	0
---------	---	---	---	---	---	---

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS						
OTHER						
TOTAL	0	0	0	0	0	0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS : (Attach a separate page if necessary)

Under this CS, no state agency is involved in administration or adjudication of labor relations matters. Recourse in disputes is to the Federal Mediation and Conciliation Service or the courts, with expense borne by the parties.

Prepared by: Representative Al Adams, Chairman *AAA* Phone: 465-3706
Division: House Finance Committee Date: 2/22/88

Approved by Commissioner: N/A Date: _____
Agency: _____

Distribution (by preparer):

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)

STATE OF ALASKA
1988 LEGISLATIVE SESSION

BILL VERSION: C5HB 170 (Jud)
PUBLISH DATE: HOUSE 1/22/88

FISCAL NOTE

REQUEST:

Revision Date: _____
Title: "An act relating to the Public Employment Relations Act."
Sponsor: Labor and Commerce Committee
Requestor: House Judiciary

Agency Affected: Labor
BRU: Labor Standards and Safety
Components: Wage and Hour

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 88	FY 89	FY 90	FY 91	FY 92	FY 93
PERSONAL SERVICES		43.6	43.6	43.6	43.6	43.6
TRAVEL		11.0	11.7	8.0	8.2	8.4
CONTRACTUAL		25.9	26.6	16.8	17.3	17.8
SUPPLIES		7	.7	.8	.8	.8
EQUIPMENT		1.6	0	0	0	0
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0	82.8	82.6	69.2	69.9	70.6
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND		82.8	82.6	69.2	69.9	70.6
FEDERAL FUNDS						
OTHER						
TOTAL	0	82.8	82.6	69.2	69.9	70.6

POSITIONS:

FULL-TIME	0	1	1	1	1	1
PART-TIME						
TEMPORARY						

ANALYSIS : (Attach a separate page if necessary)

(See attached)

Prepared by: Tom Stuart, Director Phone: 264-2452
Division: Labor Standards and Safety Date: 1/14/88
Approved by Commissioner: Jim Sampson Date: 1/14/88
Agency: Labor

Distribution (by preparer):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

FISCAL NOTE ANALYSIS
For CSHB 170 (Jud)

Under the provisions of this bill one new position, a Wage and Hour Investigator I located in Anchorage, will be necessary to handle the increase in workload. Additionally, a contractual hearing officer will be required to perform adjudication functions when necessary. The anticipated costs for the first two years are summarized as follows:

	<u>FY 89</u>	<u>FY 90</u>
<u>Personnel Services</u>		
One new employee	43.6	43.6
<u>Travel</u>		
New Wage & Hour Investigator	7.5	7.7
Contractual Hearing Officers	3.5	4.0
	----	----
Subtotal	11.0	11.7
<u>Contractual Services</u>		
Hearing Officer	10.0	10.3
Printing	1.5	1.5
Transcription Services	3.0	3.1
Rent	3.2	3.3
Indirect	4.2	4.3
Miscellaneous	4.0	4.1
	----	----
Subtotal	25.9	26.6
<u>Commodities</u>	.7	.7
<u>Equipment</u>	1.6	-0-
	----	----
TOTAL:	82.8	82.6

After the first two years we anticipate most of the organizational activities in the communities will be complete. Thus, in FY 91 and beyond the program should be able to be handled by the new position. The hearing officers and related costs would then be eliminated.

Assumptions:

- 1) An effective date of July 1, 1988.
- 2) Inflation of 3% per year in FY's 90-93 in non-personal service items.

