

HB

224

<TARGET><BILL>HB 224</BILL><SUBJECT>HB
224</SUBJECT><COMM>HSTA30</COMM></TARGET>



Representative Jennifer Johnston Sponsor Statement

House Bill 224 "Reemployment of Retired Teachers and Administrators"

Alaska's school districts are facing staffing challenges. Currently, Alaska is experiencing a shortage of qualified and experienced educators, especially in remote communities. As state budgets continue to be reduced due to the precipitous drop in oil price, it is important that districts are given tools to hire qualified, appropriate educators, even during challenging times.

This bill will allow school districts to re-employ educators who are retired for six months if the educator is younger than age 62 or for 60 days if the educator is aged 62 years or older. Effectively this will allow school districts to temporarily fill vacancies with qualified retired teachers until a permanent teacher is hired.

Educators who are re-employed under these new allowances will continue to receive retirement benefits during the period of reemployment. School districts will be required to contribute 12.56 percent of base salary rate to the Teachers Retirement System, the same rate that districts contribute for active employees

House Bill 224 provides one more tool for local school districts to hire the best and brightest while trying to balance their own budgets. Please give your thoughtful consideration to this bill that will give more flexibility to Alaska's school districts.



Representative Jennifer Johnston Sectional Analysis Ver. J

House Bill 224 "Reemployment of Retired Teachers and Administrators"

This sectional is only a summary of the bill and should not be treated as a substitute for the bill.

Section 1: Allows school districts to rehire educators that have retired under the defined benefit plan or the defined contribution plan. If the teacher is retired from the defined benefit or contribution plan, they must be retired for six months or more if they are younger than 62 or 60 days if they are 62 or older.

Section 2: Would allow for retirees who are rehired as permitted by section 1, to continue to receive retirement benefits during the period of reemployment.

Sections 3: Will make retirees who are reemployed as permitted by section 1 of this bill ineligible to receive additional retirement benefits based on their service and salary during the period of reemployment.

Section 4: Clarifies that a member who is reemployed does not become an active member, will continue to receive retirement benefits, deductions under TRS will not be made to their salary and reemployed educators will not receive credited time for service during reemployment. This section also ensures that a retired & rehired teacher will be eligible to receive the group health plan coverage that is provided to active members employed by the school district.

Section 5: Conforms that an employer must make contributions to the defined benefit plan of the TRS system as proposed by section 1. This section also requires employers to make contributions to TRS for reemployed educators.

Section 6: Would apply the bill's provision to contracts that are made on or after the bill's effective date.



Representative Jennifer Johnston Sectional Analysis Ver. O

House Bill 224 "Reemployment of Retired Teachers and Administrators"

This sectional is only a summary of the bill and should not be treated as a substitute for the bill.

Section 1: Allows school districts to rehire educators that have retired under the defined benefit plan or the defined contribution plan. Before a retired member can be considered to fill a position, the school district must publicly advertise the position for 10 business days and actively recruit to fill it with a person other than a retired member. A teacher whom is retired from the defined benefit or contribution plan must be retired for six months or more if they are younger than 62 or 60 days if they are 62 or older before they are considered for a rehire. The retired member must also certify that there was no prearrangement of reemployment made prior to retirement.

Section 2: Would allow for retirees who are rehired as permitted by section 1, to continue to receive retirement benefits during the period of reemployment.

Sections 3: Will make retirees who are reemployed as permitted by section 1 of this bill ineligible to receive additional retirement benefits based on their service and salary during the period of reemployment.

Section 4: Clarifies that a member who is reemployed does not become an active member, will continue to receive retirement benefits, deductions under TRS will not be made to their salary and reemployed educators will not receive credited time for service during reemployment. This section also ensures that a retired and rehired teacher will be eligible to receive the group health plan coverage that is provided to active members employed by the school district.

Section 5: Confirms that an employer must make contributions to the defined benefit plan of the TRS system as proposed by section 1. This section also requires employers to make contributions to TRS for reemployed educators.

Section 6: Would apply the bill's provision to contracts that are made on or after the bill's effective date.

30-LS0759J
Wayne
2/6/18

CS FOR HOUSE BILL NO. 224()

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTIETH LEGISLATURE - SECOND SESSION

BY

**Offered:
Referred:**

Sponsor(s): REPRESENTATIVES JOHNSTON, Ortiz, Millett

A BILL

FOR AN ACT ENTITLED

1 **"An Act relating to reemployment of persons who retire under the teachers' retirement**
2 **system."**

3 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

4 *** Section 1.** AS 14.20 is amended by adding a new section to read:

5 **Sec. 14.20.136. Reemployment of member of teachers' retirement system.**

6 (a) Subject to (b) of this section, a school district may reemploy a member who is
7 retired under a retirement plan established in AS 14.25.009 - 14.25.220, or a member
8 who is retired under a retirement plan established in AS 14.25.310 - 14.25.590. In this
9 subsection, "school district" has the meaning given in AS 14.30.350.

10 (b) A member who is retired under AS 14.25.110(a) may not be reemployed
11 under (a) of this section unless the member

12 (1) certifies that the member and the school district did not arrange
13 before the member retired from the school district for the member to be reemployed
14 by the school district after the member retired; and

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(2) has been retired for at least

(A) 60 days if the member is at least 62 years of age; or

(B) six months if the member is less than 62 years of age.

(c) A school district that reemploys a member under this section who is retired under the defined benefit retirement plan established in AS 14.25.009 - 14.25.220 is required to make contributions under AS 14.25.070.

* **Sec. 2.** AS 14.25.043(a) is amended to read:

(a) Except as provided in (f) of this section, if [IF] a retired member again becomes an active member, benefit payments may not be made during the period of reemployment. [THE RETIREMENT BENEFIT MUST BE SUSPENDED FOR THE ENTIRE SCHOOL YEAR IF THE TEACHER IS REEMPLOYED AS AN ACTIVE TEACHER FOR A PERIOD EQUIVALENT TO A YEAR OF SERVICE.] During the period of reemployment, deductions from the member's salary will be made in accordance with AS 14.25.050.

* **Sec. 3.** AS 14.25.043(c) is amended to read:

(c) Except as provided in (f) of this section, upon [UPON] subsequent retirement, the retired member is entitled to receive an additional benefit based on the credited service and the average base salary during the period of reemployment in accordance with AS 14.25.110. If the initial benefit payments to which the retired member is eligible have been actuarially reduced because the member retired early under AS 14.25.110(b), the member shall also receive an incremental benefit based on the amount of the actuarial reduction imposed by AS 14.25.110(j) on the first benefit and the length of time that the employee was reemployed and not receiving retirement benefits. The amount of the incremental benefit is equal to the difference between the normal retirement benefit to which the member would have been entitled had the member taken a normal retirement and the early retirement benefit that the member has been receiving based on the member's initial period of employment multiplied by the total number of months that the member did not receive retirement benefits because of reemployment and that amount actuarially adjusted to be paid over the expected lifetime of the member.

* **Sec. 4.** AS 14.25.043 is amended by adding new subsections to read:

1 (f) If a member who retired under AS 14.25.110(a) is reemployed by a school
2 district under AS 14.20.136,

3 (1) the member does not become an active member;

4 (2) the member shall continue to receive retirement benefits from the
5 plan as though the member were not reemployed by the school district;

6 (3) deductions from the member's salary may not be made under
7 AS 14.25.050; and

8 (4) the member may not receive credited service in the plan during the
9 period of reemployment.

10 (g) Notwithstanding (f) of this section, a member who is retired under
11 AS 14.25.110(a) and reemployed by a school district under AS 14.20.136 is eligible to
12 receive the group health plan coverage provided to active members employed by that
13 school district.

14 * **Sec. 5.** AS 14.25.070(a) is amended to read:

15 (a) Each employer shall contribute to the system every payroll period an
16 amount calculated by applying a rate of 12.56 percent to the total of all base salaries
17 paid by the employer to active members of the system and to members who are
18 retired from the plan and reemployed under AS 14.20.136, including any
19 adjustments to contributions required by AS 14.25.173(a).

20 * **Sec. 6.** The uncodified law of the State of Alaska is amended by adding a new section to
21 read:

22 **APPLICABILITY.** This Act applies to contracts made on or after the effective date of
23 this Act.

30-LS0759\O
Wayne
2/13/18

CS FOR HOUSE BILL NO. 224()

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTIETH LEGISLATURE - SECOND SESSION

BY

**Offered:
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Sponsor(s): REPRESENTATIVES JOHNSTON, Ortiz, Millett

A BILL

FOR AN ACT ENTITLED

1 **"An Act relating to reemployment of persons who retire under the teachers' retirement**
2 **system."**

3 **BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

4 *** Section 1.** AS 14.20 is amended by adding a new section to read:

5 **Sec. 14.20.136. Reemployment of member of teachers' retirement system.**

6 (a) Subject to (b) - (d) of this section, a school district may reemploy a member who is
7 retired under a retirement plan established in AS 14.25.009 - 14.25.220, or a member
8 who is retired under a retirement plan established in AS 14.25.310 - 14.25.590. In this
9 subsection, "school district" has the meaning given in AS 14.30.350.

