

SB

90

<TARGET><BILL>SB 90</BILL><SUBJECT>SB
90</SUBJECT><COMM>SSTA28</COMM></TARGET>

SENATE COMMITTEE REPORT First Committee of Referral

DATE: 3/27/13

FURTHER: Education - waived 4/6
Finance

Date of 5-Day Notice: _____
(in accordance with Uniform Rule 23)

DATE TURNED
IN TO OFFICE: 4/6/13

State Affairs Committee considered SENATE BILL NO. 90

SB 90-SCHOOL DISTRICT EMPLOYEE HEALTH INSURANCE

"An Act relating to group insurance coverage and self-insurance coverage for school district employees; and providing for an effective date."

and recommends:

- be replaced with CS _____ (_____) Same Title New Title
- adopt previous CS _____ (_____) Same Title New Title
- attached amendment(s)
- adopt _____ Letter of Intent
- further referral to _____ Committee

Dept Abbr.	
ADM	LWF
CED	LAW
COR	LEG
CRT	MVA
EED	DNR
DEC	DPS
DFG	REV
GOV	DOT
DHS	UA

NEW FISCAL NOTE(S)				
Dept.	Fiscal	Indet.	Zero	FN #
ADM	✓			1
ADM\HPA	✓			2
ADM\HPA	✓			3
EED			✓	4

PREVIOUS FISCAL NOTE(S)				
Dept.	Fiscal	Indet.	Zero	FN #

APPROPRIATION - no fiscal note

SIGNATURES AND RECOMMENDATIONS:	PRINTED LAST NAME	DO PASS	DO NOT PASS	NO REC	AMEND
	Wielechowski		✓		
	Coghill				✓
	Griesel	✓			
CHAIR:	Danson	✓			

ALASKA STATE LEGISLATURE

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Mike Dunleavy
Senator

SPONSOR STATEMENT

Senate Bill 90 School District Employee Health Insurance

The cost of health care insurance for all employees has escalated far greater than the rate of inflation and Alaska's 53 school districts have felt the financial pinch. Under Senate Bill 90, all Alaska public school districts employees will be covered by a state-managed group health insurance program. Approximately 19,000 school district employees and their families, an estimated total of 47,000 individuals, would be added to the State of Alaska's Employee Health Plan.

This larger insurance pool places the State of Alaska in a position to negotiate a more favorable employee health care insurance plan. By moving school districts into an integrated state plan, the state and school districts benefit from the economies of scale. Currently each school district must obtain its own insurance coverage; consequently, the level of coverage and the cost of premiums vary widely throughout the state.

In addition to the potential savings with lower insurance premiums, two other advantages are afforded school districts and the state through this legislation. Senate Bill 90 will provide standardized health care coverage statewide for all school district employees. A person who may elect to move between school districts will know the basic insurance coverage offered before the transfer.

Secondly, the need for administrative time and effort by each school district to secure and negotiate a health insurance plan for its employees is eliminated. This responsibility shifts to the Department of Administration, a department that routinely manages insurance policies for all state employees, and allows school districts to focus on educational policy issues.

Starting July 1, 2014, school districts will transition to the new state health care insurance plan as each school district's existing employee contracts expire. All school districts are expected to changeover to the State of Alaska plan within three to five years.

LEGAL SERVICES

DIVISION OF LEGAL AND RESEARCH SERVICES
LEGISLATIVE AFFAIRS AGENCY
STATE OF ALASKA

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Juneau, Alaska 99801-1182
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MEMORANDUM

March 28, 2013

SUBJECT: Sectional Summary SB 90 (Work Order No. 28-LS0553\P)

TO: Senator Mike Dunleavy
Attn: Sheila Peterson

FROM: Dan Wayne 
Legislative Counsel

You have requested a sectional summary of the above-described bill.

As a preliminary matter, note that a sectional summary of a bill should not be considered an authoritative interpretation of the bill and the bill itself is the best statement of its contents. If you would like an interpretation of the bill as it may apply to a particular set of circumstances, please advise.

Section 1. Adds to the duties of regional school boards the duty to establish and maintain school district participation in a policy of group insurance, selected by the State of Alaska, that provides medical insurance.

Section 2. Allows the commissioner of administration to expend from the public education fund (AS 14.17.300) to the group health and life benefits fund (AS 39.30.095) a total of \$100,000,000, or less, as needed to pay claims submitted by school district employees who are covered by a policy of self-insurance provided by the state; and, requires the commissioner of administration to repay the public education fund, over a period of 10 years, the full amount of the commissioner's expenditures from the public education fund.

Section 3. (a) Requires school districts to participate in a policy of insurance that provides medical insurance coverage to state employees and to school district employees. (b) Requires school districts to contribute to the group health and life benefits fund (AS 39.30.095) based on rates set by the commissioner of administration. (c) Requires school districts to reimburse the state for procuring excess loss insurance if the state provides insurance benefits to school district employees under a policy of self-insurance. (d) Requires school districts to reimburse, over a period not to exceed 10 years, the Department of Administration's cost of paying insurance claims by school district employees for the first four months school district employees are covered by a policy of self-insurance provided by the State of Alaska. (e) Allows a school district to require its employees to pay some or all of the money that this bill section would require the school

district to pay to the state.

Section 4. Requires the Department of Administration to add school district employees to a policy of group insurance that is obtained by the state under AS 39.30.090(a) to cover state employee medical benefits, and requires that each eligible employee and the employee's spouse and dependent children be covered under that policy.

Section 5. Adds a definition of "school district" to AS 39.30.090, because of the changes indicated in bill section 4.

Section 6. Authorizes the Department of Administration to provide medical insurance coverage to school district employees by means of self-insurance.

Section 7. Requires the Department of Administration to procure excess loss insurance in connection with providing medical coverage to school district employees under a policy of self-insurance, and allows the Department to allocate the cost of the excess loss insurance across all school districts that are covered by the policy of self-insurance.

Section 8. Clarifies existing statutory language that authorizes the commissioner of administration to adopt regulations to implement AS 39.30.090 - 39.30.097.

Section 9. Makes sections 1 - 8 and section 10 of the bill inapplicable to collective bargaining agreements and other contracts that become legally binding before the effective date of those bill sections.

Section 10. Requires certain self-insured school districts to transfer the closing balance of their self-funded insurance reserve accounts soon after they enroll in a health care plan administered by the state, and requires that when transferred by a school district these amounts will be applied to offset reimbursements owed by that school under AS 14.20.137(d), a provision proposed in section 3 of the bill.

Section 11. Authorizes the commissioner of administration to adopt regulations necessary to implement the changes made by the bill, to take effect after the effective date of the changes made by the bill.

Section 12. Makes sections 10 and 11 of the bill effective immediately, subject to the restrictions set forth in those sections.

Section 13. Makes the bill's provisions effective date July 1, 2014, except as provided in bill section 12.

Fiscal Note

State of Alaska
2013 Legislative Session

Bill Version: SB 90
Fiscal Note Number: _____
() Publish Date: _____

Identifier: SB090-DOA-DRB-4-05-13
Title: SCHOOL DISTRICT EMPLOYEE HEALTH
INSURANCE
Sponsor: DUNLEAVY
Requester: Senate State Affairs

Department: Department of Administration
Appropriation: Centralized Administrative Services
Allocation: Retirement and Benefits
OMB Component Number: 64

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2014 Appropriation Requested	Included in Governor's FY2014 Request	Out-Year Cost Estimates					
			FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
OPERATING EXPENDITURES								
Personal Services	964.0		964.0	964.0	964.0	964.0	964.0	964.0
Travel								
Services								
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	964.0	0.0	964.0	964.0	964.0	964.0	964.0	964.0

Fund Source (Operating Only)

1017 Group Ben	964.0		964.0	964.0	964.0	964.0	964.0	964.0
Total	964.0	0.0	964.0	964.0	964.0	964.0	964.0	964.0

Positions

Full-time	12.0		12.0	12.0	12.0	12.0	12.0
Part-time							
Temporary							

Change in Revenues							
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Estimated SUPPLEMENTAL (FY2013) cost: 0.0

Estimated CAPITAL (FY2014) cost: 0.0

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

Not applicable, initial version.

Prepared By:	Jim Puckett, Director	Phone:	(907)465-4471
Division	Division of Retirement & Benefits	Date:	04/05/2013 02:45 PM
Approved By:	Curtis Thayer, Deputy Commissioner	Date:	04/05/13
	Department of Administration		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2013 LEGISLATIVE SESSION

BILL NO. SB090

Analysis

SB90 introduces a new section to AS14.20, AS 14.20.137, which extends group insurance coverage under AS39.30.090 to school district employees. It also amends AS39.30.090(a)(2) extending coverage to dependents of school district employees. This increase in the population of the AlaskaCare Employee Health Plan will have a fiscal impact.

The Division estimate s it will need twelve new positions to meet this increased workload.

1 - Accountant II	\$86,900
2 - Active Payroll R&B Tech II	\$155,200
4 - Call Center R&B Tech II	\$310,400
2 - Operations R&B Tech I	\$140,200
1 - Operations R&B Spec I	\$86,900
1 - Appeals R&B Spec I	\$86,900
1 - Operations R&B Spec II	<u>\$97,500</u>
Total	\$964,000

Fiscal Note

State of Alaska
2013 Legislative Session

Bill Version: SB 90
Fiscal Note Number: _____
() Publish Date: _____

Identifier: SB090-DOA-HPA-4-05-13
Title: SCHOOL DISTRICT EMPLOYEE HEALTH
INSURANCE
Sponsor: DUNLEAVY
Requester: Senate State Affairs

Department: Department of Administration
Appropriation: Centralized Administrative Services
Allocation: Health Plans Administration
OMB Component Number: 2152

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2014 Appropriation Requested	Included in Governor's FY2014 Request	Out-Year Cost Estimates					
			FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
OPERATING EXPENDITURES								
Personal Services								
Travel								
Services								
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Fund Source (Operating Only)

1017 Group Ben	100,000.0							
1108 Stat Desig			(10,000.0)	(10,000.0)	(10,000.0)	(10,000.0)	(10,000.0)	(10,000.0)
1178 temp code	(100,000.0)		10,000.0	10,000.0	10,000.0	10,000.0	10,000.0	10,000.0
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Positions

Full-time								
Part-time								
Temporary								

Change in Revenues								
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Estimated SUPPLEMENTAL (FY2013) cost: 0.0

Estimated CAPITAL (FY2014) cost: 0.0

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

Not applicable, initial version.

Prepared By:	Jim Puckett, Director	Phone:	(907)465-4471
Division:	Retirement & Benefits	Date:	04/05/2013 02:45 PM
Approved By:	Curtis Thayer, Deputy Commissioner	Date:	04/05/13
	Department of Administration		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2013 LEGISLATIVE SESSION

BILL NO. SB090

Analysis

SB 90 introduces a new section to AS 14.20, AS 14.20.137, which extends group insurance coverage under AS39.30.090 to school district employees. It also amends AS39.30.090(a)(2) extending coverage to dependents of school district employees. It is estimated that 18,300 school district employees and 29,000 dependents will become members of the AlaskaCare Employee Health Plan. The addition of these 47,300 new members will quadruple the overall population of the AlaskaCare Employee Health Plan.

