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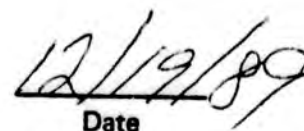


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MUNICIPALITY OF ANCHORAGE
A CLASSIFICATION AND PAY REVIEW

October 1985

MUNICIPALITY OF ANCHORAGE

A CLASSIFICATION AND PAY REVIEW

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EXECUTIVE SUMMARY

- Background And Purpose
- Key Considerations
- Principal Recommendations

EXECUTIVE SUMMARY

This executive summary outlines the background and purpose of the study, key considerations in interpreting the study's results, and summarizes the principal findings, conclusions and recommendations.

BACKGROUND AND PURPOSE

- In February 1985, the Municipality of Anchorage directed Cresap, McCormick and Paget (CMP) to conduct a two-phase review of its classification and pay plans.
 - The first phase, completed in late April, was a review of the police plan.
 - This second phase involved a review of the other pay plans covering designated executive and other non-represented employees as well as employees who are members of the following organizations:
 - o Anchorage Municipal Employee Association (AMEA)
 - o Anchorage Joint Crafts Council (JCC)
 - o International Association of Fire Fighters (IAFF).
- The primary overall objective of the reviews was to ensure internal equity and external competitiveness.
- The study covered all Anchorage employees except employees of the Anchorage Telephone Utility (ATU) and Anchorage Municipal Light and Power (MLP) who are members of the International Brotherhood of Electrical Workers (IBEW), Local 1547.
- This second phase of the study was conducted over the past four and one-half months.
 - Early in the study, position incumbents were requested to complete a questionnaire describing their duties and responsibilities; the information obtained from the completed questionnaires was supplemented by interviews with department heads and a ten per cent sample of employees.

EXECUTIVE SUMMARY (Cont'd)

- On the basis of this fact-finding, a new class structure was developed, individual positions were classified, new class specifications were prepared, and all classes were formally evaluated and assigned to salary grades within one of four evaluation plans.
- Using a customized survey of other Alaskan governments, western region cities and Alaskan private employers, salary and benefit data were collected, tabulated and analyzed.
- On the basis of these foregoing tasks, new salary plans have been recommended.

KEY CONSIDERATIONS

- Certain critical factors should be considered in interpreting the applicability and limitations of the study's findings, conclusions, and recommendations.
- First, and foremost, the study did not include any cross comparison of salaries between IBEW members and other Anchorage employees who may perform equal or similar work.
 - Many Municipal employees criticized the omission of such comparisons from this project.
 - Since the consultants were not authorized to study IBEW salaries in comparison with other Municipal positions, no conclusions or recommendations are discussed in this report about the "pay disparities" alleged by non-IBEW members.
 - This issue, however, will need to be addressed by the Municipality at some future point to resolve the polarization it has caused among employees as well as the erosion of confidence in the administration's objective to identify and eliminate compensation disparities.
- Second, although the study focused on establishing equity within existing pay plans, some attempt has been made to ensure uniformity within similar occupational fields.

EXECUTIVE SUMMARY (Cont'd)

- For example, since a number of non-represented employees and AMEA employees are under common class titles, these groups were evaluated together to ensure uniformity of pay.
- Lastly, the study did not address whether individuals currently designated as executive should remain in that category or be designated as "partially exempt".
 - Although concerns remain that certain executives would be more properly designated as "partially exempt," the study only addressed the proper alignment of the present executive group.

PRINCIPAL RECOMMENDATIONS

Proposed Class Structure

- The proposed classification of positions is based on a set of premises.
 - First, the number of classifications need to be reduced to eliminate, where possible, unnecessary classes.
 - Second, class specifications should be based on actual duties and responsibilities performed, as indicated by the questionnaires and interviews.
 - Third, a classification in a hierarchical series should represent a unique set of duties and responsibilities, readily distinguishable from other classifications in that series.
- On the basis of these premises, classes that contained a significant percentage of positions with duties considered similar to other classes were consolidated with those classes.
 - Moreover, overlapping or redundant classes in a series were combined.
 - Finally, classifications that did not reflect any job now performed in the Municipality were eliminated.

EXECUTIVE SUMMARY (Cont'd)

- Overall, the number of classes has been reduced by approximately 25 per cent.
 - A list of individuals in positions recommended for reclassification under the proposed structure has been submitted to the Classification and Pay Division under separate cover.

Proposed Evaluation Plans

- Since the Municipality's work force is composed of a variety of occupational categories recruited from different labor markets and represented by different unions, it was considered appropriate to develop separate salary structures and evaluation plans.
 - Separate evaluation plans better ensure that Municipality salaries are more competitive in relevant labor markets.
- Four salary structures were developed; internal equity was established within each salary structure.
 - The four pay plans are as follows:
 - o Executive
 - o General Government (AMEA members, IAFF clerical members, and other non-represented positions)
 - o Fire (IAFF members and sworn supervisory staff)
 - o JCC.

Executive Pay Plan

- Anchorage executive salaries are generally comparable with the salary levels of the other major Alaskan governments (Fairbanks and the State).
 - However, higher level executive salaries in Anchorage fall below comparable positions in the non-Alaskan governments and the Alaskan companies surveyed.
 - This contrast highlights the compression of Anchorage top management salaries.

EXECUTIVE SUMMARY (Cont'd)

- Despite the similarity of Anchorage executive salaries and other Alaskan governments, it appears worthwhile to bring Anchorage executive salaries more in line with the practices of Alaskan companies and the other major non-Alaskan governments surveyed.
 - Anchorage is responsible for performing several revenue-producing activities (including telephone and electric power services), so it must compete with the private sector.
 - The duties and scope of responsibilities of many Anchorage executives are comparable to those of similar positions outside of the State.

Fire Pay Plan

- The Anchorage Fire Department salary levels approximate the salaries of the other major Alaskan fire departments surveyed, but are substantially higher than firefighters' salaries outside of Alaska.
 - The pay differential between Alaskan and non-Alaskan fire departments increasingly narrows at the higher fire department ranks, highlighting pay compression between union and non-unionized supervisory positions.
 - o Differences in reported salary ranges at the firefighter levels can be explained only in part by geographic differentials in cost of living.
- Following the same approach advanced in the police review, it does not appear to be in the best interests of the Municipality to abruptly bring fire salaries in line with other departments outside of the State, despite this inexplicable difference in pay levels between other Alaskan and non-Alaskan fire departments.
- A more practical solution in the near term is to allow firefighter salaries to remain in line with Alaskan practices, but to modify these levels as feasible to eliminate the compression that exists at higher ranks.

General Government Pay Plan

- Anchorage salaries generally fall somewhat below all but the non-Alaskan governments at the lower grades but are competitive with all Alaskan employers at the higher grades.

EXECUTIVE SUMMARY (Cont'd)

- Like police and fire department salaries, general government salaries greatly exceed the salaries of comparable positions in other governments outside of Alaska because of geographical differences in cost of living and other inexplicable factors.
- The practical solution would be to ensure Anchorage salaries remain competitive with Alaskan employers (private companies and governmental organizations) particularly in the greater Anchorage metropolitan area.

JCC Pay Plan

- Anchorage salaries slightly lead the other Alaskan governments but are substantially below Alaskan private companies.
 - Understandably, Anchorage and all other Alaskan employers offer substantially higher salaries than the non-Alaskan governments surveyed for the reasons noted earlier.
- The proposed solution again is to ensure Anchorage salaries remain competitive with Alaskan employers.

Proposed Benefit Modifications

- The fringe benefits offered to Municipality employees are, on balance, above the benefits offered by the surveyed organizations.
 - Current life, health, and accident insurance policies are at least equal to or better than the surveyed organizations.
 - Anchorage vacation allowance is significantly higher than other governments outside Alaska and better than most other employers within the State.
 - Retirement protection offered to Anchorage non-uniformed employees is on a par with most other government plans; the retirement plans offered to IAFF members is one of the most generous among all the surveyed organizations.
 - o In addition, deferred compensation arrangements are as good or better than the plans offered by the surveyed organizations.

EXECUTIVE SUMMARY (Cont'd)

- Anchorage employees participate in the most generous longevity pay program of the surveyed organizations.
- It is recommended that the Municipality focus on bringing all benefits more in line with competitive norms; immediate attention should be given to reducing the longevity pay allowances.

INTRODUCTION

This report reviews the classification and pay of employees of the Municipality of Anchorage. This introductory chapter outlines the background, objectives, and scope of the study; describes the approach followed in conducting the review; presents key considerations in interpreting the study's results, and sets forth the arrangement of the report.

BACKGROUND, OBJECTIVES AND SCOPE

- In February 1985, the Municipality of Anchorage directed Cresap, McCormick and Paget (CMP) to conduct a two-phase review of its classification and pay plans.
 - The first phase, completed in late April, was a review of the police plan, specifically the classification and pay plans affecting members of the Anchorage Police Department Employees Association (APDEA) and supervisory sworn ranks within the Anchorage Police Department (APD).
 - The second phase involved a review of the other pay plans covering designated executive and other non-represented employees as well as employees who are members of the following organizations:
 - o Anchorage Municipal Employee Association (AMEA)
 - o Anchorage Joint Crafts Council (JCC)
 - o International Association of Fire Fighters (IAFF).
- The primary overall objective of the reviews was to ensure internal equity and external competitiveness within each plan.
 - More specific objectives were to:
 - o Analyze the responsibilities and duties of incumbents
 - o Classify individual positions to reflect actual duties and responsibilities

INTRODUCTION (Cont'd)

- o Update class specifications
- o Develop and apply quantitative position evaluation plans
- o Evaluate all classes to provide equitable allocation of classes within the plans
- o Conduct a survey of salaries and benefits paid to comparable positions in other organizations and, on the basis of the survey, recommend new salary ranges for each plan
- o Document the methodology and results of the study in a report
- o Present the recommended program to management, public officials, employee representatives, and other interested parties.
- The entire study covered all Anchorage employees except employees of the Anchorage Telephone Utility (ATU) and Anchorage Municipal Light and Power (MLP) who are members of the International Brotherhood of Electrical Workers (IBEW), Local 1547.

APPROACH TO THE STUDY

- Early in the study, available documents and data on existing compensation arrangements were assembled and reviewed.
 - These materials included organization charts, class specifications, benefit plans, published salary surveys, and other materials concerning each municipal department.
- Orientation sessions were held with employees to explain the study and distribute position questionnaires.
- Each incumbent was requested to complete a position questionnaire describing the duties and responsibilities of their position.
 - The questionnaire was designed to elicit information about each position, such as:

INTRODUCTION (Cont'd)

- o General responsibilities and specific duties
 - o Impact of, and accountability for, actions and decisions
 - o Working relationships within and outside the Municipality
 - o Level of supervisory responsibility
 - o Education, skills, and experience required.
- A copy of the position questionnaire appears as Appendix A of this report.
- More than 95 per cent of the employees completed questionnaires.
 - o Completed questionnaires were then filed by the employee's class title in preparation for a structured review.
- Next, interviews were conducted with department managers to obtain information concerning department functions, the relationships of the various positions being studied, and personal views on internal equity and external competitiveness.
 - Interviews were also conducted with a representative sample of employees to further understand their functions, responsibilities, and other factors relevant to their positions.
 - Meetings were also held with union representatives to discuss the study approach as well as any issues they wished to raise pertaining to the project.
 - More than 300 employees were interviewed by the study team, representing a sample of more than ten per cent.
- Using information from the completed questionnaires and interviews, individual positions were classified and new class specifications were prepared.

INTRODUCTION (Cont'd)

- Job evaluation plans were designed and applied to various employee categories - Executive, General Government (other non-represented employees, IAFF clerical members, and AMEA members), IAFF members (and other sworn supervisory ranks within the Fire Department), and JCC members.
 - All classes were evaluated using a factor comparison method.
- Simultaneously, a compensation survey was conducted of comparable positions in other public- and private-sector organizations in Alaska as well as in Hawaii and other major western region cities.
 - Survey questionnaires, which included descriptions of benchmark classes, were sent to these outside organizations to obtain salary information.
 - Competitive salary trend lines were calculated on the basis of the survey data collected.
- New salary ranges for each plan were constructed based on competitive trend lines developed through a statistical analysis of the survey data.
- Salary administrative policies and procedures were also developed.
 - Specific procedures were also drafted to relate the salary ranges to performance.
- Finally, this report was prepared to document the study's findings and recommendations.

KEY

CONSIDERATIONS

- Certain critical factors should be considered in interpreting the applicability and limitations of the study's findings, conclusions, and recommendations.
- First, and foremost, the study did not include any cross comparison of salaries between IBEW members and other Anchorage employees who may perform equal or similar work.
 - Many Municipal employees criticized the omission of such comparisons from this project.

INTRODUCTION (Cont'd)

- Since the consultants were not authorized to study IBEW salaries in comparison with other Municipal positions, no conclusions or recommendations are discussed in this report about the "pay disparities" alleged by non-IBEW members.
- This issue, however, will need to be addressed by the Municipality at some future point to resolve the polarization it has caused among employees as well as the erosion of confidence in the administration's objective to identify and eliminate compensation disparities.
- Second, although the study focused on establishing equity within existing pay plans, some attempt has been made to ensure uniformity within similar occupational fields.
 - For example, since a number of non-represented employees and AMEA employees are under common class titles, these groups were evaluated together to ensure uniformity of pay.
- Lastly, the study did not address whether individuals currently designated as executive should remain in that category or be designated as "partially exempt".
 - Although concerns remain that certain executives would be more properly designated as "partially exempt," the study only addressed the proper alignment of the present executive group.

ARRANGEMENT OF THIS REPORT

- Following this introductory chapter, this report has three additional chapters and eight appendixes, as follows:
 - II - Internal Equity - describes major steps taken to evaluate and grade classes within each plan and to determine salary grade assignments.
 - III - External Competitiveness - presents the results of the analysis of compensation survey data for comparable positions and the proposed salary trend lines for each pay plan.
 - IV - Administration And Maintenance - discusses steps to administer and maintain the plan.

INTERNAL EQUITY

This chapter presents the principal steps taken in assigning positions to classes and in evaluating and grading proposed classes to ensure internal equity within the various pay plans. It covers class structure development, evaluation system design, evaluation system application, and salary grade determination.

