



# SOUTHEAST ISLAND SCHOOL DISTRICT BOARD OF EDUCATION

Special Meeting  
Friday, June 28, 2024

## VISION STATEMENT

Students are equipped to realize their dreams and aspirations.

## MISSION STATEMENT

Together we will foster student skills to achieve their goals and thrive in an ever-changing world.

## AGENDA

MEETING: 5:30 PM  
LOCATION: Audio/Video Conference  
VIRTUAL URL: <https://us02web.zoom.us/j/85172527614?pwd=cyY2OXfpcq5UWSKH3iiCPDw9tvYxaF.1>

1. CALL TO ORDER
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE
4. DISTRICT VISION, MISSION, AND GOALS
5. APPROVAL OF AGENDA
6. WELCOME TO VISITORS
7. PUBLIC COMMENT 3
8. BUSINESS ITEMS
  - A. 4th Reading, FY 2025 Budget 5
  - B. Ratification of the 2024-2027 Collective Agreement Between Southeast Island School District and the Southeast Island Education Association 57
  - C. 1st Reading, Board Policy 3430, Investing 93
  - D. Professional Services Contract #2024-10027 with Alaska Business & Education Services, Inc., for Accounting and Business Services.
  - E. Employment
    - 1. FY 2025 Teacher Contract: Julia Trischman
    - 2. FY 2024 Extra Duty Contracts: Matthew Gore (Photography Summer Class Teacher)
    - 3. FY 2025 Extra-duty Contracts: Amanda Blankenship (Activities Director), Matthew Gore (Photography Summer Class Teacher), Julia Trischman (ATTSAA Program Coordinator - Fall

2024)

4. **ADDED: FY24 Classified Employment: Hesperus Keys (Greenhouse/Agriculture Assistant, Coffman Cove)**
5. FY 2025 Classified Employment
  - a. Coffman Cove: David Keys (Greenhouse Data Collection Project Manager), Hesperus Keys (Greenhouse/Agriculture Assistant), Janie Wainscott (Custodian)
  - b. Hollis: Amanda Baker (Water Tester/On-call Maintenance Worker)
  - c. Naukati: Tara Musser (Custodian)
  - d. Port Alexander: Earl Durdle (Maintenance Technician), Paul Young (Custodian)
  - e. Thorne Bay: Amy Jennings (Secretary II), Sarah Garrison (Extended School Year Paraprofessional), Joshua Hayes (Custodian), Lucielle Nelson (Student Greenhouse/Agriculture Assistant), Colby Silverthorn (Custodian), James Stone (Maintenance Technician)
  - f. Whale Pass: Caleb Toman (Custodian)
  - g. District: Karen Clark (Payroll/Fixed Assets Manager), Everett Cook (Technology Director), Alexander Hert (Fleet Mechanic), Amy Jennings (District Registrar), Christopher King (Maintenance Technician), Terri Kohn (District Administrative Assistant/On-call Bus Driver), Christine Page Haufe (Executive Assistant/Human Resource Director), Theresa Randall (Administrative Assistant), Mariia Taylor (Child Nutrition Program Director)

F. Joint Graduation Proposal (Discussion only)

9. REPORTS & INFORMATION

A. 2024 School Board Elections 95

B. Maintenance Report

10. PUBLIC COMMENT 98

11. BOARD COMMENT

12. ADJOURNMENT

**MEETING CONDUCT**

The School Board desires to conduct its meetings effectively and efficiently. All Board meetings shall begin on time and shall be guided by an agenda prepared and delivered in advance to all Board members and other designated persons.

**Parliamentary Procedure**

Board meetings shall be conducted by the president in a manner consistent with adopted Board bylaws and generally accepted parliamentary procedures.

**Quorum**

A majority of the number of filled positions on the Board constitutes a quorum.

Unless otherwise provided by law, affirmative votes by a majority of the Board's membership are required to approve any action under consideration, regardless of the number of members present.

**Abstentions**

The Board recognizes that when no conflict of interest requires abstention, its members have a duty to vote on issues before them. A member may only abstain due to a publicly declared conflict of interest. When a member abstains because of a conflict of interest, the abstention shall be considered to concur with the action taken by the majority of those who vote, whether affirmatively or negatively.

*(cf. 9270 - Conflict of Interest)*

**Public Participation**

Because the Board has a responsibility to conduct district business in an orderly and efficient way, the following procedures shall regulate public presentations to the Board.

1. The Board shall give members of the public an opportunity to address the Board either before or during the Board's consideration of each agenda item.
2. At a time so designated on the agenda, members of the public also may bring before the Board matters that are not listed on the agenda of a regular meeting. The Board may refer such a matter to the Superintendent or designee or take it under advisement. The matter may be placed on the agenda of a subsequent meeting for action or discussion by the Board.
3. A person wishing to be heard by the Board shall first be recognized by the president. They shall then identify themselves and proceed to comment as briefly as the subject permits.

**MEETING CONDUCT (continued)**

4. The President may establish rules to govern the procedure whereby persons address the Board.
5. With Board consent, the president may modify the time allowed for public presentation or may rule on the appropriateness of a topic. If the topic would be more suitably addressed at a later time, the president may indicate the time and place when it should be presented.
6. No oral presentation shall include charges or complaints against any employee of the Board, including the Superintendent, regardless of whether or not the employee is identified by name or by another reference which tends to identify. Charges or complaints against employees must be submitted to the Board under the provisions of Board policy and administrative regulations related to such complaints.

*(cf. 1312.1 - Complaints Concerning School Personnel)*  
*(cf. 9312 - Executive Sessions)*

7. No disturbance or willful interruption of any Board meeting shall be permitted. Persistence, by an individual or group, shall be grounds for the chair to terminate the privilege of addressing the meeting. The Board may remove disruptive individuals and order the room cleared if necessary.

*(cf. 9320 - Meetings)*  
*(cf. 9322 - Agenda/Meeting Materials)*

*Legal Reference:*

ALASKA STATUTES  
*29.20.020 Meetings public*

*Review 1/04, 1/05*  
*Revised 6/11*



## MISSION

Set a foundation by cultivating experiences for students to develop goals and thrive in an ever-changing world.

## CONTACT

✉ PO Box 19569, Thorne Bay, AK 99919

📞 (907) 828-8254

🌐 [www.sisd.org](http://www.sisd.org)

**Thorne Bay, AK**



# SOUTHEAST ISLAND SCHOOL DISTRICT FY 2025 FINAL BUDGET

*For Adoption by the Board June 28, 2024*

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Shannon Silverthorn, Board President  
Rodney Morrison, Superintendent  
Sandy Curtis, Board Clerk  
Molly Kimzey, Board Member  
Anthony Lovell, Board Member  
Debbie Fehr, Board Member



## **SOUTHEAST ISLAND SCHOOL DISTRICT**

P.O. Box 19569, 1010 Sandy Beach Rd., Thorne Bay, Alaska 99919  
(907) 828-8254 Fax: (907) 828-8257 Email: [sisd@sisd.org](mailto:sisd@sisd.org)

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June 28, 2024

To the Southeast Island School District Board of Education:

As we embark on another fiscal year, it is with great anticipation and responsibility that we present to you our comprehensive budget narrative. This document serves as a roadmap, guiding our organization through the financial landscape ahead. Within these pages, we encapsulate our strategic vision, aligning resources with priorities to ensure sustainable growth and impactful outcomes.

In crafting this budget narrative, we have meticulously analyzed past performance, evaluated current challenges and opportunities, and projected future trends. Our aim is to provide transparency, clarity, and accountability in our financial planning process, fostering trust and confidence among stakeholders.

As stewards of our organization's resources, we recognize the importance of prudent fiscal management. Every dollar allocated carries with it the weight of our mission and the aspirations of those we serve. Therefore, our budget reflects not only fiscal discipline but also a commitment to innovation, efficiency, and effectiveness in delivering on our mission.

Throughout this narrative, you will find detailed explanations of our revenue sources, expenditure projections, and strategic investments. We have endeavored to strike a balance between meeting immediate needs and investing in long-term sustainability, mindful of both short-term challenges and future opportunities.

Moreover, this budget narrative is not a static document but a dynamic tool for continuous improvement. We invite your feedback, insights, and guidance as we navigate the financial landscape together, adapting to changing circumstances and seizing emerging possibilities.

### **Organizational Component**

The Southeast Island School District was established by the State of Alaska Legislature in 1976. The District has 7 attendance centers plus a district-wide correspondence program and operates under the oversight management and control of a locally elected five-member School Board each with 3-year staggered terms. The School Board, pursuant to Alaska Statute Title 29.43.030, has the responsibility of establishing, maintaining, and operating a system of public schools for any community within its boundaries that is not provided for by any other public school district.

## **Budget Process**

Board Policy 3100 states, “The School Board shall establish and maintain a balanced budget. The Board shall adopt an annual budget which is compatible with district goals and objectives.

The District budget shall be prepared annually from the best possible estimates of revenues and expenditures. The Superintendent or designee shall determine the manner in which the budget shall be prepared and shall schedule the budget adoption process in accordance with legal time requirements. A public hearing shall be held prior to the adoption of the budget or a revised budget.”

The District’s budget timeline is below:

### FY 2025 BUDGET PROCESS AND TIMELINE

#### ***Budget Process, Timeline, Revenue Presentation, Board Sets Education & Fiscal Priorities for the District in Accordance with their Strategic Plan***

*BP3100 – BUDGET - The district budget shall be prepared annually from the best possible estimates of revenues and expenditures. The Superintendent or designee shall determine the manner in which the budget shall be prepared and shall schedule the budget adoption process in accordance with legal time requirements. A public hearing shall be held prior to the adoption of the budget or a revised budget.*

**FY 2025 1<sup>st</sup> Proposed Budget presented to the Board at Work Session and Regular Board Meeting**  
March 13, 2024

**FY 2025 2<sup>nd</sup> Proposed Budget Presented to the Board at Work Session and Regular Board Meeting**  
April 17, 2024

**FY 2025 3<sup>rd</sup> Proposed Budget Presented to the Board at Work Session and Regular Board Meeting**  
May 15, 2024

**FY 2025 4<sup>th</sup> Proposed/Final Budget Presented to the Board at Special Board Meeting**  
June 28, 2024

## GENERAL FUND REVENUES AND EXPENDITURES

Below are the assumptions used to develop the budget.

### REVENUE BUDGET

We have developed this budget based on assumptions about legislative funding for FY 2025. This budget assumes that the base student allocation (BSA) will remain at \$5,960. We have budgeted for the legislative bill that passed providing \$175M in additional funds outside of the foundation formula to education – that provides for an additional \$510,000 to the Southeast Island School District based on our projected enrollment.

In the State of Alaska, the number of students enrolled in a district during the 20-day count period is the basis for computing the Average Daily Membership (ADM) that is used to calculate the amount of state funding (Foundation – Entitlement) provided to each district.

### Revenue projection of \$6,180,407

- Enrollment is projected District wide at 161, plus 23 Correspondence students
- Current Area Cost Differential (1.403) as included in the foundation calculation
- BSA \$5,960 - same as the current year
- Intensive funding remains 13 times the BSA – budgeted for 10 Intensive Districtwide, this is a decrease of 2 from the current year
- Timber Receipts have been budgeted for FY 2025 with a small increase
- Pupil Transportation is budgeted at a small increase due to annual CPI
- Food Services revenues are budgeted at status quo
- TRS On behalf is 16.03% and PERS On behalf is 4.76% (these net to zero revenues equal expenses for On Behalf)
- Port Protection, Hyder, and Edna Bay are all closed – no revenue generated
- Additional One-time Funding outside the Foundation Formula per the State of Alaska Legislature’s \$175M - has been budgeted at \$562,734
- Transfer from Fund Balance of \$32,820

### EXPENDITURE BUDGET

### Expenditure projection of \$6,180,407

Below are the expenditure highlights and other considerations for FY 2025. This expenditures budget includes:

- Step increase for returning classified positions (if applicable)
- Step increase (if applicable) for returning certificated positions
- Updated salaries for new personnel per signed contracts
- Updated Health Insurance increase of 9%
- Liability & Property Insurance 3% increase
- Port Protection, Hyder & Edna Bay schools closed – \$40K in expenses budgeted for ongoing maintenance
- TRS On behalf is 16.03% and PERS On behalf is 4.71% (these net to zero revenues equal expenses for On Behalf). Other employer paid benefits remain status quo.
- Additional 1.0 FTE DW Special Education Coordinator/Testing Coordinator
- Reduced the 1.0 FTE Greenhouse Manager position
- Communications (Internet) reflected at each site as billed by Starlink
- \$50,000 in transfers for CIP – for any large item that becomes an expense
- \$10,000 in transfers for special revenue funds for required matching/cash funds to Grants

**Major Maintenance**

As an REAA the district is required to provide for the maintenance of all their facilities. The District has been writing many State CAPSIS (Capital Project backup system) grants to leverage our general fund dollars and assist these projects completion. A short list below shows the current needs of the District in this area and their approximate cost:

- Thorne Bay – HVAC Engineering & Suppression System - \$75,000
- Thorne Bay – HVAC Boiler replacement - \$75,000
- Thorne Bay – Campus DDC upgrade - \$175,000
- Thorne Bay - DO/Gym – Storeroom door replacements - \$25,000
- Thorne Bay – Campus – Pressure washing buildings and roofs - \$35,000
- Thorne Bay – Bus Barn – replacement boiler - \$35,000
- Kasaan – Library building Interior, septic and roof - \$52,000
- Kasaan – Wood Fired Boiler repairs (outside of insurance – 18,000
- Kasaan – Door locks and hardware - \$12,500
- Kasaan – Pressure washing roof, decks and building and staining - \$10,000
- Port Alexander – Teacher Housing – windows & doors \$12,000
- Port Alexander – Door locks and hardware repair - \$15,000
- Coffman Cove – Greenhouse electrical - \$15,000
- Coffman Cove – Pressure washing & staining - \$10,000
- Naukati – Housing levelling - \$8,300
- Naukati – Pressure Washing & Staining - \$10,000
- Whale Pass – Levelling, Drainage, Repairs - \$10K
- Whale Pass – Pressure wash roof decks and staining - \$10,000
- Districtwide – New vehicles – 4X4 SUVs; 4X4 Van; 4X4 Truck; off road forklift - \$430,000

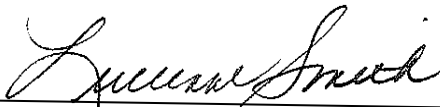
In closing, we extend our gratitude to each of you for your dedication, expertise, and unwavering support. Together, as a unified board, staff, and community, we are poised to achieve great things in the year ahead.

We thank you for your consideration of the fourth and final Proposed FY 2025 budget.

Sincerely,

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Rodney Morrison  
Superintendent



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Lucienne Smith  
Contracted Business Manager

**VISION:** Students are equipped to achieve their dreams and aspirations.  
**MISSION:** Set a foundation by cultivating experiences for students to develop goals and thrive in an ever-changing world.



**Southeast Island School District**  
Thorne Bay, Alaska

**FY 2025 4TH & FINAL PROPOSED BUDGET**  
**JUNE 28, 2024**

**Rodney Morrison, Superintendent**  
Shannon Silverthorn, Board President  
Sandy Curtis, Board Clerk  
Molly Kimzey, Board Member  
Anthony Lovell, Board Member  
Debbie Fehr, Board Member

**SOUTHEAST ISLAND SCHOOL DISTRICT**

**Revenue Budget**

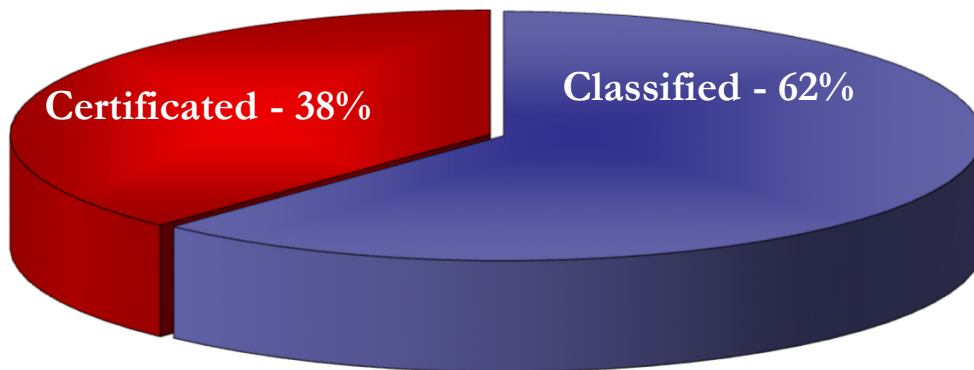
**FY 2025 4TH PROPOSED BUDGET**

	<b>2024</b>	<b>2025</b>	
	<b>REVISED FINAL</b>	<b>4TH PROPOSED</b>	<b>BUDGET</b>
	<u>153+18.6+12</u>	<u>161+23+10</u>	<b>Change</b>
			<u>+8/+5/-2</u>
<b>FUND 100: School Operating</b>			
Enrollment			
State Foundation	\$ 4,284,502	\$ 4,462,920	\$ 178,418
Other State Revenue \$175M	250,674	562,734	312,060
PERS On behalf (057)	26,966	42,037	15,071
TRS On behalf (056)	207,935	292,972	85,037
Timber Receipts	280,000	290,000	10,000
E-Rate - Federal	1,411,471	-	(1,411,471)
Transfer in From Other Funds	166,672	32,820	(133,852)
Other Revenue*	25,000	25,000	-
<b>FUND TOTAL</b>	<b>\$ 6,653,220</b>	<b>\$ 5,708,483</b>	<b>\$ (944,737)</b>
<b>FUND 205: Student Transportation</b>			
Student Transportation (State)	195,228	219,924	24,696
<b>FUND TOTAL</b>	<b>\$ 195,228</b>	<b>\$ 219,924</b>	<b>\$ 24,696</b>
<b>FUND 255: Food Service</b>			
School Lunch Revenue	2,000	2,000	-
Food Service (State)	140,000	140,000	-
	<b>\$ 142,000</b>	<b>\$ 142,000</b>	<b>\$ -</b>
<b>FUND 375: Employee Housing</b>			
Local Revenues	110,000	110,000	-
<b>FUND TOTAL</b>	<b>\$ 110,000</b>	<b>\$ 110,000</b>	<b>-</b>
<b>Fund Balance Transfer</b>	-	-	-
<b>FUND TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL REVENUE</b>	<b>\$ 7,100,448</b>	<b>\$ 6,180,407</b>	<b>\$ (920,041)</b>

# Types of Employees

FY 2025

4th Proposed Budget



## SOUTHEAST ISLAND SCHOOL DISTRICT

### Expenditure Summary by Department

#### FY 2025 4TH PROPOSED Budget

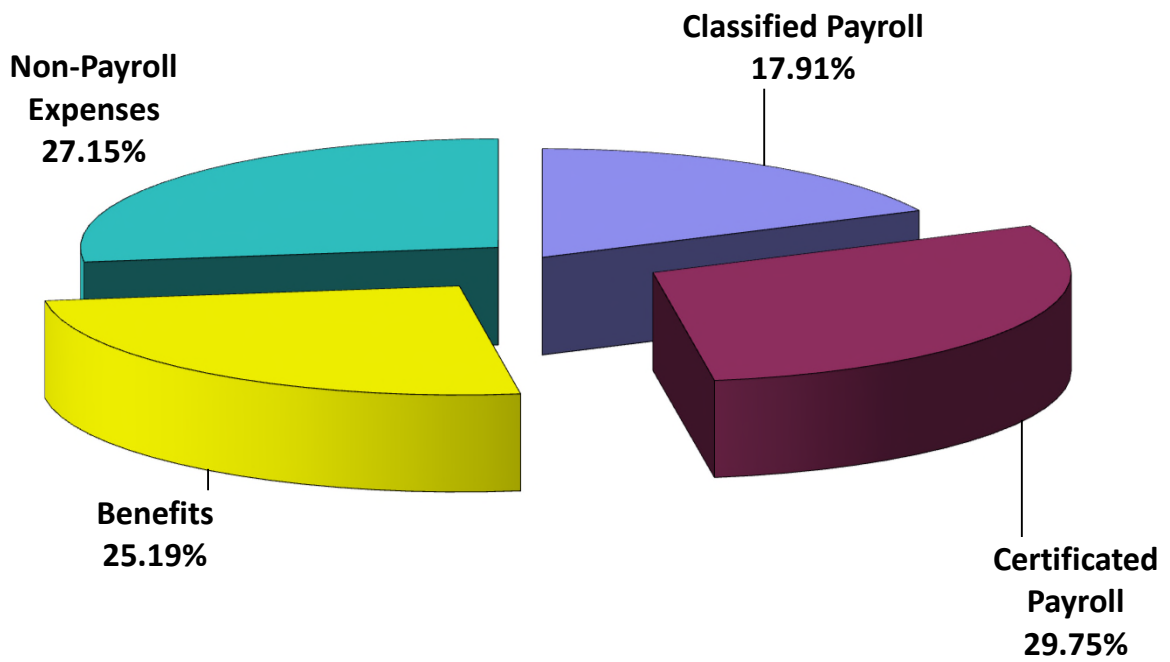
<u>Loc/Function</u>	<u>Department</u>	<u>FY 2024 REVISED</u> <u>FINAL BUDGET</u>	<u>FY 2025 4TH</u> <u>PROPOSED Budget</u>	<u>Change</u>
649 100	Regular Instruction	\$ 133,306	\$ 138,619	5,313
649 140	Correspondence Instruction	167,913	175,893	7,980
649 160	Vocational Instruction	53,726	3,000	(50,726)
649 220	Special Education Support Services	62,932	163,470	100,538
649 300	Support Services - Students - Guidar	-	15,275	15,275
649 350	Support Services Instruction	-	-	-
649 352	Support Services Instruction-Library	645	645	-
649 353	Technology	1,466,866	168,742	(1,298,124)
649 354	Inservice	10,900	10,900	-
649 400	School Administration	7,114	102,753	95,639
649 400	School Administration Support	31,238	30,394	(844)
649 511	Board of Education	108,884	111,862	2,978
649 512	Office of Superintendent	321,779	330,040	8,261
649 550	District Admin Support Services	294,258	335,639	41,381
649 600	DW Operations & Maintenance	857,735	670,369	(187,366)
649 600	DW Employee Housing	50,000	50,000	-
649 700	DW Student Activities	85,548	109,812	24,264
649 760	DW Pupil Transportation	61,004	46,705	(14,299)
649 790	DW Food Services	209,124	193,604	(15,520)
649 900	DW Transfers	60,000	60,000	-
621	Howard Valentine	381,769	390,648	8,879
624	Kasaan	350,885	365,583	14,698
625	Naukati	408,465	376,545	(31,920)
628	Thorne Bay	1,133,210	1,196,800	63,590
667	Hollis	527,137	549,105	21,968
669	Port Alexander	257,134	297,027	39,893
682	Whale Pass	282,920	286,975	4,055
<b>Totals</b>		<b>\$ 7,324,492</b>	<b>\$ 6,180,407</b>	<b>\$ (1,144,085)</b>