PUBLIC EDUCATION FUND -

How the bill works: starting on July 1, 2014, school districts would begin to enroll their employees in the AlaskaCare active employee health plan. That process must be complete no later than July 1, 2015. There are approximately 18,300 school district employees that would likely enroll over FY15-FY16. With dependents, the total population is approximately 47,300 covered lives.

Self-funded insurance pools tend to maintain a reserve of 3-4 months of claim costs. The reserve is available to pay claims in times of claim spikes so that recourse to external funding sources or mid-year premium increases is unnecessary.

We estimate that such a reserve for the 47,000 inbound covered lives would be approximately \$100mm. Having such a reserve in place on July 1, 2014 is important, because this population will begin to incur health claims immediately, and we need to have funds in place to pay them. The bill contemplates that the \$100mm would be drawn from the Public Education Fund over a 10 year period. The withdrawn funds would be repaid over a 10 year period. The source of the repayment for withdrawn funds would be school districts. The Department would send them a bill for the first 4 months of claims paid; the bill would be repaid over a 10 year period.

The bill contemplates that the health insurance benefit credit the state pays on behalf of all State of Alaska employees (\$1330/mo/ee in FY13; \$1389/mo/ee in FY14) would be paid by school districts on behalf of school district employees. The benefit credit equates to the premium for the AlaskaCare Economy level plan plus the premium for the Preventive Dental plan. The Department would send monthly bills to school districts to collect the benefit credit. These sums would be deposited in the Group Health and Life Benefits fund (AS 36.30.095) and used to pay claims and administer the system.

Fiscal Note

State of Alaska
2013 Legislative Session

Bill Version: SB 90
Fiscal Note Number: _____
() Publish Date: _____

Identifier: SB090-DOA-HPA-4-05-13
Title: SCHOOL DISTRICT EMPLOYEE HEALTH
INSURANCE
Sponsor: DUNLEAVY
Requester: Senate State Affairs

Department: Department of Administration
Appropriation: Centralized Administrative Services
Allocation: Health Plans Administration
OMB Component Number: 2152

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2014 Appropriation Requested	Included in Governor's FY2014 Request	Out-Year Cost Estimates					
			FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
OPERATING EXPENDITURES								
Personal Services								
Travel								
Services	237.7		9,864.0	10,468.7	11,203.2	11,991.2	13,196.4	
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous			315,000.0	315,000.0	315,000.0	315,000.0	315,000.0	
Total Operating	237.7	0.0	324,864.0	325,468.7	326,203.2	326,991.2	328,196.4	

Fund Source (Operating Only)

1017 Group Ben	237.7		9,864.0	10,468.7	11,203.2	11,991.2	13,196.4
1108 Stat Desig			315,000.0	315,000.0	315,000.0	315,000.0	315,000.0
Total	237.7	0.0	324,864.0	325,468.7	326,203.2	326,991.2	328,196.4

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues							

Estimated SUPPLEMENTAL (FY2013) cost: 0.0

Estimated CAPITAL (FY2014) cost: 0.0

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? No
If yes, by what date are the regulations to be adopted, amended or repealed?

Why this fiscal note differs from previous version:

No applicable, initial version.

Prepared By:	Jim Puckett, Director	Phone:	(907)465-4471
Division:	Division of Retirement & Benefits	Date:	04/05/2013 02:45 PM
Approved By:	Curtis Thayer, Deputy Commissioner	Date:	04/05/13
	Department of Administration		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2013 LEGISLATIVE SESSION

BILL NO. SB090

Analysis

SB 90 introduces a new section to AS 14.20, AS 14.20.137, which extends group insurance coverage under AS39.30.090 to school district employees. It also amends AS39.30.090(a)(2) extending coverage to dependents of school district employees. It is estimated that 18,300 school district employees and 29,000 dependents will become members of the AlaskaCare Employee Health Plan. The addition of these 47,300 new members will quadruple the overall population of the AlaskaCare Employee Health Plan.

SERVICES -

In FY2014, the Division's RBIS team estimates we will incur a one-time \$115,200 contractor(s) expense reprogramming some of our data applications. This is necessary so school district health care data can be submitted to the division via the DRB e-reporting application and then included in our CRS database. Also included in FY2014 are the publication and communications costs supplying the federally mandated Summary of Benefits and Coverage (SBC) booklet and the division health newsletter and open enrollment supplies. Beginning in FY2015, AlaskaCare will experience the increased health admin cost with the third party administrator fees processing the claims of the new members.

STATUTORY DESIGNATED PROGRAM RECEIPTS (SDPR) -

Under SDPR the participating school districts will pay into the Group Health and Life Fund the AlaskaCare benefit credit amount, \$1389.00, per employee per month. The school districts will also be billed approximately \$10 million annually for health claim as per required by statute AS 14.17.300. The amounts collected from school districts in payment of the first 4 months of claim costs, will be used to repay the draw on the Public Education Fund over a 10 year period.

Buck Consultants, the AlaskaCare Employee Health Plan benefits consultant, performed projections that were used for this fiscal note. Additional information regarding the development of this fiscal note are included in Buck's April 5, 2013 attached letter.

April 5, 2013

Mr. Jim Puckett
State of Alaska
PO Box 110203
Juneau AK 99811

Re: Projection of AlaskaCare Employee Health Plan Reserves and Benefits Rate Calculation under HB196/SB90

Dear Jim:

Buck Consultants projected AlaskaCare Employee Benefit Health Plan revenues, expenses and reserves through FY19 using our baseline modeling and extending coverage to school district employees and their dependents. The following are key methods and assumptions used, and a table showing benefit credits and plan reserves for FY14 through FY19. Plan reserves are expressed as the number of months of each fiscal year's cost available at fiscal year-end. We targeted reserves of 25% of fiscal year plan costs, or 3.0 months.

Methods

Buck annually projects plan revenues, expenses and reserves using claims and enrollment data from previous years, projected forward at assumed trend rates and adjusted for anticipated plan changes. Projections under HB196 were completed in the same manner, with the number of participants and hence revenues and expenses, increasing after January 1, 2014 to reflect inclusion of school district employees. Reserve projections shown below assumes and estimated 18,300 new employees and their 29,000 dependents are added to the plan, along with a one-time funding infusion of \$100m.

Assumptions

Most key assumptions are unchanged from our analysis of plan reserves without regard to HB196/SB90, and include the following:

- The total number of employees covered by the plan is assumed to increase 2.0% per year.
- Medical and Rx claims trend at a combined annual rate of about 8.5% through 2014, grading down 1% per year thereafter.
- Dental and vision claims trend at annual rates of about 5.0% and 4.8%, respectively, through 2017, grading down 1% per year thereafter.
- Combination Premium Employee / Standard Family coverage is eliminated 7/1/2013, the very few employees in this coverage are assumed to migrate to the Standard Plan.
- Premium and Standard Plan contribution rates are increased while Economy Plan rates are held flat. This reduces the subsidy inherent in current contribution rate structure. We have assumed that from 2% to 5% of employees in each plan migrate to lower-priced plans each year.

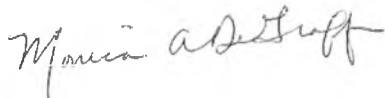
Additional key assumptions have been made to address inclusion of school district employees:

- School district employees are initially assumed to generate 2.5% higher claims per employee than current plan members.
- Health management programs are assumed to reduce the higher claims cost for school district employees by 0.5% per year so that by 2019 no excess risk is assumed.
- Improved provider contracting attributable to increased enrollment is assumed to reduce underlying medical and Rx claims trend by 1% in 2015 and another 1% in 2016.

Benefit credits and plan reserves at fiscal year-end

Fiscal Year	Monthly Benefit Credit	FYE Reserve Months
2014	\$1,389	3.1
2015	\$1,389	2.6
2016	\$1,389	2.5
2017	\$1,389	2.6
2018	\$1,389	3.0
2019	\$1,389	4.0

We believe that in combination, methods and assumptions used are moderate to slightly conservative. For example, a combined plan population of 25,000 employees may result in greater bargaining power and better network discounts than assumed. Based on the methods and assumptions used, the influx of a larger, less healthy population initially pushes projected reserves below the target 3 month level, but by fiscal year-end 2019 a 4-month reserve is attained without increasing the monthly benefit credit during the projection period.



Monica DeGraff
Principal, Health and Productivity



Chris Hulla
Principal, Health and Productivity

Enclosure

c: Emily Cotter, State of Alaska
Melissa Bissett, Buck Consultants

Fiscal Note

State of Alaska
2013 Legislative Session

Bill Version: SB 90
Fiscal Note Number: _____
() Publish Date: _____

Identifier: SB090-EED-K12-4-5-13
Title: SCHOOL DISTRICT EMPLOYEE HEALTH
INSURANCE
Sponsor: DUNLEAVY
Requester: Senate State Affairs

Department: Department of Education and Early Development
Appropriation: K-12 Support
Allocation: Foundation Program
OMB Component Number: 141

Expenditures/Revenues

Note: Amounts do not include inflation unless otherwise noted below. (Thousands of Dollars)

	FY2014 Appropriation Requested	Included in Governor's FY2014 Request	Out-Year Cost Estimates					
			FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
OPERATING EXPENDITURES								
Personal Services								
Travel								
Services								
Commodities								
Capital Outlay								
Grants & Benefits								
Miscellaneous								
Total Operating	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Fund Source (Operating Only)

None								
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Positions

Full-time								
Part-time								
Temporary								

Change in Revenues								
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Estimated SUPPLEMENTAL (FY2013) cost: 0.0

Estimated CAPITAL (FY2014) cost: 0.0

ASSOCIATED REGULATIONS

Does the bill direct, or will the bill result in, regulation changes adopted by your agency? Yes
If yes, by what date are the regulations to be adopted, amended or repealed? 07/01/14

Why this fiscal note differs from previous version:

Initial version

Prepared By:	Elizabeth Nudelman, Director	Phone:	(907)465-8679
Division:	School Finance & Facilities	Date:	04/05/2013 02:00 PM
Approved By:	Mike Hanley	Date:	04/05/13
	Commissioner		

FISCAL NOTE ANALYSIS

STATE OF ALASKA
2013 LEGISLATIVE SESSION

BILL NO. SB90

Analysis

Section 1 of the bill adds to AS 14.08.111, duties of regional school boards the new duty to establish and maintain participation in a policy of group insurance.

Section 2 amends AS 14.17.300 to allow the Commissioner of Administration to spend funds from the Public Education Fund (PEF) to pay claims submitted by covered school district employees under the legislative health insurance provisions. The bill provides that funds spent from the Public Education Fund at 14.17.300 by the Commissioner of Administration be repaid over ten years, and that total expenditures not exceed \$100,000,000.

Alaska Statute 14.17.300 currently requires that funds expended from the Public Education Fund (PEF) may only be for state aid of public schools through the funding formulas AS 14.17 and AS 14.09.010. This bill proposes a purpose that is in conflict, therefore to maintain the integrity and the legislative intent for the creation of the fund, an approach other than the use of the PEF should be developed to address the bill's funding mechanism.

Any funding removed from the PEF for non-formula programs will be taken from the current year or forward funding component depending on the level of funding in the PEF. If the state wishes to maintain current year and forward funding, an annual appropriation for the amount borrowed for health insurance less those amounts that have been repaid would need to be deposited or subtracted from the PEF.