Position Title Wage and Hour Investigator		No. of Positions 1	Range/Step 16A	Barg. Unit GGU
Time Status PFT	Staff Months 12	Location Anchorage		Election District
Type of Expenditure		Amount		
1	2	3		
Salary	32,424			
Benefits	11,211			
Premium Pay				
Other				
Total Personal Services		43,635		
Travel		7,500		
Contractual		15,900		
Commodities		700		
Equipment		1,600		
Other				
Total Cost		69,335		
Funding Source for Total Cost				
Federal Receipts	1002			
G. F. Match	1003			
General Fund	1004	69,335		
GF Program Receipts	1005			
Other				
<p>Justification</p> <p>This position will perform a variety of labor relations duties. The person will investigate petitions for collective bargaining, investigate complaints of unfair labor practice, provide informal resolution to unfair labor practice complaints, and investigate challenges to elections. The position will also conduct elections, certify elections, and provide education and information on the Public Employment Relations Act to employees and employers.</p> <p>Travel costs are for travel to the various locations around the State where public employee labor relations activity would be required.</p> <p>Contractual and commodity costs are average per-employee costs. Equipment would be a one-time expense for desk, chair, cabinets, etc.</p>				

**Request For
New Position**

Agency Labor
 DRU Labor Standards and Safety
 Component Wage and Hour

Page 3 of 3
 Revised Date

FY 89

CSHB 170(JUD)
 HOUSE 1/22/88



ALASKA ASSOCIATION OF ELEMENTARY SCHOOL PRINCIPALS
ALASKA ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS
ALASKA ASSOCIATION OF SCHOOL ADMINISTRATORS

• ALASKA COUNCIL OF SCHOOL ADMINISTRATORS •
326 Fourth St., Suite #211 Juneau, Alaska 99801 586-9702

February 8, 1988

The Honorable Al Adams, Chairperson
House Finance Committee
Alaska State Legislature
Pouch V
Juneau, AK 99811

Dear Representative Adams:

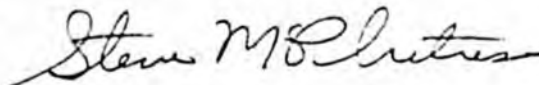
The Alaska Council of School Administrators is opposing CSHB 170
Collective Bargaining; Municipalities/Schools.

There are three specific concerns which has prompted this decision:

1. The manner in which the current language of the bill is stated creates confusion to the intent of the bill. We have shared the Legislative Affairs letter of explanation with others and still remain confused about the option to opt out of PERA and if a grace period will be extended to school districts as it was to municipalities when the original legislation was passed in the early 70s'.
2. This bill identifies a group of school employees, not under the education statutes, but under public employee statutes. While all other issues and bargaining with education groups are included in Title 14, it seems consistent all groups connected to education be addressed under this same title of the Alaska Statutes.
3. The final concern is in the negotiations process alone, and its effect on rural Alaska. At the present time schools and school districts pride themselves in hiring local people in the village and small communities to work as aides, cooks, janitors, and other positions needed in the school. In some cases, the school is the sole employer of a village. As we have observed the evolution of collective bargaining, we have witnessed bargaining

organizations and school districts hiring paid negotiators, we have seen state-wide issues injected with local issues, and in some cases dominate the real local concerns which need attention. A bill such as CSHB 170 needs to be carefully examined from all aspects of Alaska to insure that what may be a benefit and need in one area of Alaska does not become a burden to others.

Sincerely,



Stephen T. McPhetres
Executive Director

STM:clc

cc: Members of House Finance Committee



NEA-ALASKA

AFFILIATED WITH THE NATIONAL EDUCATION ASSOCIATION

ANCHORAGE REGIONAL OFFICE

1411 W 33RD AVENUE
ANCHORAGE, ALASKA 99503
(907) 274-0536

JUNEAU OFFICE

105 MUNICIPAL WAY, SUITE 302
JUNEAU, ALASKA 99801
(907) 586-3090

FAIRBANKS REGIONAL OFFICE

2118 CUSHMAN STREET
FAIRBANKS, ALASKA 99701
(907) 456-4435

February 8, 1988

To: Rep. Al Adams, Chair
Members, House Finance Committee

Re: CS HB 170 (Judiciary); "An Act extending collective bargaining rights to non-certificated school district employees."