10 (b) A member who is retired under AS 14.25.110(a) may not be reemployed
11 under (a) of this section unless the member

12 (1) certifies that the member and the school district did not arrange
13 before the member retired from the school district for the member to be reemployed
14 by the school district after the member retired; and

- 1 (2) has been retired for at least
2 (A) 60 days if the member is at least 62 years of age; or
3 (B) six months if the member is less than 62 years of age.
4 (c) Before reemploying a retired member under (a) of this section to fill a
5 position, a school district shall publicly advertise the position for 10 business days and
6 actively recruit to fill the position by hiring a person other than a member who is
7 retired.
8 (d) A contract for reemployment under (a) of this section may not exceed 12
9 consecutive months.
10 (e) A school district that reemploys a member under this section who is retired
11 under the defined benefit retirement plan established in AS 14.25.009 - 14.25.220 is
12 required to make contributions under AS 14.25.070.
13 (f) the requirements of (c) and (d) of this section do not apply to the rehire of a
14 member who is eligible for restoration of tenure rights under AS 14.20.165.

15 * **Sec. 2.** AS 14.25.043(a) is amended to read:

16 (a) **Except as provided in (f) of this section, if** [IF] a retired member again
17 becomes an active member, benefit payments may not be made during the period of
18 reemployment. [THE RETIREMENT BENEFIT MUST BE SUSPENDED FOR THE
19 ENTIRE SCHOOL YEAR IF THE TEACHER IS REEMPLOYED AS AN ACTIVE
20 TEACHER FOR A PERIOD EQUIVALENT TO A YEAR OF SERVICE.] During
21 the period of reemployment, deductions from the member's salary will be made in
22 accordance with AS 14.25.050.

23 * **Sec. 3.** AS 14.25.043(c) is amended to read:

24 (c) **Except as provided in (f) of this section, upon** [UPON] subsequent
25 retirement, the retired member is entitled to receive an additional benefit based on the
26 credited service and the average base salary during the period of reemployment in
27 accordance with AS 14.25.110. If the initial benefit payments to which the retired
28 member is eligible have been actuarially reduced because the member retired early
29 under AS 14.25.110(b), the member shall also receive an incremental benefit based on
30 the amount of the actuarial reduction imposed by AS 14.25.110(j) on the first benefit
31 and the length of time that the employee was reemployed and not receiving retirement

1 benefits. The amount of the incremental benefit is equal to the difference between the
2 normal retirement benefit to which the member would have been entitled had the
3 member taken a normal retirement and the early retirement benefit that the member
4 has been receiving based on the member's initial period of employment multiplied by
5 the total number of months that the member did not receive retirement benefits
6 because of reemployment and that amount actuarially adjusted to be paid over the
7 expected lifetime of the member.

8 * **Sec. 4.** AS 14.25.043 is amended by adding new subsections to read:

9 (f) If a member who retired under AS 14.25.110(a) is reemployed by a school
10 district under AS 14.20.136,

11 (1) the member does not become an active member;

12 (2) the member shall continue to receive retirement benefits from the
13 plan as though the member were not reemployed by the school district;

14 (3) deductions from the member's salary may not be made under
15 AS 14.25.050; and

16 (4) the member may not receive credited service in the plan during the
17 period of reemployment.

18 (g) Notwithstanding (f) of this section, a member who is retired under
19 AS 14.25.110(a) and reemployed by a school district under AS 14.20.136 is eligible to
20 receive the group health plan coverage provided to active members employed by that
21 school district.

22 * **Sec. 5.** AS 14.25.070(a) is amended to read:

23 (a) Each employer shall contribute to the system every payroll period an
24 amount calculated by applying a rate of 12.56 percent to the total of all base salaries
25 paid by the employer to active members of the system **and to members who are**
26 **retired from the plan and reemployed under AS 14.20.136**, including any
27 adjustments to contributions required by AS 14.25.173(a).

28 * **Sec. 6.** The uncodified law of the State of Alaska is amended by adding a new section to
29 read:

30 APPLICABILITY. This Act applies to contracts made on or after the effective date of
31 this Act.

Fiscal Note

State of Alaska
2018 Legislative Session

Bill Version: HB 224
Fiscal Note Number: _____
() Publish Date: _____

Identifier: HB224-DOA-DRB-02-02-18
Title: REEMPLOYMENT OF RETIRED TEACHERS &
ADMIN
Sponsor: JOHNSTON
Requester: House 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)

	FY2019 Appropriation Requested	Included in Governor's FY2019 Request	Out-Year Cost Estimates				
			FY 2020	FY 2021	FY 2022	FY 2023	FY 2024
OPERATING EXPENDITURES	***	***	***	***	***	***	***
Personal Services	***	***	***	***	***	***	***
Travel							
Services							
Commodities							
Capital Outlay							
Grants & Benefits							
Miscellaneous							
Total Operating	***	***	***	***	***	***	***

Fund Source (Operating Only)

None							
Total	***	***	***	***	***	***	***

Positions

Full-time							
Part-time							
Temporary							

Change in Revenues

None							
Total	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Estimated SUPPLEMENTAL (FY2018) cost: 0.0 *(separate supplemental appropriation required)*
(discuss reasons and fund source(s) in analysis section)

Estimated CAPITAL (FY2019) cost: 0.0 *(separate capital appropriation required)*
(discuss reasons and fund source(s) in analysis section)

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/comments:

Updated fiscal note for current year.

Prepared By: <u>Ajay Desai, Director</u>	Phone: <u>(907)465-4471</u>
Division: <u>Division of Retirement and Benefits</u>	Date: <u>02/02/2018 01:00 PM</u>
Approved By: <u>Leslie Ridle, Commissioner</u>	Date: <u>02/02/18</u>
Agency: <u>Department of Administration</u>	

FISCAL NOTE ANALYSIS

**STATE OF ALASKA
2018 LEGISLATIVE SESSION**

BILL NO. HB 224

Analysis

This bill will allow retired teachers who retired with a normal retirement benefit to return to participating positions in the Teachers' Retirement System (TRS) to work full or part-time and still receive their TRS benefit. Retired teachers must have a bona fide termination of employment: retirees age 62 or older are required to separate from employment for a minimum of 3 months; retirees under age 62 are required to separate from employment for 12 months.

This bill will require an actuarial analysis to determine costs to the Retiree Health Plan and the effects on future unfunded liability. Therefore, the agency submits an indeterminate fiscal note.



HB 224

Summary of Changes Ver. A to Ver. O

Section 1:

Changes the required retirement time to 60 days from three months if the member is at least 62 years of age and to six months from one year if the member is less than 62 years of age.

Insert "certifies that the member and the school district did not arrange before the member retired from the school district for the member to be reemployed by the school district after the member retired"

Requires a school district to publicly advertise the position for 10 business days and actively recruit to fill the position by hiring a person other than the member who is retired.

Insert "A contract for reemployment under (a) of this section may not exceed 12 consecutive months."

Added: This section does not apply to those members who are eligible for restoration of tenure rights under AS 14.20.165, which is the renewal of tenure for members that retired due to a disability but rehabilitated.

Section 4:

Adds that a retired member is eligible to receive the group health plan coverage provided to active members employed by that school district.

Section 6:

Remove "AS 14.20.136, enacted by sec. 1 of this Act, AS 14.25.043(a), as amended by sec. 2 of this Act, AS 14.25.043(c), as amended by sec. 3 of this Act, AS 14.25.043(f), enacted by sec. 4 of this Act, and AS 14.25.070(a), as amended by sec. 5 of this Act, apply to contracts made on or after the effective date of this Act."

Insert "This Act applies to contracts made on or after the effective date of this Act."

Staff Contact in my office for this bill will be Elizabeth Rexford, who can be reached at (907) 465-6820 or Elizabeth.Rexford@akleg.gov.

HB 224 Letters of Support

Lower Yukon School District

Yukon Koyukuk School District

Southwest Region School District

Nome Public Schools

Tanana City School District

FNSBSD

Nenana City School District

Juneau Schools District

Hoonah City

Schools

Wrangell Public Schools

Haines Borough School District

Annette Island School District

Craig City School District

NWABD

Nikiski

Chugach School District

Kodiak Island Borough School District

Lake Peninsula School District

Alaska Gateway School District

Denali Borough School District

4.5 ADDRESSING THE TEACHER, SPECIALIST AND ADMINISTRATOR SHORTAGE

The Association of Alaska School Boards urges the Alaska State Legislature, Alaska State Board of Education, and Teacher Education Programs in Alaska's universities to address the severe shortage of teachers, specialists, and administrators in the State of Alaska. Suggested strategies may include:

- Incentives (salary bonuses, loan forgiveness, loan assumption, competitive retirement benefits, interest rate reduction, etc.);
- State supported marketing and licensure assistance to recruit teachers;
- Flexibility in certification requirements and reciprocity;
- Alternative routes to teacher certification;
- Improved access to technology including bandwidth and knowledgeable staff;
- Increasing availability and/or quality of teacher housing;
- Mentoring programs for new teachers;
- Rehire of retired teachers and administrators;
- Professional support/development.
- Reducing redundant paperwork.
- Increasing awareness about the lives and communities of Alaska's children.
- A defined benefit retirement system

Rationale. It has been painfully demonstrated that a severe shortage of teachers, specialists, and administrators is being experienced in the school districts in every region of Alaska. Attracting and retaining quality teachers has become a critical issue facing school districts as they work to improve education in Alaska's public schools.

