

**Anchorage School District (ASD)
Anchorage Education Association (AEA)
Contract Cost Increases Based on October 14, 2025 Proposals**

This table represents the increase in costs associated with the AEA and ASD proposals for the first year of the contract only and the difference between the two. This is broken down into salaries, benefits, and other contract costs which include added duty payments, release time, and provisions for sick leave cash outs.

	FY 2024-2025 Base Contract Costs	AEA Proposed 1st Year Increase	Gap Between AEA and ASD Proposals	ASD Proposed 1st Year Increase
Total salaries	\$ 257,643,267	\$ 21,901,445	\$ 13,111,371	\$ 8,790,074
Total benefits	94,376,698	10,643,069	3,441,491	7,201,577
Total other contract costs	9,666,745	1,899,584	791,315	1,108,268
Total salary, benefits, and other costs	<u>\$ 361,686,710</u>	<u>\$ 34,444,097</u>	<u>\$ 17,344,178</u>	<u>\$ 17,099,920</u>
 First year contract growth		\$ 34,444,097	\$ 17,344,178	\$ 17,099,920
Total percentage increase		9.5%	4.8%	4.7%
First year amount per FTE		\$ 11,841	\$ 5,962	\$ 5,878

A three year comparison is also provided to illustrate the total additional funds needed to pay for the increases of each proposal. This includes the grand totals of salaries, benefits, and other contractual obligations, and the proposed increases for each year. Also included is the compound annual growth rate to illustrate the average yearly growth over the life of the contract and the total additional cash outlay the District would need to pay for the increases.

	AEA Proposed 3 Year Increase	Gap Between AEA and ASD Proposals	ASD Proposed 3 Year Increase
FY 2024-2025 Base Contract Costs	\$ 361,686,710	\$ -	\$ 361,686,710
FY 2025-26 Growth	34,444,097	17,344,178	17,099,920
FY 2026-27 Growth	26,744,713	14,591,765	12,152,949
FY 2027-28 Growth	25,913,161	13,384,671	12,528,490
 Compound Annual Growth Rate	7.46%	3.75%	3.71%
Total Additional Cash Outlay	\$ 182,734,879	\$ 94,600,734	\$ 88,134,146