NEA-Alaska supports and strongly encourages that the Committee pass legislation giving non-certificated employees of school districts the right to organize and negotiate their terms and conditions of employment.

For nearly 18 years, since the passage of the teacher bargaining law, AS 14.20.550, and the passage of the Public Employee Relations Act, AS 23.40.070, non-certificated employees of school districts have been without the right under law to organize and negotiate.

While opponents of HB 170 allege that it represents an intrusion into local control and suggest that the local election process should be a viable substitute for collective bargaining, the Legislature has clearly established that joint employer/employee decision making through the collective bargaining process is in the public interest. They have further emphasized that employees should have a meaningful role in determining the conditions of their work environment.

We do encourage that the Committee consider an amendment to CS HB 170 (Judiciary) which would preclude the opportunity for local school districts to opt out of the provisions of PERA, AS 23.40.070-23.40.260, unless they have adopted a local collective bargaining procedure substantially similar to PERA and providing for finality in the negotiations process through strike or binding interest arbitration.

Thank you for your consideration of our position. We encourage favorable and expeditious attention.

Sincerely,

Bob Manners
Executive Secretary

c5feb1

OPENING REMARKS

HB 170

YOU HAVE BEFORE YOU TODAY HB 170 BY THE LABOR AND COMMERCE COMMITTEE "AN ACT RELATING TO PARTICPATION OF MUNICIPALITIES, SCHOOL DISTRICTS, AND OTHER POLITICAL SUBDIVISIONS UNDER THE PUBLIC EMPLOYMENT RELATIONS ACT AND TO COLLECTIVE BARGAINING RIGHTS OF SCHOOL DISTRICT EMPLOYEES."

THE HESS AND JUDICIARY COMMITTEES HAVE HAD THIS BILL UNDER CONSIDERATION AND HAVE EACH PROPOSED COMMITTEE SUBSTITUTES.

THE JUDICIARY CS INCLUDES ONLY SECTION 3 OF THE OTHER VERSIONS OF THE BILL. THE OTHER PROVISIONS OF THE ORIGINAL BILL AND THE HESS CS DEAL WITH THE SUBJECT OF BINDING ARBITRATION WHICH IS UNDER CONSIDERATION AS PART OF OTHER LEGISLATION PENDING BEFORE THIS COMMITTEE. TODAY, I WOULD LIKE TO CONSIDER ONLY THE JUDICIARY CS.

UNDER THE JUDICIARY CS, NON-CERTIFICATED EMPLOYEES OF SCHOOL DISTRICTS WOULD BE CONSIDERED "PUBLIC EMPLOYEES" FOR THE PURPOSES OF THE PUBLIC EMPLOYEES RELATIONS ACT AND WOULD BE ALLOWED TO ORGANIZE AND COLLECTIVELY BARGAIN WITH THEIR EMPLOYERS. THE DEPARTMENT OF LABOR HAS PREPARED A FISCAL NOTE ON CS HB 170 (JUD) IN THE AMOUNT OF 82.8.

TODAY, WE ARE ACCEPTING TESTIMONY ON A STATEWIDE TELECONFERENCE....

NOTE: ED GONION IN UNALAKLEET WANTS TO TESTIFY BUT HAS AN IMPORTANT MEETING TO GO TO. HE WOULD LIKE TO TESTIFY FIRST....

LABOR IS AVAILABLE IN ANC TO ANSWER QUESTIONS ON
THEIR FISCAL NOTE.

A1-

If this goes into SubCom -- the
members on HB 130 - (Binding Arb) are:
Boyer, Larson, Wallis, Goll, Swack,
Davis, Frank -- Phew.....