CLASS STRUCTURE DEVELOPMENT

- The proposed classification of positions is based on a set of premises.
- First, the number of classifications need to be reduced to eliminate, where possible, unnecessary classes.
 - There is a perception that more classifications exists than can be justified.
 - The scope of existing classes should be broadened and new classes established to include positions with similar duties and responsibilities.
- Second, class specifications should be based on actual duties and responsibilities performed, as indicated by the questionnaires and interviews.
 - A concern exists that class specifications are very out-of-date and do not accurately reflect the duties and responsibilities of employees.
 - Specifications that inadequately reflect the duties and responsibilities of positions are to be amended.
 - Existing class specifications for jobs no longer performed are to be eliminated.
 - Specifications are also to be written to define new classifications.
- Third, a classification in a hierarchical series should represent a unique set of duties and responsibilities, readily distinguishable from other classifications in that series.

INTERNAL EQUITY (Cont'd)

- Whenever the duties and responsibilities of two classes overlap, the classification is to be restructured and combined.

Proposed Class Structure

- On the basis of these premises, positions were reviewed to determine whether the duties and responsibilities being performed were:
 - Similar to those performed by other positions in the same class
 - Similar to those performed by positions in other classes
 - Adequately described by the existing class specifications.
- Classes that contained a significant percentage of positions with duties considered similar to other classes were consolidated with those classes.
- Moreover, overlapping or redundant classes in a series (for example, classes used for flex-staffing) were combined.
 - Positions in a class with significantly different duties were grouped under a new classification.
 - Finally, classifications that did not reflect any job now performed in the Municipality were eliminated.
- Overall, the number of classes has been reduced by approximately 25 per cent.
 - Appendixes B through E of this report presents the proposed class structures, which relate proposed class titles to the current class titles.

Class Specifications

- New class specifications were prepared to describe the duties, responsibilities, and qualifications for each proposed class.
 - In most instances, existing specifications were totally inadequate and were completely rewritten from information available from the position questionnaires and interviews.

INTERNAL EQUITY (Cont'd)

- Class specifications were also created to define a new class or a totally redefined class.
- Class specifications were prepared for all proposed class titles in each plan with the exception of the executive plan.
 - o Since most executive classes are single incumbent jobs, the duties are most clearly defined by the individual's organizational responsibilities.
- The new class specifications have been submitted to the Municipality under separate cover.

Reclassifying Individual Positions

- To reclassify individual positions, the position questionnaires and interviews were reviewed.
 - A position was assigned to a new class if the work performed by the incumbent was substantially different from the specifications for that class.
- Allocations of individual position reclassifications have also been submitted to the Municipality under separate cover.

EVALUATION SYSTEM DESIGN

- Since the Municipality's work force is composed of a wide variety of occupations recruited from several labor markets and represented by different unions, it was considered appropriate to develop multiple salary structures and evaluation plans.
 - Separate evaluation plans better ensure that Municipality salaries are more competitive in relevant labor markets.
- Four salary structures were developed; internal equity was established within each salary structure.

INTERNAL EQUITY (Cont'd)

- The four pay plans are as follows:
 - o Executive
 - o General Government (AMEA members, IAFF clerical members, and other non-represented positions)
 - o Fire (IAFF members and sworn supervisory staff)
 - o JCC.
- Factor ranking was selected as the evaluation method to establish proper internal pay relationships within each salary structure.
 - Factor ranking, a process of comparing and ranking classes on a number of common characteristics or factors, is an established evaluation methodology.
- The remainder of this section outlines the steps involved in developing the evaluation plans.

Selecting Evaluation Factors

- A number of specific evaluation factors, tailored to the characteristics of the classes within each plan, were selected using the following criteria:
 - Each factor selected must measure a significant and distinct characteristic or element of a class with a minimum of overlap.
 - Each factor must apply to all classes to varying extents.
 - The number of factors must be held to a minimum for ease in evaluation and administration.
 - The factors must be derived from an analysis of job content using data derived from the completed questionnaires and interviews.
 - The factors, taken together, must embody all significant characteristics of the classes being evaluated.

INTERNAL EQUITY (Cont'd)

- Three evaluation factors were selected for the Executive Plan:
 - Difficulty and Complexibility
 - Impact and Accountability
 - Relationships Responsibility.
- The General Government Plan should have these four factors:
 - Knowledge and Skills
 - Job Responsibility
 - Working Relationships
 - Working Conditions.
- Three evaluation factors were also selected for the JCC Plan:
 - Knowledge and Skills
 - Decisions and Actions
 - Working Conditions.
- Four evaluation factors were selected for the Fire Plan:
 - Knowledge and Skills
 - Job Responsibility
 - Working Relationships
 - Working Conditions.
- Definitions of each of these factors for each plan were prepared for use in the evaluation process.
 - Factor definitions applicable to each evaluation plan are found in the respective appendixes to this report.

Determining Factor Weights

- Evaluation weights were applied to each factor to reflect its relative importance within each plan.
 - Although each evaluation factor is significant in the evaluation process, factors are not of equal importance in measuring the overall value of a class to the Municipality.
- Exhibit II-1, on the following page, shows the evaluation weights (expressed as a percentage of total), which were established for the four evaluation plans.

Computing Evaluation Point Scores

- Next, evaluation point scores were assigned to each level for each factor.
 - The points assigned were computed to reflect the relative weight of each factor.
- Appendixes to this report show points assigned to each factor level for each evaluation plan.

EVALUATION SYSTEM APPLICATION

- Within each evaluation plan, each class was compared and ranked with all of the other classes on each factor - one factor at a time.
 - For this process, the specific definition of the factor was used.
 - o For example, for the factor, Impact and Accountability, each class was ranked as specifically and concretely as possible in terms of the opportunity for the class to effect or influence results and the extent of its decision-making latitude.
 - This process resulted in establishing relative levels or ranks for all classes on each of the factors.

Municipality Of Anchorage
EVALUATION FACTORS AND WEIGHTS

<u>Plan</u>	<u>Factors</u>	<u>Weights</u>
Executive	Difficuly and Complexity	35%
	Impact and Accountability	45
	Relationships Responsibility	20
Fire	Knowledge and Skills	40%
	Job Responsibility	40
	Working Relationships	10
	Working Conditions	10
General Government	Knowledge and Skills	40%
	Job Responsibility	40
	Working Relationships	15
	Working Conditions	5
Joint Crafts	Knowledge and Skills	50%
	Decisions and Actions	40
	Working Conditions	10

INTERNAL EQUITY (Cont'd)

- Classes considered equivalent were grouped at the same level.
 - Classes grouped at each level reflected a significant degree of difference from the level below and the one above.
 - After grouping the classes, the factor level and its related weighted evaluation points, was recorded for each classification.
 - The same process for assigning ranking levels, was repeated for each of the other factors.
- Factor point assignments for each class are included as appendixes to this report; they can be used in comparing and ranking new or changed classes.

SALARY GRADE DETERMINATION

- After each class was ranked and assigned weighted evaluation points for each factor, evaluation point scores for each class were surveyed to produce a total weighted point score.
 - The total weighted points assigned were reviewed to determine the number of salary grades needed to differentiate among the classes.
- In establishing salary grades, the following criteria were followed:
 - Each grade must include only classes of comparable value.
 - A significant number of grades must be created to cover all organizational and supervisory levels within the Municipality's departments and agencies.
- On the basis of these criteria, various grade structures were tested.

INTERNAL EQUITY (Cont'd)

- The number of resulting grade levels in the four salary structures are:

<u>Salary Structure</u>	<u>Number Of Grades</u>
Executive	8
General Government	12
Fire	8
JCC	11

- The assignment of classes to these salary grades is presented in Exhibits II-2 through II-5, following this page.

EXTERNAL COMPETITIVENESS

A primary objective of the project was the development of salary ranges that are externally competitive, so the Municipality of Anchorage can recruit, motivate, and retain capable employees. After completing the classification, evaluation, and grading processes, which established internal equity, CMP developed competitive salary ranges. This chapter presents and discusses the development of the recommended salary ranges for the four proposed pay plans.

COMPENSATION SURVEY

- Competitive pay data was collected using customized surveys of other major Alaskan governments, western region cities, and Alaskan private employers.
 - Benchmark classes were selected on the basis of:
 - o Comparability to other organizations
 - o Representation of various grade levels
 - o Inclusion of a cross section of occupations
 - o Coverage of significant classes with large numbers of employees.
 - Survey participants were selected according to:
 - o Geographic proximity to the Anchorage work force
 - o Functional comparability
 - o Representation of various labor markets
 - o Coverage of various locations within Alaska
 - o Innovative compensation practices.
 - The survey questionnaire included a brief description of the duties and responsibilities of each benchmark class to ensure comparability of job content.

EXTERNAL COMPETITIVENESS (Cont'd)

- The survey questionnaire also included questions regarding fringe benefits so competitiveness of overall compensation levels could be assessed.
- The survey questionnaires were mailed to potential survey respondents.
- Forty organizations, listed in Exhibit III-1 on the following page, responded to the survey.
 - The survey participants consisted of:
 - o Two major Alaskan governments
 - o Nine other major local governments
 - o Two federal agencies
 - o Twenty-seven other employers (including more than 20 Alaskan companies).
 - Appendix F contains the results of the salary survey for each benchmark class.
- Data provided by organizations participating in the survey were tabulated and studied using computer-based analysis techniques.
 - As responses were received from these organizations, they were reviewed to determine whether the reported salary data were usable.
 - Data not clearly reported or otherwise questionable were clarified by contacting the respondents; information that was not comparable was excluded from the analysis.
- Competitive salary rates were determined for each salary grade in the four pay plans.
 - To determine competitiveness, salary trend lines were drawn for each pay plan for Alaskan governments, other governments, and Alaskan private companies.
 - o A "salary trend line" is a mathematical curve portraying the average of the surveyed benchmark salaries at each grade level.

Municipality Of Anchorage

SURVEY PARTICIPANTS

Fairbanks, Alaska
State of Alaska

Honolulu, Hawaii
Los Angeles, California
Oakland, California
Portland, Oregon
San Francisco, California
Sacramento, California
Spokane, Washington
Stockton, California
Tacoma, Washington

Alaska Area Native Health Service,
Department of Health and Human Services
Alaska U.S.A. Federal Credit Union

Alaska Railroad Corporation
Anchorage Office Supply
CEA (Chulhen Electric Association)
Dowl Engineers
Duty Free Shoppers Limited
Enstar Natural Gas Company
The First National Bank of Anchorage
Golden Valley Electric Association
Hope Cottages, Inc.
Humana Hospital
Industrial Indemnity
J.C. Penny, Inc.
Marathon Oil Company
Matanuska Electric Association, Inc.
Matanuska Telephone Association, Inc.
National Bank of Alaska
Nordstrom
Port of Bellingham
Port of Sacramento
Port of Tacoma
Providence Hospital
RCA Service Company/OMS Inc.
Setpoint Alaska, Inc.
Yukon Office Supply
Anchorage Community College
USKH, Inc.
Wilder Construction, Inc.

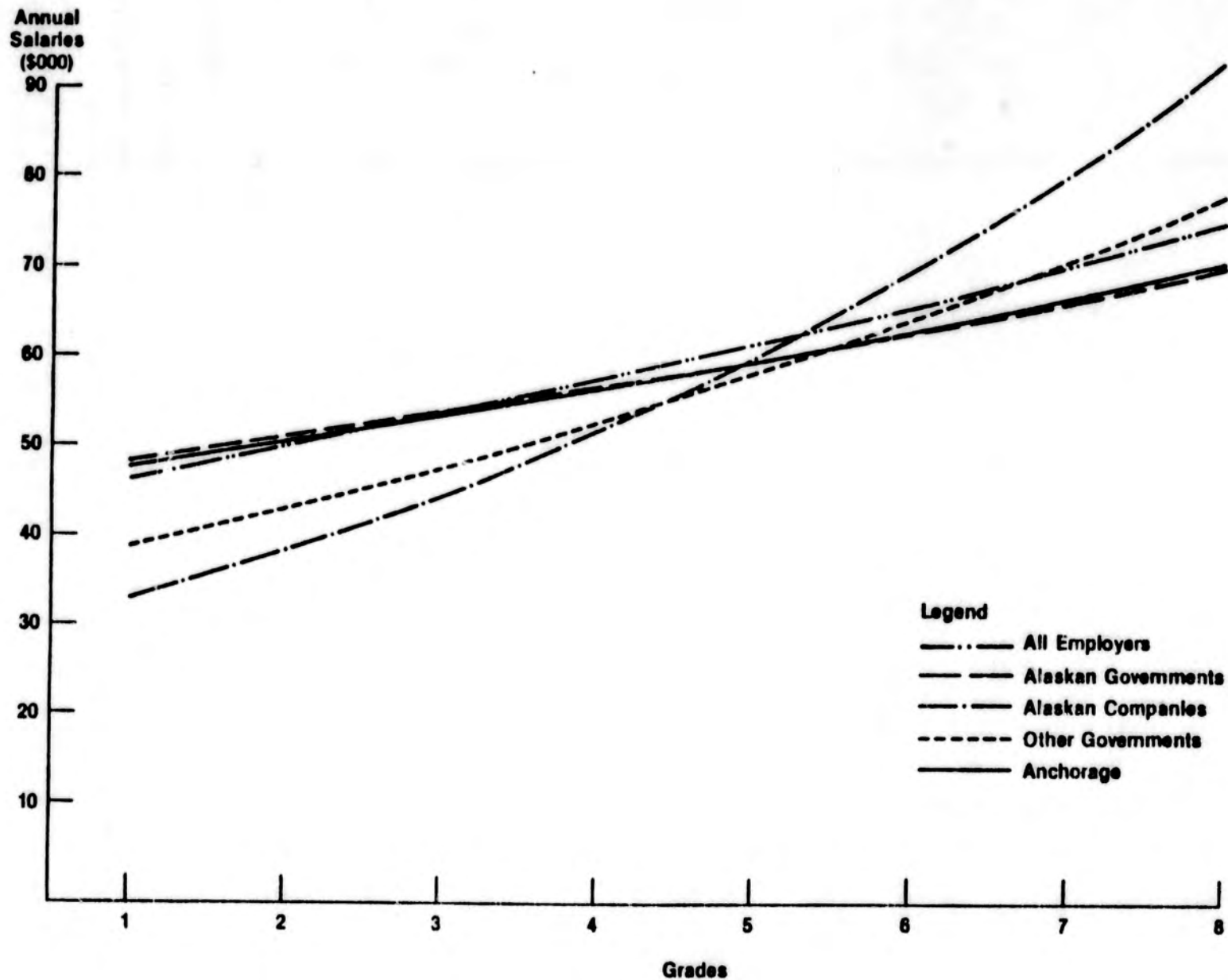
EXTERNAL COMPETITIVENESS (Cont'd)

- o In essence, a salary trend line is the "best fit" of the survey data.
- o The salary trend lines were calculated using a computer-based mathematical regression program.
- The Executive Pay Plan is based on the survey of Alaskan and non-Alaskan governments and Alaskan companies.
- The General Government Pay Plan is based on the survey of other Alaskan employers (government and private companies).
- The Fire Pay Plan is based on the survey of the other major fire department in Alaska.
- The Joint Crafts Pay Plan is based on the survey of Alaskan employers.