Section 3 amends 14.20 by adding a new section that requires, starting July 1, 2015, participation by school districts in a policy of health insurance coverage for employees selected by the commissioner of administration.

Districts shall be required to contribute to group health and life benefits fund established under AS 39.30.095. Districts shall be required to reimburse the Department of Administration an amount equal to the state's cost, if any, of procuring necessary excess loss insurance.

School districts shall be required to reimburse the Department of Administration on the cost of paying insurance claims for the first four months employees of the school district are covered by a policy of self-insurance under AS 39.30.091, and the commissioner shall allow the reimbursement to be made in equal installments over a period not to exceed 10 years from the date the school district's participation in the policy begins.

School districts may require employees of the district to pay some or all of the school districts contribution.

Sections 4 -11 of this bill relate to the Department of Administration.

Sections 12 and 13 provide for effective dates.



Alaska Public School Teacher

2012 – 2013 Salary & Benefits Report

Association of Alaska School Boards
1111 W. 9th St.
Juneau, AK 99801

Phone: 907-463-1660

Fax: 907-586-2995

E-Mail: aasb@aasb.org

Website: www.aasb.org



Association of Alaska School Boards 2012 - 2013

Alaska Public School Teacher Salary & Benefits Report

Introduction & Acknowledgements

This 2012-2013 report on Alaska Public School Teacher Salary and Benefits includes information on the following categories: teacher salaries and related information, salary schedule distribution, insurance benefits, leave benefits, miscellaneous fringe benefits, selected extra duty salaries, enrollment/staffing and work year information. This information is sorted statewide, by region, and by district size.

This report includes survey responses from 44 of 53 Alaska public school districts.

AASB would like to express special thanks to the central office staff members in each of the school districts, who took the time to provide the information we requested. Without their patience and cooperation this report would not be possible.

**Alaska Public School Teacher
Salary & Benefits Report**

Explanation of Column Headings

SALARIES AND RELATED INFORMATION

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

BASE SALARY, BEGINNING MASTER'S SALARY, TOP SALARY- Base and top salaries indicated lowest/highest salaries on the schedule. Beginning Master's is the pay given to teachers with Master's degrees and no experience.

SALARY SCHEDULE INDEX- Factor used as multiplier to indicate range from lowest to highest salary on the schedule.

STEPS ON SALARY SCHEDULE- Step reflects the number of years of service given credit for each education level on the salary schedule. For purposes of counting, the "zero" step indicating no experience, is counted as one step.

MAXIMUM EDUCATION ON SALARY SCHEDULE- Highest level of education recognized on the salary schedule for pay purposes. M- masters, C- Certificate.

% OF TEACHERS AT MAXIMUM SALARY STEP- Percentage of teachers who are at the maximum step (of all columns) on the salary schedule.

LONGEVITY INCREMENTS GRANTED- Special increments paid to reward teachers who have exceeded the available number of steps, without moving to a new column on the schedule, by virtue of increased education.

AVERAGE SALARY- ACTUAL average teacher salary paid in each district, shown as average salary only, average salary w/retirements benefits, and average salary w/all benefits included

AVERAGE SALARY WITH ALL BENEFITS- Average district teacher salaries, including all benefits.

CERTIFIED SUBSTITUTE PAY- Daily rate paid to substitute teachers holding current Alaska teaching certificates.

NON-CERTIFIED SUBSTITUTE PAY- Daily rate paid to substitutes not certified as teachers.

PRINCIPAL/TEACHER BARGAINING- Districts where principal teachers are represented by the teachers' bargaining unit.

SALARY SCHEDULE DISTRIBUTION

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

FTE TEACHERS (ON SALARY SCHEDULE)- Full-time equivalent figures for all teachers and other instructional staff who are certificated.

% OF TEACHERS EARNING... ON SALARY SCHEDULE- Indicates a number of arbitrarily defined ranges of pay and shows a percentage of teachers in each district who fall within each range.

INSURANCE BENEFITS

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

MEDICAL PREMIUM FOR SINGLE AND FAMILY- Total costs of hospital and medical insurance policies for single teachers or teachers with families

IS DISTRICT SELF-INSURED?- Indicates whether a district self insures for medical coverage.

PREMIUM PAID BY EMPLOYEE- Amount employee contributes toward the purchase of hospital/medical insurance policies. In most cases, districts pick up 100% of the cost

LIFE INSURANCE COVERAGE AMOUNT- Maximum amount of life insurance coverage districts purchase for teachers. In some cases, this was reported by districts in terms of contract language (e.g. "twice the amount of annual salary"). This was reported here as twice the average salary on the salary schedule (2 X AN SALARY) or equal to the annual salary rounded up to the next thousand.

DISABILITY INSURANCE PROVIDED- Indicates whether a disability (income protection) plan is provided.

PROFESSIONAL LIABILITY INSURANCE PROVIDED- Indicates whether a professional liability plan is provided.

TRAVEL INSURANCE PROVIDED- Indicates whether a travel insurance plan is provided.

AVERAGE INSURANCE COST PER TEACHER- Average amount per teacher for the insurance benefits package provided by the district.

MISCELLANEOUS FRINGE BENEFITS

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2012.

TRAVEL PAID- Indicates if school district provides travel to and/or from the district, other than school business related, as a fringe benefit to the to the teachers (i.e. "turnaround leave," etc.).

AMOUNT PAIDS TOWARD TRAVEL- Amount of dollars allowed per teacher for non business travel, if it is provided as a fringe benefits.

SEVERANCE PAID- An additional payment that is made upon termination.

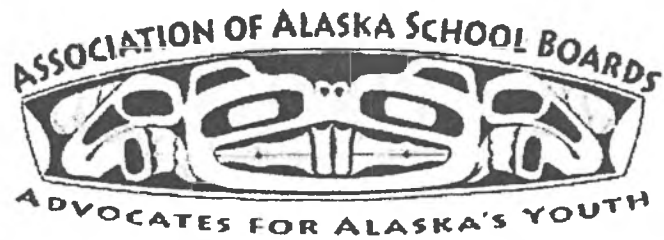
PROFESSIONAL CERT. BONUS- Indicates whether or not a district offers a professional certification bonus

TAX SHELTERED ANNUITY OR SUPPLEMENTAL SAVINGS- Indicates that the district administratively handles monthly arrangements for payment into tax sheltered annuities or other supplemental savings for teachers who participate.

TUITION REIMBURSED- Provision to reimburse tuition costs for a specified number of credit hours.

STATEWIDE:
Insurance Benefits

DISTRICT	REG	TOTAL ADM	IS DISTRICT SELF INSURED?	MEDICAL PREMIUM SINGLE PERSON	MEDICAL PREMIUM FAMILY	PREMIUM PAID BY EMPLOYEE SINGLE/FAMILY	DENTAL/ VISION COVERAGE?	LIFE INSURANCE COVERAGE AMOUNT	DISABILITY INSURANCE PROVIDED?	PROF. LIABILITY INS. PROVIDED?	TRAVEL INSURANCE PROVIDED?	AVG. INS COST / TEACHER	MAX OUT-OF-POCKET COST SINGLE/FAMILY
ALASKA GATEWAY	INT	375	N	\$20,340	\$20,340	0%	Y	105000	Y	N	N	\$0	\$1,000/\$3,000
ALEUTIANS EAST	SW	227	Y	\$7,881	\$25,052	8%/4%	Y	20000	N	N	Y	\$900	\$195
ANCHORAGE	SC	48422	Y	\$20,340	\$20,340	12%	Y	3XSalary/Max \$200K	N	N	N	\$15,416	\$2,370
ANNETTE ISLAND	SE	276	Y	\$10,478	\$33,354	8%	Y	2000	N	N	N	\$838/\$2668	\$2,250
BERING STRAIT	NW	1594	Y	\$9,600	\$18,750	15%	Y	30000	Y	Y	Y	\$1440/\$3000	N/A
BRISTOL BAY	SW	150	N	\$20,340	\$20,340	10%	Y	2000	N	N	N	\$2,070	\$1000/\$3000
CHUGACH	SC	245	Y	\$1,000	\$3,000	0%	Y	10000	Y	N	N	\$0	\$2,500
COPPER RIVER	INT	490	N	\$20,544	\$20,544	6%	-	5000	N	Y	N	\$1,200	\$5,000
CORDOVA	SC	325	N	\$20,544	\$20,544	8%	Y	40000	N	N	N	\$1,644	\$1,000
CRAIG	SE	657	N	\$0	\$20,340	0%	Y	0	N	Y	N	\$0	\$1000/\$3000
DELTA/GREELY	INT	917	N	\$19,200	\$19,200	18%	Y	15000	N	Y	N	\$3,530	\$2000 / \$6000
DENALI	INT	716	Y	\$16,724	\$0	0%	Y	50000	Y	Y	Y	\$16,724	\$195
DILLINGHAM	SW	473	Y	\$8,410	\$24,460	16%	Y	20000	N	Y	Y	\$1,380	\$1,250
FAIRBANKS	INT	14277	Y	\$1,778	\$2,963	11%/17%	Y	65000	N	N	N	\$2,370	\$3250/\$7500
GALENA	INT	3741	Y	\$6,101	\$18,913	0%/20%	Y	25000	N	N	N	\$7,708	\$2,000
HAINES	SE	307	N	\$1,483	\$1,483	6%	Y	10000	N	N	N	\$996	\$2,500
HOONAH	SE	114	N	\$10,022	\$31,718	0%	Y	23000	N	N	Y	\$0	\$2,250
HYDABURG	SE	52	N	\$11,940	\$23,011	0% / 72%	Y	5000	N	N	N	\$11,448	\$720
JUNEAU	SE	4952	N	\$20,340	\$20,340	14%	Y	2XSalary	N	N	Y	\$2,940	\$265
KENAI	SC	8970	Y	\$17,460	\$17,820	23.4%/24.9%	Y	1XSalary	N	N	N	\$4,260	\$1,200
KETCHIKAN	SE	2201	Y	\$14,109	\$18,357	20%/39%	Y	50000	N	N	N	\$5,134	\$3,500/\$10,500
KLAWOCK	SE	136	N	\$10,886	\$34,476	5%	Y	0.05	N	Y	Y	\$544/\$1724	\$2,000
KODIAK	SW	2517	Y	\$10,577	\$32,047	25%	Y	170000	N	N	Y	\$4,365	\$1000/\$3000
KUSPUK	SW	346	N	\$2,721	\$5,715	0%	Y	50000	N	N	Y	\$0	\$390
LAKE & PENINSULA	SW	326	Y	\$9,790	\$29,138	0%	Y	7000	N	N	N	\$0	\$195
LOWER KUSKOKWIM	SW	3972	Y	\$8,241	\$20,162	0%	Y	50000	Y	Y	Y	UNKNOWN	\$250/\$750
LOWER YUKON	SW	1922	Y	\$11,592	\$28,992	0%	Y	50000	Y	Y	Y	\$30,357	\$1900/\$5700
MAT-SU	SC	17338	N	\$20,424	\$20,424	10%	Y	15000	N	N	N	\$2,042	\$1000 / \$3000
NENANA	INT	948	N	\$20,340	\$20,340	0%	Y	10000	N	N	N	\$0	\$1100/\$3300
NOME	NW	690	N	\$7,255	\$20,344	15%	Y	10000	Y	Y	Y	\$1088-\$3457	\$3,000
NORTH SLOPE	NW	1599	Y	\$18,000	\$18,000	0%	-	\$175/yr	N	Y	Y	\$0	\$300
NORTHWEST ARCTIC	NW	1803	Y	\$17,364	\$17,364	6%	Y	50000	Y	N	N	\$1,080	\$195 / \$585
PETERSBURG	SE	427	N	\$1,492	\$1,492	20%	Y	5000	N	N	N	\$3,581	\$3,000
PRIBILOF	SW	98	n	\$20,554	\$20,554	0%	Y	0	N	Y	Y	\$20,461	\$3,000
SITKA	SE	1312	N	\$6,496	\$19,529	16%	Y	100000	N	N	N	\$2,080	\$2000/\$6000
SOUTHEAST ISLAND	SE	165	N	\$20,340	\$20,340	0%	Y	20000	N	Y	Y	\$0	\$1,000
SOUTHWEST REGION	SW	633	N	\$9,874	\$28,733	17%/21%	Y	1XSALARY	Y	Y	Y	\$1639/\$6027	\$7,500
ST. MARYS	SW	181	N	\$8,422	\$26,875	100%/45%	Y	SALARY	Y	Y	Y	\$662	\$2,750
UNALASKA	SW	414	Y	\$22,607	\$22,607	0%	Y	5000	N	N	N	\$0	\$500
VALDEZ	SC	676	Y	\$19,846	\$19,846	75%	Y	70000	N	N	N	\$1,488	\$488
WRANGELL	SE	387	N	\$8,902	\$28,315	5.75%-1.75%	Y	50000	N	Y	N	\$504	\$4,000
YUKON KOYUKUK	INT	1256	Y	\$2,159	\$4,880	0%	Y	50000	Y	Y	Y	\$0	\$1,000



