

Sitka School District Mission:
The Sitka School District will intentionally develop
Haa Latseení
(Our Strength of Mind, Body, and Spirit)
to inspire and prepare students to be compassionate, empowered,
and equipped critical thinkers within a global community.

School Board Meeting

Wednesday, March 1, 2023 | 5:45 PM | ANB Hall, 223 Katlian Street, Sitka, Alaska 99835

Proposed Agenda

1. **Recognitions - 5:45 - 6:00 p.m.**
2. **Welcome**
3. **Call to Order - 6:00 p.m.**
4. **Flag Salute**
5. **Land Acknowledgment**
6. **Roll Call**
7. **Approval of the Proposed Agenda and Consent Agenda**
 - 7.a. Minutes from February 1, 2023
 - 7.b. Minutes from February 9, 2023
 - 7.c. Minutes from February 16, 2023
 - 7.d. Minutes from February 22, 2023
 - 7.e. Personnel Report
 - 7.f. Kapor Center MOA
 - 7.g. SCCS MOA With AASB
 - 7.h. ADOPTION of BP1332 - Naming of Schools, Facilities, Fields, and Other Areas, Second Reading
 - 7.i. Review of AR 1332 Naming of Schools, Facilities, Fields, and Other Areas
 - 7.j. Approval of BP 0430 - Community Recreation Program, Second Reading
 - 7.k. Approval of BP 1330 - Use of School Facilities, Second Reading
8. **Persons to be Heard**
 - 8.a. Persons to be Heard - Non-Agenda Items
 - 8.b. Persons to Be Heard - Agenda Items
9. **Special Reports: Government to Government**
10. **School Highlights - BMS**
11. **Reports and Presentations**
 - 11.a. Leslie Young, SSD Business Manager, and Katie Stachow, CPA Senior Audit Manager, Altman, Rogers & Co.
12. **Board Member Reports**
13. **Administrative Reports**
 - 13.a. Budget Update
 - 13.b. Enrollment Update

- 13.c. Superintendent Update
- 14. **Unfinished Business**
 - 14.a. Reestablish Committees:
 - Curriculum Review Committee
 - Strategic Planning Committee
- 15. **New Business**
 - 15.a. Public Hearing Regarding Title VIII - Impact Aid (BP 6174.1 Education of Native / Indian Children)
 - 15.b. Increase wages for Ventures Aides
 - 15.c. Approval of Resolution in Support of Increasing the Base Student Allocation.
 - 15.d. Review of American Rescue Plan
 - 15.e. Approve BP 0410 - Nondiscrimination in District Programs and Activities (Title IX), First Reading
- 16. **Correspondence and Information (Separate Packet)**
- 17. **Future Agenda Items/Upcoming Events**
 - 17.a. March 2, 2023 - Special School Board Meeting with Executive Session - Interim Superintendent Interviews. 6:00 p.m. District Office Boardroom.
 - 17.b. March 8, 2023 - Policy Committee Meeting, 5:00 p.m. in the District Office Boardroom.
 - 17.c. March 9, 2023 - School Board Budget Work Session, 6:00 p.m. at Harrigan Centennial Hall.
 - 17.d. March 22, 2023 - School Board Work Session - Review of Superintendent Evaluation Process (BP 2123), 5:00 p.m. in the DO Boardroom.
 - 17.e. April 5, 2023 - Next Regular School Board Meeting, 5:45 p.m. at Harrigan Centennial Hall.
 - 17.f. April 12, 2023 - Policy Committee Meeting, 5:00 p.m. in the District Office Boardroom.
 - 17.g. April 13, 2023 - School Board Budget Work Session, 6:00 p.m. at Harrigan Centennial Hall.
 - 17.h. April 20, 2023 - School Board Special Meeting - Budget Hearing and Adoption. 6:00 p.m. SITKA HIGH SCHOOL LIBRARY.
- 18. **Adjournment**

Note: All items listed under Agenda & Consent Agenda are considered routine by the School Board and will be approved in one motion. Items may be removed at the request of a School Board Member.

SITKA SCHOOL BOARD MEETING

February 1, 2023 – 6:00 p.m.

Harrigan Centennial Hall

Sitka School District

Superintendent: Frank Hauser

RECOGNITIONS (5:45)

The Board recognized Haa Latseeni Students of the Month: Logan Neel (BES), Madeline Filipek (KGH), Justin Bagoyo (BMS), Tyler Adres (SHS), and Henrey Ward (PHS). Also recognized were KGH Spelling Bee winners Ruby Richter (1st place), Quentin Richter (2nd place), and Piper Vaughn (3rd place); and SHS Wrestlers who competed at the State level: Aiden Ojala, Evander Elixman, Jason Young, Silas Ferguson, and Kai Davis. The School Board received gifts of appreciation from students and staff for School Board Appreciation Month.

CALL TO ORDER

The Sitka School Board meeting was called to order by **President Blossom Teal-Olsen** at 6:07 p.m. at Harrigan Centennial Hall

ROLL CALL

Members present were Mitch Mork, Todd Gebler, Melonie Boord, Tristan Guevin, Student Representative Felix Myers, and President Blossom Teal-Olsen. Tristan Guevin attended via Zoom. The meeting was quorate.

APPROVAL OF PROPOSED AGENDA AND CONSENT AGENDA

Mr. Gebler requested that the Tlingit Violin presentation be moved to before Persons to be Heard. His suggestion was accepted. **Mr. Guevin** moved to approve the proposed agenda and consent agenda, as amended. **Mr. Gebler** seconded the motion. Following a roll call vote, the motion **PASSED** unanimously.

- APPROVAL OF JANUARY 4, 2023, MINUTES
- PERSONNEL REPORT

TLINGIT VIOLIN PRESENTATION

Robi Littlefield and Debbie LeVeck made a presentation to the Board about the Tlingit Violin class they are currently teaching at BMS. The program is a fusion of violin instruction and Tlingit language instruction. As much as possible, terminology for the instrument and some musical terms have been translated to Tlingit. The program is modeled after a similar, very successful program offered in Juneau by educator Lorrie Heagy.

PERSONS TO BE HEARD (NON-AGENDA ITEMS)

Joe Montagna and Jeff Hole, BES teachers, shared with the board about their own training from Lorrie Heagy in Juneau, and how they hope to increase the integration of Tlingit in their instruction. Mr.

Hole spoke about the upcoming artist in residence, Franz Felkl, from Juneau, who will also be infusing the music program with Tlingit language.

Mike Vieira – Wished the Board Happy School Board Appreciation Month.

PERSONS TO BE HEARD
(AGENDA ITEMS)

Mike Vieira, SEA President, expressed concern about agenda item 13b, ‘Approval of FY22 Audit’ and the change in procedure for how school activity funds are managed. Speaking on behalf of staff, he is concerned that there would not be a timely response when an urgent decision needs to be made about a traveler. Mr. Vieira also expressed concern about unrestricted public access to the KGH building during instructional hours.

Rich Krupa stated he was upset that the corrective plan had not been communicated to the staff responsible for handling student activity accounts.

Howard Wayne – agreed with the other speakers about the loss of local control at the building level, being concerned mainly about situations that need immediate attention.

Annette Evans – expressed concern about lack of communication between the district office and departments.

SPECIAL REPORTS

- **GOVERNMENT TO GOVERNMENT**

There was no government-to-government report at this meeting.

SCHOOL HIGHLIGHTS

Jill Lecrone, Principal of BES, highlighted academics in her report to the board, and urged them to consider keeping class sizes small when planning the FY 24 budget to allow for staff to provide students with the skills they need for future success.

Mandy Summer, Principal of PHS, reported that enrollment currently stands at 43 students, with one student qualifying for early graduation. Four students participate in dual enrollment at SHS, and five students are dually enrolled at UAS. Elizabeth Jean Younce, Artist in Residence for January, taught the students printmaking. She gave the board an update on the garden project. Concrete will be poured when the weather improves. The Farm to School grant has been extended, which provides funding for the PHS gardener. Two other grants for the garden project have been funded through Sitka Conservation Society.

REPORTS AND PRESENTATIONS

Stacy Golden, SHS science teacher, informed the board about the process taking place in development of the science curriculum. The K-12 science committee began meeting in January 2022, working the state science standards into the SSD curriculum, and has established goals for the elementary science curriculum.

BOARD MEMBER REPORTS

Felix Myers, SHS Student Representative, shared with the board the new student council initiative, Commit to Graduate. Students will sign a ‘Commit to Graduate’ form and sign a banner for their class. Advisory/mentorship relationships are being developed between senior and sophomore students, and junior and freshman students. All students are encouraged to engage in leadership. Mr. Myers reported that he would be attending the AASB Legislative Fly-In with Superintendent Hauser to advocate for an increase to the BSA, and to make it inflation-proof. Regarding the changes to student activities accounting practices, Mr. Myers spoke to the need for support for the occasional emergency travel need in student activities.

Ms. Boord thanked staff and students for acknowledging the Board during School Board Appreciation Month. She reported that she attended a presentation at PHS by Lauren Peters, UC Davis PhD Scholar, “Sophia’s Return: Bringing Home Our Children from Indigenous Boarding School Cemeteries.” Her presentation gave the students historical information about native boarding schools.

Mr. Mork expressed his appreciation for the work the student council is doing at SHS.

