

2347

SHESS

SB 282

-

SB 303

2347

A	B	C	D	E	F	G	H	I	J	K	L	M
Anchorage												
	Head Custodian	10.40	13.58	3	140	40	52			EO	FO	Retirement
	Custodian	8.26	11.70	4	154	40	43			EO	FO	Same
	School Secretary	NEGO	NEGO	5	45	40	52	40		EO	FO	Same
	Secretary II	NEGO	NEGO	5	48	40	40	28		EO	EO	Same
	Clerk I	NEGO	NEGO	5	18	40	52	40		EO	FO	Same
	Clerk II	NEGO	NEGO	5	97	40	40	26		EO	EO	Same
	Accountant	28,453	34,956	7	3	40	52	35	15.9	EO	EO	Same
	Bookkeeper	NEGO	NEGO	5	37	40	52	40		EO	EO	Same
	Teacher Aide	NEGO	NEGO	5	149	30	40	28		EO	EO	Same
	Asst. Cook I	8.39	9.78	5	1	40	40	33		EO	EO	Same
	Cook II	8.94	10.32	5	1	40	40	33		EO	EO	Same
	Lunchroom Worker	7.50		1	133	7 ¹ / ₂ wk	40	No	No	No	No	None
	Maintenance	10.80	16.10	2	148	40	52	40		EO	EO	Retirement
Annette Island												
	Custodian I	8.30	9.90	8	2	7.5	37	12	1.25	EF	EF	Vacation Leave
	Custodian II	9.55	12.05	14	2	7.5	41	12	1.25	EF	EF	Vacation Leave
	Secretary II	9.55	12.05	14	5	7.5	46	15	1.25	EF	EF	Vacation Leave
	Bookkeeper	9.94	13.54	20	1	7.5	44	18	1.25	EF	EF	Vacation Leave
	Teacher Aide I	7.61	8.81	7	2	6.5	36	12	1.25	EF	EF	Vacation Leave
	Teacher Aide II	8.30	9.90	8	1	6.0	36	12	1.25	EF	EF	
	Cook I	9.55	12.05	14	1	7.5	36	12	1.25	EF	EF	Vacation Leave
	Cook II	9.94	13.54	20	1	7.5	36	12	1.25	EF	FF	Vacation Leave
	Dishwasher	7.76	8.81	7	1	7.5	36	12	1.25	EF	EF	Vacation Leave
	Dishwasher	7.76	8.81	7	1	7.5	36	12	1.25	EF	EF	Vacation Leave
	Maintenance	9.94	13.54	20	1	7.5	45	27	1.25	EF	EF	Vacation Leave
	Library Aide I	7.76	8.81	7								
	Library Aide II	6.30	9.90	8	1	7.5	36	12	1.25	EF	EF	Vacation Leave
Bering Strait												
	Head Custodian	27,000	33,657		16	37.5	52	8	16	Yes	Yes	
	Custodian	16,550	27,000		19	37.5	52	8	16	Yes	Yes	
	Secretary I	16,550	17,570		5	37.5	52	8	16	Yes	Yes	
	Secretary II	23,260	27,450		1	37.5	52	8	16	Yes	Yes	
	Clerk I	16,550	17,570		1	37.5	52	8	16	Yes	Yes	
	Clerk II	23,260	27,450		1	37.5	52	8	16	Yes	Yes	
	Accountant	35,500	41,900		1	40	52	8	16	Yes	Yes	
	Bkkpr/Payroll	20,962	24,750		1	37.5	52	8	16	Yes	Yes	
	Teacher Aide	16,550	23,260		47	37.5	44	6	13	Yes	Yes	10 Mo.
	Cook I	16,555	32,450		19	32.5	44	6	13	Yes	Yes	10 Mo.
	Lunchroom Worker	16,555	17,570		1	15.0	44	6	13	Yes	Yes	
	Maintenance	27,000	35,100		8	37.5	52	8	16	Yes	Yes	
Bristol Bay												
	Custodian	1608	2074	6	3	37.5	40	17	13.3	Yes	Yes	2 dys Personal Leave
	Secretary I	1608	2074	6	1	37.5	40	17	13.3	Yes	Yes	Same
	Supt. Secretary	1608	2074	6	1	37.5	52	24	16	Yes	Yes	
	Bookkeeper	1945	2506	6	1	37.5	52	24	16	Yes	Yes	
	Tchr Aide (w/degree)	1769	2279	6	1	37.5	36	17	12	Yes	Yes	2 dys personal leave
	Tchr Aide W0/degree	1462	1885	6	4	37.5	36	17	12	Yes	Yes	Same
	Cook I	1769	2279	6	1	37.5	36	17	12	Yes	Yes	Same
	Cook II	1608	2074	6	1	37.5	36	17	12	Yes	Yes	Same
	Maintenance	2142	2768	6	1	37.5	52	24	16	Yes	Yes	1 day personal leave

A	B	C	D	E	F	G	H	I	J	K	L	M
Chatham	Head Custodian			4	1			22	22		B Cross/Aetna	1 dy personal
	Custodian	7.68		4	3							
	Custodian	10.62		4	3		37	0	15			
	Secretary I	7.98		4	2		37	0	15			
	Secretary II	10.64		4	1		37	0	15			
	Bookkeeper	8.29	10.31	4	1	7	37	0	15			
	Teacher Aide	6.77		4	6	5	37	0	0			
	Teacher Aide	9.11		4	2	5	37	0	0			
Cook I	7.68	9.50	4	1	7	37	0	0				
Chugach	Custodian	16,120	23,400	10	7	8	52	10	1.3	Yes	EO	
	Secretary I	16,120	23,400		0							
	Acct./Secretary	22,360	28,600	10	1	8	52	10	1.3	Yes	No	
	Bookkeeper/Secy II				0							
	Teacher Aide	10,199	13,489	10	2	7	36	0	1.3	Yes	No	
Copper River	Custodian	2,145	2,699	6	8	8	48	27	15	Yes	Yes	In-serv Train & Tax Shelter
	Board Secretary	2,287	2,724	6	1	8	48	27	15	Yes	Yes	Same
	Clerk I	1,790	2,220	6	4	8	48	27	15	Yes	Yes	Same
	Accountant	2,200	2,627		0	8	48	27	15	Yes	Yes	Same
	Bookkeeper	2,001	2,433	6	1	8	48	27	15	Yes	Yes	Same
	Teacher Aide	8.49	10.98	6	3	6	36	15	11	Yes	Yes	Same
	Maintenance	2,585	3,040	6	2	8	48	27	15	Yes	Yes	Same
	Casual Labor		8.76	N/A	N/A							
Cordova	Day Custodian	7.60	8.46	4	2	40	52	7	1.3	EF	EO	PERS
	Night Custodian	7.88	9.72	7	3	40	52	7	1.3	EF	EO	Same
	Clerk I	8.11	9.02	4	1	37.5	40	5	1.3	EF	EO	Same
	Clerk II	8.11	9.67	6	0	37.5	40	5	1.3	EF	EO	Same
	Clerk III	8.41	10.36	7	2	37.5	52	7	1.3	EF	EO	Same
	Bookkeeper	11.13	13.75	7	1	37.5	52	7	1.3	EF	EO	Same
	Teacher Aide	7.88	9.72	7	3	35	36	5	1.3	EF	EO	Same
	Cook I	9.72	12.02	7	1	40	36	5	1.3	EF	EO	Same
	Lunchroom Worker	7.60	7.88	2	1	40	36	5	1.3	EF	EO	Same
	Sr. Food Service	7.88	9.72	7	1	40	36	5	1.3	EF	EO	Same
	Maintenance I	10.43	12.89	7	1	40	52	7	1.3	EF	EO	Same
	Maintenance II	12.02	14.86	7	1	40	52	7	1.3	EF	EO	Same
Craig	Custodian	8.64	10.54	4								
	Secretary II	8.68	4									
	Clerk I	7.69	9.29	4								
	Bookkeeper	24,000										
	Teacher Aide	7.69	9.29	4								
	Cook I	8.68	10.54	4								
	Lunchroom Worker	7.19	8.68	4								
Head Maint.	29,500				40	52	10	12				

A	B	C	D	E	F	G	H	I	J	K	L	M
Fairbanks	Head Custodian	11.15	15.10	9	24	37.5	52	3	16	Yes	Yes	
	Custodian	10.51	13.03	9	103	"	"	"	"	"	"	
	Laundry Worker	7.66	9.50	"	4	"	"	"	"	"	"	
	Receptionist	7.66	9.50	"	1	"	"	"	"	"	"	
	Secretary I	10.72	13.29	"	50	"	"	"	"	"	"	
	Secretary II	12.26	15.20	"	35	"	"	"	"	"	"	
	Mail Clerk	7.66	9.50	"	1	"	"	"	"	"	"	
	Whse/Trk Driver	9.96	13.29	"	8	"	"	"	"	"	"	
	Data Entry Oper.	9.96	12.35	"	1	"	"	"	"	"	"	
	Copy Machine Oper.	8.43	10.45	"	1	"	"	"	"	"	"	
	Accountant	10.51	13.03	"	3	"	"	"	"	"	"	
	Asst. Acct.	9.96	12.35	"	6	"	"	"	"	"	"	
	Tchr Aide I/II/III	9.19	14.25	"	51	"	36	"	"	"	"	
	Library Asst.	11.49	14.25	"	28	"	"	"	"	"	"	
	Cook I	7.66	9.50	"	10	"	"	"	"	"	"	
	Cook II	9.96	12.35	"	2	"	"	"	"	"	"	
	Kitchen Supvr.	11.49	14.25	"	1	"	"	"	"	"	"	
	Lunchroom Worker	7.60	9.50	"	6	"	"	"	"	"	"	
	Boiler Operator	11.49	14.25	"	4	"	"	"	"	"	"	
	Maint. II	13.02	16.15	"	14	"	52	"	"	"	"	
Maint. I	11.49	14.25	"	6	"	"	"	"	"	"		
Maint. Helper	9.19	11.40	"	1	"	"	"	"	"	"		
Nurse	13.02	16.15	"	22	"	36	"	"	"	"		
Galena	Custodian			10	3	35	44	6	1.3	EF	EF	
	Custodian Aide			10	1	35	44	6	1.3	EF	EF	
	Secretary I			10	2	35	52	15	1.3	EF	EF	
	Teacher Aide			10	3	37.5	36	0	1.3	EF	EF	
	Cook I			10	1	35	38	0	1.3	EF	EF	
	Cook Aide			10	1	35	38	0	1.3	EF	EF	
	Maintenance Foreman			10	1	35	52	20	1.3	EF	EF	
	Maintenance Worker			10	1	35	52	20	1.3	EF	EF	
Haines	Custodian	10.19	13.79	12	5	37.5	52	27	12	Yes	Yes	
	Cleaning Person	8.96	12.56	12	2	25	52	27	12	Yes	Yes	
	Secretary I	9.82	13.42	12	3	37.5	38	7	12	Yes	Yes	
	Teacher Aide	8.96	13.21	12	5	37.5	36	7	12	Yes	Yes	
	Maintenance	14.59			1	37.5	52	27	12	Yes	Yes	
	Comm. Ed. Coord.	12.12			1	37.5	52	27	12	Yes	Yes	
	Business Manager	16.07			1	37.5	52	27	12	Yes	Yes	
Hoonah	Custodian	9.25	11.68	10	2	40	52	7H	16	Y	Y	Vacation
	Secretary I	9.28	11.80	10	2	40	52	7H	16	Y	Y	Same
	Clerk I	9.28	11.80	10	1	40	52	7H	16	Y	Y	Same
	Business Manager	10.39	14.60	10	1	40	52	7H	16	Y	Y	Same
	Elementary Asst.	9.28	11.80	10	1	30	36	6H	12	Y	Y	Same
	Cook I	6.83	10.60	10	1	30	36	6H	12	Y	Y	Same
	Baker	6.83	10.60	10	1	30	36		12	Y	Y	Same
	Lunchroom Worker	6.83	10.60	10	0	30	36	6H	16	Y	Y	Same
	Maint. Supervisor	10.36	13.08	10	1	40	52	7H	16	Y	Y	Same

A	B	C	D	E	F	G	H	I	J	K	L	M
Hydaburg	Custodian	1,721		2	8	40			10	EF		
	Secretary/Bookkeeper	1,270	2,599	1	7	40			10	Yes		
	Cook I	1,400		7	7	9		12	Yes			
	Cook II	1,200		1	7	9			12	Yes		
Iditarod	Custodian I & II	7.80	15.25	12	5					Yes		EF
	Secretary I	9.10	13.50	6	3.5					"		"
	Secretary II	10.40	15.25	6	3					"		"
	Clk II (Mail/Supply)	7.80	14.40	12	.5	20	52	11	8	no		no
	Acct. Coord.	10.40	15.25	6	1	40	52	31	16	Yes		EF
	Admin. Coord.	10.40	16.55	7	1	40	42	31	16	"		"
	Bilingual Inst.	13.80		1	7					No		No
	Clrm Ins. Aide	7.80	15.00	12	22					No		No
	Community Ed. Aide	7.80	15.00	12	6					No		No
	Cook II	9.10	15.00	12	3					Yes		EF
	Media Ctr. Clk	7.80	14.40	12	.5	20	39	8	8	No		No
Maint/Custod.	7.80	15.00	12	8					Yes		EF	
Juneau	Head Custodian	847	1,104	11	7	37.5		8		EF		EF
	Custodian	795	1,036	10	24			8				
	Senior School Sec.	847	1,036	11	1			Yes	Yes	EF		EF
	School Secretary	795	1,036	10	9	37.5		"	"	"		"
	Clerk IV	748	975	9	1	"		"	"	"		"
	Bookkeeper/Sec.	795	1,036	10	1	"		"	"	"		"
	Secretary	795	1,036	10	3	"		"	"	"		"
	Clerk III	703	916	8	1	"		"	"	"		"
	Registrar	795	1,036	10	1	"		"	"	"		"
	Receptionist	703	916	8	1	"		"	"	"		"
	Ind. Studies Inst.	1,112	1,450	15	4	"		"	"	"		"
	Biling./Bicul.	1,112	1,450	15	1	"		"	"	"		"
	Comm. School Coord.	1,112	1,450	15	4	"		"	"	"		"
	Teacher Aides	703	916	8	11	"		"	"	"		"
	Instruc. Aides	795	1,036	10	9	"		"	"	"		"
	Accounts Payable	703	916	8	1	"		"	"	"		"
	Acct. Machine Oper.	748	975	9	1	"		"	"	"		"
	Senior Acct. Clerk	904	1,178	12	1	"		"	"	"		"
	Payroll Specialist	1,034	1,347	14	1	"		"	"	"		"
	Mechanic II	1,034	1,347	14	5	"		"	"	"		"
	Boilerman	1,198	1,561	16	1	"		"	"	"		"
	Mail & Frt. Handler	795	1,036	10	1	"		"	"	"		"
	Electrician	1,198	1,561	16	1	"		"	"	"		"
	H.V. Technician	1,034	1,347	14	1	"		"	"	"		"
	Veh. Operator	904	1,178	12	1	"		"	"	"		"
	Sr. Maint. Mechanic	1,198	1,561	16	1	"		"	"	"		"
Sr. H.V. Tech.	1,198	1,561	16	1	"		"	"	"		"	
Executive Secretary	904	1,178	12	1	"		"	"	"		"	

A	B	C	D	E	F	G	H	I	J	K	L	M
Kake	Maint. Custodian III	12.52	13.12	12	1	7.5	52	32	15	Yes		
	Maint. Custodian I	9.40	10.15	8	2	7.5	40	20	13	Yes		
	Admin. Asst. II	12.52	13.12	12	1	7.5	52	32	15	Yes		
	Executive Secretary	10.90	11.69	10	1	7.5	52	32	15	Yes		
	School Secretary	9.40	10.15	8	2	7.5	40	20	13	Yes		
	Payroll Tech. I	10.90	11.69	8	1	7.5	52	32	15	Yes		
	Accounting Tech. I	10.90	11.69	8	1	7.5	52	43	15	Yes		
	Teacher Aide	8.65	9.40	7	5	5.5	36	20	13	Yes		
	Sch. Lunch Prog. Mgr	10.15	10.90	9	1	7.5	40	20	13	Yes		
	Asst. Lunch Prog.	8.65	9.40	7	1	7.5	40	20	13	Yes		
	Library Aide	8.65	9.40	7	2	6	40	20	13	Yes		
	Comm. Educ. Aide	9.40	10.15	8	1	7.5	52	32	15	Yes		
Kenai	Head Custodian	16,984	25,303	7	26	40	52	7	13	Yes	EF	Dental/Vision/PERS
	Custodian	15,945	23,051	7	54	40	52	7	13	Yes	Same	Same
	Secretary I	19,809	26,400	7	15	40	52	24	13	Yes	Same	Same
	Secretary II	14,578	18,339	7	36	40	40	7	13	Yes	Same	Same
	Clerk I	13,944	16,688	7	11	40	40	7	13	Yes	Same	Same
	Accountant	37,549	39,754	7	1	40	52	24	13	Yes	Same	Same
	Payroll Clerk	21,860	25,079	7	1	40	52	24	13	Yes	Same	Same
	Bookkeeper	14,578	22,705	7	6	40	40	7	13	Yes	Same	Same
	Tutor	13,660	15,645	7	11	35	35	7	13	Yes	Same	Same
	Title IV/Inst. Aide	12,483	14,280	7	8	35	36	7	13	Yes	Same	Same
	Teacher Aide	12,483	14,280	7	16	35	36	7	13	Yes	Same	Same
	Special Ed. Aide	13,050	14,940	7	19	35	36	7	13	Yes	Same	Same
	Bilingual Aide	13,050	15,645	7	9.5	35	36	7	13	Yes	Same	Same
	Cook I	12,430	15,734	7	4	40	36	7	13	Yes	Same	Same
	Cook II	11,013	12,577	7	7.5	40	36	7	13	Yes	Same	Same
	Lunchroom Worker	10,202	11,637	7	18	40	36	7	13	Yes	Same	Same
	Bus Driver	5,725	17,440	7	7.5	15	36					
	Nurse	16,630	18,908	7	13	40	36	7	13	Yes	EF	Dental/Vision/PERS
Community Schools	21,682	24,934	7	8	40	36	7	13	Yes	Same	Same	
Ketchikan	Head Custodian	1,526	1,930	8	5	40	52	28	12	EF	EF	
	Custodian	1,385	1,743	8	20	40	52	28	12	EF	EF	
	School Secy I	1,125	1,650	7	8	37	40		10	EF	EF	
	Cent. Ofc Secy	1,125	Up		4	38	52	28	12	EF	EF	
	Clk/Account/Bkkr	1,250	Up		3	38	52	28	12	EF	EF	
	Teacher Aide	1,217	Up		13	37	32		9	EF	EF	
	Cook I	1,341	1,686	8	5	37	36		12	EF	EF	
	Lunchroom Worker	1,341	1,686	8	3	20	36		9	EF	EF	
	Maintenance	1,743	2,215	8	3	40	52	28	12	EF	EF	+ add'l 5,000 Life Ins.
	Boilerman	1,960	2,460	8	1	40	52	28	12	EF	EF	Same
	Foreman	2,139	2,736	8	1	40	52	28	12	EF	EF	Same
King Cove	Custodian	9.50	13.10	14	2	15	40	60	12	EO	EO	
	Secretary I	9.50	13.10	14	1	35	40	60	12	EO	EO	
	Accountant	16.50	20.10	14	1	30	40	60	12	EO	EO	
	Bookkeeper	11.50	15.10	14	2	30	40	60	12	EO	EO	
	Teacher Aide	9.50	13.10	14	4	30	36	90	9	EO	EO	
	Maintenance	34,000		14	1	35	40	60	12	EO	EO	
	Asst. Maintenance	26,000		14	1	35	40	60	12	EO	EO	