PROPOSED EXECUTIVE PAY PLAN

- As shown in Exhibit III-2, following this page, Anchorage executive salaries are generally comparable with the salary levels of the other major Alaskan governments (Fairbanks and the State).
 - However, higher level executive salaries in Anchorage fall below comparable positions in the non-Alaskan governments and the Alaskan companies surveyed.
 - Conversely, lower level executive salaries in Anchorage are higher than other non-Alaskan governments and Alaskan private companies.
 - This contrast highlights the compression of Anchorage top management salaries.
- Despite the similarity of government executive salaries in Anchorage and other Alaskan governments, it appears worthwhile to bring Anchorage executive salaries more in line with the practices of Alaskan companies and the other major non-Alaskan governments surveyed.

MUNICIPALITY OF ANCHORAGE
EXECUTIVE SALARIES—COMPARATIVE TREND LINES



EXTERNAL COMPETITIVENESS (Cont'd)

- Anchorage is responsible for performing several revenue-producing activities (including telephone and electric power services), so it must compete with the private sector.
- The duties and scope of responsibilities of many Anchorage executives are comparable to those of similar positions outside of the State.
- As such, an All Employer salary trend was calculated giving some weight to Alaskan employers and other non-Alaskan governments.
- As shown on Exhibit III-3 on the following page presents the recommended salary ranges for the Executive Pay Plan.
 - The salary trend line for all employers in Exhibit III-2 represents the midpoints for the recommended salary ranges.
 - The structural characteristics of the proposed salary ranges will be discussed later in this chapter.

PROPOSED FIRE PAY PLAN

- As shown in Exhibit III-4, the Anchorage Fire Department salary levels approximate the salaries of the other major Alaskan fire department surveyed, but are substantially higher than firefighters' salaries outside of Alaska.
 - The exhibit also shows that the pay differential between Alaskan and non-Alaskan fire departments increasingly narrows at the higher fire department ranks, highlighting the pay compression issue which exist within the Anchorage Fire Department.
 - o The exhibit compares the Anchorage Fire Department salaries with the only other major Alaskan fire department (Fairbanks) and with fire departments outside Alaska using the proposed pay grades.
 - As explained in CMP's earlier review of police salaries, differences in reported salary ranges at the firefighter levels can be explained only in part by geographic differentials in cost of living.

Municipality Of Anchorage

RECOMMENDED SALARY RANGES - EXECUTIVE

<u>Grade</u>	<u>Salary Range</u>		
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
8	\$62,917	\$75,500	\$88,084
7	58,740	70,488	82,236
6	54,841	64,808	76,777
5	51,201	61,441	71,681
4	47,802	57,362	66,923
3	44,629	53,555	62,481
2	41,667	50,000	58,334
1	38,900	46,680	54,460

EXTERNAL COMPETITIVENESS (Cont'd)

- o A recent American Chamber of Commerce Research Associate (ACCRA) survey reported that while the cost of living index in Anchorage (136.5) was 25 per cent higher than Seattle (110.5), Anchorage ranked lower than San Francisco (145.9) by almost 7 per cent.
- Following the same approach advanced in the police review, it does not appear to be in the best interests of the Municipality to abruptly bring fire salaries in line with other departments outside of the State, despite this inexplicable difference in pay levels between Alaskan and other non-Alaskan fire departments.
- A more practical solution in the near term is to allow firefighter salaries to remain in line with Alaskan practices, but to modify these levels as feasible to eliminate the compression that exists at higher ranks.
- Thus, it is recommended that Anchorage use the other Alaskan Fire Department trend line as midpoints for the proposed salary ranges shown in Exhibit III-5.

PROPOSED GENERAL GOVERNMENT PAY PLAN

- As shown in Exhibit III-6, Anchorage salaries generally fall somewhat below all but the non-Alaskan governments at the lower grades but are very competitive with all Alaskan employers at the higher grades.
 - Like police and fire department salaries, Anchorage government salaries greatly exceed the salaries of comparable positions in other governments outside of Alaska because of geographical differences in cost of living and other inexplicable factors.
 - Again, the practical solution would be to ensure Anchorage salaries remain competitive with Alaskan employers (private companies and governmental organizations) particularly in the greater Anchorage metropolitan area.

EXTERNAL COMPETITIVENESS (Cont'd)

- Therefore, another salary trend line representing all Alaskan employers was calculated giving equal weight to the Alaskan governments and private companies surveyed.
- Exhibit III-7 presents the recommended salary ranges for the General Government Pay Plan.
 - The salary trend line shown for all Alaskan employers represents the midpoints for the recommended salary ranges.

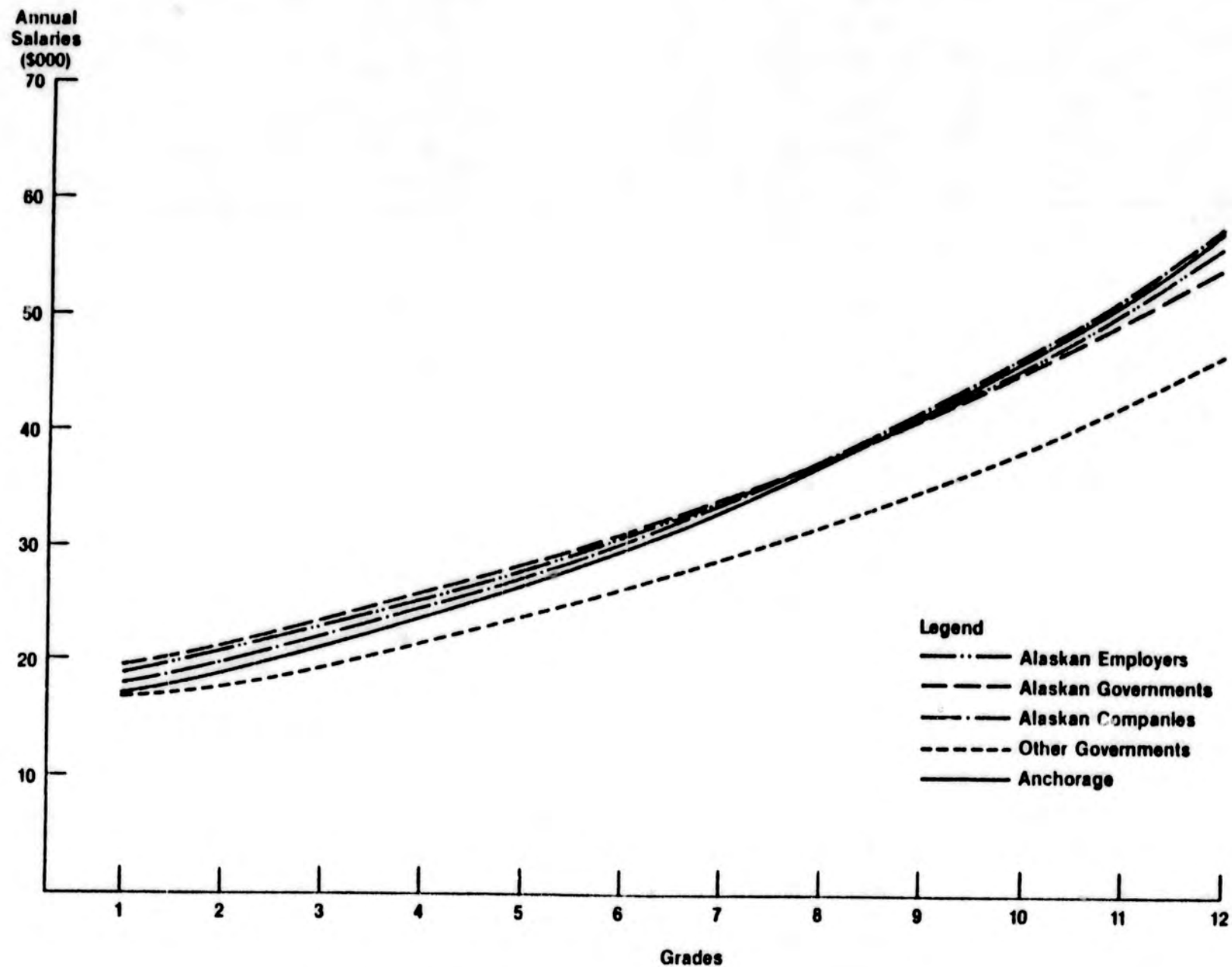
PROPOSED JCC
PAY PLAN

- As shown in Exhibit III-8, Anchorage salaries slightly lead the other Alaskan governments but are substantially below Alaskan private companies.
 - Understandably, Anchorage and all other Alaskan employers offer substantially higher salaries than the non-Alaskan governments surveyed for the same reasons noted earlier.
 - A practical solution is to have JCC salaries in line with other Alaskan employers; therefore, another salary trend line representing all Alaskan employers was calculated which gives equal weight to the Alaskan governments and private companies.
- Exhibit III-9 presents the recommended salary ranges for the Joint Crafts Pay Plan.
 - The salary trend line shown for all Alaskan employers are the midpoints for the recommended salary ranges.

PROPOSED
SALARY RANGE
CHARACTERISTICS

- The four proposed pay plans have the following salary range characteristics as shown in Exhibit III-10.

MUNICIPALITY OF ANCHORAGE
GENERAL GOVERNMENT SALARIES—COMPARATIVE TREND LINES



Municipality Of Anchorage

RECOMMENDED SALARY RANGES - GENERAL GOVERNMENT

<u>Grade</u>	<u>Salary Range</u>		
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
12	\$48,845	\$56,172	\$63,498
11	44,204	50,835	57,465
10	40,005	46,006	52,006
9	36,204	41,635	47,065
8	32,765	37,680	42,594
7	29,652	34,100	38,548
6	26,835	30,860	34,885
5	24,285	27,928	31,570
4	21,978	25,275	28,571
3	19,890	22,874	25,857
2	18,001	20,701	23,401
1	16,290	18,734	21,177

EXTERNAL COMPETITIVENESS (Cont'd)

- Range midpoints of the proposed ranges approximate prevailing compensation levels in the market as noted previously.
- The range depth is increased for the General Government and Fire plans from the current 27.5 per cent to 30.0 per cent by the introduction of an additional step (which is discussed in Chapter IV).
- The range depth for the Joint Crafts plan is increased from a single flat rate to 20 per cent to provide some salary advancement opportunities for experience gained on the job.
- The range depth for the Executive plan is narrowed from 50 to 40 per cent.
 - o With a doubling of the number of grades from 4 to 8, the proposed salary ranges should provide enough flexibility to distinguish varying levels of performance.
- The method of progression through each range would remain the same.
 - The Fire, General Government and JCC would continue as increment plans.
 - The Executive plan would be an "open range" salary plan.
 - o This type of salary plan provides for variable pay increments based on performance level and the position of the employee within the salary range.
 - At some future date, consideration should be given to converting the other plans to "open range".
 - The concept of an "open range" salary plan will be discussed more fully in Chapter IV.

FRINGE BENEFITS

- The fringe benefits offered to Municipality employees are, on balance, better than the benefits offered by the surveyed organizations.

EXTERNAL COMPETITIVENESS (Cont'd)

- Current life, health, and accident insurance policies are at least equal to or better than the surveyed organizations.
 - Anchorage vacation allowance is significantly higher than other governments outside Alaska and better than most other employers within the State.
 - Retirement protection offered to Anchorage employees is on a par with most other government plans; IAFF members participate in one of the most generous retirement plans offered.
 - Anchorage employees participate in the most generous longevity pay program of the surveyed governments.
- It is recommended that the Municipality focus on bringing all benefits more in line with competitive norms; immediate attention should be given to reducing the longevity pay allowances.
- More specific details on the fringe benefits provided to Municipality employees and the programs offered by the surveyed organizations are contained in Appendix G to this report.



RECORDS CERTIFICATION



I, the undersigned, an employee of the State of Alaska, do hereby certify that the microfilm images on this microform are accurate reproductions of the original records of the State of Alaska as accumulated during the regular course of business, and that it is the established policy and practice of this State to microfilm its records and to dispose of the original records after microfilm reproductions have been made.


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ASSOCIATION of ALASKA SCHOOL BOARDS