Mr. Guevin took the opportunity to give Kari Sagel, SSD’s Family Engagement and Early Childhood Coordinator, recognition, commenting about how Ms. Sagel is able to engage parents and families with SSD schools and local resources. Mr. Guevin also shared about how he hopes to reform the board’s communication practices by implementing more work sessions.

Mr. Gebler agreed with Mr. Guevin about the need for regularly scheduled work sessions. He mentioned that he would be joining the contingent from Sitka to the AASB Legislative Fly-In.

Ms. Teal-Olsen also agreed with the need for work sessions. She reported that she met with Assistant Principal McCarty at SHS, discussing with him the growth at SHS and the different activities happening at the school.

ADMINISTRATIVE REPORTS:

- **BUDGET REPORT**

Superintendent Hauser presented the monthly budget revenue and expenses report. The district remains in the black.

- **ENROLLMENT UPDATE**

Enrollment – SSD enrollment is 1123, an increase over the previous month.

- **SUPERINTENDENT UPDATE**

Mr. Hauser’s Superintendent Update highlighted the following:

- **KGH** held a family night Jan. 19th, with 179 families participating in numerous activities. Artist in residence – students participated in theater activities with Cassidy Russell, who taught theater games that create positive connections to school, support critical thinking learning skills, and develop positive learning communities..
- **BMS** – The board viewed a video report from student Vance Balovich that included updates about activities taking place around the school.
- **SHS** – DDF swept the Region V Championship in drama, debate, forensics, and was named overall champion. They will head to the state competition February 23rd-26th. SHS hosted Lauren Peters in the library for her talk, “Sophia’s Return,” and provided the students with historical information about native boarding schools.
- Mr. Hauser informed the board about MTSS (Multi-Tiered Systems of Support) in the district, the data informed framework in which students who need support are identified and provided support with the right focus and intensity. Mr. Hauser gave more information about the 15-district grant that SSD is participating in related to MTSS/PBIS/RTI practices. He reported that the SSD MTSS team traveled to Anchorage for training.
- He also spoke about the 2024 budget process and some of the hard decisions the district will have to make to balance the budget before the May 1, 2023 deadline.
- Mr. Hauser invited Mike Bartolaba to report to the board on current and upcoming maintenance projects. Priorities include the SHS heat pump, KGH fire alarm control panel, a new chloride generator at the BMS pool, BMS elevator control, SHS wood shop dust collector, and an air compressor for the CTE shop.

NEW BUSINESS

- A. **FY23 BUDGET REVISION**

Mr. Guevin moved, and **Ms. Boord** seconded to approve the FY23 Budget Revision.

There was no public comment.

Felix Myers asked about the large decrease in one of the Special Education numbers. **Superintendent Hauser** attributed the reduction to the elimination of the third-party contractor for physical therapy services, which has been replaced with a full-time district-wide physical therapist.

Following a **roll call vote**, the motion **PASSED** unanimously.

Mr. Guevin moved, and **Mr. Mork** seconded to approve the FY22 Audit, as presented.

**B. APPROVAL OF FY22
AUDIT**

Public Comment:

Mike Vieira, SEA President, asked the board to delay voting on the approval of the audit until a collaborative solution could be found.

Board Comment:

The board discussed the approval of the audit while considering the concerns that were shared with them by staff. The consensus of the board was that the audit did need to be approved.

Following a **roll call vote**, the motion **PASSED** unanimously.

**C. REESTABLISH
COMMITTEES**

Mr. Guevin moved, and **Ms. Boord** seconded to table item 13C. Reestablish Committees, to the March meeting.

The motion **PASSED** without opposition.

**D. COMMITTEE AND
LIAISON
ASSIGNMENTS**

Ms. Teal-Olsen moved, and **Mr. Mork** seconded to table item 13d. Committee and Liaison Assignments to the March meeting.

The motion **FAILED** following a voice vote.

Mr. Guevin explained to the board about the UAS Advisory Council and expressed interest in being appointed as the board liaison to the council. He added that he is stepping down from his involvement on the policy committee and recommended that **Ms. Boord** fill his seat on the policy committee.

The board **agreed** to appoint Mr. Guevin as board liaison to the UAS Advisory Council, and Ms. Boord to the Policy Committee.

**E. ADOPTION OF
BP 1332 – FIRST
READING**

Mr. Guevin moved, and **Ms. Boord** seconded to approve BP 1332 – Naming of Schools, Facilities, Fields, and Other Areas, First Reading.

F. REVIEW OF AR 1332

There was no public comment.

Mr. Guevin stated that the new policy and corresponding AR were developed by the Policy Committee through the fall.

The motion **PASSED** unopposed.

**G. APPROVAL OF BP
0430 – FIRST
READING**

Mr. Gebler moved, **Ms. Boord** seconded to approve the revisions to BP 0430 – Community Recreation, First Reading. Changes were made to BP 0430 consistent with the change from 'Community Schools' to 'Community Recreation.'

The motion **PASSED** unopposed.

**H. APPROVAL OF BP
1330 – FIRST
READING**

Mr. Gebler moved, **Mr. Mork** seconded to approve the revisions to BP 1330 – Use of School Facilities, First Reading. Minor changes were made to BP 1330.

The motion **PASSED** unopposed.

**I. EXECUTIVE SESSION
– LEGAL UPDATES**

Mr. Guevin moved, **Mr. Gebler** seconded to move into Executive Session in order to discuss a legal update, attorney/client communication related to the application of the Open Meetings Act, the scope of board member responsibilities, and to discuss a personnel matter.

The motion **PASSED** unopposed, and the board moved into Executive Session at 9:18 p.m.

The board resumed the regular meeting at 10:24p.m.

**CORRESPONDENCE AND
INFORMATION**

There was no correspondence received this month.

ADJOURNMENT

The meeting adjourned at 10:25 p.m.

Tristan Guevin, Clerk

SITKA SCHOOL BOARD SPECIAL MEETING

February 9, 2023 – 5:00 p.m.

Harrigan Centennial Hall

Sitka School District

Superintendent: Frank Hauser

CALL TO ORDER

The Sitka School Board meeting was called to order by **President Blossom Teal-Olsen** at 5:01 p.m. at Harrigan Centennial Hall

ROLL CALL

Members present were Mitch Mork, Todd Gebler, Melonie Boord, Tristan Guevin, Student Representative Felix Myers, and President Blossom Teal-Olsen. The meeting was quorate.

APPROVAL OF PROPOSED AGENDA

Mr. Guevin moved, and **Mr. Gebler** seconded to approve the proposed agenda as presented.

The motion **PASSED** unanimously.

PERSONS TO BE HEARD (NON-AGENDA ITEMS)

No one spoke regarding non-agenda items.

NEW BUSINESS

A. ACCEPTANCE OF SUPERINTENDENT HAUSER'S RESIGNATION

Ms. Boord moved, and **Mr. Mork** seconded to accept Superintendent Hauser's resignation, effective June 30, 2023.

There was no public comment.

Mr. Guevin, Mr. Myers, and Ms. Teal-Olsen all spoke of their appreciation for the work Mr. Hauser has done in his tenure as Superintendent.

Following a roll-call vote, the motion **PASSED** unanimously.

B. DISCUSS INITIATION OF NEW SUPERINTENDENT SEARCH

Mr. Guevin moved, and **Ms. Boord** seconded to contract AASB's Executive Search Services in the amount of \$15,500, plus actual out-of-pocket expenses. Any additional fees must be approved by the board before they are incurred.

Public comment:

Public comment was offered in favor of opening up the search for a new superintendent, rather than hire an interim, and offered criteria to consider.

Several members of the public spoke in appreciation of Mr. Hauser and the work he has done for the district during his tenure as superintendent.

Board comment:

Mr. Guevin suggested accepting letters of interest for an interim superintendent for one week, and then if no interest is shown in the position, open a full search.

Timi Tullis, AASB Associate Executive Director, informed the board of the options of hiring an interim superintendent or opening the search for a long-term superintendent.

The board took the opportunity to ask Ms. Tullis a variety of questions regarding conducting a broad search for a new superintendent.

Mr. Guevin withdrew his motion to contract AASB’s Executive Search Services.

Mr. Guevin moved, **Mr. Mork** seconded to direct the Superintendent, in coordination with AASB to solicit letters of interest for an interim superintendent position, closing in one week’s time, with a deadline of February 16, 2023, at 12:00 p.m.

Public comment:

More comments were offered to the board in favor of opening a search for a new superintendent, rather than hiring an interim.

Following a **roll-call vote**, the results were noted:
(Mitch Mork was absent and excused)

<u>Yes</u>	<u>No</u>
Blossom Teal-Olsen	Felix Myers
Tristan Guevin	
Melonie Boord	
Todd Gebler	

ADJOURNMENT

Mr. Guevin moved, and **Mr. Gebler** seconded to adjourn the meeting.

The meeting adjourned at 6:41 p.m.

Blossom Teal-Olsen, President

Tristan Guevin, Clerk

SITKA SCHOOL BOARD SPECIAL MEETING

February 16, 2023 – 4:00 p.m.

District Office Boardroom

Sitka School District

Superintendent: Frank Hauser

CALL TO ORDER

The Sitka School Board meeting was called to order by **President Blossom Teal-Olsen** at 4:01 p.m. in the District Office Boardroom

ROLL CALL

Members present were Mitch Mork, Todd Gebler, Melonie Boord, Tristan Guevin, and President Blossom Teal-Olsen. The meeting was quorate.

