



Alaska Public School Teacher

**2024 – 2025
Salary &
Benefits Report**

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Association of Alaska School Boards 2024-2025

Alaska Public School Teacher Salary & Benefits Report

Introduction & Acknowledgments

This 2024-2025 report on Alaska Public School Teacher Salary and Benefits includes information on the following categories: teacher salaries and related information, salary schedule distribution, insurance benefits, leave benefits, miscellaneous fringe benefits, selected extra duty salaries, enrollment/staffing and work year information. This information is sorted statewide, and by region.

This report includes survey responses from 32 Alaska public school districts.

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

Alaska Public School Teacher
Salary & Benefits Report

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Alaska Public School Teacher Salary & Benefits Report

Explanation of Column Headings

SALARIES AND RELATED INFORMATION

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in FY 2024

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

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

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

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

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

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

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

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

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

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

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

SALARY SCHEDULE DISTRIBUTION

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in FY 2024

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

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

INSURANCE BENEFITS

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in FY 2024

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

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

PREMIUM PAID BY EMPLOYEE- Amount employee contributes toward the purchase of hospital/medical insurance policies.

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

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

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

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

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

MISCELLANEOUS FRINGE BENEFITS

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence, as reported to the State of Alaska in FY 2024

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

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

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

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

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

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

Explanation of Column Headings

MISCELLANEOUS FRINGE BENEFITS (cont.)

AMOUNT OF TUITION PAID PER TEACHER- Indicates the amount made available for each teacher for tuition reimbursement.

IS HOUSING OFFERED- A “Y” in this column indicates the district provides housing to some or all of their teachers, either for a fee or at no cost to teachers.

NUMBER OF TEACHERS RECEIVING HOUSING- This is the number of teachers that receive housing.

AVERAGE ANNUAL RENT PER TEACHER- Average amount districts provide per teacher.

LEAVE BENEFITS

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence.

SICK LEAVE BANK- Indicates if sick leave is offered, or maximum number of days that can be drawn from the sick leave bank.

PERSONAL LEAVE- Indicates if personal leave is offered, the number of days available to each teacher annually for personal leave use, and whether this leave is mandatory (**M**), or provided at the discretion (**D**) of the administrator.

MAXIMUM PERSONAL LEAVE- Maximum number of personal leave days teachers may accumulate from year to year.

VARIOUS TYPES OF LEAVE- Professional, Administrative, Military, Emergency, Maternity,

Paternity, Adoptive, Civic, Court, Weather.

Answers in these columns indicate if the district provides this leave.

M indicates that the leave is provided and mandatory because it is a provision of the teacher’s contract.

D indicates that the leave is provided at the discretion of the administrator.

SELECTED EXTRA DUTY SALARIES

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence. Lists amount each person assigned to extra duty receives in the school year. If extra duty salaries vary because of multiple sites or other factors, an estimate average salary is given for each position. Extra duty categories are as follows:

Athletic Director	Head Cross Country	Head Gymnastics	Head Debate	Head Basketball
Head Football	Head Volleyball	Head Cheerleading	Head Track	Head Wrestling
Head Drama	Head Swimming	Head Hockey		

WORK YEAR

TOTAL ADM- (Average Daily Membership) Total Enrollment, including correspondence.

STUDENT DAYS- Number of days teachers work when students are actually in attendance (student contact days).

WORK DAYS- Additional days used for in-service, teacher’s convention, or other days when students are not in attendance, for which teachers are paid.

PAID HOLIDAYS- The total number of paid holidays per teacher.

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

ELEMENTARY PREP TIME- Prep time provided by contract for elementary teachers.

SECONDARY PREP TIME- Prep time provided by contract for secondary teachers.

Alaska School District Map

including

Regional Educational Attendance Areas

City School Districts

Borough School Districts



NORTHWEST

Bering Strait Schools
Nome City Schools
North Slope Borough Schools
Northwest Arctic Borough Schools

SOUTHCENTRAL

Anchorage Schools
Chugach Schools
Cordova City Schools
Kenai Peninsula Borough Schools
Mat-Su Borough Schools
Valdez City Schools

INTERIOR

Alaska Gateway Schools
Copper River Schools
Delta/Greely Schools
Denali Borough Schools
Fairbanks North Star Borough Schools
Galena City Schools
Iditarod Area Schools
Nenana City Schools
Tanana Schools
Yukon Flats Schools
Yukon/Koyukuk Schools

SOUTHWEST

Aleutian Region Schools
Aleutians East Borough Schools
Bristol Bay Borough Schools
Dillingham City Schools
Kashunamiut Schools
Kodiak Island Borough Schools
Kuspuk Schools
Lake & Peninsula Borough Schools
Lower Kuskokwim Schools
Lower Yukon Schools
Pribilof Schools
Southwest Region Schools
St. Mary's Schools
Unalaska City Schools
Yupii Schools

SOUTHEAST

Annette Island Schools
Chatham Schools
Craig City Schools
Haines Borough Schools
Hoonah City Schools
Hydaburg City Schools
Juneau Borough Schools
Kake City Schools
Ketchikan Gateway Borough Schools
Klawock City Schools
Pelican City Schools
Petersburg City Schools
Sitka Borough Schools
Skagway City Schools
Southeast Island Schools
Wrangell City Schools
Yakutat City Schools



STATEWIDE RANKING

BASE TEACHER SALARY				TOP TEACHER SALARY				AVERAGE TEACHER SALARY			
DISTRICT	REG	ADM	BASE SALARY	DISTRICT	REG	ADM	TOP SALARY	DISTRICT	REG	ADM	AVERAGE SALARY
NW Arctic	NW	1809	\$ 61,339.60	Nenana	INT	2043.87	\$ 114,271.13	Skagway	SE	135.38	\$ 85,282.00
Annette Island	SE	304.97	\$ 58,420.00	NW Arctic	NW	1809	\$ 109,105.60	Anchorage	SC	42018	\$ 84,768.56
Skagway	SE	135.38	\$ 58,038.00	Fairbanks	INT	11800	\$ 106,130.45	NW Arctic	NW	1809	\$ 84,259.24
Unalaska	SW	332.35	\$ 57,899.00	Galena	INT	7804	\$ 105,700.00	Unalaska	SW	332.35	\$ 83,900.00
Galena	INT	7804	\$ 57,500.00	Nome	NW	659.73	\$ 104,966.00	Klawock	SE	133	\$ 83,400.00
Anchorage	SC	42018	\$ 56,823.00	Klawock	SE	133	\$ 103,070.00	Fairbanks	INT	11800	\$ 81,790.10
Aleutians East	SE	163	\$ 56,300.00	Skagway	SE	135.38	\$ 102,774.00	Valdez	SC	578.82	\$ 80,716.00
Klawock	SE	133	\$ 56,260.00	Denali	INT	1036.82	\$ 101,935.42	Craig	SE	621	\$ 79,913.88
Nome	NW	659.73	\$ 55,438.00	Unalaska	SW	332.35	\$ 101,790.00	Nome	NW	659.73	\$ 79,698.00
Kuspuk	SW	279.85	\$ 55,394.00	Valdez	SC	578.82	\$ 101,710.00	Nenana	INT	2043.87	\$ 78,045.22
Nenana	INT	2043.87	\$ 55,196.35	Anchorage	SC	42018	\$ 101,655.00	Wrangell	SE	258.75	\$ 77,452.00
Kodiak Island	SW	2039.65	\$ 55,000.00	Annette Island	SE	304.97	\$ 101,387.00	Aleutians East	SE	163	\$ 76,795.00
Valdez	SC	578.82	\$ 54,101.00	Aleutians East	SE	163	\$ 100,000.00	Petersburg	SE	456	\$ 76,682.00
Denali	INT	1036.82	\$ 53,513.04	Copper River	INT	378.5	\$ 98,910.00	Kenai	SC	8264.06	\$ 76,546.00
Bristol Bay	SW	90	\$ 53,504.00	Kenai	SC	8264.06	\$ 98,860.00	Annette Island	SE	304.97	\$ 76,418.00
Fairbanks	INT	11800	\$ 53,341.25	Kodiak Island	SW	2039.65	\$ 97,080.00	Galena	INT	7804	\$ 76,143.00
Kashunamiut	SW	327	\$ 53,249.00	Kuspuk	SW	279.85	\$ 96,992.00	Cordova	SC	351.8	\$ 74,275.00
Kenai	SC	8264.06	\$ 53,039.00	Yakutat	SE	82	\$ 95,993.00	Kuspuk	SW	279.85	\$ 74,199.32
Chatham	SE	171	\$ 52,206.07	Wrangell	SE	258.75	\$ 94,727.00	Kashunamiut	SW	327	\$ 73,016.00
Yakutat	SE	82	\$ 52,012.00	Southeast Island	SE	164	\$ 93,470.11	Yakutat	SE	82	\$ 72,483.00
Lake & Peninsula	SW	288.8	\$ 50,776.00	Cordova	SC	351.8	\$ 93,263.00	Kodiak Island	SW	2039.65	\$ 72,173.71
Haines	SE	252	\$ 50,496.00	Petersburg	SE	456	\$ 92,681.00	Haines	SE	252	\$ 70,965.33
Petersburg	SE	456	\$ 50,348.00	Craig	SE	621	\$ 92,595.00	Delta Greely	INT	961.76	\$ 70,965.00
Craig	SE	621	\$ 49,830.00	Bristol Bay	SW	90	\$ 92,026.00	Saint Mary's	INT	168	\$ 70,819.27
Delta Greely	INT	961.76	\$ 49,450.00	Delta Greely	INT	961.76	\$ 88,077.00	Southeast Island	SE	164	\$ 70,496.98
Southeast Island	SE	164	\$ 49,067.67	Haines	SE	252	\$ 87,367.00	Bristol Bay	SW	90	\$ 69,811.00
Copper River	INT	378.5	\$ 47,451.00	Lake & Peninsula	SW	288.8	\$ 85,593.00	Chatham	SE	171	\$ 67,557.00
Cordova	SC	351.8	\$ 46,856.00	Kashunamiut	SW	327	\$ 85,380.00	Copper River	INT	378.5	\$ 66,634.00
Wrangell	SE	258.75	\$ 46,364.00	Saint Mary's	INT	168	\$ 85,327.00	Lake & Peninsula	SW	288.8	\$ 65,408.47
Hydaburg	SE	75	\$ 45,355.00	Chatham	SE	171	\$ 84,621.32	Denali	INT	1036.82	\$ 60,618.34
Saint Mary's	INT	168	\$ 41,020.00	Hydaburg	SE	75	\$ 73,027.00	Hydaburg	SE	75	\$ 51,654.00