Alaska Public School Classified Employee

2012 – 2013
Salary & Benefits
Report

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Explanation of Column Headings

<p>Salary and Related Information Report GENERAL JOB CLASSIFICATIONS Supervisory / Clerical / Custodian / Food Service Worker / Instructional Aide / Non-Instructional Aide / Maintenance / Other JOB TITLE – Job class groupings of Classified Employees FULL/PART TIME EMPLOYEES – The number of either full or part time employees MINIMUM/MAXIMUM SALARY – Salary paid for each position. #OF STEPS ON SALARY SCHEDULE – Number of experience steps on a salary schedule, where developed. HOURS WORKED PER WEEK – Number of Full Time or Part Time hours worked per week. WEEKS WORKED PER YEAR – Number of Full Time or Part Time weeks worked per year.</p> <p>Medical/Life Insurance and Vacation Benefits Report GENERAL JOB CATEGORY – Job class groupings of Classified Employees. MEDICAL PREMIUM SINGLE – The annual premium amount paid by the district for a hospital/medical insurance plan for a family. LIFE INSURANCE COVERAGE AMOUNT – The amount of Life insurance coverage provided for a single employee. PAID HOLIDAYS – Number of paid holidays during the work year. MINIMUM/MAXIMUM VACATION – Indicates minimum/maximum paid vacation days per work year, and longevity required to earn them (e.g., 30 days after 5 years)</p> <p>Sick/Personal Leave Benefits Report TOTAL ADM – (Average Daily Membership) Total Enrollment FTE CLASSIFIED EMPLOYEES – Total number of employees counted in full time equivalency. SICK LEAVE – Number of sick leave days available to each employee during a year. SICK LEAVE MAXIMUM ACCUMULATIVE DAYS ALLOWED – Maximum days of unused sick leave which may be accumulated.</p>	<p>SICK LEAVE PAID AT SEPARATION – Indicates whether the district allows sick to be cashed in at termination. PERSONAL LEAVE – Total number of days of personal leave allowed each year per employee. PERSONAL LEAVE MAXIMUM ACCUMULATIVE DAYS ALLOWED – Maximum days of unused personal leave which may be accumulated. PERSONAL LEAVE PAID AT SEPARATION – Indicates whether the district allows personal leave to be cashed in at termination. MILIATRY, EMERGENCY, MATERNIATY, PATERNITY, CIVIC, COURT – Indicates whether days are given for each type of leave.</p> <p>Negotiations Report TOTAL ADM – (Average Daily Membership) Total Enrollment SUPERVISORY, CLERICAL, CUSTODIAL, FOOD SERVICE WORKER, MAINTENANCE AND AIDES – Indicates whether district enters into formal negotiations with classified employees and union representation for each job category of employees. FTE CLASSIFIED EMPLOYEES – Total number of employees counted in full time equivalency. MEETINGS AND CONFERENCES – Indicates if classified employee representatives informally meet and confer with representative of the school board concerning salaries and/or benefits.</p> <p>UNILATERAL BOARD DECISION – Indicates that classified salaries and benefits are determined by unilateral board decision. TOTAL HEALTH CARE COSTS – Indicates the total cost of health care for classified employees, to the district. TOTAL PAYROLL – Total payroll figure for classified employees. BENEFIT PERCENT – Percent budgeted for fringe benefits figured as a percent of the total classified payroll.</p>
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Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
ALASKA GATEWAY	INT	Any Fulltime	\$20,340	\$20,340	2X SAL or MAX \$105,000	6-7	12/1	24/1
		Part Time				6	6/1	15/1
ALEUTIANS EAST	SW	ALL	\$7,880	\$25,050	\$20,000	7	10/1	25/10
ANCHORAGE	SC	Aides/Clerical	\$16,620	\$16,620	3XAN SAL	11	1.75 days/mo/3	3 days mo/8
		Custodian	\$14,820	\$14,820	3XAN SAL	11	14 hrs mo/3	24 hrs mo/8
		Food Service	\$16,620	\$16,620	3XAN SAL	10	17hrs mo/10	20.5 hrs mo/8
		Professional	\$16,620	\$16,620	3XAN SAL	0	4days/mo	9days/year
		Maintenance/Warehouse	\$16,620	\$16,620	3XAN SAL	11	14hours mo/4	24hours mo/10
		Bus Drivers/ Attendants	9.35/hr	9.35/hr	3XAN SAL	9	21Hours mo/4	23hours mo/4
ANNETTE ISLANDS	SE	Full Time	\$10,478	\$33,354	\$20,000	8	1/0-1years 1.5/2yrs 2/5yr	2.25<10years
BERING STRAIT	NW	All Classified	\$8,160	\$15,750	\$25,000	7	12/4	21/17
BRISTOL BAY	SW	Clerical	\$18,360	\$18,360	\$2,000	6		24day/year
		Custodian	\$18,360	\$18,360	\$2,000	6		
		Food Service	\$18,360	\$18,360	\$2,000	5		
		Aides	\$18,360	\$18,360	\$2,000	5		
		Maintenance	\$18,360	\$18,360	\$2,000	7	18	24
		Other	\$18,360	\$18,360	\$2,000	5		
		Supervisory	\$18,360	\$18,360	\$2,000.00	6/7	18	24
CHATHAM	SE	12 Month Classified	\$15,660	\$15,660	\$15,000.00	7	7days/1-3years	1 month/8years
CHUGACH	SC	All	\$494	\$2,087	\$10,000	10	0-2YRS=1, 3-5YRS=1.5, 5+YRS = 1.75	
COPPER RIVER	INT	Supervisory	\$19,344	\$19,344	\$5,000	9		40
		Secretary	\$19,344	\$19,344	\$5,000	8		4
		Custodian/Maint	\$19,344	\$19,344	\$5,000	9	12	24
		Food Service	\$19,344	\$19,344	\$5,000	7		4
		Aides	\$19,344	\$19,344	\$5,000	7		4
		Tech Support	\$19,344	\$19,344	\$5,000	9		10
CORDOVA	SC	School Year (Aides/Office/Kitchen)	\$15,750	\$15,750	\$40,000	7		
		Custodial (11 month)	\$18,900	\$18,900	\$40,000	8		
		Yearly	\$18,900	\$18,900	\$40,000	9	12-13	25
CRAIG	SE	Supervisory		\$20,340		7	5/1	30/12

Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
		Full Time		\$20,340		6		
		Part Time		\$10,170		6		
DELTA/GREELY	INT	Food Service	\$16,156		\$15,000	7	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Maintenance	\$16,156		\$15,000	8	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Custodian	\$16,156		\$15,000	8	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Aids/Tutors	\$16,156		\$15,000	7	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Secretaries	\$16,156		\$15,000	8	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Admin Clerks	\$16,156		\$15,000	9	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Admin Clerk 2	\$16,156		\$15,000	9	1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
		Computer Tech	\$16,156		\$15,000		1-5yrs - 1 day/1 mo. 6-10yrs - 1.5dy/mo	10+ yrs - 2dy/mo
DENALI	INT	Employee Only	\$10,740		\$50,000			
		Employee and Child	\$17,184		\$50,000			
		Employee and Spouse	\$19,344		\$50,000			
		Family	\$26,868		\$50,000			
DILLINGHAM	SW	Classroom Aides (9 mo.)	\$8,410	\$24,260	\$20,000	6	2/6	2/6
		School Secretary (9 mo.)	\$8,410	\$24,260	\$20,000	6	2/6	2/6
		Accounting Techs (12 mo.)	\$8,410	\$24,260	\$20,000	7	1.5/1	2/5
		Maintenance (12 mo.)	\$8,410	\$24,260	\$20,000	7	1.5/1	2/5
		Custodial (9-10 mo.)	\$8,410	\$24,260	\$20,000	6	2/6	2/6
FAIRBANKS	INT	All	\$1,778	\$2,963	1XAN SAL	21	3/1	3
GALENA	INT	Supervisory	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
		Clerical	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
		Custodian	\$5,605	\$13,776	\$25,000	6	15/1-3	25/8
		Food Service	\$5,605	\$13,776	\$25,000	6		
		Aides	\$5,605	\$13,776	\$25,000	5		
		Maintenance	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
		Other	\$5,605	\$13,776	\$25,000	7	15/1-3	25/8
HAINES	SE		\$17,796	\$17,796	\$10,000	5-7	0	0

Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
HOONAH	SE	All Full Time	\$10,022		\$12,000	7	10/1	20/10
HYDABURG	SE	Part Time Employees	\$0	\$0	\$0	5-6	0	0
IDITAROD	INT	Clerical	\$19,092	\$19,092	\$40,000	8	12/0	24/15
		Clerical	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Custodian	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Food Service	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Instructional Aides	\$19,092	\$19,092	\$40,000	8	5/1	10/1
		Maintenance	\$19,092	\$19,092	\$40,000	8	12/0	24/15
		Maintenance	\$19,092	\$19,092	\$40,000	8	5/1	10/1
JUNEAU	SE	All Full Time	\$16,800	\$16,800	\$100,000	11	1.25/Month	2.5/Month
		All Part Time	\$10,880	\$10,880	\$100,000	11		
KAKE	SE	District Secretary		\$15,552	\$0	7	0	0
		Head Cook		\$15,552	\$0	7	0	0
		Lead Custodial/Maintenance		\$15,552	\$0	7	0	0
KASHUNAMIUT	SE	Class 6	\$79,9300 (TOTAL)			5		20/11
		Class 6.5	\$799,300			5		20/11
		Class 7	\$799,300			5		20/11
		Class 7.5	\$799,300			5		20/11
		Class 8	\$799,300			6	10	20/11
KENAI	SW	All				6-8	15/1	24/1
KETCHIKAN	SC	Para's/Cooks/Custodians	\$5,037	\$5,037	\$50,000	5	None	3/1
		Maintenance	\$11,500	\$11,500	\$50,000	11	26/0	44/15
		Computer Techs	\$11,277	\$11,277	\$50,000	11	27/0	40
		School Secretaries	\$10,810	\$10,810	\$50,000	7	None	3/1
		Central Office/Other	\$10,787	\$10,787	\$50,000	11	25/0	40/15
		Professional	\$10,787	\$10,787	\$50,000	11	41	41
KLAWOCK	SE	All Full Time	\$10,886	\$34,476	\$25,000	7		
KODIAK	SW	Supervisory	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Clerical	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Custodian	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Food Service	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Aide	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Maintenance	\$9,519	\$28,842	\$89,000	10	12/0	27/10
		Other	\$9,519	\$28,842	\$89,000	10	12/0	27/10
KUSPUK	SW	All Permanent	\$2,721	\$5,715	\$50,000	5	5	21

Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
LAKE & PENINSULA	SW	Clerical	\$9,790	\$29,138.00	\$2,000		12/1	20/3
		Custodian	IF ELECTED, SAME COST					
		Food Service	IF ELECTED, SAME COST					
		Aides	IF ELECTED, SAME COST					
		Maintenance	\$9,790	\$29,138.00	\$2,000		12/1	20/3
		Other	\$9,790	\$29,138.00	\$2,000		12/1	20/3
LOWER KUSKOKWIM	SW	ALL	\$8,241	\$20,162.00	\$50,000	10	18/1	39/10
MAT-SU	SC	Supervisory	\$18,442	\$18,442	\$15,000	8	36/1	36/1
NENANA		All Others	\$18,442	\$18,442	\$15,000	8		
NOME	INT	All Classified	\$20,340	\$20,340	\$10,000	6-8	9/1	24/10
	NW	All Classified EE's	\$6,167	\$19,587	\$10,000			
		12 Month Employee				7	19 days - DOH	34 days/10
NORTHSLOPE		9 Month Employee				6		
NORTHWEST ARCTIC	NW	All Classified	\$18,000	\$18,000	2X Salary	8	29/0	44/10
	NW	Directors			\$100,000	11		30
		12-Month Employees			\$20,000	11	12/0	12/0
		12-Month Employees			\$20,000	11	15/1	15/4
		12-Month Employees			\$20,000	11	18/5	18/9
		12-Month Employees			\$20,000	11	24/10+	
PETERSBURG		Less Than 12 Month			\$20,000	6	1/50 days	4/50 days
	SE	Aides/Nurse/Food Service	80%	80%	\$5,000	7	14/1	5
		Clerical	80%	80%	\$5,000	7	6/1	7
		Custodial/Payroll Specialist	80%	80%	\$5,000	8	14/1-5yrs	30/11yrs
SAINT MARY'S	SW	Classified	\$18,156	\$18,156	\$0	5-7	5/1	24/16
	SW	9 Months	\$3,600	\$3,600	Equal to Salary	5		
		10 Months	\$4,000	\$4,000	Equal to Salary	6		
		11 Months	\$4,400	\$4,400	Equal to Salary	7		
SITKA		12 Months	\$4,800	\$4,800	Equal to Salary	7		
	SE	Supervisory	\$6,496	\$19,529	\$50,000	11	15/1	27/7
		Supervisory Non-Certified	\$6,332	\$19,039	\$50,000	11	15/1	27/7
		Clerical	\$6,031	\$19,529	\$50,000	11	15/1	27/7
		Secretary	\$5,379	\$16,168	\$50,000	11	5	27/7
		Aides	\$6,031	\$19,529	\$50,000	10		
		Maintenance	\$6,031	\$19,529	\$50,000	11	15/1	27/7
	Other	\$6,031	\$19,039	\$50,000	11	15/1	27/7	

Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
SKAGWAY		Other-Bookkeeping	\$6,332	\$19,039	\$50,000	11	15/1	27/7
	SE	Clerical	\$8,061	\$25,450	\$10,000	7	18/4	28/9
		Food Service				6	2/1	2/1
		Alde				5	2/1	2/1
		Maintenance	\$8,061	\$25,450	\$10,000	7	18/4	28/9
SOUTHEAST ISLAND		Other				5	2/1	2/1
	SE	Full Time Employees	\$20,340	\$20,340	\$20,000	7		12/1
SOUTHWEST	SW	Supervisory	\$8,235		\$191,000	7	42/1	42/1
		Clerical	\$16,469			7	12/1-2	24/5+
		Maintenance	\$8,235	\$22,706		7	12/1-2	24/5+
		Custodian				5		
		Food Service	\$8,235			5		
	Instructional Aide	\$24,705			5			
UNALASKA		Other	\$8,235		\$171,899	7	30/1	30/1
	SW	9-months	\$18,839	\$18,839	\$5,000	6	0	0
		12-months	\$22,607	\$22,607	\$5,000	7	15/1	30/10
VALDEZ	SC	10 months	\$19,203	\$19,203	\$70,000	6	3	3
		11 Months	\$19,203	\$19,203	\$70,000	7	4	4
		12 months	\$19,203	\$19,203	\$70,000	7	12	24
WRANGELL								
	SE	Classified 10 months	\$8,902	\$28,315	\$50,000	7	6/1-4	10/20+
YAKUTAT		Classified 12 months	\$8,902	\$28,315	\$50,000	8	15/1-4	24/20+
YUKON FLATS	SE	Supervisory		\$23,459	\$50,000	8	30/1	34/1
		Clerical	\$9,304	\$19,978	\$50,000	8	16/1	16/1
		Custodian		\$17,514	\$50,000	7		
		Food Service			\$50,000	6		
		Instructional Aide			\$50,000	6		
		Non-Instructional Aide			\$50,000	6		
		Maintenance			\$55,810	\$50,000	8	16/1
	Bus Drivers			\$50,000	6			
YUKON KOYUKUK	INT	All	\$2,158.92	\$4,879.68	\$50,000	7	12/1	18/5



Alaska Public School Administrator

2011 – 2012 Salary & Benefits Report

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Association of Alaska School Boards

Alaska Public School Administrator
Salary & Benefits Report

2011 - 2012

Introduction & Acknowledgements

This 2011-2012 report on Alaska Public School Administrator Salary and Benefits includes information on the following categories: school board compensation, salaries and related information, insurance benefits, leave benefits, miscellaneous fringe benefits staffing and work year information. This information is sorted statewide and by region.

This report includes survey responses from 44 of 53 Alaska public school districts.

AASB would like to express special thanks to the central office staff members in each of the school districts, who took the time to provide the information we requested. Without their patience and cooperation this report would not be possible.

Association of Alaska School Boards 2011-2012

Alaska Public School Administrator Salary & Benefits Report

Explanation of Column Headings

A "0" in any column indicates there are no employees for that question or the district did not submit information for that question.

BOARD MEMBER COMPENSATION

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2011.

NUMBER OF BOARD MEMBERS – Number of members on the school board.

IS THERE A STUDENT REP? – Indicates whether there is a student representative on the school board.

NUMBER OF REGULAR MEETINGS – The number of scheduled board meetings during the year.

BOARD MEMBERS COMPENSATED, MONTHLY COMPENSATION AMOUNT,

COMPENSATION PER MEETING – Compensation for school board members for their service (over and above reimbursement for actual expenses), monthly amount per individual board member, and per meeting compensation per individual (disregarding additional payment for officers).

ADDITIONAL COMPENSATION? – Indicates whether board members receive compensation (over and above reimbursement for actual expenses) for attending meetings other than scheduled regular board meetings (e.g. negotiations, committee meetings, special meetings, etc.).

ADDITIONAL COMPENSATION FOR CHAIRPERSON, SECRETARY, TREASURER – Paid to officers of the board for their service.

TRAVEL PER DIEM PAID BY DISTRICT – The amount of per diem paid to board members while traveling out of the district to other types of meetings.

HOTEL PAID? – Out of district hotel costs paid, in addition to per diem.

BOARD MEMBERS RECEIVE DISTRICT INSURANCE? – Indicates board member participation in the school district medical insurance program.

AMOUNT DISTRICT CONTRIBUTION – Reflects amount district contributes to board members medical insurance.

BOARD MEMBER CONTRIBUTES TO INSURANCE? – Reflects board member contribution towards purchase of medical coverage

AMOUNT BOARD MEMBER CONTRIBUTES – Reflects amount board member contributes to board members insurance.

OTHER BENEFITS – Other benefits provided to board members, i.e., Public Employment Retirement System (PERS), Life Insurance, Worker's Compensation

SALARIES & RELATED INFORMATION

TOTAL ADM - (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in October 2011.

FTE – Number of full time employees in that position

SALARY – Base and top salary for full time position. For Superintendents, annual salary stated in the Chief School Administrator's (CSA) contract.

DAYS ON CONTRACT – Number of workdays, including leave and holidays, specified in contract or similar document

INSURANCE BENEFITS

MEDICAL PREMIUM PER YEAR – Indicates the premium amount paid by the district for a hospital/medical insurance single/family plan.

% OF PREMIUM PAID BY EMPLOYEE – Percent of annual premium that is paid by the employee for single/family plan.

DENTAL/VISUAL? – Is dental and vision insurance provided by the district.

LIFE INSURANCE COVERAGE – Indicates the amount of coverage provided for a single employee.

DISABILITY? – This represents whether there is coverage provided by a disability plan

LIABILITY? - This represents whether there is coverage provided by a liability plan.

TRAVEL INSURANCE? – Represents whether there is coverage provided by travel insurance for the employee while traveling on district business.

LEAVE BENEFITS

NUMBER OF PERSONAL LEAVE DAYS – Total number of days of personal leave allowed each year per employee.

PERSONAL LEAVE DAYS ACCUMULATIVE? – Indicates if personal leave may be accumulated if unused.

PERSONAL LEAVE DAYS PAID AT SEPARATION? – Indicates whether the district allows personal leave to be cashed in at termination.

RECEIVE SABBATICAL? – Indicates if the district grants sabbatical leave for the given position.

\$ OR % OF SALARY PAID DURING SABBATICAL – If the administrator is to receive pay while on a sabbatical leave, the figure in this column gives the percentage of pay or flat dollar amount provided by the district, or a percent of annual salary. Some districts determine the amount granted on a discretionary basis.

PAID ANNUAL LEAVE PROVIDED? – Indicates if the administrator's contract includes a provision for annual leave days.

PAID ANNUAL LEAVE TOTAL DAYS – Indicates number of days granted for annual leave.

PAID ANNUAL LEAVE DAYS ACCUMULATIVE? – Indicates if annual leave is allowed to accumulate if unused.

ANNUAL LEAVE PAID AT SEPARATION? – Indicates whether the district allows annual leave to be cashed in at termination.