APPROVAL OF PROPOSED AGENDA

Mr. Gebler moved, and **Mr. Mork** seconded to approve the proposed agenda as presented.

The motion **PASSED** unanimously.

PERSONS TO BE HEARD

Mike Vieira, SEA President, thanked the board for opening the interim superintendent process. He offered complements to the Business Office for the ease of being reimbursed for expenses.

NEW BUSINESS

A. EXECUTIVE SESSION TO DEVELOP INTERIM SUPERINTENDENT INTERVIEW QUESTIONS AND TERMS OF CONTRAC

Mr. Guevin moved, and **Mr. Mork** seconded to move into Executive Session to review the letters of interest for the interim superintendent position from Steve Bradshaw and Helen Cheek.

Public Comment:

Several individuals in attendance spoke in favor of Steve Bradshaw and complimented the work Mr. Hauser has done as SSD Superintendent.

There were no further comments.

The motion **PASSED** without opposition. The board went into executive session at 4:25 p.m.

The board resumed the regular meeting at 5:37 p.m.

Board President, Blossom Teal-Olsen, stated that the board will hold a Special Meeting on February 22, 2023, at 5:30 p.m. in the District Office Boardroom to determine the elements of any proposed interim contract, and to confirm interview questions for

the two candidates: Steve Bradshaw, and Helen Cheek. Interviews were tentatively scheduled for March 2, 2023. The candidates are to attend virtually.

ADJOURNMENT

Mr. Guevin moved, and **Mr. Gebler** seconded to adjourn the meeting.

The meeting adjourned at 5:42 p.m.

Blossom Teal-Olsen, President

Tristan Guevin, Clerk

SITKA SCHOOL BOARD SPECIAL MEETING

February 22, 2023 – 5:30 p.m.

District Office Boardroom

Sitka School District

Superintendent: Frank Hauser

CALL TO ORDER

The Sitka School Board meeting was called to order by **President Blossom Teal-Olsen** at 5:30 p.m. in the District Office Boardroom

ROLL CALL

Members present were Mitch Mork, Todd Gebler, Melonie Boord, Tristan Guevin, and President Blossom Teal-Olsen. The meeting was quorate.

APPROVAL OF PROPOSED AGENDA

Mr. Gebler moved, and **Mr. Mork** seconded to approve the proposed agenda as presented.

The motion **PASSED** unanimously.

PERSONS TO BE HEARD

There were no persons to be heard at this meeting.

NEW BUSINESS

A. EXECUTIVE SESSION TO DEVELOP INTERIM SUPERINTENDENT INTERVIEW QUESTIONS AND TERMS OF CONTRACT

Mr. Guevin moved, and **Mr. Mork** seconded to move into Executive Session to develop interim superintendent interview questions and term of a contract.

There were no public comments or board comments.

The motion **PASSED** without opposition. The board went into executive session at 5:34 p.m.

The board resumed the regular meeting at 8:25 p.m.

ADJOURNMENT

Mr. Guevin moved, and **Ms. Boord** seconded to adjourn the meeting.

The meeting adjourned at 8:28 p.m.

Blossom Teal-Olsen, President

Tristan Guevin, Clerk

Sitka School District Personnel Report

as of 3/1/2023

Certified Employees Recommended for Employment		
Name	Current Position	Date Effective
Certified Employees Left Employment		
Name	Current Position	Date Effective
Bekeris, Mikolas	Teacher BMS/SHS	05/25/2023
Conforti, Anthony	Teacher BMS	05/25/2023
Conforti, Cindy	Teacher BES	05/25/2023
Lass, David	Teacher SHS	05/25/2023
Riggs, Nicole	Teacher BES	05/25/2023
Classified Employees Recommended for Employment		
Name	Current Position	Date Effective
Moore, Skylar	Paraprofessional	02/10/2023
Classified Employees Left Employment		
Name	Current Position	Date Effective
Classified Employees Changed Positions		
Name	Current Position	Date Effective



September 29, 2022

Mandy Summer Pacific High School
509 Lincoln St, Sitka, AK 99835
summerm@sitkaschools.org

Dear **Mandy Summer**,

To achieve our mission of increasing diversity and inclusion in the technology ecosystem, the Kapor Center for Social Impact (the "Kapor Center") values partnerships with schools and school districts in their efforts to expand computer science education for their students. We are excited to partner with Pacific High School on this project, **Seeding Innovation: Expanding Computer Science for Native Students**, led by the Kapor Center and the American Indian Science and Engineering Society (AISES), which aims to increase the number of Native students participating in computer science education. Specifically, this project aims to develop curriculum and assist partner schools in creating and implementing a sequence of CS courses (Artificial Intelligence/Machine Learning, Exploring Computer Science, AP CS Principles, and AP CS A) to expand participation of Native students, especially girls and LGBTQ2S+, in computer science education.

This project will support a set of activities which engage teachers, administrators, counselors, students, and families and ultimately aims to create lasting and sustainable partnerships with Native-serving high schools in order to increase participation of Native girls and students in college-level CS programs and in the tech ecosystem.

Accordingly, we are providing Pacific High School with:

- (1) Culturally revitalizing, Computer Science (CS) curricula for the following course(s): **Game Design, Web Design, Exploring Computer Science** (Spring semester OR full academic year - 2023-24).
- (2) Teacher professional development for the CS course adapted to the school community, such that teachers are fully prepared to implement the course(s).
- (3) Support for comprehensive outreach activities, including parents, teachers, and community members.
- (4) Any additional devices needed to implement the course (eg microbits, arduinos, etc). Support may be provided for the acquisition of laptops and other computing equipment if not available through the School.

Through partnership on this project, Pacific High School, , under the leadership of the school administration, will execute the following set of activities:

- (1) Designate, manage, and supervise the activities of the following key project personnel, specifically:
 - a. In-service Computer Science teacher(s), **Bridgette Reynolds TEK STEM teacher**,
 - b. Computer Science Teaching Assistant(s) or Student Teaching Assistant(s) if needed
- (2) Co-develop a recruitment and outreach plan for students and especially Native girls and LGBTQ2S+ students who demonstrate interest in CS and commit to taking the CS courses.
- (3) Collaborate with curriculum developers to ensure the CS course content and pedagogy incorporates best practices in culturally revitalizing and equity-focused CS pedagogy.
- (4) Participate in general planning, management, and oversight of the project as a whole, including planning meetings, providing updates to partners, and tracking outcomes toward

APPENDIX.

Project Description

OVERVIEW: The Kapor Center, in collaboration with AISES, aims to increase the number of Native students, especially girls and LGBTQ2S+ taking introductory and AP Computer Science through a comprehensive set of activities which engage teachers, administrators, counselors, students, and families.

GOAL: Increase the number of Native students, especially girls and LGBTQ2S+ taking college preparatory Computer Science courses

Sub-goals:

- (1) Increase the number of college preparatory CS courses being offered in Native serving high schools
- (2) Increase the number and preparation of equity-focused CS teachers in Native communities
- (3) Develop culturally relevant CS curriculum modules for Native communities
- (4) Inspire student interest and enrollment in college preparatory CS courses through collaboration with students, families, community/tribal colleges, local employers, and community organizations
- (5) Create a professional learning community of equity-focused CS teachers in Native communities

Project Plan

STRATEGY	GOAL	ACTIVITIES	PARTNER CONTRIBUTIONS
1. Develop and provide 3 culturally relevant CS curricula to Native serving high schools	1, 3	Develop: Exploring Computer Science, Advanced Placement Computer Science Principles, Advanced Placement Computer Science A	Kapor Center/AISES: Curriculum Development Team
			Partner school administrators and teachers/tribal community: Tribal cultural experts
2. Provide summer and academic year professional development for partner in-service teachers for CS courses	2, 5	Develop summertime professional develop curriculum	Kapor Center/AISES: Curriculum Development Team
		Provide ongoing CS teacher mentoring and professional learning community	Kapor Center/AISES: Curriculum Development Team
			Partner school: teachers and/or teaching assistants
3. Provide summer time course outreach and exposure opportunities for parents, students, administrators, and teachers	4	Co-design outreach activities and curricula for parents, students, administrators, and teachers	Kapor Center/AISES: Curriculum Development Team
			Partner school: administrators, teachers and/or teaching assistants
		Develop outreach promotional materials	Kapor Center/AISES: Curriculum Development Team

		Promote outreach activities and events	Partner school: administrators, teachers and/or teaching assistants
4. Conduct evaluation, and research activities, including examining the factors within the curricula and partnerships which increase participation of Native girls and LGBTQ2S students in computing	All	Develop evaluation, and research instruments, protocols, and plan based on the project outcomes, research questions, and consultation with key project stakeholders including administrators, students, tribal partners, and teachers.	Kapor Center/AISES: Research staff
		Administer surveys to teachers, students, parents, and administrators as needed.	Partner school: administrators, staff, teachers, teaching assistants, students, and parents



MEMORANDUM OF AGREEMENT

between **Sitka School District** and the **Association of Alaska School Boards**

Sitka School District hereby enters into an agreement with the Association of Alaska School Boards (AASB) to administer the 2023 AASB School Climate and Connectedness Survey (SCCS). ©

The District will purchase the 2023 School Climate and Connectedness Survey (SCCS) package for \$8,654

Includes: survey preparation support, online survey administration, data cleaning & analysis, district and school results, and support on how to use survey results, which includes Alaska option of on-site workshops by AASB staff to present results to the school board, staff, students or other members of the school community (up to a full day and/or evening of presentations).