Top Teacher Salary & Base Teacher Salary indicate contractual salaries offered by school districts. They do not necessarily represent the salary of a current teacher or

SALARY INFO: STATEWIDE

DISTRICT	REG	ADM	FTE Teachers	Base Salary	Top Salary	Salary Schedule Index	Steps on Salary Schedule	Max Ed on Salary Schedule	% of Tchrs at Max	Avg Salary	Avg Salary w/all Benefits	Longevity Increment Granted	Daily Pay-Certified Sub	Daily Pay- Non-Certified Sub
Aleutians East	SE	163	20	\$56,300	\$100,000	1.78	16	MA+36/BA+72	15%	\$76,795	\$121,084	No	\$185	155 or 170
Anchorage	SC	42,018	2,921	\$56,823	\$101,655	1.95	21	Doctorate: B+72+3%	12%	\$84,769	\$120,406	Yes	\$225; \$285 Long Term	\$175
Annette Island	SE	305	36	\$58,420	\$101,387	1.73	13	MA+36	22%	\$76,418	\$111,770	Yes	200/day	150 or 187.50/day
Bristol Bay	SW	90	11	\$53,504	\$92,026	1.72	13	MA 36	17%	\$69,811	\$107,191	No	\$150.00 at the discretion of the Principal or Superintendent	\$150.00 at the discretion of the Principal or Superintendent
Chatham	SE	171	20	\$52,206	\$84,621	1.62	12	MA+36	0%	\$67,557	\$97,557	No	\$128	\$97
Copper River	INT	379	27	\$47,451	\$98,910	2.08	13	MA/S+36	22%	\$66,634	\$108,400	Yes	\$200	\$160
Cordova	SC	352	29	\$46,856	\$93,263	1.99	6	BA+75/MA+30	10%	\$74,275	\$121,983	Yes	\$250	\$125
Craig	SE	621	25	\$49,830	\$92,595	0.53	15	M+24	20%	\$79,914	\$114,992	No	\$140	\$120
Delta Greely	INT	962	58	\$49,450	\$88,077	1.78	13	M+36 / BA+72	27%	\$70,965	\$96,839	Yes	\$125	\$125
Denali	INT	1,037	26	\$53,513	\$101,935	1.90	18	M+60 or PhD	4%	\$60,618	\$68,551	Yes	\$181	\$158
Fairbanks	INT	11,800	687	\$53,341	\$106,130	1.98	16	National Board / Occupational License	32%	\$81,790	\$118,172	No	\$168	\$126
Galena	INT	7,804	113	\$57,500	\$105,700	1.84	19	DR	0%	\$76,143	\$0	No	\$250	\$175
Haines	SE	252	21	\$50,496	\$87,367	0.17	20	MA+30/ BA+75	28%	\$70,965	\$141,662	No	\$135	\$135
Hydaburg	SE	75	11	\$45,355	\$73,027	1.61	13	M24	9%	\$51,654	\$72,796	Yes	\$150	\$126
Kashunamiut	SW	327	30	\$53,249	\$85,380	1.60	14	M+60/D	3%	\$73,016	\$94,123	No	\$135	\$114
Kenai	SC	8,264	567	\$53,039	\$98,860	1.90	12-20	C+90/M	25%	\$76,546	\$113,357	Yes	\$225-\$250	\$160
Klawock	SE	133	14	\$56,260	\$103,070	1.83	16	MA+36	8%	\$83,400	\$0	No	\$25 / hour	\$20 / hour
Kodiak Island	SW	2,040	179	\$55,000	\$97,080	1.77	20	MA 54	7%	\$72,174	\$113,928	No	\$176.75-\$212.10	\$162.61-\$168.68
Kuspuk	SW	280	34	\$55,394	\$96,992	1.75	17	2nd Masters/ EdD/PHD	0%	\$74,199	\$106,187	No	\$30	\$18
Lake & Peninsula	SW	289	39	\$50,776	\$85,593	1.69	13	BA72/MA36	14%	\$65,408	\$44,012	No	\$35	17.47/20.56 with degree
Nenana	INT	2,044	30	\$55,196	\$114,271	2.07	17	BA+72/MA+36	4%	\$78,045	\$103,308	Yes	\$292	\$168
Nome	NW	660	45	\$55,438	\$104,966	1.89	18	B+90/M+54	14%	\$79,698	\$125,771	Yes	\$265	\$160
NW Arctic	NW	1,809	157	\$61,340	\$109,106	1.78	13	M+36	19%	\$84,259	\$125,516	No	\$180	\$180
Petersburg	SE	456	38	\$50,348	\$92,681	1.84	14 (for BA 80/MA 32 only)	Ba 80/ MA 32	34%	\$76,682	\$0	No	\$175	\$150
Skagway	SE	135	15	\$58,038	\$102,774	1.77	18	MA+30	28%	\$85,282	\$135,261	Yes	\$216	\$160
Saint Mary's	INT	168	16	\$41,020	\$85,327	2.08	14	MA + 36	0%	\$70,819	\$104,093	No	\$135	\$100
Southeast Island	SE	164	19	\$49,068	\$93,470	1.90	16	BA+60/MA-36	25%	\$70,497	\$111,239	No	\$140	\$124
Unalaska	SW	332	27	\$57,899	\$101,790	1.76	13	MA+36 or BA+72	4%	\$83,900	\$140,300	Yes	\$200	\$150
Valdez	SC	579	51	\$54,101	\$101,710	1.88	17	MA+36	12%	\$80,716	\$123,321	No	\$175	\$126
Wrangell	SE	259	21	\$46,364	\$94,727	2.04	16	M+72	43%	\$77,452	\$107,596	No	\$143	\$120
Yakutat	SE	82	6	\$52,012	\$95,993	1.85	7	M+30/B+90	33%	\$72,483	\$114,049	No	\$150	\$125
Yukon Koyukuk	INT	3,800	80	\$0	\$0	0.00	0	\$0	0%	\$0	\$0	No	\$350	\$120

SALARY DISTRIBUTION: STATEWIDE

DISTRICT	REG	ADM	FTE Teachers	% of Teachers earning less than \$39,500:	% of Teachers earning \$39,500-\$44,499:	% of Teachers earning \$44,500-\$49,499:	% of Teachers earning \$49,500-\$54,499:	% of Teachers earning \$54,500-\$59,499:	% of Teachers earning \$59,500-\$64,499:	% of Teachers earning more than \$64,500:
Aleutians East	SE	163	20	0%	0%	0%	0%	5%	10%	85%
Anchorage	SC	42,018	2,921	0%	0%	0%	0%	2%	7%	90%
Annette Island	SE	305	36	2%	0%	0%	0%	5%	13%	77%
Bristol Bay	SW	90	11	0%	0%	0%	0%	0%	34%	59%
Chatham	SE	171	20	0%	0%	0%	5%	5%	5%	85%
Copper River	INT	379	27	0%	0%	3%	0%	14%	22%	54%
Cordova	SC	352	29	0%	0%	0%	10%	4%	10%	76%
Craig	SE	621	25	0%	4%	0%	4%	8%	4%	80%
Delta Greely	INT	962	58	0%	0%	4%	4%	18%	6%	72%
Denali	INT	1,037	26	2%	0%	0%	4%	12%	10%	73%
Fairbanks	INT	11,800	687	1%	1%	0%	3%	6%	8%	81%
Galena	INT	7,804	113	0%	0%	0%	0%	2%	12%	86%
Haines	SE	252	21	0%	0%	0%	0%	24%	10%	66%
Hydaburg	SE	75	11	0%	0%	27%	0%	9%	18%	45%
Kashunamiut	SW	327	30	1%	1%	5%	0%	2%	1%	21%
Kenai	SC	8,264	567	4%	1%	1%	2%	8%	6%	78%
Klawock	SE	133	14	0%	0%	0%	0%	8%	16%	76%
Kodiak Island	SW	2,040	179	4%	0%	5%	2%	7%	5%	82%
Kuspuk	SW	280	34	0%	0%	0%	0%	11%	0%	82%
Lake & Peninsula	SW	289	39	1%	0%	0%	7%	2%	6%	60%
Nenana	INT	2,044	30	0%	0%	0%	0%	10%	6%	83%
Nome	NW	660	45	0%	0%	0%	0%	4%	7%	89%
NW Arctic	NW	1,809	157	0%	0%	0%	0%	0%	8%	92%
Petersburg	SE	456	38	0%	0%	0%	5%	5%	3%	87%
Skagway	SE	135	15	0%	0%	3%	0%	0%	7%	71%
Saint Mary's	INT	168	16	0%	6%	6%	6%	6%	0%	86%
Southeast Island	SE	164	19	5% (all less than 1.0 FTE)	5% (all less than 1.0 FTE)	0%	0%	5%	10%	50%
Unalaska	SW	332	27	0%	0%	0%	0%	0%	8%	92%
Valdez	SC	579	51	0%	0%	0%	0%	0%	1%	99%
Wrangell	SE	259	21	0%	0%	9%	0%	5%	0%	86%
Yakutat	SE	82	6	0%	0%	0%	0%	32%	0%	68%
Yukon Koyukuk	INT	3,800	80	0%	0%	0%	0%	2%	1%	5%