A	B	C	D	E	F	G	H	I	J	K	L	M
Klawock	Head Custodian	9.80	12.20	6	1	40	52		Y	Y	Y	
	Custodian	7.40	10.10	6	1	35	42		Y	N	N	
	Secretary I	8.00	11.00	6	1	40	42		Y	N	N	
	Secretary II	9.20	12.20	6	1	40	52		Y	Y	Y	
	Bookkeeper	10.40	14.00	6	1	40	52		Y	Y	Y	
	Teacher Aides	6.80	9.50	6	6	30	35		Y	N	N	
Kodiak	Custodian Superv.	2,347	2,628	11	1	40	52					
	Custodian I	1,508	1,866	11	26	40	52	52				
	Custodian II	1,585	1,942	11	6	40	52					
	Custodian III	1,661	2,018	11	1	40	52					
	Custodian IV	1,890	2,247	11	1	40	52					
	Secretary I	1,508	1,866	11	5	40	40					
	Secretary II	1,661	2,018	11	12	40	52					
	Secretary III	1,890	2,247	11	6	40	52					
	Secretary IV	1,966	2,323	11	2	40	52					
	Clerk I (Acct.)	1,737	2,094	11	1	40	52					
	Clerk II (Acct.)	1,890	2,247	11	3	40	52					
	Clerk III (Acct.)	1,966	2,323	11	1	40	52					
	Purchasing Supvr.	2,195	2,552	11	1	40	52					
	Payroll Clerk	1,834	2,171	11	1	40	52					
	Aide I (Clerical)	7.82	9.88	11		40	36					
	Aide II (Tchr Aide)	8.26	10.32	11		35	36					
	Aide III	9.14	11.20	11		40	36					
	Cafeteria Manager	8.70	10.76	11	3	30	36					
	Food Service Helper	7.82	9.88	11	4	25	36					
	Comm Schools Supvr	2,119	2,476	11	1	40	40					
Personnel Services	2,195	2,552	11	1	40	52						
Supply Spec. I	1,661	2,018	11	1	40	52						
Supply Spec. II	1,737	2,094	11	1	40	52						
Maintenance I	1,878	2,120	11	2	40	52						
Maintenance II	2,193	2,436	11	2	40	52						
Maintenance III	2,509	2,751	11	4	40	52						
Maintenance IV	2,824	3,076	11	3	40	52						
Village Dayman	1,737	2,094	11	4	40	36						
Business Manager		47,384		1	40	52						
Maint. Coord		46,074		1	40	52						
Maint. Foreman		39,363		1	40	52						
INC Coord.		39,927		1	40	42						
Village Schools Asst		32,322		1	40	40						
Kuspuk	Custodian			4								
	Secretary I & II				4							
	Clerk I			4								
	Teacher Aide			4								
	Cook I			4								
Maintenance			4									

All classified employees are eligible for 9 paid holidays. Annual leave is accrued at the rate of: 0-2 years service - one leave day per month, over 2 years service - 1-3/4 days per month, over 5 years - 2 leave days per month.

All classified employees are eligible for sick leave accrued at the rate of .057 hours per each hour worked (1-1/4 days per 22 days).

All permanent classified employees are eligible for employer paid medical and life insurance premiums for the employee and his/her dependents. The group health care plan contains medical, dental, vision and audio benefits. Accidental death and dismemberment insurance in the sum of \$50,000 per employee is provided for travel while on school business.

- a) Mileage reimbursement of 35¢/mile except maintenance, custodial, and shipping & receiving personnel - 45¢/mile.
- b) Participation in the State Public Employees Retirement System.
- c) Physical exam reimbursement not to exceed \$50.00.
- d) Tuition reimbursement for up to 3 credits based on actual cost per credit to a maximum of \$33 per credit.

A	B	C	D	E	F	G	H	I	J	K	L	M
Henana	Head Custodian	13,246	17,819	5	1	7.5	42	6	10	EF	EO	PERS
	Custodian	12,787	17,386	"	2	"	"	"	"	"	"	"
	Secretary I	11,839	15,785	"	1	7	41	"	"	"	"	"
	Secretary II	15,779	22,623	6	1	7	52	27	12	"	"	PERS
	Accountant	35,000			1	7	52	27	12	"	"	"
	Teacher Aide	9,608	11,186	3	4	7	37	5	9			
	Cook I	2295			1	2.5	36					
Maintenance	21,632	30,264	6	1	8	52	27	12	EF	EO	PERS	
Home	Custodian	9.90	15.24	12	7	37.5	52	38	16	Yes	EO	
	Secretary I	14.30	22.02	12	2	37.5	52	38	16	Yes	EO	
	Secretary II	11.48	19.03	12	2	37.5	52	38	16	Yes	EO	
	Clerk II	10.66	16.41	"	3	"	40	10	13.3	"	"	
	Accountant	13.29	20.46	12	1	"	52	38	16	"	"	
	Teacher Aide	9.90	15.24	12	2	37.5	36	5	12	Yes	EO	
	Bi/Bic Inst	12.36	19.03	12	4	37.5	36	9	12	Yes	EO	
	Comm. Sch. Asst.	11.48	17.68	12	1	"	"	"	"	"	"	
	Cook I	10.66	17.68	12	2	"	"	"	"	"	"	
	Maintenance Foreman	13.29	25.52	"	6	"	52	44	16	"	"	
	40,000			1	"	"	29	"	"	"		
North Slope	Head Custodian	30,000	42,000	10	8	37.5	52	12	12	EF	EF	
	Custodian	20,000	30,000	10	24	37.5	38	12	10	EF	EF	
	Secretary I	13.65	18.71	10	16	37.5		12		EF	EF	
	Secretary II	14.64	19.99	10	18	37.5		12		EF	EF	
	Clerk I	11.98	16.24	10	9	37.5		12	1/mo	EF	EF	
	Accountant	15.73	21.38	10	3	37.5		12	Same	EF	EF	
	Bookkeeper	13.65	18.71	10	5	37.5		12	Same	EF	EF	
	Teacher Aide	12.76	19.99	10	7?	37.5		12	Same	EF	EF	
	Cook I	13.60	19.36	10	8	37.5		12	Same	EF	EF	
	Cook II	13.15	18.70	10	9	37.5		12	Same	EF	EF	
	Lunchroom Worker	11.18	15.91	10	12	37.5		12	Same	EF	EF	
	Maintenance	14.26	20.29	10	29	37.5		12	Same	EF	EF	
	Misc.	7.00	15.00		35							
	Pelican	Head Custodian	13,360	16,857	10	1	40	38	9	12	EF	EO
Bookkeeper/Secy.		13,853	18,103	10	1	40	38	9	12	EF	EF	Same
Petersburg	Head Custodian	26,160			1	40	52	16	12	Yes	EO	90% depend. Pers. Cov.
	Custodian	16,350	16,777		2	40	52	16	12	Yes	EO	Same
	Custodian	19,800			1	40	40	10	10	Yes	EO	Same
	Custodian	6,930			1	25	36	10	--	Yes	EO	Same
	Secretary I	14,567	10,530		2	35	38	15	9	yes	EO	Same
	Clerk I	8,820			1	35	36	15	9	Yes	EO	Same
	Bookkeeper	18,500			1	35	52	16	12	Yes	EO	Same
	Teacher Aide	7,560			3	36	36	15	--	--	--	--
	Lunchroom Admin	6,939			1	25	36	5	--	Yes	EO	90% Depen. Pers. Cov.
	Lunchroom Worker	3,780			1	15	36	5	--	--	--	--
Maintenance	18,312			1	40	52	16	12	Yes	EO	Same	

A	B	C	D	E	F	G	H	I	J	K	L	M
Southwest Region												
	Head Custodian	11.47	12.97		11	37.5		7	1.33			
	Custodian	10.78	12.16		4	37.5		7	1.33			
	Secretary I	12.16	13.79		1	37.5		7	1.33	EF	EF	
	Clerk II	11.47	12.97		9	37.5		7	1.33			
	Accountant	12.97	14.79		3	37.5		7	1.33	EF	EF	
	Bookkeeper	12.16	13.79		1	37.5		7	1.33	EF	EF	
	Teacher Aide	11.47	12.97		20	37.5		7	1.33			
	Teacher Aide II	12.17	13.79		59	37.5		7	1.33			
	Teacher Aide III	12.97	14.79		5	37.5		7	1.33			
	Cook I	11.47	12.97		4	37.5		7	1.33			
	Cook II	12.16	13.79		10	37.5		7	1.33			
	Lunchroom Worker	10.78	12.16		3	37.5		7	1.33			
	Maintenance	12.16	14.79		4	37.5		7	1.33			
St. Marys												
	Maintenance		31,719							X	X	
Unalaska												
	Custodian	12.00	13.50	6	1	40	40	4	10	EO	EO	
	Secretary I	12.00	13.50	6	1	40	44	4	10	EO	EO	
	Bookkeeper	13.00	14.50	6	1	40	52	17	12	EO	EO	
	Teacher Aide	11.30	15.50		2	35	36					
	Cook I	10.25	11.75		1	30	36					
	Casual Labor	8.00			1	5	44					
	Maintenance	13.00	14.50	6	1	40	52	17	12	EO	EO	
Valdez												
	Custodian	11.61	16.25	9	19	176	52	22	15	EF	EF	
	Secretary I	9.91	13.87	9	0	165	44	22	15	EF	EF	
	Secretary II	12.20	17.08	9	5	165	44	22	15	EF	EF	
	Secretary III	14.64	20.50	9	1	165	52	22	15	EF	EF	
	Accounting I	9.91	13.87	9	0	165	52	22	15	EF	EF	
	Accounting II	12.20	17.08	9	1	165	52	22	15	EF	EF	
	Accounting III	14.64	20.50	9	2	165	52	22	15	EF	EF	
	Teacher Aide I	7.98	11.17	9	15	130	40	22	15	EF	EF	
	Teacher Aide II	9.58	13.41	9	1	139	49	22	15	EF	EF	
	Cook I	7.98	11.17	9	3	140	40	22	15	EF	EF	
	Cook II	11.61	16.25	9	4	140	40	22	15	EF	EF	
	Maintenance I	11.61	16.25	9	1	176	52	22	15	EF	EF	
	Maintenance II	15.17	21.24	9	4	176	52	22	15	EF	EF	
	Maintenance III	18.97	26.56	9	1	176	52	22	15	EF	EF	
	Food Service Mgr.	18.97	26.56	9	1		44	22	15	EF	EF	
Wrangell												
	Custodian	1,260.	1,510.	6	4	35	52	27	13	EF	EO	
	Secretary I	1,135.	1,635.	6	2	35	52	35	13	EF	EO	
	Bookkeeper	1,353.	1,853	6	1	35	52	35	13	EF	EO	
	Teacher Aide	8.80			11	vary	36	0	0	None	None	
	Maintenance	1,462.	1,962.	6	1	35	52	27	13	EF	EO	

A	B	C	D	E	F	G	H	I	J	K	L	M
Yakutat												
	Custodian	7.75	8.75		2	6	37	0	15hr	EO		EO
	Secretary I	8.25	9.50		2	7	40	0	15hr	EO		EO
	Bookkeeper	18,600	23,100	6	1	7.5	52	14	12	EO		EO
	Teacher Aide	7.75	9.00		3	5-6	37	0	15	EO		EO
	Library Aide	8.25	9.50		2	6-7	37	0	15	EO		EO
	Cook I	8.25	10.00		1	7.5	37	0	15	EO		EO
	Cook II	7.75	8.75		1	6.5	37	0	15	EO		EO
	Maintenance	31,500			Spc 1	7.5	52	10	12	EO		EO
	Maintenance	22,500			6 1	7.5	52	20	12	EO		EO
Yukon Flats												
	Head Custodian	10.50	13.50	10	1	37.5	40	20	15	EO		EO
	Custodian	9.60	12.90	10	11	37.5	40	20	15	EO		EO
	Secretary I	10.20	13.50	10	1	37.5	50	20	18	EO		EO
	Secretary II	10.80	14.10	10	1	37.5	50	20	18	EO		EO
	Clerk I	9.60	12.90	10	0	37.5	50	20	18	EO		EO
	Bookkeeper	12.90	16.10			37.5	50	20	18	EO		EO
	Teacher Aide	9.60	12.90	10	2	37.5	36	6	12.5	EO		EO
	Tch Aide/Prof Dev	12,000	18,700		8	37.5	36	6	12.5	EO		EO
	Cook I	10.20	13.50	10	9	37.5	36	6	12.5	EO		EO
	Lunchroom Worker	9.60	12.90	10	1	20	36	6	12.5	EO		EO
	Maintenance I	10.50	13.80	10	5	37.5	40		15	EO		EO
	Maintenance II	11.40	14.70	10	6	37.5	40		15	EO		EO
Yukon/Koyukuk												
	Custodian	9.97	13.41	11	12	37.5	41	108	1.2	Yes		EO
	Maint. Custodian	10.39	13.97	11	6	37.5	41	54	1.3	Yes		EO
	Financial Secretary	11.63	15.64	11	1	37.5	52	21	1.3	Yes		EO
	Supt. Secy	11.63	15.64	11	1	37.5	52	21	1.3	Yes		EO
	Clk. Typist	10.39	13.97	11	6	37.5	52	121	1.3	Yes		EO
	Clerk, Payroll	11.63	15.64	11	1	37.5	52	18	1.3	Yes		EO
	Acct. Clerk	11.63	15.64	11	2	37.5	52	21	1.3	Yes		EO
	Admin. Asst.	11.63	15.64	11	1	37.5	52	21	1.3	Yes		EO
	Accountant I	16.62	21.69	11	1	37.5	52	21	1.3	Yes		EO
	Classified Instr.	10.39	13.97	11	32	37.5	41	256	1.3	Yes		EO
	Cook I	10.39	13.97	11	4	15	38	32	1.3	Yes		EO
	Maint. Mechanic	16.20	21.21	11	3	37.5	52	63	1.3	Yes		EO
	Warehouseperson	9.97	13.41	11	1	37.5	52	18	1.3	Yes		EO
	Boarding Home Coord.	10.39	13.97	11	2	15	41	16	1.3	Yes		EO

TEACHER

Below are the page headings for the Teachers' Salaries and Benefits Survey on the next page.

- A District
- B Number of full time certified employees
- C Number of full time non-certified employees
- D Number of teacher aides
- E Does contract call for more than 180 days excluding holidays?
- F Sick leave other than mandated by state law provided?
- G Personal leave (Number of days)
- H Does teacher pay for substitute during personal leave?
- I Civic leave provided?
- J Court leave provided?
- K Legislative leave provided?
- L Paternity leave provided?
- M Other leave provided?
- N Rate of salary for Certified employees
- O Rate of salary for Non-certified employees
- P Insurance benefits provided - Liab = Liability coverage
M = Medical coverage D = Dental coverage
V = Vision coverage Lf = Life Ins. coverage
- Q Cost per year per teacher for insurance coverage
- R District paid sabbatical leaves?
- S Severance pay for teachers?
- T Planning Periods?
- U Dues deduction from payroll? How many teachers participate out of how many employed in district ?
- V Tax sheltered annuity program? How many teachers participate out of how many employed in district?
- W Length of current negotiated agreement?