Main Student (Grade 6-12) and Staff Survey, Grade 3-5 Survey, and Family Survey

- The District will administer the staff and student SCCS online **January 16 - February 17** to:
 - o Students at participating schools.
 - o Certified and classified staff who interact with youth in all participating schools
- The District will designate a survey coordinator who will be responsible for coordinating the survey for their district and be the point of contact with AASB staff.
- AASB will invoice the districts for the 2023 SCCS online package costs.
- AASB will provide support in preparation for the survey and ongoing support throughout the survey window.
- AASB will provide full results with statewide, district and school-by-school results to the District by May 2023.
- AASB will provide support on how to use survey results which includes the option of on-site or virtual workshops by AASB after district receipt of the full results on a date to be determined by the District and AASB.
- Additional costs not covered by the base SCCS package fee include AASB staff travel expenses and travel time (billed at AASB's standard rate of \$90 per hour) for in-district workshops.

AGREED TO BY:

Lon Garrison
703828574AB54B1...

Lon Garrison, Executive Director
Association of Alaska School Boards
Date: 2/17/2023

DocuSigned by:

Frank Hauser
CF6EDF7A01374D4...

Frank Hauser, Superintendent
Sitka School District
Date: 2/16/2023

Final Version – Approved by Policy Committee on 1/12/23

BP 1332 NAMING OF SCHOOLS, FACILITIES, FIELDS, AND OTHER AREAS

Superintendent or designee will be responsible for developing regulations for the naming of schools, facilities, fields, and other areas that are consistent with the mission, vision, and values of the Sitka School District.

Sitka School District

Final Version – Approved by Policy Committee on 1/12/23

(Sitka School District Draft Administrative Regulation)

AR 1332 NAMING OF SCHOOLS, FACILITIES, FIELDS, AND OTHER AREAS

GENERAL STATEMENT OF POLICY

The purpose of this administrative regulation is to establish guidelines for the naming of schools, facilities, fields, and other areas. Naming or renaming schools, facilities, fields, and other areas provides an opportunity to further develop an identity for the school, community, staff, and students. The naming of schools, facilities, fields, and other areas is the responsibility of the School Board.

NOTE: When naming a **school, facility, field, or other area**, the following criteria should be considered:

- The name should stand the test of time.
- In naming sites or facilities, special consideration may be given to those names that have special meaning to the students and community.
- The name shall take into account the Indigenous Tlingit people of Sheet’ka (Sitka) and keep in mind the land acknowledgement passed by the School Board: “The Sitka School Board acknowledges that our schools are located on the ancestral homelands of the Tlingit people who have lived in Sheet’ka since time immemorial. We express our deepest respect and gratitude for our indigenous neighbors, the Tlingit for their enduring care and protection of Tlingit Aani. The intent of the naming process is to respect the Tlingit tradition of not naming places after individuals.
- The name shall take into consideration the Alaska Standards for Culturally Responsive Schools.

NOTE: When naming a **portion of a facility**, the following criteria should be considered:

- Portions of school facilities, such as libraries, gymnasiums, and athletic fields, shall be named according to their educational purpose; however, if another name is used, it has no implied permanence and may later be removed by the School Board.
- The names of sites which serve a Districtwide function should be named to illustrate the nature of their role in the district to avoid confusion (e.g., District Office, Maintenance and Operations, etc.).

NAMING OR RENAMING PROCEDURES

A. Naming a New School

After the site selection is completed, a naming committee with diverse representation shall be established.

B. Renaming an Existing School

An existing school may be renamed, and a naming committee with diverse representation will be established, for a variety of reasons including, but not limited to:

1. Combining of schools
2. School replacement
3. Development of new identity for the school

C. Naming Committee

The School Board will direct the superintendent to form a naming committee reflecting the diverse demographics of SSD. The committee may include the following:

1. School Board President or designee
2. The school principal
3. Sitka Tribe of Alaska Representative
4. Sitka School District Cultural Director
5. A SEA and/or SESPAs representative from the school
6. A school parent representative
7. Community member(s)
8. Tribal elder
9. City of Sitka Representative
10. Student body representative(s)

D. The Naming Process Shall Include:

1. The selection of the chair and secretary by representatives of the committee
2. A plan which explains the process and timelines for public participation
3. District-wide and school-specific student involvement
4. Community Engagement
5. Regular committee updates to the School Board
6. The creation of the final committee report outlined below

E. Committee Report

Upon completion of the naming process, the naming committee chair shall forward a report to the School Board which shall contain the following information:

1. A description of the process followed to name or rename the school
2. Identification of the individuals (and respective roles) on the committee
3. A description of the process and strategy used to arrive at the recommendation
4. Three recommended names for the school

The chair shall report the results and recommendations of the naming committee to the School Board at a regularly scheduled meeting.

F. School Board Approval

The School Board will receive the recommendations and review the committee report. The School Board may select a name from the recommendations but is not obligated to do so. The School Board shall provide adequate time for public input on the proposals before deciding. If a name is not selected, the School Board may send it back to the committee or form a new committee.

(c.f. - Alaska Standards for Culturally Responsive Schools ([Cultural - Education and Early Development \(alaska.gov\)](#))

WORKING

BP 0430 COMMUNITY SCHOOL RECREATION PROGRAM

The School Board recognizes the importance of extending the use of school facilities and equipment for purposes of providing educational, cultural, social, and recreational services to the citizens of the community. The Superintendent or designee shall ~~develop~~work in collaboration with the City and Borough of Sitka eCommunity school Recreation pPrograms in support of these efforts and in accordance with state law and within the limits of available resources.

(cf. 1330 - Use of School Facilities)

(cf. 1325 - Advertising and Promotion)

(cf. 3100 - Budget)

(cf. 3515 - Equipment)

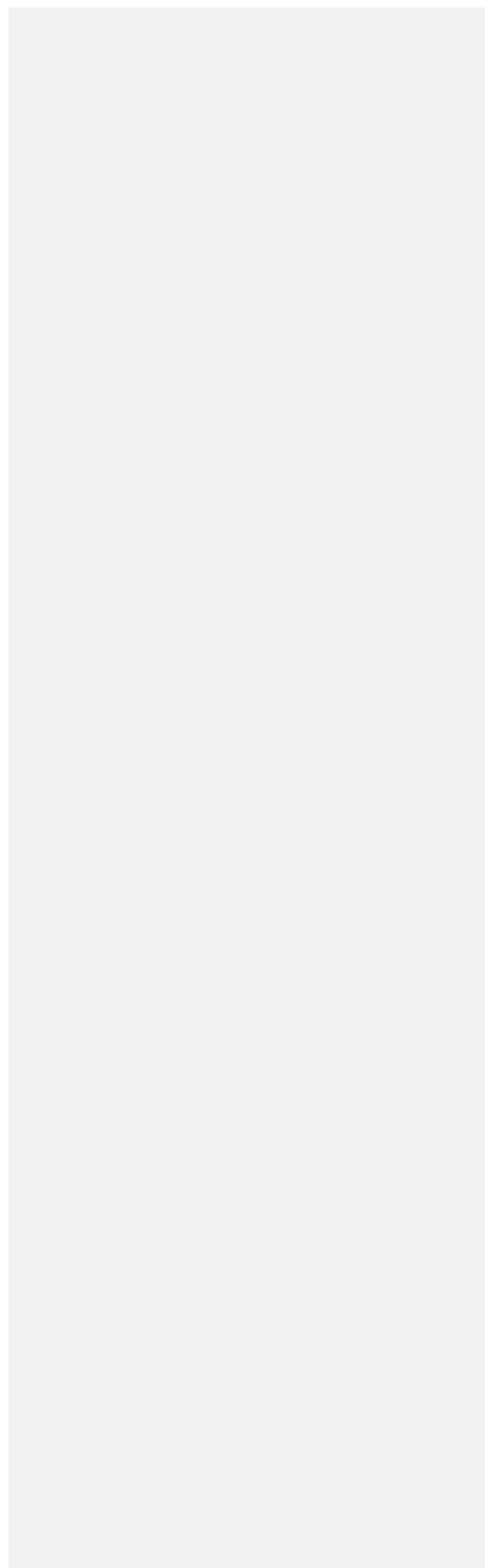
Adoption Date: MARCH 4, 1996

Sitka School District

Commented [TP1]: Seems fairly straightforward, although I am not clear on the relative responsibility - CBS versus SSD?

0430

1 of 1



WORKING

BP 1330 USE OF SCHOOL FACILITIES

Note: [A.S. 14.03.100](#) authorizes boards to grant the use of school facilities for lawful gatherings and assemblies and mandates that boards adopt written bylaws to ensure reasonable and impartial use of school facilities. If challenged, the district should be prepared to legally defend the reasonableness of its rules. The following sample policy may be revised to reflect local philosophy and needs. The district should be able to provide supporting rationale for its policy/regulations; that is, the policy/regulations must be deemed to be “reasonable.”