A teacher's job satisfaction is gauged by a number of factors, including a sense of accomplishment, professional support, decent living conditions, and adequate compensation/benefits. The degree to which Alaska meets these needs is a statement of the value we place on our educators. *Adopted 1999 Amended 2000, 2001, 2005, 2008, 2010, 2011, 2013, 2015, 2017 (Sunset Nov. 2019)*

4.10 URGING THE STATE OF ALASKA TO REINSTATE THE RETIRE-REHIRE PROGRAM

The State of Alaska and AASB recognize that there is a limited labor pool for some jobs in K-12 education and that AS 14.20.135 is a good tool to fill critical positions. AASB urges the Alaska Legislature to reinstate AS 14.20.135, Employment of Retired Teachers Because of Shortages.

Rationale. Passage of HB 161 in 2005 included a 2009 sunset date for employees working under a waiver through the retire-rehire program for positions that difficult to recruit. The law established rules regarding the recruitment process that must be used in hiring a retire-rehire employee; it requires employers to provide health insurance for the employees and to make contributions to the unfunded liability of the retirement system for the employees. After July 1, 2009, all employees hired under a waiver must cease employment with the State of Alaska or school districts, or they may continue working in their current jobs but cease collecting retirement benefits.

The retire-rehire program was initiated for good reasons, including the increasing difficulty in filling some highly specialized positions and the need for Alaska to offer competitive salaries and benefits for skilled workers. Those reasons continue to exist despite the arbitrary deadline established in the sunset clause. An irony of the law is that a skilled worker in another state can retire there and move to Alaska to accept a waiver position in public employment, but a skilled

worker in Alaska cannot compete for the same job. *Adopted 2008 Amended 2009, 2013, 2014*
(Sunset Nov. 2018)



2018 Joint Position Statements

Adequate funding for public education is our number one priority.

Priority Funding for Education

The State of Alaska must provide timely, reliable, and predictable revenue for schools, funding the true cost of an adequate education in all districts and providing full funding for all initiatives, laws and mandates that require additional services. Early notification of funding is crucial to sound financial management, as well as recruitment and retention of quality educators.

Revenue Enhanced Fiscal Plan Imperative

Alaska's most important need is to immediately develop and implement a long-term multi-revenue fiscal plan, based on the following facts from the Alaska Legislative Finance Division:

1. State expenditures have been cut by \$3.5 billion (44.5%) since FY13, to a level equivalent to FY07.
2. FY17 revenue supported 46% of FY17 expenditures.
3. Budget reserves will be depleted by FY19.

We strongly oppose cost shifting state expenditure responsibilities to local governments.

Early Childhood Education

ACSA believes in a continuum of quality education, which supports providing a foundation of excellent social, emotional and cognitive instruction to students from preschool through the elementary years. Research clearly demonstrates that early intervention and instruction is one of the best ways to increase student achievement across all demographics. ACSA believes funding early childhood education must be a priority to increase long-term success for all children and meet the constitutional obligation to provide equal protection under the law inclusive of educational opportunities.

Career and Technical Education

Career and Technical Education (CTE) for both rural and urban schools is critical to high academic standards and Alaska's economic growth and stability. Collaboration through professional development and management between the Department of Education & Early Development (DEED) and Department of Labor & Workforce Development (DOL) with educators and industry based professionals is needed for the academic integration of rigorous and relevant curriculum. The alignment of CTE programs to meet the needs of local, regional and state labor markets through this collaboration is also important for improving on-time graduation rates, higher career earnings and decreasing dropout percentages, while also offering more dual credit opportunities.

Preparing, Attracting and Retaining Qualified Educators

A quality education for Alaska's students is directly related to the level of effectiveness of Alaska's educators. ACSA strongly encourages the development of comprehensive statewide programs to prepare, attract and retain high quality educators and professionals, especially in the areas of Special Education, STEM and Leadership. ACSA further advocates for support to enhance existing professional learning programs for all educators to improve their practice to meet the individual needs of all students. We believe that with strong new teacher mentoring and professional learning opportunities for current educators and a comprehensive recruitment effort through K-12, Alaska Teacher Placement and the University of Alaska, we can meet the growing demands for more high quality educators in our state.

Alaska needs innovative, alternative pathways to attract teaching and leadership talent to the education profession and address unique circumstances. Statewide teacher mentoring and administrative coaching is needed. This must include development of an Education Career Pathway for our current students to explore within the K-12 system. Also, alternative qualifications, retire/rehire provisions, teacher retirement incentives, and an examination of the current retirement system must be considered.

Every Student Succeeds Act (ESSA) - State

Support the Department of Education and Early Development to redefine the state accountability system while ensuring that local control is honored. The new accountability system, should provide stakeholders with multiple indicators to accurately and effectively monitor student, school and district performance, focusing on improving student learning and achievement through critical thinking and problem solving, while providing stakeholders information to improve quality educational opportunities. The system should ensure the statewide assessment is one of several valuable indicators of success. We support an assessment that meets federal requirements and student learning needs.

Other State Issues; e.g. Workman's Comp, PERS/TRS:

- The state should continue efforts to control the cost of Worker's Compensation claims, including adoption of medical treatment guidelines, improved management of claims and an improved Reemployment Benefits process.
- We strongly oppose efforts to shift PERS and TRS costs from the state to employers. Policy for termination studies and "below the floor" charges should be reexamined. These cost shifts are "back door" cuts to school district budgets.
- We encourage solutions to the escalating costs of health insurance in the state, including exploring the viability of multiple options such as a possible state health care authority, revision of the 80th percentile rule and appropriate controls of the cost of medivacs.
- We strongly encourage action to ensure that quality mental health services are available to support all of our schools.
- We support continued collaboration with the State Board of Education and Early Development's efforts to move forward with the Alaska Education Challenge.

JPS Federal Issues 2017-2018

Forest Receipts (Safe and Secure Rural Schools Act)

- ACSA strongly endorses the continuation of the 100-plus year partnership that was created between the federal government and communities to compensate communities financially impacted by the placement of timber reserves into federal ownership.
- We desire a long term solution that will allow all aspects of what constitutes responsible forest management while comprehensively renewing the forest products industry in the impacted areas. We request that funding be provided to impacted communities during the interim while a new revenue stream is being established.
- SRSCSDA payments have not been received by districts since FY2015 yet these resources remain critically important to 24 of Alaska's 54 school districts. If not reauthorized, Alaska will lose over \$10 million in revenues mostly tied to education. Since there is a year lag time in receiving these funds for most districts, a reduction in funding of this magnitude will create hardships on students that are both significant and unforeseen.

ESSA

- We encourage the United States Department of Education to fulfill the bipartisan intention of ESSA by honoring local control and avoiding federal overreach while developing and implementing ESSA. To those ends, we request that USED allow more time for states and districts to develop their plans and provide a one-year review.
- We encourage legislators to eliminate discretionary funding caps, to allow adequate investment in education. We ask that the department stick to the intent of the law and not attempt to create regulations that "fix" problems not addressed in legislation, such as the "supplement, not supplant restrictions", and the insistence by USED to require that a school's performance be defined by a single designation.
- We encourage Congress to fully fund the education programs authorized by the Elementary and Secondary Education Act, so as to fulfill the funding levels authorized by the bipartisan Every Student Succeeds Act.

Affordable Care Act

We support and encourage modifications to the Affordable Care Act (ACA) "Cadillac Tax" and how it applies to Alaska. The cost of even basic health care plans in Alaska are high; yet, due to the cost of medical services in Alaska they are categorized within the existing thresholds of the Cadillac Tax which are determined at the federal level. The current calculation unfairly penalizes Alaskan employers for factors beyond their control. Solutions may include a geographic differential or other mechanism to recognize Alaska's unique cost structure.

We support exploration of various mechanisms to decrease healthcare costs by such measures as allowing employers to purchase health insurance policies across state lines.

Other Federal Issues

- We oppose use of public money to fund private education through vouchers or other mechanisms.
- We support full funding of E-Rate and Impact Aid, with no significant program changes needed.



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Anchorage School District

Education Center

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February 8, 2018

Representative Jennifer Johnston
Alaska House of Representatives
State Capitol Room 430
Juneau, Alaska 99801

Dear Representative Johnston,

As the Superintendent of Anchorage School District (ASD), I am writing in strong support of House Bill 224.

For many years, ASD has accessed the extensive experience and expertise of retired employees and educators by allowing for temporary and part-time employment opportunities. Nevertheless, our efforts to capitalize on such a talented and veteran workforce have been severely limited without a provision to allow for the unrestricted re-employment of retirees such as would be allowed by HB 224.

As I understand the proposed Bill, districts would be permitted to essentially enter into an at-will employment agreement with a retired teacher or administrator so long as that individual has been retired for three months. Current protections and benefits such as tenure, sick leave, and retirement would not be offered or required as the nature of the employment relationship with a retired individual is so different. Though some of these limitations are not clearly identified in the proposed bill, we would support their explicit restriction as well as ensuring that the benefits of HB 224 exist well into the future by also allowing the rehire of retirees under the new defined contribution plan. However, it is our interpretation that the State, under HB 224, would benefit from the District's continuation to pay the supplemental 12.56% for rehired retirees for the purpose of decreasing unfunded pension liability.

