

ASD Educators Are Still Working Without a Contract

A competitive contract is essential to stabilizing our ASD schools and will -

1. *Retain experienced educators.*
2. *Attract and recruit highly qualified educators.*
3. *Ensure a quality educator in every classroom and certificated position.*



IMPACT OF DEVALUING EDUCATORS

- 140+ AEA certified positions remain unfilled, most without a longterm sub
- 700 - current non-tenured educators (under 4 years of experience)
- 400 – the average number of ASD AEA educators who have left the district at the end of each of the past four school years.
- 500-600 - the estimation of ASD educators to resign/retire at the end of 25/26
- 62 - J-1 visa educators currently filling positions
- 41 - educators working under emergency certificates

Educator turnover is expensive and destabilizing!

- Last year, ASD invested \$9 million in AEA certified educator recruitment, but lost \$2 million of that investment when new educators quit after only one year.
- High turnover among AEA certificated educators destabilizes the entire learning environment—students lose the consistency they depend on, class sizes grow, and critical relationships disappear, all of which significantly harm student outcomes.

WHAT'S HAPPENING?

AEA certified educators and the district are now in the 90-day arbitration window, a legally defined period to reach a fair, competitive contract for ASD educators.

This stage occurs after a year of unsuccessful bargaining and highlights how urgently a resolution is needed to stabilize schools and retain experienced educators.

Why This Matters

Many AEA certificated educators are now taking home hundreds of dollars less each month because ASD has chosen to provide some employee groups with higher health-benefit supplements while offering far less to their certified educators.

Insufficient Wage Proposal

After the state legislature's second veto override—which increased the Base Student Allocation (BSA) and provided ASD with an additional \$10 million—not a single dollar of that funding has been used to retain certificated educators. The district's 3% raise offer is nowhere near competitive when other Alaska and Lower 48 districts are providing increases of 5% or more.

HOW YOU CAN HELP

- Speak at ASD School Board meetings or reach out to board members by email, letter, or phone.
- Write letters to the ADN editor supporting a fair contract for educators.
- Reach out to state and local politicians about the benefits of retaining qualified educators.