Board of Education

Monday, March 23, 2026 Regular Session 7pm
Valdez City Council Chambers, 212 Chenega Ave (corner of Chenega & Fairbanks), A-frame building behind City Hall, Valdez, AK 99686

A. **PRELIMINARIES**
1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Review of Minutes from the Regular School Board Meeting on March 9, 2026

B. **PUBLIC COMMENT ON NON-AGENDA ITEMS**
1. Public Comment Guidelines

C. **REPORTS/INTRODUCTIONS**
1. Superintendent Report
2. Director of Curriculum Board Report
3. Director of Facilities and Operations
4. Director of Business Services
5. Director of Special Education and Federal Programs
6. Director of Technology

D. **CONSENT AGENDA**
1. Approve Personnel Action Report
2. Approve budget amendment #26-8 for VHS weight room purchase, approved by the school board on 3.9.2026

E. **NEW BUSINESS**
1. Approve Resolution for House Bill 78
2. Approve Classified Handbook FY27
3. Discussion; FY27 Budget/Financial plan

F. **BOARD BUSINESS FROM THE FLOOR**
1. Comments From Board Members

G. **INFORMATION ITEMS**
1. AASB Completed Policies—See Public Content Notes
2. February Warrants

H. **FUTURE MEETING DATES**
1. March 27 - April 1, 2026: ACSA Legislative Fly-In 2026 Juneau
2. April 6, 2026: Policy Review Committee Meeting 6:10 PM - Superintendent Office
3. April 13, 2026: Work Session 6pm/Regular Session 7pm - Council Chambers
4. April 20, 2026: Policy Review Committee Meeting 6:10pm - Superintendent Office
5. April 27, 2026: Work Session 6pm/Regular Session 7pm - Council Chambers

I. **EXECUTIVE SESSION**

J. **POSSIBLE ACTION FROM EXECUTIVE SESSION**

K. **ADJOURNMENT**
1. Adjourn the Meeting

Board of Education

Monday, March 9, 2026 Work Session 6-7pm, Regular Session 7pm
Valdez City Council Chambers, 212 Chenega Ave (corner of Chenega & Fairbanks), A-frame building behind City Hall, Valdez, AK 99686

Sonya Ash-Selanoff:	Present
Kalin King:	Present
Scott McCumby:	Present
Dr Kyra Meyer:	Present
Dr Kathleen Todd:	Present
Bryan Vincent:	Present
Carey Wade:	Present
Dr Kathleen Todd:	Absent

Dr Todd was present via Zoom however there were technical issues and could not hear her.

A. **WORK SESSION: Board/VCS Strategic Planning**

B. **PRELIMINARIES**

B.1. Call to Order
Discussion: Meeting Called to order at 7pm

B.2. Pledge of Allegiance
Discussion: Kalin King led the Pledge of Allegiance

B.3. Roll Call

B.4. Review of Minutes from the Regular School Board Meeting on Feb 23, 2026
Discussion: No Meeting Minute edits needed.

C. **PUBLIC COMMENT ON NON-AGENDA ITEMS**

C.1. Public Comment Guidelines
Discussion: No Public Comments

D. **AWARDS, HONORS AND CELEBRATIONS**

D.1. Todd Wegner inducted into the Alaska Association of Basketball Coaches Hall of Fame
Speaker(s): Jason Weber/Peter Baksis
Discussion: Jason Weber Recognized Todd Wegner's Induction

E. **REPORTS/INTRODUCTIONS**

E.1. Superintendent Report
Speaker(s): Jason Weber
Discussion: Jason Weber gave his report, no questions.

E.2. Student Representative Report
Speaker(s): Raina Wells
Discussion: Student Rep Raina Wells gave her report, no questions.

E.3. VHS Principal Report
Speaker(s): Peter Baksis
Discussion: Pater Baksis gave a verbal report, no questions.

E.4. GMS Principal Report
Speaker(s): Amanda Tippetts
Discussion: Amanda Tippetts gave her report, no

questions

E.5. HHES Principal Report — **Speaker(s):** Krista Howell

Discussion: Not present.

F. **CONSENT AGENDA** — **Speaker(s):** Jason Weber

F.1. Approve Personnel Action Report

Action(s):

I move that the Board approve the Consent Agenda as presented. This motion, made by Scott McCumby and seconded by Carey Wade, Carried.