I want to assure you that the re-employment of retired teachers is not pursued in ASD to avoid the hire of new teachers. Retirees fill gaps when properly certified staff cannot be hired in hard to fill areas, they provide temporary or short term expertise for special projects or initiatives, and they give needed support during high demand times of the year such as during summer months, the start of the school year, or during assessment

Educating All Students for Success in Life

Anchorage School Board Tam Agosti-Gisler, President
Starr Marsett, Vice President
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Bettye Davis

Dave Donley
Andy Holleman

Superintendent Dr. Deena Bishop

February 8, 2018
Representative Jennifer Johnston
Alaska House of Representatives
Page 2

periods. ASD is encouraged by the possibility of being able to hire retired teachers rather than contract agencies to more effectively and efficiently fill these needs.

One of the most attractive aspects of HB 224 is the potential savings our district could experience. Again, because certain costs would not need to be provided to retirees, there are significant savings that could be re-directed back to the classroom environment or even used to hire other new classroom teachers.

On behalf of the Anchorage School Board, we recognize the fiscal realities which you are facing and appreciate your willingness to provide school districts with increased flexibility and discretion in a time of constricting resources. ASD embraces innovation and supports creative solutions. We are encouraged by the concept proposed in HB 224 and see that it has the potential to offer great benefits to our district. I want to thank you for the opportunity to share my support for your work.

Respectfully,

A handwritten signature in black ink, appearing to read "Deena M. Bishop". The signature is stylized and somewhat cursive.

Deena M. Bishop, Ed.D.
Superintendent

cc: Representative Charisse Millett
Representative Dan Ortiz
Anchorage School Board

Good Morning Members of the State Affairs Committee,

I am writing in support of HB224 and asking that the committee do what they can to consider the bill and move that along for consideration by other committees and the full legislature's consideration. This bill, which would allow the rehire of retired teachers and administrators is a tool that is much needed to address the challenges we have in Alaska to fill positions in our most remote, and even our largest urban districts.

As someone who has worked in Alaskan schools for more than 30 years and been responsible for hiring staff in Kodiak, Bristol Bay, and Craig for the past 23 years, I can tell you that this task is becoming more difficult and we are being forced to make compromises and decisions that are not always in the best interests of students, a school, or a community. Across the state this year, as in others, schools opened with vacant positions and often those positions were in areas like special education where the needs are great and the services performed by qualified individuals is required by both state and federal law.

In Craig we were forced to hire one teacher for a special ed position this year after securing an emergency waiver and certificate. Don't misunderstand me, we found a talented, veteran teacher but he had no training in special education and will pick that up on the job and through a university program he began this summer. This is a far cry from what I had hoped we could do for the students in our high school.

I appreciate all that you are doing this session to help support the students, families, schools, and communities of Alaska. I understand we have significant challenges as a state in a variety of areas, not just education. I know you are being careful and intentional in what you do I think the same is true for school districts.

Our state constitution requires that we provide support for a quality education system to serve our young people. This investment is essential to the future of the state and every community within the state. This is not a new issue or concern. We have addressed this in the past with bills that have long since sunset, and still the need continues. I hope you will consider this in committee and move it forward for others' consideration and discussion. Thank you for your time and all the good things you do for all Alaskans. Respectfully, Jack Walsh

--

Jack Walsh, Superintendent
Craig City School District
PO Box 800
Craig, AK 99921

NORTH SLOPE BOROUGH

DEPARTMENT HEALTH & SOCIAL SERVICES

ARCTIC WOMEN IN CRISIS

P.O. Box 69

Barrow, Alaska 99723

Phone:(907) 852-0261

Fax:(907) 852-2474



Rosemarie Habeich, RN, BSNS, Director

February 8, 2018

Dear Members of the House State Affairs Committee,

I am the program coordinator at Arctic Women in Crisis in Utqiagvik and a member of the Alaska Network on Domestic Violence and Sexual Assault (ANDSVA). We urge your support of this resolution because trauma-informed practices across sectors and with the leadership of the State of Alaska are necessary in order to diminish adverse childhood experiences as well as build resilience

Arctic Women in Crisis offers core services to provide emergency shelter and safety as well as individual advocacy and crisis intervention. In FY 2017 we provided 3,945 safe shelter nights up from 3,741 in FY 16. Further, our members often see multiple generations of the same families coming in to access our services

With the increase of demand for services, as well as the complexity of victims' needs, services are strained and attention to stopping violence before it starts is crucial.

We know the critical need to invest in violence prevention now – and especially focusing on children exposed to or experiencing abuse and neglect- we are providing more services to families involved with OCS and with our tribal protection agency. We need to focus on these children **now** rather than later when they are older and even more of them need to access strained victim services, because they did not receive adequate wraparound support to help them escape the cycle of abuse and/or behavioral health challenges

Prevention only works if there are multiple coordinated efforts at primary, secondary and tertiary prevention to stop violence before it starts. This requires well-planned and thoughtfully implemented collaboration among various actors – from the state, to nonprofits, to the corporate sector, to schools and communities. We find it helpful to work in close collaboration with our Utqiagvik Child Advocacy Center, the North Slope Borough Health Department and Prevention Team, Ilisagvik College, the North Slope Borough School District, and Arctic Slope Native Association. The state can do its part by officially sharing in the commitment to end ACEs and build resilience.

Again, please support House Concurrent Resolution 2.

Sincerely,


Virginia Walsh,

Arctic Women in Crisis, Program Coordinator

Rep. Jennifer Johnston

From: Scott MacManus <smacmanus@agsd.us>
Sent: Tuesday, April 18, 2017 2:22 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: Support of HB224

Dear Representative Johnston,

I am writing in support of HB 224, Reemployment of Retired teachers and Admin.

Alaska and my school district are facing a serious problem when it comes to the recruitment and retention of certificated educators. As you can see in the ACSA 2017 Joint Position Statements, the ACSA supports provisions that allow schools to place retired teachers who are both qualified and experienced back in classrooms. As the Superintendent of Alaska Gateway School District, I support it as well, and see HB224 of a part of the solution to addressing a shortage of quality teachers. This year, I have attended two different job fairs, and have not been able to hire a single new staff member...finding This while we do have a number of retired staff in my district who would be and willing but who can not work without risking loss of income.

Thank you for your continued support of education and educating Alaska's children.

Scott MacManus, Superintendent
Alaska Gateway School District
(907)883-5151

"The more you know, the more you can imagine"

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Rep. Jennifer Johnston

From: Tim Bauer <tbauer@aisdk12.org>
Sent: Monday, April 17, 2017 3:46 PM
To: Rep. Jennifer Johnston
Subject: Support of HB224

Representative Johnston,

I am writing you to voice my full support of HB224. I know there are a lot of difficult decisions you are making, but I see HB224 as a win-win for all districts in Alaska and will help provide benefits to all of our students long term.

Thank you for your time,

--

Tim Bauer
Superintendent
Annette Island School District
(907) 886-6332 extension 2261

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Rep. Jennifer Johnston

From: Jack Walsh <jwalsh@craigschools.com>
Sent: Monday, April 17, 2017 7:09 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: Support for HB224 from Craig

Dear Representative Johnston,

I wanted to let you know that I believe HB224, which would allow for the reemployment of retired teachers and administrators to help districts fill vacancies, is a necessary tool to help meet school district personnel needs. For years districts have had to address emergency, part time, and temporary needs and without this type of support, it makes it hard to fill. What's interesting is that I can hire a retired teacher from any other state with no Alaskan experience or knowledge in their background. Why shouldn't I be able to tap this incredible resource?

By opening up our options to include that talented group of former school teachers and school leaders, who come with a skill set and experience that few have, and a real interest in Alaska's children and young adults is a real win-win. Districts get quality employees for openings, and often these people are already familiar with the community and school, or the region, and they know state standards and so many other important components of the work. These are people who know Alaska well and call it home.

I recognize there is a concern about the so-called 'double dipping', and yet it is something the US Military and so many other agencies use to help meet the challenges that they face. What many fail to recognize, is that the greater number of these hires have historically served during family emergencies and illnesses, situations where employees find conditions are not what they had expected and want out of their contract, or when you see sudden increases in a student population and you need to make a last minute hire. It is school needs and student needs that drive these decisions, not what a retired teacher or former employee feels they need.

I would hope that you and your committee give this due consideration and support this bill. Thanks for your time with this matter. Have a great week. Jack

--

Jack Walsh, Superintendent
Craig City School District
PO Box 800
Craig, AK 99921

Office (907) 826-3274
Fax (907) 826-3322
Cell (907) 654-3971

Rep. Jennifer Johnston

From: Dan Polta <danpolta@dbsd.org>
Sent: Tuesday, April 18, 2017 11:07 AM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: Support of HB224

Dear Representative Jennifer Johnston

This letter is in support of HB224 Teacher Retire/Rehire.