Note: Under the No Child Left Behind Act of 2001, districts that make their premises and facilities available for use by youth and community groups must apply that policy equitably to all groups, including the Boy Scouts or other affiliated groups. Specifically, schools are prohibited from denying equal access to school facilities to the Boy Scouts or any other youth group “for reasons based on membership or leadership criteria or oath of allegiance to God and country.” According to Alaska’s uncodified law, a school district that violates this law risks losing state funding.

The School **Board** believes that the schools belong to the citizens of the community and that community use of the school facilities fosters understanding and support for school programs.

The School Board may make school facilities and grounds available to citizens and community groups for lawful gatherings and assemblies to the extent that such use serves the interests of the citizens and does not conflict with school or district purposes. The Superintendent or designee may establish administrative regulations governing the reasonable and impartial use of school facilities and grounds by community members or groups.

(cf. 0100 - Philosophy)

(cf. 0430 - Community [Recreation](#)

[School](#)—Program) (cf. 6145.5 -

Organizations/Associations) *Legal*

Reference:

ALASKA STATUTES

[04.16.080](#) - Sales or consumption at school events

[14.03.100](#) - Use of school facilities

UNITED STATES CODE

Elementary and Secondary Education Act, [20 U.S.C. § 7905](#), as amended by the No Child Left Behind Act of 2001 ([P.L. 107-110](#))

Adoption Date: March 4, 1996

Revision Date: October 6, 2003

Revision Date: April 23, 2009

Revision Date: April 1, 2020

Sitka School District
February 28, 2023 Board Report

Monthly Revenue Report

Account No	Account Description	Current Budget	YTD Encum	YTD Revenues	Remaining Balance	Percent Outstanding
23-100-000-000-000-011	CITY/BORO APPROPRIATION	7,981,665.00	0.00	5,405,912.00	2,575,753.00	32.27%
23-100-000-000-000-040	MISC. LOCAL REVENUE	45,000.00	0.00	43,886.75	1,113.25	2.47%
23-100-000-000-000-047	E-RATE REVENUE	74,159.00	0.00	74,158.54	0.46	0.00%
23-100-000-000-000-050	QUALITY SCHOOLS	41,619.00	0.00	42,781.00	-1,162.00	-2.79%
23-100-000-000-000-051	FOUNDATION	10,955,486.00	0.00	7,906,384.00	3,049,102.00	27.83%
23-100-000-000-000-052	HB281 ALLOCATION	10,903.00	0.00	588,411.00	-577,508.00	-5,296.78%
23-100-000-000-000-056	TRS ON-BEHALF	1,119,014.00	0.00	0.00	1,119,014.00	100.00%
23-100-000-000-000-057	PERS ON-BEHALF	83,493.00	0.00	0.00	83,493.00	100.00%
23-100-000-000-000-110	IMPACT AID	70,000.00	0.00	31,230.00	38,770.00	55.39%
23-100-000-000-000-190	FEDERAL THROUGH OTHER IN	360,000.00	0.00	0.00	360,000.00	100.00%
23-100-000-000-000-250	FUND TRANSFER	1,438,624.00	0.00	0.00	1,438,624.00	100.00%
23-100-000-000-491-040	CC Fee REACH	0.00	0.00	298.15	-298.15	#DIV/0
Report Total		22,179,963.00	0.00	14,093,061.44	8,086,901.56	

Monthly Expense Report

Accounts Summarized By Function	Current Budget	YTD Encumbrance	YTD Expenditures	Remaining Balance	Percent Available
100 - REGULAR INSTRUCTION	8,883,604.89	29,342.31	4,624,617.20	4,229,645.38	47.61%
120 - BILINGUAL/BICULTURAL	54,406.39	0.00	25,302.03	29,104.36	53.49%
130 - ENRICHMENT	3,498.06	0.00	831.48	2,666.58	76.23%
140 - CORRESPONDENCE STUDY	318,418.93	86,150.17	136,873.04	95,395.72	29.96%
160 - VOCATIONAL EDUCATION	367,817.77	19,895.97	197,490.44	150,431.36	40.90%
200 - SPECIAL ED INSTRUCTION	4,753,784.19	60,293.80	2,561,063.07	2,132,427.32	44.86%
220 - SPECIAL ED SUPPORT	772,228.02	215.44	436,880.09	335,132.49	43.40%
300 - PUPIL SUPPORT	9,568.00	0.00	0.00	9,568.00	100.00%
320 - GUIDANCE	532,829.60	0.00	246,112.06	286,717.54	53.81%
330 - HEALTH SERVICES	110,051.62	0.00	70,733.13	39,318.49	35.73%
350 - SUPPORT SERVICES	243,000.00	68,931.12	105,319.91	68,748.97	28.29%
351 - IMPROVEMENT INSTRUCTION	3,000.00	0.00	0.00	3,000.00	100.00%
352 - LIBRARY SERVICE	303,016.41	0.00	166,021.87	136,994.54	45.21%
400 - SCHOOL ADMINISTRATION	1,147,213.89	1,324.70	597,404.26	548,484.93	47.81%
450 - SCHOOL ADMIN. SERVICES	676,969.31	0.00	398,502.60	278,466.71	41.13%
510 - DISTRICT ADMINISTRATION	200,285.05	23,396.04	133,924.65	42,964.36	21.45%
511 - SCHOOL BOARD	90,148.14	9,272.90	53,320.76	27,554.48	30.57%
512 - SUPERINTENDENT'S OFFICE	328,233.17	0.00	188,569.12	139,664.05	42.55%
518 - SAFETY AND SECURITY	1,000.00	0.00	0.00	1,000.00	100.00%
550 - DISTRICT ADMIN. SUPPORT	517,414.36	0.00	452,566.83	64,847.53	12.53%
556 - TECHNOLOGY SERVICE	404,247.33	2,612.50	181,695.95	219,938.88	54.41%
600 - MAINTENANCE/OPERATIONS	2,527,788.73	301,122.76	1,463,487.85	763,178.12	30.19%
700 - Athletics	283,524.86	0.00	129,281.84	154,243.02	54.40%
780 - COMMUNITY SERVICES	4,739.00	0.00	0.00	4,739.00	100.00%
900 - FUND TRANSFERS	151,000.00	0.00	0.00	151,000.00	100.00%
Report Total	22,687,787.72	602,557.71	12,169,998.18	9,915,231.83	

Revenue - Expenses Totals: 1,923,063.26

*The State has required all Districts to recognize and report on their financial statements their portion of the TRS/PERS relief as passed by 2008 Legislature appropriation.

Demographic / Enrollment (Headcount) Breakdown

As of 2/28/2023

	BES	KGH	BMS	SHS	PHS	RCH	Total
PK	17					0	17
KG	83					4	87
1	75					5	80
2		58				5	63
3		67				6	73
4		70				2	72
5		82				4	86
6			92			3	95
7			75			3	78
8			95			2	97
9				84	7	0	91
10				82	12	2	96
11				71	19	5	95
12				76	7	1	84
Bldg Total	175	277	262	313	45	42	1114

The Sitka School District will intentionally develop Haa Latseení (Our Strength of Mind, Body, and Spirit) to inspire and prepare students to be compassionate, empowered, and equipped critical thinkers within a global community

MEMO

To: SSD School Board
Prepared By: Todd Gebler, SSD School Board Member
Tristan Guevin, SSD School Board Member
Reviewed By: Frank Hauser, SSD Superintendent
Date: January 26, 2023

**01/31/23 DRAFT FOR
REVIEW AND COMMENT**
It is our intent to solicit input
from the full school board
and SSD stakeholders
before finalizing this
proposal and bringing it to
the school board for
approval, ideally by May
2023

RE: Re-Establishment of the Sitka School District Strategic Planning Committee

The purpose of this memo is to bring a proposal to re-establishment of the Sitka School District (SSD) Strategic Planning Committee forward for the full consideration of the Sitka School Board. This memo provides background on the SSD Strategic Planning Committee and SSD Strategic Plan, and outlines a proposed purpose, composition and charge for the SSD Strategic Planning Committee going forward.

Background: During the 2020 - 2021 school year, the SSD Strategic Planning Committee was created to assist the Sitka School District, the SSD Superintendent, and the Sitka School Board to develop a new SSD strategic plan that would guide the work of the district in the coming years. The SSD Strategic Planning Committee was composed of a diverse cross-section of SSD stakeholders, including SSD teachers, support staff, administrators, students, parents and family members, and SSD partners, among others. A group of more than 30 individuals attended and engaged in a three-day SSD strategic Planning Retreat, multiple follow-up meetings, and subsequent SSD Strategic Plan Action Planning Teams to develop a strategic plan that was approved by the SSD School Board on December 1, 2021.

In addition to the new SSD mission that is found at the beginning of this memo, a series of belief statements, and parameters for accomplishing the SSD mission, the SSD 2021 Strategic

Plan includes the following goals and accompanying strategies (for additional detail, see the full SSD 2021 Strategic Plan attached to this memo):

SSD Goals

- 100% of Sitka school district students will have at least one year of measurable growth every school year.
- 100% of our students will graduate.
- 100% of all middle and high school students will have a post-graduation plan.
- 100% of students will have access to mental health supports

SSD Strategies¹

1. We will identify strategies to close learning gaps
2. We will strengthen culturally responsive programming
3. We will expand and strengthen partnerships.
4. We will produce a professional development/mentorship/induction program for SSD staff
5. We will develop an internal and external district communication plan
6. We will expand opportunities and remove participation barriers for students.