Voting Detail:

Sonya Ash-Selanoff:	Yea
Kalin King:	Yea
Scott McCumby:	Yea
Dr Kyra Meyer:	Yea
Dr Kathleen Todd:	Absent
Bryan Vincent:	Yea
Carey Wade:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

F.2. Approve 2nd Reading Board Review of Policies: **Description: BP 5113 Absences and Excuses:** Parent Notification was updated to reflect both the 4-day and 5-day school week. — **Speaker(s):** Jason Weber

Action(s):

I move that the Board approve the Consent Agenda as presented. This motion, made by Scott McCumby and seconded by Carey Wade, Carried.

Voting Detail:

Sonya Ash-Selanoff:	Yea
Kalin King:	Yea
Scott McCumby:	Yea
Dr Kyra Meyer:	Yea
Dr Kathleen Todd:	Absent
Bryan Vincent:	Yea
Carey Wade:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

G. **NEW BUSINESS**

G.1. Approve Weight Room Equipment Purchase in the amount of $147,991 — **Speaker(s):** Jason Weber

Action(s):

I move to approve the purchase of the VHS-GMS weight room equipment from Top Fitness in Anchorage in the amount of $147,991. This motion, made by Carey Wade and seconded by Scott McCumby, Carried.

Voting Detail:

Sonya Ash-Selanoff:	Yea
Kalin King:	Yea
Scott McCumby:	Yea
Dr Kyra Meyer:	Yea

Dr Kathleen Todd:	Absent
Bryan Vincent:	Yea
Carey Wade:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1
Discussion: Jason Weber gave the report.
Kalin King asked if we could use these funds to help with the insurance increase of 17% for next year. Jason informed the board that the funds can't be carried over into next year and will be lost if not used.
Bryan Vincent said it seems like we have discussed this idea for a long time and bummed the rifle range is going away but happy to see this space being used for this purpose.

G.2. Please approve Budget Amendment 26-7 for Equipment Repair

Speaker(s): Jason Weber/Dan Bryant

Action(s):
I move to approve the budget amendment 26-7 for the forklift battery in the amount of $7870.38. This motion, made by Dr Kyra Meyer and seconded by Scott McCumby, Carried.
Voting Detail:

Sonya Ash-Selanoff:	Yea
Kalin King:	Yea
Scott McCumby:	Yea
Dr Kyra Meyer:	Yea
Dr Kathleen Todd:	Absent
Bryan Vincent:	Yea
Carey Wade:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1
Discussion: Jason Weber gave the report. No Questions

G.3. Approve revised Substitute Handbook for 2026-2027 School Year

Speaker(s): Jason Weber

Action(s):
I move that the Board approve the revised Substitute Handbook for FY27 as presented. This motion, made by Carey Wade and seconded by Sonya Ash-Selanoff, Carried.
Voting Detail:

Sonya Ash-Selanoff:	Yea
Kalin King:	Yea
Scott McCumby:	Yea
Dr Kyra Meyer:	Yea
Dr Kathleen Todd:	Absent
Bryan Vincent:	Yea
Carey Wade:	Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

G.4. Discussion on Defined Resolution Draft for House Bill 78

Speaker(s): Jason Weber

Discussion: Jason led the discussion and reviewed draft

H. **BOARD BUSINESS FROM THE FLOOR**

Discussion: Bryan: Thanked everyone for assisting with college meetings, volleyball and hope we can all come together for a solution to our healthcare increase.

H.1. Comments From Board Members

Discussion: Bryan Vincent: Thanked all involved in the college meetings and the partnership, congrats to the volleyball team. Hopefully we can pull together for solutions to the healthcare costs.
Sonya Ash-Selanoff: Congrats to Todd Wegner and decathlon students.
Dr Kyra Meyer: So happy for Fall Strategy, smooth scheduling and looking forward to seeing student art.
Carey Wade: Congrats to Todd. Also Boys Basketball qualified for state.
Scott McCumby: No Comment
Dr Kathy Todd: Not able to comment
Kalin King: Thank you Christine, last board meeting

I. **INFORMATION ITEMS**

J. **FUTURE MEETING DATES**

J.1. March 16, 2026: Policy Review Committee Meeting 6pm-Superintendent Office

J.2. March 23, 2026: Work Session 6pm/Regular Session 7pm-Council Chambers

J.3. March 27-April 1, 2026: ACSA Legislative Fly-In 2026 Juneau

J.4. April 13, 2026: Work Session 6pm/Regular Session 7pm-Council Chambers

K. **EXECUTIVE SESSION**

K.1. Go Into Executive Session

K.2. Come Out of Executive Session

L. **POSSIBLE ACTION FROM EXECUTIVE SESSION**

M. **ADJOURNMENT**

M.1. Adjourn the Meeting

Discussion: Meeting adjourned at 7:47pm

_____
Board Secretary

Office of Superintendent Valdez City Schools

BOARD REPORT

Mar 23, 2026

Goals:

- We were able to successfully fill 6 of our 7 open certified positions and their names are on the PAR. We currently have a special education position in middle school.
- The DO/HHES project is in its final stages, the front office move work began over break, huge thank you to Lindy Vititow Megan Gunderson and Dan Bryant and their teams for getting this project so far. HHES front door move will be moved to its original location coming out of spring break.
- Thank you to the administrative team for coming together to help develop a revised budget proposal to cover the unexpected expenses due to the exceptionally large increase to health insurance of 20% ($489,000). The proposal is listed as a discussion item. Did enact a hiring freeze in response to an unexpected change to expenses to allow us time to look at all options. I will be lifting the hiring freeze as we have found a safe path forward.
- RFQ High School has been released and talking with Kasey the architect will be chosen by the city, the district will be given input in the proposals, but the final decision belongs to the city. After the city chooses a firm the firm will work with stakeholders to have meetings and get feedback as they design the building.
- Megan Gunderson was able to attend the virtual UAA teacher job fair representing VCS on 3/17/26 there were only 4 candidates, we are also attending ARREC virtual job fair on 3/19/26. Our goals are to find great candidates and to get our district's name out for potential future candidates and organizations.

- HHES/Child Care Playground- the city has purchased playground equipment to go under the covered area on the west side of HHES. They had been waiting on an environmental study to come back before allowing the project to move forward. The study has returned and the project was given a go. The playground will be a shared playground and we will need to set up a schedule with the childcare facility. Definitely a win for both programs.

Engagement

-

SEL

-

Concerns

- Continued increases to health insurance over the past two years are of concern and health care insurance continues to be a challenge for districts across the state to balance budgets.

Achievement/celebrations

-

VCS Legislative Update

- SB 277 was read across this week and provides several interesting educational pieces, and a proposed change to the BSA of 1.9% which is the average of averages of the consumer price index. So not really an inflationary increase, any increase at this point would be welcome. The bill proposes changes to charter school funding, correspondence programs, an increase in transportation funding, etc. I will continue to follow these bills.

- HB 93 Would change the 0.5 funding to 1.0 per student and pull the cap off the amount available for eligible students. Valdez was negatively impacted by the current cap because our schools are considered high performing so the state failed to send us funding in the amount of $52,000.

Director of Curriculum, Instruction, and Assessment
Board Report

Monday, March 23, 2026

- As we roll through March we have been prepping for state testing next month. We have approximately 340 students testing in grades 3-9 for ELA/Math and 5, 8, 10 for Science.
- Test Schedule
    - HHES
        - MATH- Tuesday, April 14 - Wednesday, April 15
        - ELA- Thursday, April 16 - Friday April 17
        - Science (5th Grade)- Monday, April 20
        - Make Up Testing- April 21-24
    - GMS
        - Science- Monday, April 13
        - MATH- Tuesday, April 14
        - ELA- Wednesday, April 15
        - Make Up Testing- The week of April 20
    - VHS
        - MATH & Science- Tuesday, April 14
        - ELA- Wednesday, April 15
        - Make Up Testing- Remaining testing days until April 30

- Rostering student information in preparation for state testing is almost complete. ELA/Math and Science each require separate spreadsheets with student demographics listed. The rosters will be uploaded and verified well before the first day of state testing.

- ELL Testing is complete, VCS had less than 5 students from two buildings. The testing sessions went smoothly with no real issues. Thank you to Mrs. Stander for the prep and the great execution of the 4 part test.

- Thank you to the school board for the goals and priorities presentation, the information will be very helpful in fulfilling the accreditation requirements for the district.

VALDEZ CITY SCHOOLS
PO Box 398 • 1112 West Klutina Street • Valdez, AK 99686
Telephone (907) 834-4701 • Fax (907) 835-4964
www.valdezcityschools.org

Facilities & Operations Report

March 2026

Hermon Hutchens Elementary School (HHES)

- **Office Remodel:**
    a. Has been completed, and offices have been released back to the district.
    b. New desks have arrived and been assembled. We are still waiting on chairs and shelving.
- **Adjustable basketball backstops:**
    a. One was installed, and temporary wiring was installed. Please request an adjustment through the facilities department.
    b. The remaining backstops have arrived, and we are waiting for the scissor lift to become available to install the rest.
    c. We are looking for an electrician to install wiring and switch boxes.

Gilson Middle School (GMS)

- **Access Control:** equipment is on order and scheduled for installation in the latter half of April.

Valdez High School (VHS)

- **Elevator Remodel:**
    a. The project is underway, and the main part should be completed around the 27th.
    b. We have a fire protection contractor coming to hook new elevator wiring to the fire panel.
    c. The electrician is wiring the new elevator controls to the backup generator.
    d. We have Copper Valley Telecom running a new phone line to the elevator.