Alaska Teacher Salary and Benefits

FY1985

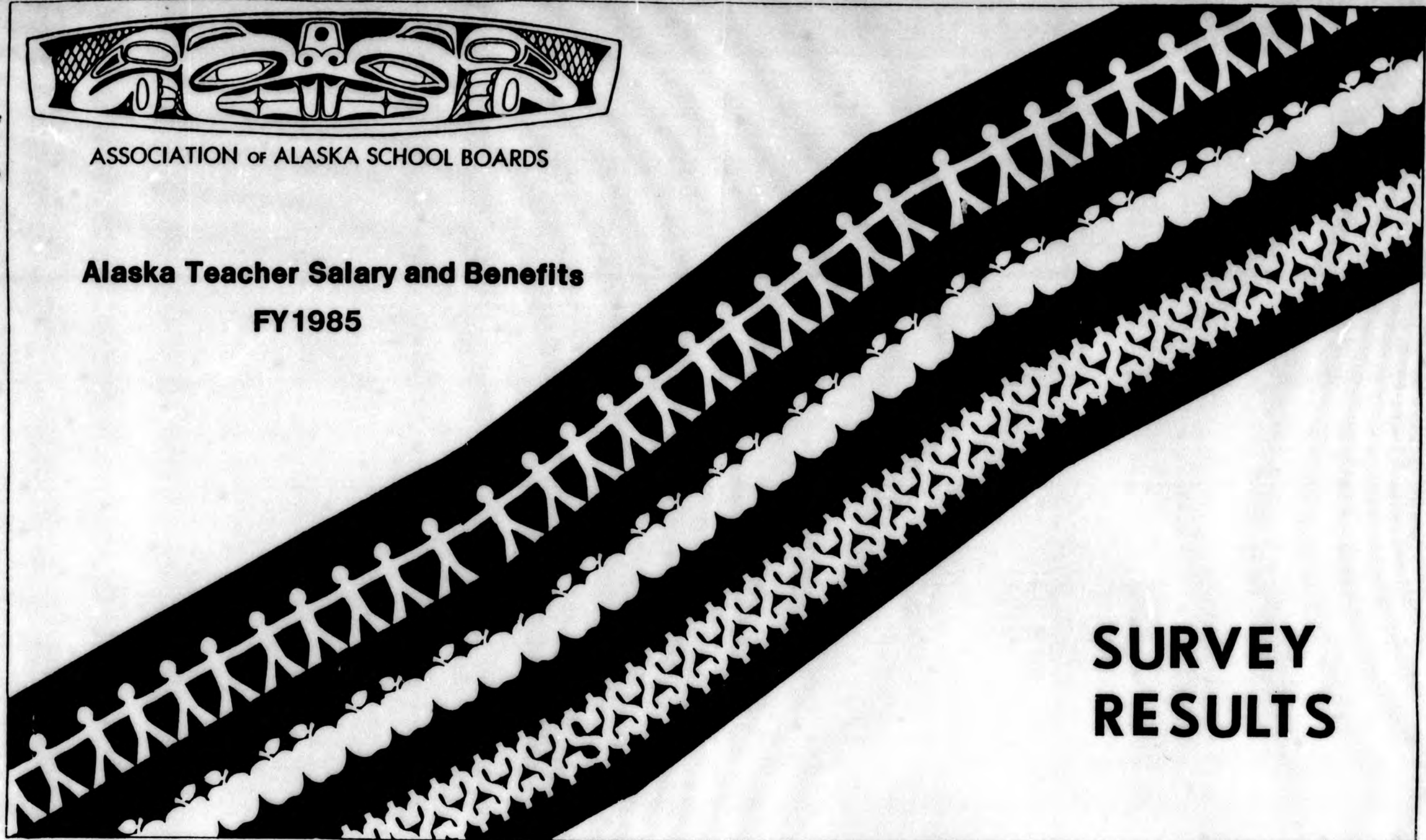
**SURVEY
RESULTS**



ASSOCIATION of ALASKA SCHOOL BOARDS

Alaska Teacher Salary and Benefits

FY 1985



SURVEY RESULTS

Teacher Salary and Benefits FY1985

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This edition of the Annual Report of Salaries and Benefits marks a new format for the report. In past years, the salary and benefit survey included relatively brief information on teachers, certified and non-certified administrators, and classified employees. Because of the school districts' need for more detailed information for internal management and for negotiations, we have decided to produce the annual survey in three separate reports, one for each class of employees. This has allowed us to provide more comprehensive information, which we hope will prove more useful to school boards and administrators.

The format for this new report features not only detailed information for each district but facilitates comparability of that information by grouping it in separate sections according to region of the state. The report also includes a summary of the information most commonly requested by school districts, both on a statewide basis and by region.

This 1984-85 Annual Report is also new in another way. It was designed specifically in response to the recommendations made to AASB by the Database Advisory Board, comprised of several superintendents, personnel directors and business managers from school districts which are members of AASB's Database Consortium. Their willingness to share their knowledge and expertise is greatly appreciated.

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 us with the information we requested through extensive surveys and numerous follow-up phone calls. Without their patience and cooperation this report would not be possible.

Special recognition goes to Donn Liston, AASB's overworked, underpaid, dedicated Database Secretary for his willingness to enter and re-enter survey information because of seemingly endless revisions. His diligence was instrumental in getting out a complete report.

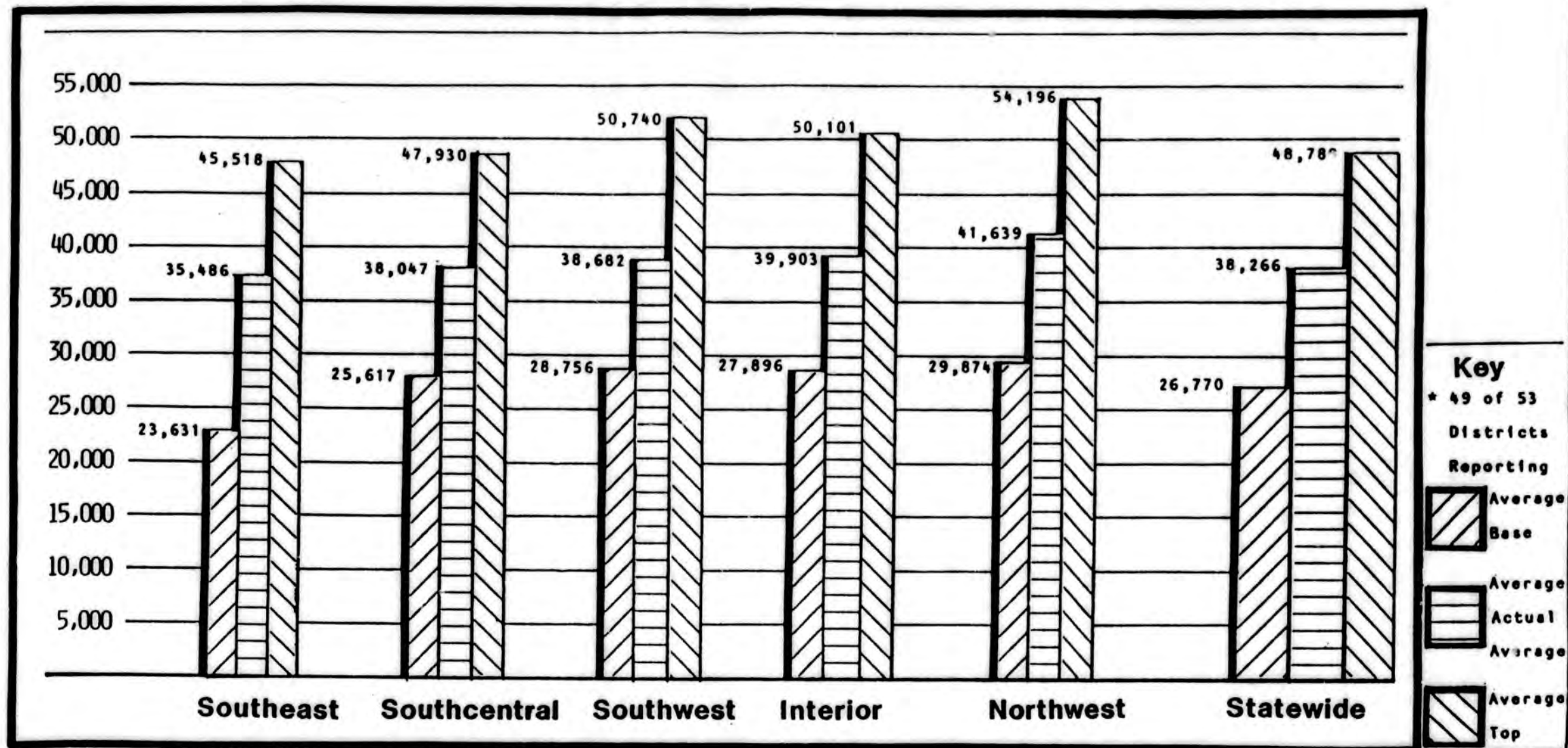
Summary of Selected Items Statewide and by Regions

	Southeast	Southcentral	Southwest	Interior	Northwest	Alaska
Salary						
Average Teacher Salary	\$35,484	\$38,047	\$38,682	\$39,903	\$41,639	\$38,266
Average Base	23,631	25,617	28,756	27,896	29,874	26,770
Average Masters Only	28,603	28,868	32,296	31,368	33,379	30,708
Average Top	44,518	47,930	50,740	50,101	54,196	48,789
Basketball Coach/Boys	3,300	3,459	2,674	3,038	2,821	3,041
Basketball Coach/Girls	3,344	3,459	2,937	2,898	2,948	3,099
Athletic Director	2,217	4,122	3,027	1,994	8,000	3,328
Substitute Tchr/Certified	81	91	101	91	112	93
Substitute Tchr/Noncert	62	70	84	70	85	72
Benefits-Percentage of Districts Offering						
District Housing	31%	33%	80%	40%	75%	21%
Longevity Increment	5%	60%	0%	0%	0%	8%
Tuition Reimbursement	6%	20%	27%	18%	17%	16%
Non-Business Travel	7%	0%	45%	18%	33%	21%
Disability Insurance	0%	0%	0%	0%	17%	2%
Professional Liability Ins.	6%	20%	0%	18%	17%	10%
Travel Insurance	13%	40%	36%	27%	33%	29%
Ave. Total Ins. Per Tchr	\$ 5,142.05	\$ 3,831.84	\$ 3,074.38	\$ 2,545.65	\$ 3,428.77	\$3,146.34
Leave						
Ave. days Personal Leave per year	3	2	3	3	2	3
Ave. days Personal Leave cumulative	4	6	7	5	8	6
Percent Districts w/ Personal Leave cash-in provision	40%	80%	36%	18%	50%	43%
Enrollment/Staffing/Work Year						
Ave. # Students per Classroom Teacher	12.81	15.0	9.82	10.92	10.08	11.58
Ave. # Teachers per Instructional Aide	7.57	5.66	7.32	6.37	4.25	6.60
Ave. Total Contract Days	186	186	189	187	190	187
Ave. # Work Days	184	184	186	183	186	184

Average Teacher Salaries FY1985

(Base, Actual Average, Top)*

By Region and Statewide



Pupil Enrollment

1974-75
85,667



1979-80
87,722



1984-85
92,622



25,000 50,000 75,000 100,000

AVERAGE DAILY MEMBERSHIP:

Slow Growth in number of students attending Alaska schools, with an 8.1% overall increase, from 85,667 ADM in 1974-75 to 92,622 in 1984-85.

Classroom Teachers

1974-75
4,295



1979-80
5,101



1984-85
6,581



2,000 4,000 6,000 8,000

CERTIFIED CLASSROOM TEACHERS:

Major Increase of 53.2% between 1974-75 and 1984-85 due partially to establishment of new rural high schools as mandated by the Tobeluk Consent Decree.

SOURCE: Alaska Department of Education "Facts & Figures", 1983-84;
DOE Statistics on Enrollment and Staffing;
AASB Teacher Salary Survey.

Pupil-Teacher Ratio

CITY/BORO
1974-75
1979-80
1984-85

17.2

15.6

15.0

ASOSS/REAA
1974-75
1979-80
1984-85

16.6

9.4

10.4

STATEWIDE
1974-75
1979-80
1984-85

17.1

14.4

14.1

PUPIL/TEACHER RATIOS:

Consistent Drop in number of students per teacher in City/Borough districts. A dramatic drop in PTR between 1974-75 and 1979-80 for REAAs due to establishment of new schools with small enrollments. Slight increase for REAAs in last 5 years although overall statewide average has shown steady decrease in number of students per teacher.

Teacher Salaries

1974-75
\$17,095



1979-80
\$27,775



1984-85
\$38,266



10,000 20,000 30,000 40,000

AVERAGE TEACHER SALARIES:

Steady Increase overall as teachers negotiate ever-larger salary/benefit packages; up 124.8% over the 10-year period.

Explanation of Headings

Page 1

BASE, TOP, BEGINNING MASTER'S - Base and top salaries indicates lowest and highest salaries on the schedule. Beginning Master's is the pay given to a teacher with a master's degree only and no experience.

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

NUMBER OF STEPS - This step reflects the number of years of service given credit for each education level on the salary schedule. For purposes of counting, the first step has been considered zero.

MAX SCHEDULE ED LEVEL - This represents the highest level of education that is recognized on the salary schedule for pay purposes.

LONGEVITY INCREMENTS PAID - Special provision made 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 TEACHER SALARY - This figure represents the actual average teacher salary paid in each district, and is shown as average salary only, average salary with retirement benefits, and average salary with all benefits included.

% OF TOTAL SALARY FOR BENEFITS - This figure reflects the percentage of payroll used by school districts to budget for cost of fringe benefits.

% OF TEACHERS AT MAXIMUM SALARY STEP - Estimated percentage of teachers who are at the maximum step of their educational column.

Page 2

PERCENTAGE DISTRIBUTION OF TEACHERS ON SALARY SCHEDULE - This report indicates a number of arbitrarily defined ranges of pay and shows the percentage of teachers in each district who fall within each range.

TOTAL FTE TEACHERS - Total Full Time Equivalent Teachers in the district.

Page 3

TOTAL \$ HOSP/MED SINGLE & FAMILY - Total cost of a hospital/medical insurance policy for a single teacher or for a teacher with a family.

DIST CONTRIB HOSP/MED SINGLE & FAMILY - Represents the amount of the district contribution toward the purchase of each of those hospital/medical insurance policies. In most instances the district picks up 100% of the cost.

AMOUNT OF LIFE INSURANCE COVERAGE PER TEACHER - Represents the maximum amount of life insurance coverage the districts purchase for teachers. In some cases this was reported by districts in terms of contract language i.e. "twice the amount of the annual salary". This was reported here as twice the maximum salary on the salary schedule.

Page 3

DISABILITY INSURANCE - This represents the annual per teacher cost to the district of any disability (income protection) plan provided in addition to the basic AD&D included in major medical insurance.

PROF LIABILITY INSURANCE - Annual per teacher cost of a personal liability plan that is in addition to their general liability coverage.

TRAVEL INSURANCE - Annual per teacher cost of a life insurance plan that covers the employee while on district travel, if provided by the district.

Page 4

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

TRAVEL \$ PER TEACHER - Amount of dollars allowed per teacher for non-business travel, if it is provided as a fringe benefit.

SEVERANCE PAY - A additional payment that is made upon termination.

EARLY RETIREMENT - An incentive bonus given for early retirement.

TAX SHELTERED ANNUITY - Indicates that the district administratively handles the monthly arrangement for payment into a tax sheltered annuity for teachers who participate.

DISTRICT CONTRIBUTION PER TEACHER - Reflects an amount that the district contributes toward a tax sheltered annuity for the teacher.

TUITION REIMBURSEMENT PER CREDIT HOUR - Provision to reimburse tuition costs for a specified number of credit hours.

TOTAL TUITION PER TEACHER - Indicates the amount made available for each teacher for tuition reimbursement.

HOUSING ALLOWANCE AMOUNT - This figure represents the amount of reimbursement given directly to the teacher for housing costs.

DISTRICT HOUSING AVAILABLE - A yes in this column indicates the district is involved in providing housing to some or all of its teachers, either for a fee or at no cost to the teacher.

TOTAL NET REVENUE FROM DISTRICT HOUSING - This figure reflects the difference between revenues and expenditures involved in providing district housing. Expenditures include maintenance, utilities, and other associated costs. In certain instances districts reported revenues or expenditures, but not both. This results in large and misleading positive or negative figures. More accurate information was not available.

SUB PAY CERT - Substitute teachers' pay for persons with a teaching certificate.

SUB PAY - NON-CERT - Substitute teachers' pay for persons who do not hold a teaching certificate.