At its October 14, 2022 special meeting, the SSD School Board decided to suspend the SSD Strategic Planning Committee. Since that time, SSD School Board members Todd Gebler and Tristan Guevin have proposed re-establishing the committee through board member reports and the discussion about board committees at the January 4, 2023 board meeting, and have been working with SSD Superintendent, Frank Hauser, to bring a proposal to re-establish the SSD Strategic Planning Committee forward to the full SSD School Board for consideration. It is our collective belief that ongoing engagement with SSD's key stakeholders through a re-established SSD Strategic Planning Committee with a new charge is critical to SSD, the SSD Superintendent, and the SSD School Board's ability to successfully implement the SSD 2021 Strategic Plan. Moreover, it is our belief that the SSD Strategic Planning Committee can be a vehicle to better engage SSD's key stakeholders in SSD's education planning and include them in the district and the SSD School Board's decision making processes (*for relevant state and SSD laws and policies, see Alaska Statute 14.03.120 Education Planning; Reports, SSD Board Policy 1230 Advisory Committees, and SSD Board Policy 2015 Parent and Family Engagement, and SSD Administrative Regulation 5010 Student Rights and Responsibilities*).

¹ The broadly stated means of deploying resources to achieve the organization's Goals

Below you will find a draft proposal for the purpose, composition and charge of the SSD Strategic Planning Committee for SSD School Board discussion and decision-making.

SSD Strategic Planning Committee Purpose: The purpose of the SSD Strategic Planning Committee is to provide input to the Sitka School Board on the implementation, monitoring and evaluation, and continuous quality improvement of the SSD 2021 Strategic Plan. It is the SSD School Board's belief that the development, implementation, and ongoing evaluation of a high-quality education plan for the Sitka School District requires ongoing engagement and shared decision-making with SSD students, parents and families, teachers and staff, and the community as a whole community, and we see the SSD Strategic Planning Committee as a vehicle for this type of engagement, collaboration, and co-creation.

SSD Strategic Planning Committee Composition: The committee will be composed of a diverse group of SSD stakeholders, including:

- Up to two (2) SSD School Board Members
- The SSD Superintendent
- The SSD Business Manager
- The SSD Learning Support Director
- The SSD Cultural Director
- Up to Two (2) SSD Principals
- Up to Three (3) SEA Representatives
- Up to Three (3) SESPA Representatives
- Up to Six (6) SSD Students
- Up to Six (6) Parent or Family Representatives
- Up to Two (2) STA Representatives
- Up to Six (6) Representatives of SSD Partner Organizations

Total of up to forty (34) individuals. The SSD School Board members appointed to the committee and the SSD Superintendent will bring a final list of participants to the SSD School Board for review and approval prior to the committee's work beginning.

SSD Strategic Planning Committee Charge: During the 2022 - 2023 and 2023 - 2024 school years, the SSD Strategic Planning Committee will:

- Develop an inventory of SSD's current curriculum scope and sequence, instructional materials, programs, projects, initiatives, professional development efforts, grants, and/or the work of SSD that align with the SSD 2021 Strategic Plan
- Assist the Sitka School Board in monitoring and evaluating the implementation and continuous quality improvement of the SSD 2021 Strategic Plan through reports, recommendations, and other methods
- Provide input on the development of SSD's 2023 - 2024 school year district goals and school board self-improvement goals
- Educate the public about and champion the SSD 2021 Strategic Plan

This charge will be reviewed by the Sitka School Board in collaboration with the SSD Strategic Planning Committee in August 2023, and then on a semi-annual basis thereafter.

Possible Motion: I move to approve the re-establishment of the SSD Strategic Planning Committee as a committee of the board, as proposed.

Additional Action Requested: Appoint Tristan Guevin and a TBD SSD School Board member as Sitka School Board members on the SSD Strategic Planning Committee

Draft Next Steps:

- **February 2023:** SSD School Board members appointed to the SSD Strategic Planning Committee and the SSD Superintendent recruit members to serve on the committee.
- **March 2023:** A list of the members of the committee is reviewed and approved by the SSD School Board.
- **March - August 2023:** The SSD Strategic Planning Committee meets to review its charge and develop a plan to achieve it. The plan should include a description of the work to be performed, timelines for completion of work and activities, frequency of committee meetings, and methods for engaging SSD stakeholders in the process.

- **August 2023:** SSD School Board - SSD Strategic Planning Committee work session to review plan and discuss next steps.
- **October - November 2023:** SSD Strategic Planning Committee makes recommendations to the SSD School Board on 2023 - 2024 district and board self-improvement goals.

BP 6174.1 EDUCATION OF NATIVE/INDIAN CHILDREN

NATIVE AMERICAN POLICIES AND PROCEDURES

This statement of policies and procedures has been adopted by the Sitka School District to ensure that standards set forth in 34 CFR 223 governing local educational agencies "claiming children on Indian lands" for assistance under Title VIII Impact Aid, Section 3, have been met.

- I. The Sitka School District will give parents of all Native American children and tribal officials:
 - A. The opportunity to comment on the participation of Native American children on an equal basis in the educational program.
 - B. Adequate time and opportunity to present their views concerning the application, evaluations, and program plans regarding Title VIII Impact Aid.
 - C. The opportunity to provide consultation and to be involved in the planning and development of educational programs assisted with Title VIII Impact Aid funds.
 - D. The opportunity to make recommendations and present their views including but not limited to:
 1. The needs of their children.
 2. The ways they can assist their children to realize the benefits to be derived from the educational programs assisted with Title VIII Impact Aid funds.
 3. Their overall views on the Sitka School District's educational program, including its operation and the parental participation allowed.
- ii. The Sitka School District shall meet the above provisions by:
 - A. Placing the issue of equal educational opportunity for Native Americans residing on Native American lands on the agenda of the regularly scheduled March School Board meeting each year. The Sitka School District Native American Policies and Procedures will be reviewed at that time.
 - B. Notifying parents in advance and encouraging their participation in meetings of the Sitka School Board, parent advisory committees, ad hoc task forces, and advisory committees.
 - C. Requesting reports and recommendations at least annually from Sitka Native Education Program (SNEP) relative to equal education opportunities as in ii A.
- iii. The Sitka School District will disseminate the following materials to parents of Native American children claimed on the Title VIII Impact Aid application and tribal officials:
 - A. The title VIII Impact Aid application will be distributed either by mail or hand delivery by Sitka School District officials.
 - B. Evaluations of programs assisted with Title VIII Impact Aid funds and plans for the initiation/elimination of educational programs will be distributed by mail or hand delivery at least one month prior to Sitka School Board action on those issues.
 - C. A copy of the Sitka School District Native American Policies and Procedures will be given to the parents of Native American children claimed on the Title VIII Impact Aid application and to tribal officials in the Sitka School District.
- iii. The Sitka School District will conduct an annual review to assess the extent to which Native American children participate in the educational programs of the School District on an equal basis. The review will include comments from parents of Native American children and from tribal officials; statistical data regarding the number and types of courses offered; pupil/teacher ratios; and, per pupil expenditures from the General Fund. This data will be used by the District

in planning and reported to parents of Native American children and tribal officials.

- iv. The Sitka School District will modify its educational program, when necessary, to allow Native American children to participate on an equal basis.
 - A. Each year, the District shall request that SNEP conduct a survey/needs assessment of Native American parents and students regarding the issue of equal participation of Native American children in the educational program. SNEP will receive Native American input and make recommendations for changes in the educational program where and when necessary.
 - B. Findings from the surveys shall be forwarded to the Sitka School District for consideration for administrative action and placed on the Board agenda for review.
 - C. Members of standing and ad hoc advisory committees shall be invited to attend any Sitka School Board meeting to participate in discussions concerning Sitka School District Native American Policies and Procedures issues prior to any substantive modification of educational programs which have a specific impact upon Native American children. These committees shall address questions related to the equal participation of Native American students in the educational programs of the Sitka School District. The above mentioned committees will review Native American input and make recommendations for modifications in the Sitka School District Native American Policies and Procedures as may be necessary.

Legal Reference:

UNITED STATES CODE, TITLE 20

[236-244](#) Financial Assistance to Local Educational Agencies (PL 81-874)

NO CHILD LEFT BEHIND ACT, [P.L. 107-110](#) (2002)

Adoption Date: FEBRUARY 6, 1996

Revision Date: November 4, 2014

Sitka School District



Agenda Item Details

Meeting March 1, 2023 – Regular School Board Meeting
Category Finance
Subject SSD Memorandum – Ventures Aide Pay
Type Action Item

SITKA SCHOOL DISTRICT
SITKA, ALASKA

SSD MEMORANDUM # 01

March 1, 2023

TO: SCHOOL BOARD
FROM: FRANK HAUSER, SUPERINTENDENT
SUBJECT: FY24 Ventures Aide Pay – School Year Program

RECOMMENDATION:

Provide increase to part time Ventures pay scale for the school year program beginning in the FY24 school year.

PERTINENT FACTS:

To ensure the Ventures program continues to operate at capacity during the school year, district administration is recommending the wages for Ventures Aides be increased to attract qualified applicants. Part-time, temporary positions are not benefited positions.