DISTRICT OFFICE

BERING STRAIT SCHOOL DISTRICT

P.O. BOX 226
 UNALAKLEET, ALASKA 99884
 (907) 624-3611

February 22, 1988

To: House Finance Committee
 Representative Al Adams, Chair

BREVIG MISSION

Fm: Edwin T. Gonion, Superintendent
 Bering Strait School District

COUNCIL

DIOMEDE

ELIM

GAMBELL

GOLOVIN

KOYUK

SAINT MICHAEL

SAVOONGA

SHAKTOOLIK

SHISHMAREF

STEBBINS

TELLER

UNALAKLEET

WALES

WHITE MOUNTAIN

The Bering Strait School District opposes C/S for H.B. 170 for the following reasons:

- (1.) Injects the State Department of Labor into REAA relations.
- (2.) The District knows of no Study or Finding that the current system is not meeting the public interest in the villages.
- (3.) In these times of fiscal distress, this law will further deplete ~~the resources~~ of the REAA's and raise employee expectations. Reduced funding levels preclude higher salaries and more benefits.
- (4.) The REAA's need to focus on Students-at-Risk with new ideas and new programs. This law will hinder the ability to clearly focus on pure educational needs.
- (5.) Outside interests could use the strike threat or the threat of a job action in rural villages to destroy the social fabric and the cohesiveness between local boards and local people- for the benefit of others such as teacher unions.
- (6.) This law is not the way to improve education in rural Alaska.

NORTH SLOPE BOROUGH SCHOOL DISTRICT



North

EXPRESS MAIL

February 16, 1988

The Honorable Al Adams
Chairman, House Finance Committee
P. O. Box V
Juneau, Alaska 99811

Dear Representative Adams:

I am writing to you to express concern regarding House Bill 170, which would place classified or non-certificated employees of the School District under the provisions of the Public Employment Relations Act.

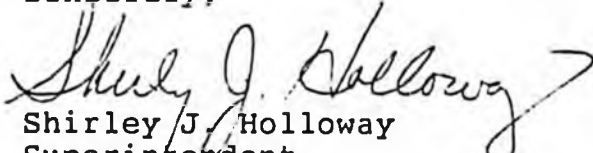
The North Slope Borough School District Board of Education has, since its inception, placed a high value on providing equity in compensation and benefits for its classified employees. The District has a structured classification system in which job classes are defined. It has a salary schedule which provides for periodic pay increases based upon merit and longevity. Benefits are comparable to those of Borough employees and are set forth in a Classified Employees Handbook which has been adopted formally by the Board.

Collective Bargaining is not an issue with classified employees of the North Slope Borough School District. The current system works well. It is our belief that, if classified employees wish to organize at some future time, the Board will be responsive to the wishes of its local constituents who are also classified employees of the District.

The Honorable Al Adams
Chairman, House Finance Committee
February 16, 1988
Page 2

We are opposed to changes in Statute which would result in a State mandate for collective bargaining with classified employees at the local level.

Sincerely,


Shirley J. Holloway
Superintendent

SJH:sg

cc: Senator Willie Hensley
North Slope Borough School District Board of Education
Brenda Itta, Special Assistant to the Superintendent
Mayor George Ahmaogak, North Slope Borough
Harold Curran, Chief Administrative Officer, North
Slope Borough



NEA-ALASKA

AFFILIATED WITH THE NATIONAL EDUCATION ASSOCIATION

ANCHORAGE REGIONAL OFFICE

1411 W 33RD AVENUE
ANCHORAGE, ALASKA 99503
(907) 274-0536

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105 MUNICIPAL WAY, SUITE 302
JUNEAU, ALASKA 99801
(907) 586-3090

FAIRBANKS REGIONAL OFFICE

2119 CUSHMAN STREET
FAIRBANKS, ALASKA 99701
(907) 456-4435

Sen. Mitch Abood
P. O. Box V
Juneau, Alaska 99811

APR 14 1988

April 14, 1988

Dear Mitch:

Consistent with your request, I did meet with Bob Greene of the AASB on Wednesday, April 13, 1988, for the purpose of trying to find a compromise position on CS for HB 170 (Finance) which would be acceptable to both employee and employer organizations.