**SOUTHEAST ISLAND SCHOOL DISTRICT**

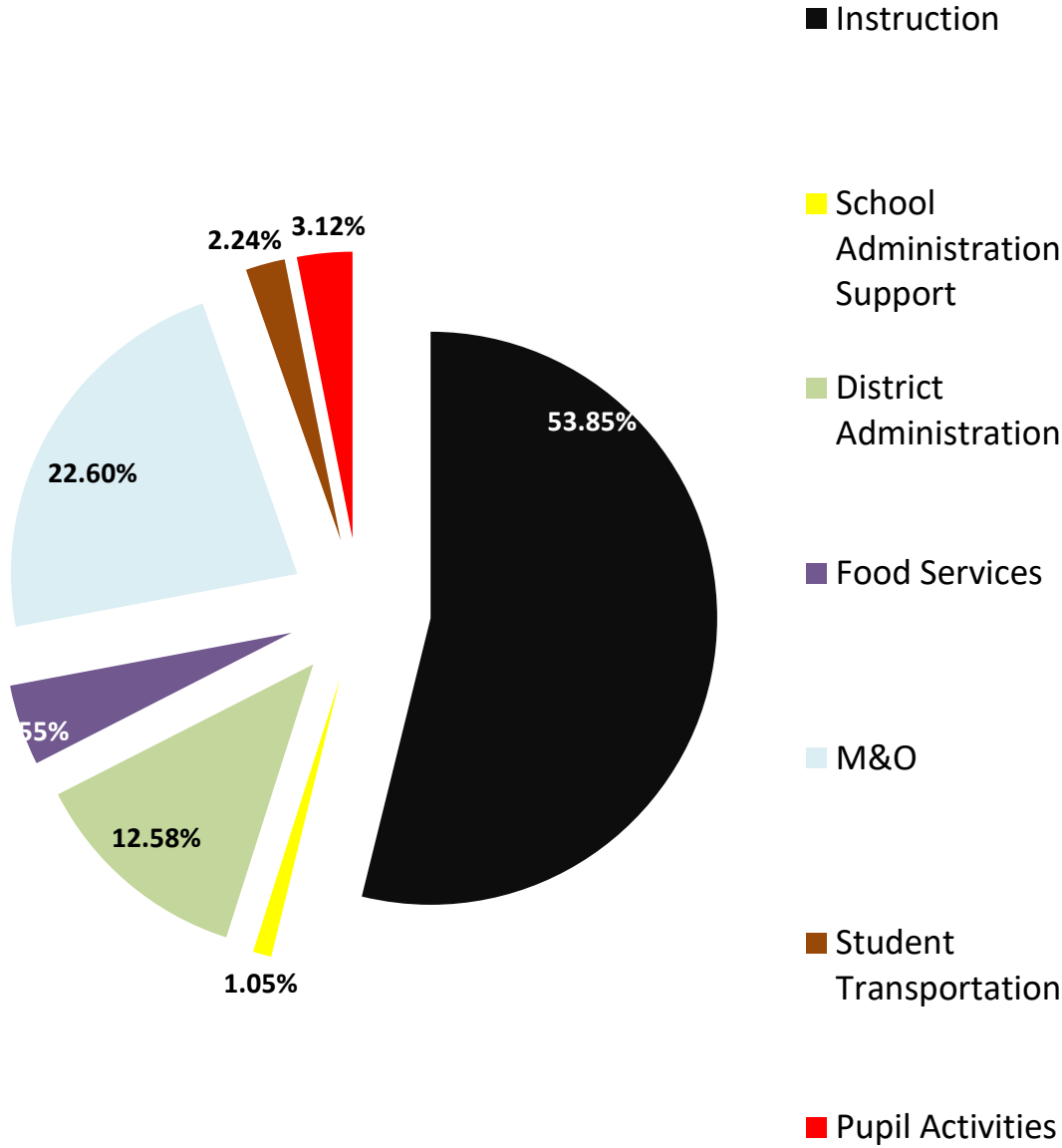
**Expenditure Summary by Function**

<b>FY 2025 4TH PROPOSED BUDGET</b>				
<b>Function</b>	<b>FY 2024 REVISED FINAL BUDGET</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>	<b>Increase (Decrease)</b>	<b>Percent of FY 2025 Total</b>
<b>Instruction</b>				
100 Regular Instruction	\$ 1,784,183	\$ 1,913,094	\$ 128,911	30.95%
140 Correspondence Instruction	167,913	175,893	7,980	2.85%
160 Vocational Education	85,818	15,000	(70,818)	0.24%
200 Special Education Instruction	592,282	595,855	3,573	9.64%
220 Special Education Support Services	62,932	163,470	100,538	2.64%
300 Support Services - Students - Guidance	-	15,275	15,275	0.25%
350 Support Services - Instruction	645	645	-	0.01%
353 Technology	1,466,866	168,742	(1,298,124)	2.73%
354 Inservice	10,900	10,900	-	0.18%
400 School Administration	137,702	269,527	131,825	4.36%
<b>Sub Total Instruction</b>	<b>\$ 4,309,241</b>	<b>\$ 3,328,401</b>	<b>\$ (980,840)</b>	<b>53.85%</b>
<b>Administration</b>				
450 School Administration Support	65,634	64,883	(751)	1.05%
550 District Administration	294,258	335,639	41,381	5.43%
511 School Board	108,884	111,862	2,978	1.81%
512 Office of Superintendent	321,779	330,040	8,261	5.34%
600 Maintenance & Operations	1,498,507	1,286,978	(211,529)	20.82%
600 Teacher Housing	50,000	50,000	-	0.81%
700 Pupil & Athletic Activities	167,780	193,087	25,307	3.12%
<b>Sub Total Admin/M&amp;O</b>	<b>\$ 2,506,842</b>	<b>\$ 2,372,489</b>	<b>\$ (134,353)</b>	<b>38.39%</b>
760 Pupil Transportation	153,397	138,262	(15,135)	2.24%
790 Food Services	295,012	281,255	(13,757)	4.55%
900 Fund Transfers	60,000	60,000	-	0.97%
<b>Sub Total Transfers, Pupil Trans &amp; Food Svcs</b>	<b>\$ 508,409</b>	<b>\$ 479,517</b>	<b>\$ (28,892)</b>	<b>7.76%</b>
<b>TOTAL ALL EXPENSES</b>	<b>\$ 7,324,492</b>	<b>\$ 6,180,407</b>	<b>\$ (1,144,085)</b>	<b>100.00%</b>

## FY 2025 Payroll & Non Payroll



# FY 2025 Expenses by Function



# SOUTHEAST ISLAND SCHOOL DISTRICT

## BENEFITS

### Description and Percentage of Gross Payroll

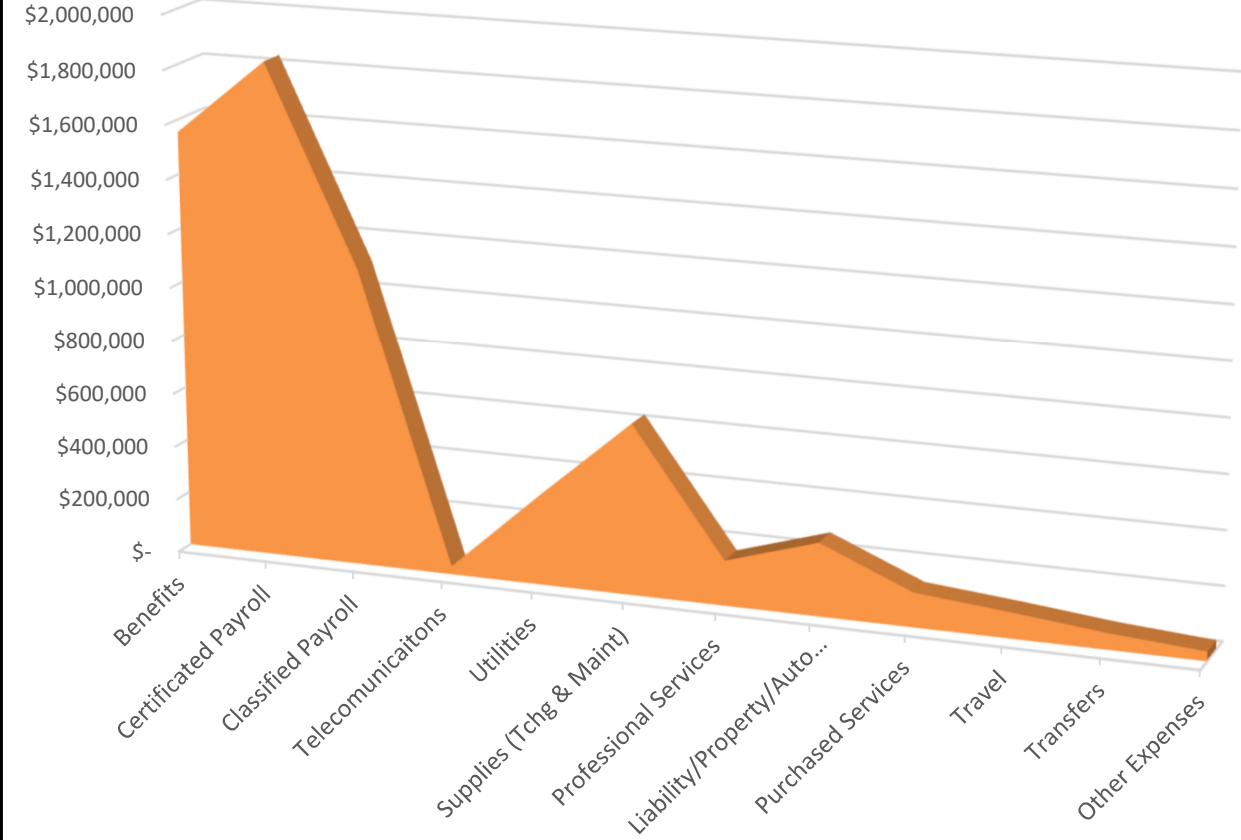
#### Projected Benefit Costs for FY 2025

Object Code	Description	% of Gross Classified	% of Gross Certificated	Notes
361	Health & Life Insurance <sup>1</sup>	33.00%	33.00%	Employees under contract and year round staff All employees, except Maint/Food
362	Unemployment	1.00%	1.00%	Service Wrkrs Three Levels - WC Low, High & Bus -
363	Workers Comp. Insurance	0.63%	0.63%	most in WC Low
364	F.I.C.A. (Social Security)	6.20%	0.00%	Limit \$128,400 gross/calendar year Certificated employees hired after
364	Medicare (1.45% of Gross)	1.45%	1.45%	4/1/86 and all Classified wages
365	TRS <sup>2</sup>	0.00%	12.56%	Certificated employees only
366	PERS <sup>2</sup>	<u>22.00%</u>	<u>0.00%</u>	Classified employees working 15 or more hrs/wk except temporary
<b>TOTAL</b>		<u><b>64.28%</b></u>	<u><b>48.64%</b></u>	
<b>ADD: TRS/PERS On-behalf</b>		<b>4.76%</b>	<b>16.03%</b>	
<b>TOTAL</b>		<u><b>69.04%</b></u>	<u><b>64.67%</b></u>	

<sup>1</sup> Health Insurance is 4 rates depending on category of Single/Employee-child/Employee-spouse/Family - 33% is an average.

<sup>2</sup> The State unfunded liability for TRS & PERS; the state will provide an on behalf payment of 16.03% for TRS and 4.76% for PERS.

# FY 2025 Expenses by Type





# District Wide

FY 2025 4TH PROPOSED BUDGET

Location 649

	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET	Change
<b>Fund 100: School Operating</b>			
<u>Location</u> 649 <u>District-Wide</u>			
Function 100 Regular Instruction	\$ 133,306	\$ 138,619	5,313
Function 140 Correspondence Instruction	167,913	175,893	7,980
Function 160 Vocational Instruction	53,726	3,000	(50,726)
Function 220 Special Education Support Svcs	62,932	163,470	100,538
Function 300 Support Svcs - Students-Guidance	0	15,275	15,275
Function 350 Support Svcs-Instruction	0	0	0
Function 352 Support Svcs-Instruction - Library	645	645	0
Function 353 Technology	1,466,866	168,742	(1,298,124)
Function 354 Inservice	10,900	10,900	0
Function 400 School Administration	7,114	102,753	95,639
Function 450 School Administration Support	31,238	30,394	(844)
Function 511 Board of Education	108,884	111,862	2,978
Function 512 Office of Superintendent	321,779	330,040	8,261
Function 550 District Admin Support Svcs	294,258	335,639	41,381
Function 600 Operations & Maintenance	857,735	670,369	(187,366)
Function 700 Student Activities	85,548	109,812	24,264
Function 900 Transfers	60,000	60,000	0
Fund Total	<b><u>\$ 3,662,844</u></b>	<b><u>\$ 2,427,414</u></b>	<b><u>(1,235,430)</u></b>
<b>Fund 205: Student Transportation</b>	<b><u>\$ 61,004</u></b>	<b><u>\$ 46,705</u></b>	<b><u>(14,299)</u></b>
<b>Fund 255: Food Service Fund</b>	<b><u>\$ 209,124</u></b>	<b><u>\$ 193,604</u></b>	<b><u>(15,520)</u></b>
<b>Fund 375: Employee Housing</b>	<b><u>\$ 50,000</u></b>	<b><u>\$ 50,000</u></b>	<b><u>0</u></b>
<b>TOTAL</b>	<b><u>\$ 3,982,972</u></b>	<b><u>\$ 2,717,722</u></b>	<b><u>(1,265,250)</u></b>

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### District Wide Location 649

Districtwide			FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
Account Code	Description	Comments		
<b><u>Regular Instruction</u></b>				
100.649.100.. 314	Cert-Director/Coor/Mgr	(Federal Programs-.6 Grant Funded)	\$ 50,400	\$ 53,214
100.649.100.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		12,499	13,000
100.649.100.. 365	TRS On Behalf		6,532	8,530
100.649.100.. 369	Other Employee Benefits	(Tuition Reimb. Per CBA)	22,000	22,000
100.649.100.. 450	Supplies/Material/Media		1,875	1,875
100.649.100.. 471	Textbooks	DW Textbook Adoption (Quality Schools)	<u>40,000</u>	<u>40,000</u>
<b>Total 100</b>	<b>Regular Instruction</b>		<b><u>133,306</u></b>	<b><u>138,619</u></b>
<b><u>Correspondence Instruction</u></b>				
100.649.140.. 315	Cert-Teacher	1.00 FTE	63,219	66,020
100.649.140.. 316	Extra Duty		10,000	10,000
100.649.140.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		47,705	51,307
100.649.140.. 365	TRS On Behalf		9,489	12,186
100.649.140.. 410	Professional & Technical Services	Virtually Connected	700	700
100.649.140.. 450	Supplies/Material/Media	(16. Students X \$2,300K)	36,800	35,680
100.649.140.. 471	Textbooks		<u>-</u>	<u>-</u>
<b>Total 140</b>	<b>Correspondence Instruction</b>		<b><u>167,913</u></b>	<b><u>175,893</u></b>
<b><u>Vocational Instruction</u></b>				
100.649.160.. 321	Non-Cert Manager	(Greenhouse)	28,732	-
100.649.160.. 329	Substitutes/Temporary		-	-
100.649.160.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		21,103	-

<b>Districtwide</b>			<b>FY 2024 REVISED FINAL BUDGET</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
<b>Account Code</b>	<b>Description</b>	<b>Comments</b>		
100.649.160..	366 PERS On Behalf		891	-
100.649.160..	450 Supplies/Material/Media		3,000	3,000
<b>Total</b>	<b>160 Vocational Instruction</b>		<b>53,726</b>	<b>3,000</b>
<b><u>Special Education Instruction Support Services</u></b>				
100.649.220..	314 Cert-Director/Coor/Mgr	.90 FTE	-	85,500
100.649.220..	324 Non-Cert - Support Staff		2,756	2,854
100.649.220..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		945	39,079
100.649.220..	365 TRS On Behalf		-	13,706
100.649.220..	366 PERS On Behalf		85	136
100.649.220..	410 Professional & Technical	Sped Svc Providers not covered in Title VIB Grant	34,500	7,500
100.649.220..	420 Staff Travel		6,250	6,250
100.649.220..	450 Supplies/Materials/Media		11,950	2,000
100.649.220..	490 Dues and Fees	Powerschool	6,446	6,446
<b>Total</b>	<b>220 Special Education Instruction Support Svcs</b>		<b>62,932</b>	<b>163,470</b>
<b><u>Support Services-Students - Guidance</u></b>				
100.649.300..	314 Cert- Extra Duty Pay	.10 FTE	-	9,500
100.649.300..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		-	4,252
100.649.300..	365 TRS On Behalf		-	1,523
<b>Total</b>	<b>300 Support Services - Students - Guidance</b>		<b>-</b>	<b>15,275</b>
<b><u>Support Services-DW Library</u></b>				
100.649.352..	440 Other Purchased Services		-	-
100.649.352..	450 Supplies/Material/Media		150	150
100.649.352..	490 Dues and Fees	Battle of the Books	495	495
<b>Total</b>	<b>352 Support Services - DW Library</b>		<b>645</b>	<b>645</b>

Districtwide			FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
Account Code	Description	Comments		
<b>Technology</b>				
100.649.353..	321 Non-Cert Director/Coor/Mgr	1.0 FTE	61,000	63,135
100.649.353..	324 Non-Cert Support Staff		-	-
100.649.353..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		42,850	41,852
100.649.353..	366 PERS On Behalf		1,891	3,005
100.649.353..	410 Professional & Technical Servici (Contractor; E-rate Sub		12,720	2,500
100.649.353..	420 Staff Travel		750	750
100.649.353..	433 Communications	Internet, WIFI	1,290,155	-
100.649.353..	440 Other Purchased Services	(Annual Rolling Stock - Computers, GCI VPN )	5,000	5,000
100.649.353..	475 Tech Supplies/Material/Media (Software annual licenses)		52,500	52,500
<b>Total</b>	<b>353 Technology</b>		<b>1,466,866</b>	<b>168,742</b>
<b>Inservice</b>				
100.649.354..	410 Professional & Technical Services		2,500	2,500
100.649.354..	420 Staff Travel		2,400	2,400
100.649.354..	450 Supplies/Material/Media		6,000	6,000
<b>Total</b>	<b>354 Inservice</b>		<b>10,900</b>	<b>10,900</b>
<b>School Administration</b>				
100.649.400..	313 Cert - Principal	.5 FTE	-	57,270
100.649.400..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		-	29,189
100.649.400..	365 TRS On Behalf		-	9,180
100.649.400..	420 Staff Travel	(Site to site travel)	5,000	5,000
100.649.400..	433 Communications		550	550
100.649.400..	450 Supplies, Materials & Media		950	950
100.649.400..	491 Dues & Fees	(ACSA)	614	614
<b>Total</b>	<b>400 School Administration</b>		<b>7,114</b>	<b>102,753</b>
<b>School Administration Support</b>				
100.649.450..	324 NonCert-Support Staff	.5 FTE	21,653	21,715
100.649.450..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		7,414	6,145
100.649.450..	366 PERS On Behalf		671	1,034
100.649.450..	450 Supplies, Materials & Media	PowerSchool	1,500	1,500
<b>Total</b>	<b>450 School Administration Support</b>		<b>31,238</b>	<b>30,394</b>

Districtwide			FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
Account Code	Description	Comments		
<b>Board of Education</b>				
100.649.511.. 324	NonCert-Support Staff	.5 FTE	49,166	50,886
100.649.511.. 329	Substitutes/Temporaries (Board Stipends)		5,000	5,000
100.649.511.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		25,590	25,949
100.649.511.. 366	PERS On Behalf		1,523	2,422
100.649.511.. 410	Professional & Technical Services	Board Policy	9,980	9,980
100.649.511.. 420	Staff Travel		3,125	3,125
100.649.511.. 425	Student Travel		1,250	1,250
100.649.511.. 433	Communications		200	200
100.649.511.. 440	Other Purchased Services		300	300
100.649.511.. 450	Supplies/Material/Media		2,250	2,250
100.649.511.. 486	Bruce Hill Scholarship *		2,000	2,000
100.649.511.. 491	Dues & Fees	(AASB Annual Dues & Board E	<u>8,500</u>	<u>8,500</u>
<b>Total 511</b>	<b>Board of Education</b>		<b><u>108,884</u></b>	<b><u>111,862</u></b>
<b>Office of Superintendent</b>				
100.649.512.. 311	Cert-Superintendent	1.0 FTE	145,000	145,000
100.649.512.. 324	NonCert-Support Staff	.5 FTE	49,166	50,886
100.649.512.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		75,442	77,433
100.649.512.. 365	TRS On Behalf		18,792	23,244
100.649.512.. 366	PERS On Behalf		1,524	2,422
100.649.512.. 410	Professional & Technical Services		5,000	5,000
100.649.512.. 414	Legal Fees		10,000	10,000
100.649.512.. 420	Staff Travel		4,000	4,200
100.649.512.. 433	Communications		1,200	1,200
100.649.512.. 450	Supplies/Material/Media		4,200	4,200
100.649.512.. 458	Gasoline/Diesel/Oil	Vehicle Fuel	5,825	4,825
100.649.512.. 491	Dues & Fees		<u>1,630</u>	<u>1,630</u>
<b>Total 511</b>	<b>Office of Superintendent</b>		<b><u>321,779</u></b>	<b><u>330,040</u></b>