SL BANK DAYS PER TEACHER - Maximum number of days a teacher can (cont.) draw from the sick leave bank. Indeterminate numbers are indicated with a plus (+).

MAX DAYS CUM IN SL BANK - Maximum number of days that can be accumulated in the sick leave bank.

PERS LV DAYS PER TEACHER - Number of days available to each teacher annually for use for personal leave.

MAX PERS LV CUM PER TEACHER - Maximum number of personal leave days a teacher may accumulate from year to year.

PERS LV CASHED IN? - Answers in the column indicate 1) if the district allows personal leave to be cashed in and 2) if so, how many of the accumulated days will be given credit on a cash-in.

A - J - Various types of leave that might be made available. Answers in each of these columns with a Y/# indicates that the district provides this leave and shows the number of days, if any which may be accumulated. A legend is provided on the page of this report identifying the types of leave each letter represents.

YEARS SERVED BEFORE SABBAT - Minimum years a teacher must be employed by a district before being eligible for a sabbatical leave.

SABBAT % OF SALARY OR FLAT AMOUNT - If the teacher is to receive pay while on a sabbatical leave, the figure in this column gives the percentage of the teacher's pay or a flat amount, provided by the district.

TOTAL ASSOC DAYS AVAIL - Indicates the total number of days available to members of the representative teachers association for association business.

ASSOC PAYS SUBS? (AFTER % OF DAYS) - If the negotiated agreement requires the teachers association to pay for substitutes for teachers on association business, it is reflected in this column and indicates the number of days that are paid by the district before it becomes the teachers association responsibility.

ANY PRE-CREDITED LEAVE? - If any type of leave may be used before it is actually earned, it is reported in this column. An "S", "PER", or "PRO" following the Y/ indicates the pre-credited leave allowed is sick leave, personal leave or professional leave.

**** STATEWIDE AND REGIONAL AVERAGES** - In cases where averages are reported for categories by region or on a statewide basis, the averages include only districts which actually reported information in those categories.

Explanation of Headings

EXTRA DUTY SALARIES - SELECTED ACTIVITIES - Salaries listed on this page have usually been reported as the maximum amount of compensation a district makes available for responsibilities in each extra-duty category.

K, 1-6, 7-12, TOTAL ENROLL - Figures in these columns reflect the enrollment figures reported for Kindergarten, Grades 1-6, Grades 7-12, and total district enrollment.

K, 1-6, 7-12, TOTAL CLASSROOM TEACHERS - An accounting of the number of teachers in each grade level grouping. (Includes itinerant teachers.) These figures are not reported as full time equivalents.

TOTAL OTHER INSTRUCTIONAL PERSONNEL - This figure represents instructional personnel not in the classroom setting and not in administration. It includes librarians, counselors, psychologists, audio-visual, bilingual coordinators, speech therapists, consultants and supervisors, excluding aides.

TOTAL INSTRUCTIONAL AIDES - Reflects the total number of instructional aides, full time and part-time, employed by the district. This is not reported as full time equivalents.

TOTAL FTE CERTIFICATED STAFF - Full time equivalent figure for all teachers and other instructional staff who are certificated.

TOTAL FTE AIDES - Full time equivalent figure for all instructional aides employed in the district.

STUDENT CONTACT DAYS - Indicates the number of days teachers work when students are actually in attendance.

ADDITIONAL WORK DAYS - Includes days used for in-service, teachers convention, or other days when students are not in attendance, for which teachers are paid.

TOTAL CONTRACT DAYS - Total number of days for which a teacher is paid, provided for by the regular teacher contract.

MIDDLE SCHOOL - Indicates if the district uses the class grouping of "Middle School" (Grades 6,7,& 8) rather than the structure of K-6 for elementary, and 7-12 for secondary.

TEACHERS PER INSTRUCTIONAL AIDE - The figure shown here gives the ratio of teachers per instructional aide. It was not figured on full time equivalency, but simply on the total number of individuals employed as teachers and as instructional aides.

STUDENTS PER CLASSROOM TEACHER - Ratio of students to classroom teacher on a district-wide basis. These numbers are not reported as full time equivalents.

[illegible]

AK-1

DISTRICT	\$ UNDER 24499	\$ 24500- 29499	\$ 29500- 34499	\$ 34500- 39499	\$ 39500- 44499	\$ 44500- 49499	\$ 49500- 54499	\$ 54500- 59499	\$ OVER 59500	TOTAL FTE TEACHERS
AGAK	0.00	2.00	25.00	25.00	35.00	5.00	4.00	0.00	0.00	50
ALASKA GATEWAY	0.00	6.30	25.33	17.02	27.63	17.02	6.30	0.00	0.00	47
ALEUTIAN	0.00	0.00	0.00	13.33	33.33	25.66	25.66	0.00	0.00	15
ANCHORAGE	0.00	13.00	12.01	22.13	23.90	14.65	14.19	0.00	0.00	2430
ARCTIC ISLAND	0.00	23.60	23.60	35.47	13.15	0.00	0.00	0.00	0.00	30
BERTHO STRAIT	0.00	0.00	30.60	27.00	27.73	6.96	0.00	0.00	0.00	137
BRISTOL BAY	0.00	0.00	19.23	30.75	34.61	11.53	2.04	0.00	0.00	25
CHATHAM	3.22	19.35	30.06	19.35	0.00	0.00	0.00	0.00	0.00	31
CHURCH	15.66	33.33	41.66	8.33	0.00	0.00	0.00	0.00	0.00	12
COPPER RIVER	0.00	0.00	4.16	8.33	12.49	54.16	12.49	8.33	0.00	48
CORONA	0.00	5.95	19.44	24.99	22.22	19.44	0.00	5.95	2.77	36
CRAB	0.00	44.44	16.66	27.77	11.11	0.00	0.00	0.00	0.00	10
DELTA/GRUELY	0.00	4.61	21.53	35.30	30.46	0.00	0.00	0.00	0.00	63
DILLINGER	0.00	2.00	20.83	24.99	31.24	10.41	10.41	0.00	0.00	40
FAIRBANKS	0.00	6.00	10.50	24.63	30.43	9.47	10.92	0.00	0.00	897
GALENA	0.00	0.00	9.09	27.27	35.36	10.10	9.09	0.00	0.00	22
HALES	INFORMATION NOT PROVIDED-----						INFORMATION NOT PROVIDED			
HODON	INFORMATION NOT PROVIDED-----						INFORMATION NOT PROVIDED			
HYDABURG	0.00	61.11	15.38	7.69	15.38	0.00	0.00	0.00	0.00	13
IBITARD	0.00	3.00	12.00	25.00	14.00	24.00	10.00	6.00	0.00	30
JANEAU	0.00	2.06	7.04	11.13	27.72	29.57	21.63	0.00	0.00	276
KANE	0.00	41.66	20.83	29.16	8.33	0.00	0.00	0.00	0.00	24
KENAI PENINSULA	0.00	7.63	20.64	29.71	27.40	14.59	0.00	0.00	0.00	562
KETCHIKAN	0.00	11.01	18.07	9.60	33.61	27.68	3.00	0.00	0.00	177
KING COVE	0.00	0.00	14.28	20.57	42.85	7.14	7.14	0.00	0.00	14
KLUKOK	5.95	22.22	35.95	11.11	5.95	0.00	0.00	0.00	0.00	10
KODIAK	4.79	7.70	22.75	37.72	13.77	13.17	0.00	0.00	0.00	167
KUSKOK	INFORMATION NOT PROVIDED-----						INFORMATION NOT PROVIDED			
LAKE & PENINSULA	0.00	14.60	13.48	20.00	32.50	11.23	0.00	0.00	0.00	44
LOWER KUSKOWIN	0.00	12.30	22.12	27.43	16.81	17.25	3.90	0.00	0.00	225
LOWER YUKON	0.00	3.33	8.33	24.99	27.49	23.33	12.49	0.00	0.00	120
MAIT-SU	0.00	15.27	20.71	33.05	20.71	10.25	0.00	0.00	0.00	470
NEENAH	0.00	0.00	15.00	45.00	35.00	5.00	0.00	0.00	0.00	20
NOKE	0.00	0.00	6.77	22.03	30.50	23.72	16.94	0.00	0.00	39
NORTH SLOPE	0.00	0.00	2.66	10.66	22.66	23.99	20.66	7.33	3.99	150
NORTHWEST ARCTIC	0.00	4.02	17.24	15.17	19.31	10.34	24.02	8.27	0.00	145
PELICAN	0.00	12.04	24.09	51.00	12.04	0.00	0.00	0.00	0.00	8
PETERSBURG	0.00	13.33	19.99	44.44	22.22	0.00	0.00	0.00	0.00	45
PRIBILOF	0.00	0.00	0.00	12.50	25.00	36.25	6.25	0.00	0.00	16
RAILBELT	3.03	3.03	27.27	24.24	33.33	9.09	0.00	0.00	0.00	33
SAND POINT	0.00	0.00	27.27	27.27	45.45	0.00	0.00	0.00	0.00	11
SITKA	0.00	1.83	7.33	20.44	23.39	30.99	0.00	0.00	0.00	109
SKAGWAY	0.00	14.20	49.99	21.42	14.20	0.00	0.00	0.00	0.00	14
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----						INFORMATION NOT PROVIDED			
SOUTHWEST REGION	0.00	4.41	19.11	23.52	27.94	19.11	5.00	0.00	0.00	60
ST MARYS	0.00	25.66	25.66	13.33	25.66	6.66	0.00	0.00	0.00	15
TANANA	0.00	0.00	18.18	18.18	63.63	0.00	0.00	0.00	0.00	11
UNALASKA	0.00	6.25	6.25	12.50	12.50	43.75	18.75	0.00	0.00	16
VALDEZ	0.00	5.83	8.75	17.51	29.19	21.16	8.75	7.29	1.45	60
WARRELL	0.00	10.25	12.02	20.51	35.09	20.51	0.00	0.00	0.00	39
YAKUTAT	15.70	25.31	10.52	25.31	15.70	5.26	0.00	0.00	0.00	19
YUKON FLATS	0.00	10.00	22.00	18.00	34.00	10.00	6.00	0.00	0.00	30
YUKON KODIYUK	0.00	11.11	40.14	31.40	9.25	0.00	0.00	0.00	0.00	54
AVERAGE	0.92	10.64	19.00	24.10	24.70	13.60	5.61	0.09	0.17	143

Statewide:
Salary Schedule Distribution

>49,500
#FTE

2
3
4
345
1
10
3
5
98
2
5
40
1
9
15
10
58
1
4
3
12
3
654

97% of Teachers
earn >49.5K

AK-2

7,039 Total FTE

[illegible]

AK-3

**Statewide:
Misc. Fringe Benefits**

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL \$ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION \$ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ADAK	Y	500	N	N	Y	0	25	75	101/265	Y	3168.00
ALASKA GATEWAY	N	0	N	N	Y	0	0	0	0	N	0.00
ALEUTIAN	N	0	N	N	Y	0	0	0	300/350	Y	-2446.00
ANCHORAGE	N	0	N	Y	Y	0	0	0	0	N	0.00
ANNETTE ISLAND	N	0	N	N	Y	0	0	0			0.00
BERING STRAIT	N	0	N	N	N	0	0	0		Y	0.00
BRISTOL BAY	N	0	N	N	N	0	0	0	0	N	0.00
CHATHAM	Y	0	N	N	Y	0	0	0	0	Y	267.00
CHUGACH	N	0	N	N	Y	0	0	0	300/400	Y	10000.00
COPPER RIVER	N	0	N	N	Y	0	0	0		Y	-3825.00
CORDOVA	N	0	N	N	Y	0	0	0		N	0.00
CRAIG	N	0	N	N	Y	0	0	0	0	Y	-750.00
DELTA/GREELY	N	0	N	N	Y	0	0	0			0.00
DILLINGHAM	N	0	N	N	Y	0	30	90	0	N	0.00
FAIRBANKS	N	0	N	Y	N	0	0	0	0	N	0.00
GALENA	N	0	N	N	Y	0	0	0	0	N	0.00
HALES	INFORMATION NOT PROVIDED-----					INFORMATION NOT PROVIDED-----			INFORMATION NOT PROVIDED-----		
HODANAH	INFORMATION NOT PROVIDED-----					INFORMATION NOT PROVIDED-----			INFORMATION NOT PROVIDED-----		
HYDABURG	N	0	N	N	N	0	0	0	0	Y	13517.00
IDITAROD	Y	440	N	N	Y	0	0	0	0	Y	23400.00
JUNEAU	N	0	N	Y	Y	0	0	0		N	0.00
KAKE	N	0	N	N	Y	0	0	0		N	0.00
KENAI PENINSULA	N	0	N	N	N	0	60	360			0.00
KETCHIKAN	N	0	N	N	N	0	50	300		N	0.00
KING COVE	N	0	N	N	Y	0	0	0			0.00
KLANCK	N	0	N	N	Y	0	0	0		Y	32516.00
KODIAK	Y	760	N	Y	Y	0	55	165		Y	-60600.00
KUSKOKUM	INFORMATION NOT PROVIDED-----					INFORMATION NOT PROVIDED-----			INFORMATION NOT PROVIDED-----		
LAKE & PENINSULA	Y	370	N	N	Y	0	0	0	0	Y	-20000.00
LOWER KUSKOKUM	Y	0	N	N	Y	0	0	0		Y	614296.00*
LOWER YUKON	N	0	N	Y	N	0	0	0		Y	0.00
NAT-SU	N	0	N	N	Y	0	0	0	0	N	0.00
NEENAH	N	0	N	N	Y	0	0	0	0	N	0.00
NOME	N	0	Y	Y	Y	0	0	0	0	N	0.00
NORTH SLOPE	Y	1000	N	N	Y	0	50	300			0.00
NORTHWEST ARCTIC	Y	500	N	N	Y	0	0	0		Y	126117.00*
PELICAN	N	0	N	N	N	0	0	0		N	0.00
PETERSBURG	N	0	N	N	N	0	0	0			0.00
PRIBILOF	N	0	N	N	N	0	0	0	0	Y	3000.00
RAILBELT	N	0	N	N	Y	0	0	0	0	N	0.00
SAND POINT	N	0	N	N	N	0	0	0			0.00
SITKA	N	0	N	N	N	0	0	0	0	N	0.00
SHARKEY	N	0	N	N	Y	0	0	0		N	0.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----					INFORMATION NOT PROVIDED-----			INFORMATION NOT PROVIDED-----		
SOUTHWEST REGION	Y	400	N	N	Y	0	0	0	200	Y	-260122.00*
ST MARYS	N	0	N	N	Y	0	0	0		Y	2780.00
TANANA	N	0	N	N	N	0	0	0	0	Y	0.00
UNALASKA	Y	600	Y	N	Y	0	100	500	200	Y	0.00
VALDEZ	N	0	N	N	Y	0	0	0			0.00
WASSELL	N	0	N	Y	Y	0	0	0	0	N	0.00
YAKUTAT	N	0	N	N	Y	0	0	0		N	0.00
YUKON FLATS	Y	370	N	N	Y	0	0	40	100-365	Y	-52536.00*
YUKON KOYUKUK	N	0	N	N	N	0	50	350		N	92440.00
AVERAGE	23		4	11						51	