INSURANCE BENEFITS: STATEWIDE

DISTRICT	REG	ADM	DISTRICT SELF- INSURED?	MEDICAL PREMIUM INDIVIDUAL	MEDICAL PREMIUM FAMILY	PREMIUM PAID BY EMPLOYEE	DENTAL/ VISION COVERAGE?	LIFE INSURANCE COVERAGE AMOUNT	DISABILITY INSURANCE PROVIDED?	PROF. LIABILITY INS. PROVIDED	TRAVEL INS. PROVIDED	AVG INSURANCE COST PER TEACHER	MAX OUT OF POCKET COST SINGLE/FAMILY
Aleutians East	SE	163	No	\$16,781.00	\$48,834.00	600 or 1200	Yes	\$30,000.00	Yes	No	Yes	\$25,097.00	1000/2000
Anchorage	SC	42,018	No	Varies by Plan: Plan C \$29,372.50; Plan F \$25,672.32; Plan HDHP \$24,236.23	Varies by Plan: Plan C \$31,557.20; Plan F \$26,959.20; Plan HDHP \$24,999.80	Varies by Plan: Plan C 5%; Plan F 9%; Plan HDHP 17%	Yes	3x Annual Salary up to \$100K Max	No	Yes	No	\$27,408	Varies by Plan. ASD cannot attest to plan design as coverage is through a separate health trust selected by the Union.
Annette Island	SE	305	No	18726.96	59767.56	0.08	Yes	2000	Yes	No	No	32537.62	2250/6750
Bristol Bay	SW	90	No	\$13,536.00	\$41,172.00	\$8,175 per employee	Yes	\$1,800.00	No	No	No	\$32,123.00	\$1,000/\$3,000
Chatham	SE	171	Yes	\$13,020.00	\$39,576.00	1360%	Yes	\$75,000.00	No	No	No	\$36,218.00	\$5,701.00
Copper River	INT	379	No	\$34,675.00	\$34,675.00	1000%	Yes	\$5,000.00	No	No	No	\$34,675.00	\$1000/\$3000
Cordova	SC	352	No	\$4,047.00	\$4,047.00	12%	Yes	\$40,000.00	No	No	No	\$33,703.00	\$1,000/\$3,000
Craig	SE	621	No	\$114,153.60	\$370,841.40	4%	Yes	\$0.00	No	No	No	\$28,741.61	\$1,000/\$3,000
Delta Greely	INT	962	No	\$31,038.00	\$31,038.00	950400%	Yes	\$10,000.00	No	Yes	No	\$21,534.00	\$3,000.00
Denali	INT	1,037	No	\$11,451.60	\$40,107.60	\$8.00	Yes	\$50,000.00	No	Yes	No	\$28,377.86	\$1,500.00
Fairbanks	INT	11,800	Yes	Plan A - \$47,457, Plan B - \$13,913.88, Plan C - 21,722.52	Plan A - 79,095, Plan B - \$23,189.76, Plan C - \$36,204.24	20%	Yes	Equal to annual salary rounded up to the next thousand	No	No	No	Plan A - \$23,167.68, Plan B - \$157.2, Plan C - \$4,183.08 (2024 rates)	Plan A - \$2000/6000, Plan B - \$2000/\$8000, Plan C - \$2000/\$4000 (does not include deductible)
Galena	INT	7,804	Yes	\$0.00	\$0.00	240/employee 5160/family	Yes	\$30,000.00	Yes	Yes	No	\$0.00	3500/10500
Haines	SE	252	No	\$32,264.00	\$32,264.00	10%	Yes	\$10,000.00	No	No	No	\$3,228.00	\$1,500.00-\$3,000
Hydaburg	SE	75	No	13526.4	52728	0%	Yes	\$0.00	No	No	No	\$17,067.00	500/1500
Kashunamiut	SW	327	No	\$10,441.30	\$31,324.00	11%	Yes	2x annual salary	No	Yes	Yes	\$26,550.00	\$2,000/\$6,000
Kenai	SC	8,264	Yes	\$25,857.00	\$25,857.00	15%	Yes	1 x Annual Salary	No	No	No	\$3,878.55	2,000/4,000
Klawock	SE	133	No	\$1,143.00	\$3,493.00	95%	Yes	\$25,000.00	No	No	No	\$30,186.00	\$2000/\$6000
Kodiak Island	SW	2,040	Yes	\$461.52	\$1,398.44	3%	Yes	\$85,000.00	No	No	No	\$31,000.00	\$3500/\$7000
Kuspuk	SW	280	Yes	\$0.00	\$0.00	0%	Yes	\$50,000.00	Yes	Yes	Yes	\$2,089.00	\$390.00
Lake & Peninsula	SW	289	Yes	\$16,257.36	\$46,975.80	0.0 HDHP or 1200.00 PPO annually	Yes	\$2,000.00	No	No	Yes	0.0 HDHP/1200 PPO annually	1500.00/13100.00 PPO 6550.00/13100.00 HDHP
Nenana	INT	2,044	Yes	\$1,186.30	\$3,626.30	0%	Yes	\$10,000.00	No	No	No	\$1,226.10	\$0.00
Nome	NW	660	Yes	\$13,272.00	\$40,481.00	15%	Yes	\$25,000.00	No	Yes	No	\$19,024.00	\$4500/\$9000
NW Arctic	NW	1,809	Yes	\$28,760.00	\$28,760.00	1080	Yes	\$50,000.00	No	No	No	\$1,080.00	\$500/\$750
Petersburg	SE	456	No	9,977.28 district / 2494.32 employee (12,471.60 total)	30,492.48 District / 7623.12 employee (38115.60 total)	0.2	Yes	\$5,000.00	No	No	No	\$0.00	1000 / 3000
Skagway	SE	135	Yes	\$11,292.00	\$35,820.00	0	Yes	\$10,000.00	No	No	Yes	\$0.00	4000/12000
Saint Mary's	INT	168	Yes	\$20,940.00	N/A	0%	Yes	Annual salary	No	No	No	\$0.00	N/A
Southeast Island	SE	164	No	\$12,715.08	\$38,750.04	5% not to exceed \$130/month	Yes	\$10,000.00	No	No	No	\$30,350.27	\$2000/\$4000
Unalaska	SW	332	Yes	\$39,600.00	\$39,600.00	0%	Yes	\$50,000.00	No	Yes	No	\$39,600.00	750/2250
Valdez	SC	579	Yes	\$29,598.00	\$29,598.00	750%	Yes	\$70,000.00	Yes	Yes	No	\$29,598.00	\$488.00
Wrangell	SE	259	No	\$11,772.00	\$35,772.00	6	Yes	\$50,000.00	No	No	No	\$18,898.00	4000/12000
Yakutat	SE	82	No	\$0.00	\$0.00	0	Yes	\$100,000.00	Yes	No	No	\$42,061.00	2500/7500
Yukon Koyukuk	INT	3,800	0	\$0.00	\$0.00	0%	0	\$0.00	0	0	0	\$0.00	\$0.00

