

To: Anchorage Independent Board Of Education

From: Prindle G. Hinton, Chief Financial Officer

Date: June 6, 2025

Subject: Approval of 2025-2026 Pay Schedule

Recommendation:

Per Policy 3.121 and 3.221 (Salaries), I recommend the Board approve the following pay schedule for 2025-2026:

**Anchorage Independent School District
2025-2026 Pay Schedule**

Month	First Pay	Second Pay
July	July 15, 2025*	July 30, 2025
August	August 15, 2025	August 29, 2025**
September	September 15, 2025	September 30, 2025
October	October 15, 2025	October 30, 2025
November	November 14, 2025	November 28, 2025
December	December 15, 2025	December 30, 2025
January	January 15, 2026	January 30, 2026
February	February 13, 2026	February 27, 2026
March	March 13, 2026	March 30, 2026
April	April 15, 2026	April 30, 2026
May	May 15, 2026	May 29, 2026
June	June 15, 2026	June 30, 2026
June	Additional Pays TBD	

***Twelve (12) month employee pay begins on July 15, 2025.**

****Ten (10) month employee pay begins on August 29, 2025.**

All substitute, extra-duty, stipend, and/or paraprofessional pay will be processed for payment on the second payroll of the month (30th).

Rationale:

This pay schedule will better align with payroll deductions, including, but not limited to, health, dental, vision, and life insurance, as well as cafeteria plans. Further, this schedule avoids a delay in the January pay due to the New Year holiday.

With the current year pay schedule, and personnel, there are two (2) certified personnel receiving one (1) pay in July, as opposed to two (2), due to their mid-year hire. This new schedule will remedy this issue, and better aligns all 260 contract day employees.

Finally, with the first pay of the fiscal year starting with the 15th, this allows a smoother transition between a current fiscal year and a new fiscal year.