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W
Adak	55	10	1	Y	N	Y	N	Y	Y		Sabbat.		110/MA	\$70-90	Lf/M/D/V	30/mo	N	N	45 Min/dy		20/55	4
Alaska Gateway				N	Y	Y	N	Y	Y		Maternity		99.00	79.00	Lf/M/D/V/Liab	2,080	Y	N			10/49	3
Aleutian Region	16	7		Y	N	Y	N	Y	Y					88.98	State Plan	1,756	N	N		8/14	3/14	2
Anchorage	2257	1382	175	Y	Y	Y	N	Y	Y	Y	Prof/Milit		91.71	73.37	Lf/M/D/V/Liab	1778.	Y	N		1463/2126	363/2126	3
Annette	39	20	4	Y	N	Y	Y						60.00	50.00	Lf/M/D/V	\$237.	Y	N		29/39	3/39	1
Bering Strait	117	168	47	Y	N	Y	N	Y	Y				80.65	69.75	Lf/M/D/V/Liab		N	N	50 min/day			3
Bristol Bay	23	16	3	B	N	Y	N	Y	Y	Y			50.00	50.00	Life	844.	N	N	40 Min/day	21/23	8/23	3
Chatham	26	7		Y	N	Y	N	N		Y			50.	50.	Lf/M/D/V		N	N		5/25		1
Chugach	10	5	2	Y	Y	Y	N				Assoc/Adm		40.00	40.00	Lf/M/D/V/Liab	940.	N	N				2
Copper River	46	21.5	3	N	Y	Y	N				Prof. Dev.		108.00	72.00	Standard Aetna	2,065	N	N		31/45	9/45	3
Cordova	35	20	3	Y	Y	Y	N	Y					72.00	60.00	State Plan		N	N				1
Craig	18	11	1	Y	N	Y							75.00	70.00	M/D/V	2,144	N	N				2
Delta/Greely	72	53	18	Y	Y	Y	N	Y	Y	Y	Sabb/LOA		70.00	60.00	Lf/M/D/V		N	N	225 Min/Wk	?/68	?/68	3
Dillingham	42.5	22.5	5.5	Y	N	Y	N	Y							Lf/M/D/V/Liab	2,871	N	Y				3
Fairbanks	849	408	51	Y	Y	Y	N	Y	Y	Y	Adop;Mitry		75.00	63.00	Lf/M/D/V/Liab		Y	N	30 min/day			2
Galena	21	13	3	Y	N	Y	N	N	Y	Y			119.	101.	M/D/V/Liab	.00	N	N		15/21	5/21	3
Haines	38	4	4	Y	N	Y	N	N	Y	Y			75.	56.	M/D/V	960.	Y	N				2
Hoonah	26			Y	N	Y	N				None		70.00	50.00	Lf/M/D/V/Liab	.00	N	N	30 Min/dy	22/23	5/23	2
Hydaburg	74	6	0	Y	N	Y	N				Perev;Prof		45.00	35.00	Lf/M/D/V	1,836	N	Y	60 min/dy			1
Iditarod	49	40	9	N	Y	Y	N	Y	Y	Y	others		14./hr	14./hr	Lf/M/D/Liab	1,100	N	Y		23/49	14/46	1
Juneau	233½	130	17	N	Y	Y	N	Y	Y	Y			60.00	50.00	Lf/M/D/V	2,451	N	N	30 Min/dy	?/233½	?/233½	2
Kenai	19	18	5	Y	N	Y	N	Y					2/3Sal	60.00	M/D/V/Liab	1,009	N	N				1
Kenai	492	286	61	Y	N	Y	N	Y	Y	Y	Un;on;Prof		88.00	69.50	Lf/M/D/V/Liab	2,000	N	N	30 min/dy			2
Ketchikan	172	21	13	Y	N	Y	N	Y	Y	Y	& others		60.00	60.00	Lf/M/D/V/Liab		Y	N		146/174	53/175	2
King Cove	20	14	5	Y	Y	N	N	N	N	Y			100.	75.	Lf/M/D/V/Liab	.00	N	N	45min/dy	2/20	7/20	0
Klawock				Y	N	Y	N						95.00	65.00	Lf/M/D/V/Liab		Y	N	120 min/wk			1
Kodiak	151	142	48	Y	Y	Y	N	Y	Y	N	Berev/Preg		65.00	50.00	Lf/M/D/V/Liab		N	N	150 min/wk	111/154	69/154	3
Kuspuk				N	Y	N		Y	Y				Min.	\$8/hr	Lf/M/D/V		Y	N	60 min/day	29	25/57	
Lake & Peninsula	52	40	8	Y	N	Y	N								State Plan		N	N				3
Lower Kuskokwim	278	474	169	Y	Y	Y	N	Y	Y				11./hr	11./hr	Lf/M/D/V		Y	N	50 min/day		169/278	2
Lower Yukon	145	155	63	N	Y	Y	N	N	Y	Y	Profess.		66.00	61.46	Lf/M/D/V/Liab	1,693	Y	N	50 Min/day			2
Mat Su	353	198	17	Y	N	Y	N	Y	Y	Y	XCurr/Admn		82.00	62.00	Lf/M/D/V/Pf/Ato		N	N	75-90mn/dy			2
Nenana	19.5	8	4	N	N	Y	N	Y	Y				80.00	60.00	Lf/M/D/V/Liab	2,004	N	N	150 min/wk	14/19.5	17/19.5	3
Nome	65	33	4	Y	Y	Y	N	Y	Y				55.00	45.00	Lf/M/D/V/Liab	2,400	Y	Y	30 min/day	26/65	36/65	3
North Slope	152	248	74	N	N	Y	N	Y	Y	Y	Military		131.00	131.00	Lf/M/D/V/Liab		N	N	45 Min/dy	65/132	91/132	2
Pelican	6	0		N	N	Y	N		Y		Emer & Asn		65.00	55.00	State Plan		Y	N	45 Min/dy			1
Petersburg	45.5	15.5	3.5	N	N	Y	N	Y			Profess.		58.50	41.00	Lf/M/D/V	940.	N	N		39/49	11/49	2
Pribilof Island	16	4	14	3	N	2	N	Y	Y	Y	W/Discret.		90.00	60.00	M/D/V/Lf/Liab	1,650	N	N	50 min/dy		5/19	3
Railbelt	38	21	6	Y	N	Y	N	N	Y	Y	Sabbatical		75.00	55.00	M/D/V/Lf	1,913	N	N	50 Min/Dy		16/37	2
Sand Point	14	5	.5	3	N	N	N				Emergency				State Plan		N	N	30 Min/dy		6/14	2
Sitka	113	58	15	N	N	Y	Y	Y	N	Y			103.	81.	Lf/M/D/V	.00	Y	N		111/111	23/111	2
Skagway	18	8	3	Y	N	Y	Y						65.00	40.00	State Program		N	N	45 min/dy	13/18		1
Southeast Island	47	25	20	Y	Y	Y	N				Adm/Matern			60.00	State Plan		N	N		25/45	15/45	2
Southwest Region	70	150	34	N	N	N		Y					106.47	90.79	Lf/M/D/V/Liab	2,556	N	N	60 min/day	47/72	30/72	3
St. Marys	25	3	3	Y	N	Y	N	Y	Y				86.00	86.00			N	N			5/25	3
Unalaska	21	2		2	N	3	N	Y	Y	Y	Emerg.		75.00	75.00	M/D/V/Lf/Liab	1,778	N	N	45 min/dy	21/21	12/21	3
Valdez	72	72	15	N	Y	N	Y	Y					90.00	70.00	Lf/M/D/V		N	N		50/72	35/72	3
Wrangell	42	18	11	Y	N	Y	Y	N	Y	N	Assn.		65.	50.	Lf/M/D/V	1,623	N	N		41/42		2
Yakutat	20	9	3.8	4	N	Y	N				None		65.00	55.00	Lf/M/D/V	2,847	N	N	60 min/dy	7/17	1/17	2
Yukon Flats	38	40.5	20	Y	Y	Y	N	Y	Y	Y	Fam. Emgcy		95.00	80.00	Lf/M/D/V/Liab		Y	N	60 min/day	100%	8/38	3
Yukon/Koyukuk	55	26	26	Y	Y	Y	N	Y	Y	Y	Prof/Admin		71.65	64.20	Lf/M/D/V/Liab	1,544	N	N	50 min/dy	25/55	25/55	2

BOARD MEMBER

Below are the page headings for the Board Member Salaries and Benefits Survey on the next few pages.

- A District name
- B Board member salary (monthly unless specified)
- C Board President salary (monthly unless specified)
- D Stipends received while on board
- E Other expenses paid by District (yes/no)
- F Amount of per diem while traveling
- G Other benefits

A	B	C	D	E	F	G
Adak	\$200/yr	\$200/yr		Y	\$45 Pdm in Ak \$35. Lower 48	Liability, Health & Life available at cost.
Alaska Gateway	50/mtg	50/mtg		Y	\$50./dy Perdiem	Blanket Liability
Aleutian Region					State Perdiem	State Med & Life Ins.
Anchorage	\$400.	\$500.		Y	Actual	Various Ins./Member Pays
Annette			Lst Wage	Y	\$90/dy Perdiem	
Bering Strait	\$115/mtg			Y	\$30 Perdiem	Liab/Life Ins. - Executive Bd Members receive \$350./mo
Bristol Bay	50.00	50.00		Y	\$50 Perdiem	25¢/mi btwn Boro Commun.
Chatham	30.00	30.00	30./Mo	Y	Not Specified	None
Chugach				Y	Actual	Life & Med Ins under Considera
Copper River					\$25/day	None
Cordova				Y	\$85 Perdiem	Trv. & Legal Liability Ins.
Craig					Actual	Self pay insurance program
Delta/Creely				Y		Health & Life Ins.
Dillingham				Y	\$85./dy Perdiem	
Fairbanks	\$150./mo	\$150./mo		Y	\$35./dy Perdiem	Liability/Indemnification
Galena	None	None	Nine	Y	\$85.00	Liability Insurance
Haines			\$10./Mtg	Y	\$35.00 + Hotel	None
Hoonah				Y	Actual	None
Hydaburg				Y	\$80.dy Perdiem	
Iditarod	30./mto	160./mo		Y	\$75./dy Perdiem	Liability Ins.
Jineau			None	Y	Actual	
Kake	\$50/mtg	\$50/mtg		Y	\$100.00 Perdiem	Accidental Death & Med. Ins.
Kenai	\$100.mtg	\$150.mtg		Y	\$75. perdiem	

A	B	C	D	E	F	G
Ketchikan	\$100/mo	\$150/mo		Y	\$35 + Trv & Htl	Health/Life/Liab. Ins.
King Cove			40./Mtg	Y	\$80.00	Health, Life & Prof. Liability
Klawock	\$25./mo	\$30./mo		Y	Perdiem	Perdiem is State Rate
Kodiak	\$200	\$200		Y	\$75/dy Perdiem	xtra Pay for Nego. + Liab. Ins
Lake & Peninsula				Y	\$85/dy	Health and Life Ins.
Lower Kuskokwim	\$150/dy	\$150/dy		Y	\$35/dy + Hotel	Life Ins while traveling
Lower Yukon	\$500.00	\$500.00		Y	\$100/dy Perdiem	\$100/day for meetings (Reg.) Med. Ins./Liab./Life Ins.
Mac Su	\$200.	\$250.		Y	Actual Expenses	Life Ins.
Nenana					\$39/dy + Hotel	
Nome					\$75/dy Perdiem	Liability Insur.
North Slope	\$750/mtg	\$750/mtg		Y	\$100/in dist. \$135/Out Dist.	Liability & Travel Ins while on District Business
Pelican				Y	\$83/day	None
Petersburg			None	Y	Actual	Med & Life ins + 90% Dep. Cov.
Pribilof Island	None	None	140./mtg	Y	\$65/dy	Liab & Trv. Ins + Lost Wages
Railbelt			\$50.00	Y	50./75. + Hotel	Chairman - \$500.00 Per year
Sand Point				Y	\$80 Perdiem	Health Ins.
Sitka	None	None	None	Y	\$75. + Travel	None
Skagway					\$86.dy Perdiem	
Southeast Island				Y	\$95/\$85/\$40 Pdm	Dist. Health Ins.
Southwest Region	\$100/mtg	\$100/mtg		Y	\$30/dy + hotel	
St. Marys	\$50/mtg	\$50/mtg		Y	\$100/dy Perdiem	Life Ins. while trav for Dist.
Unalaska	No	No		Y	\$25/dy + Actl	None
Valdez				Y	\$35 + Hotel	None

A	B	C	D	E	F	G
Wranglell	None	None	None	Y	Actual Expenses	Liability Insurance
Yakutat				Y	\$25 + Hotel	Med/Life Ins for Mbr & Family
Yukon Flats	\$100/mtg	\$100/mtg		Y	\$36/dy Perdiem	Liability Ins.
Yukon/Koyukuk			\$100.00	Y	\$100/dy Perdiem	Stipend is per mtg per day Accident Ins. & Liability Ins.



GALENA CITY SCHOOL DISTRICT

GALENA, ALASKA 99741
PHONE (907) 656-1205

SUPERINTENDENT'S
OFFICE

[RECEIVED]

MAY 06 1983

May 3, 1983

Josephson,

Senator Joe Josephson
State Capitol
Pouch V
Juneau, Alaska 99811

Dear Senator Josephson:

It is my understanding that House Bill 384 and Senate Bill 282 have been introduced to control chief school administrators salaries, fringe benefits, sabbaticals and travel.

While it is felt that there is a need to control all spending, it appears that these bills are designed to deal with one chief administrator and one board. That being the case it would seem that since the State Constitution gives the State Government the responsibility for education, the Legislature could pass legislation directing the Department of Education to take over operation of an offending school district until that district can handle its own affairs. This has happened in other states. Why should we all be placed in the same category?

Let me pose some questions for thought before you take action on this bill.

1. "The chief school administrator may not accept any other employment during the school year".
 - A. Chief school administrators are usually on 260 days contracts, thus what is the definition of a school year?
 - B. Does employment mean consulting, lobbying, etc? What about during vacation and holiday times? ...or leave without pay?
 - C. What about assistant superintendents, teachers and other full time employees - it is ok for them to accept other employment during the school year?
 - D. Does the statement mean that a chief school administrator can not accept employment in the evening during the school year?

2. "A chief administrator's salary including cost of living and longevity adjustments and with the monetary value of all benefits received, may not in the aggregate exceed the base monthly salary of the Governor under AS 39.20.010 unless approved by the school board

and municipal assembly or if no municipal assembly by the State Board of Education".

A. Does a person run for governor because of the money?

B. If the chief administrator's cost of living, longevity and all benefits are compared with the governor's why not be fair and compare the governor's salary and benefits? Thus you would be comparing salary and benefits of both and it would be fairer don't you feel? Of course this would include a mansion, maid service, chauffer and food.

C. Don't you feel that there is a difference between Bureau and sites where chief administrators live?

D. The students that chief administrators are responsible for may be worth as much if not more than the governor's responsibilities given they will be the leaders of tomorrow, how much is it worth?

E. Are all municipal assemblies better at making decisions than school boards or is the State School Board so familiar with each school district that they can make a better decision?

F. Will not this requirement usurp the authority of the local school boards?

G. Have local school boards become more sophisticated in the last few years and generally better prepared to handle their affairs?

3. "A contract with a person employed as a chief school administrator may not receive deferred benefits following termination except for those deferred benefits for all employees".

It is hard to justify this clause since deferred compensation is very common all over the United States and really doesn't cost the district any more. In fact deferred payment cost less, since it may not be necessary for the district to pay TRS (of course we must assume the deferred payment clause is in the chief administrators contract).

4. "The chief administration may not be absent from the district for more than 10 consecutive days while school is in session unless purpose of absence is to receive medical treatment or unless absence is approved by the school board and municipal assembly or if no municipal assembly by the State Board of Education".

A. What if there is a school or personal emergency and the municipal assembly or State Board of Education does not meet for a month?

B. Do we get blanket approval beyond 10 consecutive calendar days?

C. What about vacations?

D. Does school in session mean 180 contract days or from July 1 through June 30? After all there may be other times when it is more important for the chief administrator to be in the district.

E. "Ten consecutive calendar days out of the district" includes Saturdays, Sundays and holidays, therefore are we to assume that the State is going to dictate through the local school board, municipal assembly and state school board how chief school administrators are going to spend Saturdays, Sundays and holidays? Do we tell others how they are going to use their free time?

5. "The chief administrator may take sabbatical leave only if

approved by the school board and municipal assembly or if no municipal assembly by the State School Board".

"The chief administrator may not receive more than 1/2 salary during a sabbatical. If the chief administrator does not return to the district for three consecutive years after a sabbatical unless all salary received must be paid back".

We agree in principle with this clause even though it is very clear that it is meant to deal with one specific chief school administrator.

A. Has this been a big problem over the years, even with the "Good Ole-Boys"?

B. What if the chief administrator is fired after one, two or two and a-half years because of circumstances beyond his/her control? Should the money received during the sabbatical have to be paid back?

C. Again are we not saying that local school boards cannot handle their own affairs when it comes to chief administrators and thus must go to either the municipal assembly or State School Board? Yet it is ok for them to approve millions of dollars for teacher salaries and other operational costs, doesn't seem to make a great deal of sense, does it?

6. "The act to take affect immediately".

A. This will not retract contracts that have been entered into by local boards and chief administrators in good faith.

B. There are chief school administrators who are in the 1st or 2nd year of 3 year legal contracts.

7. Below are some general thoughts and questions.

A. Over the last eight years we have seen a steady improvement in the quality of chief school administrators as well as continuing development of local school boards.

B. It seems that there are other ways to control the actions of chief school administrators besides taking more power away from local school boards. One way would be more local school board training, one would be recall of local school board members and for the communities to elect school board members who better reflect the wishes of the community. We are sure there are others.

C. The rule of thumb for chief school administrators salaries can be found in a number of administrative textbooks and that rule of thumb is that the chief administrator should be paid twice as much as the highest paid teacher in the district.

D. Are you going to restrict what teachers can be paid?

E. We know of a U of A instructor that received \$82,000 for much less than 260 days, are we going to restrict the amount college instructors can be paid?

F. Are we going to restrict the travel and the amount paid by other public officials as it would seem pro-rated some of them are also being paid more than the Governor, aren't they?

G. Is this bill discriminatory in nature?

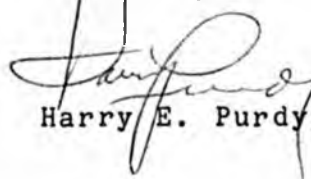
Page 4

The above questions and statements are meant to give food for thought in hopes that the necessary time will be spent of this issue.

It would be my recommendation that this bill not be reported out of committee and that the legislature look to administrators and board members for guidance. I for one will not stand by while one chief school administrator makes it difficult if not impossible for me to do my job and be paid appropriately for it.

Thank you for taking the time to read this.

Sincerely,



Harry E. Purdy, Superintendent

HEP/elb



GALENA CITY SCHOOL DISTRICT

GALENA, ALASKA 99741
PHONE (907) 656-1205

SUPERINTENDENT'S
OFFICE

May 12, 1983

RECEIVED

MAY 19 1983

Josephson,

Senator Joe Josephson
State Capitol
Pouch V
Juneau, Alaska 99811
Interdepartmental Mail Stop: 3100

Dear Senator Josephson:

This letter is written to present my views on Senate Bill 282.

There is no doubt a need for local school boards to exercise more prudence. However, never before in my 10 years on the Galena City School Board has proposed legislation appalled me as much as the introduction and possible passage of Senate Bill 282.

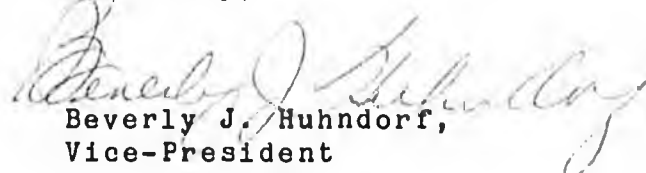
There is no doubt in my mind that Senate Bill 282 is designed to control a particular district's school board's actions. Therefore, it seems very inappropriate to classify all school boards in the same category.

I deeply resent the Bill's implication that I am not capable of dealing in an appropriate manner with our superintendent's compensation. Yet I am deemed capable of determining the expenditure of hundreds of thousands of dollars related to the school's operation. Further, it is my opinion that city or borough assemblies are no better at determining employee compensation than are school boards.

Rather than dealing a destructive blow to local school board control, it seems that the legislature should deal with an offending district board and positively support those districts that conduct themselves and the district's business in a professional and conscientious manner.

You are encouraged to vote to defeat this Bill if it should be voted on. Additionally, if it is felt that something should be done in this area, it would be my recommendation to involve chief administrators and local school board members in formulation of a solution.

Sincerely,


Beverly J. Huhndorf,
Vice-President

GALENA CITY SCHOOL DISTRICT

GALENA, ALASKA 99741
PHONE (907) 656-1205

SUPERINTENDENT'S
OFFICE



RECEIVED

MAY 19 1983

May 13, 1983

Josephson,

Senator Joe Josephson
State Capitol
Pouch V, Mail Stop: 3100
Juneau, Alaska 99811

Dear Senator Josephson:

I was elected to the Galena City School District Board of Education last October and have not yet acquired the experience that other members of our Board have. However, it is my feeling that I am every bit as qualified to make an educated decision as to how much and type of compensation the superintendent should receive. More over, it is my feeling that I am as qualified as any city assembly member or state board member. Therefore, it is very distasteful and degrading to think that the legislature has such a low regard for me as a local board member as indicated in Senate Bill 282.

You are encouraged to drop this attempt to take away power from local school boards and seek input from superintendents and school boards. Thus, allowing for a more comprehensive approach to a perceived problem.

Sincerely,


Ann Martin, Board Member

AM/elb

Southeast Island School District

640 Park Ave. - P.O. Box 8340 - Ketchikan, Alaska 99901 - (907) 225-9658 or 225-9659



May 4, 1983

RECEIVED

MAY 11 1983

Senator Joe Josephson
Alaska State Senate
Pouch V
Juneau, AK 99811

Josephson,

Dear Senator Josephson:

This is to express strong concern with regard to HB 384/SB 282, "An act relating to chief school administrators."

1. My specific concerns are as follows:

Page 1, Section 1

- (d) This section proposes that chief school administrators only be limited in salary. Why not extend this to all school district and other public employees, including University of Alaska personnel? In addition, what constitutes a school year? In this District, some schools open in July, and some close in June, so that in essence the entire year is a school year. If the intent here is to limit a superintendent from "lobbying" for his own and/or other districts for additional income, why not just prohibit a school district employee from being employed as a lobbyist for compensation in addition to regular salary?
- (e) Currently school boards have the authority to compensate all school employees [AS 14.08.101 (4), AS 14.14.060 (g), and AS 14.14.090 (i)]. As most, if not all, school districts have contracts with personnel, including chief school administrators, the proposed amendment to AS 14.14.130 might not only conflict with the above statutes, but also might be in violation of state and federal constitutional limitations on the impairment of contractual obligations.
- (f) I have a similar concern here to that in (e) with respect to potential impairment of contractual obligations. In addition, this proposal would require me to make a request to the State Board of Education any time I wished to take a vacation, since, as noted above, school is almost always in session in this district. Given the frequency of State Board meetings, this process would at best be cumbersome.