Districtwide			FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
Account Code	Description	Comments		
<b>District Admin Support Service</b>				
100.649.550..	324 NonCert-Support Staff	2.27 FTE	112,334	115,008
100.649.550..	329 Substitute/Temporary		2,500	500
100.649.550..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		82,632	80,780
100.649.550..	366 PERS On Behalf		3,482	5,474
100.649.550..	410 Professional & Technical Servi	(Business Contract, Audit)	120,000	120,000
100.649.550..	420 Staff Travel		5,000	5,000
100.649.550..	433 Communications	( DO Telephone, Postage)	6,500	6,500
100.649.550..	441 Rentals	Meter Rental ; background cks	4,000	4,000
100.649.550..	445 Insurance - Liabilit	(General Liability, Crime, E&O, Excess, etc.)	42,000	43,260
100.649.550..	450 Supplies/Material/Media		3,500	3,500
100.649.550..	475 Tech Supplies/Material/Media	(BIK MOUNTAIN software annual maint,PowerSchool HR)	16,365	16,365
100.649.550..	491 Dues & Fees	Bank Fees; SHRM Membership	5,500	5,500
100.649.550..	495 Indirect Recovery	Indirect Recovery of Admin Expense for Grants - FY 25 4.94%	(109,555)	(70,248)
<b>Total</b>	<b>550 District Admin Support Service</b>		<b>294,258</b>	<b>335,639</b>
<b>Operations &amp; Maintenance</b>				
100.649.600..	321 Non Cert Director/Coord/Mgr	1.0 FTE	58,858	48,750
100.649.600..	325 NonCert-Maint/Custodial	2.75 FTE	82,315	69,765
100.649.600..	324 NonCert-Support Staff	.30 FTE	17,847	17,847
100.649.600..	329 Substitutes/Temporaries		45,000	35,000
100.649.600..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		126,455	53,589
100.649.600..	366 PERS On Behalf		2,552	4,170
100.649.600..	410 Professional & Technical Services	Maint Mgmt Sys	7,000	7,000
100.649.600..	420 Staff Travel		7,500	7,500
100.649.600..	431 Water & Sewage		4,000	3,000
100.649.600..	432 Garbage		3,000	3,000
100.649.600..	433 Communications		3,000	2,000
100.649.600..	435 Other Energy		500	-
100.649.600..	436 Electricity		10,938	10,938
100.649.600..	437 Natural/Bottled Gas		200	100
100.649.600..	438 Gas, Diesel, Oil		8,500	9,500
100.649.600..	439 Other Energy		1,500	1,500
100.649.600..	440 Other Purchased Services	Fire sys inspection, gym flr; SERRC CIP; HY,EB & PP Maint	81,145	81,146

Districtwide			FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
Account Code	Description	Comments		
100.649.600..	445 Insurance & Bond Premiums	Property & Auto	237,475	227,064
100.649.600..	452 Maintenance Supplies (Incl closed sites - EB, PP, HY)		70,000	70,000
100.649.600..	458 Vehicle Gas, Diesel, Oil		18,750	12,500
100.649.600..	490 Other Expense (Due & Fees)		1,200	1,000
100.649.600..	510 Equipment		<u>70,000</u>	<u>5,000</u>
<b>Total</b>	<b>600 Operations &amp; Maintenance</b>		<b><u>857,735</u></b>	<b><u>670,369</u></b>
<b><u>Student Activities</u></b>				
100.649.700..	322 Non Cert- Dir/Coor/Mgr		-	-
100.649.700..	316 Cert-Extra Duty	AD/Coaching Stipends	31,982	17,181
100.649.700..	327 NonCert-Bus Drivers		3,500	3,500
100.649.700..	329 Substitutes/Temporaries	Referees/Scorekeepers	4,090	4,090
100.649.700..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		6,331	46,787
100.649.700..	365 TRS On Behalf		4,145	2,754
100.649.700..	420 Staff Travel		4,500	4,500
100.649.700..	425 Student Travel		22,500	22,500
100.649.700..	450 Supplies/Material/Media		6,000	6,000
100.649.700..	491 Dues & Fees	ASAA Dues	<u>2,500</u>	<u>2,500</u>
<b>Total</b>	<b>700 Student Activities</b>		<b><u>85,548</u></b>	<b><u>109,812</u></b>
<b><u>Transfers</u></b>				
100..900..	552 Transfers to Special Revenue Funds		10,000	10,000
100..900..	554 Transfers to CIP Funds		<u>50,000</u>	<u>50,000</u>
<b>Total</b>	<b>600 Employee Housing</b>		<b><u>60,000</u></b>	<b><u>60,000</u></b>
<b>Total</b>	<b>100 General Operating Fund</b>		<b><u>\$ 3,662,844</u></b>	<b><u>\$ 2,427,414</u></b>
<b><u>Student Transportation</u></b>				
205.649.760..	325 Maintenance	.25 FTE	16,650	16,650
205.649.760..	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		14,287	4,712
205.649.760..	366 PERS On Behalf		517	793
205.649.760..	410 Professional & Technical		1,200	1,200
205.649.760..	420 Travel & Per Diem		250	250
205.649.760..	440 Other Purchased Services		2,500	2,500
205.649.760..	452 Maintenance Supplies		25,000	20,000
205.649.760..	458 Vehicle Gas, Diesel, & Oil		-	-
205.649.760..	490 Dues & Fees		<u>600</u>	<u>600</u>
<b>Total</b>	<b>205 Student Transportation</b>		<b><u>61,004</u></b>	<b><u>46,705</u></b>

Districtwide			FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
Account Code	Description	Comments		
<b>Food Services Fund</b>				
255.649.790.. 321	NonCert-Dir/Coor/Mgr	.64 FTE	43,341	33,070
255.649.790.. 326	NonCert-Food Service Support		-	-
255.649.790.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		14,840	9,359
255.649.790.. 366	PERS On Behalf		1,343	1,574
255.649.790.. 410	Professional & Technical		-	-
255.649.790.. 420	Staff Travel	(Annual Req'd CNP Training)	-	-
255.649.790.. 450	Supplies/Materials/Media		6,500	6,500
255.649.790.. 458	Vehicle Gas, Diesel, & Oil		1,000	1,000
255.649.790.. 459	Food		137,500	137,500
255.649.790.. 460	Milk		4,000	4,000
255.649.790.. 491	Dues and Fees		600	600
<b>Total 255</b>	<b>DW Food Services Fund</b>		<b>209,124</b>	<b>193,604</b>
<b>Employee Housing</b>				
375.649.600.. 452	Maintenance Supplies		50,000	50,000
<b>Total 600</b>	<b>Employee Housing</b>		<b>50,000</b>	<b>50,000</b>
<b>Total</b>	<b>District Wide</b>		<b>\$ 3,982,972</b>	<b>\$ 2,717,722</b>



# Howard Valentine Timberwolves

FY 2025 4TH PROPOSED BUDGET

**Location 621**

	<u>FY 2024 REVISED FINAL BUDGET</u>	<u>FY 2025 4TH PROPOSED BUDGET</u>	<u>Change</u>
<b>Fund 100: School Operating</b>			
Function: Regular Instruction	\$ 200,545	\$ 224,683	\$ 24,138
Vocational Education	13,324	1,500	(11,824)
Special Education	62,535	58,611	(3,924)
School Administration	11,268	11,618	350
Operations & Maintenance	75,880	75,405	(475)
Student Activities	7,364	7,487	123
Fund Total	<u>\$ 370,916</u>	<u>\$ 379,304</u>	<u>\$ 8,388</u>
<b>Fund 255: Food Service Fund</b>	<u>\$ 10,853</u>	<u>\$ 11,344</u>	<u>491</u>
<b>TOTAL</b>	<u>\$ 381,769</u>	<u>\$ 390,648</u>	<u>\$ 8,879</u>
<b># Students (PreK-12)</b>	15	15	-
<b># Teachers</b>	2.25	2.25	-
<b># Classified</b>	0.775	0.775	-
<b># Administrators</b>	0	0	-
<b>Pupil/Teacher Ratio</b>	6.67	6.67	-
<b>Average Per Pupil Expenditure</b>	\$ 25,451	\$ 26,043	\$ 592

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

Location 621 Howard Valentine

Howard Valentine Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b><u>Regular Instruction</u></b>				
100.621.100	315 Cert-Teacher	2.0 FTE	\$ 128,847	\$ 126,869
100.621.100	323 Non Cert-Teacher		12,443	12,443
100.621.100	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		35,230	57,709
100.621.100	365 TRS On Behalf		16,700	20,337
100.621.100	420 Staff Travel		200	200
100.621.100	433 Communications		2,500	2,500
100.621.100	450 Supplies/Material/Media		4,375	4,375
100.621.100	490 Other Expenses (Dues & Fees)		250	250
<b>Total</b>	<b>100 Regular Instruction</b>		<b>200,545</b>	<b>224,683</b>
<b><u>Vocational Education</u></b>				
100.621.160	324 NonCert-Support Staff		8,808	-
100.621.160	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		3,016	-
100.621.160	450 Supplies/Material/Media	Speciality Classes	1,500	1,500
<b>Total</b>	<b>160 Vocational Education</b>		<b>13,324</b>	<b>1,500</b>
<b><u>Special Education</u></b>				
100.621.200	315 Cert-Teacher	.25 FTE Itinerant	19,655	14,719
100.621.200	323 NonCert-Aides	1.0 FTE	26,431	26,431
100.621.200	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		12,783	13,543
100.621.200	365 TRS On Behalf		2,547	2,359

Howard Valentine			FY 2024	FY 2025 4TH
Account Code	Description	Comments	REVISED FINAL BUDGET	PROPOSED BUDGET
100.621.200	366 PERS On Behalf		819	1,258
100.621.200	450 Supplies/Material/Media		<u>300</u>	<u>300</u>
<b>Total</b>	<b>200 Special Education</b>		<b><u>62,535</u></b>	<b><u>58,611</u></b>
<b><u>School Administration</u></b>				
100.621.400.	316 Extra Duty - Lead Teacher		8,823	8,823
100.621.400.	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		1,381	1,380
100.621.400.	365 TRS On Behalf		<u>1,064</u>	<u>1,414</u>
<b>Total</b>	<b>400 School Administration</b>		<b><u>11,268</u></b>	<b><u>11,618</u></b>
<b><u>Operations &amp; Maintenance</u></b>				
100.621.600	325 NonCert-Maint/Custodial	.32 FTE (Incl WFB)	13,900	14,167
100.621.600	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		3,374	3,388
100.621.600	366 PERS On Behalf		431	674
100.621.600	430 Snow Removal		-	-
100.621.600	431 Water & Sewer		500	500
100.621.600	432 Garbage		2,700	2,700
100.621.600	436 Electricity		22,000	22,000
100.621.600	437 Natural/Bottled Gas		800	800
100.621.600	438 Gas, Diesel, Oil		9,375	9,375
100.621.600	439 Other Energy		10,000	10,000
100.621.600	440 Other Purchased Services		2,600	2,600
100.621.600	452 Maintenance Supplies		9,000	8,000
100.621.600	453 Custodial Supplies		<u>1,200</u>	<u>1,200</u>
<b>Total</b>	<b>600 Maintenance &amp; Operations</b>		<b><u>75,880</u></b>	<b><u>75,405</u></b>
<b><u>Student Activity</u></b>				
100.621.700	316 Cert-Extra Duty		4,000	4,000
100.621.700	329 Non-Cert-Support		-	-
100.621.700	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		360	360

Howard Valentine			FY 2024	FY 2025 4TH
Account Code	Description	Comments	REVISED FINAL BUDGET	PROPOSED BUDGET
100.621.700	365 TRS On Behalf		518	641
100.621.700	420 Staff Travel		-	-
100.621.700	425 Student Travel		1,236	1,236
100.621.700	450 Supplies/Material/Media		<u>1,250</u>	<u>1,250</u>
<b>Total</b>	<b>700 Student Activity</b>		<u><b>7,364</b></u>	<u><b>7,487</b></u>
<b>Total</b>	<b>100 School Operating Fund</b>		<u><b>\$ 370,916</b></u>	<u><b>\$ 379,304</b></u>
<b>Food Services Fund</b>				
255.621.790	326 Food Service Staff	.20 FTE	9,410	9,741
255.621.790	360 Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		1,151	1,140
255.621.790	366 PERS On Behalf		292	464
255.621.790	459 Food	} Food and Milk is part of District wide budget	-	-
255.621.790	460 Milk		-	-
<b>Total</b>	<b>255 Food Services Fund</b>		<u><b>\$ 10,853</b></u>	<u><b>\$ 11,344</b></u>
<b>Total</b>	<b>621 Howard Valentine</b>		<u><b>\$ 381,769</b></u>	<u><b>\$ 390,648</b></u>



# Barry C. Stewart Kasaan School

## FY 2025 4TH PROPOSED BUDGET

### Location 624

	<u>FY 2024 REVISED FINAL BUDGET</u>	<u>FY 2025 4TH PROPOSED BUDGET</u>	<u>CHANGE</u>
<b>Fund 100: School Operating</b>			
Function: Regular Instruction	\$ 229,874	\$ 232,678	\$ 2,804
Vocational Education	1,500	1,500	-
Special Education	55,519	59,007	3,488
School Administration	11,347	11,618	271
Maintenance & Operations	33,025	41,000	7,975
Student Activities	6,696	6,819	123
	<u>        </u>	<u>        </u>	<u>        </u>
Fund Total	<u>\$ 337,961</u>	<u>\$ 352,622</u>	<u>\$ 14,661</u>
<b>Fund 255: Food Service Fund</b>	<u>\$ 12,924</u>	<u>\$ 12,961</u>	<u>37</u>
<b>TOTAL</b>	<u><u>\$ 350,885</u></u>	<u><u>\$ 365,583</u></u>	<u><u>\$ 14,698</u></u>
<b># Students (PreK-12)</b>	20.25	20.25	-
<b># Teachers</b>	2.25	2.25	-
<b># Classified</b>	1	1	-
<b># Administrators</b>	0	0	-
<b>Pupil/Teacher Ratio</b>	9.00	9.00	-
<b>Average Per Pupil Expenditure</b>	\$ 17,328	\$ 18,053	\$ 726

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### Location 624 Barry C Stewart Kasaan School

Barry C Stewart Kasaan Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b><u>Regular Instruction</u></b>				
100.624.100.. 315	Cert-Teacher	2.0 FTE	\$ 134,679	\$ 139,972
100.624.100.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		70,660	63,187
100.624.100.. 365	TRS On Behalf		17,454	22,438
100.624.100.. 420	Staff Travel		-	-
100.624.100.. 425	Student Travel		250	250
100.624.100.. 433	Communications		1,800	1,800
100.624.100.. 450	Supplies/Material/Media		<u>5,031</u>	<u>5,031</u>
<b>Total 100</b>	<b>Regular Instruction</b>		<b><u>229,874</u></b>	<b><u>232,678</u></b>
<b><u>Vocational Education</u></b>				
100.624.160.. 450	Supplies/Material/Media	Speciality Classes	<u>1,500</u>	<u>1,500</u>
<b>Total 160</b>	<b>Vocational Education</b>		<b><u>1,500</u></b>	<b><u>1,500</u></b>
<b><u>Special Education</u></b>				
100.624.200.. 315	Cert-Teacher	0.25 FTE Itinerant	13,452	14,418
100.624.200.. 323	NonCert-Aides	.15 FTE	14,091	14,583
100.624.200.. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		25,496	26,701
100.624.200.. 365	TRS On Behalf		1,743	2,311
100.624.200.. 366	PERS On Behalf		437	694
100.624.200.. 450	Supplies/Material/Media		<u>300</u>	<u>300</u>

Barry C Steward Kasaan Account Code			Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b>Total</b>	<b>200</b>	<b>Special Education</b>			<u>55,519</u>	<u>59,007</u>
<b>School Administration</b>						
100.624.400..	316	Extra Duty - Lead Teacher			8,823	8,823
100.624.400..	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)			1,380	1,380
100.624.400..	365	TRS On Behalf			<u>1,144</u>	<u>1,414</u>
<b>Total</b>	<b>400</b>	<b>School Administration</b>			<u>11,347</u>	<u>11,618</u>
<b>Operations &amp; Maintenance</b>						
100.624.600..	329	NonCert-Maint/Custodial			5,000	5,000
100.624.600..	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)			500	500
100.624.600..	431	Water & Sewage			1,000	1,000
100.624.600..	432	Garbage			1,100	1,100
100.624.600..	436	Electricity			7,000	7,000
100.624.600..	437	Natural/Bottled Gas			800	900
100.624.600..	438	Gas, Diesel, Oil			5,500	5,500
100.624.600..	439	Other Energy			-	8,000
100.624.600..	440	Other Purchased Services			1,500	1,500
100.624.600..	452	Maintenance Supplies			8,125	8,000
100.624.600..	453	Custodial Supplies			<u>2,500</u>	<u>2,500</u>
<b>Total</b>	<b>600</b>	<b>Maintenance &amp; Operations</b>			<u>33,025</u>	<u>41,000</u>
<b>Student Activity</b>						
100.624.700..	316	Cert-Extra Duty			4,000	4,000
100.624.700..	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)			225	225
100.624.700..	365	TRS On Behalf			518	641
100.624.700..	420	Staff Travel			-	-
100.624.700..	425	Student Travel			<u>1,953</u>	<u>1,953</u>
<b>Total</b>	<b>700</b>	<b>Student Activity</b>			<u>6,696</u>	<u>6,819</u>
<b>Total</b>	<b>100</b>	<b>School Operating Fund</b>			<u>\$ 337,961</u>	<u>\$352,622</u>

Barry C Steward Kasaan Account Code			Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b>Food Services Fund</b>						
255.624.790..	326	Food Service Staff		.20 FTE	9,410	9,741
255.624.790..	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)			3,222	2,757
255.624.790..	366	PERS On Behalf			292	464
255.624.790..	459	Food	}	Food and Milk is part of District wide budget	-	-
255.624.790..	460	Milk			-	-
<b>Total</b>	<b>255</b>	<b>Food Services Fund</b>			<b>\$ 12,924</b>	<b>\$ 12,961</b>
<b>Total</b>	<b>624</b>	<b>Kasaan</b>			<b>\$ 350,885</b>	<b>\$365,583</b>



# Naukati Wildcats

FY 2025 4TH PROPOSED BUDGET

Location 625

	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET	Change
<b>Fund 100: School Operating</b>			
Function: Regular Instruction	\$ 209,187	\$ 186,629	\$ (22,558)
Vocational Education	1,500	1,500	-
Special Education	89,611	81,242	(8,369)
School Administration	13,139	11,618	(1,521)
Maintenance & Operations	71,171	71,174	3
Student Activities	6,718	6,841	123
Fund Total	<u>\$ 391,326</u>	<u>\$ 359,003</u>	<u>\$ (32,323)</u>
<b>Fund 205: Pupil Transportation Fund</b>	<u>\$ 4,594</u>	<u>\$ 4,589</u>	<u>\$ (5)</u>
<b>Fund 255: Food Service Fund</b>	<u>\$ 12,545</u>	<u>\$ 12,954</u>	<u>\$ 409</u>
<b>TOTAL</b>	<u>\$ 408,465</u>	<u>\$ 376,545</u>	<u>\$ (31,920)</u>
<b># Students (PreK-12)</b>	20	21	1
<b># Teachers</b>	2.25	2.25	-
<b># Classified</b>	2	2	-
<b># Administrators</b>	0	0	-
<b>Pupil/Teacher Ratio</b>	8.89	9.33	0
<b>Average Per Pupil Expenditure</b>	\$ 20,423	\$ 17,931	\$ (2,493)

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### Location 625 Naukati

**Naukati**

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b><u>Regular Instruction</u></b>				
100.625.100. 315	Cert-Teacher	1.75 FTE	\$ 135,103	125,684
100.625.100. 323	NonCert-Aides		-	-
100.625.100. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		49,325	33,423
100.625.100. 365	TRS On Behalf		17,509	20,147
100.625.100. 420	Staff Travel		-	-
100.625.100. 425	Student Travel		250	250
100.625.100. 433	Communications		2,000	2,000
100.625.100. 450	Supplies/Material/Media		5,000	5,125
<b>Total 100</b>	<b>Regular Instruction</b>		<b>209,187</b>	<b>186,629</b>
<b><u>Vocational Education</u></b>				
100.625.160. 450	Supplies/Material/Media	Speciality Classes	1,500	1,500
<b>Total 160</b>	<b>Vocational Education</b>		<b>1,500</b>	<b>1,500</b>
<b><u>Special Education</u></b>				
100.625.200. 315	Cert-Teacher	0.5 FTE Itinerant	39,309	29,437
100.625.200. 323	NonCert-Aides	.54 FTE	18,741	19,397
100.625.200. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		25,511	26,391
100.625.200. 365	TRS On Behalf		5,094	4,719
100.625.200. 366	PERS On Behalf		581	923

**Naukati**

<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL BUDGET</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
100.625.200. 450	Supplies/Material/Media		375	375
<b>Total 200</b>	<b>Special Education</b>		<b>89,611</b>	<b>81,242</b>

**School Administration**

100.625.400. 316	Extra Duty - Lead Teacher		10,217	8,823
100.625.400. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		1,598	1,380
100.625.400. 365	TRS On Behalf		1,324	1,414
<b>Total 400</b>	<b>School Administration</b>		<b>13,139</b>	<b>11,618</b>

**Operations & Maintenance**

100.625.600. 325	NonCert-Maint/Custodial	.20 FTE + WFB	19,948	20,195
100.625.600. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		2,442	2,417
100.625.600. 366	PERS On Behalf		618	961
100.625.600. 430	Snow Removal		-	-
100.625.600. 432	Garbage		1,200	500
100.625.600. 436	Electricity		15,000	15,000
100.625.600. 437	Natural/Bottled Gas		400	200
100.625.600. 438	Gas, Diesel, Heating Oil		10,000	10,000
100.625.600. 439	Other Energy		6,000	7,200
100.625.600. 440	Other Purchased Services		6,000	6,000
100.625.600. 452	Maintenance Supplies		6,875	6,000
100.625.600. 453	Custodial Supplies		2,500	2,500
100.625.600. 458	Vehicle Gas, Diesel, & Oil		188	200
<b>Total 600</b>	<b>Operations &amp; Maintenance</b>		<b>71,171</b>	<b>71,174</b>

**Student Activity**

100.625.700. 316	Cert-Extra Duty Pay		4,000	4,000
100.625.700. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		800	800
100.625.700. 365	TRS On Behalf		518	641
100.625.700. 420	Staff Travel		-	-
100.625.700. 425	Student Travel		1,400	1,400

