Salary & Benefits Schedule and Teacher Tenure Study

December 2, 2014

UAA Center for Alaska Education Policy Research
UNIVERSITY of ALASKA ANCHORAGE
Legislative mandate

HB278 Section 52

No later than June 15, 2015, the Department of Administration shall present to the legislature a written proposal for a salary and benefits schedule for school districts, including an evaluation of, and recommendations for, teacher tenure.
CAEPR responsibilities

1. Salary & benefits schedule for teachers and principals
   • Review of current salary schedules
   • Profile of current benefits
   • Geographic & job differentials
   • Issues for consideration

2. District profiles for other positions
   • Describe the complexity & diversity of district personnel
   • Describe range of superintendent duties

3. Recommendations for teacher tenure
   • Review of current structure
   • Presentation of alternate models
Salary & benefits schedule

Part 1
Teachers and principals

• Describe salary structure models
  • Step-and-lane (traditional)
  • Merit pay
  • Knowledge- and skill-based pay
  • Job enlargement
  • Incentives or bonuses in addition to base pay

• Inventory and describe benefits

• Discuss how compensation structures:
  • Attract new teachers
  • Retain teachers
  • Incentivize improvement

• Explore types of pay differentials

• Solicit stakeholder input
District profiles

Part 2
Classified staff, related personnel, & superintendents

- Inventory types of positions employed
- Describe different approaches to filling positions
  - Recruitment
  - Hire
  - Employment v. contract
- Tabulate FTEs in different job types
- Describe superintendent roles
  - Duties
  - Hiring protocol
  - Compensation
Teacher tenure

Part 3
Structure, impact, and alternatives

- Describe tenure
  - Historical context
  - Policy changes in other states
  - Intent and impact
- Describe Alaska’s tenure policy
  - In print
  - In practice
- Identify alternative tenure structures
  - Impacts, pros, cons
- Model the impact of tenure on the teacher labor market
  - Compensation
  - Turnover
- Solicit stakeholder feedback
- Make recommendations
CAEPR work plan
Data collection

- Literature review
  - Empirical studies, case law, other states’ policies, position papers
- Document review
  - Collective bargaining agreements, job descriptions
- Review existing data
  - Certified & classified staffing databases
  - Statewide survey of teacher working conditions
- Collect new data
  - Data requests to district offices
  - Surveys and interviews
  - Stakeholder input
Data analysis

• Calculate teacher and principal responses to community and job characteristics
• Estimate job and community differentials
• Define labor market for Alaska teachers and principals
• Categorical analysis of themes from qualitative data
• Summarize stakeholder perspectives
• Triangulate quantitative results with emergent themes and stakeholder perspectives
Stakeholders

- School district employees
- School board members
- Parent organizations
- Alaska Dept. of Education
- State Board of Education
- Teacher unions
- Not-for-profit education organizations
- Education advocacy organizations
- Alaska Native education organizations
- Education-related professional organizations
- School business officers
- Post-Secondary Education Programs
- Legislators
- Students
- Other concerned community members
- Others???
## Timeline

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<th>Activities</th>
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<td>November</td>
<td>• Work plan</td>
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<td>• Instrument development</td>
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<td>• Institutional Review Board approval</td>
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<td>December – February</td>
<td>Data collection</td>
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<td>March – April</td>
<td>Data analysis</td>
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<td>April – May</td>
<td>• Draft report</td>
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<td>• Comment period for stakeholders</td>
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<td>June 15</td>
<td>• Final report</td>
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<td>• Presentation to legislature</td>
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What happens next?

- June 15 – report sent to legislators
- Actions and follow-up are the purview of
  - Alaska State Legislature
  - Governor
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