- (g) Administrators are covered under existing statute for sabbatical leave [AS 14.20.280-350 - note especially definition in 14.20.350 (1)].
 - (h) This proposed section would limit a school board's ability to have reasonable assurance of continuity in the leadership of the district. Current statute places a three consecutive year limit on the length of a superintendent's contract (AS 14.20.130). It does not appear to be of benefit for anyone to wait until near the end of such a contract to renew it, unless the school board deems it necessary.
- II. In general, the proposed legislation appears to be little more than an attempt to end the abuse of public trust by one chief school administrator whose activities, income, and place of residence have been discussed in the media and elsewhere over a number of years. While I do not in any sense condone such behavior (even though it might not be illegal) and in fact would like to see our professional association take a position on the matter, there are other means to deal with it, including making the REAA Budget Oversight Committee more active and in a position to question poor practices involving expenditure of state funds, such as lobbying, time away from District, etc.

Finally, I believe that the overwhelming majority of chief school administrators in the state are ethical and abide by professional standards established for behavior and compensation. All of us should not be penalized or disparaged because of questionable behavior by one colleague.

Sincerely,

Bob Weinstein

Robert Weinstein
Superintendent

RW:jb

MSG 23-00014375 PRY 1 05/03/83 16:23:57 ORIG: LK00 IN= 0013 OUT= 0168
FROM: BONNIE/KETCHIKAN TO: JUNEAU INFO
TARGET: LJHL SUBJ: POM

TO: SENATE H.E.S.S. COMMITTEE MEMBERS: JOSEPHSON, V. FISCHER, P. FISCHER,
HALFORD AND MOSS
HOUSE H.E.S.S. COMMITTEE MEMBERS: FRITZ, TISCHER, HILLER, CATO, DAVIS
GOLL AND KOPONEN AND HERRMANN

FROM: JIM ALGUIRE, P. O. BOX 6756, KETCHIKAN, ALASKA 99901, 225-2784

SCHOOL BOARDS ARE ELECTED OFFICIALS WHO ARE HELD ACCOUNTABLE TO THE SAME
ELECTORATE AS ARE MEMBERS OF THE BOROUGH ASSEMBLY. THERE IS NO NEED TO
COMPLICATE THIS RELATIONSHIP BETWEEN THE SCHOOL BOARDS AND THE BOROUGH
ASSEMBLIES WITH H.B. 384 AND SB 282. THANK YOU.
EOM/BCP

RECEIVED

MAY 11 1983

Josephson

SENATE HEALTH, EDUCATION & SOCIAL SERVICES COMMITTEE MEMBERS
CO-CHAIRMAN BENNETT & SACKETT, SENATORS FAIKS, FERGUSON, V. FISCHER,
P. FISCHER, JOSEPHSON, MULCAHY

FROM: TORE CONLEY, M.D., KETCHIKAN GATEWAY SCHOOL BOARD MEMBER
3412 TONGASS AVENUE
KETCHIKAN, ALASKA 99901 PHONE(WORK) 225-5144 (HOME) 225-4483

RE: SB 282

UNDERSTAND THE INTENT OF SB 282 AND CERTAINLY AGREE THAT THE ACTIVITIES OF
SUPERINTENDENT HOGAN OF BERING STRAITS SCHOOL DISTRICT NEED TO BE STOPPED.
HOWEVER, THIS DOESN'T SEEM TO ME TO BE THE WAY TO DO IT.

OUR LOCAL DEALING WITH THE BOROUGH ASSEMBLY AND THE SCHOOL ADMINISTRATION ARE
CORDIAL AND QUITE PROPER, LEGALLY AND MORALLY. SUCH IS THE CASE IN MOST AREAS.

PLEASE DON'T COMPLICATE BOTH OUR LIVES AND THAT OF THE BOROUGH ASSEMBLY
MEMBERS BY DEVELOPING A SOLUTION APPROPRIATE TO ONE AREA AND THEN APPLYING
IT INDISCRIMINATELY TO THE REST OF THE STATE. WE SIMPLY DON'T DESERVE TO
BE TARRED WITH THAT BRUSH.

RECEIVED

MAY 6 1983

Josephson

TO: MEMBERS OF THE SENATE HESS COMMITTEE: CHAIRMAN JOSEPHSON, V. FISCHER, F. FISCHER, HALFORD, AND MOSS.
MEMBERS OF THE HOUSE HESS COMMITTEE: CO-CHAIRMEN FITZ & TISCHER, MILLER (NORTH POLE), CATO, DAVIS, GOLL, AND KUOPONEN.
REPRESENTATIVES WENDTE & MCBRIDE AND SENATOR ZIEGLER.

RE: SB 282 AND HB 384

=====

THE FOLLOWING POMS HAVE BEEN SUBMITTED BY INDIVIDUALS REGARDING THESE TWO BILLS AND DIRECTED TO THESE LEGISLATORS:

FROM: JIM ELKINS
312 FRONT STREET
KETCHIKAN, ALASKA 99901 PHONE: (WORK) 225-4830

RECEIVED
MAY 06 1983

I AM VERY MUCH OPPOSED TO SB 282 AND HB 384. AS AN ELECTED MEMBER OF THE BOROUGH ASSEMBLY, I BELIEVE THAT THE ASSEMBLY SHOULD STAY OUT OF THE DAY TO DAY OPERATIONS OF THE SCHOOL DISTRICT.

Josephson

DON'T CREATE PROBLEMS FOR THE SCHOOL DISTRICTS AND BOROUGH ASSEMBLIES WITH LEGISLATION SUCH AS SB 282 AND HB 384.

FROM: EDWARD MCNULTY
POUCH Z
KETCHIKAN, ALASKA 99901 PHONE (HOME) 225-5443 (WORK) 2252118

AN ALTERNATIVE TO HB 384 AND SB 282 IS TO ENDOW THE STATE BOARD OF EDUCATION WITH THE RESPONSIBILITY TO STRAIGHTEN OUT INDIVIDUAL SCHOOL BOARDS AND SUPERINTENDENTS WHO GROSSLY ABUSE THE SYSTEM.
PLEASE VOTE AGAINST HB 384 AND SB 282.

FROM: BEN WILLIAMS, KTN GATEWAY BOROUGH SCHOOL DISTRICT BOARD MEMBER
POUCH Z, KETCHIKAN, ALASKA 99901
PHONE (HOME) 225-5655 (WORK) 225-4183

SCHOOL BOARDS ARE ELECTED OFFICIALS WHO ARE HELD ACCOUNTABLE TO THE SAME ELECTORATE AS ARE THE MEMBERS OF THE BOROUGH ASSEMBLY. THERE IS NO NEED TO COMPLICATE THIS RELATIONSHIP BETWEEN SCHOOL BOARDS AND BOROUGH ASSEMBLIES WITH HB 384 AND SB 282.
PLEASE VOTE AGAINST HB 384 AND SB 282.

FROM: PAMELA S. VANWECHEL
BOX 9139
KETCHIKAN, ALASKA 99901 PHONE (HOME) 225-4381 (WORK) 225-2118

I AM NOT IN FAVOR OF HB 384 AND SB 282. I FIRMLY BELIEVE THAT DISCIPLINARY ACTION TOWARD INDIVIDUALS THAT ARE ABUSING PUBLIC CONFIDENCE SHOULD OCCUR... I DO, HOWEVER, OBJECT TO THE "BROAD BRUSH APPROACH" BEING USED TO REMEDY SPECIFIC SCHOOL DISTRICT OUTLAWS. PLEASE BE FAIR RATHER THAN REACTIONARY IN DEALING WITH SCHOOL DISTRICT/BOROUGH RELATIONSHIP LEGISLATION.

=====

FROM: PAM HJORTESET, KTN GATEWAY BOROUGH SCHOOL DISTRICT BOARD MEMBER
POUCH Z, KETCHIKAN, ALASKA 99901
PHONE: (HOME) 225-6794 (WORK) 225-6661

AS AN ELECTED SCHOOL BOARD MEMBER AND AN OBSERVER OF SCHOOL BOARD/BOROUGH
ASSEMBLY RELATIONSHIPS, I AM VERY MUCH OPPOSED TO SB 282 AND HB 384. THERE
IS NO NEED TO COMPLICATE THIS RELATIONSHIP BETWEEN THE SCHOOL BOARDS AND
BOROUGH ASSEMBLIES WITH SB 282 AND HB 384. PLEASE VOTE AGAINST BOTH BILLS.

FROM: DAVID MEANS
POUCH Z
KETCHIKAN, ALASKA 99901 PHONE(HOME) 225-4543 (WORK) 225-2118

SB 384 AND SB 282 UNNECESSARILY COMPLICATE THE SCHOOL DISTRICT/MUNICIPAL
RELATIONS. THEY ARE AN ILL-ADVISED RESPONSE TO A SPECIFIC SITUATION.
PLEASE VOTE AGAINST BOTH BILLS. THANK YOU.

(pdy)

====EOM

MSG 00-00014005 RTTY 4 05/04/83 15:37:53 ORIG LH00 IN= 0015 OUT= 0133
FROM: MARY MATOU TO: JMW INFO
TARGET: LUHL SUBJ: P.B.N.

TO SENATORS HESTTULA, FERGUSON, JOSEPHSON, V. FISCHER, WALFORD,
F. FISCHER, HOSS
REPS. LARSON, LACHER, FRITZ, TONER, H. MILLER, HERRMANN, COLL,
KOPONER, DAVID

FR: PAT MUNSICKER
VICE PRESIDENT
MATANUSKA SUSITNA BOROUGH SCHOOL BOARD
P O BOX 1052
WILLOW 99488 PH: 495-4401

RECEIVED
MAY 06 1983

RE HB 364, SB 282

Josephson,

I STRONGLY OPPOSE THESE BILLS. THIS LEGISLATION UNDERMINES THE POWER OF THE SCHOOL BOARD. IT WOULD HAMPER OUR ABILITY TO ATTRACT TOP QUALITY EDUCATORS. THERE MUST BE ANOTHER SOLUTION TO THIS PROBLEM. PLEASE DO NOT ACT HASTILY ON THIS LEGISLATION. WILL FOLLOW UP WITH DETAILED LETTER.

S B

291

STATE OF ALASKA
FISCAL NOTE

Revision Date _____, 1983

I. REQUEST

Bill/Resolution No.: SB 291
 Title: "Relating to Pharmacy Security"
 Sponsor: HESS Committee
 Requestor: _____

II. FISCAL DETAIL

Agency Affected: Commerce & Econ. Develop.
 Program Category Affected: Public Protection
 BRU, Program of Subprogram(s) Affected: Occupational Licensing

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 83	FY 84	FY 85	FY 86	FY 87	FY 88
OPERATING						
100 PERSONAL SERVICES						
200 TRAVEL						
300 CONTRACTUAL						
400 COMMODITIES	0	1.0	0	0	0	0
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC						
TOTAL OPERATING	0	1.0	0	0	0	0
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER (Specify Source)						

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

III. SOURCE OF FUNDS TO OFFSET FISCAL IMPACT OF BILL:

Not identified by sponsor.

RECEIVED

JUN 1 1983

Josephson,

IV. ANALYSIS: Attach a separate page for any Analysis

Prepared By: Darrell Miller
 Division: Occupational Licensing

Phone: 465-2535
 Date: 5/10/83

Approved by Commissioner: Richard A. Lyon
 Department: Commerce and Economic Development

Date: 6/15/83

Distribution:

- Original to Legislative Finance
- Copy to Office of Management and Budget (for Legislature introduced bills)
- Copy to Department (for Governor introduced bills)
- Copy to Sponsor
- Copy to Requestor (if different from Sponsor)

3/8/83

SB 291

400 COMMODITIES

\$1,000.00

If this bill is passed, it would be necessary to reprint the Pharmacy Statute Booklets, with the revised language inserted. This would be a one time expense.

S

B

303

State Comparison of Laws Regulating Social Work

July 1983

TABLE I *Year of Enactment, Type, and Administration of State Statute*
TABLE II *Levels of Practice Regulated and Renewal Periods*
TABLE III *Exclusions, Privileged Communication, and Other Features*
TABLE IV *Continuing Education Provisions*
MAP

*National Association of Social Workers, Inc.
7981 Eastern Avenue
Silver Spring, MD 20910*

*For information: Myles Johnson, ACSW
Staff Associate*

TABLE I—Year of Enactment, Type, and Administration

State (In Order of Enactment)	Year of Enactment		Type ¹	Name of State Regulatory Agency	Location Within State Government	Number of Board Members	
	First	Amended				Total	SW
1. Puerto Rico	1934	1940	L	Board of Examiners of Social Workers ²	Independent Board	7	7
2. California	1945	1981 ^{2a}	R	Board of Behavioral Science Examiners	Department of Consumer Affairs	11	2 ³
	1968	1973	L				
3. Rhode Island	1961		R	Board of Registration of Social Workers	Department of Social Welfare	5	4
4. Oklahoma	1965	1980	L	State Board of Licensed Social Workers	Independent Board	5	4
5. New York	1965		R	State Board for Social Work	The State Education Department	10 ²¹	9
6. Virginia	1966	1975 ¹⁰	L	Virginia Board of Social Workers ¹⁰	Dept. of Health Regulatory Boards	5	5
7. Illinois	1967		R	Social Workers Examining Committee	Dept. of Registrations & Education	7	7 ³
8. South Carolina	1968		R	State Board of Social Worker Registration	Independent Board	7	7
9. Maine	1968	1978	R/L	State Board of Social Worker Registration	Dept. of Business Regulation	8	7
10. Michigan	1972	1975	R	State Board of Examiners of Social Work	Dept. of Licensing & Regulation	7	5 ⁷
11. Louisiana	1972		L ⁸	State Bd of Bd Certified Social Work Examiners	Dept. of Health & Human Resources	5	5
12. Utah	1972	1977	L	Board of Social Work Examiners	Department of Registration	5	5 ¹⁷
13. Kansas	1974	1980	L	Behavioral Sciences Regulatory Board ²⁴	Independent Board	7	2
14. Kentucky	1974	1976	L	State Board of Examiners of Social Work	Div. of Occup. & Prof., Dept. of Finance	7	6 ⁸
15. Arkansas	1975	1981	L	Social Work Licensing Board	Independent Board	7	6 ¹⁷
16. South Dakota	1975		L	Board of Social Work Examiners	Dept. of Commerce & Consumer Affairs	5	4 ¹¹
17. Maryland	1975	1983 ²⁷	R	State Board of Social Work Examiners	Dept. of Health & Mental Hygiene	5	4 ¹⁴
18. Colorado	1975	1981 ²⁸	R/L ¹¹	Board of Social Work Examiners	Dept. of Regulatory Agencies	7	3 ¹³
19. Idaho	1976		L	State Board of Social Work Examiners	Dept. of Self-Governing Agencies	5	5 ¹⁶
20. Delaware	1976		L	State Board of Social Work Examiners	Independent Board	5	3 ¹⁸
21. Alabama	1977		L	Alabama Board of Examiners in Social Work	Independent Board	7	7 ¹⁹
22. Oregon	1977	1979	R	State Board of Clinical Social Workers	Dept. of Human Resources, Health Division	7 ²⁵	4
23. Massachusetts	1977		L	Board of Registration of Social Workers	Independent Board	7	4 ²²
24. Tennessee	1980		R	Advisory Council—Board of Certification	State Licensing Board for Healing Arts	—	— ²³
25. Texas	1981	1983 ²⁹	R	Council for Social Work Certification	Texas Board of Human Resources	9 ²⁶	6
26. Florida	1981		R	No Board	Department of Professional Regulation	—	—
27. Montana	1983		R	State Board of Social Work Examiners	Independent Board	5	4 ²⁰
28. North Dakota	1983		L	Board of Social Work Examiners	Independent Board	6	4 ²¹
29. North Carolina	1983		R	Certification Board for Social Work	Independent Board	7	4 ²²
30. New Hampshire	1983		R	Board of Examiners of Psychologists	Independent Board	7	1 ²³
31. Virgin Islands	1983		R	Board of Social Work Licensure	Independent Board	5	4

TABLE I—YEAR OF ENACTMENT, TYPE, AND ADMINISTRATION

¹R = Registration or certification title; L = License to practice

²1940 also established a College of Social Workers of Puerto Rico, comprised of all social workers licensed in Puerto Rico. (P.R.)

³Two Clinical Social Workers; (Two Registered Social Workers) Cal.

⁴Two Licensed Social Workers; Two Lic. Social Work Associates; one public member. (Okla.)

⁵Four with MSW Degrees; three with undergraduate degrees. (Ill.)

⁶The Board shall have at least two Certified Social Workers; one Social Worker and one Social Worker Technician. (Mich.)

⁷Law actually grants "right to practice and use the title" but prohibits only misuse of title. (La.)

⁸Two each Certified Social Workers, Social Worker and persons licensed for independent practice. (Ky.)

⁹Legislature dismantled Board of Behavioral Science Examiners in 1983 (Va.)

¹⁰Act establishes registration of MSW or BA + 2 years level and licensure of other levels. (Colo.)

¹¹Three Certified Social Workers; Two Master Social Workers;; One Social Worker; One public member.(Ark.)

¹²Two certified Social Workers; one Social Worker, one Social Work Associate. (S.D.)

¹³Appointments of one person required from each of the three lists from Md. Chapter, and Metro D.C. Chapter, NASW; (Md.)

¹⁴Requires at least one member engaged in "Direct services" and one member in "education, training, or research in Social Work." (Colo.)

¹⁵Three Certified Social Workers; Two Social Workers. (Idaho)

¹⁶Three Licensed Clinical Social Workers; one 'general public' member. (Del.)

¹⁷Four licensed Certified Social Workers; Two licensed Graduate S.W.; One licensed Bachelor S.W. (Ala.)

¹⁸Three clinical social workers; one public citizen; one consumer of clinical services. (Ore.)

¹⁹Law prohibits "not less than seven" CSW and requires one consumer representative. Ten persons currently appointed. (N.Y.)

²⁰Four social workers, representing each of the licensed levels, three persons to represent the general public. (Mass.)

²¹Advisory Council: three Master Social Workers. (Tenn.)

²²Board regulates both Psychologists & Social Workers: Two Certified Psychologists; Two Social Workers; Three Members of general public. (Kansas)

²³Four Clinical Social Workers; two public members; one consumer member. (Ore.)

²⁴Three Certified Social Workers; Three Social Workers or Social Work Associates; Three public members. (Tex.)

²⁵Sunset review reenactment expanded coverage to public employees (Md.)

²⁶Act amended to end RSW registration level in 1983. No new registrations issued. (Cal.)

²⁷Re-enactment following "Sunset review."

²⁸One each social worker member employed in private practice, state social service agency, medical or social welfare field, and social work education. (Mont.)

²⁹Two Licensed Social Workers and Two Certified Social Workers (N.D.)

³⁰Two Certified Social Workers and Two Certified Clinical Social Workers (N.C.)

³¹A single Certified Clinical Social Worker is added to an existing state board of psychologists (N.H.)

TABLE II—LEVELS OF PRACTICE REGULATED

¹Act provides eligibility for either of BA + 2 years post graduate study (MSW), EA + 1 year post graduate study + 2 years experience, or BA with Social Work major (BSW) + 3 years of experience. (P.R.)