**Naukati**

<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL BUDGET</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
<b>Total 700</b>	<b>Student Activity</b>		<b>6,718</b>	<b>6,841</b>
<b>Total 100</b>	<b>School Operating Fund</b>		<b>\$ 391,326</b>	<b>\$ 359,003</b>
<b><u>Pupil Transportation Fund</u></b>				
205.625.760. 327	NonCert-Support Staff	.10 FTE	2,305	2,305
205.625.760. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		789	783
205.625.760. 458	Vehicle Gas, Diesel, & Oil		1,500	1,500
<b>Total 760</b>	<b>Pupil Transportation</b>		<b>\$ 4,594</b>	<b>\$ 4,589</b>
<b><u>Food Services Fund</u></b>				
255.625.790. 326	Food Service Staff	.20 FTE	11,176	11,569
255.625.790. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		1,369	1,385
255.625.790. 459	Food	} Food and Milk is part of District wide budget	-	-
255.625.790. 460	Milk		-	-
<b>Total 255</b>	<b>Food Services Fund</b>		<b>\$ 12,545</b>	<b>\$ 12,954</b>
<b>Total 625</b>	<b>Naukati</b>		<b>\$ 408,465</b>	<b>\$ 376,545</b>



# Thorne Bay Wolverines

FY 2025 4TH PROPOSED BUDGET

**Location 628**

	<u>FY 2024 REVISED FINAL BUDGET</u>	<u>FY 2025 4TH PROPOSED BUDGET</u>	<u>Change</u>
<b>Fund 100: School Operating</b>			
Function: Regular Instruction	\$ 389,480	\$ 452,226	\$ 62,746
Vocational Education	11,268	3,000	(8,268)
Special Education	211,857	220,406	8,549
Pupil Support	-	-	-
School Administration	63,182	99,513	36,331
School Administration Support	34,396	34,489	93
Maintenance & Operations	316,912	279,835	(37,077)
Student Activity	40,306	40,857	551
Fund Total	<u>\$ 1,067,401</u>	<u>\$ 1,130,326</u>	<u>\$ 62,925</u>
<b>Fund 205: Student Transportation</b>	<u>\$ 40,574</u>	<u>\$ 40,677</u>	<u>\$ 103</u>
<b>Fund 255: Food Service Fund</b>	<u>\$ 25,235</u>	<u>\$ 25,797</u>	<u>\$ 562</u>
<b>TOTAL</b>	<u>\$ 1,133,210</u>	<u>\$ 1,196,800</u>	<u>\$ 63,590</u>
<b># Students (PreK-12)</b>	53.5	58	5
<b># Teachers</b>	5	5	-
<b># Classified</b>	5.53	5.53	-
<b># Administrators</b>	1	1	-
<b>Pupil/Teacher Ratio</b>	10.70	11.60	0.9
<b>Average Per Pupil Expenditure</b>	\$ 21,181	\$ 20,634	\$ (547)

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### Location 628 Thorne Bay

**Thorne Bay**

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b><u>Regular Instruction</u></b>				
100.628.100. 315	Cert-Teacher	4.0 FTE	\$ 250,093	\$ 292,256
100.628.100. 316	Cert- Extra Duty		-	-
100.628.100. 323	Non Cert - Aides		-	-
100.628.100. 329	Substitutes/Temporaries		24,000	24,000
100.628.100. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		63,037	68,621
100.628.100. 365	TRS On Behalf		32,412	46,849
100.628.100. 366	PERS On Behalf		-	-
100.628.100. 420	Staff Travel		-	-
100.628.100. 425	Student Travel		250	250
100.628.100. 433	Communications		8,000	8,000
100.628.100. 450	Supplies/Material/Media		<u>11,688</u>	<u>12,250</u>
<b>Total</b>	<b>100 Regular Instruction</b>		<b><u>389,480</u></b>	<b><u>452,226</u></b>
<b><u>Vocational Education</u></b>				
100.628.160. 315	Cert-Teacher		-	-
100.628.160. 324	Non Cert-Support		6,606	-
100.628.160. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		2,262	-
100.628.160. 365	TRS On Behalf		-	-
100.628.160. 410	Professional & Technical Services		-	-

Thorne Bay

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
100.628.160. 450	Supplies/Material/Media		2,400	3,000
<b>Total 160</b>	<b>Vocational Education</b>		<b>11,268</b>	<b>3,000</b>
<b>Special Education</b>				
100.628.200. 315	Cert-Teacher	.10 FTE	72,028	74,338
100.628.200. 316	Cert-Extra Duty		800	800
100.628.200. 323	NonCert-Aides	2.0 FTE	62,258	64,294
100.628.200. 329	Substitutes/Temporaries		5,000	5,000
100.628.200. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		59,506	59,998
100.628.200. 365	TRS On Behalf		9,335	11,916
100.628.200. 366	PERS On Behalf		1,930	3,060
100.628.200. 450	Supplies/Material/Media		1,000	1,000
<b>Total 200</b>	<b>Special Education</b>		<b>211,857</b>	<b>220,406</b>
<b>Instruction - Pupil Support</b>				
100.628.350. 366	PERS On Behalf		-	-
<b>Total 350</b>	<b>Instruction - Pupil Support</b>		<b>-</b>	<b>-</b>
<b>School Administration</b>				
100.628.400. 313	Cert - Principal	.50 FTE	37,616	57,270
100.628.400. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		16,816	29,189
100.628.400. 365	TRS On Behalf		4,875	9,180
100.628.400. 420	Staff Travel		2,000	2,000
100.628.400. 450	Supplies, Materials, & Media		1,875	1,875
<b>Total 400</b>	<b>School Administration</b>		<b>63,182</b>	<b>99,513</b>
<b>School Administration Support</b>				
100.628.450. 324	NonCert-Support Staff	.5 FTE	23,133	23,947
100.628.450. 329	Substitutes/Temporaries		2,000	2,000
100.628.450. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		7,921	6,777

Thorne Bay

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
100.628.450. 366	PERS On Behalf		717	1,140
100.628.450. 420	Staff Travel		-	-
100.628.450. 450	Supplies, Materials, & Media		625	625
<b>Total 450</b>	<b>School Administration Support</b>		<b>34,396</b>	<b>34,489</b>
<b><u>Maintenance &amp; Operations</u></b>				
100.628.600. 325	NonCert-Maint/Custodial	1.20 FTE	48,591	76,989
100.628.600. 329	Substitutes/Temporaries		15,000	10,000
100.628.600. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		80,159	21,025
100.628.600. 366	PERS On Behalf		1,506	3,665
100.628.600. 431	Water & Sewage		6,000	6,000
100.628.600. 432	Garbage		5,000	5,000
100.628.600. 436	Electricity		69,000	69,000
100.628.600. 437	Natural/Bottled Gas		1,500	1,500
100.628.600. 438	Gas, Diesel, Heating Oil		45,000	40,000
100.628.600. 439	Other Energy		4,000	6,000
100.628.600. 440	Other Purchased Services		17,000	17,000
100.628.600. 452	Maintenance Supplies		18,656	18,656
100.628.600. 453	Custodial Supplies		5,500	5,000
<b>Total 600</b>	<b>Operations &amp; Maintenance</b>		<b>316,912</b>	<b>279,835</b>
<b><u>Student Activity</u></b>				
100.628.700. 316	Cert-Extra Duty Pay	Coaching Stipends	18,000	18,000
100.628.700. 325	Bus Drivers		5,000	5,000
100.628.700. 329	Substitutes/Temporaries	Referees/Scorekeepers	250	250
100.628.700. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		4,202	4,200
100.628.700. 365	TRS On Behalf		2,334	2,885
100.628.700. 420	Staff Travel		1,000	1,001
100.628.700. 425	Student Travel		8,570	8,570
100.628.700. 450	Supplies/Material/Media		950	950

Thorne Bay

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b>Total 700</b>	<b>Student Activity</b>		<b>40,306</b>	<b>40,857</b>
<b>Total 100</b>	<b>School Operating Fund</b>		<b>\$ 1,067,401</b>	<b>\$ 1,130,326</b>
<b><u>Student Transportation</u></b>				
205.628.760. 325	Maintenance	.43 FTE	24,373	25,235
205.628.760. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		8,345	7,141
205.628.760. 366	PERS On Behalf		756	1,201
205.628.760. 440	Other Purchased Service	In Lieu of Transp.	1,100	1,100
205.628.760. 452	Maintenance Supplies		<u>6,000</u>	<u>6,000</u>
<b>Total 205</b>	<b>Student Transportation</b>		<b>\$ 40,574</b>	<b>\$ 40,677</b>
<b><u>Food Services Fund</u></b>				
255.628.790. 326	Food Service Staff	2 (1 @ 29hrs/1@19hrs)	18,374	19,388
255.628.790. 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		6,291	5,487
255.628.790. 366	PERS On Behalf		570	923
255.628.790. 459	Food	} Food and Milk is part of District wide budget	-	-
255.628.790. 460	Milk		-	-
<b>Total 255</b>	<b>Food Services Fund</b>		<b>\$ 25,235</b>	<b>\$ 25,797</b>
<b>Total 628</b>	<b>Thorne Bay</b>		<b>\$ 1,133,210</b>	<b>\$ 1,196,800</b>



# Whale Pass

FY 2025 4TH PROPOSED BUDGET

**Location 632**

	<u>FY 2024 REVISED FINAL BUDGET</u>	<u>FY 2025 4TH PROPOSED BUDGET</u>	<u>Change</u>
<b>Fund 100: School Operating</b>			
Function: Regular Instruction	\$ 145,997	\$ 152,917	\$ 6,920
Vocational Education	1,500	1,500	-
Special Education	73,260	68,184	(5,076)
School Administration	8,958	9,172	214
Operations & Maintenance	35,792	37,529	1,737
Student Activities	6,451	6,451	0
Fund Total	<u>\$ 271,958</u>	<u>\$ 275,754</u>	<u>\$ 3,796</u>
<b>Fund 255: Food Service Fund</b>	<u>\$ 10,962</u>	<u>\$ 11,222</u>	<u>260</u>
 <b>TOTAL</b>	 <u><u>\$ 282,920</u></u>	 <u><u>\$ 286,975</u></u>	 <u><u>\$ 4,055</u></u>
 <b># Students (PreK-12)</b>	 11	 11	 -
<b># Teachers</b>	1	1.25	0
<b># Classified</b>	1.41	1.41	-
<b># Administrators</b>	0	0	-
<b>Pupil/Teacher Ratio</b>	11.00	8.80	(2)
<b>Average Per Pupil Expenditure</b>	\$ 25,720	\$ 26,089	\$ 369

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### Location 632 Whale Pass

**Whale Pass**

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b><u>Regular Instruction</u></b>				
100.632.100	315	Cert-Teacher	1.0 FTE	\$ 68,978
100.632.100	323	NonCert-Aides		\$ 69,323
100.632.100	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		18,741
100.632.100	365	TRS On Behalf		21,500
100.632.100	420	Staff Travel		42,813
100.632.100	425	Student Travel		8,940
100.632.100	433	Communications		11,112
100.632.100	450	Supplies/Material/Media		100
				250
				2,300
				3,875
			<u>3,875</u>	<u>3,875</u>
<b>Total</b>	<b>100</b>	<b>Regular Instruction</b>	<b><u>145,997</u></b>	<b><u>152,917</u></b>
<b><u>Vocational Education</u></b>				
100.632.160	450	Supplies/Material/Media	Speciality Classes	1,500
				<u>1,500</u>
<b>Total</b>	<b>160</b>	<b>Vocational Education</b>	<b><u>1,500</u></b>	<b><u>1,500</u></b>
<b><u>Special Education</u></b>				
100.632.200	315	Cert-Teacher	.25 FTE Itinerant	19,655
100.632.200	323	Non-Cert - Aides	1.0 FTE	14,719
100.632.200	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		30,006
100.632.200	365	TRS On Behalf		19,822
100.632.200	366	PERS On Behalf		2,547
100.632.200	450	Supplies/Material/Media		2,359
				930
				1,444
				<u>300</u>
				<u>300</u>
<b>Total</b>	<b>200</b>	<b>Special Education</b>	<b><u>73,260</u></b>	<b><u>68,184</u></b>

**Whale Pass**

Account Code	Description	Comments	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET
<b><u>School Administration</u></b>				
100.632.400.	316	Extra Duty - Lead Teacher	6,966	6,966
100.632.400.	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	1,089	1,089
100.632.400.	365	TRS On Behalf	<u>903</u>	<u>1,117</u>
			<b><u>8,958</u></b>	<b><u>9,172</u></b>
<b><u>Operations &amp; Maintenance</u></b>				
100.632.600	325	NonCert-Maint/Custodial .16 FTE	7,343	7,600
100.632.600	329	Substitutes/Temporaries	3,000	3,000
100.632.600	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	899	479
100.632.600	431	Water & Sewer	300	200
100.632.600	436	Electricity	5,250	5,250
100.632.600	438	Gas, Diesel, Oil	2,000	2,000
100.632.600	439	Other Energy	3,000	5,000
100.632.600	440	Other Purchased Services (Rentals, etc.)	2,750	2,750
100.632.600	452	Maintenance Supplies	8,750	8,750
100.632.600	453	Custodial Supplies	<u>2,500</u>	<u>2,500</u>
<b>Total</b>	<b>600</b>	<b>Maintenance &amp; Operations</b>	<b><u>35,792</u></b>	<b><u>37,529</u></b>
<b><u>Student Activities</u></b>				
100.632.700	316	Extra Duty Pay	4,000	4,000
100.632.700	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	500	500
100.632.700	420	Staff Travel	-	-
100.632.700	425	Student Travel	<u>1,951</u>	<u>1,951</u>
<b>Total</b>	<b>700</b>	<b>Student Activities</b>	<b><u>6,451</u></b>	<b><u>6,451</u></b>
<b>Total</b>	<b>100</b>	<b>School Operating Fund</b>	<b><u>271,958</u></b>	<b><u>275,754</u></b>
<b><u>Food Services Fund</u></b>				
255.632.790	326	Food Service Staff .20 FTE	8,166	8,746
255.632.790	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	2,796	2,475

**Whale Pass**

<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL BUDGET</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
255.632.790	459	Food	-	-
255.632.790	460	Milk	-	-
<b>Total</b>	<b>255</b>	<b>Food Services Fund</b>	<b>\$ 10,962</b>	<b>\$ 11,222</b>
<b>Total</b>	<b>632</b>	<b>Whale Pass</b>	<b>\$ 282,920</b>	<b>\$ 286,975</b>



# Hollis Hawks

FY 2025 4TH PROPOSED BUDGET

Location 667

	<b>FY 2024 REVISED FINAL BUDGET</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>	<b>Change</b>
<b>Fund 100: School Operating</b>			
Function: Regular Instruction	\$ 314,021	\$ 326,774	\$ 12,753
Vocational Education	1,500	1,500	-
Special Education	76,893	82,617	5,724
School Administration	11,347	11,618	271
Maintenance & Operations	54,977	59,053	4,076
Student Activities	<u>8,947</u>	<u>9,070</u>	<u>123</u>
Fund Total	<b><u>\$ 467,685</u></b>	<b><u>\$ 490,632</u></b>	<b><u>\$ 22,947</u></b>
<b>Fund 205: Student Transportation Fund</b>	<b><u>\$ 47,225</u></b>	<b><u>\$ 46,291</u></b>	<b><u>\$ (934)</u></b>
<b>Fund 255: Food Service Fund</b>	<b><u>\$ 12,227</u></b>	<b><u>\$ 12,181</u></b>	<b><u>\$ (46)</u></b>
<b>TOTAL</b>	<b><u>\$ 527,137</u></b>	<b><u>\$ 549,105</u></b>	<b><u>\$ 21,968</u></b>
<b># Students (PreK-12)</b>	13.45	13.45	-
<b># Teachers</b>	2.5	2.5	-
<b># Classified</b>	2.75	2.75	-
<b># Administrators</b>	0	0	-
<b>Pupil/Teacher Ratio</b>	5.38	5.38	-
<b>Average Per Pupil Expenditure</b>	\$ 39,192	\$ 40,826	\$ 1,633

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### Location 667 Hollis

Hollis			FY 2024	FY 2025 4TH
Account Code	Description	Comments	REVISED	PROPOSED
			<u>FINAL</u>	<u>BUDGET</u>
<b><u>Regular Instruction</u></b>				
100.667.100	315	Cert-Teacher	2.0 FTE	\$ 180,945
				\$ 181,850
100.667.100	323	NonCert-Aides	-	-
100.667.100	329	Substitutes/Temporaries	2,000	2,000
100.667.100	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	102,345	108,492
100.667.100	365	TRS On Behalf	23,450	29,151
100.667.100	410	Professional & Technical	-	-
100.667.100	420	Staff Travel	-	-
100.667.100	425	Student Travel	-	-
100.667.100	433	Communications	1,100	1,100
100.667.100	450	Supplies/Material/Media	<u>4,181</u>	<u>4,181</u>
<b>Total</b>	<b>100</b>	<b>Regular Instruction</b>	<b><u>314,021</u></b>	<b><u>326,774</u></b>
<b><u>Vocational Education</u></b>				
100.667.160	450	Supplies/Material/Media	Speciality Classes	<u>1,500</u>
				<u>1,500</u>
<b>Total</b>	<b>160</b>	<b>Vocational Education</b>	<b><u>1,500</u></b>	<b><u>1,500</u></b>
<b><u>Special Education</u></b>				
100.667.200	315	Cert-Teacher	.5 FTE (Itinerant)	26,804
				-
100.667.200	323	NonCert-Aides	.65 FTE	19,849
				20,544
100.667.200	329	Substitutes/Temporaries	4,000	4,000
				-

**Hollis**

<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
100.667.200	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	21,601	23,856
100.667.200	365	TRS On Behalf	3,474	4,551
100.667.200	366	PERS On Behalf	615	978
100.667.200	450	Supplies/Material/Media	550	300
<b>Total</b>	<b>200</b>	<b>Special Education</b>	<b>76,893</b>	<b>82,617</b>
<b><u>School Administration</u></b>				
100.667.400	316	Extra Duty - Lead Teacher	8,823	8,823
100.667.400	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	1,380	1,380
100.667.400	365	TRS On Behalf	1,144	1,414
<b>Total</b>	<b>400</b>	<b>School Administration</b>	<b>11,347</b>	<b>11,618</b>
<b><u>Operations &amp; Maintenance</u></b>				
100.667.600	325	NonCert-Maint/Custodial .50 FTE + WFB	11,833	12,069
100.667.600	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	1,450	760
100.667.600	366	PERS On Behalf	367	574
100.667.600	431	Water & Sewer	2,400	2,400
100.667.600	432	Garbage	2,000	1,500
100.667.600	436	Electricity	15,000	15,000
100.667.600	437	Natural/Bottled Gas	250	250
100.667.600	438	Gas, Diesel, Heating Oil (New School Incr in Sq.Ft)	11,227	18,000
100.667.600	439	Other Energy	1,500	1,500
100.667.600	440	Other Purchased Services	4,200	2,500
100.667.600	452	Maintenance Supplies	3,500	2,500
100.667.600	453	Custodial Supplies	1,250	2,000
<b>Total</b>	<b>600</b>	<b>Operations &amp; Maintenance</b>	<b>54,977</b>	<b>59,053</b>
<b><u>Student Activity</u></b>				
100.667.700	316	Cert-Extra Duty Pay	4,000	4,000
100.667.700	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	500	500

**Hollis**

<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
100.667.700	365	TRS On Behalf	518	641
100.667.700	366	PERS On Behalf	-	-
100.667.700	420	Staff Travel	625	625
100.667.700	425	Student Travel	3,304	3,304
<b>Total</b>	<b>700</b>	<b>Student Activity</b>	<b>8,947</b>	<b>9,070</b>
<b>Total</b>	<b>100</b>	<b>School Operating Fund</b>	<b>\$ 467,685</b>	<b>\$ 490,632</b>
<b><u>Student Transportation</u></b>				
205.667.760	327	Bus Drivers .80 FTE	27,832	28,778
205.667.760	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	9,530	8,144
205.667.760	366	PERS On Behalf	863	1,370
205.667.760	458	Gasoline & Oil	9,000	8,000
<b>Total</b>	<b>205</b>	<b>Student Transportation</b>	<b>\$ 47,225</b>	<b>\$ 46,291</b>
<b><u>Food Services Fund</u></b>				
255.667.790	326	Food Service Staff .20 FTE	10,601	10,968
255.667.790	360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)	1,298	691
255.667.790	366	PERS On Behalf	328	522
255.667.790	459	Food	-	-
255.667.790	460	Milk	-	-
		} Food and Milk is part of District wide budget		
<b>Total</b>	<b>255</b>	<b>Food Services Fund</b>	<b>\$ 12,227</b>	<b>\$ 12,181</b>
<b>Total</b>	<b>667</b>	<b>Hollis</b>	<b>\$ 527,137</b>	<b>\$ 549,105</b>



# Port Alexander Eagles

## FY 2025 4TH PROPOSED BUDGET

### Location 669

	FY 2024 REVISED FINAL BUDGET	FY 2025 4TH PROPOSED BUDGET	<u>Change</u>
<b>Fund 100: School Operating</b>			
Function: 100 Regular Instruction	\$ 161,773	\$ 198,568	\$ 36,795
Vocational Education	1,500	1,500	-
200 Special Education	22,607	25,787	3,180
400 School Administration	11,347	11,618	271
600 Maintenance & Operations	53,015	52,612	(403)
700 Student Activities	5,750	5,750	-
<b>Fund Total</b>	<b>\$ 255,992</b>	<b>\$ 295,835</b>	<b>39,843</b>
<b>Fund 255: Food Service Fund</b>	<b>\$ 1,142</b>	<b>\$ 1,193</b>	<b>\$ 51</b>
<b>TOTAL</b>	<b>\$ 257,134</b>	<b>\$ 297,027</b>	<b>\$ 39,893</b>
<b># Students (PreK-12)</b>	19.8	21	1
<b># Teachers</b>	1.375	1.375	-
<b># Classified</b>	0.45	0.45	-
<b># Administrators</b>	0	0	-
<b>Pupil/Teacher Ratio</b>	14.40	15.27	0.9
<b>Average Per Pupil Expenditure</b>	\$ 12,987	\$ 14,144	\$ 1,158