Part time Ventures staff work up to 27.5 hours per week, hours determined by Ventures Coordinator and per the district approved school year calendar.

Cost for the pay increase is from the Ventures special revenue fund which ended FY22 with \$343,235 fund balance.

Funding Sources

Account: 23-602-000-100-000-XXX

by: Leslie Young, Business Manager





Ventures Childcare School Year Program

Created: February 2023

Part time staff work up to 27.5 hours per week, hours determined by Ventures Coordinator and per the district approved school year calendar.

All positions accountable to the Ventures Coordinator.

Wage:\$/hour

	Childcare Aide	Instructor Adult	Child Care Associate Age 21+ per Licensing
Starting wage Step 0	\$17.00	\$18.00	\$20.00
Step 1 1 year experience	\$17.50	\$18.50	\$21.00
Step 2 2 Years' experience	\$18.00	\$19.00	\$22.00
Step 3		\$19.50	\$23.00
Step4			\$24.00
			Starting Cap

Experience = Has worked in a licensed childcare facility or school setting.

- **Child Care Aid:**
 - Interact with and monitor children. Assist in preparing and implementing activities.
 - Communicate any concerns that may arise to the Director prior to speaking with parents.
- **Child Care Instructor:**
 - Must be at least 18 years of age per licensing regulations.
 - Must demonstrate independent classroom management.
 - Demonstrate skills in working with children, family members, and working as a team.
 - Prepare and Implement activities with children.
- **Child Care Associate:**
 - Must be at least 21 years of age per licensing regulations.
 - Must have at least 12 semester hours of college credit in early childhood development/education, hold a Montessori Teaching Certificate, or current Child Development Associate (CDA) credential.
 - The Child Development Associate (CDA) certification includes achieving 120 clock hours of professional education covering the eight CDA subject areas.
- **Employees must pass a background check before employment begins.**
- **All employees must be CPR/FA certified.**
- **Child Care Licensing orientation training must be completed within 30 days of hire.**



Agenda Item Details

Meeting March 1, 2023 – Regular School Board Meeting
Category Finance
Subject SSD Memorandum – Ventures Aide Pay
Type Action Item

SITKA SCHOOL DISTRICT
SITKA, ALASKA

SSD MEMORANDUM # 02

March 1, 2023

TO: SCHOOL BOARD
FROM: FRANK HAUSER, SUPERINTENDENT
SUBJECT: Ventures Aide Pay – 2023 Summer Program

RECOMMENDATION:

Provide an increase to Ventures pay scale for the summer program beginning for the 2023 summer program.

PERTINENT FACTS:

To ensure the Ventures summer program operates at student capacity, administration recommends the board approve a pay scale increase for Ventures Aides (temporary staff) hired for the summer program. Current starting hourly rate for a temporary summer childcare aid is \$13.00 per hour.

Temporary ventures summer program staff work up to 40 hours per week, between school year terms; hours are determined by Ventures Coordinator. Temporary staff work no more than seventy-five consecutive working days. Temporary staff are hired yearly for the summer program and are not benefited positions.

Cost for the pay increase is from the Ventures special revenue fund which ended FY22 with \$343,235 fund balance.

Funding Sources

Account: 23-602-000-100-000-XXX

by: Leslie Young, Business Manager – Annette Evans, Ventures Coordinator





SUMMER PROGRAM

Ventures Childcare Summer Program

Updated: February 2023

Temporary staff work up to 40 hours per week, between school terms. Hours determined by Ventures Coordinator and working no more than seventy-five consecutive working days.
All positions accountable to the Ventures Coordinator.

Wage:\$/hour

	Childcare Aide	Instructor Adult	Child Care Associate Age 21+ per Licensing
Starting wage Step 0	\$17.00	\$18.00	\$20.00
Step 1 1 year experience	\$17.50	\$18.50	\$21.00
Step 2 2 Years' experience	\$18.00	\$19.00	\$22.00
Step 3		\$19.50	\$23.00
Step4			\$24.00
			Starting Cap

Experience = Has worked in a licensed childcare facility or school setting.

- **Child Care Aid:**
 - Interact with and monitor children. Assist in preparing and implementing activities.
 - Communicate any concerns that may arise to the Director prior to speaking with parents.
- **Child Care Instructor:**
 - Must be at least 18 years of age per licensing regulations.
 - Must demonstrate independent classroom management.
 - Demonstrate skills in working with children, family members, and working as a team.
 - Prepare and Implement activities with children.
- **Child Care Associate:**
 - Must be at least 21 years of age per licensing regulations.
 - Must have at least 12 semester hours of college credit in early childhood development/education, hold a Montessori Teaching Certificate, or current Child Development Associate (CDA) credential.
 - The Child Development Associate (CDA) certification includes achieving 120 clock hours of professional education covering the eight CDA subject areas.
- **Employees must pass a background check before employment begins.**
- **All employees must be CPR/FA certified.**
- **Child Care Licensing orientation training must be completed within 30 days of hire.**

Sitka School District

American Rescue Plan (ARP) Act

Mitigation Plan

03/01/2023

Note to Districts

Districts may use the sample template below as a framework for the information to be included in their ARP Act Mitigation Plan. Districts are not required to follow this sample template or framework, but if they include all of the items listed below, they will have incorporated the information required by section 2001(i)(1) of the ARP Act.

Contact Information

District Information

Name of District: Sitka School District

District Point of Contact Name: Frank Hauser

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Assurance Agreement for ARP Act Mitigation Plan

The district assures either:

- a) It will, within 30 days of receiving ARP ESSER funds, develop and make publicly available on the district's website a mitigation plan for the safe return and/or continuation of in-person instruction and continuity of services as required in section 2001(i)(1) of the ARP and in the U.S. Department of Education's [Interim Final Requirements](#), or
- b) It developed and made publicly available on the district's website such a mitigation plan that meets statutory requirements before the enactment of the ARP Act that meets -federal requirements. (The ARP Act was enacted on March 11, 2021)

The district assures that:

- a) It will periodically review and revise its mitigation plan, as appropriate, no less frequently than every six months for the duration of the ARP ESSER grant period (i.e., through September 30, 2023); and
- b) It will seek public input, and take such input into account, on (1) whether revisions are necessary and, if so, (2) the proposed revisions to the mitigation plan.

Before making the mitigation plan publicly available, the district **must seek public comment on the mitigation plan** and take such comments into account in the development of the plan.

Name of Superintendent: Frank Hauser

Signature: *Frank Hauser*

Date: 03/01/2023

Mitigation Plan

Plan Components

Districts must implement, to the greatest extent practicable, prevention and mitigation policies in line with the most up-to-date guidance from the Centers for Disease Control and Prevention (CDC) for the reopening and operation of school facilities to effectively maintain the health and safety of students, educators, and other staff. Describe the extent to which the district adopted policies and a description of such policies on each of the strategies listed below:

1. [Masks](#)

Masks and face coverings are optional for all staff and students during the instructional day, extra-curricular activities, and school events.

N95 or similar high-quality masks are available at all buildings for staff and students who opt to mask. The CDC recommends, “At a medium and high COVID-19 Community Level, people who are immunocompromised or at risk for getting very sick with COVID-19 should wear a mask or respirator that provides greater protection.”

Anyone who tests positive for COVID-19 or is a close contact of someone with COVID-19 should use the following Quarantine and Isolation Calculator to determine how long they need to isolate or if they need to quarantine before returning to school:

(<https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html#>). Please follow the recommendations of the calculator if choosing to return from isolation/quarantine on Day 6 rather than Day 10.

2. [Physical distancing \(e.g., including use of cohorts/pods\)](#)

As of August 11, 2022, the CDC has removed the recommendations to cohort and maintain physical distancing. SSD follows these most current recommendations from the CDC.

3. [Handwashing and respiratory etiquette](#)

Teach and reinforce washing hands among children and staff.

Sanitation/Hygiene stations provided for every classroom or shared workspace.

After using the restroom, students and staff must wash hands with soap and water for 20 seconds. Hand sanitizer does not substitute in this situation.

Before and after using playground equipment, starting recess, or starting a sports practice or event, students must wash hands or use hand sanitizer.

Ensure soap and water or hand sanitizer are easily accessible near all entry doors, all high traffic areas, in every classroom or other learning space, and anywhere where food or drink is consumed.

4. [Cleaning and maintaining healthy facilities, including improving ventilation](#)

- Use of custodial care plan - Custodial services will include daily cleaning of high-touch surfaces.
- Daily/weekly check and fill all stations with sanitizing spray and wipes for classroom use.
- Daily/weekly check and fill hand sanitizer (e.g., library, office, entryways, cafeteria, kitchen).
- Maintain and clean all cleaning supplies: rags (microfiber), vacuum cleaners and filters, wet mops, and dry mops.
- Hand washing and gloves to be used during cleaning.

Ventilation

- Adjust intake and air replacement cycle to increase uptake of fresh air (as permitted by outside temperatures).
- All school buildings have ozone-free ionization units installed in building HVAC systems to provide additional filtration and air purification.
- Medical-grade HEPA filter units will also be provided in all music rooms across the district and the elementary gym areas for additional air flow and air purification.

5. [Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments](#)

All staff and buildings have a protocol for isolation of any student or staff who present with symptoms consistent with COVID-19. An isolation room is identified in each building and contains appropriate PPE for staff monitoring any student in this area until a parent arrives to take them home.