FRINGE BENEFITS: STATEWIDE

DISTRICT	REG	ADM	Amount of Travel Paid	Amount of Signing Bonus	Amount of Professional Certification Bonus	TSA/Supp Savings contribution pr teacher	Amount of Tuition Reimbursed	# of Teachers Receiving Housing	Avg Annual rent pr Teacher
Aleutians East	SE	163	\$2,500	\$0	2252	0	800	1	\$560.00
Anchorage	SC	42,018	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Annette Island	SE	305	na	na	na	na	3 credits/fiscal year	11	\$10,380.00
Bristol Bay	SW	90	\$4,000 moving	0.00 but \$500 for signing contract early	na	na	500	three	\$1,557.00
Chatham	SE	171	\$0	\$0	\$0	\$0	0	8	\$7,200.00
Copper River	INT	379	N/A	N/A	\$1,000	N/A	N/A	0	\$0.00
Cordova	SC	352	n/a	n/a	\$5,000	\$1,200/\$1,800/\$2,400/\$3,000	up to \$24,000 total for all teachers	n/a	n/a
Craig	SE	621	N/A	N/A	N/A	N/A	452	0	\$0.00
Delta Greely	INT	962	\$0	\$0	\$0	0	0	0	\$0.00
Denali	INT	1,037	\$0	\$0	\$0	\$100 monthly	0	0	\$0.00
Fairbanks	INT	11,800	\$33,000	\$2,000 - Special Ed only	\$0	1% match of salary	0	0	\$0.00
Galena	INT	7,804	\$3,000	\$0	\$0	\$0	0	48	\$8,000.00
Haines	SE	252	N/A	\$2,500	N/A	N/A	\$250.00/ re-certification	N/A	N/A
Hydaburg	SE	75	\$1,000	\$0	\$0	\$0	0	5	\$488.00
Kashunamiut	SW	327	\$1,000	\$1,000	N/A	N/A	1600	19	\$6,750.00
Kenai	SC	8,264	\$0	N/A	2000	\$0	0	6	\$1,800.00
Klawock	SE	133	\$0	0	0	\$0	0	0	\$0.00
Kodiak Island	SW	2,040	\$4,048	1000	0	\$0	1539	7	\$3,900.00
Kuspuk	SW	280	\$1,500	\$0	\$0	\$0	6 credits	28	\$756.00
Lake & Peninsula	SW	289	1600.00 moving	\$0	\$0	n/a	n/a	30	\$7,774.50
Nenana	INT	2,044	\$0	\$0	\$0	\$0	\$0	0	\$0.00
Nome	NW	660	\$400 Annual Roundtrip Flight Benefit & \$3,000 Relocation Reimb for New Hires	\$0	\$0	\$0	\$0	22	\$11,000.00
NW Arctic	NW	1,809	\$1,500	\$0	\$250	\$0	\$0	54	\$7,000.00
Petersburg	SE	456	\$0	\$0	\$0	Matching \$500	\$0	0	\$0.00
Skagway	SE	135	\$0	\$0	\$0	\$0	UA tuition amount	0	\$0.00
Saint Mary's	INT	168	\$0	\$4,000	\$0	\$0	\$0	14	\$4,200.00
Southeast Island	SE	164	N/A	N/A	N/A	N/A	\$1,000	8	\$7,350.00
Unalaska	SW	332	3000 (every 3 years)	3500 (relocation)	ESL Certified - \$1,000 each FY; National Board Certification - \$1,000 each FY	\$0	\$0	0	\$0.00
Valdez	SC	579	\$0	\$2,000	\$0	\$0	\$10,000	0	\$0.00
Wrangell	SE	259	\$0	\$0	\$0	\$0	\$0	0	\$0.00
Yakutat	SE	82	\$0	\$0	\$0	\$0	\$0	0	\$0.00
Yukon Koyukuk	INT	3,800	\$0	\$0	\$0	\$0	\$0	0	\$0.00

LEAVE: STATEWIDE

Are the following leave types offered (Y or N)? Are they Mandatory or Discretionary (M or D)?														
DISTRICT	REG	ADM	Sick Leave	Personal	Professional	Administrative	Military	Emergency	Maternity	Paternity	Adoptive	Civic	Court (Jury Duty)	Bad Weather
Aleutians East	SE	163	YD	YD	YD	YD	YM	YD	YM	YM	YM	YM	YM	ND
Anchorage	SC	42,018	YD	YM	YD	YM	YD	YD	YD	YD	YD	YD	YD	YD
Annette Island	SE	305	YD	YM	YD	YM	YD	YD	YD	YD	YD	YD	YD	N
Bristol Bay	SW	90	YM	YM	YD	YD	YM	YD	YM	YM	YM	YM	YM	YD
Chatham	SE	171	YD	YM	N	N	N	N	N	N	N	N	N	N
Copper River	INT	379	YD	YM	YD	YD	YD	YD	YM	YM	YM	N	YD	YM
Cordova	SC	352	YM	YM	YM	YM	N	N	N	N	N	N	YD	YM
Craig	SE	621	YD	YM	N	Y	N	N	N	N	N	N	YM	N
Delta Greely	INT	962	YD	YM	YD	YD	YM	YD	YM	YM	YM	YD	YM	YD
Denali	INT	1,037	YM	YM	YD	YD	N	YM	YD	YD	YD	N	YM	N
Fairbanks	INT	11,800	YD	YM	YD	YD	YM	YD	YD	YD	YD	YM	YM	YD
Galena	INT	7,804	YD	YM	YD	YD	ND	ND	YD	YD	ND	ND	YD	YD
Haines	SE	252	YM	YM	YD	YD	YD	YD	YM	YM	YM	YD	YD	YD
Hydaburg	SE	75	N	YM	N	N	N	N	Y	Y	Y	N	Y	YD
Kashunamiut	SW	327	YM	YM	YM	YM	YM	YD	YM	YM	YD	N	N	YM
Kenai	SC	8,264	YM	YM	YD	YD	YD	ND	YM	YM	YM	YD	YM	ND
Klawock	SE	133	YM	YM	YD									
Kodiak Island	SW	2,040	YD	YD	YD	YD	N	YD	YD	YD	YD	YD	YD	N
Kuspuk	SW	280	YD	YM	N	N	N	N	YD	YD	YD			
Lake & Peninsula	SW	289	YM	YM	YD	YD	N	YD	YM	YM	YM	N	YM	N
Nenana	INT	2,044	YD	YM	YD	YD	YD	N	N	N	N	YD	YD	N
Nome	NW	660	YM	YM	YD	YD	YM	ND	YM	YM	YM	YM	YM	N
NW Arctic	NW	1,809	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	N
Petersburg	SE	456	YM	YM	YD	YD	YM	YM				YM	YM	N
Skagway	SE	135	YD	YD	YD	N	N	YD	YD	YD	YD	YD	YD	YD
Saint Mary's	INT	168	YD	YM	N	YD	N	YD	YD	YD	YD	N	YD	YD
Southeast Island	SE	164	YM	YM	YD	YD	YM	YM	YM	YM	YM	YD	YM	N
Unalaska	SW	332	YD	YM	YM	YD	YD	YD	YD	YD	YD	N	YM	YM
Valdez	SC	579	Y	Y	Y	Y	Y	N	Y	Y	Y	Y		N
Wrangell	SE	259	YM	YM	YD	YD	ND	YD	YM	ND	ND	ND	YM	ND
Yakutat	SE	82	YM	YM	YD	YD	YM	YD	YM	ND	ND	ND	YM	YD
Yukon Koyukuk	INT	3,800	0	0	0	0	0	0	0	0	0		0	0