District Office (DO)

- **Relocation:**
    a. Move preparations are underway. Moving boxes have been distributed, and a roll-off dumpster has been staged to help dispose of obsolete or damaged items.
    b. When the new desk arrives, we will move staff into their new spaces.

Warehouse (Bus Barn)

- **Freezer # 2:** The contractor is repairing it on the 20-21th. It was low on refrigerant due to a leaky line.
- **Garage door repair:** Door # 2 had both lift springs replaced. All doors are working.

Vehicle & Equipment Status

- **Warehouse Forklift:** has a bad battery. A new one is on order.
- **Lift deck trailer:** needs new wheel bearing and brake, researching parts for the repair.

General District Updates

- **Heating and ventilation:**
    a. Our contractor performs an annual visit to tune the Direct Digital Control.
    b. All three schools were evaluated.
    c. Multiple problems were identified and addressed.
        i. VHS
            1. The flow switch in the cafeteria variable-flow volume unit was faulty.
            2. A ruptured supply air hose was identified from the variable flow volume unit in room 130.
            3. A kinked Supply air hose was identified from the variable flow volume unit in room 132.
            4. The thermostat in room 128 had malfunctioned, and it was replaced.
            5. The Gym Air handler unit has a faulty actuator at the air inlet, preventing it from closing completely.
        ii. GMS
            1. The main building air-handling unit has a faulty temperature sensor for the heating glycol.
        iii. HHES
            1. The variable-flow volume unit in room 44 has a faulty motor.
            2. The thermostat in room 108 has malfunctioned.

Please feel free to reach out with any questions regarding these updates, or let me know if you would like a behind-the-scenes tour of any of our facilities.

Dan Bryant, *Director of Facilities and Operations*

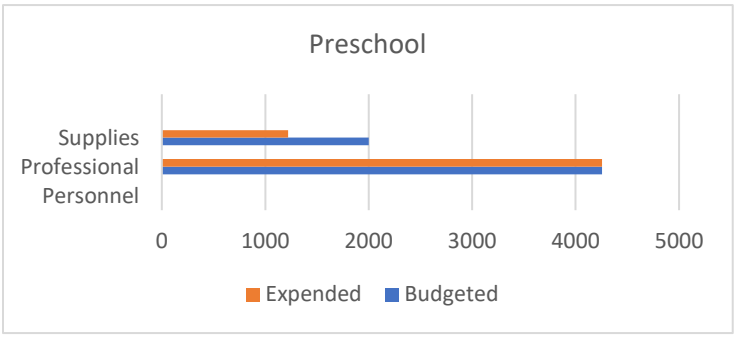
Re: BUSINESS OFFICE REPORT
From: Amber Cawley
Date: March 23, 2026

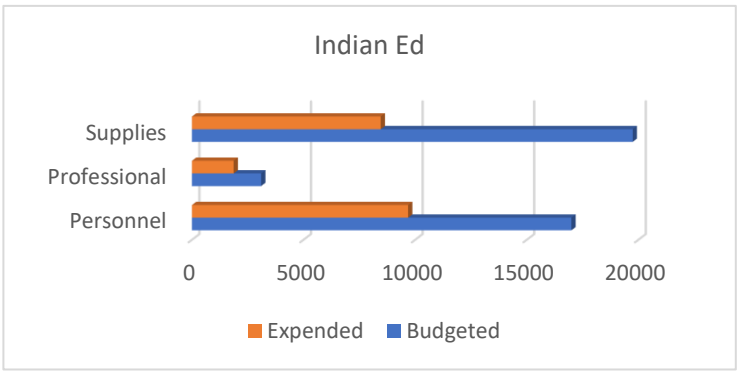
- The Alaska Airlines mileage balance as of 03/18/2026 is 378,842. Since July 1, 2025, 312,875 miles have been earned and 445,000 have been used.
- The latest insurance report is attached.
- The FY27 health insurance renewal is attached. This attachment includes the 20% increase.
- We have currently spent 65.16% of our budget. In FY25, FY24, FY23, FY22 and FY21, we had spent 63.87%, 61.14%, 61.95%, 60.45% and 62.23%, respectively.