Passing this bill is an easy cost effective way to increase the number of available teachers to serve our students in Alaska. Additionally, this could provide for lower employment costs by rehiring retired teachers who are still able to receive retirement benefits. Teachers rehired under this provision would be experienced Alaskan educators. As such they are well positioned to serve the educational needs of our children and already understand the local and cultural environment in our schools. This bill also has the potential positive impact on the individual retired teacher. He or she could make a decision to re-enter teaching and increase his/her overall personal earnings. I feel these benefits to our school districts, our students, and to our teachers makes this bill one you should support.

Thank you for your consideration.

Dan Polta
Superintendent
Denali Borough School District
P.O. Box 280
Healy, AK, 99743
1 (907) 683-2278
danpolta@dbsd.org

Nurturing, empowering and inspiring today's student to positively shape tomorrow's world

Southwest Region School District
P.O. Box 90
Dillingham, AK 99576

April 18, 2017

Alaska State Legislature
Attn: Representative Jonathan Kreiss-Tomkins
State Capitol
Juneau AK, 99801

Dear Representative Kreiss-Tomkins,

Southwest Region School District is in support of the changes proposed in HB 224 "An Act relating to reemployment of persons who retire under the teachers' retirement system." The District continues to struggle with the declining number of candidates who seek employment within the teaching profession in Alaska. This legislation will help to provide additional candidates for consideration who are already versed and have previously found success in teaching and living in Alaska.

In order to obtain the greatest number of potential candidates, please consider making additional changes to the proposed language within Sec. 14.20.136. Reemployment of member of teachers' retirement system, a) of this section unless the member has been retired for at least, (2) three months OR six months OR nine months [~~one year~~] if the member is less than 62 years of age. The age of a retired member should not be a factor for a member who retired under NORMAL retirement. However, a waiting period of less than one 365-day period would provide for more individuals to be available mid-year when recruiting efforts come up against increased shortages in the pool of candidates.

Thank you for your continued support in ensuring that the Public Educational System within Alaska remains strong.

Sincerely yours,



David J. Piazza
Superintendent

CC: Representative Jennifer Johnston
Representative Gabrielle LeDoux
Representative Chris Tuck
Representative Adam Wool
Representative Chris Birch
Representative DeLena Johnson
Representative Gary Knopp
ACSA – Lisa Skiles Parady

Robert Ervine

From: Danny Frazier <dfrazier@dlgsd.org>
Sent: Monday, April 17, 2017 1:26 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: HB224

Representative Johnston,

I am writing to show my support for HB224, it would be a tremendous help for school districts. I have at least three employees that would be able to retire and then come back to work at a lower salary. The district gains an experienced teacher for a beginning teacher salary. The teacher makes retirement plus beginning salary. Everyone wins.

An excellent education for every student every day.

Danny Frazier, Superintendent
Dillingham City School District
Box 170
Dillingham, Alaska 99576
dfrazier@dlgsd.org

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PS Before printing this email or any attachments, think about your responsibility and commitment to the environment.

Rep. Jennifer Johnston

From: Karen Gaborik <karen.gaborik@k12northstar.org>
Sent: Monday, April 17, 2017 5:13 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: Support for HB224

Dear Representative Johnston,

I am writing in support of HB224, the bill for Reemployment of Retired Teachers and Administrators. It is well known that Alaska is suffering a severe shortage of teachers. For the first time in my memory this year in Fairbanks we've had regular classroom teacher vacancies for significant portions of the school year. These vacancies result in classes being eliminated (at the secondary level) or in attempts by Human Resources to fill those positions temporarily with substitute teachers. In many cases substitute teachers are not certified or otherwise qualified to teach particular courses or classes for long periods of time. Additionally, substitutes are often rotated through positions due to their inability to fill a long-term vacancy.

The ability to recruit and hire retired teachers and administrators would go far to fill vacant positions and to ensure qualified teachers are instructing our students. Many teachers, after being retired for a year or two, realize they would like to return to teaching full time if they had the opportunity to do so. Please make this a possibility for school districts.

Best Regards,

Karen Gaborik

Karen Gaborik, Ed.D.

Superintendent

Fairbanks North Star Borough School District

karen.gaborik@k12northstar.org

907-452-2000

"Inspire people to do the things that inspire them."

Rep. Jennifer Johnston

From: Tony Habra <ahabra@hbsd.net>
Sent: Monday, April 17, 2017 9:36 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: HB 224

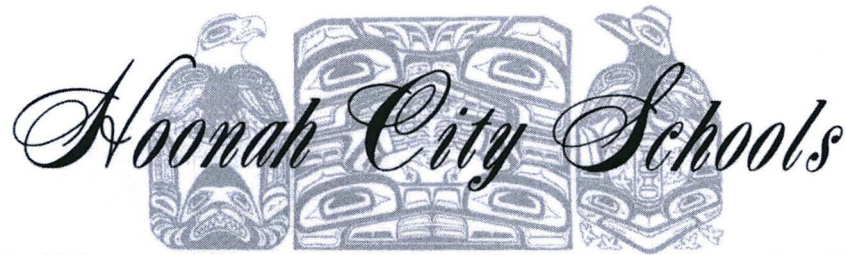
Good evening Rep. Johnson,

I am writing this letter in support of HB 224. Across the country there is a shortage of certified educators and Alaska is not immune to this national crisis. This is especially true in rural Alaska.

House Bill 224 will not solve this issue, but it will go along way to help us make sure that they are qualified educators teaching our children. The more isolated the community, the more difficult it is to make certain that our students receive the best possible education. That starts with the person in the front of the classroom. Too often it can become the matter of a warm body, and that is not fair to our students.

Our students deserve every opportunity we can afford them, and it is they who will be best served by passing HB 224. Thank you for all you can do to help this bill move forward.

Tony Habra, Superintendent Haines Borough School District ahabra@hbsd.net
907-314-2055



P.O. Box 157 366 Garteeni Hwy. Hoonah, Alaska 99829 (907) 945-3611 Fax (907) 945-3492

16 April 2017

RE: A letter in support of HB224

This letter is written in strong support of HB224 a bill that is long overdue. Alaska's ability to educate its youth, in fiscally tough times, depends on encouraging and keeping the support of master teachers, principals, and superintendents who understand educational needs in Alaska. Not everyone wishes to do this however those that do should be held in high regard.

My name is Dr. PJ Ford Slack and I have been a principal, Alaska State Special Education Director, Activities Director, a special education teacher, the Director of Teaching and Learning Support, and a Superintendent. I have worked in Alaska 20 years and am a Tier II educator. Currently, I am an emergency superintendent in a small district in SE Alaska. This district has had over 12 superintendents in the past 20 years. It's budget and education program speak to that lack of consistent leadership. Bringing in outside superintendents to this district has added to the lack of academic growth for students who attend this culturally centered school. This school district has amazing potential however it needs experienced leadership and experienced Alaska teachers to work with new teachers to achieve a comprehensive learning program.

When I was an educational professor in the State College System of Minnesota many of my teacher education students and administrative students headed to the Alaska job fair. This year at the job fair there were more hiring personnel than applicants. Alaska is no longer the state to come and establish an educational life. Our retirement system and wages for the cost of living here does not draw from the lower 48 as it once did.

Further, Alaska's regulations punish experienced Alaska educators if they would like to help a district post-retirement. That is a dilemma for me and others. I don't want to take my Alaska educational knowledge outside the state however if I retire that is what it looks like I may need to do. That is problematic to this state as we all look to educate our most valuable resource, our children, with less. For example, the state of Oregon, who has undergone continuous fiscal upheaval maintains a list of administrators who are willing to go into districts that need emergency support. Why can't Alaska's AASB or ASA maintain such a list? The reason is simple, retired educators must follow an increasingly tough set of restrictions to be able to help a district.

I applaud you all for supporting this bill and moving it forward. It is part of the equation in these lean times in our state.

Don't overlook your retired educators as a resource!!!

Thank you for all you do for schools and our students.

Dr. PJ Ford Slack, Superintendent Hoonah

Robert Ervine

From: Miller, Mark <mark.miller@juneauschools.org>
Sent: Monday, April 17, 2017 1:04 PM
To: Rep. Jennifer Johnston; Robert Ervine; Rep. Jonathan Kreiss-Tomkins; Stephanie Gilardi
Cc: Rep. Gabrielle LeDoux; Rep. Chris Tuck; Rep. Adam Wool; Rep. Chris Birch; Rep. DeLena Johnson; Rep. Gary Knopp; Lisa Parady
Subject: In support of HB 224

Representative Johnston:

Thank you for introducing HB 224- the so called "retire-rehire" bill. I would like to go on record as supporting this bill for a number of reasons.

1. In many Alaskan Native cultures Elders are seen as key to passing on knowledge. While I don't necessarily think there is a direct parallel, the fact of the matter is teachers and administrators who have years of experience and historical knowledge can be an invaluable resource to a school district and its community. To waste this resource because a person has turned 62 and is collecting a retirement owed to them by the state seems short sighted and foolish.
2. Children born today in many parts of the U.S. have an average life expectancy of 100 years! The baby boomers who are retiring now are likely to live at least another 30 years. This is a huge portion of our population that still has at least a third of their lives to go. This bill has the potential to stem the "brain drain" we are experiencing as many of our best and brightest leave education.
3. The talent pool for teachers and administrators in education is evaporating. Our youth are not going into teaching as they have in the past. Positions go unfilled every year, or are simply band-aided with long term substitutes. Encouraging retired professionals to keep working with Alaska's children while we work systemically to solve the problem would be very helpful.

