

LETTER OF AGREEMENT
between the
ANCHORAGE SCHOOL DISTRICT
and
ANCHORAGE EDUCATION ASSOCIATION

The Anchorage School District (“District”) is offering a referral incentive to all District employees to help the District fill vacancies in certificated teaching positions.

\$2000 Referral Bonus: The District is offering a referral bonus to any employee who refers a successful job applicant to a certificated teaching position (including related services positions).

The bonus will be paid in two parts, \$1000 paid in January after the referred employee completes at least sixty worked days during the semester and works to the end of the first semester, and \$1000 paid in June after the referred employee successfully completes at least sixty worked days during the semester and works to the end of the second semester. If the referred employee does not work enough days during either semester, the second payment will be made if the referred employee works enough days in the following semester of the next school year.

To receive a referral bonus, the applicant must list the referring employee’s name on their application. Any referred employee who was employed by ASD during the last 180 days is not eligible for a referral bonus. There is no limit to how many referral bonuses an employee can receive while this agreement remains in effect. The bonus payment is not subject to retirement contributions.

This agreement can be revoked at any time by the District and is not intended to establish a precedent for any similar situations that may arise prospectively or for any other similar situations, past or pending.

AGREED:

ANCHORAGE EDUCATION ASSOC

Corey Aist

Corey Aist
President

09 / 24 / 2025

Date

AGREED:

ANCHORAGE SCHOOL DISTRICT

Martin Lang

Martin Lang
CHRO, Human Resources

09 / 23 / 2025

Date

CERTIFICATE *of* SIGNATURE

REF. NUMBER
HPAKY-Y2HAR-JORHV-JMSD8

DOCUMENT COMPLETED BY ALL PARTIES ON
24 SEP 2025 17:41:45
UTC

SIGNER

MARTIN LANG

EMAIL
LANG_MARTIN@ASDK12.ORG

TIMESTAMP

SENT
23 SEP 2025 19:26:02

VIEWED
23 SEP 2025 19:30:18

SIGNED
23 SEP 2025 19:30:30

SIGNATURE



IP ADDRESS
74.114.83.82

LOCATION
ANCHORAGE, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
23 SEP 2025 19:30:18

COREY AIST

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COREY.AIST@ANCHORAGEEA.NET

SENT
23 SEP 2025 19:26:02

VIEWED
24 SEP 2025 17:41:14

SIGNED
24 SEP 2025 17:41:45



IP ADDRESS
206.174.28.61

LOCATION
ANCHORAGE, UNITED STATES

RECIPIENT VERIFICATION

EMAIL VERIFIED
24 SEP 2025 17:41:14