Mr. Greene stated at that meeting that it would necessary for teachers to agree to limit the scope of their negotiations, to limit the issues which would be subject to the grievance procedure and to agree to other concessions, none of which he was willing to state, before he could agree to any legislation giving non-certificated employees the right to organize and negotiate their terms and conditions of employment under law.

It is my opinion that his position, and, apparently the position of AASB, is unreasonable and irresponsible in that HB 170 simply seeks to establish equity under law for the only group of public employees, non-certificated employees of school districts, who have yet to be given the same rights as other public employees, to organize and negotiate their terms and conditions of employment with their employer(s).

To insist that this issue be joined with teacher issues is not only irresponsible but is continued evidence of a deliberate and willful intent to deprive employees of fair and equal treatment.

The "teacher negotiations" issue of finality through arbitration is not a part of the content nor the debate relative to CS for HB 170 (Finance). I reiterate my statement and commitment to you that NEA-Alaska will not seek to include this issue in HB 170 and the effort to establish the basic and fundamental right of collective bargaining for non-certificated employees of school districts.

We continue to be available to work with you, Mr. Greene, and any other interested persons on finality through arbitration, teacher lay-off, scope of negotiations, and other pertinent teacher issues through other legislation which would more appropriately address these issues.

The teacher interests were taken out of HB 170 in the House HESS Committee when it became apparent that their presence in the legislation would be a deterrent to establishing a basic right for non-certificated employees.

Mitch, it is not fair that non-certificated employees don't have the same rights as other public employees, to organize and negotiate their terms and conditions of employment. They should be able to go to the bargaining table on an equal basis like other public employees.

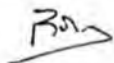
We, NEA-Alaska, have done everything possible to keep our issues and concerns from cluttering this opportunity for the non-certificated employees.

You are in a position make this opportunity available to them and still insure that it does not become encumbered with the other more controversial concerns.

I respectfully request you let CS for HB 170 (Finance) be considered by the Senate State Affairs Committee and be voted up or down on its merits in its present form which is absent any of the teacher issues.

Thank for your consideration.


Sincerely,



Bob Manners
Executive Secretary

x14apl2

Mitch: The other advantage to his issue and a public hearing is that you will also get a perspective on it beyond mine and Mr. Greene's. That may be good for the whole process.

Thanks - 

ASSOCIATION OF ALASKA SCHOOL BOARDS

316 W. 11th St. • Juneau, Alaska 99801-1510 • (907) 586-1083

April 13, 1988

RECEIVED
APR 13 1988

The Honorable Mitch Abood
Alaska State Senate
P.O. Box V
Juneau, Alaska 99811

Dear Senator Abood:

I find it only appropriate that you called today inquiring as to the feasibility of HB 170 being considered this session; today being the anniversary of the sinking of the Titanic.

Senator, Bob Manners and I spent some time discussing the feasibility of HB 170 getting rewritten into some form acceptable to both of us and I think we came to the conclusion that this would not be possible. The reasons, at least from my perspective are as follows:

First of all, I reminded Mr. Manners that when AASB was seeking lay off legislation, NEA would only consider cooperating if they got their prized goal of binding arbitration included in the deal .

I suggested to Mr. Manners that this strategy works both ways and AASB now was asking what is in it for management if we go along with the provisions of HB 170?

Mr. Manners took the straight line by insisting that all they wanted was for classified employees to have the "right" to bargain collectively;vto be treated like other district employees.

I suggested that we might be interested in HB 170 if there was some consideration of cleaning up the scope of bargaining in title 14 and that the grievance procedure had added to it a definition of a grievance. All of these things, of course, impact teachers. Mr. Manners did not express an interest in these items.

It appeared to me that Mr. Manners only wanted to have school boards give up something and get nothing in return. I expressed no interest in doing that.

Your concern about classified employees getting swept into NEA was discussed as was your concern about some people not getting the ability to sit down with their employers and discuss matters of common interest.