# Southeast Island School District

## FY 2025 4TH PROPOSED BUDGET

### Location 669 Port Alexander

**Port Alexander**

Account Code	Description	Comments	FY 2024 REVISED FINAL	FY 2025 4TH PROPOSED BUDGET
<b><u>Regular Instruction</u></b>				
100.669.100 315	Cert-Teacher	1.25 FTE	\$ 77,349	\$ 85,242
100.669.100 316	Cert-Extra Duty	AATSA Coord	3,193	30,000
100.669.100 323	NonCert-Aides	AAATSA	6,110	-
100.669.100 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		49,577	49,183
100.669.100 365	TRS On Behalf		10,024	18,473
100.669.100 420	Staff Travel		-	-
100.669.100 425	Student Travel	(Academy Student Travel - Quality Schools)	8,500	8,500
100.669.100 433	Communications		2,045	2,045
100.669.100 440	Other Purchased Services	Pd as Extra Duty	-	-
100.669.100 450	Supplies/Material/Media		<u>4,975</u>	<u>5,125</u>
<b>Total 100 Regular Instruction</b>			<b><u>161,773</u></b>	<b><u>198,568</u></b>
<b><u>Vocational Education</u></b>				
100.669.160 450	Supplies/Material/Media	Speciality Classes	<u>1,500</u>	<u>1,500</u>
<b>Total 160 Vocational Education</b>			<b><u>1,500</u></b>	<b><u>1,500</u></b>
<b><u>Special Education</u></b>				
100.669.200 315	Cert-Teacher	.25 FTE Itinerant	13,452	14,418
100.669.200 323	NonCert-Aides		-	-
100.669.200 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		7,412	9,058
100.669.200 365	TRS On Behalf		1,743	2,311
100.669.200 450	Supplies/Material/Media		<u>-</u>	<u>-</u>

**Port Alexander**

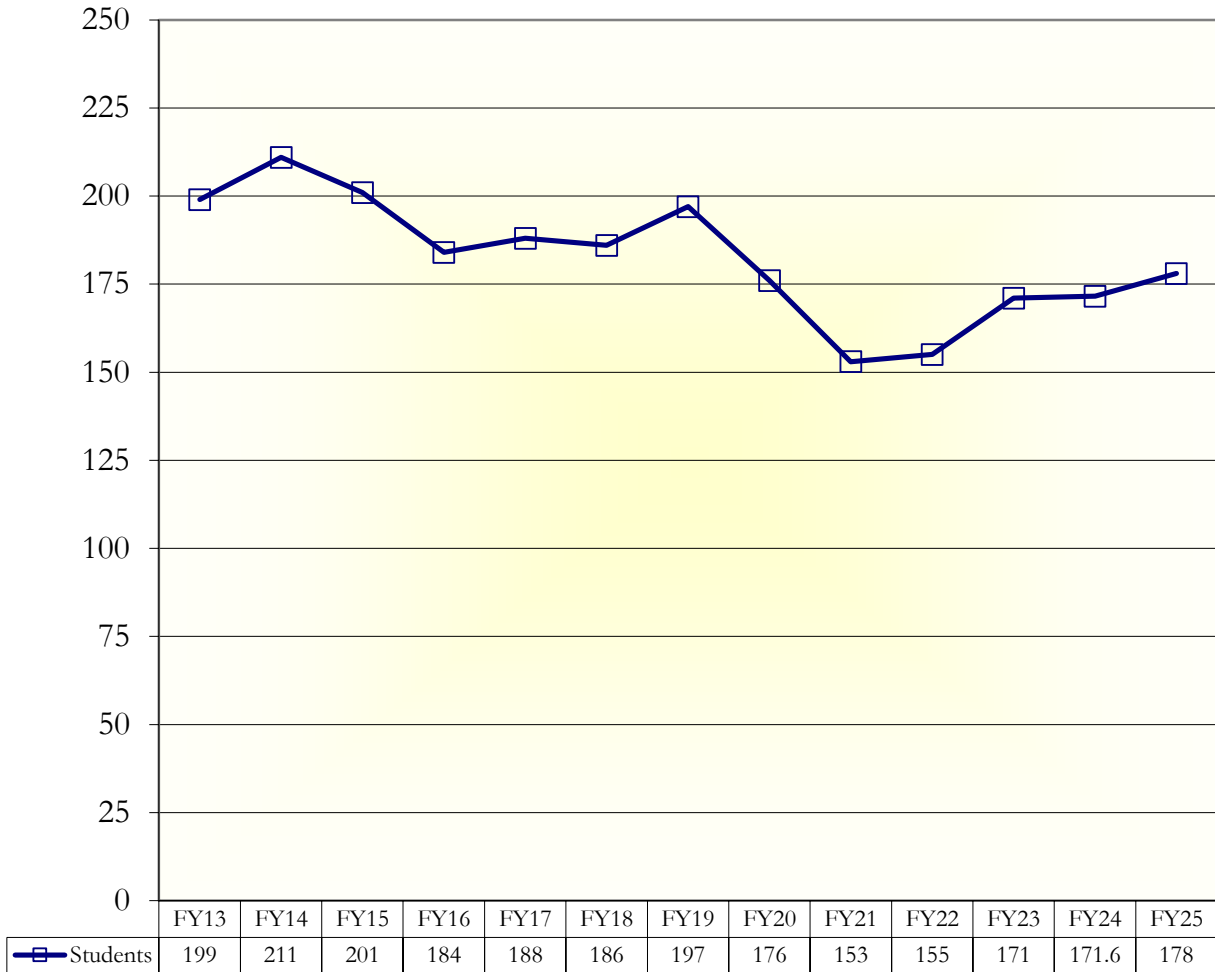
<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
<b>Total 200</b>	<b>Special Education</b>		<b><u>22,607</u></b>	<b><u>25,787</u></b>
<b><u>School Administration</u></b>				
100.669.400 316	Extra Duty - Lead Teacher		8,823	8,823
100.669.400 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		1,380	1,380
100.669.400 365	TRS On Behalf		<u>1,144</u>	<u>1,414</u>
<b>Total 400</b>	<b>School Administration</b>		<b><u>11,347</u></b>	<b><u>11,618</u></b>
<b><u>Operations &amp; Maintenance</u></b>				
100.669.600 325	NonCert-Maint/Custodial	.30 FTE	14,036	14,530
100.669.600 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		1,718	915
100.669.600 366	PERS On Behalf		436	692
100.669.600 431	Water & Sewage		100	100
100.669.600 432	Garbage		400	200
100.669.600 437	Natural/Bottled Gas		200	200
100.669.600 438	Gas, Diesel, Heating Oil		27,500	27,500
100.669.600 440	Other Purchased Services		500	500
100.669.600 452	Maintenance Supplies		6,875	6,875
100.669.600 453	Custodial Supplies		<u>1,250</u>	<u>1,100</u>
<b>Total 600</b>	<b>Maintenance &amp; Operations</b>		<b><u>53,015</u></b>	<b><u>52,612</u></b>
<b><u>Student Activity</u></b>				
100.667.700 316	Cert-Extra Duty Pay		4,000	4,000
100.667.700 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		500	500
100.669.700 420	Staff Travel		-	-
100.669.700 425	Student Travel		<u>1,250</u>	<u>1,250</u>
<b>Total 700</b>	<b>Student Activity</b>		<b><u>5,750</u></b>	<b><u>5,750</u></b>
<b>Total 100</b>	<b>School Operating Fund</b>		<b><u>\$ 255,992</u></b>	<b><u>\$ 295,835</u></b>

**Port Alexander**

<b>Account Code</b>	<b>Description</b>	<b>Comments</b>	<b>FY 2024 REVISED FINAL</b>	<b>FY 2025 4TH PROPOSED BUDGET</b>
<b><u>Food Services Fund</u></b>				
255.669.790 326	Food Service Staff	.20 FTE	1,018	1,122
255.669.790 360	Benefits: (Health, SS, Med, Unem, WC, TRS-PERS)		124	71
255.669.790 366	PERS On Behalf		-	-
255.669.790 459	Food	Food and Milk is part of District wide budget	-	-
255.669.790 460	Milk		-	-
<b>Total 255</b>	<b>Food Services Fund</b>		<b><u>1,142</u></b>	<b><u>1,193</u></b>
<b>Total 669</b>	<b>Port Alexander</b>		<b><u>\$ 257,134</u></b>	<b><u>\$ 297,027</u></b>

# Enrollment

PreK - Grade 12  
FY2013 - 2025



# SOUTHEAST ISLAND SCHOOL DISTRICT COLLECTIVE AGREEMENT



## 2024-2027 Tentative Agreement 2023-2024

### TENTATIVE AGREEMENT SIGNATURES/DATE

*Rod Morrison*

20/06/24

\_\_\_\_\_  
ROD MORRISON, SUPERINTENDENT  
SOUTHEAST ISLAND SCHOOL DISTRICT

\_\_\_\_\_  
DATE

*Melissa Dougherty :)*

22/06/24

\_\_\_\_\_  
[Melissa Dougherty :\) \(Jun 22, 2024 20:47 AKDT\)](#)  
MELISSA DOUGHERTY, CO-PRESIDENT  
SOUTHEAST ISLAND EDUCATION ASSOCIATION

\_\_\_\_\_  
DATE

*Christi Nixon*

27/06/24

\_\_\_\_\_  
[Christi Nixon \(Jun 27, 2024 11:46 CDT\)](#)  
CHRISTI NIXON, CO-PRESIDENT  
SOUTHEAST ISLAND EDUCATION ASSOCIATION

\_\_\_\_\_  
DATE

<b>PREAMBLE</b>	<b>2</b>
<b>ARTICLE 1 - DEFINITIONS</b>	<b>2</b>
<b>ARTICLE 2 - RECOGNITION</b>	<b>3</b>
<b>ARTICLE 3 - CONTRACT REVIEW</b>	<b>3</b>
<b>ARTICLE 4 - COLLECTIVE AGREEMENT</b>	<b>3</b>
<b>ARTICLE 5- CONFORMITY TO LAW</b>	<b>3</b>
<b>ARTICLE 6 – LEAVE</b>	<b>3</b>
<b>ARTICLE 7 - EVALUATION</b>	<b>8</b>
<b>ARTICLE 8 - TEACHER RIGHTS</b>	<b>9</b>
<b>ARTICLE 9 - ASSOCIATION RIGHTS</b>	<b>9</b>
<b>ARTICLE 10 - SCHOOL DAY</b>	<b>9</b>
<b>ARTICLE 11 - EXTRA DUTY ASSIGNMENTS</b>	<b>10</b>
<b>ARTICLE 12 - STUDENT TEACHERS</b>	<b>10</b>
<b>ARTICLE 13 - HOUSING FOR TEACHERS</b>	<b>10</b>
<b>ARTICLE 14 - RIGHT TO MAKE RECOMMENDATIONS</b>	<b>11</b>
<b>ARTICLE 15 - HIRING, ASSIGNMENTS, AND TRANSFERS</b>	<b>12</b>
<b>ARTICLE 16 – TERMINATION</b>	<b>15</b>
<b>ARTICLE 17 - REDUCTION IN FORCE</b>	<b>16</b>
<b>ARTICLE 18 - LEAD TEACHER SALARIES</b>	<b>18</b>
<b>ARTICLE 19 - TEACHER CONTRACTS</b>	<b>19</b>
<b>ARTICLE 20 - PAYMENTS</b>	<b>20</b>
<b>ARTICLE 21 - EDUCATIONAL MEETING</b>	<b>21</b>
<b>ARTICLE 22 - INSURANCE BENEFITS</b>	<b>21</b>
<b>ARTICLE 23 - EDUCATIONAL BENEFITS</b>	<b>21</b>
<b>ARTICLE 24 - TRANSPORTATION BENEFITS</b>	<b>22</b>
<b>ARTICLE 25 - DEDUCTION OF UNIFIED ASSOCIATION DUES</b>	<b>22</b>
<b>ARTICLE 26 - SALARY SCHEDULE PLACEMENT</b>	<b>22</b>
<b>ARTICLE 27 - COMPENSATION OF PART-TIME TEACHERS</b>	<b>24</b>
<b>ARTICLE 28- SALARY SCHEDULE</b>	<b>25</b>
<b>ARTICLE 29 - INFORMAL/FORMAL GRIEVANCE PROCEDURE</b>	<b>27</b>
<b>SIGNATURES OF AGREEMENT</b>	<b>32</b>
<del><b>PREAMBLE</b></del>	<del><b>2</b></del>
<del><b>ARTICLE 1 – DEFINITIONS</b></del>	<del><b>2</b></del>
<del><b>ARTICLE 2 – RECOGNITION</b></del>	<del><b>3</b></del>
<del><b>ARTICLE 3 – CONTRACT REVIEW</b></del>	<del><b>3</b></del>
<del><b>ARTICLE 4 – COLLECTIVE AGREEMENT</b></del>	<del><b>3</b></del>
<del><b>ARTICLE 5 – CONFORMITY TO LAW</b></del>	<del><b>3</b></del>
<del><b>ARTICLE 6 – LEAVE</b></del>	<del><b>3</b></del>
<del><b>ARTICLE 7 – EVALUATION</b></del>	<del><b>8</b></del>
<del><b>ARTICLE 8 – TEACHER RIGHTS</b></del>	<del><b>9</b></del>

<del>ARTICLE 9 – ASSOCIATION RIGHTS</del>	<del>9</del>
<del>ARTICLE 10 – SCHOOL DAY</del>	<del>9</del>
<del>ARTICLE 11 – EXTRA DUTY ASSIGNMENTS</del>	<del>10</del>
<del>ARTICLE 12 – STUDENT TEACHERS</del>	<del>10</del>
<del>ARTICLE 13 – HOUSING FOR TEACHERS.</del>	<del>10</del>
<del>ARTICLE 14 – RIGHT TO MAKE RECOMMENDATIONS</del>	<del>11</del>
<del>ARTICLE 15 – HIRING, ASSIGNMENTS, AND TRANSFERS</del>	<del>11</del>
<del>ARTICLE 16 – TERMINATION</del>	<del>14</del>
<del>ARTICLE 17 – REDUCTION IN FORCE</del>	<del>15</del>
<del>ARTICLE 18 – LEAD TEACHER SALARIES</del>	<del>17</del>
<del>ARTICLE 19 – TEACHER CONTRACTS</del>	<del>18</del>
<del>ARTICLE 20 – PAYMENTS</del>	<del>20</del>
<del>ARTICLE 21 – EDUCATIONAL MEETING</del>	<del>20</del>
<del>ARTICLE 22 – INSURANCE BENEFITS</del>	<del>20</del>
<del>ARTICLE 23 – EDUCATIONAL BENEFITS</del>	<del>20</del>
<del>ARTICLE 24 – TRANSPORTATION BENEFITS</del>	<del>21</del>
<del>ARTICLE 25 – DEDUCTION OF UNIFIED ASSOCIATION DUES</del>	<del>21</del>
<del>ARTICLE 26 – SALARY SCHEDULE PLACEMENT</del>	<del>21</del>
<del>ARTICLE 27 – COMPENSATION OF PART-TIME TEACHERS</del>	<del>22</del>
<del>ARTICLE 28 – SALARY SCHEDULE</del>	<del>23</del>
<del>ARTICLE 29 – INFORMAL/FORMAL GRIEVANCE PROCEDURE</del>	<del>23</del>
<del>SIGNATURES OF AGREEMENT</del>	<del>28</del>

## **PREAMBLE**

This agreement is entered into to encourage harmonious working relationships between the SOUTHEAST ISLAND SCHOOL DISTRICT, hereinafter called the DISTRICT, and the SOUTHEAST ISLAND EDUCATION ASSOCIATION, hereinafter called SIEA.

WHEREAS the DISTRICT and SIEA recognize and declare that providing a quality education depends predominantly upon the quality and morale of the teaching service; and

WHEREAS the parties have a statutory obligation to negotiate in good faith with respect to matters pertaining to the employment and the fulfillment of the professional duties of teachers; and

WHEREAS the parties have reached certain understandings which they desire to confirm in the agreement:

THEREFORE it is hereby agreed as follows:

## **ARTICLE 1 - DEFINITIONS**

1. DISTRICT shall mean the Southeast Island School District.
2. Superintendent shall mean Superintendent of the DISTRICT or designee.
3. Teacher shall mean a person who is required to obtain a valid Alaska Teaching Certificate as a part of the qualifications for the position for which the person is employed, except Superintendent, Assistant Superintendent, Principals, and other employees hired under an administrative contract.
4. Day or week shall mean workday or work week, unless otherwise specified, excluding the following holidays: Labor Day, Thursday and Friday of Thanksgiving, Christmas Day, New Year's Day, and Memorial Day.
5. ASSOCIATION shall mean the Southeast Island Education Association.
6. CCRT shall mean Cooperative Contract Review Team.
7. Seniority is determined by the number of years a certificated tenured teacher is employed by the DISTRICT.
8. Immediate family shall mean husband, wife, domestic partner, father, mother, stepfather, stepmother, son, daughter, brother, sister, and anyone in your immediate care and/or someone for whom the teacher is the legal guardian unless otherwise referenced in agreement.
9. Extended Contract addresses contracted days outside of the collective agreement.
10. Serious illness and serious injury are as defined by the Family and Medical Leave Act.

## ARTICLE 2 - RECOGNITION

Pursuant to the terms of Alaska Statute 23.40.070-260, the DISTRICT recognizes SIEA as the representing agent of the teachers for the duration of this agreement.

## ARTICLE 3 - CONTRACT REVIEW

The DISTRICT will provide administrative leave with pay for ASSOCIATION Cooperative Contract Review Team members, but reserves the right to conduct negotiations outside of the school day. The parties will agree to the time and location of all negotiating sessions by mutual consent.

## ARTICLE 4 - COLLECTIVE AGREEMENT

1. Collective Agreement shall mean this document. This Collective Agreement and its provisions are effective as of July 1, ~~2024~~<sup>2023</sup> and shall remain in effect until June 30, ~~2027~~<sup>2024</sup>.
2. A re-examination of this Collective Agreement in the areas of Insurance, Legislative Action(s), Housing, Salary/Revenue, Fair Share, Extending the Contract year length, Consolidation, and/or an unanticipated issue with regard to wages, hours, and other working conditions will occur during the term of this contract if the CCRT determines it is necessary.
3. If a new agreement has not been reached by June 30, ~~2027~~<sup>2024</sup>, this Collective Agreement will remain in effect until such time as an agreement is reached.
4. The DISTRICT shall distribute a copy of this Collective Agreement to each contracted teacher at the time of employment or within thirty (30) workdays of employment.
5. The SIEA shall distribute a copy of this Collective Agreement to all contracted teachers at the time of ratification or within thirty (30) workdays of ratification.

## ARTICLE 5- CONFORMITY TO LAW

If any section or provision of this agreement is held to be contrary to law by a court of competent jurisdiction or by action of the Alaska State Legislature, that section or provision will be deemed invalid. All other sections and provisions of the contract will continue in full force and effect. If judicial and/or legislative action impacts provisions of this agreement, the CCRT will meet for the purpose of changing only the section or provision affected by such action.

## ARTICLE 6 – LEAVE

1. General Provisions
  - A. Approved leaves do not constitute a break in service for retirement purposes according to AS 14.20.345. Unpaid leave will affect the ability of

teachers to collect retirement benefits if they work less than 172 days a year.

- B. An individual's seniority within the DISTRICT shall remain unchanged during a leave.
- C. All benefits to which a teacher was entitled at the time his/her leave of absence commenced, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored upon return, provided the teacher returns to duty at the expiration of the approved leave.
- D. The teacher will provide notice or request leave as soon as practicable prior to the date the leave is to begin.
- E. One (1) day of leave shall be equal to the number of contracted hours for the day.

2. Compensated

A. Personal Leave

- I. Each teacher shall be entitled to five (5) work days of leave with full pay during each school year, accumulating to a maximum of seven (7) workdays. A maximum of two (2) unused personal leave days may be carried over each year. Personal leave days will be cashed out as follows: up to two (2) personal leave days cashed out at the teacher's daily rate; the remaining days cashed out at \$300 per day.

**a.** If zero (0) personal leave days are carried over:

- i. up to two (2) personal leave days will be cashed out at the teacher's daily rate;
- ii. any remaining personal leave days will be cashed out at \$300 per day

**b.** If one (1) personal leave day is carried over:

- i. up to one (1) personal leave day will be cashed out at the teacher's daily rate;
- ii. any remaining personal leave day(s) will be cashed out at \$300 per day

**c.** If two (2) personal leave days are carried over:

- i. any remaining personal leave day(s) will be cashed out at \$300 per day

- II. Personal leave days will be prorated for teachers employed for less than the standard contract.
- III. No more than two (2) days of personal leave may be used in conjunction with holidays or scheduled vacations. No more than four (4) personal leave days may be used consecutively during

student in-session days. Personal leave may not be used during the first or last week in session of a school year, during beginning-of-year and end-of-year teacher work days, the day before or after winter break, during inservice days, during school-specific state-wide testing days, or during parent/teacher conference periods. Exceptions may be approved by the Superintendent in consultation with the teacher's supervisor.

- IV. The Principal or lead teacher will be notified in time to secure a qualified substitute teacher.
- B. Leave for Jury Duty

A teacher called for jury duty shall receive his/her regular salary for the time necessary and remit to the DISTRICT any stipend received as compensation for such duties.
- C. Sick Leave

Sick leave shall be provided pursuant to 4 AAC 15.040.
- D. Sick Leave Bank
  - I. There is established a Sick Leave Bank which any certified employee may voluntarily join. Requests for the use of the Sick Leave Bank will be submitted to a Sick Leave Committee. The Sick Leave Committee will consist of three (3) ASSOCIATION appointees.
  - II. Certified employees who choose to join and/or withdraw from the Sick Leave Bank must do so within thirty (30) work days of the start of their school year.
  - III. Each certified employee enrolling in the Bank will donate one (1) day of his/her own sick leave to the Bank upon enrollment.
  - IV. In the event that the Bank becomes totally depleted during membership year, each member of the Bank will donate an additional day to a maximum donation of two (2) days per year per participating certified employee.
  - V. A certified employee withdrawing from membership with the Bank will not be able to withdraw the contributed days.
  - VI. A certified employee will not be able to withdraw days from the Bank until his/her leave is depleted.
  - VII. A certified employee withdrawing sick leave days from the Bank will not have to replace those days except as a regular contributing member of the Bank.
  - VIII. Sick leave days may be withdrawn from the Bank for a certified employee illness or injury.