Again, thank you for introducing the bill. I am in full support of the bill. Feel free to contact me with any questions.

Mark Miller, Ed.D.

Superintendent
Juneau School District

City and Borough of Juneau
10014 Crazy Horse Dr.
Juneau, AK 99801
907.523.1702

Rep. Jennifer Johnston

From: McDonald, Stewart <smcdonald01@kibsd.org>
Sent: Monday, April 17, 2017 4:48 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: Please Support HB224

April 17, 2017

Dear Honorable Representative Jennifer Johnson,

I am writing to support HB 224. Filling vacant positions in remote parts of Alaska is becoming more difficult every year. This bill is a realistic tool to help address teacher recruitment and retention in rural Alaska. Please do what you can to move this bill forward and see that it is passed.

Sincerely,

Stewart McDonald

Kodiak Island Borough School District
722 Mill Bay Road
Kodiak, AK 99615
(907) 942-5068

Rep. Jennifer Johnston

From: Ty Mase <tmase@lpsd.com>
Sent: Monday, April 17, 2017 3:08 PM
To: Rep. Jennifer Johnston; Rep. Jonathan Kreiss-Tomkins; Rep. Gabrielle LeDoux; Rep. Chris Tuck; Rep. Adam Wool; Rep. Chris Birch; Rep. DeLena Johnson; Rep. Gary Knopp
Cc: Robert Ervine; Stephanie Gilardi
Subject: HB224

To Whom It May Concern:

This e-mail is in support of HB224, Reemployment of Retired Teachers and Administrators. As you are probably aware, it is becoming increasingly difficult to find quality educators to fill classroom positions in remote Alaska. For whatever reason, interest in teaching in Bush Alaska is waning and many recruiting trips to the lower 48 are unproductive.

One of the most important things we can do is to put excellent educators in our classrooms. Please help us do this by supporting HB224. This bill not only allows districts to widen our pool of applicants, it also allows us to get creative and hire half time educators/administrators, saving thousands.

Your support in this matter is much appreciated! This is a bill that could immediately make a difference!

Thank you,

Ty Mase, Superintendent

Lake and Peninsula School District



LOWER YUKON SCHOOL DISTRICT

P.O. Box 32089 • Mountain Village, Alaska 99632

Phone: (907) 591-2411 Fax: (907) 591-2449

www.loweryukon.org

Edgar Hoelscher
Chairman

Dr. Rob Picou
Superintendent

April 18, 2017

Representative Johnston
State Capital Room 430
Juneau, AK 99801

Dear Representative Johnston,

Thank you very much for making time to meet with me on April 10th. This testimony is in support of HB 224 for the following reasons:

1. All of Alaska, but in particular rural Alaska, is facing a serious crisis with teacher and principal recruitment.

The Lower Yukon School District has 29 vacancies this year. We typically experience a 30% teacher turnover rate. In conversations with my colleagues in the Northwest Arctic School District and the Bering Strait School District, I have learned they are experiencing the same crisis with teacher and principal recruitment.

2. We currently have retirees from other states who are filling critical positions.

I am unsure of the exact numbers, but anecdotally I can say there are a fair number of retirees from other states working in Alaska. In fact, I just spoke to two retired teachers from Arkansas this week. It only seems fair that we afford the same opportunity to Alaskans who have dedicated their entire careers to Alaska's children and who wish to work after retirement. In addition, their lifetime of experience in Alaska makes them infinitely more qualified to be successful in Alaska.

3. Job Fairs have been to say the least less than productive.

At a recent job fair, I looked out on the floor and counted exactly 23 candidates. The HR director for LYSD just returned from a job fair in Portland where he interviewed 4 candidates. There is a very real possibility that many districts in rural Alaska will start the school year with vacancies in critical positions.

CHILDREN FIRST

Alakanuk Emmonak Hooper Bay Kotlik Marshall Mt. Village Pilot Station Russian Mission Scammon Bay Sheldon Point

For these reasons, I can support HB 224 and believe it is the right legislation during this time of critical teacher and administrator shortages in Alaska. Thank you for your courage in support of Alaska's children.

Sincerely,

Rob Picou, Ph.D.
Superintendent
Lower Yukon School District

Nenana City School District
PO Box 10 Nenana, AK 99760
Phone: (907) 832-5464
"A Community of Opportunity – Preparing Students for Life"

April 17, 2017

Representative Jennifer Johnston
State Capitol Room 430
Juneau AK, 99801

Re: HB 224 "An Act relating to reemployment of persons who retire under the teachers' retirement system."

Dear Representative Johnston,

As a small, rural school district superintendent, I would like to express my personal support and the full support of the Nenana City School District regarding the passage of HB 224. A quality education for our students is dependent effective educators. Alaska's teacher shortage makes the need for alternative qualifications necessary, including the reemployment of Alaska certified professionals who have retired under the teacher retirement system.

Thank you for sponsoring this bill. Please let me know if there is anything further I can do to support its passage.

Sincerely,



Eric Gebhart
Superintendent

"The Nenana City School District will provide an innovative education through the utilization of tools and techniques that engage students in relevant activities that promote personalized learning, problem-solving, engaged citizenship, and teamwork."

Robert Ervine

From: Dan Carstens <DCarstens@KPBSD.k12.ak.us>
Sent: Monday, April 17, 2017 2:00 PM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: HB 224

Representative Johnston,

I am writing to express my support of HB 224. I have been in my role as a principal for 12 years now and have seen both an abundance and a shortage of teachers when we post positions. Currently we are seeing a shortage, especially in the area of special education. There could be many reasons for this, maybe it is because there are not as many people going into education or because the time frame in which we have to post our positions and hire new staff. Whatever the reason is, it is our reality and something we work through every year no matter if we reside on or-off the road system.

HB 224 would allow us to rehire teachers who have a desire to get back into the teaching field. These teachers who come back to the profession have the biggest hearts for our kids and provide a genuine and caring learning environment. They are high quality educators and many times continue to reside in the communities where they retired from. In short, they are what's right for kids.

I appreciate you introducing this bill and know that I whole heartedly support your efforts.

Regards,

Dan Carstens

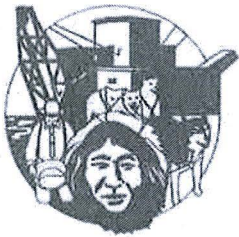
Principal

Nikiski Middle/High School

AASSP President-Elect



“Don’t let anyone steal your excellence.” – Jimmy Casas



Nome Public Schools

P.O. Box 131 • Nome, Alaska • 99762 • (907) 443-2231 • Fax 443-5144

Shawn Arnold, Superintendent

907-443-6191 • sarnold@nomeschools.com

To: Representative Jonathan Kreiss-Tomkins

From: Shawn Arnold, Superintendent


Date: April 18, 2017

RE: Letter of Support House Bill 224

I am writing to you in support of House Bill 224, "An Act relating to reemployment of persons who retire under the teachers' retirement 2 system," which will be heard today in the House State Affairs Committee.

Current laws place deterrents on teachers who retire and want to re-enter their position or a similar one in a school district. Teachers retirements mean school districts lose years of experience and invaluable community connections. Given the current teacher shortage across Alaska, districts need innovative ways to keep as many teachers as possible and retired teachers need an additional monetary incentive to get back on the bus. This bill would be a way to keep teachers in Alaska instead of having them retire and leaving to teach in another state. If they could have an incentive to stay on, draw a salary and retirement wage while not having to officially retire, that might get some people to stay. This change might also help convince some retired teachers who are on the fence to return to fill the gaps in special education and other subjects, even if just for a year or two. We are going to need all doors to stay open while the University of Alaska system works on getting more people into the system. Providing a tool to encourage retired educators to return to work would be an asset for any district in Alaska.

Thank you for allowing me to express my thoughts and I would hope that you support House Bill 224. Should you wish I would be pleased to discuss these issues further at your convenience.


Shawn Arnold
Superintendent



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

Ambler · Buckland · Deering · Kiana · Kivalina · Kobuk · Kotzebue · Noatak · Noorvik · Selawik · Shungnak
PO Box 51 · Kotzebue, Alaska 99752 · Phone (907) 442-1800

May 07, 2017

Honorable Members of the Legislature,

For the record, I am Dr. Annmarie O'Brien, Superintendent of Northwest Arctic Borough School District. We have 2017 students in 12 schools in 11 villages. None of our villages are accessible by roads. I have been employed in Northwest Arctic for 17 years, six as a Director, eight years as assistant superintendent, and now I am in my 3rd year as Superintendent.

This message is a request to all Legislators to approve, before the end of this session, HB No. 224. "An Act relating to reemployment of persons who retire under the teachers' retirement system."

Rural Alaska, especially Western Alaska, is in a crisis because of the shortage of qualified staff to teach our students. For the first time in all my years with NWABSD, school opened without full staffing. As we recruit for the 2017-18 school year, the situation is worse. Now, after months of recruiting, we are still in need of over 30 staff to fill current needs. As parents and grandparents, I know this situation would be unacceptable to your family.