I asked Mr. Manners if the Kenai, Kodiak and Anchorage settings were acceptable to him. I reminded him that in these communities the local school board bargains fairly amicably with their classified employees. I also got cornered by the Totem (Anchorage employees group) representatives just outside your office and we had a good discussion. Both Mr. Manners and the Totem folks indicated that there is lots of good things going on in the mentioned communities but that there were other communities that needed this legislation. I volunteered to work on

legislation that would emulate that which is going on in Anchorage, Kodiak and Kenai. The folks were not interested in helping their fellow man, however, and the talks kept coming back to the need for classified employees to have the "right" to bargain.

I expressed my opposition to this "right to bargain" approach as being nothing more than an effort to tip the scales in favor of labor in the bargaining process in those communities where classified employee bargaining already exists. I asked the Totem folks about this and they claimed that they just didn't want to be treated as second class citizens and went back to protecting their fellow man in Dillingham and etc.

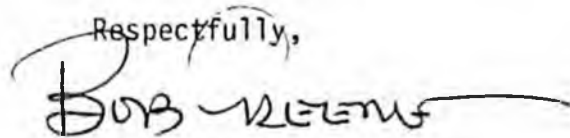
My position was that the bill would do nothing constructive for Anchorage because they already bargained and admitted that the process was effective. My concern was that it did nothing but tip the balance and I was opposed to that. Their reaction was that they were tired of being told by boards that, "We don't have to do this, you know!" at the bargaining table. I told them that this attitude was precisely what kept the talks from locking up. The mere fact that the board is at the bargaining table voluntarily yet has the ability to walk away from arbitrary union action forces the union to be realistic. (My view.)

Mitch, there is a process formalized in Kodiak entitled "Meet and Confer". It has been in operation for about fifteen years and has worked successfully for the school district classified employees all that time. I volunteered to work on a process that would give all district employees not currently under some kind of agreement or bargaining process this kind of guarantee that they would have the opportunity to sit down at the table across from their employers. No dice.

I have come to the conclusion that NEA and Mr. Manners will only consider complete surrender by the school boards on this issue and so there is nothing I know of that can be accomplished by more talks on the subject until a change of position on the part of NEA is demonstrated.

AASB appreciates your continued interest in the matters affecting local school boards. I particularly want to express my appreciation for your help over the years as we both count down these last days of this session.

Respectfully,

A handwritten signature in black ink that reads "Bob Greene". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Bob Greene
Executive Director

FEB 29 1988

Pouch V
Juneau, Alaska 99811

Collective Bargaining; Municipalities/Schools

Dear Senator Abood,

As a member of the labor force in the Matanuska-Susitna Borough, I am concerned for the need to have House Bill 170 passed and made into law, and to have Senate Bill 372 defeated.

Public employees all over this State have the right to collective bargaining. I feel ALL employees are entitled to participate in formulating decisions that pertain to their employment. It is intolerable that the State of Alaska would have different standards for various groups of people. Alaska Statute Sec. 23.40.070 DECLARATION OF POLICY clearly states reasons why ALL employees should be included.

".....joint decision-making is the modern way of administering government.become more responsive and better able to exchange ideas and information on operations with their administrators. Accordingly government is made more effective.best way to harness and direct the energies of public employees eager to have a voice in determining their conditions of work, to provide a rational method for dealing with disputes and work stoppages, to strengthen the merit principle where civil service is in effect and to maintain a favorable political and social environment. The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government.

In closing, I urge appropriate action from you on this legislation - Pass HB 170 and Defeat SB 372.

Thank You.

Sincerely,

June Perry

*P.O. Box 870449
WASILLA 99687*

SB 462 *Signature*

SENATOR MITCH ABOOD
STATE AFFAIRS COMMITTEE
POUCH V
JUNEAU ALASKA 99811

DEAR SENATOR MITCH ABOOD,

AS A MEMBER OF THE LABOR FORCE IN THE MATANUSKA-SUSITNA BOROUGH, I AM CONCERNED FOR THE NEED TO HAVE HOUSE BILL 170 PASSED AND MADE INTO LAW, AND TO HAVE SENATE BILL 372 DEFEATED.