- IX. Requests for use of Bank days must be accompanied by a letter verifying the need for such leave from the attending physician.
  - X. A Bank member may withdraw not more than twice the days of sick leave he/she has accumulated before the first day of school in any school year, or twenty-four (24) work days, whichever is greater.
  - XI. Any decision made by the Sick Leave Bank Committee may be appealed by the affected teacher to the School Board or designee. The decision of the School Board or designee shall be final.
- E. Emergency
- The DISTRICT agrees that teachers shall be provided with five (5) days of compensated emergency leave per year, including travel time, in the event of death, serious injury, or serious illness in the immediate family. Additional leave time will be charged to sick leave (up to ten (10) days), personal leave and then to uncompensated leave.
- F. Parental Leave
- I. A teacher may use emergency, sick, or personal leave for the purpose of the birth or adoption of a child. The teacher may also take a leave of absence as provided by the Family Medical Leave Act (FMLA) or the Alaska Family Leave Act (AFLA).
  - II. A teacher not covered by FMLA or AFLA is entitled to take a total of nineteen (19) days of leave immediately preceding and/or following childbirth or adoption. This leave shall be first charged to emergency, sick, then personal, and then uncompensated leave.
  - III. If the parental leave granted is twelve (12) weeks or less for leave covered by this section or FMLA and eighteen (18) weeks or less for leave covered by AFLA, the teacher shall be assigned to the same position occupied before the leave.
- G. Administrative Leave
- Administrative leave requires Superintendent approval.
- H. ASSOCIATION Leave
- I. Each year the ASSOCIATION shall be provided with fifteen (15) work days of administrative leave to be used by officers or agents of the ASSOCIATION for ASSOCIATION business. Such leave shall be subject to prior approval of the ASSOCIATION President with at least five (5) workdays prior notice by the ASSOCIATION President to the Superintendent, and subject to the same prohibitions which apply to the use of personal leave in Section 2 (A) 3 of this Article. In the event that five (5) workdays notice is not possible, the ASSOCIATION President shall provide notice of the planned absence as soon as possible, with such prior notice not being less than two (2) workdays. No individual officer or agent

shall use more than five (5) workdays of such leave per year without ASSOCIATION President approval. In a negotiating year, an additional four (4) days can be added for the purpose of bargaining. After those four (4) days are used, the superintendent can designate time outside of the school day for negotiating sessions.

- II. In addition to the above, each year there will be a total of five (5) work days of administrative leave for the purpose of processing a grievance pursuant to Article VI: Informal/Formal Grievance Procedure. Such use shall be subject to the approval of the ASSOCIATION President, and shall be subject to the same requirements for prior notice to the Superintendent pursuant to Section H (1) of this Article.

3. Uncompensated

Health and retirement benefits may be continued at the expense of the teacher while on uncompensated leave to the extent allowed by law. Uncompensated leave may affect years of service as applied to retirement benefits.

A. Educational

- I. A leave of absence, without pay and benefits, may be granted tenured teachers for one (1) school year in accordance with DISTRICT policy and subject to the terms of this agreement. Such leave may be for the purpose of study, travel, teaching in another school district, working in a professionally related field, or for other educationally related reasons.
- II. A definite plan for the use of such leave must be submitted in writing at the time leave is requested. The plan must detail the expected value of the leave to the DISTRICT and the commitment of the teacher to return to the DISTRICT following the leave of absence.
- III. The teacher on leave must provide the Superintendent with written notice of his/her plan to return to the DISTRICT by February 1 of the year the teacher is on leave. A failure of the teacher to provide such written notice shall be treated by the DISTRICT as a termination of the teacher's right to return to employment with the DISTRICT.
- IV. Upon notice that the teacher wishes to return to the DISTRICT, the teacher shall be assigned a teaching position in the DISTRICT.
- V. If no vacancy exists because the enrollment drops to the extent that the only teaching positions available are held by tenured teachers, two (2) options are possible:
  - a. The returning teacher may request that the leave of absence be continued for another one (1) year period, or

- b. The teacher in the DISTRICT with the least qualifying seniority according to the seniority list will be laid off to create a position for the returning teacher, providing the returning teacher has greater seniority.
  - VI. If necessary, other teachers will be reassigned in order to guarantee an appropriate placement for the returning teacher.
  - VII. All requests for and responses to educational leave requests shall be made in writing.
  - VIII. Within thirty (30) workdays of the teacher's return to the DISTRICT, a full written report shall detail the substance of the leave taken; what was gained from the leave; how the teacher intends to use what he gained from the leave; and a statement as to the probable value of the leave to the teacher and to the DISTRICT.
  - IX. A leave of absence may be renewed upon the recommendation of the Superintendent for a one (1) year period.
- B. National
 

Uncompensated leave without benefits for up to two (2) years shall be granted to any teacher who serves in the Peace Corps or Vista Volunteers. The return from national leave shall be pursuant to the terms of Section 3. A. (4) of this Article.
- C. Military Training
 

Military uncompensated leave without benefits shall be granted to employees who are ordered to training duty, as distinguished from active duty.
- D. Other Approved Uncompensated Leave
 

Approved uncompensated leave without benefits may be granted to tenured teachers for one (1) school year. The return from leave shall be pursuant to Section 3. A (3), (4), and (5) of this Article.
- 4. Sabbatical
 

Sabbatical leaves, as established by AS 14.20.280 – AS 14.20.350, shall be encouraged for each employee in the DISTRICT who meets or surpasses the conditions as outlined in the Alaska Statutes. Leave will require Board approval of a proposal and will be negotiated case by case. A contract will be submitted that will clearly define expectations and obligations of both parties.

## ARTICLE 7 - EVALUATION

The DISTRICT will provide by policy, in accordance with Alaska Statutes and Regulations, a procedure whereby teachers participate in the development and revision of teacher evaluation instruments.

## **ARTICLE 8 - TEACHER RIGHTS**

1. Open File - A teacher's personnel file shall be maintained under the following conditions.
  - A. All materials in the teacher's personnel file shall be available to the teacher upon request.
  - B. Materials derogatory to a teacher's conduct, service, character, or personality shall not be placed in a teacher's file unless the teacher has had an opportunity to read and sign the material. Such signature does not necessarily indicate agreement with the content of such material.
  - C. The teacher shall have the right to answer any material filed, and this answer shall be attached to the file copy.
  - D. Upon request, the teacher may have a copy of anything in the teacher's personnel file within a reasonable time. This does not apply to confidential material authorized by the teacher during the hiring process.
  - E. Any complaint not called to the attention of a teacher in a timely manner will not be used as a basis for any disciplinary action against the teacher.
  - F. Teachers will not be disciplined without just cause.
2. Academic Freedom  
Academic freedom is guaranteed to teachers with no special limitations, subject to professional responsibility.
3. Duty Free Lunch  
A period of thirty (30) minutes for duty free lunch is guaranteed to the teacher.
4. Personal Freedom
  - A. Teachers shall be entitled to full rights of citizenship and personal life outside the classroom and in conformity with the law.
  - B. Each teacher has the right to criticize the school system, program, or officials in accordance with AS 14.20.095.

## **ARTICLE 9 - ASSOCIATION RIGHTS**

SIEA shall have the right to use school and DISTRICT Office facilities and equipment, provided that this shall not interfere with or interrupt normal school operations. SIEA shall pay the DISTRICT for all reasonable costs incident to any such use of DISTRICT equipment at school sites or at the DISTRICT Office.

## **ARTICLE 10 - SCHOOL DAY**

The length of the school day for each teacher within the DISTRICT shall be seven (7) hours for a school week with five (5) instructional days and maximum of eight (8) hours

for a school week with four (4) instructional days, exclusive of a thirty (30) minute duty-free lunchtime.

All certified staff members shall have ~~at least up to three (3) hours of prep time per week, which shall occur during their contract day. during their contract day. scheduled during the students' instructional day as mutually agreed upon by site teachers and administrators.~~

**ARTICLE 11 - EXTRA DUTY ASSIGNMENTS**

Acceptance of extra duty assignments is at the option of the teacher.

**ARTICLE 12 - STUDENT TEACHERS**

In cooperation with a college/university, the DISTRICT shall encourage the placement of student teachers who have been screened by the DISTRICT. Teacher acceptance of this responsibility will be on a voluntary basis.

**ARTICLE 13 - HOUSING FOR TEACHERS**

1. The DISTRICT will rate the quality of the housing units between every change in lessee, or at other times if there is a significant change in property condition as determined by the maintenance department and District administration. Ratings are efficiency, fair, good, very good, or excellent. The Housing Quality Rating list will be made available upon request.
2. Rent will be based on the following schedule and shall not increase during occupancy:

Rental Schedule

Unit Description	Unit Rating	All Other Units	Single-wide Trailer
<b>Efficiency</b>	<b>Efficiency</b>	\$200	\$200
<b>1-3 bedroom</b>	<b>Fair</b>	\$400	\$350
	<b>Good</b>	\$500	\$400
	<b>Very Good</b>	\$600	\$450
	<b>Excellent</b>	\$750	\$550
<b>4 or more bedrooms</b>	<b>Fair</b>	\$500	\$450
	<b>Good</b>	\$600	\$500
	<b>Very Good</b>	\$700	\$550
	<b>Excellent</b>	\$850	\$850

3. Teachers in DISTRICT housing will be responsible for payment of all utilities. The terms with the tenant on how this will be addressed are subject to the terms

- and conditions of any lease developed by the DISTRICT and entered into between the DISTRICT and any teacher.
4. Deposits, such as security and pet deposits, may be charged in accordance with Alaska Statute 34.03.070.
  5. Teachers may live in DISTRICT housing if available, and when it meets the individual and/or family needs:
    - A. The Superintendent shall consider individual and/or family needs and the waiting list when assigning housing.
    - B. When a teacher begins teaching in a particular community and housing is unavailable, the teacher may request to be placed on a site-based housing waiting list. This applies to communities where the DISTRICT owns housing.
    - C. Teachers residing in district housing may request to be placed on the housing waiting list in order to obtain preferred housing.
    - D. Housing will be assigned upon availability.
    - E. The waiting list will be made available upon request.
    - F. Priority for housing assignment will be based on an individual's numerical position on the waiting list and individual and/or family needs. In the event that housing becomes available priority will be given to teachers. All non-certificated staff leases will be subject to review and/or renewal on June 30.
    - G. Staff leaving the district must vacate within 30 days of end of employment and by June 30 if completing the school year.
    - H. All district housing is designated non-smoking.
    - I. DISTRICT-supplied furniture for housing units in sites not accessible by roads may be available with the approval of the Superintendent.
    - J. The rules of the lease may not be changed during the term of the lease if the changes would substantially modify the lease agreement, per the Alaska Uniform Residential Landlord and Tenant Act (AS 34.03.010 – 360).
  6. When a teacher is hired and/or leaves during a contract year, the rent and/or housing stipend will be prorated based on the teacher's actual dates of occupancy.
  7. The DISTRICT shall comply with all rules and regulations outlined in the Alaska Uniform Residential Landlord and Tenant Act (AS 34.03.010 – 360)

## ARTICLE 14 - RIGHT TO MAKE RECOMMENDATIONS

During regular Board meetings, SIEA may submit recommendations to the Board.

## ARTICLE 15 - HIRING, ASSIGNMENTS, AND TRANSFERS

1. Hiring Practices – General
  - A. The Administration will work with the local Advisory School Council to identify position requirements, teacher attributes, qualifications, and site criteria for vacant positions.
  - B. In the event of a reduction of certified staff, pursuant to Article 17 of this agreement, voluntary transfer procedures may be set aside.
  - C. Final decision with respect to hiring is left to the district administration. To these ends, the DISTRICT shall make placements of teachers in accordance with the provisions of this Article.
  - D. All newly hired teachers will be paid a one-time rural incentive pay of \$1,000.00 in two (2) payments of \$500.00. The first payment will be in the September payroll and the second payment will be in the February payroll .
2. Vacant Positions
  - A. A position will be considered vacant if the teacher who previously held the position no longer does so, although nothing requires the DISTRICT to fill any vacant position. In the event a position is filled during the school year, that position will be considered vacant for the following school year.
  - B. Notice of new or vacant positions that occur during the school year will be emailed to district certified staff through district email at the time the opening occurs and, if necessary, posted on the Alaska Teacher Placement website until filled.
  - C. Positions of an emergency nature will remain open for a minimum of one (1) calendar day. When the district intends to use this contact provision, they will contact SIEA. Positions of a non-emergency nature will remain open for a minimum of five (5) calendar days.
  - D. If a vacancy occurs after June 1, the DISTRICT will use teacher contact information to attempt to notify teachers who have specifically requested a position. The teacher shall notify the DISTRICT of his or her interest in said position within the posting timeline pursuant to 2. C. of this article. The teacher shall have the responsibility of notifying the DISTRICT of any change in the contact information.
3. Voluntary Transfers
  - A. DISTRICT teachers will be given preferential consideration when applying for new or vacant positions with the DISTRICT on the basis of experience, qualifications, and seniority.
  - B. All teachers requesting a voluntary transfer for the following school year shall file their requests with the Superintendent. Such requests shall either indicate:

- I. The specific location(s) and position(s) to which the teacher is interested in transferring; or
  - II. That the teacher is requesting notification of all vacancies.
- C. If the teacher refuses the offer of transfer to a specifically requested position, or withdraws the transfer request, the teacher will be dropped from the transfer request list as to the specifically requested location only.
- D. A teacher shall be qualified for a position if the teacher has:
- I. The required certification and endorsement(s); and/or
  - II. Training and/or successful experiences that qualify for curricular assignments listed in the position specifications; and
  - III. Satisfactory evaluations for the two (2) successive years preceding the request for transfer. The year of the transfer request will be counted as one (1) of the two (2) years.
- E. Preferential Consideration
- I. If there is one (1) qualified teacher within the DISTRICT who has requested a vacancy, that teacher will receive preferential consideration for the position
  - II. If more than one (1) similarly qualified teacher has requested a transfer to a vacant position, the teacher most senior in his/her assignment will receive preferential consideration for the transfer.
4. Involuntary Transfers and Involuntary Reassignments
- A. Definitions: An involuntary transfer is a transfer between schools by administrative action. An involuntary reassignment is a complete change in a teaching assignment within a school site by administrative action. A move is when, due to an involuntary transfer, a teacher moves their household from one community to another. A position filled by involuntary transfer or involuntary reassignment is not considered a new or vacant position.
- B. Any involuntary transfer or reassignment will be made by the Superintendent only after a meeting between the teacher(s) involved and the Superintendent. The teacher shall be notified of the reasons in writing. Involuntary transfers may not be used to circumvent the disciplinary process.
- C. If, due to an involuntary transfer during the school year, the teacher does move, the Superintendent will provide ten (10) working days for the move and transition. If, due to an involuntary transfer, a teacher does not move, the Superintendent will provide five (5) working days for the transition. In the event of an involuntary reassignment during the school year the Superintendent will provide three (3) working days for the transition.

- D. If the involuntary reassignment or transfer is made with less than the allotted number of days (identified in paragraph C above) before the teacher's new contracted position begins, the teacher will be given the remaining number of days by compensated leave. For example, if a reassignment is given two (2) days before the teacher's contracted position begins, the teacher will receive one (1) additional day to prepare for the transition.
  - E. A tenured teacher who chooses not to accept an involuntary transfer will be granted an uncompensated leave of absence for one (1) year pursuant to Uncompensated Personal Leave, Article 7. 3. D. The teacher must provide the Superintendent with written notice of his or her plan to return to the district by February 1 of the year that the teacher is on leave. When an involuntary transfer occurs, the teacher can resign without penalty.
5. Moving Expenses
- A. For any involuntary transfer, the DISTRICT shall reimburse moving expenses upon receiving receipts for moving expense at the most economical means available. The logistics of the move will be determined by the DISTRICT. All costs are subject to preapproval. Moving expenses shall be paid in compliance with AS 14.20.148.
6. Automatic Rehiring
- A. All tenured teachers shall be automatically rehired each year if not notified of non-retention on or before May 15 (AS 14.20.140 and AS 14.20.177). If this date is changed by statute, the date identified by statute shall supersede.
  - B. All non-tenured teachers shall be automatically rehired each year if not notified of non-retention on or before April 30 of each school year.
7. Notice of Assignment
- Each teacher will receive written notice of the teacher's assigned location when offered re-employment for the following school year. Such notice shall generally occur no later than May 30, or, if the decision to hire the teacher has been made after May 30, at the time the teacher is offered employment for the following school year. Such notice:
- A. May be waived due to unanticipated circumstances as determined by the Superintendent, including, but not limited to, subsequent available vacancy, decreased enrollment, school closures, program changes, or fiscal exigency;
  - B. Is subject to change pursuant to Sections 3 and 4 of this Article.
8. Contracts are Considered Binding
- A. A teacher with a minimum of 8 years in the district who gives irrevocable written notice of resignation, effective at the end of the school year, to the office on or before January 15 will receive a one-time payment of twenty-five hundred dollars

(\$2,500.00) in the final paycheck at the end of the school year. This payment will not be TRS eligible.

- B. Any teacher who resigns after signing his/her contract will pay a fine as follows: \$1,500.00 from signing to May 1st. An additional \$2,500.00 will be applied to resignations from May 2nd through the end of the contract term on June 30th of the subsequent calendar year. If the resignation is mutually agreed upon by all parties, the fines shall be waived. Any fines shall be deducted from the teacher's final paycheck.

## ARTICLE 16 – TERMINATION

1. Alaska Statutes shall be followed with regard to dismissal and non-retention of non-tenured and tenured teachers.
2. A teacher who has not acquired tenure rights is subject to non-retention for the school year following the expiration of the teacher's contract for any cause that the DISTRICT determines to be adequate. However, at the teacher's request the teacher shall receive a written statement of the cause of non-retention as stated in AS14.20.175. The teacher will be notified on or before April 30.
3. A teacher who has acquired tenure rights is subject to non-retention for the following school year as pursuant to AS 14.20.149 and AS 14.20.175.
4. Notification of teacher dismissal or suspension shall be in writing. A teacher or his/her representative(s) will be directly involved in an investigation of cause when suspension occurs. The teacher is to be apprised of the right to a hearing pursuant to AS 14.20.175 and/or AS 14.20.180.
  - A. The hearing shall take place within fifteen (15) working days after the receipt by the DISTRICT of the request, and the teacher shall receive notification of the hearing five (5) working days prior to the date of the hearing.
  - B. The teacher or his/her representative(s) shall be released for the hearing without loss of pay.
5. Other Terminations
  - A. If the individual teacher's contract is arbitrarily terminated by the teacher, the DISTRICT may refer the matter to the Professional Teaching Practices Commission.
  - B. The individual teacher's contract may be terminated without prejudice by mutual consent of the teacher and the Superintendent upon written notice by either party and the written consent of the other party.
  - C. If the teacher resigns or terminates the individual teacher's contract without the written consent of the DISTRICT, the teacher shall be liable for five (5) days of pay at the daily salary rate as liquidated damages.

## ARTICLE 17 - REDUCTION IN FORCE

1. Definitions
  - A. The term "reduction in force" or layoff as used herein refers to action by the DISTRICT to reduce the number of certificated tenured staff (AS 14.20.177) due only to decreased enrollment or if the basic need of the DISTRICT decreases by three per cent (3%) or more from the previous year, as determined as pursuant to AS 14.17.410 (b)(1) and adjusted under AS 14.17.225(b).
  - B. Layoff means an unpaid leave of absence until the teacher's right to recall ends.
2. In the event it becomes necessary to reduce the number of teachers in the DISTRICT, the DISTRICT and SIEA agree that the intent of this article is to allow for the least disruption of the education program and to cause the least deviation from the present assignment of personnel. In accordance with Alaska Statute AS 14.20.177 (except Section 3), the following sections apply:
  - A. Before the DISTRICT lays off any tenured teacher, the school board shall adopt a layoff plan. The plan must identify academic and other programs that the DISTRICT intends to maintain in implementing the layoff plan. The plan must also include procedures for layoff and recall of tenured teachers consistent with this section. The DISTRICT and SIEA will collaborate to develop this plan pursuant to Article XVIII, Sections 3. A. – 3. E.
  - B. Except as provided in this subsection the DISTRICT may place a tenured teacher on layoff status only after the DISTRICT has given notice of non-retention to all non-tenured teachers. However, the DISTRICT may retain a non-tenured teacher and place on layoff status a tenured teacher if there is no tenured teacher in the DISTRICT who is qualified to replace the non-tenured teacher. The DISTRICT shall comply with the notice requirements pursuant to AS14.20.140 in placing a tenured or non-tenured teacher on layoff status.
  - C. For purposes of this section, a tenured teacher is considered qualified for a position if the position is in:
    - I. Grades K-8 and the teacher has an elementary endorsement;
    - II. Special education and the teacher has a special education endorsement;
    - III. An established middle school and the teacher has:
      - a. An elementary endorsement;
      - b. A middle school endorsement; or
      - c. A secondary certificate with a subject area endorsement in the area of assignment in which the teacher in the position

will spend at least forty per cent (40%) of his/her time; or if the teacher has been evaluated sometime during the previous five years as meeting the DISTRICT's performance standards in the subject areas taught; or

- IV. Grades 9-12 and the teacher has an endorsement for each subject area in which the teacher in the position will spend at least 40% of his/her time or the teacher has, within the five years immediately preceding the last date on which the teacher performed teaching services in the DISTRICT before being laid off, received an evaluation stating that his/her performance in the subject or subjects meets the DISTRICT performance standards.

### 3. Implementation

- A. In the event a layoff is necessary, the district-wide seniority list of tenured teachers shall be the basis for this reduction in staff.
  - I. By October 1 of each school year, the DISTRICT shall develop the seniority list, which will be distributed to each teacher.
  - II. When a teacher disagrees with his or her position on the seniority list, the teacher will contact the Superintendent for correction.
  - III. Seniority will be computed from the date the original contract was signed by the teacher.
  - IV. Compensated leaves shall not be considered as interruptions of years of service.
- B. In the case of equality of seniority within those categories identified in Section 2. C. above, the tenured teacher with the greatest number of semester-equivalent credits beyond the bachelor's degree or in the major field of the teacher, shall have preference. If ties still exist, the final determination shall be made by the Superintendent.
- C. Before official action is taken on the reduction in tenured staff, the DISTRICT will discuss the proposed reduction with SIEA. SIEA will be given a ten (10) work day written notice of the proposed date of discussion.
- D. For a period of three years after layoff, a tenured teacher is on layoff status and is entitled to a hiring preference in the DISTRICT. The hiring preference applies only to vacant teaching positions for which the teacher is qualified. When a teacher is offered in writing a teaching position under this subsection and the teacher declines the offer or fails to accept it in writing within thirty (30) calendar days, the teacher is no longer considered to be on layoff status and is no longer entitled to a hiring preference under this section unless he/she declines the offer because he/she is contractually obligated to provide professional services to another private or public educational program.