As you all know Alaska's University system graduates a fraction of the teachers needed to fill open positions throughout the state. As a result, this district goes through great expense to recruit in the lower 48.

We maintain our quality instruction through offering distance delivery and our Magnet School boarding program, but it is not enough. Qualified and experienced staff are needed and this bill would encourage them to apply.

HB No. 224 has NO fiscal impact to the State of Alaska. In fact, it will favorably impact district finances by reducing costs associated with recruitment efforts in the lower 48.

I am appealing to all members of the Legislature to assist districts struggling with maintaining qualified staff for the students in rural Alaska. Please approve HB No. 224 before the end of the FY'17 session.

If you have any questions, please call me at 907-442-1802 or email: aobrien@nwarctic.org.

Thank you.

A handwritten signature in cursive script that reads "Annmarie O'Brien".

Dr. Annmarie O'Brien

MISSION: To provide a learning environment that inspires and challenges students and employees to excel
VISION: To graduate all students with the knowledge, skills, and attitudes necessary for a successful future

Rep. Jennifer Johnston

From: Therese Ashton <tashton@aktcsd.org>
Sent: Tuesday, April 18, 2017 2:45 PM
To: Rep. Jennifer Johnston
Subject: HB224

Dear Representative Jennifer Johnston,

Thank you for your work within the legislative process this year. These are tough times with a lot to consider. I thank the House members for focusing on keeping the fiscal crisis as their main priority.

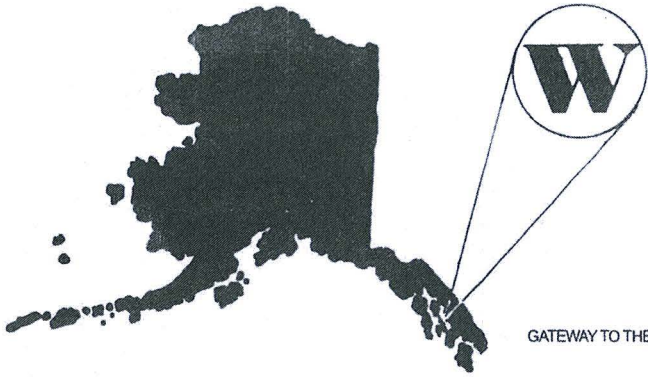
As a superintendent of a small rural school I support the passage of HB224. Part of being fiscally responsible in the district is to find creative ways to provide the education we want for our students. Passing HB224 is one way to open up opportunities that give us ways to fill our positions that are difficult to fill.

This year we were without a primary teacher until February because our options were limited. Our intermediate teacher had more than double the student ratio for his class and had to teach K-4 students without prior prep time based on the unique situation we found ourselves in at the beginning of the year. We did have a retired teacher we could have hired for the position had HB224 were in place.

Thank you for your consideration,

Thérèse Ashton
Superintendent/Principal
Tanana City School District
Maudrey Sommer School
907-366-7203

Disclaimer Notice: This email and any attachments to it may be confidential and are intended solely for the use of the individual to whom it is addressed. Any views or opinions expressed are solely those of the author and do not necessarily represent those of the Tanana City School District. If you are not an intended recipient for this email, you are hereby notified that this is not a waiver of confidentiality and that you must not take any action based upon its contents, and any dissemination, distribution, or copying of this information is strictly prohibited. If you believe you have received this information in error, please notify the sender immediately by reply email and immediately delete this message from your system.



**WRANGELL
PUBLIC SCHOOLS
DISTRICT OFFICE**

P.O. BOX 2319
WRANGELL ALASKA 99929
Telephone (907) 874-2347
Fax # (907) 874-3137

April 19, 2017

Honorable Representative Dan Ortiz
State Capitol Room
Juneau AK, 99801

Dear Representative Ortiz:

I am writing you in support of HB 224. As the Superintendent of Wrangell Public Schools, this bill would allow small districts such as ours to hire retired teachers to fill very important instructional positions during a time when the candidate pool is quite limited.

Under the provisions of HB 224, districts would be allowed to make such hires in a cost effective manner while simultaneously searching for the best candidate to fill the position over the long-term. HB 224 also appeals to the retiree because they do not need to fear the loss of their retirement benefit. It is really a win-win for both the school district and the retiree.

The importance of HB 224 is immeasurable as we look to improve the educational landscape within our great state.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink that reads 'Patrick J. Mayer'.

Patrick Mayer
Superintendent

PM:kjp

Rep. Jennifer Johnston

From: Kerry Boyd <kboyd@yksd.com>
Sent: Tuesday, April 18, 2017 9:25 AM
To: Rep. Jennifer Johnston
Cc: Robert Ervine
Subject: HOUSE BILL NO. 224 Support

Dear Representative Johnston,

Yukon Koyukuk School District is in support of House Bill 224! This bill would provide more flexibility to school district and it would also recognize the quality of teachers we have in our own state. Thank you for putting this forth.
Kerry Boyd, Superintendent

Yukon Koyukuk School District
4762 Old Airport Way
Fairbanks, AK, 99709
907-374-9416



ATP Alaska Teacher Placem

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candidates: 29806

districts: 69

jobs: 486

Openings as of 2/7/2018

Candidates

- » Find Jobs by Map
- » Find Jobs by District
- » Find Jobs by Category
- » Register Here!
- » My Account
- » Applicant Instructions
- » Request Technical Help
- » Research Districts
- » Research Locations
- » ATP Home
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Quick Job Search

Keyword

Title

All Categories

All Locations

Districts

- » Post Jobs!
- » Search Applicants!
- » Contact Support

[Region Map](#) » All Types (486 openings)

[Search Postings](#)

- **Administration** (40)
- **Athletics/Activities** (21)
- **Elementary School Teaching** (56)
- **High School Teaching** (38)
- **Middle School Teaching** (11)
- **Nutrition Services** (19)
- **Other** (118)
- **Student Support Services** (70)
- **Substitute** (43)
- **Support Staff** (23)
- **Volunteer** (46)
- **All Vacancies**



Openings as of 2/7/2018

[Region Map](#) » [Student Support Services \(70 openings\)](#)

[Search Postings](#)

Candidates

- » [Find Jobs by Map](#)
- » [Find Jobs by District](#)
- » [Find Jobs by Category](#)
- » [Register Here!](#)
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Quick Job Search

Keyword

Title

All Categories

All Locations

Districts

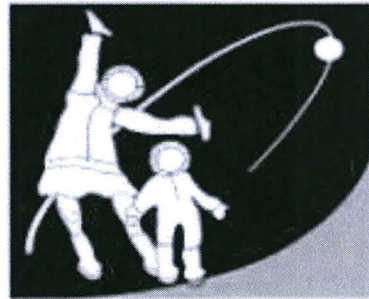
- » [Post Jobs!](#)
- » [Search Applicants!](#)
- » [Contact Support](#)

- [Early Childhood \(2\)](#)
- [Early Childhood Education Teacher \(1\)](#)
- [Emotional and Behavioral Disorders Teacher \(1\)](#)
- [Guidance Counselor \(5\)](#)
- [Hearing Impaired \(2\)](#)
- [Instructional Support \(1\)](#)
- [K-12 Special Education Teacher \(28\)](#)
- [Occupational Therapist \(3\)](#)
- [Physical Therapist \(2\)](#)
- [Psychologist \(1\)](#)
- [Resource Teacher: 6-12 \(1\)](#)
- [Resource\(teacher certification required\) \(1\)](#)
- [School Psychologist \(1\)](#)
- [Spec. Ed. Teacher-Department Chair Addenda \(1\)](#)
- [Special Education Resource Teacher \(1\)](#)
- [Speech and Language Pathologist \(2\)](#)
- [Speech Language Pathologist \(2\)](#)
- [Speech Pathologist \(2\)](#)
- [Teacher Expert \(1\)](#)
- [Other \(12\)](#)
- [Student Support Services - All Vacancies](#)

