

RSB Special Meeting
Wednesday, July 2, 2025 6:00 PM Alaskan

ZOOM
500 Big Dog Salmon Way
Angoon, AK 99820

Elizabeth Hooge: Present
III Albert Kookesh: Present
Stacey Proctor: Present
Jack Strong: Present
Jen Todd: Present

Present: 5.

1. Call Special Meeting to Order
2. Roll call to determine quorum
3. Approval of Agenda
4. Public comment on agenda or non-agenda items
5. Action Items:
 - 5.1. Approve the updated Teacher Housing Rental Stipend to align with the updated rental increase, changing the eligible amount from paying over \$740 per month to paying over \$897 per month.
 - 5.2. Approve alteration of Superintendent contract, and shared superintendency with Mt. Edgecumbe High School.
 - 5.3. Executive Session to discuss the Superintendent Contract and Superintendent-Board relationship.
6. Board Member Comment
7. Adjournment

MEMORANDUM OF AGREEMENT REGARDING GUSTAVUS TEACHER HOUSING STIPEND

The Chatham School District (“the District”) and the Chatham-NEA (“the Association”) enter into this Memorandum of Agreement (MOA) in order to document the Association’s approval of housing stipend payments to teachers at the Gustavus site.

Whereas, the District and Association are parties to a Negotiated Agreement that expires on June 30, 2025;

Whereas, the District offers District provided teacher housing to teachers at all of its sites except Gustavus;

Whereas, the rent charged by the District for teacher housing is below market and is subsidized by the District;

Whereas, the School Board and Association recognize that Gustavus teachers face additional housing costs;

Whereas, the Negotiated Agreement between the District and the Association does not specifically authorize housing stipends;

The Association and District agree to the following:

1. This Memorandum of Agreement shall be effective as of the date it is signed by all parties below.
2. Teachers in Gustavus that rent housing may be eligible for a housing stipend pursuant to the following terms:
 - a. Gustavus teachers will be eligible for a monthly stipend to cover rent costs (excluding utilities).
 - b. Gustavus teachers shall be eligible for a monthly stipend for monthly rent payments greater than \$740. There will be a cap of \$500 per month.
 - c. For example, if a teacher’s monthly rent is \$1,000 the teacher would receive a \$260 monthly stipend. If the teacher’s monthly rent is \$1240, the teacher would receive a \$500 monthly stipend. If the teacher’s monthly rent is \$1,500, the teacher would still receive a \$500 monthly stipend.
 - d. To be eligible for the housing stipend, the teacher must provide a copy of their rental agreement or lease to the District. If utilities are included

in the rent charged, the teacher must provide a letter from the landlord documenting the monthly cost of utilities.

3. Teachers who own a house will not be eligible for the stipend.
4. The Association and District will negotiate this housing stipend for inclusion in the successor agreement to the current Negotiated Agreement.
5. This MOA shall expire on June 30, 2025.
6. The District shall provide each certified teacher with a copy of this MOA.

ACCEPTANCE

The Chatham School District hereby accepts and agrees to this Agreement and the conditions and provisions contained herein.

Board President
Chatham School District

Date

Superintendent
Chatham School District

Date

ACCEPTANCE

The Chatham NEA hereby accepts and agrees to this Agreement and the conditions and provisions contained herein.

Association President
Chatham-NEA

Date

Excerpt from Negotiated Agreement 2025-2026

Section 10. District Housing Rentals.

Any monthly rental increases shall only occur during a new school year beginning on July 1 of a year and shall not exceed the percentage of the monthly salary increase for teachers for that year when applied to the previous year's amount. Rental amounts shall be equal across the District and shall be based on the number of bedrooms, e.g., all two bedrooms shall rent for the same amount, etc., and not the overall size or square footage of the apartment. Adjustments may be made from site to site to reflect utilities which may be electric or water for which there are no meters in place. Teachers will be notified of rental increases by April 1.

Teachers who rent housing where there is no district housing available may be eligible for a housing stipend pursuant to the following terms:

(a) Teachers will be eligible for a monthly stipend to cover rent costs (excluding utilities).

(b) Teachers shall be eligible for a monthly stipend for monthly rent payments greater than \$740. There will be a cap of \$500 per month.

(c) For example, if a teacher's monthly rent is \$1,000 the teacher would receive a \$260 monthly stipend. If the teacher's monthly rent is \$1,240, the teacher would receive a \$500 monthly stipend. If the teacher's monthly rent is \$1,500, the teacher would still receive a \$500 monthly stipend.

To be eligible for the housing stipend, the teacher must provide a copy of their rental agreement or lease to the District. If utilities are included in the rent charged, the teacher must provide a letter from the landlord documenting the monthly cost of utilities, and that would be deducted from the amount of the stipend.

Teachers who own a house will not be eligible for the stipend. The amounts listed here will change depending upon the teacher housing rental cost changes, if any.