A point of contact for the district is identified to coordinate with Public Health for all contact tracing efforts in each building, but the State of Alaska has now “transitioned away from universal case investigation and contact tracing.”

6. [Diagnostic and screening testing](#)

Rapid antigen testing is available at all schools by parent request and only with signed parent consent form.

7. [Efforts to provide vaccinations to educators, other staff, and students, if eligible](#)

Information from the State of Alaska’s Sitka Public Health Center and on local vaccination clinics have been shared with families and staff. A COVID-19 vaccine is not required in SSD.

8. [Appropriate accommodations for children with disabilities with respect to the health and safety policies](#)

Appropriate accommodations for students with special needs will be met through consultation with their special education case manager and/or principal, counselor, and parent/guardian.

Accommodations will be provided on an individualized basis to meet the needs of a student on an IEP or 504 plan.

Continuity of Services

Describe how the district will ensure continuity of services including, but not limited to, services to address students' academic needs, as well as the social, emotional, mental health, and other needs of students and staff (e.g., student health and food service).

Academic Continuity

- The Sitka School District plans to be open for full-day, in-person instruction for the 2022-2023 school year.
- Homeschool programs will be available to parents through REACH homeschool for any family that determines in-person instruction is not the best option for them.

Social, Emotional, Mental Health

- Staff check in with co-workers and students regularly regarding changes in routine and unexpected changes in plans or cancellation of events.
- Staffing of counselors at all buildings.
- Continuing in-service and training to staff on trauma-informed instruction and ways to support students experiencing additional stressors due to the pandemic.

Student Health

The district nurse will continue to check in and monitor student health for COVID- and non-COVID health issues.

Food Services

The district will continue to provide food services to all students and no- or low-cost meals to identified students who qualify for free and reduced meals.

The district will continue to partner with other local agencies and the Sitka Tribe of Alaska to provide food resource to families experiencing food insecurity.

Periodic Review

Describe how the district will periodically review and revise its mitigation plan, as appropriate, including a description of how the district will seek public input and take such input into account on (1) whether revisions are necessary and, if so, (2) the proposed revisions to the plan. Important Note: The district must review its mitigation plan no less frequently than every six months for the duration of the ARP ESSER grant period (i.e., through September 30, 2023).

- The Sitka School District sent out a stakeholder survey in May of 2021 to gather input on mitigation planning and the allocation of ARP resources.
- SSD held multiple parent listening sessions on mitigations and the ARP in Fall 2021.

American Rescue Plan Act Mitigation Plan



- The SSD Smart Start Task Force (made up of administrators, teachers, parents, community members, and representatives of Sitka Tribe of Alaska) has met regularly throughout the pandemic to review mitigation plans and make recommendations. The most recent meetings took place on 8/10/22.
- Local medical providers and local state Public Health officials review proposed mitigation plans and provide their input and feedback. The district will continue to gather input from local medical providers and Public Health regarding any recommended changes in COVID mitigation plans as the school year progresses.
- The Sitka School Board has CARES/ARP funding and COVID-19 mitigations as agenda items on board meetings. Input on COVID-19 mitigations and CARES/ARP funding is received from parents, students, teachers, staff, and community members through public testimony, email correspondence, and personal conversations. The input is taken into consideration in the ARP review and revision process.
- The superintendent and school board hold staff and community hearing sessions on budget and resource allocation.
- Resource allocation and the district mitigation plan will be reviewed at least every six months to align with current CDC guidance and any changing needs within the district.
- The Sitka School District held a review meeting of the ARP on August 10, 2022. The Smart Start Teams from each of the six schools were invited. The Smart Start Teams consist of parents, staff, students, and community members from across the district. The purpose of the meeting was to review the ARP and get feedback from the committee and the constituents they represent.
- A COVID-19 update was provided at the publicly advertised August 17, 2022 School Board meeting. Public testimony was available for anyone wishing to provide feedback or comment on the ARP plan.
- The ARP plan was available for review and feedback during the open houses at each SSD school to encourage parent feedback. These opportunities for feedback were publicized in an email communication to all families in August 2022.
- The Sitka School District held a review meeting of the ARP plan on February 23, 2023, with members of the admin safety and Smart Start teams. The purpose of the meeting was to review the ARP and get feedback on the plan and any recommended changes from team members.

Final Version – Reviewed by Legal

BP 0410 NONDISCRIMINATION IN DISTRICT PROGRAMS AND ACTIVITIES

Note: District policies must assure equal opportunities and nondiscrimination as required by federal and state law. Discrimination in education programs and activities is prohibited by Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Vocational Rehabilitation Act of 1973, the Individuals with Disabilities Education Act and the Americans with Disabilities Act. The Office for Civil Rights of the U.S. Department of Education has authority to enforce these laws in all programs and activities that receive federal funds. [AS 14.18.010-.100](#) prohibits against discrimination on the basis of gender and race. [AS 14.18.090](#) provides that the State Board shall withhold state funds from districts determined to be out of compliance with state nondiscrimination laws and measures ordered to remedy the situation have been ineffective.

The School Board is committed to equitable opportunity for all individuals in education. District programs and activities shall be free from discrimination based on sex, race, religion, color, [ethnic group](#), national origin, gender identity [and expression](#), [physical or mental](#) disability, [marital or parental status](#), sexual orientation, [citizenship status](#), or any other classification protected by law. The Board shall promote programs which ensure that discriminatory practices and disproportional impacts are eliminated in all district activities.

(cf. 4030 - Nondiscrimination in Employment)

(cf. 5145.3 - Nondiscrimination)

(cf. 4161.4 - Family and Medical Leave)

District programs and facilities, viewed in their entirety, shall be readily accessible to individuals with disabilities. The Superintendent or designee shall ensure that interested persons, including individuals with disabilities, can obtain information about the programs, facilities, and activities available to them.

(cf. 0411 - Service Animals)

(cf. 6164.2 - Guidance Services)

Note: Federal Regulations ([45 CFR, Section 86.9](#)) require federal aid recipients to take "continuing steps" to notify applicants for admission, students, and parents that, in compliance with Title IX, they do not discriminate on the basis of gender in their educational programs or activities.

Title VI mandates that prior to the beginning of each school year, recipients of federal funds advise students, parents, and the general public that all vocational opportunities will be offered without regard to race, color, national origin, gender, or disability. Pursuant to Title VI, if the district serves a community of limited-English speaking persons, the notification must also be published in the language of that community and include a statement that lack of English skills will not be a barrier to participation in vocational education programs.

The Superintendent or designee shall annually notify students and parents of the district's policy on nondiscrimination and related complaint procedures.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5145.6 - Notifications Required by Law)

(cf. 6178 - Vocational Education)

Legal Reference:

ALASKA STATUTES

[14.18.010 - 14.18.100](#) *Prohibition Against Discrimination*

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.500 - 4 AAC 06.600](#) *Prohibition of Gender or Race Discrimination*

UNITED STATES CODE

[Title VI, Civil Rights Act of 1964, 42 U.S.C. §§ 2000d-2000d-7](#)

[Title IX, Education Amendments of 1972, 20 U.S.C. §§ 1681-1688](#)

[Vocational Rehabilitation Act of 1973, Sections 503 and 504, 29 U.S.C. § 794](#)

[Individuals With Disabilities Education Act, 20 U.S.C. §§ 1401-1491](#)

[Americans With Disabilities Act, 42 U.S.C. §§ 12101-12213](#)

[Age Discrimination In Employment Act, 29 U.S.C. §§ 621-634](#)

Adoption Date: March 4, 1996

Revision Date: May 5, 1998

Revision Date: June 19, 2019

Sitka School District

BP 2123 EVALUATION OF THE SUPERINTENDENT

The Board believes that an annual evaluation of the Superintendent's performance strengthens working relationships between the Superintendent and the Board. The evaluation process should clarify the Superintendent's role and give the Board and Superintendent an opportunity to jointly identify immediate priorities among the Superintendent's many responsibilities. Evaluations also should help the Board to monitor progress toward established goals and to set reasonable criteria for salary increases and/or contract extension.

The Board recognizes that only the collective decision of the Board has any official status in the evaluation of the Superintendent. The Board considers Board members' individual opinions and ratings of the Superintendent as part of the deliberative process leading to the official, formal evaluation of the Superintendent. That formal evaluation shall consist of a summary of the individual opinions and ratings.

The Board shall meet with the Superintendent to discuss the evaluation, including commendations in areas of strength and recommendations for improving effectiveness. The Superintendent and Board members shall sign the formal evaluation summary acknowledging receipt. Additional evaluations may be arranged at any time during the school year at the request of either the Board or the Superintendent.

(cf. 2121 - Superintendent's Contract)

The evaluation process shall be reviewed annually to determine whether any of the following steps need improvement:

1. Developing or reviewing/revising the superintendent's job description.
2. Adopting or reviewing/revising evaluation policy.
3. Establishing clear criteria to include progress on district goals.
4. Establishing or reviewing/revising the evaluation process.
5. Carrying out the evaluation.
6. Summarizing the results.
7. Discussing the results with the superintendent.
8. Developing a plan for growth and improvement.

(cf. 9321 - Executive Sessions)

Adoption Date: MARCH 4, 1996

Sitka School District