The teacher shall have the responsibility of notifying the DISTRICT of any change of address or telephone number.

- E. A tenured teacher on layoff status is not entitled to be re-employed pursuant to AS14.20.145 (Automatic Re-employment) and does not accrue leave. Layoff status does not constitute a break in service for retaining tenure rights and accrued sick leave.

## **ARTICLE 18 - LEAD TEACHER SALARIES**

Each school community will have a lead teacher or principal who is responsible for the administrative work of the school and for leadership in the Advisory School Council. If an Advisory School Council does not exist, the lead teacher or principal shall be responsible for leadership on school affairs in the community. Lead teachers will receive a contract at the beginning of the school year that stipulates the particulars of the lead teacher position.

- 1. Salaries for lead teachers will be paid as an extra duty contract and shall reflect the extra duties inherent in the position. Schedule of compensation for lead teachers is as follows:

<u>Number of Students</u>	<u>% of Base Salary</u>
< 15 students	15%
15-19 students	19%
20-29 students	22%
30+ students	25%

- 2. “Number of students” will include students in grades Pre-Kindergarten through 12 and will be determined based on the SISD submitted October 1 count. Adjustments to a lead teacher’s contract will be spread over the remaining contract payments after the adjustment is made.
- 3. In a one (1) teacher school, the Lead Teacher will receive the full Lead Teacher stipend.
- 4. For schools with two (2) or more teachers, the Lead Teacher may receive the full Lead Teacher stipend or may receive release time in lieu of part, or all of, the Lead Teacher stipend. If the Lead Teacher receives release time and no stipend, the Lead Teacher at a two (2) teacher site will receive pay for one (1) day prior the beginning of the school year and one (1) day after the end of the school year. In each such case the District, the Association and the Lead Teacher will meet to determine which option best meets the needs of the site.
- 5. For purposes of this Article, base salary shall be defined as the salary in the first step of the bachelor’s degree column.
- 6. With Superintendent approval, two teachers at a site may act as co-lead teachers. Each will be paid one-half of the lead teacher salary that they qualify

for under Article 18, Section 1, prorated for the portion of the school year that they share the lead teacher responsibilities.

As part of this agreement, the co-lead teachers will work with the site administrator to establish how the lead teacher responsibilities will be shared. Additionally, the DISTRICT and/or SIEA may ask the co-lead teachers to report on the benefits and challenges of the arrangement, as well as recommendations for future co-lead teacher agreements.

## ARTICLE 19 - TEACHER CONTRACTS

1. Standard Contracts
  - A. A standard teacher's contract shall be for a five-day school week schedule.
  - B. A standard teacher's contract shall consist of 188 days. This includes 180 days in session and two (2) or three (3) work days depending upon whether the school calendar encompasses five (5) or six (6) paid school holidays.
  - C. A standard lead teacher's contract shall consist of 190 days. This includes 180 days in session and four (4) or five (5) work days depending upon whether the school calendar encompasses five (5) or six (6) paid school holidays.
  - D. A standard teacher's and/or lead teacher's contract may be lengthened up to (10) ten days on an annual basis by mutual agreement between SIEA and SISD ~~if the CCRT determines the need~~ and if funding is available to pay teachers per diem for the additional day(s). Notification of such determination will occur by March 16th of the year preceding implementation.
2. Alternative Schedule Contracts
  - A. For alternative schedules, including, but not limited to, a four (4) day school week schedule, teachers will be contracted for the correct number of days or total hours required to meet the applicable statutory definition for "year of service" under the Teacher Retirement System, which is currently 172 days.
  - B. If teachers on an alternative schedule contract are required to work more hours than are required on a standard contract, the teachers on the alternative contract will be compensated at an hourly rate equivalent to that which they would receive on a standard contract and will be paid for all contracted hours.
  - C. The alternative schedule contract may be lengthened up to (10) ten days on an annual basis by mutual agreement between SIEA and SISD and if funding is available to pay teachers per diem for the additional day(s). Notification of such determination will occur by March 16th of the year preceding implementation.

3. Extended Contracts

Extended contracts shall be offered by superintendent on a voluntary basis and paid for at the contract per diem rate.

Special education and new-to-district teachers shall be compensated for two (2) additional work days per year.

4. Issuance of Individual Contracts

Any individual employee contract issued by the DISTRICT shall clearly state that such contract is subject to this Collective Agreement.

5. Certification Required

- A. A teacher, prior to entrance on duty, must file with the DISTRICT a current medical certificate in a form prescribed by the State Department of Education and Early Development and/or by the DISTRICT..
- B. A teacher must be able to qualify for a valid Alaska Teaching Certificate at the time of entrance for duty. The teacher must make application for a valid Alaska Certificate according to State regulations, and shall provide the DISTRICT with an official copy of the certificate.
- C. In the event that a teacher does not hold a valid Alaska Teaching Certificate at the time of entrance to duty, or if the certificate expires during the work year, the teacher shall be placed on substitute teacher status for up to nineteen (19) workdays after which the teacher's contract shall automatically be terminated. Notwithstanding, if the teacher has met the eligibility requirements for an Alaska Teaching Certificate, and if the teacher has a complete application on file with the Alaska Department of Education and Early Development, the teacher shall be paid in accordance with the salary schedule for up to ninety (90) workdays. After the end of the ninety (90) day period, if the teacher has not been issued an Alaska Teaching Certificate, the teacher shall be placed on substitute teacher status for up to nineteen (19) workdays, after which the teacher's contract shall automatically be terminated.
- D. A teacher failing to provide a valid teaching certificate does not qualify for the Teacher Retirement System and will contribute to Social Security instead.

## ARTICLE 20 - PAYMENTS

The DISTRICT shall pay each teacher in its employ as follows.

- 1. Each teacher will be paid in twelve (12) equal monthly payments.
- 2. Each teacher's final check will be issued after the final day of work has been completed and all required reports and/or information have been received by the DISTRICT.

## ARTICLE 21 - EDUCATIONAL MEETING

Each teacher, at the discretion of the Superintendent will be granted administrative leave to attend educational meetings.

## ARTICLE 22 - INSURANCE BENEFITS

1. The DISTRICT will provide insurance for each full-time certificated employee to include a basic coverage of family health-dental-vision-audio benefits. ~~Teachers shall retain the same level of coverage provided during the 2019-2020 school year including but not limited to out of pocket costs, co pay, and pharmaceutical co pay.~~

Teachers shall pay five percent (5%) of the health-dental-vision-audio insurance premium, not to exceed \$130.00 per month.

2. The DISTRICT will not pay the premium for the above insurance for an employee if the employee is covered as a dependent on another employee's SISD insurance policy
3. The DISTRICT will pay the insurance premiums for each full-time certificated employee to include a ten thousand dollar (\$10,000.00) life insurance benefit and a ten thousand dollar (\$10,000.00) accidental death and dismemberment benefit.
4. The DISTRICT agrees to offer supplemental insurance through a district-approved provider to teachers at low group rates. Teachers are responsible for their individual premiums.
5. The DISTRICT will provide full insurance benefits for teachers who are at least half time (0.50 FTE). A teacher who has less than a half-time position may choose to receive insurance through paying the prorated premium as allowed in the insurance benefit agreement between the insurance provider and the DISTRICT. Fractions of insurance are not an option.
6. An insurance committee will be formed and include at least two (2) DISTRICT representatives, two (2) SIEA representatives, and two (2) classified employees who are eligible for insurance coverage. No changes to insurance coverage will be made without consensus from the insurance committee.

## ARTICLE 23 - EDUCATIONAL BENEFITS

1. Upon approval of the Superintendent, a teacher shall receive reimbursement (as set out below) for up to one thousand dollars (\$1,000.00) per year for courses, tests, and workshops taken.

2. Reimbursements

- A. Reimbursed courses, tests, and workshops must be directly related to the educational goals of the teacher and the DISTRICT and attainment of Alaska State Standards.
- B. Reimbursement will be based upon documented costs, passing the course, or the test up to the yearly contractual amount.

**ARTICLE 24 - TRANSPORTATION BENEFITS**

Each teacher at a school off of the road system (not including communities on Prince of Wales Island) shall be reimbursed up to \$600 for one round-trip to a local hub per year. Reimbursement will be based on documented costs submitted to the DISTRICT prior to June 30 of the school year in which the trip was taken.

**ARTICLE 25 - DEDUCTION OF UNIFIED ASSOCIATION DUES**

Unified ASSOCIATION dues will be deducted from monthly paychecks at the written request of the ASSOCIATION member. These deductions will be deducted in equal amounts over ten (10) pay periods and to be remitted as per SIEA instructions. These shall be continuous, year to year, unless the member opts out in writing to the Association and District prior to Sept 30 of each year.

**ARTICLE 26 - SALARY SCHEDULE PLACEMENT**

- 1. A teacher shall be placed on the salary schedule in the highest column for which eligible.
- 2. Initial placement of the salary schedule shall be based upon the following criteria:
  - A. Courses counted for credit past the bachelor's or master's degree must be earned after the date of the award of the bachelor's or master's degree and after completion of a teaching credential program.
  - B. All courses counted for credit past the bachelor's degree shall be semester-equivalent courses in education, content area, and/or related to education.
  - C. ~~Newly hired teachers may be given credit for up to six (6) years on the Bachelor's Degree column and eight (8) years on the Master's Degree column for teaching experience.~~ Step Placement
    - I. Out-of-state school experience shall be credited year for year up to:
      - a. Six (6) years for the teacher holding a Baccalaureate Degree.
      - b. Eight (8) years for the teacher holding a Master's Degree.
    - II. In-state school experience shall be credited year for year up to:
      - a. Eight (8) years for the teacher holding a Baccalaureate Degree.

- b. Ten (10) years for the teacher holding a Master's Degree.
  - III. Combined in-state and out-of-state school experience pursuant to paragraphs 1 and 2 above, shall not exceed the maximum of:
    - a. Ten (10) years for the teacher holding a Baccalaureate Degree.
    - b. Twelve (12) years for the teacher holding a Master's Degree.
  - IV. For the purposes of this section, "year" and "year of school experience" shall mean a year of creditable school experience as provided in AS 14.20.220(g) and related statutes and in 4 AAC 15.020.
  - V. Teachers currently employed by the District whose initial step placement would have been higher based on this section will receive an increase in step placement up to the difference between original placement and original placement based on this section, not exceeding the maximum step placement for their salary schedule column placement for the 2024-2025 school year.

3. Subsequent Placement

- A. Courses taken by teachers for purposes of an increased step on the salary schedule must be courses in education directly related to the teaching assignment or potential teaching assignment of the teacher. Proposals for such courses must be submitted to the Superintendent for approval.
- B. Course credit used for salary purposes must be from an institution of higher education accredited by an agency recognized by the United States Department of Education or approved by the Superintendent.

4. Advancement

- A. Notification of intent to change lanes and/or intent to enroll in a Master's program must be made in writing to the Superintendent by June 1.
- B. Requests for salary schedule advancement must be made by October 1. Necessary lane change forms with all relevant official transcripts, or a copy of the request for such transcripts, must be filed by that date with the DISTRICT. For requests made after October 1, no change shall be made in salary placement, except in cases of error in original or subsequent placement. In cases of error, the balance in error shall be deducted from or added to the remaining salary payments.
- C. Failure to comply with the above dates will void any future salary advancement for that fiscal year.
- D. It is the obligation of the teacher to provide up-to-date official transcripts to the Superintendent.

- E. Steps 14, 15, 16 are limited to teachers enrolled in an education-based Master's program.

**ARTICLE 27 - COMPENSATION OF PART-TIME TEACHERS**

1. Salary and Benefits

Teachers, otherwise qualified for full-time positions, who teach part of the workday under a full-term contract, shall be compensated as follows:

- A. Initial salary will be the salary to which the teacher would otherwise have been entitled if the position were full-time, prorated on the basis of the part of the instructional day for which the teacher is under contract.
- B. A teacher with less than a full-time position will advance horizontally on the salary schedule, as would the teacher advance if the position were full-time.
- C. Contracted teachers serving a school term of 140 full or part-time instructional days or more shall be credited with a year of teaching service for salary schedule placement.
- D. A teacher who has less than a full-time position may choose to receive insurance through paying the prorated premium as allowed in the insurance benefit agreement between the insurance provider and the DISTRICT. Fractions of insurance are not an option.
- E. Personal and Sick leave days, as well as other benefits, will be prorated for teachers employed for less than the standard contract.

2. Seniority

A teacher who has less than a full-time position of the instructional day shall accumulate at the same rate as a full-time position for purposes of Article XVIII - Reduction in Force and Article XVI - Hiring Practices.

3. Tenure

A teacher who acquires tenure in a part-time position is not entitled to and has no claim on, by acquisition of tenure, a full-time position.

**ARTICLE 28- SALARY SCHEDULE**

The Salary Schedule shall be as shown below. This collective agreement shall reopen in FY 2026 and FY 2027 for Insurance and Salary only in the event actual General Operating Fund (Fund 100 – excluding PERS/TRS on behalf) revenues exceed budgeted General Operating Fund revenues by 2% and existing revenues are adequate to support any insurance increases that impact the Plan as of May 2025 for FY 2026 and as of May 2026 for FY 2027. ~~All teachers will be paid a one-time rural cost differential payment of \$1,750.00 on the first payroll after the end of first school quarter in Fiscal Year 2024.~~

2023-2024		BA-Base	BA+12	BA+24	BA+36- MA	BA+48- MA+12	BA+60- MA+24
0		46,439	48,683	50,928	53,172	55,416	57,661
4		48,702	51,059	53,326	55,593	57,860	60,127
2		50,684	52,948	55,215	57,482	59,749	62,016
3		52,570	54,837	57,104	59,374	61,638	63,905
4		54,459	56,726	58,993	61,260	63,527	65,704
5		56,348	58,615	60,882	63,149	65,416	67,683
6		58,237	60,504	62,774	65,038	67,305	69,572
7		60,127	62,393	64,660	66,927	69,194	71,464
8		62,016	64,283	66,549	68,816	71,083	73,350
9			66,172	68,438	70,705	72,972	75,239
10				70,328	72,594	74,864	77,128
11					74,484	76,750	79,017
12					76,373	78,639	80,906
13					78,262	80,529	82,795
14					80,151	82,418	84,685
15					82,040	84,307	86,574
16					83,929	86,196	88,463

2024-2025 (4.0%)	BA Base	BA+12	BA+24	BA+36/MA	BA+48 MA+12	BA+60 MA+24
0	48,297	50,630	52,965	55,299	57,633	59,967
1	50,744	53,101	55,459	57,817	60,174	62,532
2	52,708	55,066	57,424	59,781	62,139	64,497
3	54,673	57,030	59,388	61,746	64,104	66,461
4	56,637	58,995	61,353	63,710	66,068	68,426
5	58,602	60,960	63,317	65,675	68,033	70,390
6	60,566	62,924	65,282	67,640	69,997	72,355
7	62,532	64,889	67,246	69,604	71,962	74,319
8	64,497	66,854	69,211	71,569	73,926	76,284
9		68,819	71,176	73,533	75,891	78,249
10			73,141	75,498	77,855	80,213
11				77,463	79,820	82,178
12				79,428	81,785	84,142
13				81,392	83,750	86,107
14				83,357	85,715	88,072
15				85,322	87,679	90,037
16				87,286	89,644	92,002

2025-2026 (2.5%)	BA Base	BA+12	BA+24	BA+36/MA	BA+48 MA+12	BA+60 MA+24
0	49,504	51,896	54,289	56,681	59,073	61,467
1	52,012	54,429	56,846	59,262	61,679	64,095
2	54,026	56,443	58,859	61,276	63,692	66,109
3	56,040	58,456	60,873	63,289	65,706	68,123
4	58,053	60,470	62,887	65,303	67,720	70,136
5	60,067	62,484	64,900	67,317	69,733	72,150
6	62,081	64,497	66,914	69,331	71,747	74,164
7	64,095	66,511	68,928	71,344	73,761	76,177
8	66,109	68,526	70,941	73,358	75,774	78,191
9		70,539	72,955	75,372	77,788	80,205
10			74,970	77,385	79,802	82,218
11				79,400	81,816	84,232
12				81,414	83,829	86,246
13				83,427	85,844	88,259
14				85,441	87,858	90,274
15				87,455	89,871	92,288
16				89,468	91,885	94,302

2026-2027 (1.0%)	BA Base	BA+12	BA+24	BA+36/MA	BA+48 MA+12	BA+60 MA+24
0	49,999	52,415	54,832	57,248	59,664	62,081
1	52,532	54,973	57,414	59,855	62,296	64,736
2	54,566	57,007	59,448	61,889	64,329	66,770
3	56,600	59,041	61,482	63,922	66,363	68,804
4	58,634	61,075	63,515	65,956	68,397	70,838
5	60,668	63,108	65,549	67,990	70,431	72,872
6	62,701	65,142	67,583	70,024	72,465	74,905
7	64,736	67,176	69,617	72,058	74,498	76,939
8	66,770	69,211	71,651	74,091	76,532	78,973
9		71,245	73,684	76,125	78,566	81,007
10			75,719	78,159	80,600	83,041
11				80,194	82,634	85,074
12				82,228	84,667	87,108
13				84,262	86,702	89,142
14				86,295	88,736	91,177
15				88,329	90,770	93,211
16				90,363	92,804	95,245

**ARTICLE 29 - INFORMAL/FORMAL GRIEVANCE PROCEDURE**

The purpose of the grievance procedure is to secure, at the lowest possible administrative level, an equitable resolution of a grievance, as that term is defined in Section 1(A) of this article.

1. General Definition:
  - A. A grievance is a claim by:
    - I. A teacher; or
    - II. The ASSOCIATION, acting with or without the concurrence of one or more teachers: that there has been a violation, misinterpretation, or misapplication of any Article or Section of this agreement.
  - B. A grievant is:
    - I. A teacher; or
    - II. The ASSOCIATION making the claim.
  - C. For the purposes of this article, "immediate supervisor" shall, in the following order, mean the Principal, Assistant Superintendent, or Superintendent.
2. General Provisions
  - A. In the event a grievance is filed which might not be resolved within the time schedule established before the end of the school year and that act should result in irreparable harm to a party in interest, the time limits set

forth herein may be reduced by mutual consent so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as practicable.

- B. Specified time limits may be extended by mutual consent.
- C. Hearings at Level Two - Formal Grievance (and above) shall be electronically recorded. However, so long as the DISTRICT endeavors in good faith to obtain such a recording, defects or inadequacies in recording may not constitute a basis for challenge at the same level or for appeal to a higher level.
  - I. No reprisals of any kind shall be taken by the DISTRICT or any member of the administration against any participant(s) in the grievance procedure.
  - II. Any participant may be represented at his/her own expense at all stages of the grievance procedure by a person of his/her own choosing.
  - III. At any level beyond the initial informal meeting, either party may present appropriate witnesses and/or documents and have access to counsel.
  - IV. No grievance shall be recognized by the DISTRICT, SIEA, or any arbitrator unless such grievance has been presented initially at the appropriate level within thirty (30) workdays of when the grievant knew or should have known of the occurrence of the act or condition upon which the grievance is based. If not so presented, the right of grievance will be forfeited.
  - V. Failure at any step of this procedure to communicate the decision in writing on a grievance or possible grievance within the specified time limit shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next level within the specified time limit shall act as a bar to any further appeal.
  - VI. Failure of the grievant to satisfy any requirement or abide by any procedure made mandatory under this Article shall result in forfeiture of the pending grievance.
  - VII. Failure of the grievant to participate in any informal meeting or any hearing required by this Article shall result in waiver of the grievance at that level and forfeiture of any right to appeal to a higher level.
  - VIII. The filing or pending filing of any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of, subject, however, to the final decision on the grievance.

- IX. Any arbitrator appointed pursuant to this Article shall be without power or authority to add to, subtract from or alter any of the terms of this Agreement, award damages or make any decision, which requires commission of an act prohibited by law. The arbitrator may not rule on any matter involving retention or non-retention of non-tenured staff.
- X. Questions of grievability and arbitrability shall be resolved simultaneously with the merits of a grievance. The costs for any arbitrator appointed pursuant to this Article will be borne equally by the DISTRICT and SIEA.
- XI. All grievance hearings shall be held at the work site of the grievant, unless another location is mutually acceptable.
- XII. If the parties agree, a grievance hearing may be held telephonically; provided that the written grievance must be received by all parties no later than two (2) work days before the hearing.

3. Informal/Formal Grievance Procedural Steps:

A. Level One - Informal Pre-Grievance

- I. In the event that a teacher or SIEA believes there is a basis for a grievance, the teacher or SIEA shall notify in writing his/her immediate supervisor of the need to discuss a possible grievance, and then shall meet with the immediate supervisor, either individually or accompanied by an ASSOCIATION representative, within five (5) work days of such notification. In the event that the immediate supervisor is absent from the normal work place, this may be extended for up to an additional five (5) workdays.
- II. While this discussion with the immediate supervisor can and should be an informal effort to resolve the problem, the teacher must inform the immediate supervisor that the subject of the discussion is a possible grievance, in order that the supervisor can discuss the issue in that context and to provide a clear point of reference for subsequent deadlines.
- III. Within two (2) workdays of the informal discussion, the immediate supervisor shall notify the teacher or SIEA in writing of the disposition of the issue discussed informally. If an ASSOCIATION representative participated in the informal discussion, that representative will also receive a copy of the written disposition.
- IV. The provisions of Level One - Informal Pre-Grievance may be waived by mutual consent of the grievant and the Superintendent, allowing the grievant to commence the grievance at Level Two - Formal Grievance.