* INSUFFICIENT INFORMATION

Statewide: Leave Benefits

DISTRICT	SLD PAY CERT	SLD PAY NON-CERT	SL. BANK DAYS PER TEACHER	MAX DAYS CLIN IN SL. BANK	PERS LV DAYS PER TEACHER	MAX PERS LV CLIN PER TEACHER	PERS LV DAYS CASHED INT (0 DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT % OF SALARY OR FLAT AMOUNT	TOTAL AMOUNT SABBAT DAYS (AFTER 0 OF AVAIL)	AMOUNT SABBAT DAYS (AFTER 0 OF AVAIL)	ANY PRE-CREDITED LEAVE?
ADAK	115	90	60	100	2	6	Y/2	N	Y	N	N	Y	N	N	N	N	N	3		10	N	Y/S
ALASKA GATEWAY	109	89	60	150	2	4	N	Y	N	N	Y/5-7	Y	Y/3	N	N	Y	N	2	50%	10	N	Y
ALEUTIAN	0	96	24+	100	3	8	N	Y	Y	Y	Y/7	Y	Y	N	N	Y	N	7		10	N	N
ANCHORAGE	101	81	24+	2500	2	5	Y/5	Y	N	Y	Y/1-7	Y/40	Y/1	Y/1	Y	Y	Y	0		564	N	Y/S
ANnette ISLAND	60	50	30	100	2	2	N	Y/1	N	N	Y/7	Y	N	N	N	Y	N	7	50%	8	N	Y/S
BERING STRAIT	136	75	24+	80	2	4	Y/75%	Y/15	N	Y/6.5	Y/5	Y/SL	Y/5	N	N	Y	Y/2-4	0		35	N	Y/PER
BRISTOL BAY	80	65	0	0	2	2	Y	Y	Y	N	N	N	N	N	N	Y/6	Y	7	50%	3	N	Y/S
CHATHAM	75	75	0	0	2	2	Y	Y	N	N	N	N	N	N	N	N	N	0		0	N	Y/S
CHURCH	75	60	20	100	3	10	N	6	UNLIM	UNLIM	0	UNLIM	10	10	0	UNLIM	UNLIM	7		6	N	Y/S/PER
COPPER RIVER	108	72	0	0	2	2	Y/2	Y	Y	Y/6.5	Y/5+4	Y	Y	Y	N	Y	N	0		20	N	N
CORDOVA	72	60	24+	100	2	4	Y/4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7		0	N	N
CRAIG	80	70	0	0	2	3	N	Y	N	N	N	N	N	N	N	Y	N	7	50%	0	N	N
DELTA/GREELY	70	60	50	100	2	4	N	N	Y	Y	Y	N	N	N	N	Y	N	0		12	N	Y/S/PER
DILLINGHAM	116	77	24+	100	2	6	N	Y	Y	Y	N	N	N	N	N	Y	N	5		2	N	N
FAIRBANKS	75	63	40	100	3	5	N	Y	Y	Y/14	Y/10	N	Y	Y	0	Y	Y	7	50%	304	Y	Y/PER
GALENA	136	116	0	0	3	5	N	N	N	N	Y/7	Y/9	Y	Y	N	N	N	3		0	N	Y/S
HAINES	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																	INFORMATION NOT PROVIDED-----				
HOONAH	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																	INFORMATION NOT PROVIDED-----				
HYDABURG	75	50	0	0	3	0	N	Y	N	N	N	Y	N	Y/22	N	Y	Y	0		0	N	N
IDENTIFIED	86	20	24	60	3	6	N	Y	2/NO	Y	16.5	N	N	Y	Y	Y	Y	7	12500	0	N	N
JUNEAU	60	60	24+	100	6	0	N	N	N	Y	Y	Y/60	N	Y/10	Y/5	Y	N	7		35	Y	Y/S
KANE	80	53	24	100	3	6	Y/6	N	N	N	Y/5	Y	Y	Y	N	N	N	0		12	N	Y/PER
KENAI PENINSULA	92	73	0	0	2	7	Y/7	N	Y/1	Y/14	N	Y	N	Y/3	N	Y	N	7		30	N	Y/PER
KETCHIKAN	60	60	24+	100	2	5	Y/5+	Y/5	N	Y	N	Y/72	N	N	N	Y	N	7	50%	57	N	N
KING COVE	120	80	0	0	2	8	Y/8	N	N	Y/6.5	Y/7	N	N	N	N	Y	N	3	500	0	N	N
KLAMOCK	85	65	0	0	2	0	N	N	N	N	Y	Y/30	N	N	N	Y	N	7	50%	0	N	Y/S/PER
KODIAK	80	65	24+	450	2	10	N	0	Y/3.25	Y	Y	Y/30	N	N	N	Y	Y/2	7	10500	20	N	N
KUSKOKUM	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																	INFORMATION NOT PROVIDED-----				
LAKE & PENINSULA	125	75	60	200	5	0	N	N	Y	N	Y/4	Y/90	Y/10	Y/5	N	Y	N	7	13600	10	N	Y/S
LOWER KUSKOKUM	0	72	24+	100	2	6	N	Y	Y	Y/10	Y/7	Y/94	Y/3	N	N	N	Y	4	1000	20	N	Y/S/PER
LOWER YUKON	60	60	24+	100	2	0	Y/4	Y/5	Y	Y/6.5	Y/7	Y/35	Y/7	N	N	Y	Y	3	5000	30	Y/30+	Y/S
MAT-SU	85	62	24	100	3	5	Y/2	Y	Y	Y/16	Y/5-7	Y	Y	Y/3	Y	Y	Y	0	50%	35	Y/35	Y/PER
MEMPHIS	80	65	0	0	3	3	N	Y	Y	Y	Y	Y	Y	Y/15	Y/1	Y	N	0		10	N	Y/PER/PRO
MOHE	75	65	24	100	2	6	N	0	0	Y	Y	Y	Y	Y	N	Y	N	7	33%	27	Y/12	N
NORTH SLOPE	153	153	24	100	3	0	Y/5	N	N	N	Y/7	N	N	N	N	N	N	7	17075	8	N	Y/S/PER
NORTHWEST ARCTIC	119	70	30	300	3	8	Y/8	Y	Y	Y/16	Y/7+	Y/45	Y/6	N	N	Y	Y/3	7		50	N	Y/S/PER
PELICAN	84	70	24	100	3	0	N	3	N	Y	Y	Y	N	N	Y	Y	N	5	50%	5	Y	Y/S
PETERSBURG	80	55	0	0	3	0	N	Y/UNL	N	Y/15	Y/5	Y/19+	N	Y/19+	N	Y/UNL	N	0		16	Y/8	Y/S
PRIBILOF	100	90	0	0	3	10	Y/10	Y	Y/01	Y	Y	Y	Y	Y	Y	Y	Y	7		15	N	Y/PER
RAILBELT	85	65	0	60	3	5	N	N	N	N	Y/7-9	Y/84	Y/10	Y	N	Y	N	7	50%	10	Y/6	Y/S/PER
SAND POINT	119	104	0	0	3	0	Y/2	Y	N	N	N	Y	Y	N	N	N	Y	0		0	N	N
SITKA	103	81	24	24	5	5	Y/5+	Y/5	N	Y	Y/5	Y	N	N	N	Y	N	0		22	N	Y/S/PER
SKAGWAY	75	55	0	0	2	4	N	N	Y	N	Y/5	Y	N	N	N	Y	N	0		0	N	Y/S
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																	INFORMATION NOT PROVIDED-----				
SOUTHWEST REGION	112	98	24	200	2	5	N	N	N	N	Y/3-7	N	N	N	N	Y	N	5		6	Y	N
ST MARYS	86	86	0	0	5	5	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y/2	7		2	N	Y/S/PER
TANANA	86	69	50	50	2	10	N	1.5	2.5	N	Y/10	N	Y/3	N	Y/3	Y	Y	0		8	N	Y/S/PER
UNALASKA	100	100	0	30	3	15	N	Y/4	Y/4	N	/ 5	Y/20	Y/20	Y/10	Y	Y	Y/1	3		3	N	N
VALDEZ	90	60	24	100	2	5	Y/2	N	Y	Y/10	Y/5	Y	Y	N	N	Y	N	0		7	Y	Y/S/PER
WARRELL	80	60	0	0	3	0	N	N	N	Y	Y	Y	N	N	N	Y	N	3		10	Y/10	N
WASHTAT	68	58	0	0	3	4	Y/4	N	N	N	N	Y	Y	N	N	Y	N	0		5	N	Y/S
YUKON FLATS	95	80	24	100	4	4	Y/4	0-365	Y	Y/10+	Y/8	Y	Y/2	Y/2Y	N	N	N	7		63	N	Y/S/PER
YUKON KODIYUK	72	72	0	0	3	10	N	Y	Y	N	Y/10	Y	Y/5	Y/3	N	Y	N	2		70	N	N
AVERAGE	91	73			3	6	43													41		

TYPES OF LEAVE:
 A - PROFESSIONAL
 B - ADMINISTRATIVE
 C - MILITARY
 D - EMERGENCY
 E - MATERNITY
 F - PATERNITY
 G - ADOPTIVE
 H - CIVIC
 I - COURT
 J - BAD WEATHER

Statewide: Extra Duty Salaries

DISTRICT	Boys Ath	Girls Ath	Boys Ball	Girls Ball	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Boys Foot ball	Girls Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone		
ADAK	0	0	3500	3500	0	0	0	0	0	0	0	0	3000	0	0	0	0	300	0	1250	0	0		
ALASKA GATEWAY	1000	0	1932	1680	798	0	0	0	966	0	0	0	1665	1170	0	0	1218	0	0	500	0	0		
ALEUTIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
ANCHORAGE	0	0	3275	3275	2228	2228	3275	3275	1702	1702	3275	0	3275	3275	3275	0	2228	1441	1245	1048	1702	0		
ADMETTE ISLAND	1935	1935	3969	3864	1290	1290	2580	2580	1161	1161	0	0	3095	0	774	0	2580	774	0	903	1806	0		
BEKING STRAIT	0	0	2200	2200	0	0	0	0	550	550	0	0	1100	0	2200	0	1100	0	0	1100	550	0		
BRISTOL BAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
CHATHAM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
CHURCH	0	0	0	0	0	0	0	0	0	0	0	0	700	0	0	0	700	0	0	0	1200	0		
COPPER RIVER	3878	0	3878	5103	332	0	0	0	2079	0	0	0	6383	4883	0	0	1386	1505	0	1235	2565	0		
CORNOVA	0	0	3731	3731	0	0	2132	0	0	0	0	0	3275	0	1371	0	0	0	0	2133	1066	0		
CRAIG	0	0	2470	2470	988	988	0	0	988	988	0	0	1482	0	0	0	1482	741	0	988	0	0		
DELTA/GREELY	600	0	5440	4930	2125	0	0	0	2210	0	0	0	4590	2465	0	0	6375	0	0	4080	2295	0		
DILLINGHAM	4833	0	3205	3205	0	0	0	0	1457	0	0	0	2622	0	0	0	2622	0	0	1748	0	0		
FAIRBANKS	0	0	2750	2750	1400	0	2750	0	2750	0	3750	0	2750	2750	2750	0	2750	500	1000	500	1000	0		
GALENA	0	0	1900	1900	1100	0	0	0	1300	0	0	0	0	0	0	0	0	0	0	1100	0	0		
HAIRNES	INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----	
HODONAH	INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----	
HYDABURG	2500	0	2500	2000	0	0	0	0	0	0	0	0	0	0	0	0	1000	0	0	1250	1000	1000		
IBITARD	0	0	2125	2125	1330	1330	0	0	1330	1330	0	0	0	0	0	0	1330	1330	0	700	1330	525		
JANEAU	0	0	4495	4495	2290	0	3085	0	0	1388	0	0	6016	0	2506	0	3173	1602	401	1803	2404	0		
KAKE	0	0	3048	2935	903	0	0	0	903	0	0	0	0	0	0	0	903	0	0	903	505	0		
KEMAI PENINSULA	3100	0	3440	3440	2548	2548	3440	3440	2548	2548	3440	0	3440	3440	2548	0	3440	1061	0	1061	1061	0		
KETCHIKAN	0	0	3898	3898	2079	0	2599	0	1559	0	0	0	2599	0	1689	0	2599	2340	0	1299	780	0		
KING COVE	0	0	3480	4030	0	0	0	0	0	0	0	0	0	0	0	0	2015	0	0	700	0	0		
KLANICK	0	0	2500	2500	0	0	0	0	1215	0	0	0	1458	0	0	0	1458	729	0	0	0	0		
KODIAK	3575	0	3634	3634	1839	1735	0	1452	1584	0	0	0	2652	0	0	0	1554	1554	0	946	1496	0		
KUSPUK	INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----	
LAKE & PENINSULA	0	0	1650	1650	1100	1100	0	0	1100	1100	0	0	1650	0	0	0	1650	0	0	0	0	0		
LOWER KUSKOWITH	1500	1500	2000	2000	0	0	0	0	1000	1000	0	0	1500	0	0	0	1000	0	0	1000	860	0		
LOWER YUKON	0	0	1200	1200	600	600	0	0	600	600	0	0	0	0	0	0	0	1200	0	0	600	600		
MAT-SU	5145	0	3430	3430	2580	2580	3430	0	1640	1640	3430	0	3430	3430	1130	0	3430	3430	0	1640	1640	0		
MEHNA	2500	0	2652	2652	796	0	0	0	796	0	0	0	2122	0	0	0	1326	0	0	1326	1326	0		
MOPE	0	0	2295	2295	0	0	0	0	605	605	0	0	1831	0	0	0	1831	0	0	834	0	0		
NORTH GLOPE	8000	0	3969	4350	0	0	0	0	1985	0	0	0	3969	0	0	0	3308	1985	0	1323	1985	0		
NORTHWEST ARCTIC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
PELICAN	0	0	0	0	0	0	0	0	0	0	0	0	1200	0	0	0	600	1050	0	0	600	0		
PETERSBURG	0	0	3488	3500	1500	0	1500	0	1250	0	0	0	3500	0	0	0	3500	0	0	1250	0	0		
PRIBILOF	0	0	2912	2912	1747	1747	0	0	1747	1747	0	0	1747	0	0	0	1456	0	0	1456	1165	0		
RAILBELT	0	0	4140	2136	0	884	0	0	757	0	0	0	757	0	0	0	884	0	0	650	500	0		
SAND POINT	0	0	2995	3248	0	0	0	0	609	609	0	0	1250	0	0	0	1218	0	0	615	0	0		
SITKA	0	0	4350	4778	1280	0	2140	0	2102	0	0	0	3822	0	0	0	3631	457	1911	502	0	0		
SKAGWAY	0	2450	2450	0	1250	0	0	0	1050	0	0	0	2050	0	0	0	1250	0	0	1050	800	0		
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----											INFORMATION NOT PROVIDED-----	
SOUTHWEST REGION	0	0	2827	2827	0	0	0	0	1415	0	0	0	2827	0	0	0	0	0	0	0	0	0		
ST MARYS	0	0	580	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	500	0		
TANANA	0	0	2000	2000	375	375	0	0	375	375	0	0	0	0	0	0	0	0	0	0	500	0		
UNALASKA	2200	0	4100	4100	0	0	1150	0	0	0	0	0	2850	0	0	0	2850	600	0	550	1500	0		
VALDEZ	0	0	3691	3691	3407	0	3691	0	0	0	0	0	3407	0	0	0	3407	767	767	2413	3691	0		
WAMBELL	0	0	3599	3599	0	0	0	0	1559	1559	0	0	2399	0	0	0	2399	1079	0	1919	0	0		
WAKUTAT	0	0	2268	2358	2232	0	0	0	0	0	0	0	0	0	0	0	0	898	0	1331	1996	0		
YUKON FLATS	0	0	5000	5000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
YUKON KOTUYUK	0	0	1600	1600	0	0	0	0	500	0	0	0	0	0	0	0	0	0	0	0	0	0		
AVERAGE	3328	1923	3041	3099	1547	1464	2564	3095	1317	1193	3500		2658	3067	2080		2110	1233	1061	1233	1328	708		

