

AEA/ASD 2025 Bargaining Fact Sheet



This information is intended to help stakeholders understand the primary cost drivers in the Anchorage School District's (ASD) contract with the Anchorage Education Association (AEA). It examines how these costs have changed year-over-year and across the past 15 years, and compares those changes to inflationary trends in Anchorage, Alaska during the same timeframe.

Inflationary Index

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
CPI-U	3.2%	2.2%	3.1%	1.6%	0.5%	0.4%	0.5%	3.1%	1.4%	-1.1%	4.9%	8.1%	2.2%	1.5%	1.6%	TBD
Cumulative % Increase Since 2011	—	5.4%	8.5%	10.1%	10.6%	11.0%	11.5%	14.6%	16.0%	14.9%	19.8%	27.9%	30.1%	31.6%	33.2%	TBD

This dataset presents the Consumer Price Index for All Urban Consumers (CPI-U) for Urban Alaska (Anchorage area) from 2010 through the first half of 2025, based on semiannual data published by the U.S. Bureau of Labor Statistics (BLS). The CPI-U measures changes in the average prices paid by urban consumers for a market basket of goods and services.

AEA Salary % Growth

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Average Salary	\$62,985	\$64,504	\$67,055	\$67,816	\$68,788	\$69,318	\$70,382	\$71,191	\$72,000	\$73,700	\$75,777	\$77,580	\$79,383	\$81,434	\$84,657	\$88,063
% Increase Over Prior Year	—	2.4%	4.0%	1.1%	1.4%	0.8%	1.5%	1.1%	1.1%	2.4%	2.8%	2.4%	2.3%	2.6%	4.0%	4.0%
Cumulative % Increase Since 2011	—	2.4%	6.4%	7.5%	8.9%	9.7%	11.2%	12.4%	13.5%	15.9%	18.7%	21.1%	23.4%	26.0%	30.0%	34.0%

*Includes 3% salary increase proposed by ASD for 2026

AEA Employer Health Contribution

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026*
Monthly Employer Contribution	\$1,180	\$1,300	\$1,385	\$1,465	\$1,540	\$1,540	\$1,580	\$1,645 ^[1]	\$1,645 ^[2]	\$1,695	\$1,695	\$1,750	\$1,750	\$1,750 ^[3]	\$1,900	\$2,100
% Increase Over Prior Year	—	10.2%	6.5%	5.1%	5.1%	0.0%	2.5%	4.1%	0.0%	3.0%	0.0%	3.2%	0.0%	0.0%	8.6%	10.5%
Cumulative % Increase Since 2011	—	10.2%	16.7%	21.8%	26.9%	26.9%	29.4%	33.5%	33.5%	36.5%	36.5%	39.7%	39.7%	39.7%	48.3%	58.8%

[1] 800,000 one-time contribution [2] \$1,900,000 one-time contribution [3] \$3,200,000 one-time contribution One-time funds not included in % *Includes \$200 health increase proposed by ASD for 2026

Impact of the District Cost Factor on ASD Revenue as Compared to Other Districts

School District	Anchorage	Mat-Su	Fairbanks	Juneau	Ketchikan	Kenai
Amount Per Student	\$9,131	\$10,115	\$10,441	\$11,545	\$11,837	\$12,341
Differential from ASD	0%	11%	14%	26%	30%	35%

The second step of the Base Student Allocation (BSA) formula is the District Cost Factor which is an adjustment for cost differentials between districts. Anchorage is set as the baseline and receives no cost adjustment in this step. Cost factors are specific to each district and range between 1.000 and 2.116. It is worth noting that the district cost factors have not been adjusted based on any studies completed in 20 years. In that time, the cost of living in Anchorage has outpaced many other districts and is not the least expensive place to conduct business any longer. Under the current cost factor, Anchorage receives almost \$1,000 less per non-intensive, non-correspondence student than the next largest district.