Alaska's cost of teach

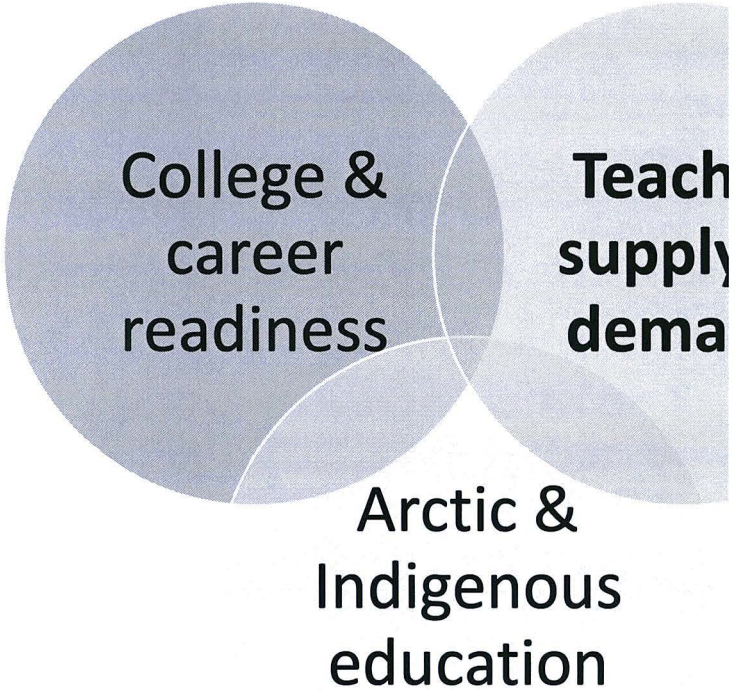
Dayna Jean DeFeo & Tran

Diane Hirshberg, Dale Cope, Pa



UAA Center for
Education Policy
UNIVERSITY *of* ALASKA

Current CAEPR research focus



The familiar AK TT trend

Stevens & Pierson, 2017

2015-2016

School-level turnover

- Urban – 14%
- Urban fringe – 16%
- Rural hub – 21%
- Rural remote: 31%

Total: 22.0% of teachers new to their school

Hill & Hirsh

2004-2011

District-le

- Rural: 20%
- 12 dist
- Urban (k
- Teachers
longer

Types of teacher turnover (TT)

Retirement

- Teacher ends teaching certain age or years of service

Attrition

- Teacher leaves profession for retirement

Migration

- Teacher leaves current district for new district

Transfer

- Practicing teacher moving to another district



Alaska's per

- Alaska economic decline
 - Budget cuts to salaries less compensation
- Teacher shortage in rural areas
 - Decrease in teacher salaries
 - 80% of new teachers from outside
 - Salaries increased
- Economic boom low in rural areas
 - Districts more affected

Our objective:

Calculate average per-teacher

- What resources are directed at TT activities?
 - How much \$ are districts truly spending?
 - \$ that could be put into teaching & learning?
- What would ROI of teacher retention be?

TT costs

Separation

- Administrative tasks
- Exit interviews

Recruitment

- Job fairs: travel, registration, per diem
- Advertising

Hiring

- Applications, interviews, background checks
- HR processing

Orientation & training

- New teacher orientation & mentorship
- Professional development

Preparation

- Coursework, field placement
- Certification

Teacher productivity

- Student learning

Method

What we did

- “Ingredients” method
- Interviews with 37 superintendents (or designees)
- Code turnover tasks
- Estimate time
- Classify staff into common names/roles
- Estimate wage
 - AASB, NEA-Alaska, ALARI
- Estimate fixed costs
- Calculate total cost
- Weight total cost

Parameters

- District as u
 - Excludes
- Exclude:
 - Lost pro
 - Preparat
 - Extreme

District-level TT expenditures in 6

	Separation	Recruitment	Hiring	Orientat traini
Our per-teacher cost calculation	\$2,448.95	\$1,910.35*	\$4901.91	\$11,16
Percent of our total cost calculation	11.99%	9.35%	23.99%	54.6
Estimate includes	Administrative, maintenance, and security tasks	Job fairs, advertising	Screening applicants, interviews, and administrative processes	Profess developi onboarding, teacher s

Our total calculated cost: \$20,431.0

*Excludes wages – material costs only

Additional TT costs not represented

	School-level costs	District-level costs	State costs
Separation	Impact on schedules & school climate	Terminations, teachers leaving mid-year, contracted services, benefits	
Recruitment		Wages & benefits	ATP \$110,000/year
Hiring	Teachers & principals serve in hiring process	Benefits	
Orientation & training	Senior teachers & principals mentor new hires	Benefits	ASMP \$750,000/year
Performance productivity	Student achievement	Student achievement	Student achievement, workforce preparation
Preparation			\$55,912/4-year degree

So what?

Implications

- The cost of TT is considerable.
- Not all TT is bad, nor are all turnover costs.
- Retention pays off.
- Reducing costs in one area may create additional costs elsewhere.

Recommendations

- Better training levels.
 - Explore
- Explore
- Increase supply.
- Improve
- Recruit
- Ongoing

For more information

Visit our website: <http://www.iser.uaa.alaska.edu/C>

Read the full report: <http://www.iser.uaa.alaska.edu/CostTeacher.pdf>

Contact the researchers:

Dayna Jean DeFeo
djdefeo@alaska.edu
907.786.5494

Trang Tran
tctran@alaska.edu
907.786.6727

Dia
db
907

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Juneau, Alaska 99801-1182
Deliveries to: 129 6th St., Rm. 329

MEMORANDUM

February 13, 2018

SUBJECT: Rehire of retired teachers (CSHB 224());
Work Order No. 30-LS0759\O)

TO: Representative Jennifer Johnston
Attn: Elizabeth Rexford

FROM: Daniel C. Wayne 
Legislative Counsel

The draft bill described above is attached. Please review it carefully.

We identified a possible conflict between section 1 of the bill and AS 14.20.165, which reads:

A teacher who held tenure rights and who was retired due to disability under AS 14.25.130, but whose disability (1) has been removed, and the removal of that disability is certified by a competent physician following a physical or mental examination, or (2) has been compensated for by rehabilitation or other appropriate restorative education or training, and that rehabilitation or restoration to health has been certified by the division of vocational rehabilitation of the Department of Labor and Workforce Development, shall be restored to full tenure rights in the district from which the teacher was retired, at such time as an opening for which the teacher is qualified becomes available.

To prohibit a reading of subsections (c) and (d) of the bill's sec. 14.20.136 as limitations on the rehire of a disabled teacher who has retired under AS 14.25.130 but is cleared to return to work under AS 14.20.165, we added a new subsection, (f), to sec. 14.20.136.

DCW:mlp
18-076.mlp

Attachment

Good evening Rep. Kreisler-Tomkins

I am writing this letter in support of HB 224. Across the country there is a shortage of certified educators and Alaska is not immune to this national crisis. This is especially true in rural Alaska.

House Bill 224 will not solve this issue, but it will go along way to help us make sure that they are qualified educators teaching our children. The more isolated the community, the more difficult it is to make certain that our students receive the best possible education. That starts with the person in the front of the classroom. Too often it can become the matter of a warm body, and that is not fair to our students.

Our students deserve every opportunity we can afford them, and it is they who will be best served by passing HB 224. Thank you for all you can do to help this bill move forward.

Tony Habra, Superintendent Haines Borough School District ahabra@hbsd.net
907-314-2055

.....

April 17, 2017

Dear Honorable Representative Jonathan Kreiss-Tomkins,

I am writing to support HB 224. Filling vacant positions in remote parts of Alaska is becoming more difficult every year. This bill is a realistic tool to help address teacher recruitment and retention in rural Alaska. Please do what you can to move this bill forward and see that it is passed.

Sincerely,

Stewart McDonald

Kodiak Island Borough School District
722 Mill Bay Road
Kodiak, AK 99615
(907) 942-5068

.....

Representative Johnston:

Thank you for introducing HB 224- the so called "retire-rehire" bill. I would like to go on record as supporting this bill for a number of reasons.

1. In many Alaskan Native cultures Elders are seen as key to passing on knowledge. While I don't necessarily think there is a direct parallel, the fact of the matter is teachers and administrators who have years of experience and historical knowledge can be an invaluable resource to a school district and its community. To waste this resource because a person has turned 62 and is collecting a retirement owed to them by the state seems short sighted and foolish.

2. Children born today in many parts of the U.S. have an average life expectancy of 100 years! The baby boomers who are retiring now are likely to live at least another 30 years. This is a huge portion of our population that still has at least a third of their lives to go. This bill has the potential to stem the "brain drain" we are experiencing as many of our best and brightest leave education.

3. The talent pool for teachers and administrators in education is evaporating. Our youth are not going into teaching as they have in the past. Positions go unfilled every year, or are simply band-aided with long term substitutes. Encouraging retired professionals to keep working with Alaska's children while we work systemically to solve the problem would be very helpful.

Again, thank you for introducing the bill. I am in full support of the bill. Feel free to contact me with any questions.

Mark Miller, Ed.D.

Superintendent
Juneau School District
City and Borough of Juneau
10014 Crazy Horse Dr.
Juneau, AK 99801
907.523.1702

.....
Dear Representative,

I wanted to let you know that I believe HB224, which would allow for the reemployment of retired teachers and administrators to help districts fill vacancies, is a necessary tool to help meet school district personnel needs. For years districts have had to address emergency, part time, and temporary needs and it makes it hard to fill.

By opening up our options to include that talented group of former school teachers and school leaders, who come with a skill set and experience that few have, and a real interest in Alaska's children and young adults is a real win-win. Districts get quality employees for openings, and often these people are already familiar with

the community and school, or the region, and they know state standards and so many other important components of the work.

I recognize there is a concern about the so-called 'double dipping', and yet it is something the US Military and so many other agencies use to help meet the challenges that they face. What many fail to recognize, is that the greater number of these hires have historically served during family emergencies and illnesses, situations where employees find conditions are not what they had expected and want out of their contract, or when you see sudden increases in a student population and you need to make a last minute hire. It is school needs and student needs that drive these decisions, not what a retired former employee feels they need.

I would hope that you and your committee give this due consideration and support this bill. Thanks for your time with this matter. Have a great week. Jack