NUMBER OF PROFESSIONAL LEAVE DAYS - Total number of days of professional leave allowed each year per employee.

NUMBER OF PAID HOLIDAYS – Number of paid holidays included in the employee's contract year.

STATEWIDE: Administrator Salaries Related Information

Insurance: Superintendents

DISTRICT	REG	TOTAL ADM	SUPT MEDICAL PREM PER YEAR (SINGLE / FAMILY)	% OF PREMIUM PAID BY EMPLOYEE (SINGLE / FAMILY)	SUPT DENTAL/ VISUAL	SUPT LIFE INSURANCE COVERAGE	SUPT DISABILITY?	SUPT PRO LIABILITY?	SUPT TRAVEL INS?
ALASKA GATEWAY	INT	385	\$16,860	0%	Y	\$102,000	Y	N	N
ALEUTIANS EAST	SW	245	\$0	0%	N	\$150,000	N	N	Y
ANCHORAGE	SC	48,613	\$16,681	0%	Y	\$700,000	N	N	N
ANNETTE ISLAND	SE	276	\$891/\$2837	0%	Y	\$10,000	N	N	N
BERING STRAIT	NW	1,654	\$1380/\$2880	15%/16%	Y	\$500,000	Y	Y	Y
BRISTOL BAY	SW	160	\$20,340	0%	VISUAL	\$100,000	N	N	N
COPPER RIVER	INT	472	\$20,544	6%	Y	\$5,000	N	Y	N
CORDOVA	SC	338	\$17,280	0%	Y	\$40,000	N	Y	Y
CRAIG	SE	624	\$20,340	0%	Y	\$0	N	Y	N
DELTA/GREELY	INT	895	\$19,200	18%	Y	\$15,000	N	Y	N
DENALI	INT	721	\$26,868	2%	Y	\$50,000	N	N	N
DILLINGHAM	SW	479	\$0	0%	N	\$10,000	N	Y	Y
FAIRBANKS	INT	14,238	\$1634/\$2724	11%/17%	Y	\$300,000	Y	Y	N
GALENA	INT	3,814	\$6,101/\$15080	0%/26%	Y	\$25,000	N	N	N
HAINES	SE	305	\$16,800	6%	Y	\$10,000	N	N	N
HOONAH	SE	121	\$842/\$2,682	0%	Y	\$150,000	N	N	Y
HYDABURG	SE	63	\$11,940	0%	Y	\$5,000	N	N	N
IDITAROD	INT	313	\$16,500	0%	Y	40000 LIFE/40000	Y	Y	Y
JUNEAU	SE	4,983	\$19,320	14%	Y	2.5XANN. SAL.	Y	N	N
KASHUNAMUIT	SW	306	\$5,795/\$15,072	0%	Y	\$500,000	Y	Y	N
KENAI	SC	9,025	\$15,525	17%	Y	2X ANN SAL	N	Y	N
KETCHIKAN	SE	2,151	\$2830/\$7079	2750%	Y	\$1	N	N	N
KLAWOCK	SE	137	\$0	0%	Y	\$25,000	\$0	\$0	\$0
KODIAK	SW	2,543	\$8338/\$25261	25%	Y	\$170,000	N	N	Y
KUSPUK	SW	349	\$2,309/\$4,480	0%	Y	3x's supt govt salary	N	N	Y
LAKE & PENINSULA	SW	327	\$2,986	0%	Y	\$507,000	N	N	Y
LOWER KUSKOKWIM	SW	3,995	\$8241/\$20162	0%	Y	\$50,000	Y	Y	Y
LOWER YUKON	SW	1,964	\$11592/\$28992	0%	Y	\$50,000	N	Y	Y
MAT-SU	SC	16,965	\$20,424/\$18,600	10%	Y	\$500,000	N	Y	N
NENANA	INT	1,063	\$1,695	0%	Y	\$10,000	N	N	N
NOME	NW	680	\$5,996/\$19028	15%	Y	\$250,000	N	Y	N
NORTH SLOPE	NW	1,612	\$15,000	0%	Y	\$0	N	Y	Y
NORTHWEST ARCTIC	NW	1,776	\$15,861	7%	Y	\$500,000	Y	Y	N
PETERSBURG	SE	486	\$21,897	0%	Y	\$7,000	N	N	N
PRIBILOF	SW	87	\$0	0%	Y	\$0	\$0	Y	Y
SITKA	SE	1,299	\$6697/\$20133	1%	Y	\$100,000	N	N	N
SOUTHEAST ISLAND	SE	159	\$20,340	0%	Y	\$20,000	N	Y	Y
SOUTHWEST	SW	627	\$2,302	0%	Y	\$100,000	N	Y	Y
ST. MARY'S	SW	177	\$735	0%	Y	Equal to Salary	Y	Y	Y
UNALASKA	SW	407	\$14,484	0%	Y	\$324,000	N	N	N
VALDEZ	SC	676	\$0	0%	Y	\$70,000	N	N	N
WRANGELL	SE	339	\$9084/\$28900	0%	Y	\$50,000	N	Y	N
YAKUTAT	SE	119	\$8,003	750%	Y	\$10,000	N	N	N
YUKON-KOYUKUK	INT	1,326	\$2192/\$4768	0%	Y	2XSALARY+100,000	N	Y	Y

STATEWIDE: Administrator Salaries Related Information
Insurance: Central Office Administrators

DISTRICT	REG	TOTAL ADM	CENTRAL OFFICE MED PREM PER YEAR (SINGLE / FAMILY)	% OF PREMIUM PAID BY EMPLOYEE (SINGLE / FAMILY)	CENTRAL OFFICE DENTAL/ VISUAL	CENTRAL OFFICE LIFE INSURANCE COVERAGE	CENTRAL OFFICE DISABILITY?	CENTRAL OFFICE PRO LIABILITY?	CENTRAL OFFICE TRAVEL INS?
ALASKA GATEWAY	INT	385	\$16,860	0%	Y	\$102,000	Y	N	N
ALEUTIANS EAST	SW	245	\$8,030/\$24,350	7%/5%	Y	\$10,000	N	N	Y
ANCHORAGE	SC	48,613	\$16,681	4%	Y	\$700,000	N	N	N
ANNETTE ISLAND	SE	276	\$0	0%	\$0	\$0	\$0	\$0	\$0
BERING STRAIT	NW	1,654	\$1380/\$2880	15%/16%	Y	\$250,000	Y	Y	Y
BRISTOL BAY	SW	160	\$20,340	11%	VISUAL	\$2,000	Y	N	N
COPPER RIVER	INT	472	\$20,544	6%	Y	\$5,000	N	Y	Y
CORDOVA	SC	338	\$17,280	0%	Y	\$40,000	N	Y	Y
CRAIG	SE	624	\$20,340	0%	Y	\$0	N	Y	N
DELTA/GREELY	INT	895	\$19,200	18%	Y	\$15,000	N	Y	N
DENALI	INT	721	\$26,868	2%	Y	\$50,000	N	N	N
DILLINGHAM	SW	479	\$563/\$1626	20%	Y	\$10,000	N	Y	Y
FAIRBANKS	INT	14,238	\$1634/\$2724	11%/17%	Y	\$111,600	Y	Y	N
GALENA	INT	3,814	\$6,101/\$15080	0%/26%	Y	\$25,000	N	Y	N
HAINES	SE	305	\$0	0%	\$0	\$0	\$0	\$0	\$0
HOONAH	SE	121	\$842/\$2,682	0%	Y	\$25,000	N	N	N
HYDABURG	SE	63	\$0	0%	N	\$0	N	N	N
IDITAROD	INT	313	\$16,500	0%	Y	40000 LIFE/40000 AD&D	Y	Y	Y
JUNEAU	SE	4,983	\$19,320	14%	Y	2.5XANN. SAL.	Y	N	N
KASHUNAMUIT	SW	306	\$5,795/\$15,072	0%	Y	2.5XANN. SAL.	Y	Y	N
KENAI	SC	9,025	\$15,525	17%	Y	2X ANN SAL	N	Y	N
KETCHIKAN	SE	2,151	\$2830/\$7079	28%	Y	\$1	N	N	N
KLAWOCK	SE	137	\$0	5%	Y	\$25,000	\$0	\$0	\$0
KODIAK	SW	2,543	\$8338/\$25261	25%	Y	\$170,000	N	N	Y
KUSPUK	SW	349	\$2,309/\$4,480	0%	Y	\$50,000	N	N	N
LAKE & PENINSULA	SW	327	\$1004/\$2986	0%	Y	\$0	N	N	Y
LOWER KUSKOKWIM	SW	3,995	\$8241/\$20162	0%	Y	\$50,000	Y	Y	Y
LOWER YUKON	SW	1,964	\$11592/\$28992	0%	Y	\$50,000	N	Y	Y
MAT-SU	SC	16,965	\$20,424/\$18,600	10%	Y	\$150,000	N	Y	N
NENANA	INT	1,063	\$1,695	0%	Y	\$10,000	N	N	N
NOME	NW	680	\$5,996/\$19028	15%	Y	\$250,000	N	Y	N
NORTH SLOPE	NW	1,612	\$15,000	0%	Y	\$0	N	Y	Y
NORTHWEST ARCTIC	NW	1,776	\$15,861	7%	Y	\$100,000	Y	Y	N
PETERSBURG	SE	486	\$9,484/\$30,575	17%	Y	\$7,000	N	N	N
PRIBILOF	SW	87	\$0	0%	Y	\$0	\$0	Y	Y
SITKA	SE	1,299	\$6697/\$20133	1%	Y	\$100,000	N	N	N
SOUTHEAST ISLAND	SE	159	\$20,340	0%	Y	\$20,000	N	Y	Y
SOUTHWEST	SW	627	\$791/\$2302	15%/20%	Y	\$100,000	N	Y	Y
ST. MARY'S	SW	177	\$0	0%	\$0	\$0	\$0	\$0	\$0
UNALASKA	SW	407	\$14,484	0%	Y	\$100,000	N	N	N
VALDEZ	SC	676	\$0	0%	Y	\$70,000	Y	Y	Y
WRANGELL	SE	339	\$9084/\$28900	0%	Y	\$50,000	N	Y	N
YAKUTAT	SE	119	\$8003/\$18183	0%	Y	\$10,000	N	N	N
YUKON-KOYUKUK	INT	1,326	\$2192/\$4768	0%	Y	2XSALARY+100,000	N	Y	Y