Statewide: Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL SCHOOL DAYS	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
ADAK	61	328	285	594	3.00	22.00	20.00	45.00	4.00	8.00	49.00	1.50	171	17	188 N	5.62	13.20
ALAGA GATEWAY	30	245	214	489	0.00	0.00	0.00	49.00	0.00	0.00	48.50	7.50	180	2	188 N	0.00	9.97
ALEUTIAN	9	57	32	98	5.00	4.00	7.00	16.00	0.00	2.00	16.00	1.50	180	4	193 N	8.00	6.12
ANCHORAGE	3979	19318	17816	41835	69.00	1152.00	1043.00	2264.00	160.00	257.00	2313.00	227.00	180	2	188 N	8.80	18.48
ANNETTE ISLAND	37	178	169	384	2.00	9.00	18.00	29.00	8.00	5.00	37.00	4.20	174	7	188 N	5.80	13.24
BEARING STRAIT	111	592	469	1172	18.00	54.00	63.00	129.00	10.00	81.00	137.00	63.00	180	7	192 N	1.99	9.68
BRISTOL BAY	17	114	109	240	5.00	8.00	11.00	24.00	6.50	4.50	23.00	4.50	180	2	188 N	5.33	10.00
CHATHAM	40	160	119	319	0.75	15.00	12.75	28.50	2.00	12.55	30.00	9.50	180	3	183 N	2.27	11.19
CHUGACH	9	63	53	125	0.00	6.00	5.00	11.00	1.00	3.00	14.00	2.00	175	3	189 N	3.66	11.36
COPPER RIVER	47	238	281	566	2.00	18.00	16.00	36.00	12.00	18.00	48.00	11.50	180	0	182 N	2.00	15.72
CORDOVA	39	169	172	374	1.00	9.00	15.00	25.00	8.00	6.00	33.00	4.00	180	3	188 N	4.16	14.96
CRAIG	14	71	69	154	1.00	5.00	8.00	14.25	3.25	1.00	18.50	1.00	180	5	185 N	14.25	10.80
DELTA/GRUELY	93	477	388	958	4.00	26.00	30.00	60.00	5.00	18.00	63.00	18.00	180	2	188 N	3.33	15.96
DILLINGHAM	31	221	170	422	2.00	9.80	25.00	36.80	9.50	6.50	46.30	6.50	175	5	189 Y	5.66	11.46
FAIRBANKS	1216	6506	5705	13427	25.00	264.00	362.00	651.00	46.00	98.00	877.00	90.00	179	4	184 Y	8.68	15.77
GALENA	14	74	60	148	1.00	12.00	14.00	29.00	9.00	2.00	21.50	2.00	180	3	188 N	14.50	5.10
HAINES	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
HOONAH	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
HYDABURG	8	53	48	109	0.50	3.50	7.00	11.00	2.00	1.17	11.00	3.17	174	6	187 N	9.40	9.90
IDITAROD	37	210	135	382	3.69	18.63	14.18	36.50	0.00	0.00	36.50	14.75	178	3	180	0.00	10.46
JUNEAU	162	2124	2008	4429	0.00	0.00	0.00	219.00	83.00	16.00	285.10	14.00	180	0	180 Y	13.68	20.22
KAKE	16	90	99	205	1.00	5.00	9.00	15.00	9.00	7.00	24.00	7.00	180	4	189 N	2.14	13.66
KENAI PENINSULA	635	3803	3565	8023	0.00	198.80	294.76	493.56	27.50	73.00	544.10	73.00	180	3	188 N	6.76	16.25
KETCHIKAN	102	1061	1228	2391	6.00	65.00	73.00	144.00	24.50	19.90	168.50	19.90	180	1	187 N	7.23	16.60
KING COVE	11	47	48	106	1.00	5.00	8.00	14.00	0.00	2.00	14.00	2.00	180	4	190 N	7.00	7.57
KLANCK	12	65	79	156	1.00	4.00	13.00	18.00	0.00	3.00	18.00	2.50	180	10	190 N	6.00	8.66
KODIAK	196	1027	951	2174	4.00	74.00	70.00	148.00	19.00	54.00	199.07	39.50	180	3	188 Y	2.74	14.68
KUSKOKUM	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
LAKE & PENINSULA	42	239	84	365	6.00	23.00	14.50	44.50	3.00	47.50	44.50	15.75	180	4	189 N	0.93	8.20
LOWER KUSKOKUM	329	990	1152	2471	0.00	0.00	0.00	224.00	45.00	289.00	215.00	229.00	180	5	190 N	0.97	11.03
LOWER YUKON	112	741	583	1324	5.00	62.00	53.00	120.00	0.00	56.00	120.00	56.00	180	3	188 N	2.14	11.03
MAT-SU	805	4235	3319	8016	0.00	0.00	0.00	522.80	22.00	85.00	522.80	85.00	177	6	183 N	6.15	15.33
NEENAH	13	101	84	198	1.00	6.00	8.00	16.00	4.00	3.00	19.66	3.00	180	3	188 Y	5.33	12.37
NOME	64	374	328	765	3.00	23.20	28.80	55.00	4.00	5.00	39.00	5.00	180	8	188 N	11.00	13.92
NORTH SLOPE	115	490	460	1065	9.00	39.00	57.00	125.00	25.00	65.00	150.00	65.00	180	10	190 N	1.92	8.52
NORTHWEST ARCTIC	142	729	626	1497	11.00	66.00	71.00	148.00	36.00	63.00	148.00	43.73	180	2	189 Y	2.34	10.11
PELICAN	7	32	17	56	1.00	3.00	3.00	7.00	0.00	0.00	7.00	0.50	181	7	185 Y	0.00	8.00
PETERSBURG	58	303	267	628	2.00	14.00	18.00	48.00	11.00	11.00	43.50	4.00	175	5	180 N	4.36	13.08
PRIDLOF	18	82	58	158	1.20	6.80	6.00	14.00	2.00	8.50	16.00	8.50	180	3	188 N	1.64	11.28
RAILBELT	36	126	153	315	3.00	13.00	16.00	32.00	4.00	7.00	33.00	5.00	180	2	188 Y	4.57	9.84
SAND POINT	9	57	45	111	1.00	3.00	7.00	11.00	1.00	2.00	11.00	2.00	177	6	188 N	5.50	10.09
SITKA	157	762	730	1649	3.50	47.50	45.50	96.50	12.50	24.00	109.00	24.00	180	6	186 N	4.02	17.08
SKAGWAY	14	51	63	130	1.00	3.00	7.50	11.50	2.00	0.50	13.00	1.00	175	0	187 N	23.00	11.30
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
SOUTHWEST REGION	44	217	229	490	5.00	22.00	34.00	61.00	3.00	12.00	64.00	12.00	180	4	189 Y	5.08	8.03
ST MARYS	12	75	34	121	0.50	7.00	4.00	11.50	0.00	0.00	15.00	2.50	180	3	188 Y	0.00	10.52
TANANA	11	35	28	74	1.00	5.00	5.00	11.00	0.00	1.00	11.00	1.00	180	5	190 N	11.00	6.72
UNALASKA	12	58	71	141	1.00	6.00	10.00	17.00	0.00	0.50	17.00	1.00	178	0	187 N	34.00	8.29
VALDEZ	56	327	415	798	2.50	18.00	38.00	58.50	10.00	20.60	68.50	20.00	175	0	181 N	2.92	13.64
WASCELL	33	250	210	493	1.00	11.00	25.00	37.00	2.00	11.00	39.00	10.00	180	2	188 N	3.36	13.32
WAGUTAT	14	69	80	176	1.00	6.50	9.75	17.25	2.00	2.75	17.25	5.00	180	5	190 N	6.27	10.20
YUKON FLATS	38	200	140	378	0.00	0.00	0.00	50.00	0.00	0.00	50.00	15.00	180	0	188 N	0.00	7.56
YUKON KODIYUK	52	360	155	567	0.00	22.00	27.00	53.00	4.00	34.00	57.00	17.00	180	5	190 N	1.55	10.69
AVERAGE	187	983	887	2065									179	5	187	6.60	11.50

Northwest Region

Interior Region

Southeast Region

Regions and Districts

SOUTHEAST REGION

1. ANNETTE ISLAND
2. CHATHAM
3. CORDOVA
4. CRAIG
5. HAINES
6. HOONAH
7. HYDABURG
8. JUNEAU
9. KAKE

10. KETCHIKAN
11. KLANCK
12. PELICAN
13. PETERSBURG
14. SITKA
15. SKAGWAY
16. SOUTHEAST ISLAND
17. WRANGELL
18. YAKUTAT

SOUTHCENTRAL REGION

1. ANCHORAGE
2. CHUGACH

5. VALDEZ

3. KENAI PENINSULA
4. MATANUSKA-SUSITNA

INTERIOR REGION

1. ALASKA GATEWAY
2. COPPER RIVER
3. DELTA-GREELEY
4. FAIRBANKS
5. GALENA

6. IDITAROD
7. NENANA
8. RAILBELT
9. TANANA
10. YUKON FLATS

11. YUKON-KOYUKUK

SOUTHWEST REGION

1. ADAK
2. ALEUTIAN
3. BRISTOL BAY
4. DILLINGHAM
5. KING COVE
6. KODIAK ISLAND
7. KUSPUK

8. LAKE & PENINSULA
9. LOWER KUSHKOTIM
10. LOWER YUKON
11. PRIBILOF ISLAND
12. SAND POINT
13. SOUTHWEST
14. ST. MARYS

15. UNALASKA

NORTHWEST REGION

1. BERING STRAIT
2. NOME CITY

3. NORTH SLOPE
4. NORTHWEST ARCTIC

Southwest Region

Southcentral Region

1. ADAK

2. ALEUTIAN

15. UNALASKA



Salaries

DISTRICT	BASE SALARY	BEGINNING MISTERS SALARY	TOP SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX SCHEDULE ED LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV. SAL. WITH TEACHER RETIREMENT	AV. SAL. WITH ALL BENEFITS	% OF TOTAL SAL. FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ADNETTE ISLAND	25795	29399	44899	1.75	11	NA+35	N	33293	36282	38553	14.42	21.68
CHATHAM	24100	29350	39400	1.63	11	NA+35	N	31295	34042	36302	16.00	34.00
CORDOVA	25481	30067	44391	1.75	12	NA+15	N	40396	44023	46637	15.45	51.00
CRAIG	24700	28405	43225	1.75	12	NA+20	N	31715	34563	37921	19.57	8.50
HALES	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----											
HOONAH	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----											
HYDABURG	25000	27500	43750	1.75	12	NA+18	N	30192	32903	35324	17.00	8.00
JUNEAU	27036	31093	50025	1.85	15	NA+18	Y	44477	48471	54662	22.90	28.00
KAKE	24835	28560	42460	1.71	13	NA+35	N	31654	34496	37082	17.15	20.00
KETCHIKAN	25988	29495	45861	1.76	12	NA+35	N	33263	42788	45152	15.00	49.00
KLADICK	24300	27726	42574	1.75	12	NA+15	N	30472	33208	35530	16.60	0.00
PELICAN	24931	28044	43246	1.74	12	NA+30	N	35437	38619	41815	18.00	27.00
PETERSBURG	25008	28009	44014	1.76	14	NA+32	N	36753	40053	41898	14.00	41.00
SITKA	25946	29837	48517	1.87	12	NA+32	N	41866	45625	47727	14.00	63.00
SKAGWAY	25854	28956	43435	1.68	12	NA+35	N	32909	35864	39161	19.00	2.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----											
WARRELL	23998	27598	43596	1.90	13	NA+72	N	38449	41901	44062	14.60	50.00
YAKUTAT	24000	28800	46176	1.92	12	NA+30	N	34087	37148	39847	16.90	32.00
AVERAGE	23631	28603	44518	1.77				35484		41414		