²1972 amendments provide eligibility for MSW, BSW + 3 years of experience, BA + 5 years experience, and 1 year Social Work Master's study + 1 year other MA study—2 years experience. (Cal.)

³One year of experience must be in a hospital, clinic, or agency and providing psychotherapy. (Cal.)

⁴Master's or equivalent degree in Social Work. (N.Y.)

⁵Or membership in NASW on May 29, 1968. (effective date of Act). (S.C.)

⁶Legal resident or employed in the state (Mich.) (Kansas).

⁷Or has the equivalent of 4,000 hours of voluntary service. (Mich.)

⁸Or has the equivalence of 2,000 hours of voluntary service, was previously certified, or has AA in Social Work. (Mich.)

⁹Only Certified Social Workers may practice independently. (Md.)

¹⁰Only LSW-11 with 4 years experience may practice independently, other two levels have title protection only. (Colo.)

¹¹Employment not required if person has an accredited BSW or MSW, or was previously certified. (Mich.)

¹²BA in "related fields. . . approved by the board" recognized. (Idaho).

¹³Includes specialty license as "Clinical Social Worker." (Utah).

¹⁴Previous titles continued temporarily. (Va.)

¹⁵Experience required in 2 years full time or 3 years part time; 4 years full time or 5 years part time for specialty license. (Ala.)

¹⁶For six years from May 23, 1977, an LBSW may be granted applicant with BA and two years of full time continuous employment as a social worker. (Ala.)

¹⁷Renewal requires one to have been "actively engaged" in practice during registration period. (Ore.)

¹⁸Applicant must submit evidence of qualification to practice independently. (Maine.)

¹⁹Period for renewal to be set by Board. (Mass.)

²⁰Dept. to establish procedures including "the number of years of acceptable Social Work experience." (Tex.)

²¹The SWA certificate was open for application for two years only ending August 1983. (Tex.)

²²The MSW must have "a major emphasis or specialty in direct patient or health care services," and be CSWE accredited. Doctoral degree need not be CSWE accredited. (Fla.)

²³Exam to be "prepared by dept. or State professional organization." (Fla.)

²⁴MSW or "doctorate" required plus 3,000 hours in psychotherapy, in past 5 yrs. Three references also required (Mont.)

²⁵"2 years or 3,000 hours of post-masters supervised, paid clinical experience." (N.H.)

²⁶The Certified Clinical S.W. requires the CMSW license; the Certified S.W. Manager requires a CSW license (N.C.)

TABLE II—Levels of Practice Regulated—Renewal Periods

	Title	Initials	Education	Experience Required	Current Employment Required	Exam Required	Renewal Period
ALABAMA	Independent Practice		MSW	+ 2 ¹¹		YES	2 years
	Certified Social Worker	LCSW	MSW	+ 2 yrs.		YES	
	Graduate Social Worker	LGSW	MSW		NO	YES	
	Bachelor Social Worker	LBSW	BSW	"	NO	YES	
ARKANSAS	Licensed Certified Social Worker	LCSW	MSW	+ 2 years		YES	2 years
	Licensed Master Social Worker	LM ¹²	MSW		NO	YES	
	Licensed Social Worker	LSW ¹³	BSW			YES	
CALIFORNIA	Licensed Clinical Social Worker	LCSW	MSW	+ 2 years ¹⁴	NO	YES	Annual
COLORADO	Licensed Social Worker II	LSWII ¹⁵	MSW	+ 5 years		YES	2 years
	Licensed Social Worker	LSWI	MSW	+ 2 years	NO	YES	
	Registered Social Worker	RSW	MSW or BA	+ 2 years		NO	
DELAWARE	Licensed Clinical Social Worker	LCSW	MSW	+ 2 years	NO	YES	2 years
FLORIDA	Clinical Social Worker	LCSW	MSW	+ 3 years ¹⁶	NO	YES ¹⁷	2 years
IDAHO	Independent Practice	—	MSW	+ 2 years		NO	Annual
	Certified Social Worker	CSW	MSW		NO	YES	
	Social Worker	SW	BSW ¹⁸			YES	
ILLINOIS	Certified Social Worker	CSW	MSW		NO	YES	2 years
	Social Worker	SW	BA	+ 2 years	YES	YES	
KANSAS	"Specialties"		MSW	+ 2 years		YES	2 years
	Master Social Worker	MSW	MSW		YES ¹⁹	YES	
	Baccalaureate Social Worker	BSW	BSW			YES	
KENTUCKY	Independent Practice		MSW	+ 2 years		YES	3 years
	Certified Social Worker	CSW	MSW		NO	YES	
	Social Worker	SW	BSW			YES	
LOUISIANA	Board Certified Social Worker	BCSW	MSW	+ 2 years	NO	YES	Annual
MAINE	Independent Practice		MSW	+ 2 years		YES ²⁰	2 years
	Certified Social Worker	CSW	MSW			YES	
	Registered Social Worker	RSW	BSW		NO	YES	
	Associate Social Worker	ASW	BA or	+ 2 years 6 years		YES	
MARYLAND	Independent Practice		MSW	+ 2 years		YES	2 years
	Certified Social Worker	CSW ²¹	MSW	+ 2 years		YES	
	Graduate Social Worker	GSW	MSW		NO	YES	
	Social Work Associate	SWA	BSW			YES	
MASSACHUSETTS	Independent Clinical Social Worker	ICSW	MSW	+ 3 years		YES	"
	Certified Social Worker	CSW	MSW			YES	
	Social Worker	SW	BSW or BA	+ 2 years	NO	YES	
	Social Work Associate	ASW	BA/BA			YES	
MICHIGAN	Certified Social Worker	CSW	MSW	+ 2 years	NO ²²	NO	Annual
	Social Worker	SW	MSW or BA	+ 2 years	YES ²³	NO	Annual
	Social Worker Technician	SWT	2 yr. BA or	1 year	YES ²⁴	NO	

TABLE II—Levels of Practice Regulated—Renewal Periods—Continued

	Title	Initials	Education	Experience Required	Current Employment Required	Exam Required	Renewal Period
MONTANA	Licensed Social Worker	LSW	MSW	+2 ²⁶	NO	YES	2 years
NEW HAMPSHIRE	Certified Clinical Social Worker	CCSW	MSW	+2 ²⁷	NO	NO	—
NEW YORK	Certified Social Worker	CSW	MSW ^a		NO	YES	2 years
NORTH CAROLINA	Certified Social Worker	CSW	BSW		NO	YES	2 years
	Certified Master Social Worker	CMSW	MSW		NO	YES	
	Certified Clinical Social Worker	CCSW	MSW	+2 ²⁸	NO	YES	
	Certified Social Work Manager	CSWM	BSW	+2 ²⁸	NO	YES	
NORTH DAKOTA	Licensed Social Worker	LSW	BSW		NO	YES	2 years
	Licensed Certified Social Worker	LCSW	MSW		NO	YES	
	Independent Practice		MSW	+3	NO	NO	
OKLAHOMA	Independent Licensed Social Worker	LSW	MSW	+2 years	NO	YES	Annual
	Licensed Social Work Associate	LSWA	BSW	+2 years	NO	YES	
OREGON	Registered Clinical Social Worker	RCSW	MSW	+2 years	NO ¹⁹	NO	Annual ¹⁸
PUERTO RICO	Social Worker		BA-MSW ¹	+2 years	NO	NO	None
RHODE ISLAND	Registered Social Worker	RSW	MSW		NO	NO	Annual
SOUTH CAROLINA	Registered Social Worker	RSW	MSW ¹		NO	NO	Annual
SOUTH DAKOTA	Independent Practice	CSW-PIP	MSW	+2 years		YES	2 years
	Certified Social Worker	CSW	MSW			YES	
	Social Worker	SW	BSW		NO	YES	
	Social Work Associate	SWA	AA-BA			YES	
TENNESSEE	Independent Practice	—	MSW	+5 years	NO	NO	Annual
	Master Social Worker	MSW	MSW		NO	NO	Annual
TEXAS	Private Practice		CSW	+ Exper. ²²		NO	Annual
	Certified Social Worker	CSW	MSW		NO	YES	Annual
	Social Worker Social Work Associate ²¹	SW SWA	BSW HS/BA			YES YES	Annual Annual
UTAH	Independent Practice ¹⁹	—	MSW	+ years		YES	Annual
	Certified Social Worker	CSW	MSW		NO	YES	
	Social Service Worker	SSW	BSW			YES	Annual
	Social Service Aide	SSA					
VIRGIN ISLANDS	Social Work Associate	SWA	AA/BA		NO		
	Social Worker	SW	BSW or BA	+2	NO		
	Certified Social Worker	CSW	MSW		NO	NO	
	Certified Independent Social Worker	CISW	MSW	+2	NO		2 years
VIRGINIA	Clinical Social Worker ¹⁸	CSW	MSW	+3 years	NO	YES	
	Social Worker	SW	MSW	+3 years		YES	2 years

TABLE III—Exclusions, Privileged Communication, and Other Features

	EXCLUDED GROUPS			Privileged Communi- cations	Reciprocity	FEES		PENALTY	
	Public Employees	Private				Initial	Renewal	Fine	Imprisonment
		Agency Employees	Students						
ALABAMA	YES	NO	YES	NO	YES	Min \$50	Min \$25	None	None
ARKANSAS	NO	NO	YES	YES	NO	2	2	\$100-500	
CALIFORNIA	YES	YES	NO	YES	NO	\$5-10	\$3-11	3	
COLORADO	NO	NO	NO	YES	YES	\$10-50	\$2 50-\$20	"Class 3 Misdemeanor"	
DELAWARE	YES	YES	NO	YES	YES	9	2	"Class A Misdemeanor"	
FLORIDA	YES	NO	YES	NO	YES	Max \$250	Max \$150	Misdemeanor 1st degree	
IDAHO	NO	NO	YES	YES	YES	\$50	\$50	"Misdemeanor	
ILLINOIS	NO	NO	YES	YES	YES	\$25	\$10	\$50-500	And or 1-6 month
KANSAS	NO	NO	NO	NO	YES	\$10-50	\$10-50	"Class C Misdemeanor" 2	
KENTUCKY	YES	NO*	NO	YES	YES	Max \$30	Max \$30	"Class B Misdemeanor" 4	
LOUISIANA	YES	YES	YES	YES	YES	\$50	\$20	\$100-500 or 6 months max	
MAINE	YES	NO*	NO	YES	YES	5	8	\$50-500	
MARYLAND	YES	NO	YES	NO	YES	Max \$50	Max \$50	Max \$500	And or 90 day max
MASSACHUSETTS	YES	NO	YES	YES	YES	2	2	Max \$500	Max 3 mos
MICHIGAN	NO*	NO	NO	YES	YES	\$25 ⁷	\$15	3	
MONTANA	YES	YES ¹¹	YES	YES	YES	2	2	Max \$500	Not to exceed 6 mos
NEW HAMPSHIRE				YES				Misdemeanor	
NEW YORK	NO	NO	NO	YES	YES ¹	\$110	\$30	"Class A Misdemeanor"	
NORTH CAROLINA	YES ¹²	NO	NO	YES	YES	Max \$150	Max \$15	Max \$200	Not to exceed 6 mos
NORTH DAKOTA	NO	NO	YES	NO	YES	Max \$100	Max \$20	Class B Misdemeanor	
OKLAHOMA	NO	NO	NO	YES	NO	Max \$75	Max \$50	\$100-500	
OREGON	YES	YES	YES	NO	NO	Max \$50	Max \$40	"Class C Misdemeanor" 5	
PUERTO RICO	NO	NO	YES	NO	NO	\$3	15	6	
RHODE ISLAND	NO	NO	NO	NO	NO	\$5	\$1	\$300—1st Off \$500 Subseq	And or 1 year
SOUTH CAROLINA	NO	NO	NO	NO	NO	\$10 ⁸	\$5	Min \$100 or Min 30 days	
SOUTH DAKOTA	NO	NO	YES	YES	NO	2	2	Max \$500	And or 30 day max
TENNESSEE	NO	NO	NO	NO	NO	\$50	\$50	Misdemeanor \$50 max fine	
TEXAS	NO	NO	NO	NO	NO	7	2	10	None
UTAH	NO	NO	NO	NO	YES	\$25 ⁸	1		
VIRGIN ISLANDS	NO	NO	YES	YES	NO	4	2	\$100-500	None
VIRGINIA	YES	YES	YES	YES	YES	\$175	\$60	\$50-500	

TABLE III—EXCLUSIONS

A "YES" indicates group is exempted from coverage of act, under "EXCLUDED GROUPS" only

¹Authority to waive qualifying requirements given to Board. (N.Y.)

²Authority to set fees given to Board. (Ark., S.D., Del., Mass., Tex., Mont., V.I.)

³Specifics not included in chapter on social work regulations. (Utah, Calif., P.R., Mich.)

⁴Excludes "School Social Worker" title use in Dept. of Education. (Mich.)

⁵Excludes persons employed in church-operated or affiliated agencies. (Ky.)

⁶\$25 for CSW and SW; \$7.50 for Social Service Aide. (Utah)

⁷S.W. Technician; \$15 initial fee, \$10 renewal. (Mich.)

⁸Fees vary according to licensure level. (Maine)

⁹Excludes a person employed by a hospital accredited by the Joint Commission on the Accreditation of Hospitals (JCAH) who is practicing independently. (Maine)

¹⁰Attorney General is authorized to file a civil suit for "injunctive relief or to recover the civil penalty." (Tex.)

¹¹Employees in an "educational research or charitable institution" are not prohibited from the duties or use of titles of their position. (Mont.)

¹²The act specifically prohibits making a certificate or an examination of this act a requirements for any position. (N.C.)

TABLE IV—Continuing Education Provisions

The authorizing provisions included in the legislation are listed below, for states that have acts which specify some form of continuing education requirement for the renewal of a license or certificate. Specific regulations should be obtained from the respective boards.

ALABAMA

Section 12.11

At the time of license renewal each applicant shall present satisfactory evidence that in the period since the license was issued, such applicant has completed the continuing education requirements specified by the Board. At the time of license renewal, the Board may, in its discretion, waive the continuing education requirement upon a showing by an applicant that prolonged illness or other extenuating circumstances prevented completion of such requirement. A waiver shall not be granted to any applicant twice in succession.

ARKANSAS

Section 10(d)

At the time of license renewal, each applicant shall present satisfactory evidence that in the period since the license was issued, he has completed the continuing education requirements as required by the Board.

COLORADO

Section 12-63.5-111

Every person seeking a renewal of a certificate shall show evidence to the board that he has been engaged in at least four-teen classroom clock hours of continuing education under the sponsorship of an accredited school or a program approved by the board. The board has the authority to revise the criteria so that time, content, and appropriateness of continuing education activities may be kept current, effective, and relevant. Any revision of criteria regarding time, content, or appropriateness of continuing education must be made known by inclusion in the annual notice of renewal of licensure and registration.

DELAWARE

Section 378

At the time of the license renewal each applicant shall present satisfactory evidence that in the period since the license was issued, he or she has completed continuing education requirements as developed and specified by the Board.

FLORIDA

Section 490.007(2)

Each applicant for renewal shall present satisfactory evidence that in the period since the license was issued, the applicant has completed continuing education requirements set by rule of the department or, in the case of psychologists, by rule of the board. Not more than 25 hours of continuing education per year shall be required.

KANSAS

Section 23(b)

Except as otherwise provided in KSA 75-5356, as amended, a license may be renewed by the payment of the renewal fee set forth in this act and the execution and submission of a signed statement, on a form to be provided by the board, attesting that the applicant's license has been neither revoked nor currently suspended and that applicant has met the requirements for continuing education established by the board.

KENTUCKY

Section 335, 130(4)

The board may, at its discretion, require continuing education as a condition of license renewal. (Enact. Acts 1974, ch. 279 & 13.)

MAINE

Section 7060

... Every 2nd renewal shall be contingent upon evidence of participation in a continuing professional education course or program as approved by the Board.

MARYLAND

Section 848(E)

At the time of renewal, the board may require the licensee to produce evidence of keeping abreast of new developments in the applicant's area of specialization in the field of social work. This requirement shall be standardized for all licensees within each category and within each specialization.

MASSACHUSETTS

Section 136

At the time of license renewal, each applicant shall present satisfactory evidence that in the period since the license was issued, he has completed the continuing education requirements specified by the board.

MONTANA

Section 9(2)

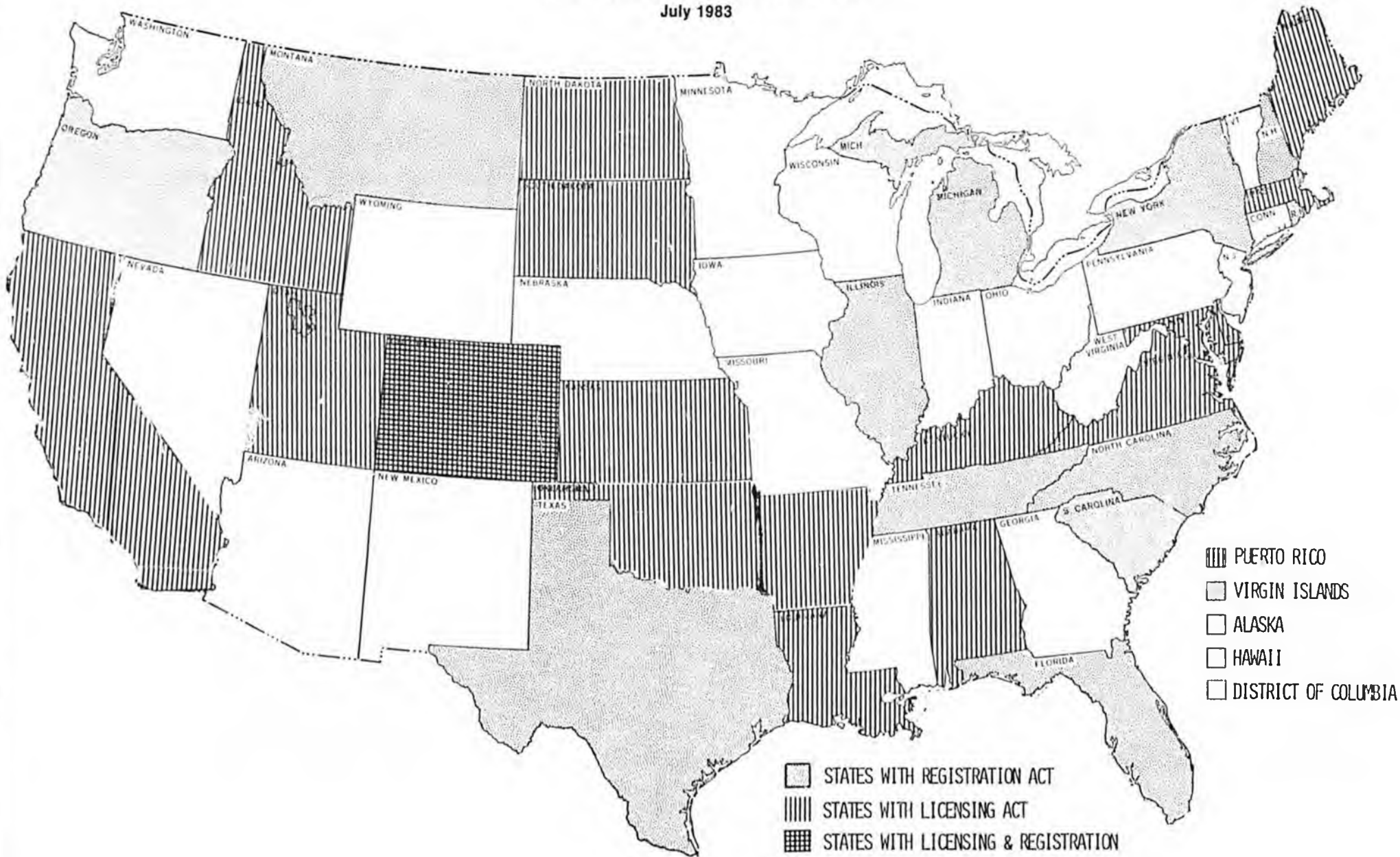
Application for renewal must be made upon a form provided by the department. A renewal license must be issued upon payment of a renewal fee set by the board and upon submitting proof of completion of continuing education requirements.