EXTRA DUTY: STATEWIDE

DISTRICT	REG	ADM	Athletic Director	Head Basketball	Head Track	Head Swimming	Head Cross Country	Head Football	Head Wrestling	Head Hockey	Head Gymnastics	Head Volleyball	Head Drama	Head Debate	Head Cheerleading
Aleutians East	SE	163	\$0	\$5,747	\$0	\$0	\$2,298	\$0	\$3,941	\$0	\$0	\$3,976	\$0	\$0	\$2,885
Anchorage	SC	42,018	N/A	\$5,354	\$3,569	\$5,354	\$3,569	\$5,354	\$5,354	\$5,354	\$5,354	\$5,354	\$2,085	\$2,085	\$2,855
Annette Island	SE	305	\$12,000	\$8,763	\$0	\$5,842	\$5,258	\$0	\$7,010	\$0	\$0	\$7,010	\$0	\$5,842	\$7,010
Bristol Bay	SW	90	\$5,000	\$3,460	\$0	\$0	\$2,560	\$0	\$2,792	\$0	\$0	\$2,792	\$0	\$0	\$0
Chatham	SE	171	\$2,700	\$3,200	\$1,700	\$0	\$1,700	\$0	\$1,950	\$0	\$0	\$2,100	\$1,450	\$0	\$0
Copper River	INT	379	\$20,000	\$3,500	\$3,500	\$0	\$2,400	\$0	\$3,500	\$0	\$0	\$3,500	\$0	\$0	\$0
Cordova	SC	352	none this year (NTY)	\$4,713	n/a	\$5,864	\$5,364	n/a	\$4,963	n/a	n/a	\$4,360	NTY	n/a	\$4,262
Craig	SE	621	\$8,969	\$6,976	\$4,186	\$2,990	\$4,186	\$0	\$4,784	\$0	\$0	\$4,784	\$0	\$0	\$0
Delta Greely	INT	962	\$7,000	\$3,500	\$3,500	\$0	\$2,650	\$0	\$3,500	\$3,500	\$0	\$3,500	\$0	\$0	\$1,500
Denali	INT	1,037	\$7,778	\$5,186	\$2,593	\$0	\$2,593	\$0	\$0	\$3,889	\$0	\$3,889	\$0	\$0	\$0
			Coordinator of Activities - salaried												
Fairbanks	INT	11,800	\$86,249.28	\$55,000	\$3,500	\$8,000	\$3,250	\$6,000	\$5,500	\$8,000	\$4,500	\$5,500	\$1,500	\$2,000	\$4,000
Galena	INT	7,804	\$0	\$5,850	\$0	\$2,654	\$3,090	\$0	\$3,675	\$0	\$0	\$3,375	\$0	\$0	\$0
Haines	SE	252	\$7,150	\$3,324	\$2,681	N/A	\$4,125	N/A	\$3,712	N/A	N/A	\$4,331	\$2,970	N/A	\$3,324
Hydaburg	SE	75	\$0	\$4,200	\$0	\$0	\$2,100	\$0	\$2,100	\$0	\$0	\$3,200	\$0	\$0	\$2,100
Kashunamiut	SW	327	\$8,500	\$3,750	\$0	\$0	\$2,500	\$0	\$2,750	\$0	\$0	\$2,250	\$0	\$0	\$0
Kenai	SC	8,264	\$4,848	\$4,848	\$4,364	\$4,848	\$4,364	\$4,848	\$4,848	\$4,848	N/A	\$4,848	\$2,424	\$2,424	\$2,424
Klawock	SE	133	\$9,000	\$6,000	\$0	\$0	\$3,500	\$0	\$0	\$0	\$0	\$4,000	\$0	\$0	\$0
Kodiak Island	SW	2,040	\$112,608	\$7,040	\$4,840	\$7,040	\$3,520	\$4,840	\$4,840	\$7,040	N/A	\$7,040	\$3,520	\$3,520	\$3,300
Kuspuk	SW	280	\$5,000	\$3,000	\$0	\$0	\$1,700	\$0	\$2,000	\$0	\$0	\$2,000	\$0	\$0	\$0
Lake & Peninsula	SW	289	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Nenana	INT	2,044	\$7,500	\$3,000	\$0	\$0	\$2,164	\$0	\$2,164	\$0	\$0	\$3,247	\$0	\$0	\$0
Nome	NW	660	\$11,500	\$5,940	\$0	\$0	\$3,780	\$0.00	\$4,140	\$0	\$0	\$5,220	\$1,500	\$0	\$5,940
NW Arctic	NW	1,809	\$98,858	\$3,100	\$2,500	na	\$2,500	na	\$2,500	na	na	\$1,500	na	na	na
Petersburg	SE	456	Tied in with dean salary negotiated	417 / week (\$6045)	417 / week (\$4795)	417 / week (\$5213)	417 / week (\$3545)	\$0	417 / week (\$4379)	\$0	\$0	417 / week (\$4,795)	\$0	\$0	417 / week (\$6,045)
Skagway	SE	135	\$68,865	\$3,579	\$3,683	n/a	\$1,464	n/a	\$2,313	n/a	n/a	\$2,417	\$3,450	\$0	n/a
Saint Mary's	INT	168	\$0	\$3,000	\$0	\$0	\$1,000	\$0	\$2,500	\$0	\$0	\$2,500	\$0	\$0	\$0
Southeast Island	SE	164	\$8,000	\$3,939	N/A	N/A	N/A	N/A	\$2,985	N/A	N/A	\$2,898	N/A	N/A	N/A
				3550 (no state games. Higher if qualifies for state)		3300 (includes state competition)	2650 (no state games)		3750 (includes state competition and working during Xmas break bonus)						
Unalaska	SW	332	\$40,000		N/A			N/A		N/A	N/A	\$3,800	N/A	N/A	N/A
Valdez	SC	579	\$0	\$7,596	\$4,382	\$7,596	\$4,382	\$7,596	\$7,596	\$0	\$0	\$7,596	\$4,966	\$0	\$7,596
Wrangell	SE	259	\$9,000	\$5,760	N/A	\$4,420	\$3,360	N/A	\$4,080	N/A	N/A	\$4,760	\$675	N/A	\$3,060
Yakutat	SE	82	\$3,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Yukon Koyukuk	INT	3,800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

WORK YEAR: STATEWIDE

DISTRICT	REG	ADM	STUDENT DAYS	ADD'L WORK DAYS	# OF PAID HOLIDAYS	TOTAL CONTRACT DAYS	ELEMENTARY PREP TIME	SECONDARY PREP TIME
Aleutians East	SE	163	170	14	5	189	50	50
Anchorage	SC	42,018	172	10	0	182	240 mins per week/4 hours	240 mins per week/4 hours
Annette Island	SE	305	172	9	7	188	250	250
Bristol Bay	SW	90	173	11	4	188	zero	zero
Chatham	SE	171	170	22	5	188	300	300
Copper River	INT	379	173	16	6	189	300	300
Cordova	SC	352	172	8	7	187	60	60
Craig	SE	621	174	10	6	190	200	200
Delta Greely	INT	962	170	13	5	188	225	225
Denali	INT	1,037	183	7	7	190	225	225
Fairbanks	INT	11,800	170	14	0	184	180	250
Galena	INT	7,804	175	184	5	189	50	50
Haines	SE	252	173	10	5	188	200	200
Hydaburg	SE	75	171	14	5	190	300	300
Kashunamiut	SW	327	170	14	5	189	230	230
Kenai	SC	8,264	170	13	5	188	150	250
Klawock	SE	133	173	11	6	190	55	55
Kodiak Island	SW	2,040	174	10	5	189	225	No
Kuspuk	SW	280	171	12	6	188	150	150
Lake & Peninsula	SW	289	150	17	5	172	0	0
Nenana	INT	2,044	170	12	6	188	300	300
Nome	NW	660	170	13	6	189	46	46
NW Arctic	NW	1,809	170	10	10	190	determined by site	determined by site
Petersburg	SE	456	171	184	6	190	180	180
Skagway	SE	135	170	10	5	185	250	250
Saint Mary's	INT	168	174	14	5	188	300	300
Southeast Island	SE	164	146 (4-day school week)	26	6	178	180	180
Unalaska	SW	332	175	8	6	189	400 (CBA requirement is 250)	250
Valdez	SC	579	170	15	5	190	180	220
Wrangell	SE	259	181	3	5	189	150	240
Yakutat	SE	82	170	115	5	190	225	300
Yukon Koyukuk	INT	3,800	0	0	0	0	0	0

SALARY INFO: BY REGION

DISTRICT	REG	ADM	FTE Teachers	Base Salary	Top Salary	Salary Schedule Index	Steps on Salary Schedule	Max Ed on Salary Schedule	% of Tchrs at Max	Avg Salary	Avg Salary w/all Benefits	Longevity Increment Granted	Daily Pay-Certified Sub	Daily Pay- Non-Certified Sub
Denali	INT	1,037	26	\$53,513	\$101,935	1.90	18	M+60 or PhD	4%	\$60,618	\$68,551	Yes	\$181	\$158
Fairbanks	INT	11,800	687	\$53,341	\$106,130	1.98	16	National Board / Occupational License	32%	\$81,790	\$118,172	No	\$168	\$126
Saint Mary's	INT	168	16	\$41,020	\$85,327	2.08	14	MA + 36	0%	\$70,819	\$104,093	No	\$135	\$100
Copper River	INT	379	27	\$47,451	\$98,910	2.08	13	MA/S+36	22%	\$66,634	\$108,400	Yes	\$200	\$160
Delta Greely	INT	962	58	\$49,450	\$88,077	1.78	13	M+36 / BA+72	27%	\$70,965	\$96,839	Yes	\$125	\$125
Galena	INT	7,804	113	\$57,500	\$105,700	1.84	19	DR	0%	\$76,143	\$0	No	\$250	\$175
Nenana	INT	660	30	\$55,196	\$114,271	2.07	17	BA+72/MA+36	4%	\$78,045	\$103,308	Yes	\$292	\$168
Yukon Koyukuk	INT	3,800	80	\$0	\$0	0.00	0	\$0	0%	\$0	\$0	No	\$350	\$120
Nome	NW	289	45	\$55,438	\$104,966	1.89	18	B+90/M+54	14%	\$79,698	\$125,771	Yes	\$265	\$160
NW Arctic	NW	1,809	157	\$61,340	\$109,106	1.78	13	M+36	19%	\$84,259	\$125,516	No	\$180	\$180
Cordova	SC	352	29	\$46,856	\$93,263	1.99	6	BA+75/MA+30	10%	\$74,275	\$121,983	Yes	\$250	\$125
Kenai	SC	8,264	567	\$53,039	\$98,860	1.90	12-20	C+90/M	25%	\$76,546	\$113,357	Yes	\$225-\$250	\$160
Anchorage	SC	42,018	2,921	\$56,823	\$101,655	1.95	21	Doctorate: B+72+3%	12%	\$84,769	\$120,406	Yes	\$225; \$285 Long Term	\$175
Valdez	SC	579	51	\$54,101	\$101,710	1.88	17	MA+36	12%	\$80,716	\$123,321	No	\$175	\$126
Aleutians East	SE	163	20	\$56,300	\$100,000	1.78	16	MA+36/BA+72	15%	\$76,795	\$121,084	No	\$185	155 or 170
Haines	SE	252	21	\$50,496	\$87,367	0.17	20	MA+30/ BA+75	28%	\$70,965	\$141,662	No	\$135	\$135
Hydaburg	SE	75	11	\$45,355	\$73,027	1.61	13	M24	9%	\$51,654	\$72,796	Yes	\$150	\$126
Southeast Island	SE	164	19	\$49,068	\$93,470	1.90	16	BA+60/MA-36	25%	\$70,497	\$111,239	No	\$140	\$124
Annette Island	SE	305	36	\$58,420	\$101,387	1.73	13	MA+36	22%	\$76,418	\$111,770	Yes	200/day	150 or 187.50/day
Craig	SE	621	25	\$49,830	\$92,595	0.53	15	M+24	20%	\$79,914	\$114,992	No	\$140	\$120
Klawock	SE	133	14	\$56,260	\$103,070	1.83	16	MA+36	8%	\$83,400	\$0	No	\$25 / hour	\$20 / hour
Wrangell	SE	259	21	\$46,364	\$94,727	2.04	16	M+72	43%	\$77,452	\$107,596	No	\$143	\$120
Yakutat	SE	82	6	\$52,012	\$95,993	1.85	7	M+30/B+90	33%	\$72,483	\$114,049	No	\$150	\$125
Chatham	SE	171	20	\$52,206	\$84,621	1.62	12	MA+36	0%	\$67,557	\$97,557	No	\$128	\$97
Petersburg	SE	456	38	\$50,348	\$92,681	1.84	14 (for BA 80/MA 32 only)	Ba 80/ MA 32	34%	\$76,682	\$0	No	\$175	\$150
Skagway	SE	135	15	\$58,038	\$102,774	1.77	18	MA+30	28%	\$85,282	\$135,261	Yes	\$216	\$160
Kodiak Island	SW	2,040	179	\$55,000	\$97,080	1.77	20	MA 54	7%	\$72,174	\$113,928	No	\$176.75-\$212.10	\$162.61-\$168.68
Bristol Bay	SW	90	11	\$53,504	\$92,026	1.72	13	MA 36	17%	\$69,811	\$107,191	No	\$150.00 at the discretion of the Principal or Superintendent	\$150.00 at the discretion of the Principal or Superintendent
Kashunamiut	SW	327	30	\$53,249	\$85,380	1.60	14	M+60/D	3%	\$73,016	\$94,123	No	\$135	\$114
Lake & Peninsula	SW	2,044	39	\$50,776	\$85,593	1.69	13	BA72/MA36	14%	\$65,408	\$44,012	No	\$35	17.47/20.56 with degree
Unalaska	SW	332	27	\$57,899	\$101,790	1.76	13	MA+36 or BA+72	4%	\$83,900	\$140,300	Yes	\$200	\$150
Kuspuk	SW	280	34	\$55,394	\$96,992	1.75	17	2nd Masters/ EdD/PHD	0%	\$74,199	\$106,187	No	\$30	\$18