PUBLIC EMPLOYEES ALL OVER THIS STATE HAVE THE RIGHT TO COLLECTIVE BARGAINING. I FEEL ALL EMPLOYEES ARE ENTITLED TO PARTICIPATE IN FORMULATING DECISIONS THAT PERTAIN TO THEIR EMPLOYMENT. IT IS INTOLERABLE THAT THE STATE OF ALASKA WOULD HAVE DIFFERENT STANDARDS FOR VARIOUS GROUPS OF PEOPLE. ALASKA STATUTE SEC. 23.40.070 DECLARATION OF POLICY CLEARLY STATES REASONS WHY ALL EMPLOYEES SHOULD BE INCLUDED.

"..... JOINT DECISION-MAKING IS THE MODERN WAY OF ADMINISTERING GOVERNMENT.BECOME MORE RESPONSIVE AND BETTER ABLE TO EXCHANGE IDEAS AND INFORMATION ON OPERATIONS WITH THEIR ADMINISTRATORS. ACCORDINGLY GOVERNMENT IS MADE MORE EFFECTIVE.BEST WAY TO HARNESS AND DIRECT THE ENERGIES OF PUBLIC EMPLOYEES EAGER TO HAVE A VOICE IN DETERMINING THEIR CONDITIONS OF WORK, TO PROVIDE A RATIONAL METHOD FOR DEALING WITH DISPUTES AND WORK STOPPAGES, TO STRENGTHEN THE MERIT PRINCIPLE WHERE CIVIL SERVICE IS IN EFFECT AND TO MAINTAIN A FAVORABLE POLITICAL AND SOCIAL ENVIRONMENT. THE LEGISLATURE DECLARES THAT IT IS THE PUBLIC POLICY OF THE STATE TO PROMOTE HARMONIOUS AND COOPERATIVE RELATIONS BETWEEN GOVERNMENT AND ITS EMPLOYEES AND TO PROTECT THE PUBLIC BY ASSURING EFFECTIVE AND ORDERLY OPERATIONS OF GOVERNMENT.

IN CLOSING, I URGE APPROPRIATE ACTION FROM YOU ON THIS LEGISLATION- PASS HB 170 AND DEFEAT SB 372.

THANK YOU.
SINCERELY,

CLAUDIA DOLFI
POB 52
SUTTON, AK 99674

RECEIVED
FEB 29 1988

(Senator or Representative)
Pouch V
Juneau, Alaska 99811

Dear (Senator or Representative)

As a member of the labor force in the Matanuska-Susitna Borough, I am concerned for the need to have House Bill 170 passed and made into law, and to have Senate Bill 372 defeated.

Public employees all over this State have the right to collective bargaining. I feel ALL employees are entitled to participate in formulating decisions that pertain to their employment. It is intolerable that the State of Alaska would have different standards for various groups of people. Alaska Statute Sec.23.40.070 DECLARATION OF POLICY clearly states reasons why ALL employees should be included.

".....joint decision-making is the modern way of administering government.become more responsive and better able to exchange ideas and information on operations with their administrators. Accordingly government is made more effective.best way to harness and direct the energies of public employees eager to have a voice in determining their conditions of work, to provide a rational method for dealing with disputes and work stoppages, to strengthen the merit principle where civil service is in effect and to maintain a favorable political and social environment. The legislature declares that it is the public policy of the state to promote harmonious and cooperative relations between government and its employees and to protect the public by assuring effective and orderly operations of government.

In closing, I urge appropriate action from you on this legislation - Pass HB 170 and Defeat SB 372.

Thank you.

Sincerely,

Sherry L May
HCO 3 Box 8438-2
PALMER 99645

Applicability of PERA to Municipalities

Coll. BARGAINING Municipalities School



Alaska State Legislature

Please enter into the record my testimony to the Senate State Affairs
 committee name
 committee on HB 170 , dated 4/25/88
 bill/subject

The Mat-Su Borough School District Classified Employees Association represents 400 classified employees in the Mat-Su Borough School District.