TABLE IV—Continuing Education Provisions—Continued

NORTH CAROLINA	<p><i>Section 90B-9(b)</i> All certificates issued hereunder shall be renewed at the times and in the manner provided by this section. At least 45 days prior to expiration of each certificate, the Board shall mail a notice for certificate renewal to the person certified for the current certification period. Prior to the expiration date, the applicant must return the notice properly completed, together with a renewal fee established by the Board and evidence of completion of the continuing education requirements established by the Board under G.S. 90B-6(g), upon receipt of which the Board shall issue to the person to be certified the renewed certificate for the period stated on the certificate.</p>	TEXAS	<p><i>Section 50.023(b)</i> The department shall notify each person certified of the date of the expiration of a certificate or order of recognition issued to him, the amount of the fee for renewal, and the continuing education provisions that are required for its renewal for one year. The notice shall be mailed by United States mail to the person certified at least 30 days in advance of the date of the expiration of the certificate or order of recognition.</p>
NORTH DAKOTA	<p><i>Section 12(5)</i> At the time of renewal the board shall require each applicant to present satisfactory evidence that the applicant has completed the continuing education requirements specified by the board.</p>	UTAH	<p><i>Section 58-35-8</i> At the time of license renewal the social work licensure board may require a licensee to produce evidence of having upgraded themselves in their area of practice or expertise. This requirement may be satisfied through professional learning or practice.</p>
OKLAHOMA	<p>Section 8.B on independent practice requires that the licensee "3. Shall continue to meet continuing education requirements set by the Board." (Effective after October 1, 1980).</p>	VIRGINIA	<p><i>Regulations--Section IV-B</i> Renewal applications may contain questionnaires on continuing education, inspection of practices, and other related professional matters. The continuation of a license is contingent upon the completion of these questionnaires.</p>
SOUTH DAKOTA	<p><i>Section 25</i> Attendance at post graduate work as may be proscribed by the board, is a further requirement for renewal of said license. In no instance may the board require a greater number of hours of annual continuing education study than are available at courses approved by the board and held within the state. The board shall be allowed to waive the continuing education requirement in cases of certified illness or undue hardship.</p>	VIRGIN ISLANDS	<p><i>Section 520 Duties of the Board</i> (b) Promulgate rules and regulations that set standards for professional practice and continuing education requirements for certified independent social workers, certified social workers, social workers, and social work associates.</p>

STATES WITH ACTS REGULATING SOCIAL WORK

July 1983



31 Jurisdictions Regulate Profession As States Pass Laws At Record Rate

MORE STATES PASSED laws regulating the practice of social work in the six months ending July 1983 than in any similar period in history.

The legislative bodies of four states and one territory in session during that period passed regulatory acts, bringing to 31 the number of states or other major jurisdictions regulating social work.

In addition to the new laws passed in North Carolina (see story on page 8), the Virgin Islands, North Dakota, Montana, and New Hampshire, the profession scored regulatory victories in two other states, Texas and Maryland.

Both states completed "sunset" reviews of existing regulatory acts, and not only extended their duration, but strengthened their provisions.

Maryland social workers were able to overcome an initial state audit report which recommended the elimination or reduction in scope of the state law. The NASW Maryland Chapter, a coalition of social workers including the clinical societies, and the Maryland Board of Social Work Examiners were able to convince the legislature to retain the state licensing law and to extend its coverage to public employees as well.

Social workers in Texas led by the NASW chapter also overcame an unfavorable report. The chapter's response to the report was an 89-page defense of certification in the state and an aggressive lobbying and educational campaign.

In another sunset review, the Virginia Board of Social Workers was transferred from the Commerce Department to the

Department of Health Regulatory Boards, and an "umbrella board" including psychology, social work, and counseling was dismantled.

A number of other state legislatures are not that far from actions that would raise even higher the number of state regulatory laws.

For instance, Ohio's bill to license social workers and to register counselors (J.B. 205) passed the Ohio House by a vote of 70 to 20 and will be taken up by a Senate Committee in the fall.

The Georgia House has passed a regulatory bill which awaits action by the Senate in early 1984.

South Carolina's bill (S.186) passed the Senate and will be put forward in the House as H. 2310 when its next session opens in January 1984. The chapter estimates that 70 of the 124 members of the House support passage of the bill.

In Illinois, a coalition of social work organizations, including the NASW chapter, resolved a number of internal differences and introduced a bill (H.B. 1162)

(See Regulatory Laws, page 7)

Regulatory Laws

(From page 1)

for the multi-level licensure of social workers.

The legislatures of Alaska and Vermont will be considering regulatory bills in their next legislative sessions.

The following are short descriptions of the new regulatory acts, with the exception of the North Carolina bill:

Virgin Islands — The new law sets up multi-level registration (title protection) for social workers in the territory. The titles used will be "social worker associate" (a nonprofessional level), "social worker" (requiring the BSW), "certified social worker" (requiring the MSW), and the "certified independent social worker" (requiring the MSW and two years in a specialization).

North Dakota — The state now has a multi-level licensure act that recognizes the "licensed social worker" (BSW required) and the "licensed certified social worker" (requiring an MSW or doctorate). It also restricts the "private practice of social work" to the LCSW with three years of post-master's, supervised experience.

Montana and New Hampshire — Both have single-level title protection acts requiring the MSW and two years' experience. Those qualified in Montana will be called "licensed social workers." Those in New Hampshire will be called "certified clinical social workers."

The New Hampshire law amends an existing act for the regulation of psychologists, adding a social worker to a board of five psychologists, a pastoral counselor, and a public representative. The law amends another state law and thereby establishes recognition of clinical social workers as independent third-party vendors. □

is expected to be nominal, based upon information from other states, and yet adequate to cover the cost of administering the program. No state funds will be expended for this purpose.

WILL SOCIAL WORK LICENSING AFFECT THE COUNSELING EFFORTS OF OTHER GROUPS OR PROFESSIONS?

No. The bill will include a section that will state that "nothing in this act shall be construed to prevent licensed physicians, surgeons, psychologists, nurses, etc., from doing work within the standards and ethics of their respective professions and callings provided they do not profess to be engaged in the practice of social work."

WHY AREN'T SOCIAL WORKERS ALREADY LICENSED IN THIS STATE?

Since 1964, NASW has made the legal regulation of social work practice a national priority. As the Hawaii Chapter prepares itself for a concentrated effort towards obtaining licensure in the next legislative session, it must be remembered that past attempts indicate that the task ahead may be a difficult one.

The Hawaii Chapter of NASW introduced licensing legislation in 1975 and again in 1978. However, neither attempt was successful. Contributing to the defeat of licensing were the following: opposition from the State Board of Regulatory Agencies which was against the licensing of any new group without the submission of a persuasive consumer protection impact statement; the Hawaii Government Employees Association representing state social workers, some of whom opposed licensing fearing their careers would be affected if they did not have a BSW or MSW degree; the Hawaii Medical Service Association who erroneously

assumed licensing was synonymous with reimbursement for mental health services (vendorship); and a general apathy amongst social work professionals which was interpreted by the legislators as non-support by the profession.

Since active opposition to licensing was based upon considerable misinformation, this brochure will serve to clarify many concerns within the profession. With a strong base of a cohesive, involved, and informed social work profession, licensing can become a reality in Hawaii once the benefits to the public have been accurately presented.

FOR MORE INFORMATION ABOUT LICENSING SOCIAL WORKERS, CONTACT THE CHAPTER OFFICE.

This informational brochure was prepared by the Chapter Licensing Survey Committee:

Carol Jaskunas, Chair
Robert Chambers
Randall Ide

with some assistance from the Executive Director. July, 1980.



TOWARD BETTER SERVICE FOR PEOPLE

A PROFESSIONAL IDENTITY AND

A PROFESSIONAL PROCESS

SOCIAL WORK LICENSING



HAWAII CHAPTER

250 S. VINEYARD ST., HONOLULU, HI 96813
PHONE: 537-6321

WHAT IS SOCIAL WORK?

Social work is concerned with the interactions between people and their social environment which affect the ability of people to accomplish their life tasks, alleviate distress and realize their values and aspirations. The practice of social work is the disciplined application of social work values, principles and methods to a variety of human needs and services influenced by the interaction of social, psychological, cultural, political and economic systems.

Social work: 1) enhances the problem solving and coping capacities of people, 2) links people with systems that provide them with resources, services and opportunities, 3) promotes the effective and humane operation of these systems and 4) contributes to the development and improvement of social policy.

It is through professional education that the social worker becomes knowledgeable and able to apply this knowledge and skills to effectively help clients.

WHY DO WE NEED LICENSING?

Social workers deal with people at the times in their lives when they are most vulnerable and in need of competent assistance that strengthens their own capacities. It is in the greatest public interest that those engaged in providing social work services to the public be properly prepared for this work and held to publicly defined standards of qualifications and performance.

--Licensing will heighten the consumer's awareness of clients' rights and access to the complaint process to cases of alleged misconduct.

--Licensing will enable consumers to identify social work practitioners with recognized credentials.

--Licensing will further the development of quality human services by setting standards for social work practitioners.

--Licensing will increase public awareness of the roles of social workers at various practice levels.

--Licensing will increase public understanding of and support for sound social welfare programs.

WHAT ARE THE ESSENTIAL ELEMENTS FOR THE EFFECTIVE LICENSING OF SOCIAL WORKERS?

To assure consumers that licensed practitioners have both the knowledge and the ability to effectively provide social work services, licensing legislation will include the following essential elements:

Licensing will recognize and regulate all levels of social work practice and in all areas or settings in which it is practiced. Minimum standards of social work practice quality will be established, client confidentiality will be protected, and only through relevant preparation will a practitioner be allowed to engage in independent, unsupervised, or private practice. An objective measure of assessing the qualifications, knowledge and competency of applicants for licensure will be established and the periodic renewal of the license will be based upon a thorough reassessment, including the maintaining and updating of skills through continuing education. Finally, licensure will provide the authority to hold practitioners accountable for their professional and ethical conduct.

WHAT ARE THE QUALIFICATIONS FOR LICENSING?

In order to become licensed, one must satisfy the Board of Examiners that he or she is a person worthy of public trust,

meet the educational requirements, pass the examination process designated for the level of practice he or she wishes to attain, and pay the designated fee.

Three levels identify entry standards appropriate for legal regulation in the interest of the public: The SOCIAL WORKER, requiring the BSW, the GRADUATE SOCIAL WORKER, requiring the MSW, and the CERTIFIED SOCIAL WORKER, requiring the MSW plus two years of specialized experience as a minimum for independent practice.

ARE THERE ANY EXEMPTIONS TO THESE REQUIREMENTS?

An applicant shall be exempted from the examination if he/she satisfies the Board that he/she is licensed or registered under the laws of a state or territory of the U.S. that imposes substantially the same requirements as this act or if he/she is grandparented in.

WHAT IS THE GRANDPARENT CLAUSE?

For a limited period immediately following the effective date of the act, exemptions may be made from the academic qualifications required if he/she has been actually engaged for at least three years, in the practice for which the academic qualifications would be required. This is in order not to deny the opportunity to continue to practice for those persons engaged in the field. For example, all state social workers without a degree in Social Work would maintain their effective status with the State Department of Personnel Services in both position and salary scale.

HOW MUCH WILL THE LICENSE COST?

Cost to the applicant in the form of a fee for securing and renewing a license has not been determined, but it

SECTIONAL ANALYSIS OF SB 303 - AN ACT RELATING TO THE PRACTICE OF SOCIAL WORK AND ESTABLISHING THE BOARD OF SOCIAL WORKER EXAMINERS; AND PROVIDING FOR AN EFFECTIVE DATE.

- SECTION 1 Adds the Board of Social Work Examiners to the Centralized Licensing statute. (AS 08.01.010).
- SECTION 2 Adds the Board of Social Work Examiners to the "Sunset" statute. (AS 08.03.010).
- SECTION 3 Adds a new chapter to Title 8, to license social workers.

CREATION AND MEMBERSHIP OF THE BOARD. A five member Board is created, to be selected from different geographic areas, with members to be limited to two consecutive terms. Members are to be: three master social worker, one bachelor social worker and a public member.

TERM OF OFFICE. The term is four years and until a successor is appointed, with appointments to vacant seats being for the unexpired term.

BOARD MEETINGS. The Board shall meet twice a year, with special meetings available.

ELECTION OF OFFICERS. The Board shall elect a chair and a secretary for a term not to exceed two years.

REMOVAL OF BOARD MEMBERS. The Governor may remove a member for cause and the Board may, by regulation, establish cause.

POWERS AND DUTIES OF THE BOARD. The board shall:

- 1) Examine applicants.
- 2) Submit annual report.
- 3) establish standards/authorize specialty designations.
- 4) Impose disciplinary sanctions.
- 5) Adopt supervision regulations.
- 6) Adopt continuing competency regulations.
- 7) Adopt other regulations necessary.

LICENSING OF SOCIAL WORKERS. Establishes the requirements for licensure of a bachelor and master degree social worker, including education, references, passing an examination and meeting the Board's regulation requirements.

SCOPE OF PRACTICE. (a) Establishes services that may be provided.
(b) Provides that a bachelor social worker must practice under supervision.
(c) Provides for services available to master degree social workers.

- (d) Provides for requirements of a person desiring to practice social work privately and unsupervised.
- (e) Limits the practice of psychotherapy to master social workers with a clinical specialty designation.

LICENSE BY CREDENTIALS. Provides for the Boards requirements for licensing a bachelor and a Master social worker without examination.

LICENSE RENEWAL REQUIRED. Provides that a license is valid for four years.

FEES. Lists of fees for application, examination and renewal.

LICENSE REQUIRED. Provides that a person may not practice social work if not licensed under this chapter unless the person is: a student meeting requirements set out, an employee on probationary status, or a qualified member of another profession whose scope of practice includes social work.
(c) provides for the use of titles.

CONFIDENTIALITY OF COMMUNICATIONS. A licensed social worker may not reveal communications of clients made in a professional capacity except:

- 1) Under written consent
- 2) Under written consent of a parent/guardian of an incompetent person.
- 3) Under written consent from a beneficiary of a client after death.
- 4) If a criminal act or intent is revealed.
- 5) If a minor reveals being a victim of a crime, and only under official proceedings may the social worker reveal the communication.
- 6) If the social worker must establish a defense upon client bring charges.

GROUNDS FOR IMPOSITION OF DISCIPLINARY SANCTIONS. Provides that the Board, after a hearing, may impose sanctions against the licensee. Lists 8 grounds including using deceit/fraud in obtaining a license, practicing professionally or advertising; conviction of a crime; negligence; practicing while unfit; non-compliance with this chapter and lewd and immoral conduct.

DISCIPLINARY SANCTIONS. Provides that the Board may impose, singularly or in combination, a list of six sanctions upon licensees found in violation of an offense.

- (b) Provides that the Board may withdraw probationary status for an offense.
- (c) The Board may suspend a license prior to the hearing and appeals process if the licensee is found to be a clear and immediate danger. Provides for hearings and appeals.
- (d) Provides for reinstatement of a license.
- (e) Provides that the Board shall seek consistency in applying sanctions.

PENALTY. (a) a violation under this chapter is a class B misdemeanor. (b) The Board may seek to enjoin or restrain a person whose license has been revoked or suspended.

DEFINITIONS.

- SECTION 4 Adds the Board of Social Work Examiners to AS 14.62 (Administrative Procedures Act)
- SECTION 5 Provides for the initial appointment of Board members by the Governor.
- SECTION 6 Provides for the "grandparenting" of currently practicing social workers.
- SECTION 7 Effective date.

SECTIONAL ANALYSIS OF CS FOR SB 303 - AN ACT RELATING TO THE PRACTICE OF SOCIAL WORK AND ESTABLISHING THE BOARD OF SOCIAL WORKER EXAMINERS: AND PROVIDING FOR AN EFFECTIVE DATE.

- SECTION 1 Statement of purpose.
- SECTION 2 Adds the Board of Social Worker Examiners to the Centralized Licensing statute. (AS 08.01.010)
- SECTION 3 Adds the Board of Social Worker Examiners to the "Sunset" statute. (AS 08.03.010).
- SECTION 4 Adds a new chapter to Title 8, to license social workers.

CREATION AND MEMBERSHIP OF THE BOARD. A five member board is created, to be selected from different geographic areas, with members to be limited to two consecutive terms. Members are to be: three master social workers, one bachelor social worker and a public member.

TERM OF OFFICE. The term is four years and until a successor is appointed, with appointments to a vacant seat being for the unexpired term.

BOARD MEETINGS. The Board shall meet twice a year with special meetings available.

ELECTION OF OFFICERS. The Board shall elect a chair and a secretary for a term not to exceed two years.

REMOVAL OF BOARD MEMBERS. The Governor may remove a member for cause and the board may, by regulation, establish cause.

POWERS AND DUTIES OF THE BOARD. The Board shall:

- (1) Examine applicants.
- (2) Submit an annual report.
- (3) Establish standards/authorize specialty designations.
- (4) Impose disciplinary sanctions.
- (5) Adopt supervision regulations.
- (6) Adopt continuing competency regulations.
- (7) Adopt other regulations as necessary.

LICENSING OF SOCIAL WORKERS. Establishes the requirements for licensure of a bachelor and master degree social worker, including education, references, passing an examination and meeting the board's regulation requirements.

SCOPE OF PRACTICE. (a) Establishes services that may be provided.

(b) Provides that a bachelor social worker must practice under supervision.

(c) Provides for services available to master degree social workers.

(d) Provides for requirements of a person desiring to practice social work privately and unsupervised.

(e) Limits the practice of psychotherapy to master social workers with a clinical specialty designation.

LICENSE BY CREDENTIALS. Provides for the Boards requirements for licensing a bachelor and master degree social worker without examination.

LICENSE RENEWAL REQUIRED. Provides that a license is valid for four years.

FEES. Lists the fees for application, examination and renewal.

LICENSE REQUIRED FOR USE OF TITLE. Provides that a person may not use the title "social Worker" of the letters LBSW or LMSW unless licensed under this chapter.

CONFIDENTIALITY OF COMMUNICATIONS. A licensed social worker may not reveal communications of clients made in a professional capacity except:

- (1) Under written consent.
- (2) Under written consent of a parent/guardian of an incompetent person.
- (3) Under written consent from a beneficiary of a client after death.
- (4) If a criminal act or intent is revealed.
- (5) If a minor reveals being a victim of a crime, and only under official proceedings.
- (6) If a social worker must establish a defense upon a client bringing charges.