SALARY DISTRIBUTION: BY REGION

DISTRICT	REG	ADM	FTE Teachers	% of Teachers earning less than \$39,500:	% of Teachers earning \$39,500-\$44,499:	% of Teachers earning \$44,500-\$49,499:	% of Teachers earning \$49,500-\$54,499:	% of Teachers earning \$54,500-\$59,499:	% of Teachers earning \$59,500-\$64,499:	% of Teachers earning more than \$64,500:
Denali	INT	1,037	26	2%	0%	0%	4%	12%	10%	73%
Fairbanks	INT	11,800	687	1%	1%	0%	3%	6%	8%	81%
Saint Mary's	INT	168	16	0%	6%	6%	6%	6%	0%	86%
Copper River	INT	379	27	0%	0%	3%	0%	14%	22%	54%
Delta Greely	INT	962	58	0%	0%	4%	4%	18%	6%	72%
Galena	INT	7,804	113	0%	0%	0%	0%	2%	12%	86%
Nenana	INT	660	30	0%	0%	0%	0%	10%	6%	83%
Yukon Koyukuk	INT	3,800	80	0%	0%	0%	0%	2%	1%	5%
Nome	NW	289	45	0%	0%	0%	0%	4%	7%	89%
NW Arctic	NW	1,809	157	0%	0%	0%	0%	0%	8%	92%
Cordova	SC	352	29	0%	0%	0%	10%	4%	10%	76%
Kenai	SC	8,264	567	4%	1%	1%	2%	8%	6%	78%
Anchorage	SC	42,018	2,921	0%	0%	0%	0%	2%	7%	90%
Valdez	SC	579	51	0%	0%	0%	0%	0%	1%	99%
Aleutians East	SE	163	20	0%	0%	0%	0%	5%	10%	85%
Haines	SE	252	21	0%	0%	0%	0%	24%	10%	66%
Hydaburg	SE	75	11	0%	0%	27%	0%	9%	18%	45%
Southeast Island	SE	164	19	5% (all less than 1.0 FTE)	5% (all less than 1.0 FTE)	0%	0%	5%	10%	50%
Annette Island	SE	305	36	2%	0%	0%	0%	5%	13%	77%
Craig	SE	621	25	0%	4%	0%	4%	8%	4%	80%
Klawock	SE	133	14	0%	0%	0%	0%	8%	16%	76%
Wrangell	SE	259	21	0%	0%	9%	0%	5%	0%	86%
Yakutat	SE	82	6	0%	0%	0%	0%	32%	0%	68%
Chatham	SE	171	20	0%	0%	0%	5%	5%	5%	85%
Petersburg	SE	456	38	0%	0%	0%	5%	5%	3%	87%
Skagway	SE	135	15	0%	0%	3%	0%	0%	7%	71%
Kodiak Island	SW	2,040	179	4%	0%	5%	2%	7%	5%	82%
Bristol Bay	SW	90	11	0%	0%	0%	0%	0%	34%	59%
Kashunamiut	SW	327	30	1%	1%	5%	0%	2%	1%	21%
Lake & Peninsula	SW	2,044	39	1%	0%	0%	7%	2%	6%	60%
Unalaska	SW	332	27	0%	0%	0%	0%	0%	8%	92%
Kuspuk	SW	280	34	0%	0%	0%	0%	11%	0%	82%

INSURANCE BENEFITS: BY REGION

DISTRICT	REG	ADM	DISTRICT SELF-INSURED?	MEDICAL PREMIUM INDIVIDUAL	MEDICAL PREMIUM FAMILY	PREMIUM PAID BY EMPLOYEE	DENTAL/ VISION COVERAGE?	LIFE INSURANCE COVERAGE AMOUNT	DISABILITY INSURANCE PROVIDED?	PROF. LIABILITY INS. PROVIDED	TRAVEL INS. PROVIDED	AVG INSURANCE COST PER TEACHER	MAX OUT OF POCKET COST SINGLE/FAMILY
Denali	INT	1,037	No	\$11,451.60	\$40,107.60	8	Yes	\$50,000.00	No	Yes	No	\$28,377.86	1500
Fairbanks	INT	11,800	Yes	Plan A - \$47,457, Plan B - \$13,913.88, Plan C - \$21,722.52	Plan A - \$79,095, Plan B - \$23,189.76, Plan C - \$36,204.24	\$0.20	Yes	Equal to annual salary rounded up to the next thousand	No	No	No	Plan A - \$23,167.68, Plan B - \$157.2, Plan C - \$4,183.08 (2024 rates)	Plan A - \$2000/6000, Plan B - \$2000/\$8000, Plan C - \$2000/\$4000 (does not include deductible)
Saint Mary's	INT	168	Yes	\$20,940.00	N/A	0	Yes	Annual salary	No	No	No	\$0.00	N/A
Copper River	INT	379	No	\$34,675.00	\$34,675.00	10	Yes	\$5,000.00	No	No	No	\$34,675.00	\$1000/\$3000
Delta Greely	INT	962	No	\$31,038.00	\$31,038.00	9504	Yes	\$10,000.00	No	Yes	No	\$21,534.00	3000
Galena	INT	7,804	Yes	\$0	\$0	240/employee 5160/family	Yes	\$30,000.00	Yes	Yes	No	\$0.00	3500/10500
Nenana	INT	660	Yes	\$1,186.30	\$3,626.30	0	Yes	\$10,000.00	No	No	No	1226.1	0
Yukon Koyukuk	INT	3,800	0	\$0.00	\$0.00	0	0	\$0.00	0	0	0	0	0
Nome	NW	289	Yes	\$13,272.00	\$40,481.00	0.15	Yes	\$25,000.00	No	Yes	No	\$19,024.00	\$4500/\$9000
NW Arctic	NW	1,809	Yes	\$28,760.00	\$28,760.00	1080	Yes	\$50,000.00	No	No	No	1080	\$500/\$750
Cordova	SC	352	No	\$4,047.00	\$4,047.00	0.12	Yes	\$40,000.00	No	No	No	\$33,703.00	\$1,000/\$3,000
Kenai	SC	8,264	Yes	\$25,857.00	\$25,857.00	0.15	Yes	1 x Annual Salary	No	No	No	\$3,878.55	2,000/4,000
Anchorage	SC	42,018	No	Varies by Plan: Plan C \$29,372.50; Plan F \$25,672.32; Plan HDHP \$24,236.23	Varies by Plan: Plan C \$31,557.20; Plan F \$26,959.20; Plan HDHP \$24,999.80	Varies by Plan: Plan C 5%; Plan F 9%; Plan HDHP 17%	Yes	3x Annual Salary up to \$100K Max	No	Yes	No	\$27,408	Varies by Plan. ASD cannot attest to plan design as coverage is through a separate health trust selected by the Union.
Valdez	SC	579	Yes	\$29,598.00	\$29,598.00	7.5	Yes	\$70,000.00	Yes	Yes	No	\$29,598.00	488
Aleutians East	SE	163	No	\$16,781.00	\$48,834.00	600 or 1200	Yes	\$30,000.00	Yes	No	Yes	25097	1000/2000
Haines	SE	252	No	\$32,264.00	\$32,264.00	0.1	Yes	\$10,000.00	No	No	No	3228	\$1,500.00-\$3,000
Hydaburg	SE	75	No	13526.4	52728	0	Yes	0	No	No	No	\$17,067.00	500/1500
Southeast Island	SE	164	No	\$12,715.08	\$38,750.04	5% not to exceed \$130/month	Yes	\$10,000.00	No	No	No	\$30,350.27	\$2000/\$4000
Annette Island	SE	305	No	18726.96	59767.56	0.08	Yes	\$2,000.00	Yes	No	No	32537.62	2250/6750
Craig	SE	621	No	\$114,153.60	\$370,841.40	4%	Yes	\$0.00	No	No	No	\$28,741.61	\$1,000/\$3,000
Klawock	SE	133	No	\$1,143.00	\$3,493.00	0.95	Yes	\$25,000.00	No	No	No	\$30,186.00	\$2000/\$6000
Wrangell	SE	259	No	\$11,772.00	\$35,772.00	6	Yes	\$50,000.00	No	No	No	18898	4000/12000
Yakutat	SE	82	No	\$0.00	\$0.00	0	Yes	\$100,000.00	Yes	No	No	42061	2500/7500
Chatham	SE	171	Yes	\$13,020.00	\$39,576.00	13.6	Yes	\$75,000.00	No	No	No	36218	5701
Petersburg	SE	456	No	9,977.28 district / 2494.32 employee (12,471.60 total)	30,492.48 District / 7623.12 employee (38115.60 total)	0.2	Yes	\$5,000.00	No	No	No	0	1000 / 3000
Skagway	SE	135	Yes	\$11,292.00	\$35,820.00	0	Yes	\$10,000.00	No	No	Yes	0	4000/12000
Kodiak Island	SW	2,040	Yes	\$461.52	\$1,398.44	0.03	Yes	\$85,000.00	No	No	No	\$31,000.00	\$3500/\$7000
Bristol Bay	SW	90	No	\$13,536.00	\$41,172.00	\$8,175 per employee	Yes	\$1,800.00	No	No	No	\$32,123.00	\$1,000/\$3,000
Kashunamiut	SW	327	No	\$10,441.30	\$31,324.00	0.11	Yes	2x annual salary	No	Yes	Yes	\$26,550.00	\$2,000/\$6,000
Lake & Peninsula	SW	2,044	Yes	\$16,257.36	\$46,975.80	0.0 HDHP or 1200.00 PPO annually	Yes	\$2,000.00	No	No	Yes	0.0 HDHP/1200 PPO annually	1500.00/13100.00 PPO 6550.00/13100.00 HDHP
Unalaska	SW	332	Yes	\$39,600.00	\$39,600.00	0	Yes	\$50,000.00	No	Yes	No	39600	750/2250
Kuspuk	SW	280	Yes	\$0.00	\$0.00	0	Yes	\$50,000.00	Yes	Yes	Yes	2089	390