We bargain at the discretion of the school board who can withdraw that bargaining right at any time by amending school board policy. We should have the basic right by law to organize and bargain collectively like other public and private employees.

As the representative of this organization, I urge the Senate State Affairs committee to pass this bill to give us these rights.

Signed: Richard E. Borlow

Testifier

President Mat. Sch. Borough Sch. Dist. C.E.A.

Representing (Optional)

Po Box 3137 Palmer Ak 99645

Address

745-2157 - 2784

Phone No.

Alaska State Legislature

REPRESENTATIVE
MARK BOYER

HOUSE FINANCE COMMITTEE



House of Representatives

FAIRBANKS

1098 LAKEVIEW TERRACE
FAIRBANKS, ALASKA 99701
(907) 456-6473

JUNEAU

P.O. BOX V
STATE CAPITOL
JUNEAU, ALASKA 99811
(907) 465-3466

MEMORANDUM

TO: Representative Al Adams, Chairman
Representative Pat Pourchot, Vice-Chairman
House Finance Committee

FROM: Representative Mark Boyer *MB*
HB 170 Subcommittee

SUBJECT: Draft CS for HB 170 (Finance)

DATE: February 19, 1988

In this latest incarnation, HB 170 grants collective bargaining rights to noncertificated school employees by including them in the existing Title 14 collective bargaining statute, which presently applies to certificated employees only. The anomalous situation created by placing them under the Public Employees Relations Act, from which they have heretofore been excluded by definition, and from which certificated personnel remain excluded, is avoided, as are the questions and objections raised regarding binding arbitration, right to strike, and the ability of school districts to "opt-out" under the Koslosky amendment. While bargaining will lack finality due to the lack of a right to strike or binding arbitration, the right of noncertificated employees to bargain collectively will finally be recognized in statute, thus ending their "exile" as the only group of public employees in the state not covered by some collective bargaining law.

The draft CS takes into account the concerns regarding the scope of negotiations which were raised by the employer representatives. Rather than lump the noncertificated employees in with the teachers, who negotiate "on matters pertaining to their employment and the fulfillment of their professional duties" - as defined and enumerated by the Supreme Court in *Kenai vs. Kenai Peninsula Education Association* (1977) - this bill employs the same language as the PERA statute when addressing the scope of negotiations:

A school board shall negotiate in good faith with its noncertificated employees on matters of wages, hours, and other terms and conditions of employment.

This language is more appropriate for the noncertificated employees and brings with it a substantial body of case law and decisions of record- much of it Alaskan - regarding negotiability of issues.

As for the question of whether or not non-certificated employees presently have the right to strike, the answer is no. According to Terry Cramer of Legal Services, public employees are barred from striking under common law unless expressly granted that right by statute, as is the case with PERA. Employees not granted the right to strike may elect, individually or collectively, not to work. However, they do so without the protections enjoyed by legitimate strikers, and may be terminated and replaced immediately by the employer. Given the Court's decision in Anchorage vs. Anchorage Education Association (1982), inclusion of the non-certificated employees in the Title 14 collective bargaining statute will not grant them the right to strike. It will, however, afford them the opportunity to organize for purposes of collective bargaining and to utilize the services of the Federal Mediation and Conciliation Service in the event of impasse.

Section 8 of the Draft CS exempts existing bargaining units of non-certificated employees from the provisions of the bill which require organization of the employees into a single bargaining unit on a district-wide, all-inclusive basis. This exemption accomodates the existing situation in the Anchorage school district, where employees have organized themselves into separate bargaining units along craft or classification lines and are represented by different unions or associations. Other school districts which currently bargain with their non-certificated employees do so on an all-inclusive, single bargaining unit basis compatible with Sections 3 - 5 of the Draft CS.