GROUND FOR IMPOSITION OF DISCIPLINARY SANCTION. Provides that the Board, after a hearing, may impose sanctions on a licensee. Lists eight grounds including using deceit/fraud in obtaining a license, practicing professionally or advertising, conviction of a crime, negligence, practicing while unfit, non-compliance with this chapter and lewd and immoral conduct.

DISCIPLINARY SANCTIONS. Provides that the Board may impose, singularly or in combination, a list of six sanctions against the licensee found in violation of an offense.

- (b) Provides that the Board may withdraw probationary status for an offense.
- (c) Provides that the Board may suspend a license prior to the hearing and appeals process if the licensee is found to be a clear and immediate danger. Provides for hearings and appeals.
- (d) Provides for reinstatement of a license.
- (e) Provides that the Board shall seek consistency in applying sanctions.

PENALTY. (a) a violation under this chapter is a Class B misdemeanor. (b) the Board may seek to enjoin or restrain a person whose license has been revoked or suspended.

DEFINITIONS.

- SECTION 5 Adds the Board of Social Worker Examiners to the Administrative Procedures Act. (AS 44.62)
- SECTION 6 Provides for the initial appointment of the Board members by the Governor.
- SECTION 7 provides for the "grandfathering" of people practicing as social workers for at least 24 months prior to the enactment of the bill; or passes all requirements except testing. Application must be filed by July 1, 1987.
- SECTION 8 Effective date.

PLEASE NOTE: THE FOLLOWING PAGES WERE TREATED
AS A UNIT IN THE ORIGINAL DOCUMENT

LANGDON PSYCHIATRIC CLINIC

PSYCHIATRY

ARTHUR S. WILF, M.D., F.A.P.A.
JAMES R. MCGUIRE, M.D.
JERRY L. SCHRADER, M.D.
FLINDR E. WEEKS, M.D.

CLINICAL PSYCHOLOGY

JAMES F. HARPER, PH.D.
BRUCE H. SMITH, PH.D.
MARILYN L. WILSON, PH.D.

PSYCHIATRIC SOCIAL WORK

IRCKI J. NIELSEN, M.S.W., A.C.S.W.
HELEN CRAIG, M.S.W., A.C.S.W.
DONALD SPARROW, M.S.W., A.C.S.W.
RANGALL JONES, M.A.
ELIZABETH ROBINSON, M.S.W., A.C.S.W.

READING THERAPY

JANET SHERWOOD, M.Ed.

Anchorage Office
4001 Dale Street
Anchorage, Alaska 99504
(907) 561-1361

Valley Office
Wasilla Village Center
Suite 202
Wasilla, Alaska 99687
MAILING ADDRESS
P. O. Box 871767
(907) 376-2447

December 21, 1983

Gary W. Lichtenstein, M.S.W., A.C.S.W.,
Chairman
Licensure Committee
Alaska State Chapter
National Association of Social Workers
211 N Street
Anchorage, Alaska 99501

Dear Mr. Lichtenstein:

The Board of Directors of the Langdon Psychiatric Clinic wishes to express to you its strong support for the proposed SB 303, "An Act relating to the practice of social work and establishing the Board of Social Work Examiners; and providing for an effective date."

As mental health professionals, we are concerned first of all with protecting the public by specifying minimum standards of preparation for anyone practicing in Alaska, in whatever setting, under the title of "social worker." We believe it appropriate and necessary to provide consumers of social services, as is already done for nursing, medical and clinical psychological services, with access to investigative and adjudicative procedures, through a regulatory body, supported by effective penalties for offending practitioners, thus assuring accountability to the public.

We also see licensure as essential in order to protect privileged communication between professional social workers and their clients. Such confidentiality is not at this time protected by regulation.

Since a majority of states do have licensing of social workers, an Alaska license will help assure that uniform standards of social work practice exist from state to state. This will better serve the consumer, and allow reciprocity to the licensed professional. We believe it would assist Alaska agencies in recruiting qualified social workers from other states--important in that Alaska does not offer social work training at the Master's level.

LANGDON PSYCHIATRIC CLINIC

PSYCHIATRY

ARON S. WOLF, M.D., F.A.P.A.
JAMES R. MCGUIRE, M.D.
JERRY L. SCHRADER, M.D.
ELINOR E. WEEKS, M.D.

CLINICAL PSYCHOLOGY

JAMES F. HARPER, Ph.D.
BRUCE N. SMITH, Ph.D.
MARILYN L. WILSON, Ph.D.

PSYCHIATRIC SOCIAL WORK

NICKI J. NIELSEN, M.S.W., A.C.S.W.
HELEN CRAIG, M.S.W., A.C.S.W.
DONALD SPARROW, M.S.W., A.C.S.W.
RANDALL JONES, M.A.
ELIZABETH ROBINSON, M.S.W., A.C.S.W.

READING THERAPY

JANET SHERWOOD, M.Ed.

Anchorage Office
4001 Dale Street
Anchorage, Alaska 99504
(907) 561-1361

Valley Office
Wasilla Village Center
Suite 202
Wasilla, Alaska 99687
MAILING ADDRESS:
P. O. Box 871767
(907) 376-2447

January 3, 1984

Gary W. Lichtenstein, M.S.W., A.C.S.W.
Chairman
Licensure Committee
Alaska State Chapter
National Association of Social Workers
211 H Street
Anchorage, Alaska 99501

Dear Mr. Lichtenstein:

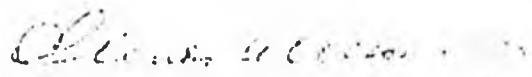
Members of the Board of Directors of the Langdon Psychiatric Clinic have already expressed to you their strong support for the proposed SB 303, "An Act relating to the practice of social work and establishing the Board of Social Work Examiners; and providing for an effective date." We, the other members of the Langdon Clinic professional staff, wish to express to you our full agreement with this position.

As practitioners in the field of mental health, we are well aware of the need for protecting the users of social services by specifying training standards for persons working under the title "social worker." We also see constantly the need for protection of privileged communication between professional social workers and their clients. We are concerned about the need to make possible third party payment for social work services through licensure of professional social workers.

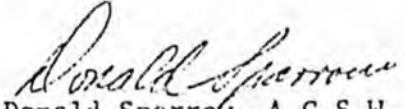
We hope Alaska will soon match the majority of other states in establishing such licensure.

Sincerely,

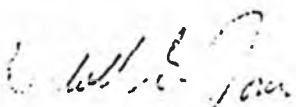

Jerry L. Schrader, M.D.

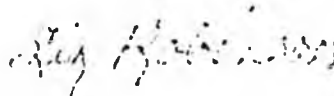

Elinor Weeks, M.D.

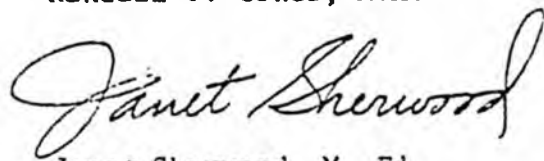

Bruce N. Smith, Ph.D.


Donald Sparrow, A.C.S.W.

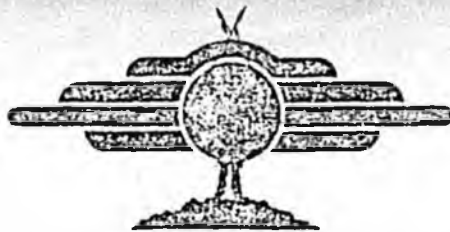
ary W. Lichtenstein
January 3, 1984
Page Two


Randall G. Jones, M.A.


Liz Robinson, A.C.S.W.


Janet Sherwood, M. Ed.

/saw
cc: Marsha Schneider, Executive Secretary



AKEELA HOUSE INCORPORATED

December 13, 1983

Mr. Gary Lichtenstein
Chairman
Licensing Committee-NASW
211 H Street
Anchorage, Alaska 99501

REF: SENATE BILL #303

Dear Gary:

This letter is being written in support of licensing social workers in Alaska.

It is agreed that the only way to ensure that persons providing services are capable is to establish minimum standards for practice. In order to provide competent social work services, professional education should be required.

If we can be of further service in supporting you on licensing of social workers in Alaska please feel free to contact me.

Sincerely yours,

C-Joe DiMatteo
Executive Director

CJD:dl

LICENSING OF SOCIAL WORKERS

WHEREAS, Professional Social Workers are not currently licensed to practice in the State of Alaska

AND, WHEREAS, the National Association of Social Workers is nationally and locally, in Alaska, backing a concerted effort to achieve licensing laws in all 50 states,

AND, WHEREAS, licensing of social workers helps to insure quality standards for social work practice and, thereby, protects the consuming public,

AND, WHEREAS, licensing insures uniformity of standards from state to state and within individual states regarding social work practice

AND, WHEREAS, licensing helps insure that social workers who practice their art will keep up in the theory and practice of social work

AND, WHEREAS, licensing helps the general public identify qualified practitioners of social work,

AND, WHEREAS, State Senator Josephson supported the licensing of social workers in the last session of the Legislature by introducing Senate Bill 303,

BE IT THERE FORE RESOLVED BY THE ALASKA HUMAN SERVICES NETWORK, that, the Network supports the licensing of social workers and will evidence its support by,

- (1) Giving positive backing to legislation such as SB 303 to establish social worker licensing and the necessary mechanisms to establish such licensing
- (2) By urging the individual boards of directors of the constituent organizations of the Network to similarly back social worker licensing by resolution and letter to legislators.

OHLSON PSYCHOLOGICAL SERVICES
4045 LAKE OTIS PARKWAY, SUITE 201
ANCHORAGE, ALASKA 99504
—
TELEPHONE (907) 274-3668

RONALD W. OHLSON, PH.D.
DIPLOMATE IN CLINICAL PSYCHOLOGY
AMERICAN BOARD OF PROFESSIONAL PSYCHOLOGY

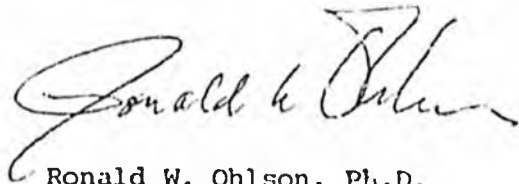
November 27, 1983

National Association of Social Workers
Alaska Chapter
c/o Marsha Schneider
Executive Director
PO Box 10430
Fairbanks, Ak. 99710

Dear Ms. Schneider:

I personally endorse the efforts of Alaskan social workers to establish licensure legislation. It is my contention that licensing of clinical professional social workers provides uniform standards of education, training and performance that best serve to protect the public.

Sincerely,



Ronald W. Ohlson, Ph.D.

RWO/jc



NORTH STAR COUNCIL ON AGING, INC.

P.O. BOX 73888 • FAIRBANKS, ALASKA 99707

AREA CODE 907-452-1735

November 28, 1983

Marsha Schneider, MSW
Executive Director
Alaska Chapter - N.A.S.W.
P.O. Box 10430
Fairbanks, Alaska 99710

Dear Marsha:

We have received your letter of November 15th with reference to the "bill to license social workers".

As a provider of services to the elderly exclusively, North Star Council on Aging, Inc., has long been concerned about the lack of license for this particular profession. Many of our clients are particularly vulnerable at this particular time in their lives and there have been occasions in the past when we have been aware of an incompetent service rendered by someone who classified himself as a social worker. We, as a service provider, as well as our clientele rely heavily on the assistance of a social worker whose competency has been examined and certified by a qualified Board of Examiners.

We are, therefore, pleased to endorse the concept of social work licensure particularly as outlined in SB 303 as well as the amendments approved at a HESS Committee meeting June 3, 1983. You have our permission to duplicate our endorsement to any individual legislators you deem helpful in securing the passage of this bill.

With our best wishes, we remain

Sincerely,

Genevieve Reininger
Executive Director

GR:s

Fairbanks Community Mental Health Center

209 Forty Mile Ave., Graehl • Fairbanks, Alaska 99701
Phone (907) 452-1575

November 22, 1983

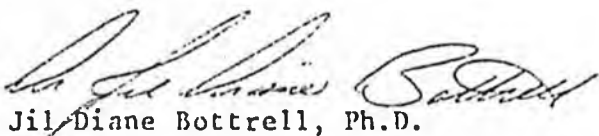
Marsha Schneider, MSW
National Association of Social Workers
P.O. Box 10430
Fairbanks, Alaska 99710

Dear Ms. Schneider:

I am writing this letter to support the efforts of the National Association of Social Workers to obtain licensure for social workers in the State of Alaska. As a licensed psychologist, and one involved in the establishment and maintenance of licensure practices in my field, I am in a position to recognize the necessity for licensure for mental health professionals in general, and for social workers in particular. My specific concern is to be able to maintain the quality of social work services provided, and to establish a process for consumer protection against unethical practices by mental health professionals. I have served on the Ethics Committee of State Psychological Associations and on the Board of Examiners for Psychologists in Maine, and I strongly support the development of a complaint process in cases of alleged misconduct by professionals. In my ten years of work as a professional psychologist, I have seen the efficacy of social work and the contribution of social workers in the mental health field in a variety of settings, and hope that the Alaska legislature will assist social workers in their important contribution by providing a mechanism for licensure in Alaska.

If I can be of any service in testifying in behalf of licensure, please do not hesitate to contact me.

Sincerely,



Jil Diane Bottrell, Ph.D.
Director
Fairbanks Community Mental Health Center

JDB:cj



National Association of Social Workers
Attention: Susan Johnson
P.O. Box 10430
Fairbanks, Alaska 99707

December 9, 1983

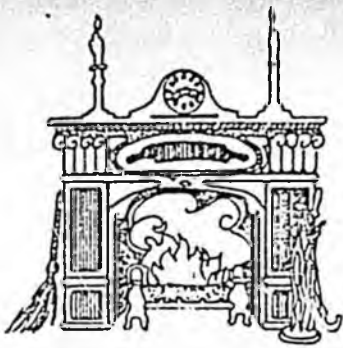
Dear Ms. Johnson:

We at Women in Crisis feel that there should be set standards for Social Workers. Licensing will assure uniform standards of social work practice from state to state. An enforceable code of professional conduct will provide consumers protection.

The quality of human services will be further developed by setting standards for social work practitioners. We support the Senate Bill No. 303 which will establish a board of Social Worker examiners who will set social work standards.

Sincerely,

Trish Livingston
Trish Livingston
Program Manager
for Women in Crisis



Heritage House

3925 East 9th Avenue
Anchorage, Alaska 99504
(907) 338-0542

A Charitable Operation of Alaska Semi-Supportive Homes, An Alaskan Non-Profit Corporation.

Robert O. Christoffersen, Executive Director
Edith M. Christoffersen, Deputy Director

December 8, 1983

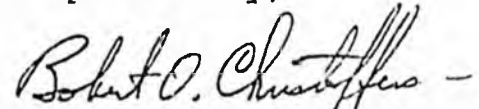
Gary Lichtinstine
ACSW, NASW
211 H St.
Anchorage, Alaska 99501

Sir,

The Board of Directors have instructed me to convey to you that we of Alaska Semi-Supportive Homes Inc., do support the legislation that has been put forth to license Social Workers with-in the State of Alaska.

Our feelings are that this is much needed legislation to insure that those people that are recipients of the service are receiving the best service that can be provided in their best interest.

Respectfully,


Robert O. Christoffersen

Director

THE COUNSELING CENTER

101 EAST NINTH AVENUE No. 7
ANCHORAGE, ALASKA 99501

279-5441

December 16, 1983

Millie Andreini, M.S.W.
Jon F. Burke, Ph.D.
Betty Morgan Burt, M.Ed.
William G. Campbell, M.D.
Alfred Collins, Ph.D.
Mary Dall, M.S.W.
Karen S. Dixon, M.S.
Catherine Dunn, M.D.
Patricia Mangiardi, ACSW
Patricia C. Patrick, M.D.
Thomas M. Robinson, Ph.D.

Gary Lichtenstein, ACSW, Chair,
Alaska Chapter, NASW, Licensing Committee
211 H Street
Anchorage, Alaska 99501

Dear Mr. Lichtenstein:

The Counseling Center endorses legislation which provides for the licensure of social workers and supports Senate Bill No. 303. As a group of professional mental health care providers we are well aware of the importance of licensure of social workers in Alaska.

Licensing social workers will not only help the general public to identify qualified practitioners of social work, but will help to insure quality standards for social work practice.

We understand that Senate Bill No. 303 was introduced during the 1983 Legislature. We urge passage of this legislation during the 1984 Legislature.

Sincerely,

Jon F. Burke
Jon F. Burke, Ph.D.

William G. Campbell
William G. Campbell, M.D.

Alfred Collins
Alfred Collins, Ph.D.

Mary Dall
Mary Dall, M.S.W.

Karen Dixon
Karen Dixon, M.S.

Catherine Dunn
Catherine Dunn, M.D.

Patricia Mangiardi
Patricia Mangiardi, ACSW

Patricia C. Patrick
Patricia C. Patrick, M.D.

Thomas M. Robinson
Thomas M. Robinson, Ph.D.

Millie Andreini
Millie Andreini, M.S.W.



THE CENTER FOR CHILDREN AND PARENTS

December 20, 1983

Mr. Gary Lichtenstein, A.C.S.W., Chair
Alaska Chapter, NASW Licensing Committee
211 'H' Street
Anchorage, Alaska 99501

Dear Mr. Lichtenstein:


The Anchorage Child Abuse Board, Inc. is the Board of Directors for the Center for Children and Parents and Intermission, a crisis nursery for children who may be the victims of child abuse or neglect. We are very interested in quality services for children, parents, and families. Social workers provide many such services in Anchorage and throughout Alaska.


We are aware that legislation which will provide licensure for social workers was introduced during the 1983 Legislature. We endorse such legislation and support Senate Bill No. 303. Licensing social workers will help to assure quality human services by setting standards for social work practitioners. Licensure also aids the consumer in indentifying qualified social work practitioners.

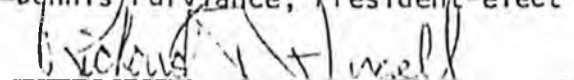
We trust that legislators will take steps to pass legislation which will provide licensure for social workers in the interest of quality human services as well as consumer protection.

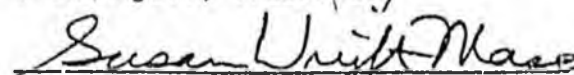
Sincerely,

Anchorage Child Abuse Board, Inc.


Marianne Robinson, President


Dennis Purviance, President-elect


Dick Angell, Treasurer


Susan Wright Mason, Secretary

△ Administrative Offices (907) 278-4558
1577 'C' Street 99501

△ Spenard Center (907) 243-5411
3944 Spenard 99503

△ Transitional Living Center (907) 338-7819
921 E. 10th Ave. 99501

△ Mat-Su Community (907) 376-2411
Counseling Center
Wasilla Business Park
Box 656
Wasilla, Alaska 99687



△ Parent Training Center (907) 272-1722
1844 W. Northern Lights 99503

△ Day Break Center (907) 272-3854
Adult Day Care
1100 W. 10th 99501

△ Annax Center (907) 276-5400
1020 E. 4th Ave. 99501

△ Central Mailing:
Pouch 3759 ECB
Anchorage, Alaska 99501

Gary V. Vreeman, Ph.D.
Executive Director

December 28, 1983

Marsha Schneider, M.S.W.
Executive Director
Alaska Chapter
National Association of Social Workers
P.O. Box 10430
Fairbanks, Alaska 99701

Dear Ms. Schneider:

The Board of Directors and clinical staff of the Anchorage Community Mental Health Center wish to express our support for the licensing of social workers at the State level. There are a number of reasons why we favor the proposed licensure bill but two stand out as being of particular importance to us.