FRINGE BENEFITS: BY REGION

DISTRICT	REG	ADM	Amount of Travel Paid	Amount of Signing Bonus	Amount of Professional Certification Bonus	TSA/Supp Savings contribution pr teacher	Amount of Tuition Reimbursed	# of Teachers Receiving Housing	Avg Annual rent pr Teacher
Denali	INT	1,037	\$0	0	0	\$100 monthly	0	0	\$0.00
Fairbanks	INT	11,800	\$33,000	\$2,000 - Special Ed only	0	1% match of salary	0	0	\$0.00
Saint Mary's	INT	168	\$0	4000	0	0	0	14	\$4,200.00
Copper River	INT	379	N/A	N/A	1000	N/A	N/A	0	\$0.00
Delta Greely	INT	962	\$0	0	0	0	0	0	\$0.00
Galena	INT	7,804	\$3,000	0	0	0	0	48	\$8,000.00
Nenana	INT	660	\$0	\$0	0	0	0	0	\$0.00
Yukon Koyukuk	INT	3,800	\$0	\$0	0	0	0	0	\$0.00
Nome	NW	289	\$400 Annual Roundtrip Flight Benefit & \$3,000 Relocation Reimb for New Hires	0	0	0	0	22	\$11,000.00
NW Arctic	NW	1,809	\$1,500	\$0	250	0	0	54	\$7,000.00
Cordova	SC	352	n/a	n/a	5000	\$1,200/\$1,800/\$2,400/\$3,000	up to \$24,000 total for all teachers	n/a	n/a
Kenai	SC	8,264	\$0	N/A	2000	0	0	6	\$1,800.00
Anchorage	SC	42,018	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Valdez	SC	579	\$0	2000	0	0	10000	0	\$0.00
Aleutians East	SE	163	\$2,500	0	2252	0	800	1	\$560.00
Haines	SE	252	N/A	\$2,500	N/A	N/A	\$250.00/ re-certification	N/A	N/A
Hydaburg	SE	75	\$1,000	0	0	0	0	5	\$488.00
Southeast Island	SE	164	N/A	N/A	N/A	N/A	1000	8	\$7,350.00
Annette Island	SE	305	na	na	N/A	na	3 credits/fiscal year	11	\$10,380.00
Craig	SE	621	N/A	N/A	N/A	N/A	452	0	\$0.00
Klawock	SE	133	\$0	0	0	0	0	0	\$0.00
Wrangell	SE	259	\$0	\$0	0	0	0	0	\$0.00
Yakutat	SE	82	0	\$0	0	0	0	0	\$0.00
Chatham	SE	171	\$0	\$0	0	0	0	8	\$7,200.00
Petersburg	SE	456	\$0	\$0	0	Matching \$500	0	0	\$0.00
Skagway	SE	135	\$0	\$0	0	0	UA tuition amount	0	\$0.00
Kodiak Island	SW	2,040	\$4,048	1000	0	0	1539	7	\$3,900.00
Bristol Bay	SW	90	\$4,000 moving	0.00 but \$500 for signing contract early	na	na	500	three	\$1,557.00
Kashunamiut	SW	327	\$1,000	1000	N/A	N/A	1600	19	\$6,750.00
Lake & Peninsula	SW	2,044	1600.00 moving	0	0	n/a	n/a	30	\$7,774.50
Unalaska	SW	332	3000 (every 3 years)	3500 (relocation)	ESL Certified - \$1,000 each FY; National Board Certification - \$1,000 each FY	0	0	0	\$0.00
Kuspuk	SW	280	\$1,500	\$0	0	0	6 credits	28	\$756.00

LEAVE: BY REGION

Are the following leave types offered (Y or N)? Are they Mandatory or Discretionary (M or D)?														
DISTRICT	REG	ADM	Sick Leave	Personal	Professional	Administrative	Military	Emergency	Maternity	Paternity	Adoptive	Civic	Court (Jury Duty)	Bad Weather
Denali	INT	1,037	YM	YM	YD	YD	N	YM	YD	YD	YD	N	YM	N
Fairbanks	INT	11,800	YD	YM	YD	YD	YM	YD	YD	YD	YD	YM	YM	YD
Saint Mary's	INT	168	YD	YM	N	YD	N	YD	YD	YD	YD	N	YD	YD
Copper River	INT	379	YD	YM	YD	YD	YD	YD	YM	YM	YM	N	YD	YM
Delta Greely	INT	962	YD	YM	YD	YD	YM	YD	YM	YM	YM	YD	YM	YD
Galena	INT	7,804	YD	YM	YD	YD	ND	ND	YD	YD	ND	ND	YD	YD
Nenana	INT	660	YD	YM	YD	YD	YD	N	N	N	N	YD	YD	N
Yukon Koyukuk	INT	3,800												
Nome	NW	289	YM	YM	YD	YD	YM	ND	YM	YM	YM	YM	YM	N
NW Arctic	NW	1,809	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	N
Cordova	SC	352	YM	YM	YM	YM	N	N	N	N	N	N	YD	YM
Kenai	SC	8,264	YM	YM	YD	YD	YD	ND	YM	YM	YM	YD	YM	ND
Anchorage	SC	42,018	YD	YM	YD	YM	YD	YD	YD	YD	YD	YD	YD	YD
Valdez	SC	579	Y	Y	Y	Y	Y	N	Y	Y	Y	Y		N
Aleutians East	SE	163	YD	YD	YD	YD	YM	YD	YM	YM	YM	YM	YM	ND
Haines	SE	252	YM	YM	YD	YD	YD	YD	YM	YM	YM	YD	YD	YD
Hydaburg	SE	75	N	YM	N	N	N	N	Y	Y	Y	N	Y	YD
Southeast Island	SE	164	YM	YM	YD	YD	YM	YM	YM	YM	YM	YD	YM	N
Annette Island	SE	305	YD	YM	YD	YM	YD	YD	YD	YD	YD	YD	YD	N
Craig	SE	621	YD	YM	N	Y	N	N	N	N	N	N	YM	N
Klawock	SE	133	YM	YM	YD									
Wrangell	SE	259	YM	YM	YD	YD	ND	YD	YM	ND	ND	ND	YM	ND
Yakutat	SE	82	YM	YM	YD	YD	YM	YD	YM	ND	ND	ND	YM	YD
Chatham	SE	171	YD	YM	N	N	N	N	N	N	N	N	N	N
Petersburg	SE	456	YM	YM	YD	YD	YM	YM				YM	YM	N
Skagway	SE	135	YD	YD	YD	N	N	YD	YD	YD	YD	YD	YD	YD
Kodiak Island	SW	2,040	YD	YD	YD	YD	N	YD	YD	YD	YD	YD	YD	N
Bristol Bay	SW	90	YM	YM	YD	YD	YM	YD	YM	YM	YM	YM	YM	YD
Kashunamiut	SW	327	YM	YM	YM	YM	YM	YD	YM	YM	YD	N	N	YM
Lake & Peninsula	SW	2,044	YM	YM	YD	YD	N	YD	YM	YM	YM	N	YM	N
Unalaska	SW	332	YD	YM	YM	YD	YD	YD	YD	YD	YD	N	YM	YM
Kuspuk	SW	280	YD	YM	N	N	N	N	YD	YD	YD			