STATEWIDE: Administrator Salaries Related Information
Insurance: Principals

DISTRICT	REG	TOTAL ADM	PRINC. MED PREM PER YEAR (SINGLE / FAMILY)	% OF PREMIUM PAID BY EMPLOYEE (SINGLE / FAMILY)	PRINCIPAL DENTAL/ VISUAL	PRINCIPAL LIFE INSURANCE COVERAGE	PRINCIPAL DISABILITY?	PRINCIPAL PROFESSIONAL LIABILITY?	PRINCIPAL TRAVEL INSURANCE?
ALASKA GATEWAY	INT	385	\$16,860	\$0	Y	\$102,000	Y	N	N
ALEUTIANS EAST	SW	245	\$8,030/\$24,350	7%/5%	Y	\$10,000	N	N	Y
ANCHORAGE	SC	48,613	\$16,681	\$0	Y	\$300,000	N	N	N
ANNETTE ISLAND	SE	276	\$891/\$2837	\$0	Y	\$2,000	N	N	N
BERING STRAIT	NW	1,654	\$1380/\$2880	15%/16%	Y	\$250,000	Y	Y	Y
BRISTOL BAY	SW	160	\$20,340	\$0	VISUAL	\$2,000	Y	N	N
COPPER RIVER	INT	472	\$20,544	5.8%	Y	\$5,000	N	Y	N
CORDOVA	SC	338	\$17,280	0.0%	Y	\$40,000	N	Y	Y
CRAIG	SE	624	\$20,340	0.0%	Y	\$0	N	Y	N
DELTA/GREELY	INT	895	\$19,200	18.0%	Y	\$15,000	N	Y	N
DENALI	INT	721	\$26,868	2.0%	Y	\$50,000	N	N	N
DILLINGHAM	SW	479	\$563/\$1626	20.0%	Y	\$10,000	N	Y	Y
FAIRBANKS	INT	14,238	\$1634/\$2724	11%/17%	Y	\$96,824	N	Y	N
GALENA	INT	3,814	\$6101/\$15080	0%/26%	Y	\$25,000	N	N	N
HAINES	SE	305	\$16,800	6.0%	Y	\$10,000	N	N	N
HOONAH	SE	121	\$842/\$2682	0.0%	Y	\$25,000	N	N	N
HYDABURG	SE	63	\$0	0.0%	N	\$0	N	N	Y
IDITAROD	INT	313	\$16,500	0.0%	Y	40000 LIFE/40000 AD&D	Y	Y	Y
JUNEAU	SE	4,983	\$19,320	14.0%	Y	2.5X ANN. SAL.	N	N	N
KASHUNAMUIT	SE	85	\$0	0.0%	\$0	\$0	\$0	\$0	\$0
KENAI	SC	9,025	\$15,525	17.0%	Y	2X ANN SAL.	N	Y	N
KETCHIKAN	SE	2,151	\$2830/\$7079	27.5%	Y	\$1	N	N	N
KLAWOCK	SE	137	\$0	5.0%	Y	\$25,000	\$0	\$0	\$0
KODIAK	SW	2,543	\$8338/\$25261	25.0%	Y	\$170,000	N	N	Y
KUSPUK	SW	349	\$2309/\$4480	0.0%	Y	\$50,000	N	N	N
LAKE & PENINSULA	SW	327	\$1004/\$2986	0.0%	Y	\$0	N	N	Y
LOWER KUSKOKWIM	SW	3,995	\$8241/\$20162	0.0%	Y	\$50,000	Y	Y	Y
LOWER YUKON	SW	1,964	\$11592/\$28992	0.0%	Y	\$50,000	N	Y	Y
MAT-SU	SC	16,965	\$20,424/\$18,600	10.0%	Y	\$150,000	N	Y	N
NENANA	INT	1,063	\$1,695	0.0%	Y	\$10,000	N	N	N
NOME	NW	680	\$5,996/\$19028	15.0%	Y	\$250,000	N	Y	N
NORTH SLOPE	NW	1,612	\$15,000	0.0%	Y	\$0	N	Y	Y
NORTHWEST ARCTIC	NW	1,776	\$15861/\$15404	6.8%	Y	\$100,000	Y	Y	N
PETERSBURG	SE	486	\$61,151	0.0%	Y	\$7,000	N	N	N
PRIBILOF	SW	87	\$0	0.0%	Y	\$0	\$0	Y	Y
SITKA	SE	1,299	\$6697/\$20133	0.0%	Y	\$100,000	N	N	N
SOUTHEAST ISLAND	SE	159	\$20,340	0.0%	Y	\$20,000	N	Y	Y
SOUTHWEST	SW	627	\$20,340	0.0%	Y	\$20,000	N	Y	Y
ST. MARY'S	SW	177	\$735	0.0%	Y	EQUAL TO SALARY	Y	Y	Y
UNALASKA	SW	407	\$14,484	0.0%	Y	\$100,000	N	N	N
VALDEZ	SC	676	\$0	0.0%	Y	\$70,000	N	N	N
WRANGELL	SE	339	\$9084/\$28900	0.0%	Y	\$50,000	N	Y	N
YAKUTAT	SE	119	\$8,003	750.0%	Y	\$10,000	N	N	N
YUKON-KOYUKUK	INT	1,326	\$2192/\$4768	0.0%	Y	2XSALARY+100,000	N	Y	Y

ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS
Heath Insurance Survey - Total Cost for FY12
compiled March 2013 by Amy Lujan, Executive Director

DISTRICT	FY12 Hlth Ins Cost
ALASKA GATEWAY	\$ 1,098,360
ALEUTIAN REGION	\$ 85,217
ALEUTIANS EAST	\$ 746,570
ANCHORAGE	\$ 102,000,000
ANNETTE ISLAND	\$ 761,112
BERING STRAIT	\$ 2,870,853
BRISTOL BAY	\$ 549,050
CHATHAM	\$ 330,050
CHUGACH	\$ 489,706
COPPER RIVER	\$ 1,400,416
CORDOVA	\$ 869,696
CRAIG	\$ 1,068,032
DELTA/GREELY	\$ 1,769,269
DENALI	\$ 938,109
DILLINGHAM	\$ 1,082,223
FAIRBANKS	\$ 34,725,574
GALENA	\$ 2,022,792
HAINES	\$ 921,765
HOONAH	\$ 468,579
HYDABURG	\$ 152,742
IDITAROD	\$ 663,210
JUNEAU	\$ 12,520,000
KAKE	\$ 235,982
KASHUNAMIUT	\$ 1,000,366
KENAI PENINSULA	\$ 21,247,476
KETCHIKAN	\$ 3,848,441
KLAWOCK	\$ 632,389
KODIAK	\$ 5,665,096
KUSPUK	\$ 1,624,580
LAKE & PENINSULA	\$ 1,647,426
LOWER KUSKOKWIM	\$ 7,488,538
LOWER YUKON	\$ 7,594,673
MAT-SU	\$ 33,848,841
NENANA	\$ 1,018,695

ALASKA ASSOCIATION OF SCHOOL BUSINESS OFFICIALS
Health Insurance Survey - Total Cost for FY12
compiled March 2013 by Amy Lujan, Executive Director

DISTRICT	FY12 Hlth Ins Cost
NOME	\$ 1,078,860
NORTH SLOPE	\$ 7,412,615
NORTHWEST ARCTIC	\$ 5,488,677
PELICAN	\$ 49,883
PETERSBURG	\$ 1,176,426
PRIBILOF	\$ 316,002
ST. MARY'S	\$ 150,000
SITKA	\$ 2,421,344
SKAGWAY	\$ 252,036
SOUTHEAST ISLAND	\$ 565,115
SOUTHWEST REGION	\$ 1,360,868
TANANA	\$ 81,867
UNALASKA	\$ 921,985
VALDEZ	\$ 2,036,990
WRANGELL	\$ 771,275
YAKUTAT	\$ 365,592
YUKON FLATS	\$ 1,122,585
YUKON/KOYUKUK	\$ 1,581,739
YUPIIT	\$ 1,348,792
TOTAL	\$ 281,888,479

NOTES

* Includes employer and employee premium costs,
admin costs and claims cost for self-insured plans



THE STATE
of **ALASKA**
GOVERNOR SEAN PARNELL

Department of Administration

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April 10, 2013

The Honorable Fred Dyson, Chair
Senate State Affairs Committee
Alaska State Capitol, Rm. 121
Juneau, AK 99801

Dear Senator Dyson:

Thank you for the opportunity to meet with the Senate State Affairs Committee on April 6, 2013 regarding Senate Bill 90 on School District Employee Health Insurance. Following are the questions from our meeting and responses to those questions:

Q1: Would the administration support a health care exchange that would allow customers and trust funds to pool all health care together? (Sen. Wielechowski)

A1: We are currently working on a coordinated response to Sen. Wielechowski's question and will distribute it to the committee chair when complete.

Q2: I would ask you to watch for input from local districts on their unique challenges, services are so different across the state, and I hope that as you go forward on this that you look for ways to mechanize that input. (Sen. Coghill)

A2: In the current AlaskaCare Employee plan, a committee comprised of representatives from various bargaining units called the Health Benefits Evaluation Committee (HBEC) serves as an advisory committee for the Plan Administrator. The committee meets with the Commissioner and Division of Retirement and Benefits leadership on a quarterly basis at a minimum, and more frequently if needed. They are involved in the planning process and provide insight into plan changes and issues their members are experiencing. This type of committee could serve as a model for incorporating feedback from school districts.

Q3: Asked off the record, what is the percentage of teachers versus other school district employees? (Sen. Dyson)

The Honorable Fred Dyson, Chair

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April 10, 2013

A3: In the Anchorage school district, 54.4% were teachers, 45.6% were school district employees not directly employed in a teaching position.

Source: Buck Consultant analysis based on information from the Teacher Retirement System and the Public Employee Retirement System.

Please feel free to contact me if there are additional items needing clarification.

Sincerely,



Becky Hultberg

Commissioner

cc: Senate State Affairs Committee members

Jim Puckett, Director

Division of Retirement and Benefits

AlaskaCare Employee Health Plan

Plan highlights

- Self-insured plan
- Uses Third-Party Administrator to process claims
- Approximately 16,400 members (6,400 covered employees, 10,000 dependents)
- Three medical plans: economy, standard and premium
- Three types of dental coverage: preventive, standard, premium
- Two types of vision coverage: standard, managed care

Medical Plan Structure

	Economy	Standard	Premium
Deductible*	\$500 individual \$1,000 family	\$250 individual \$500 family	\$250 individual \$500 family
Coinsurance	70%	80%	90%
Annual Out-of-Pocket Maximum*	\$2,000 per person after deductible	\$1,000 per person after deductible	\$300 per person after deductible
Lifetime Maximum	Unlimited		
Emergency Room	\$100 each incident for nonemergency use		
Preventive Care	Covered at 100% with no deductible		
Dependent children	Covered up to age 26		

A full comparison chart is available here

<http://doa.alaska.gov/drb/alaskaCare/employee/plans/medicalPlansCompare.html>

Premium Rates FY 13

	Economy	Standard	Premium	Premium EE/ Standard Family
Medical Premium* (includes preventive dental)	\$1,330	\$1,447	\$1,945	\$1,657
State pays: (benefit credit)	\$1,330	\$1,330	\$1,330	\$1,330
Employee pays: (payroll deduction)	\$0	\$117	\$615	\$327

*Actual premiums may be higher depending on the level of vision and dental coverage selected. See <http://doa.alaska.gov/drb/alaskaCare/employee/info/premiums.html> for dental and vision rates.

Benefit credit:

- Amount the state contributes per employee per month. It has historically matched the combined cost of the economy plan medical premium and the preventive dental premium
- It is a negotiated item
- In FY 13, the benefit credit is \$1,330; for FY 14 this will increase to \$1,389

More information available at <http://doa.alaska.gov/drb/alaskaCare/employee/info/benefitCredits.html>



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April 5, 2013

RE: Senate Bill 90

Senator Dyson:

Public Employees Local 71 Trust Fund provides health coverage to approximately 2,000 public employees throughout Alaska, including 350 employees of the Anchorage School District and their families.