B. Level Two - Formal Grievance

- I. If the grievant and or ASSOCIATION is not satisfied with the disposition of the issue by his or her immediate supervisor, the grievant may, within five (5) work days of receiving the decision of the immediate supervisor, file a written grievance with the Superintendent.
  - II. The written grievance shall state at least the following:
    - a. The nature of the grievance;
    - b. Reference to the Article and/or Section of this Agreement allegedly violated;
    - c. The remedy which is sought;
    - d. A statement of facts reflecting compliance with applicable Level One - Informal Pre-Grievance and Level Two - Formal Grievance time requirements, including time limits established for the filing and appeal of grievances; and
    - e. If the ASSOCIATION is a grievant, a list of the name(s) of the teacher(s) for whom the ASSOCIATION is claiming there has been a violation, misinterpretation, or misapplication of any Article or Section of this agreement.
  - III. The Superintendent shall establish the time for an on-site hearing, regarding the written grievance unless another location is mutually acceptable. Unless the parties agree in writing otherwise, such hearing shall occur within fifteen (15) teacher work days of the Superintendent's receipt of the written grievance from the grievant.
  - IV. Within seven (7) teacher workdays following the conclusion of the Superintendent's hearing, the Superintendent shall render a written decision on the grievance. A copy of such decision shall be forwarded immediately to the grievant, ASSOCIATION representative (if one has been designated), and other appropriate persons.
- C. Level Three
- I. In the event that the grievant and or ASSOCIATION is not satisfied with the decision at Level Two, a written appeal within five (5) working days may be made to the School Board to hear the dispute. The School Board or a sub-committee of the Board shall:
    - a. Meet with the interested parties within fifteen (15) working days.
    - b. The School Board or a sub-committee of the Board shall render a decision within seven (7) working days. A copy of such decision shall be forwarded immediately to the grievant, and ASSOCIATION representative (if one has been designated), and other appropriate persons.

D. Level Four

If the ASSOCIATION is not satisfied with the decision of the School Board at Level Three- Formal Grievance, the ASSOCIATION may within twenty-one (21) work days of receipt of the School Board's decision request binding arbitration of the grievance pursuant to the Alaska Uniform Arbitration Act, AS 09.43.010 et seq., and to the Voluntary Labor Arbitration Rules of the American Arbitration ASSOCIATION.

## **SIGNATURES OF AGREEMENT**

The undersigned representatives of the DISTRICT and the ASSOCIATION hereby agree to the provisions set forth in this collective agreement.

### **FOR THE DISTRICT**

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Shannon Silverthorn, President  
Southeast Island School District Board of Education

### **FOR THE ASSOCIATION**

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Melissa Dougherty, Co-President  
Southeast Island Education Association

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Christi Nixon, Co-President  
Southeast Island Education Association











# Tentative Agreement: 2024-2027 Collective Agreement with salary schedules - Google Docs

Final Audit Report

2024-06-27

Created:	2024-06-20
By:	Chris Page Haufe (sisd@sisd.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAFPuIwF_6HYfKnAK0chQ9s9nIhczM2wSf

## "Tentative Agreement: 2024-2027 Collective Agreement with salary schedules - Google Docs" History

-  Document created by Chris Page Haufe (sisd@sisd.org)  
2024-06-20 - 4:18:15 PM GMT
-  Document emailed to Rod Morrison (rmorrison@sisd.org) for signature  
2024-06-20 - 4:18:25 PM GMT
-  Document emailed to Melissa Dougherty (mdougherty@sisd.org) for signature  
2024-06-20 - 4:18:25 PM GMT
-  Document emailed to Christi Nixon (cnixon@sisd.org) for signature  
2024-06-20 - 4:18:25 PM GMT
-  Email viewed by Rod Morrison (rmorrison@sisd.org)  
2024-06-20 - 5:31:32 PM GMT
-  Document e-signed by Rod Morrison (rmorrison@sisd.org)  
Signature Date: 2024-06-20 - 5:32:00 PM GMT - Time Source: server
-  Email viewed by Melissa Dougherty (mdougherty@sisd.org)  
2024-06-23 - 4:46:12 AM GMT
-  Signer Melissa Dougherty (mdougherty@sisd.org) entered name at signing as Melissa Dougherty :)  
2024-06-23 - 4:47:29 AM GMT
-  Document e-signed by Melissa Dougherty :) (mdougherty@sisd.org)  
Signature Date: 2024-06-23 - 4:47:31 AM GMT - Time Source: server
-  Email viewed by Christi Nixon (cnixon@sisd.org)  
2024-06-27 - 4:44:32 PM GMT

 Document e-signed by Christi Nixon (cnixon@sisd.org)

Signature Date: 2024-06-27 - 4:46:33 PM GMT - Time Source: server

 Agreement completed.

2024-06-27 - 4:46:33 PM GMT

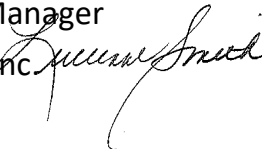


**SOUTHEAST ISLAND SCHOOL DISTRICT**  
P.O. Box 19569, 1010 Sandy Beach Rd Thorne Bay, Alaska 99919  
(907) 828-8254 Fax: (907) 828-8257 [Email: sisd@sisd.org](mailto:sisd@sisd.org)

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## **MEMORANDUM**

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**TO:** SISD BOARD OF EDUCATION  
**THRU:** Rodney Morrison, Superintendent  
**FROM:** Lucienne Smith, Contracted Business Manager  
Alaska Education & Business Services, Inc.   
**Date:** June 25, 2024  
**SUBJECT:** **Establishing an Investment Account**

Investing funds in a banking sweep account that generates interest at current rates is a prudent decision for any school district aiming to maximize its financial resources. By utilizing a sweep account, the district can ensure that idle funds are not only secure but also actively working to generate additional income through interest accrual. This approach not only enhances the district's financial stability but also provides a steady source of revenue that can be reinvested into educational programs, infrastructure improvements, or other critical needs.

Moreover, in today's economic climate where traditional investment returns may be limited, a banking sweep account offers a reliable and low-risk option. By harnessing the power of compound interest, the district can build a stronger financial foundation over time, enabling it to better weather economic fluctuations and unforeseen expenses.

Ultimately, investing in a banking sweep account aligns with responsible stewardship of public resources.

Following is a draft Board Policy for Investing Funds for the District.

**Mission:** *Students are equipped to achieve their dreams and aspirations*

**Vision:** *Set a foundation by cultivating experiences for students to develop goals and thrive in an ever-changing world.*

## **BP 3430 Investing**

### **Section 1. General.**

The purpose of this investment policy is to provide guidelines for investment of funds deemed surplus to the General Operating Fund, Construction Funds, and Special Revenue Funds by the Business Manager. The Business Manager will endeavor to obtain a reasonable rate of return on the aforementioned funds. Security and safety of District Funds shall take priority over rate of return.

### **Section 2. Permissible Investments.**

The Business Manager shall invest the District's funds through national banks in the following type of securities:

1. Bonds, notes or other obligations, direct or otherwise, of the United States;
2. Bonds, notes or other US Investment Grade Corporate obligations rated "A" or higher
  - a. Maximum allocation shall not exceed 60% of the portfolio
  - b. Maximum maturity of 5 years
3. Bonds and other evidence of indebtedness of the State of Alaska;
4. Savings Accounts, certificates of deposits, and repurchase agreements.

District funds will not be invested in securities other than those listed in (1) through (4) above without prior approval of the District Board.

### **Section 3. Authorizations of Investments.**

All investments shall be authorized by the Business Manager and the Superintendent of Schools or Designee following "an official action of approval" by the Board of Education.

### **Section 4. Insurance.**

The Business Manager and other authorized official(s) shall not deposit funds in any depository that is not a member of the Federal Deposit Insurance Corporation (FDIC), the Federal Savings and Loan Insurance Corporation (FSLIC), or similar insurance agencies of the financial institutions or collateralized up to the amount of account balance.

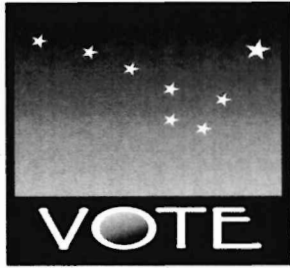
### **Section 5. Control of Funds.**

Deposit shall be subject to withdrawal at any time upon demand of the Business Manager and authorized official(s). The Business Manager shall not use funds for speculation but shall invest funds in securities or obligations which will be consistent with the best interests of the District, considering first, the probable safety of the funds and secondly, the probable income to be earned. For the Investment Account, two signatures are required to authorize contributions, withdrawals or an Investment Policy Statement.

### **Section 6. Reporting of Investments.**

The current investments will be reported to the Board as part of the Monthly Fiscal Report.

# REPRESENT YOUR COMMUNITY BECOME A CANDIDATE



## REGIONAL EDUCATIONAL ATTENDANCE AREA REAA # 19



### Southeast Island School District

<u>SECTION / SEAT</u>	<u>TERM OF OFFICE</u>	<u>NOMINATING SECTION</u>
Seat A	3 Years	Thorne Bay, Area East of Thorne Bay, Kasaan, Hyder, Area South of Hyder
Seat C	3 Years	Area East of Craig, Hollis, Areas South of Hollis, Edna Bay, Area North of Edna Bay, Naukati Bay, Areas Northwest of Naukati Bay, Areas East of Naukati Bay

**NOTE:** The above seats are scheduled to be on the October 1, 2024, ballot. If no candidates file for a seat listed above, that seat will not be on the ballot and will be filled by appointment until the next regular election.  
AS 14.08.041(d)

## FILING DEADLINE: FRIDAY, August 2, 2024

File a Declaration of Candidacy form with the Division of Elections. Forms are available at city or village offices in your area, any Division of Elections office or on our web site at: [www.elections.alaska.gov](http://www.elections.alaska.gov).

Directors Office  
PO Box 110017  
Juneau, AK 99811  
(866) 952-8683  
(907) 465-4611

Region I Election Office  
PO Box 110018  
Juneau, AK 99811  
(866) 948-8683  
(907) 465-3021

Region II Elections Office  
2525 Gambell St., Suite 100  
Anchorage, AK 99503  
(866) 958-8683  
(907) 522-8683

Region III Elections Office  
675 7<sup>th</sup> Ave., Suite A1  
Fairbanks, AK 99701  
(866) 959-8683  
(907) 451-2835

Region IV Elections Office  
PO Box 577  
Nome, AK 99762  
(866) 953-8683  
(907) 443-5285

Region V Elections Office  
1700 N. Bogard Rd., Suite B102  
Wasilla, AK 99654  
(844) 428-8952  
(907) 373-8952

If you need Language Assistance during the candidacy filing period, please call 1-866-954-8683.

Candidates who wish to file as a write-in candidate must file a *Letter of Intent* 5 days prior to an election.  
For more information call 1-866-952-8683 or visit us at [www.elections.alaska.gov](http://www.elections.alaska.gov).

**STATE OF ALASKA – DIVISION OF ELECTIONS  
DECLARATION OF CANDIDACY  
FOR REGIONAL EDUCATIONAL ATTENDANCE AREA BOARD MEMBER  
ELECTION DATE: OCTOBER 1, 2024**

**GENERAL INSTRUCTIONS:**

- 1. Who May File:** If you are registered to vote within the boundaries of the Regional Educational Attendance Area (REAA), you may file for the office of the REAA board member. You must also be registered to vote within the section for which you are filing.
- 2. When to File:** You may file now, the sooner the better. Hand delivered and faxed candidacy filings must be received no later than 5:00pm, Friday, August 2, 2024. Mailed forms must be **postmarked** no later than August 2, 2024, **and received** by the Division of Elections no later than August 12, 2024.
- 3. How and Where to File:** Complete the candidate information below, sign and date the certificate, and hand deliver, mail, or fax it to any Division of Elections office (addresses below).

<b>STEP 1</b>	<p><b>GENERAL INFORMATION</b> (please print or type)</p> <p>I, _____, request that my name be placed on the ballot for the election on (Full name of candidate)</p> <p><b>October 1, 2024</b>, for the following REAA: _____ (Print name of REAA or REAA #) (Section) (Seat)</p> <p>My <b>Residence</b> address is: _____, Alaska _____ (Physical address where you reside) (City) (Zip Code)</p> <p>My <b>Mailing</b> address is: _____, Alaska _____ (City) (Zip Code)</p> <p>Telephone Numbers: _____ (Home) (Cellular) (Work)</p>
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<b>STEP 2</b>	<p><b>BALLOT INFORMATION</b></p> <p>I request my name be printed on the ballot as follows:</p> <p>_____ (Last Name) (First Name) (M.I.) (Nickname and/or Suffix*)</p> <p><small>* The Director of Elections may not include on the ballot as part of the candidate's name, any honorary or assumed title or prefix but may include in the candidate's name any nickname or familiar proper name of the candidate. (AS 15.15.030(4))</small></p>
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<b>STEP 3</b>	<p><b>WEBSITE INFORMATION</b></p> <p>_____ (Candidate's Mailing Address) (City) (State) (Zip Code) (Phone Number)</p>
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<b>STEP 4</b>	<p><b>OATH</b></p> <p>I, the undersigned, certify that the information in this Declaration of Candidacy, <i>required by 6 AAC 27.035</i>, is true and complete, and that I meet the specific residency and voter qualification requirements of this office. I further certify that I am a qualified voter as required by law, that I am qualified to hold this office of which I am seeking election, and that I am not a candidate for this office under any other Declaration of Candidacy.</p> <p>_____ (Candidate's Signature) (Date) (Voter ID #, SSN or Last 4, DOB, ADL, or AK ID)</p> <p style="text-align: center;"><b>Privacy Disclaimer</b></p> <p><small>Unless otherwise made confidential or protected from disclosure by law, information provided on this form may be subject to disclosure under the Alaska Public Records Act (AS 40.25.100—40.25.295). Failure to provide requested personal information may result in the Division's inability to process relevant portions of this form. Requested information will be used only for purposes directly associated with the processing of this form. For information on how to challenge the accuracy or completeness of personal information maintained by the Division, please send the Division a written request that the personal information be changed. The request must comply with AS 40.25.310 and be sent to the Division of Elections at the following address: Division of Elections, Director's Office, PO Box 110017, Juneau, AK 99811-0017</small></p>
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**MAIL OR FAX YOUR DECLARATION OF CANDIDACY TO THE ELECTIONS OFFICE NEAREST YOU:**

Director's Office PO Box 110017 Juneau, AK 99811 Phone (907) 465-4611 Toll Free (866) 952-8683 Fax (907) 465-3203	Region I Elections Office PO Box 110018 Juneau, AK 99811 Phone (907) 465-3021 Toll Free (866) 948-8683 Fax (907) 465-2289	Region II Elections Office 2525 Gambell Street, Suite 100 Anchorage, AK 99503 Phone (907) 522-8683 Toll Free (866) 958-8683 Fax (907) 522-2341	Region III Elections Office 675 7 <sup>th</sup> Avenue, Suite H3 Fairbanks, AK 99701 Phone (907) 451-2835 Toll Free (866) 959-8683 Fax (907) 451-2832	Region IV Elections Office PO Box 577 Nome, AK 99762 Phone (907) 443-5285 Toll Free (866) 953-8683 Fax (907) 443-2973	Region V Elections Office 1700 E. Bogard Road, Suite B102 Wasilla, AK 99654 Phone (907) 373-8952 Toll Free (844) 428-8952 Fax (907) 373-8953
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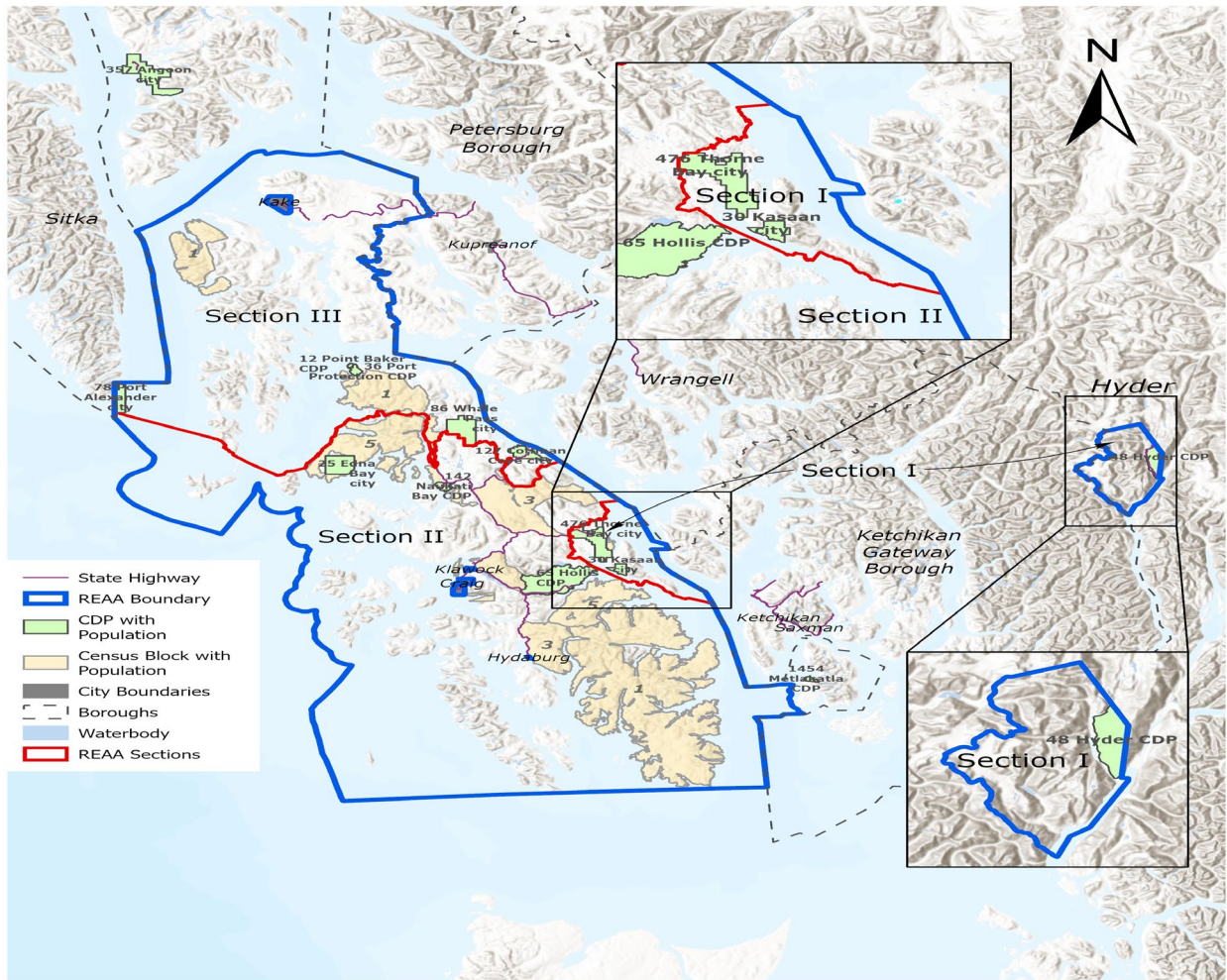


# REAA#19 Southeast Island School District

Phone: (907) 828-8254

Website: [www.sisd.org](http://www.sisd.org)

## REAA #19 - Southeast Island (44)



Nominates by Section, Elects at Large (3 Sections, 5 Seats)		
Section I Seats A, B	Section II Seats C, D	Section III Seats E
Thorne Bay, Area (E of Thorne Bay), Kasaan, Hyder CDP, Area (S of Hyder)	Area (E of Craig), Hollis CDP, Areas (S of Hollis), Edna Bay CDP, Area (N of Edna Bay), Naukati Bay CDP, Areas (NW of Naukati Bay), Areas (E of Naukati Bay)	Coffman Cove, Area (SW of Kake), Areas (SE of Kake), Point Baker CDP, Port Alexander, Port Protection CDP, Areas (N & S of Port Protection), Whale Pass, Area (W of Whale Pass)

## **BB 9323 Meeting Conduct**

The School Board desires to conduct its meetings effectively and efficiently. All Board meetings shall begin on time and shall be guided by an agenda prepared and delivered in advance to all Board members and other designated persons.

### **Parliamentary Procedure**

Board meetings shall be conducted by the president in a manner consistent with adopted Board bylaws and generally accepted parliamentary procedures.

### **Quorum**

A majority of the number of filled positions on the Board constitutes a quorum.

Unless otherwise provided by law, affirmative votes by a majority of the Board's membership are required to approve any action under consideration, regardless of the number of members present.

### **Abstentions**

The Board recognizes that when no conflict of interest requires abstention, its members have a duty to vote on issues before them. A member may only abstain due to a publicly declared conflict of interest. When a member abstains because of a conflict of interest, the abstention shall be considered to concur with the action taken by the majority of those who vote, whether affirmatively or negatively.

*(cf. 9270 - Conflict of Interest)*

### **Public Participation**

Because the Board has a responsibility to conduct district business in an orderly and efficient way, the following procedures shall regulate public presentations to the Board.

1. The Board shall give members of the public an opportunity to address the Board either before or during the Board's consideration of each agenda item.
2. At a time so designated on the agenda, members of the public also may bring before the Board matters that are not listed on the agenda of a regular meeting. The Board may refer such a matter to the Superintendent or designee or take it under advisement. The matter may be placed on the agenda of a subsequent meeting for action or discussion by the Board.
3. A person wishing to be heard by the Board shall first be recognized by the president. They shall then identify themselves and proceed to comment as briefly as the subject permits.
4. The President may establish rules to govern the procedure whereby persons address the Board.
5. With Board consent, the president may modify the time allowed for public presentation or may rule on the appropriateness of a topic. If the topic would be more suitably addressed at a later time, the president may indicate the time and place when it should be presented.
6. No oral presentation shall include charges or complaints against any employee of the Board, including the Superintendent, regardless of whether or not the employee is identified by name or by another reference which tends to identify. Charges or complaints against employees must be submitted to the Board under the provisions of Board policy and administrative regulations related to such complaints.

*(cf. 1312.1 - Complaints Concerning School Personnel)*

*(cf. 9312 - Executive Sessions)*

7. No disturbance or willful interruption of any Board meeting shall be permitted. Persistence, by an individual or group, shall be grounds for the chair to terminate the privilege of addressing the meeting. The Board may remove disruptive individuals and order the room cleared if necessary.

*(cf. 9320 - Meetings)*

*(cf. 9322 - Agenda/Meeting Materials)*

*Legal Reference:*

ALASKA STATUTES

[29.20.020 Meetings public](#)

*Review 1/04, 1/05*

*Revised 6/11*

Adoption Date: 04/09/98

**Southeast Island School District**

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