EXTRA DUTY: BY REGION

DISTRICT	REG	ADM	Athletic Director	Head Basketball	Head Track	Head Swimming	Head Cross Country	Head Football	Head Wrestling	Head Hockey	Head Gymnastics	Head Volleyball	Head Drama	Head Debate	Head Cheerleading
Denali	INT	1,037	\$7,778	\$5,186	\$2,593	\$0	\$2,593	\$0	\$0	\$3,889	\$0	\$3,889	\$0	\$0	\$0
Fairbanks	INT	11,800	Coordinator of Activities - salaried - \$86,249.28	\$55,000	\$3,500	\$8,000	\$3,250	\$6,000	\$5,500	\$8,000	\$4,500	\$5,500	\$1,500	\$2,000	\$4,000
Saint Mary's	INT	168	\$0	\$3,000	\$0	\$0	\$1,000	\$0	\$2,500	\$0	\$0	\$2,500	\$0	\$0	\$0
Copper River	INT	379	\$20,000	\$3,500	\$3,500	\$0	\$2,400	\$0	\$3,500	\$0	\$0	\$3,500	\$0	\$0	\$0
Delta Greely	INT	962	\$7,000	\$3,500	\$3,500	\$0	\$2,650	\$0	\$3,500	\$3,500	\$0	\$3,500	\$0	\$0	\$1,500
Galena	INT	7,804	\$0	\$5,850	\$0	\$2,654	\$3,090	\$0	\$3,675	\$0	\$0	\$3,375	\$0	\$0	\$0
Nenana	INT	660	\$7,500	\$3,000	\$0	\$0	\$2,164	\$0	\$2,164	\$0	\$0	\$3,247	\$0	\$0	\$0
Yukon Koyukuk	INT	3,800	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Nome	NW	289	\$11,500	\$5,940	\$0	\$0	\$3,780	\$0	\$4,140	\$0	\$0	\$5,220	\$1,500	\$0	\$5,940
NW Arctic	NW	1,809	\$98,858	\$3,100	\$2,500	na	\$2,500	na	\$2,500	na	na	\$1,500	na	na	na
Cordova	SC	352	none this year (NTY)	\$4,713	n/a	\$5,864	\$5,364	n/a	\$4,963	n/a	n/a	\$4,360	NTY	n/a	\$4,262
Kenai	SC	8,264	\$4,848	\$4,848	\$4,364	\$4,848	\$4,364	\$4,848	\$4,848	\$4,848	N/A	\$4,848	\$2,424	\$2,424	\$2,424
Anchorage	SC	42,018	N/A	\$5,354	\$3,569	\$5,354	\$3,569	\$5,354	\$5,354	\$5,354	\$5,354	\$5,354	\$2,085	\$2,085	\$2,855
Valdez	SC	579	\$0	\$7,596	\$4,382	\$7,596	\$4,382	\$7,596	\$7,596	\$0	\$0	\$7,596	\$4,966	\$0	\$7,596
Aleutians East	SE	163	\$0	\$5,747	\$0	\$0	\$2,298	\$0	\$3,941	\$0	\$0	\$3,976	\$0	\$0	\$2,885
Haines	SE	252	\$7,150	\$3,324	\$2,681	N/A	\$4,125	N/A	\$3,712	N/A	N/A	\$4,331	\$2,970	N/A	\$3,324
Hydaburg	SE	75	\$0	\$4,200	\$0	\$0	\$2,100	\$0	\$2,100	\$0	\$0	\$3,200	\$0		\$2,100
Southeast Island	SE	164	\$8,000	\$3,939	N/A	N/A	N/A	N/A	\$2,985	N/A	N/A	\$2,898	N/A	N/A	N/A
Annette Island	SE	305	\$12,000	\$8,763	\$0	\$5,842	\$5,258	\$0	\$7,010	\$0	\$0	\$7,010	\$0	\$5,842	\$7,010
Craig	SE	621	\$8,969	\$6,976	\$4,186	\$2,990	\$4,186	\$0	\$4,784	\$0	\$0	\$4,784	\$0	\$0	\$0
Klawock	SE	133	\$9,000	\$6,000	\$0	\$0	\$3,500	\$0	\$0	\$0	\$0	\$4,000	\$0	\$0	\$0
Wrangell	SE	259	\$9,000	\$5,760	N/A	\$4,420	\$3,360	N/A	\$4,080	N/A	N/A	\$4,760	\$675	N/A	\$3,060
Yakutat	SE	82	\$3,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Chatham	SE	171	\$2,700	\$3,200	\$1,700	\$0	\$1,700	\$0	\$1,950	\$0	\$0	\$2,100	\$1,450	\$0	\$0
Petersburg	SE	456	Tied in with dean salary negotiated	417 / week (\$6045)	417 / week (\$4795)	417 / week (\$5213)	417 / week (\$3545)	\$0	417 / week (\$4379)	\$0	\$0	417 / week (\$4,795)	\$0	\$0	417 / week (\$6,045)
Skagway	SE	135	\$68,865	\$3,579	\$3,683	n/a	\$1,464	n/a	\$2,313	n/a	n/a	\$2,417	\$3,450	\$0	n/a
Kodiak Island	SW	2,040	\$112,608	\$7,040	\$4,840	\$7,040	\$3,520	\$4,840	\$4,840	\$7,040	N/A	\$7,040	\$3,520	\$3,520	\$3,300
Bristol Bay	SW	90	\$5,000	\$3,460	\$0	\$0	\$2,560	\$0	\$2,792	\$0	\$0	\$2,792	\$0	\$0	\$0
Kashunamiut	SW	327	\$8,500	\$3,750	\$0	\$0	\$2,500	\$0	\$2,750	\$0	\$0	\$2,250	\$0	\$0	\$0
Lake & Peninsula	SW	2,044	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Unalaska	SW	332	\$40,000	3550 (no state games. Higher if qualifies for state)	N/A	3300 (includes state competition)	2650 (no state games)	N/A	3750 (includes state competition and working during Xmas break bonus)	N/A	N/A	\$3,800	N/A	N/A	N/A
Kuspuk	SW	280	\$5,000	\$3,000	\$0	\$0	\$1,700	\$0	\$2,000	\$0	\$0	\$2,000	\$0	\$0	\$0

WORK YEAR: BY REGION

DISTRICT	REG	ADM	STUDENT DAYS	ADD'L WORK DAYS	# OF PAID HOLIDAYS	TOTAL CONTRACT DAYS	ELEMENTARY PREP TIME	SECONDARY PREP TIME
Denali	INT	1,037	183	7	7	190	225	225
Fairbanks	INT	11,800	170	14	0	184	180	250
Saint Mary's	INT	168	174	14	5	188	300	300
Copper River	INT	379	173	16	6	189	300	300
Delta Greely	INT	962	170	13	5	188	225	225
Galena	INT	7,804	175	184	5	189	50	50
Nenana	INT	660	170	12	6	188	300	300
Yukon Koyukuk	INT	3,800	0	0	0	0	0	0
Nome	NW	289	170	13	6	189	46	46
NW Arctic	NW	1,809	170	10	10	190	determined by site	determined by site
Cordova	SC	352	172	8	7	187	60	60
Kenai	SC	8,264	170	13	5	188	150	250
Anchorage	SC	42,018	172	10	0	182	240 mins per week/4 hours	240 mins per week/4 hours
Valdez	SC	579	170	15	5	190	180	220
Aleutians East	SE	163	170	14	5	189	50	50
Haines	SE	252	173	10	5	188	200	200
Hydaburg	SE	75	171	14	5	190	300	300
Southeast Island	SE	164	146 (4-day school week)	26	6	178	180	180
Annette Island	SE	305	172	9	7	188	250	250
Craig	SE	621	174	10	6	190	200	200
Klawock	SE	133	173	11	6	190	55	55
Wrangell	SE	259	181	3	5	189	150	240
Yakutat	SE	82	170	115	5	190	225	300
Chatham	SE	171	170	22	5	188	300	300
Petersburg	SE	456	171	184	6	190	180	180
Skagway	SE	135	170	10	5	185	250	250
Kodiak Island	SW	2,040	174	10	5	189	225	No
Bristol Bay	SW	90	173	11	4	188	zero	zero
Kashunamiut	SW	327	170	14	5	189	230	230
Lake & Peninsula	SW	2,044	150	17	5	172	0	0
Unalaska	SW	332	175	8	6	189	400 (CBA requirement is 250)	250
Kuspuk	SW	280	171	12	6	188	150	150