Through the Trust, we are able to:

- Offer 3 coverage options to employees, so each employee can pick the health plan that meets their needs and their pocketbook
- Control costs for both the employer and the employees.

For the current benefit year, July 2012 – June 2013, the Anchorage School District has paid \$1,235 per employee per month to the Trust to provide health coverage. Employees who selected coverage under the Trust's full family health plan option, which is similar to the State's Select Benefits Standard Plan and includes dental and vision coverage, School District employees pay \$125 per employee per month.

In comparison, this year the State of Alaska paid \$1,330 per employee per month for its employees. In order to obtain family medical, dental, and vision coverage similar to the PE71 plans, employees paid \$214 per month. **If the Public Employees Local 71 bargaining unit of Anchorage School District were covered under the State of Alaska plan this benefit year at the State of Alaska rates, the School District would have paid an additional \$400,000, and each employee who needed the full family plan would have paid an additional \$1,068 for the year.**

While cost is a meaningful consideration, we believe that customer service is important, as well. We are able to craft our health plan to address the issues which are meaningful to our employees. For example, we were among the Alaska health plans to offer health fairs to our covered members, and provide them with free and low cost inoculations and preventive blood testing. We maintain a Trust office in Anchorage, and Anchorage School District employees are able to meet with our Trust staff in person to discuss enrollment or benefit issues. This has proven invaluable, especially when working with employees and families for whom English is a second language. It also relieves their employer, Anchorage School District, from this administrative burden.

We oppose House Bill 196 / Senate Bill 90, and its mandate to purchase coverage through the State of Alaska. We believe it would cost more for both Anchorage School District and for our members. In addition, our members would lose the benefit options and high level of customer service they have enjoyed for many years.

Sincerely,

Dennis Moen
Business Manager
Secretary-Treasurer
DM/tls



KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Assistant Superintendent

Dave Jones

148 North Binkley Street Soldotna, Alaska 99669

Phone (907) 714-8888 Fax (907) 262-5867

Email davejones@kpbsd.k12.ak.us

April 5, 2013

Senator Mike Dunleavy
State Capitol Room 510
Juneau, AK 99801

Dear Senator Dunleavy:

I am writing on behalf of the Kenai Peninsula Borough School District (KPBSD) to support Senate Bill 90 as introduced.

During Fiscal Year 2012, KPBSD spent \$21,247,476 on employee health care costs. This compares to \$13,053,373 spent for employee health care costs in Fiscal Year 2008. The cost per employee was \$11.813 in 2008 and it was \$17,204 in 2012. This increase came despite cost savings efforts within the district, and illustrates the need to reduce health care costs in our district.

I believe with the larger pool of participants that would result from Senate Bill 90, savings will be generated through economies of scale and through leveraged purchasing afforded by the increased volume. Such savings would allow our district to continue to focus our efforts and resources directly on the instruction of our students, instead of choosing which services or programs will be reduced.

Please let me know if I can provide additional information on why KPBSD supports Senate Bill 90.

Sincerely,

Dave Jones
Assistant Superintendent



OFFICE OF THE SUPERINTENDENT

Dr. Deena M. Paramo

Mission: Mat-Su Borough School District prepares students for

April 5, 2013

The Honorable Michael Dunleavy
Alaska State Senate

RE: Support for Senate Bill 90

Dear Senator Dunleavy,

I'm writing you on behalf of the Matanuska-Susitna Borough School District's support for Senate Bill 90, an act relating to group insurance coverage and self-insurance coverage for school district employees.

The District currently spends approximately \$30 million on health insurance benefits each year in its general operating fund – roughly 15% of all expenditures. With the average cost of health care increasing by approximately 12% annually, MSBSD could potentially experience a \$3.6 million increase, which is the equivalent of 36 teaching positions. In an effort to preserve teaching positions and control escalating costs, the Mat-Su Borough School District appreciates and fully supports the concept of a statewide insurance plan.

On behalf of the Mat-Su Borough School District, I thank you for sponsoring SB 90 and for your overall commitment to education. Please contact me if you have any questions or would like additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Deena M. Paramo".

Dr. Deena M. Paramo
Superintendent

Public Testimony – SB90

My name is Michael Johnson. I am privileged to be the Superintendent for students in the Copper River School District. Thank you for the opportunity to testify regarding this important issue.

As rural citizens of Alaska, health insurance coverage is very important to our staff. Medical issues often involve not only the doctor bills, but also travel and lodging expenses. Having adequate medical and dental coverage allows margin for these other expenses. It is important, as an employer, that we provide quality health insurance for our colleagues.

Currently, this presents an ever increasing challenge to our budget and educational services. When I started as a teacher, the Copper River School district paid \$7071.84 per employee per year for health insurance. Together with the employees, we now pay \$20,544 per employee per year. Even with that increase, the deductible and co-pay is higher for the employee.

Our health insurance costs have gone up an average of 9% per year since 20004. For a small employer, the expected increases create chaos in the budget process. We often don't know the exact amount of the increase until mid or late April. For Alaska, it creates yearly difficulty in the public school funding debate while creating confusion for the citizens who carefully follow the school budget process.

You often hear about fuel increases and utility costs. Those have certainly been significant, but they are not near the burden health insurance has been.

SB90 and HB196 are measured and thoughtful approaches to providing assistance across the state. With the instability of the insurance market and health care policy in our country, a state insurance pool will create a welcomed buffer for our education system.

Thank You.



NEA
Alaska
Health Plan

4003 Iowa Drive
Anchorage, AK 99517

907-274-7526

April 6, 2013

The Honorable Mike Dunleavy
Senate
Alaska State Capitol
Juneau, AK 99801-1182

Re: Opposition SB 90 to include in Bill Packet

The NEA-Alaska Health Plan (Trust) was formed in 1996 as a self-insured health trust for the benefit of public education employees. We serve over 5,800 members and including their dependents provide direct services to over 17,000 individuals. The Trust has worked collaboratively with both school districts, employers and bargaining associations to create benefit options that meet the needs of those members.

Through the Trust we are able to provide:

- Eight different medical plan designs
- Two different dental plan designs
- Vision and prescription benefits
- Member (employee) assistance programs
- Orthodontia coverage

Each association/school district has the option of selecting any of the plan design offerings and the associated deductible/out-of-pocket combination. Often the choice is made according to the benefit level although many choose to select a plan based upon its premium. Individual school districts have different approaches in attracting and retaining quality employees to their area. The Trust affords them this opportunity in selecting the plan design that fits their needs.

For the past 15 years the Trust has averaged a less than 10% increase annually in premiums. As a non-profit entity, all monies collected by the Trust must be only utilized for the health and welfare benefits of the members. In addition to our lower than average annual health plan cost increases, the Trusts administrative costs are only 3%, national benchmarks are 6% with several fully insured products averaging closer to 20%. To state it another way, 97 cents of every premium dollar collected goes towards paying for the health care received by the members of the Trust. I would challenge any carrier to match that low administrative fee.

Last year the Trust had a zero percent rate increase in its premium. This was a substantial savings for many of Alaska's school districts who were faced with the public news of high double digit increases expected due to ACA.

We work closely with the school districts in helping their employees understand their benefits and our office in Anchorage is a point of contact for members experiencing difficulties with claims and understanding their

benefits. The level of customer service provided to both the members and their employers is important to the Trust. We are able to remove grievance issues from the employers as well as the administrative burden of keeping up with health care reform.

As one of the largest self-insured trusts in Alaska we are able to negotiate very favorable contracts with providers in Alaska as well as our contracts with specialists outside of Alaska.

In addition over the last year the Trust has:

- Audited our pharmacy vendor to assure they are in compliance performance standards
- Did a complete assessment of our disease management program to measure its effectiveness
- Identified a need for a new vendor to address behavioral health issues
- Are addressing the cost of air ambulance services
- Piloted a surgical travel benefit
- Are piloting a bio-metric screening program to better manage the populations health
- Are aggressively applying data analytics in order to understand what member health issues we should be focused on
- Are responding to the changing needs of the members as healthcare evolves in Alaska
- Seeking to pilot preferred relationships with medical providers that measure cost and quality

The Trust is always assessing its costs and service to its members and as a result modifies the plans on an annual basis. **In this environment any health plan that is restrained so that it can only address its costs every three years at the bargaining table or through a lengthy procurement process cannot be efficient, effective and affordable.**

A number of consultants have expressed concern that a State Government take-over of insurance industry, third party administration service seems a little at odds with policy prescriptions in favor of private sector free enterprise

The comments from the sponsor suggest that the State would negotiate with carriers. This implies that the State might enter into a fully-insured contract on behalf of the school districts. This would do nothing but add costs to the programs as new PPACA taxes are going to much more aggressive for fully-insured plans than self-funded programs.

If the State intends to self-fund this plan then it would become the sponsor. The State already sponsors a plan for its employees and retired members. There is nothing to suggest that the State has done a more effective job at maintaining costs and securing preferred contracts that would be better than what most school districts already enjoy.

The State, should it become a sponsor, would have to allow vendors to compete through a restrictive and antiquated procurement process. Healthcare is changing and buying care or more importantly buying services is not the same as buying pencils. The NEA Health Plan is nimble and can respond to the changing needs of the healthcare concerns of our members without being tied to the bureaucratic processes that the State must comply with. **The current TPA bid that the State is involved with has already gone on four months longer than anticipated.**

We oppose SB 90 and HB 196, the mandate to purchase health insurance through the State of Alaska. The Trust provides school districts with cost effective plan designs, provides low administrative services leaving more premium for benefits, provides local knowledgeable customer service, provides aggressive contract negotiations and has demonstrated successfully since 1996 that we are able to work with our members to control costs and improve their health.

Nothing in the SB 90 or HB 196 demonstrates the ability for the State to have a positive impact on controlling healthcare spending, improve on measurable health of participants, or increase customer service quality.

Rhonda R. Kitter
Chief Financial Officer

Cc: Senate Education Committee, State of Affairs, Senate Finance Committee



April 6, 2013

The Honorable Mike Dunleavy
Senate
Alaska State Capitol
Juneau, AK 99801-1182

Re: Opposition to SB 90 to Include in Bill Packet

As president of NEA-Alaska and chairperson of the Trustees for the NEA-Alaska Health Plan, I am writing in opposition of SB 90.

The NEA Health Plan provides direct services to over 17,000 residents in the State of Alaska. It does so in a way that meets the needs of school districts and their employees.

I wish to express deep concern over the Legislature taking up this bill during the last week of session. This bill deserves a thorough vetting as to its short and long term consequences.

The NEA Health Plan has the ability to be nimble in a volatile health insurance market. Unlike the State plan that uses a restrictive and antiquated procurement process.

In the end, NEA Health Plan has been able to work with school districts to provide a level of benefits that a district needs to recruit and retain qualified staff. Alaska must be able to remain competitive, when we recruit over 70% of our teaching staff from the Lower 48.

On behalf of my nearly 13,000 members, I am expressing our opposition to this bill and ask that this letter be included in the bill packet.

Sincerely,

Ron Fuhrer
President

Cc: Senate Education Committee, State of Affairs and Senate Finance Committee