First, our clinical staff is involved in making evaluations and recommendations involving commitments to mental hospitals (SB 100, Section 47-30915[11]). Clinical social workers are the only ones in a group of professions designated for this role who are not yet licensed by the State.

Second, if our clinical social workers were licensed, we would be able to collect many more third party payments than we now can, enhancing our ability to support ourselves as an agency and making us less dependent on State funding. With Federal and State support of agencies such as ours continually declining, the issue of third party payments has become critical.

You have our enthusiastic support for the ammended version of Senate Bill 303.

Sincerely,

A handwritten signature in cursive script that reads "James Hotchkiss".

James Hotchkiss, Ph.D.
President, Board of Directors

A handwritten signature in cursive script that reads "Glade Birch".

Glade Birch, Ph.D.
Executive Director

AS/JH/GB/kw

**PLEASE NOTE: THE PRECEDING PAGES WERE TREATED
AS A UNIT IN THE ORIGINAL DOCUMENT.**

ALASKA STATE SENATE

JOE P. JOSEPHSON
DISTRICT G - ANCHORAGE
1526 F STREET
ANCHORAGE, ALASKA 99501
(907) 277-4419



WHILE IN JUNEAU
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4907
(907) 465-4525

COMMITTEES
HEALTH, EDUCATION & SOCIAL SERVICES (CHAIR)
JUDICIARY (VICE-CHAIR)
FINANCE
MAJORITY CAUCUS (CHAIR)

February 27, 1984

Ms. Marsha Schneider
Executive Director
Alaska Chapter
National Association of
Social Workers
P.O. Box 10430
Fairbanks, Alaska 99710

Dear Ms. Schneider:

Your letter of February 17 stating the positions of the Alaska Chapter of the National Association of Social Workers is acknowledged. My own views are consonant with those of the Alaska Chapter. The Committee I chair has already acted on social work licensing, the bill I sponsored to implement the wishes of your members. The Senate has acted favorably on access to adoption information and I was pleased to play a role in that regard.

The \$5 million grant fund established in 1983 was based upon legislation I sponsored in the Senate and I am proud to know from many sources that the program is being well implemented in the Department of Community and Regional Affairs. I will support additional appropriations and appreciate the interest and support of your organization.

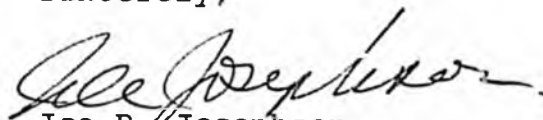
We are working on transitional community housing for the mentally ill and the Governor's proposals on day care assistance and will continue to do so.

Please don't hesitate to write again whenever there is legislation of interest to you as an individual or to the Alaska Chapter of the National Association of Social Workers.

Ms. Marsha Schneider
February 27, 1984
Page Two

With best wishes, I am

Sincerely,


Joe P. Josephson
State Senator

JPJ:rak

cc: Susan Johnson
Cheryl Mann
Barbara Carraher
Margie Dohrman
Gary Lichtenstein
Molly Collins



**ALASKA
CHAPTER**

**NATIONAL ASSOCIATION OF
SOCIAL WORKERS**

**P.O. BOX 10430
FAIRBANKS, ALASKA 99710
907-456-5914**

February 17, 1984

BOARD OF DIRECTORS

- ✓ *President: 1983-85*
Susan Johnson, MSW
Anchorage
- ✓ *Vice President: 1983-85*
Cheryl Mann, MSW
Anchorage
- ✓ *Secretary: 1983-85*
Barbara Carragher, ACSW
Anchorage
- ✓ *Treasurer: 1983-85*
Margie Dohrman, ACSW
Anchorage
- ✓ *Southcentral Representatives:
1983-85*
Mary Carroll, D.S.W.
Anchorage
- ✓ *1983-84*
Gary Lichtenstein, ACSW
Anchorage
- Northern Representative:
1982-84*
Nottie Dean Scott, MSW
McGrath
- Southeastern Representative:
1982-84*
Diana Bachon, ACSW
Sitka
- At Large: 1982-84*
Cecilia Esparza, ACSW
Bethel
- ✓ *Student Representative:
1983-84*
Molly Collins
Anchorage
- Executive Director:*
Marsha Schneider, MSW
Fairbanks

Senator Joe Josephson
Pouch V
Juneau, Ak. 99811

Dear Senator Josephson:

The Alaska Chapter of the National Association of Social Workers is writing to advise you the major social welfare issues for which we request your support during this legislative session.

DAY CARE ASSISTANCE:

We strongly support the Governor's budget which provides for a critically needed increase in day care assistance.

TRANSITIONAL COMMUNITY HOUSING PROGRAMS FOR INDIVIDUALS RELEASED FROM ALASKA PSYCHIATRIC INSTITUTE:

An increase in the Governor's budget for transitional community housing programs for the mentally ill is needed. Such programs are more cost-effective than institutionalization and enable more people to be released from API into the community.

LOW INCOME HOUSING:

The 1983 legislative session created a low-income, multiple-housing grant fund by enacting A.S. 44.47.630 and funded it with five million dollars. We request an appropriation to the Department of Community and Regional Affairs of fifteen million dollars for FY '85 in order to meet extreme low-income housing needs statewide.

SOCIAL WORK LICENSING:

Individuals using the title of social worker need to be licensed in order to provide consumers with assurance of educational competence and the ability to secure insurance coverage for social work services as well as to establish a mechanism to prohibit unethical practice.

ACCESS TO ADOPTION INFORMATION:

Adult adoptees need access to information about themselves. Legislation is needed which provides that all information which does not actually identify biological parents should be released to adoptees requesting it.

Individual members of NASW who live in your district are available to discuss these issues with you or please feel free to call either myself at 456-5914 in Fairbanks or our Chapter lobbyist, Cecilia Kleinkauf, 786-1714 (w) or 563-6073 (h). For information pertaining to licensing, please contact Jana Varrati in Juneau.

Sincerely,
Marsha Schneider
Marsha Schneider

Executive Director - Alaska Chapter - NASW

P.O. Box 258
Cordova, AK 99574
March 5, 1984

RECEIVED

Senator Jan Laika, Chair
Senate Rules Committee
Pouch V
Juneau, AK 99811

Re: CS for Senate Bill No. 303 (HESS); An act relating to the practice of social work...

Dear Senator Laika:

This letter is a follow up to my letter of March 2, 1984, in which I requested an exception to the above referenced act for those persons currently identified as clinical social workers. I must confess that my earlier letter was sent without a review of the act, and I offer my apologies due, but my basic position has not changed. I only became aware of the proposed legislation March 2, 1984, and my letter of that date was sent as a stop gap measure since I was informed that the proposed legislation had started to move through committee after a long delay.

After reviewing CS for Senate Bill No. 303 (HESS), I have comments to offer in eight different areas. These will be taken up in their order of occurrence in the Bill.

(1) Section 1. PURPOSE provides for a code of ethics, but does not specify the nature of the code subscribed to, nor does the act differentiate between standards and ethics, per se. Social Workers have an organization called the National Association of Social Workers. Also, for informational purposes, it is noted here that some organizations such as the American Psychological Association have published positions on both standards and ethics. The above comments are not meant to indicate that the proposed legislation has failed to include provisions relating to either standards or ethics.

(2) There is no amendment to include those licensed under the proposed act in the provisions of AS 08.02.010. This will be discussed further in (5).

(3) Section 08.07.060(2) provides for examination but does not even hint at the legislative intent of regulations that may be adopted by the board for examinations. Does a standardized examination for social workers exist? Should Alaska have a locally developed or constructed examination? Will the examination be written or oral, and will it include both objective and essay questions? While these considerations can be covered by the Administrative Code, some legislative intent could be included in the Act.

(4) It is recommended that Section 08.07.060 include a paragraph to the effect that: When requested by the department (Commerce and Economic Development) the board shall review the quality, availability, and need of social worker services in the state (perhaps in cooperation with the Commissioner of Health and Social Services).

Senator Jan Faiks

March 3, 1984

Page 2

(5) There appears to be some ambiguity concerning the status of a licensed bachelor social worker in proposed Section 08.87.110. It was noted above that AS 08.02.010 was not amended to include the proposed act. Assuming that the intent is to include the proposed act under AS 08.02.010, specialty designations for bachelor social workers (bsw) will pose a problem since AS 08.02.010 is oriented towards professionals per se. The proposed Section 08.87.010(b) provides for practice of bsw under supervision and Section 08.87.110(3) provides for specialty designations on licenses, including it is assumed for bsw's practicing under supervision. Unless otherwise specified, it is assumed that the conditions of Section 08.87.110(d) which apply to private unsupervised practice (Master Social Worker) will also apply to the practice of supervised bsw (as authorized by Section 08.87.110(b)). It is also assumed that the original legislative intent was to apply AS 08.02.010 to all professions licensed under Title 8. It is not clear whether the intent of Section 08.87.110(3) authorizes non-therapeutic counseling or what the term "therapeutic counseling" specifically refers to in Section 08.87.110(c)(1). The terms "clinical social worker" and "psychotherapy" may also require definition.

(6) The proposed legislation does not specify exemptions for other qualified professionals licensed under Title 8 or for qualified non-licensed professionals. Chapter 64 (Medicine) provides model legislation for exemptions of licensed professionals (AS 08.64.380(4)).

(7) It is my opinion that Section 08.87.210(4) and (5) may prove to be problematic. The first consideration is whether master social workers with a specialty of clinical social work are to be extended psychotherapist-patient privilege when engaged in the authorized practice of psychotherapy (proposed Section 08.87.110(e); see also AS 08.86.180(d)). It appears that this might be the case with Licensed Master Social Worker, but not with Licensed Bachelor Social Worker [see *Allred v. State*, Sup. Ct. Op. No. 1304 (File No. 2343), 554 P.2d 411 [1976]]. The extent of the psychotherapist-patient privilege is beyond the scope of this paper, other than to suggest that it may be relevant. The above discussion is not concerned with intent to harm others which must be reported.

Section 08.87.210(5) seems problematic since it seems that if the social worker has knowledge of child abuse he/she should report his/her findings to the appropriate authority prior to the conditions suggested in (5). Again, it is beyond the scope of this paper other than to suggest that the immediate reporting of child abuse should be the duty of all persons, regardless of qualifications (AS 47.17.020).

(8) To this point, I have taken it upon myself to make suggestions that might be useful to the legislators concerned with CS Senate Bill No. 303, with no particular self-interest in the comments, with the exception of a plea for clarity concerning confidentiality and privileged communication. However, the next point to be made concerning exceptions to the act is not without self-interest, nor without precedent. Reference is made here to the requested

Senator Jan Faiks
March 3, 1984
Page 3

exceptions to the act for those individuals who can be currently identified as clinical social workers. This request was hastily made to your committee in my letter of March 2, 1984. The request is repeated below with some revision.

As you know, exceptions to enacted legislation concerning professionals are commonly referred to as grandfathering (more appropriately grandpersoning) clauses or rights. There is a long history of grandfathering in North America, and as I recall most of the babies delivered in Cordova forty or so years ago were delivered by an able medical technician with a year or two of training who was later grandfathered in as Cordova's leading M.D. More to the point, however, I am enclosing an article of mine which refers to grandfather clauses contained in licensing acts in Canada (Arvidson, 1969). In addition, I offer the following quote from Smith (1978, pp. 489-490):

The grandpersoning process recognizes an individual's property right to professional practice, given that the proprietary interest was established in a manner consistent with the laws of the state at the time of initiation of the practice. Once the proprietary interest is established, courts are reluctant to rule against the holders of the property right unless strong evidence to the contrary is presented.

The Alaska Statutes are currently silent with respect to any definition of "clinical social worker", but AS 08.86.180(d) does define certain practices that said workers may engage, in a lawful manner. Thus, providing that individuals have identified themselves as "clinical social workers", their practice of, for example, therapeutic counseling is consistent with the laws of the state. Smith (1978, p. 489) argues that grandperson provisions are necessary in proposed licensing statutes "...to prevent unconstitutional disenfranchisement of individuals...". I agree with Smith and I specifically request an exception to CS for Senate Bill No. 303 (HESS) to allow those persons identified as "clinical social workers" before the effective date of the Act to be licensed as Master Social Workers with a specialty designation of Clinical Social Work without examination, but based solely upon application, including proof of identity as being a clinical social worker and the payment of appropriate fees prior to a date to be established in the proposed Act. I again propose an identity test similar to the one proposed in my letter of March 2, 1984. I construe the identity of clinical social worker to mean: (1) those persons currently engaged in the practice of clinical social work as members or employees of public or private agencies or organizations; (2) persons currently engaged in the independent private practice of clinical social work; (3) persons otherwise currently licensed to practice clinical social work or identified as clinical social workers under AS 43.70 or/and under local municipal licensing codes or provisions; or (4) persons recognized as clinical social workers by state or national organizations such as the National Association of Social Workers. While the concern here is with exception to the Act for a specific-category of social worker, it is only fair to suggest that there should be an exception to the act for all persons currently identified as social worker,

Senator Jan Faiks

March 3, 1984

Page 4

however they may identify themselves. The proposed Bill (CS No. 303) does provide for grandpersoning after the fact, but not before the fact (i.e., prior to the effective date of the Bill).

The above comments consist of my specific concerns with the proposed legislation. I do, however, have some general remarks relating to the proposed legislation and to professional licensing in general.

I have no objection, per se, to the Licensed Master Social Worker category. Individuals in this category do and can provide vital services for the people of the state. These individuals usually have high achievement levels and are likely to engage in independent, private practice and it is in the public interest to identify such individuals.

This is not to suggest that individuals in the Licensed Bachelor Social Work category do not have high goals, but their orientation is frequently towards employment in established agencies or governmental units, where they are exempted and licensing is not required. While not wanting to sound derogatory, it seems that the bachelor category is granting second class status to those placed in that category. The prospects of a college graduate spending a life time under supervision are less than encouraging. It may be that the bachelor social worker category could be defined in such a way that these individuals could practice independently for certain activities, such as non-therapeutic counseling, if the term can be properly defined, or perhaps, the proposed legislation could provide a means of advancing to the status of Master Social Worker if the bachelor social worker is interested in being supervised for a specified period and meeting other field requirements that might be established by the board.

A problem similar to the above currently exists in AS 08.86 which provides for two levels of licensing, namely psychologist and psychological associate. It seems fair to suggest the psychological associates are less than overjoyed with the status offered them by AS 08.86. This is not to suggest that Alaska does not need the services of psychological associates or bachelor social workers. Some attention is focused on this need in my paper that I referred to in my letter of March 2, 1984.

My final comments concern the nature of licensing of professionals in Alaska in general. It has been my impression during the past few years that the legislature has been interested in decreasing rather than increasing the number of licensing boards covered by Title 8. My specific comments above have been stimulated by the fact that the proposed legislation may become law, with no particular endorsement on my part intended. Certainly the advocates of CS No. 303 have their reasons for wanting this piece of legislation and they should be heard.

In the meantime, I respectfully submit a simple substitute for the proposed legislation. Whereas Clinical Social Workers are already recognized in AS 08.86,

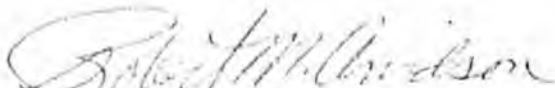
Senator Jan Faiks
March 3, 1984
Page 5

it would seem that an amendment to AS 08.86.230 providing for a definition or a means for identifying clinical social worker would eliminate the need for an additional board and would provide a modicum of independence for social workers identified other than clinical. It is realized that there are legitimate reasons for one profession not wanted to be defined by another, but a precedent has been set in AS 08.86.180(d) and the above solution would be economical. A precedent for identifying related professions has also been established in Chapter 08.64 (Medicine). Clinical social workers could be licensed through AS 43.70.020 and local codes, dependent upon the ability of the legislature to formulate a definition of clinical social worker that would not turn the Department of Revenue into a regulatory agency. It is only fair, however, to point out that I am criticizing psychology's tendency to annex professions beyond its realm in my paper concerned with AS 08.86.

The least complicated and most economical solution is for the statutes to remain silent on definitions for social workers or clinical social workers. As it now stands, a person can become a social worker or a clinical social worker by obtaining a state and local business license. It does not seem that this appears to be a particular problem at this time other than a commitment for the public good must be made by the individual desiring this classification. Some advantages of legal privilege and protection would be lost by the lack of statutory regulation. However, whether regulation of social workers is necessary for the welfare of the state remains beyond the scope of this paper other than to suggest that it may not be necessary.

With thanks for the opportunity to comment on the proposed legislation,

Sincerely yours,



Robert M. Arvidson
Clinical Social Worker

Enclosure: As stated

cc: Senate Finance Committee
Representative Peter Goll
Senator Dick Eliason
House Speaker Joe Hayes
Senate President Jalmar Kerttula
Governor Bill Sheffield
Senator Josephson

RMA/lsb

REFERENCES: Arvidson, Robert M., "The Registration of Psychologists in Canada".
Canadian Psychologist, 1968, 9, 40-41.

Smith, Roger C., "Psychology and the Courts: Some Implications of Recent Judicial Decisions for State Licensing Boards". Professional Psychology, 1978, 9, 489-498.



ALASKA CHILDREN'S SERVICES, INC.

1200 East 27th Avenue
Anchorage, Alaska 99508-3999
(907) 276-4515

December 23, 1983

Senator Joe Josephson
Pouch V, State Capitol Building
Juneau, Alaska 99811

Dear Senator Josephson:

It has come to the attention of the Alaska Children's Services (ACS) Native Advisory Committee that a new bill has been introduced through your office. It is Senate Bill 303.

As a committee developed to address matters relating to Native youth in care at ACS, we have many concerns pertaining to this bill. We are curious as to the source and objectives of the bill. While appearing to create a privileged class of social workers which would virtually control the entire field, the benefits, if any, to those whom such workers are meant to serve are not so clear.

With a view toward clarifying these concerns of ours, we request that you respond to the following list of questions relative to those concerns:

1. What is the main purpose of the bill?
2. How does it protect clients?
3. What are the benefits and ramifications of this bill for rural and urban communities?
4. How does it affect future state, federal and local funding?
5. How does it affect a state that only recently developed a Bachelor of Social Work Program? Alaska does not have a Masters of Social Work Program.
6. Will it affect the funding of a rural community where there are no MSW's?
7. How does this bill affect Governor Sheffield's new policy of increasing Native hire within the state?

Serving Alaska's

Children and Families through:

- Residential Treatment Center
- Group Homes
- Emergency Shelter Services

- American Baptist
- American Lutheran
- United Methodist Churches

Member:

- United Way of Anchorage
- Child Welfare League of America
- Alaska Association of Homes for Children
- Affiliate of the National Benevolent Association of the Christian Church (Disciples of Christ)

Senator Joe Josephson
December 23, 1983
Page Two

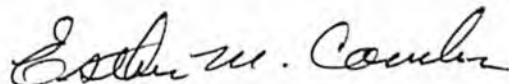
8. Has the public had an opportunity to make comments about this bill?

The Native Advisory Committee would like to hear from you prior to the January legislative session.

Thank-you for your concern in this matter.

Sincerely,

ALASKA CHILDREN'S SERVICES



Native Advisory Committee

cc: John Garvin, ACS Executive Director
Thomas Gunderson, Director of Programs
Native Advisory Committee
Legislators