Salary Schedule Distribution

DISTRICT	% UNDER 24499	% 24500- 29499	% 29500- 34499	% 34500- 39499	% 39500- 44499	% 44500- 49499	% 49500- 54499	% 54500- 59499	% OVER 59500	TOTAL FTE TEACHERS
ADNETTE ISLAND	0.00	23.68	23.68	39.47	13.15	0.00	0.00	0.00	0.00	38
CHATHAM	3.22	19.35	58.06	19.35	0.00	0.00	0.00	0.00	0.00	31
CORDOVA	0.00	5.35	19.44	24.99	22.22	19.44	0.00	5.35	2.77	36
CRAIG	0.00	44.44	16.66	27.77	11.11	0.00	0.00	0.00	0.00	18
HALES	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----									
HOONAH	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----									
HYDABURG	0.00	61.53	15.38	7.69	15.38	0.00	0.00	0.00	0.00	13
JUNEAU	0.00	2.06	7.84	11.13	27.72	29.57	21.65	0.00	0.00	276
KAKE	0.00	41.66	20.83	29.16	8.33	0.00	0.00	0.00	0.00	24
KETCHIKAN	0.00	11.01	18.07	9.60	33.61	27.68	0.00	0.00	0.00	177
KLADICK	5.55	22.22	35.55	11.11	5.55	0.00	0.00	0.00	0.00	18
PELICAN	0.00	12.04	24.09	51.80	12.04	0.00	0.00	0.00	0.00	8
PETERSBURG	0.00	13.33	19.99	44.44	22.22	0.00	0.00	0.00	0.00	45
SITKA	0.00	1.83	7.33	28.44	23.39	38.99	0.00	0.00	0.00	109
SKAGWAY	0.00	14.28	49.99	21.42	14.28	0.00	0.00	0.00	0.00	14
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----									
WARRELL	0.00	10.25	12.82	20.51	35.89	20.51	0.00	0.00	0.00	39
YAKUTAT	15.78	26.31	10.52	26.31	15.78	5.26	0.00	0.00	0.00	19
AVERAGE	1.64	20.64	24.02	24.88	17.38	9.43	1.44	0.37	0.18	58

Insurance Benefits

DISTRICT	TOTAL \$ HOSP/NEB FOR SINGLE	TOTAL \$ HOSP/NEB FOR FAMILY	DIST CONTRIB HOSP/NEB FOR SINGLE	DIST CONTRIB HOSP/NEB FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS \$ PER TEACHER	PROF LIABILITY INS \$ PER TEACHER	AVERAGE TRAVEL INS \$ PER TEACHER	AVERAGE COST OF NEB, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ADAMETTE ISLAND	937.92	2842.08	937.00	2842.08	2000.00	0.00	42.00	0.00	2760.46
CHATHAM	987.24	2991.60	987.24	2991.60	2000.00	0.00	0.00	0.00	2816.39
CORDOVA	937.00	2842.08	937.92	2842.08	40000.00	0.00	0.00	24.70	2613.27
CRAIG	987.24	2991.60	987.00	2991.60	2000.00	0.00	0.00	0.00	2106.67
HAINES	INFORMATION NOT PROVIDED-----				INFORMATION NOT PROVIDED-----				
KODIAK	INFORMATION NOT PROVIDED-----				INFORMATION NOT PROVIDED-----				
HYDABURG	1002.04	3012.60	1002.04	3012.00	5000.00	0.00	0.00	0.00	4474.09
JUNEAU	978.04	3038.44	978.00	3038.44	100000.00	0.00	0.00	15.00	5717.29
KANE	0.00	2871.32	0.00	2871.32	5000.00	0.00	0.00	0.00	32361.83
KETCHIKAN	943.00	2706.00	943.00	2706.00	8000.00	0.00	0.00	0.00	2373.08
KLADICK	938.00	2842.00	938.00	2842.00	2000.00	0.00	0.00	0.00	2938.90
PELICAN	1008.00	3013.00	1008.00	3013.00	2000.00	0.00	0.00	0.00	3662.57
PETERSBURG	1038.86	3145.38	934.97	2831.29	2000.00	0.00	0.00	0.00	2109.77
SITKA	987.24	2991.60	987.24	2991.60	25000.00	0.00	0.00	0.00	2509.82
SWADWAY	987.00	2992.00	987.00	2992.00	2000.00	0.00	0.00	0.00	6622.76
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----				INFORMATION NOT PROVIDED-----				
WAINWELL	861.48	2583.96	861.48	2583.96	2000.00	0.00	0.00	0.00	2150.75
YAKUTAT	987.24	2991.60	987.00	2991.60	2500.00	0.00	0.00	0.00	2638.65
AVERAGE	970.14	2871.68							5142.05

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL \$ TRAVEL ALLOWED	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION \$ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ADAMETTE ISLAND	N	0	N	N	Y	0	0	0		0.00
CHATHAM	Y	0	N	N	Y	0	0	0	Y	267.00
CORDOVA	N	0	N	N	Y	0	0	0	N	0.00
CRAIG	N	0	N	N	Y	0	0	0	Y	-750.00
HAINES	INFORMATION NOT PROVIDED-----				INFORMATION NOT PROVIDED-----					
KODIAK	INFORMATION NOT PROVIDED-----				INFORMATION NOT PROVIDED-----					
HYDABURG	N	0	N	N	N	0	0	0	Y	13517.00
JUNEAU	N	0	N	Y	Y	0	0	0	N	0.00
KANE	N	0	N	N	Y	0	0	0	N	0.00
KETCHIKAN	N	0	N	N	N	0	50	300	N	0.00
KLADICK	N	0	N	N	Y	0	0	0	Y	32516.00
PELICAN	N	0	N	N	N	0	0	0	N	0.00
PETERSBURG	N	0	N	N	N	0	0	0		0.00
SITKA	N	0	N	N	N	0	0	0	N	0.00
SWADWAY	N	0	N	N	Y	0	0	0	N	0.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----				INFORMATION NOT PROVIDED-----					
WAINWELL	N	0	N	Y	Y	0	0	0	N	0.00
YAKUTAT	N	0	N	N	Y	0	0	0	N	0.00
AVERAGE	7 %		13%						31%	

Leave

- A - PROFESSIONAL
- B - ADMINISTRATIVE
- C - MILITARY
- D - EMERGENCY
- E - MATERNITY
- F - PATERNITY
- G - ADOPTIVE
- H - CIVIC
- I - COURT
- J - BOB LEATHER

Extra Duty Salaries

DISTRICT	Boys		Girls		Boys		Girls		Boys		Girls		Boys		Girls		Foot		Base		M wrestling	Hockey	Gymnastics	Soft		Volley		Drama	Debate	Choir	Annual	Chaperone		
	Ath	Dir	Ath	Dir	Ball	Ball	Track	Track	Swim	Swim	XC	XC	ball	ball	ball	ball	ball	ball																
ANETTE ISLAND	1935		1935		3969	3868	1290	1290	2580	2580	1161	1161	0	0			3095	0	774	0	2580	774	0	903	1806									
CHATHAM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
CORDOVA	0	0	3731	3731	0	0	2132	0	0	0	0	0	0	0	0	0	3275	0	1371	0	0	0	0	2133	1066							0		
CRAIG	0	0	2470	2470	988	988	0	0	988	988	0	0	0	0	0	0	1482	0	0	0	1482	741	0	988	0	0						0		
HAINES	INFORMATION NOT PROVIDED-----										INFORMATION NOT PROVIDED-----										INFORMATION NOT PROVIDED-----													
HOONAH	INFORMATION NOT PROVIDED-----										INFORMATION NOT PROVIDED-----										INFORMATION NOT PROVIDED-----													
HYDABURG	2500	0	2500	2000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1000	0	0	1250	1000				1000		
JANEAU	0	0	4495	4495	2290	0	3085	0	0	1388	0	0	0	0	0	0	6016	0	2506	0	3173	1602	401	1803	2404	0							0	
KUKE	0	0	3048	2935	903	0	0	0	0	903	0	0	0	0	0	0	0	0	0	0	903	0	0	903	505	0							0	
KETCHIKAN	0	0	2898	2898	2079	0	2999	0	1399	0	0	0	0	0	0	0	2599	0	1689	0	2999	2340	0	1299	780	0							0	
KLAMUCK	0	0	2500	2500	0	0	0	0	0	1215	0	0	0	0	0	0	1458	0	0	0	1458	729	0	0	0	0							0	
PELICAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1201	0	0	0	600	1050	0	0	600	0							0	
PETERSBURG	0	0	3488	3500	1500	0	1500	0	1250	0	0	0	0	0	0	0	3500	0	0	0	3500	0	0	1250	0	0							0	
SITKA	0	0	4550	4778	1280	0	2140	0	2102	0	0	0	0	0	0	0	3822	0	0	0	3631	457	1911	502	0	0							0	
SWANARY	0	2450	2450	0	1250	0	0	0	1050	0	0	0	0	0	0	0	2050	0	0	0	1250	0	0	1050	800	0							0	
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----										INFORMATION NOT PROVIDED-----										INFORMATION NOT PROVIDED-----													
WARDHILL	0	0	3999	3999	0	0	0	0	1599	1599	0	0	0	0	0	0	2399	0	0	0	2399	1079	0	1919	0	0							0	
YAKUTAT	0	0	2208	2358	2232	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	898	0	1331	1796						0	
AVERAGE	2217	2192	3300	3344	1535	1139	2339	2580	1310	1274							2809		1585		2048	1074	1156	1298	1217	1000								

Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	STUDENT TEACHERS PER AIDE	STUDENT PER CLASSROOM TEACHER
BOHETTE ISLAND	37	178	169	384	2.00	9.00	18.00	29.00	8.00	5.00	37.00	4.20	174	7	188 H	5.00	13.24
CHATHAM	40	160	119	319	0.75	15.00	12.75	28.50	2.00	12.35	30.00	9.50	180	3	183 H	2.27	11.19
CORDOVA	39	169	172	374	1.00	9.00	15.00	25.00	8.00	6.00	33.00	4.00	180	3	188 H	4.16	14.96
CRAIG	14	71	69	154	1.00	5.00	8.00	14.25	3.25	1.00	18.50	1.00	180	5	185 H	14.25	10.80
HALES	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
HOUMA	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
HYDRABURG	8	53	48	109	0.50	3.50	7.00	11.00	2.00	1.17	11.00	3.17	174	6	187 H	9.40	9.90
JUNEAU	162	2124	2008	4429	0.00	0.00	0.00	219.00	83.00	16.00	285.10	14.00	180	0	180 Y	13.68	20.22
MADE	16	90	99	205	1.00	5.00	9.00	15.00	9.00	7.00	24.00	7.00	180	4	189 H	2.14	13.66
NETCHAMUN	102	1061	1228	2391	6.00	65.00	73.00	144.00	24.50	19.90	168.50	19.90	180	1	187 H	7.23	16.60
OLANDICK	12	65	79	156	1.00	4.00	13.00	18.00	0.00	3.00	18.00	2.50	180	10	190 H	6.00	8.66
PELICAN	7	32	17	56	1.00	3.00	3.00	7.00	0.00	0.00	7.00	0.50	181	7	185 Y	0.00	8.00
PETERSBURG	58	303	267	628	2.00	14.00	18.00	48.00	11.00	11.00	43.50	4.00	175	5	180 H	4.36	13.08
SITHA	157	762	730	1649	3.50	47.50	45.50	96.50	12.50	24.00	109.00	24.00	180	6	186 H	4.02	17.08
SWAGBURY	14	51	63	130	1.00	3.00	7.50	11.50	2.00	0.50	13.00	1.00	175	0	187 H	23.00	11.30
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----INFORMATION NOT PROVIDED-----																
WINDMILL	33	250	210	493	1.00	11.00	25.00	37.00	2.00	11.00	39.00	10.00	180	2	188 H	3.36	13.32
YAGUTAT	14	69	80	176	1.00	6.50	9.75	17.25	2.00	2.75	17.25	5.00	180	5	190 H	6.27	10.20
AVERAGE	48	362	357	777									179	5	186	7.57	12.81

Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SP.ARY SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX ED LEVEL	SCHEDULE INCREMENTS PAID?	LONGEVITY AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ANCHORAGE	25075	28386	50647	2.02	13	DOCT.	Y	39437	42978	47284	19.90	11.90
CHUGACH	24000	27200	43100	1.80	13	MA+36	N	33046	36013	38663	17.00	7.00
KENAI PENINSULA	23504	28442	47500	1.86	15	MA+72	Y	37760	41150	44081	16.74	37.00
MAT-SU	25113	28880	48715	1.90	13	DOCT.	N	36725	40022	36725	16.00	36.20
VALDEZ	28393	31232	49688	1.75	11	MA+36	Y	43266	47151	50188	16.00	13.00
AVERAGE	25617	28864	47930	1.87				38047		43388		

Salary Schedule Distribution

DISTRICT	\$ UNDER 24499	\$ 24500- 29499	\$ 29500- 34499	\$ 34500- 39499	\$ 39500- 44499	\$ 44500- 49499	\$ 49500- 54499	\$ 54500- 59499	\$ OVER 59500	TOTAL FTE TEACHERS
ANCHORAGE	0.00	13.08	12.01	22.13	23.90	14.65	14.19	0.00	0.00	2430
CHUGACH	16.66	33.33	41.66	8.33	0.00	0.00	0.00	0.00	0.00	12
KENAI PENINSULA	0.00	7.65	20.64	29.71	27.40	14.59	0.00	0.00	0.00	562
MAT-SU	0.00	15.27	20.71	33.85	20.71	10.25	0.00	0.00	0.00	478
VALDEZ	0.00	5.83	8.75	17.51	29.19	21.16	8.75	7.29	1.45	68
AVERAGE	3.33	15.03	20.75	28.75	20.24	12.13	4.59	1.46	0.29	710

Insurance Benefits

DISTRICT	TOTAL \$ HOSP/MED FOR SINGLE	TOTAL \$ HOSP/MED FOR FAMILY	DIST CONTRIB HOSP/MED FOR SINGLE	DIST CONTRIB HOSP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERGE PER TEACHER	DISABILITY INS \$ PER TEACHER	PROF LIABILITY INS \$ PER TEACHER	AVERAGE TRAVEL INS \$ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ANCHORAGE	2262.00	2262.00	2262.00	2262.00	100000.00	0.00	52.88	0.00	2776.95
CHUGACH	987.24	2991.60	987.24	2991.60	50000.00	0.00	0.00	16.66	2409.63
KENAI PENINSULA	0.00	2063.00	0.00	2063.00	50000.00	0.00	0.00	18.00	5969.33
MAT-SU	3301.00	3301.00	3301.00	3301.00	30000.00	0.00	0.00	0.00	5588.21
VALDEZ	2069.00	2069.00	2069.00	2069.00	50000.00	0.00	0.00	0.00	2413.10
AVERAGE	2154.81	2537.32							3831.84

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL \$ TRAVEL ALLOWED	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION \$ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ANCHORAGE	N	0	N	Y	Y	0	0	0	N	0.00
CHUGACH	N	0	N	N	Y	0	0	300/400	Y	10000.00
KENAI PENINSULA	N	0	N	N	N	0	60	360		0.00
MAT-SU	N	0	N	N	Y	0	0	0	N	0.00
VALDEZ		0	N	N	Y	0	0	0		0.00
AVERAGE				20%					33%	