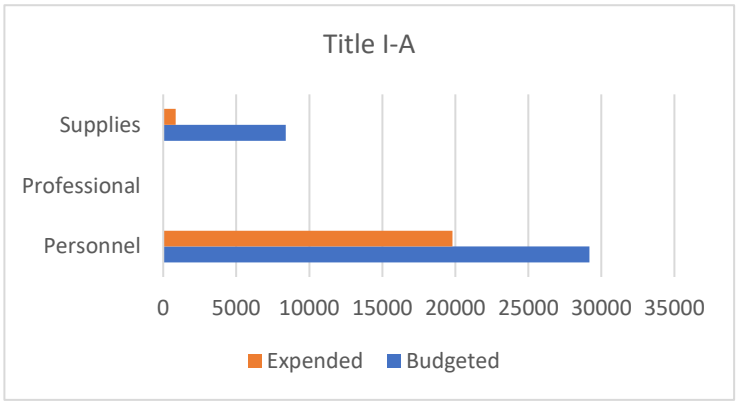
	2025-26 Original Budget	2025-26 Amended Budget	2025-26 Spent	2025-26 Remaining
REGULAR INSTRUCTION	$ 5,174,433.45	$ 5,393,737.45	$ 3,329,752.41	$ 2,063,985.04
CURRICULUM	$ 274,407.32	$ 274,407.32	$ 212,483.90	$ 61,923.42
TECHNOLOGY	$ 581,069.02	$ 581,069.02	$ 414,622.59	$ 166,446.43
VOCATIONAL EDUCATION	$ 232,210.22	$ 367,027.22	$ 291,996.61	$ 75,030.61
SPECIAL EDUCATION	$ 2,065,917.19	$ 2,065,917.19	$ 1,034,583.82	$ 1,031,333.37
SPECIAL ED SUPPORT	$ 344,538.04	$ 344,538.04	$ 229,449.88	$ 115,088.16
SUPPORT SERV-STDNTS	$ 398,727.87	$ 398,727.87	$ 225,262.31	$ 173,465.56
SUPPORT SERV-INSTR	$ 939,617.75	$ 951,215.46	$ 653,403.72	$ 297,811.74
BUILDING ADMIN	$ 540,635.78	$ 540,635.78	$ 356,200.04	$ 184,435.74
BUILDING ADMIN SUPPORT	$ 275,678.38	$ 275,678.38	$ 182,106.93	$ 93,571.45
DIST ADMINISTRATION	$ 380,781.62	$ 380,781.62	$ 282,623.53	$ 98,158.09
SCHOOL BOARD	$ 45,750.00	$ 45,750.00	$ 32,641.10	$ 13,108.90
DIST ADMIN-SUPPORT	$ 375,514.33	$ 450,421.55	$ 307,502.67	$ 142,918.88
OPER/MAINTENANCE	$ 3,040,515.61	$ 2,136,231.32	$ 1,704,566.86	$ 431,664.46
TOTALS	$14,669,796.58	$14,206,138.22	$ 9,257,196.37	$ 4,948,941.85

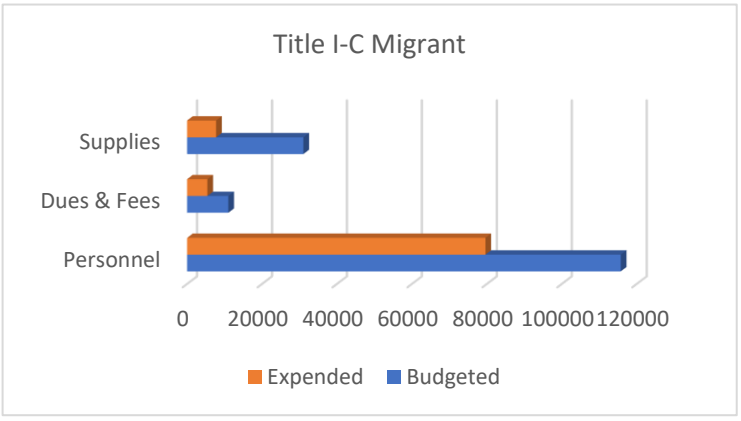
TRANSPORTATION	$ 687,741.86	$ 687,741.86	$ 408,797.02	$ 278,944.84
COMM ED	$ 912,154.67	$ 912,154.67	$ 730,528.66	$ 181,626.01
LUNCH	$ 1,079,466.27	$ 1,079,466.27	$ 714,845.61	$ 364,620.66
PUPIL ACITIVITIES	$ 851,594.57	$ 851,594.57	$ 690,636.26	$ 160,958.31
TECHNOLOGY	$ 312,623.00	$ 503,486.00	$ 517,819.92	$ (14,333.92)
CIP-BUILDING	$ 240,000.00	$ 277,870.00	$ 380,336.52	$ (102,466.52)
VEHICLE REPLACEMENT	$ 94,624.00	$ 94,624.00	$ -	$ 94,624.00

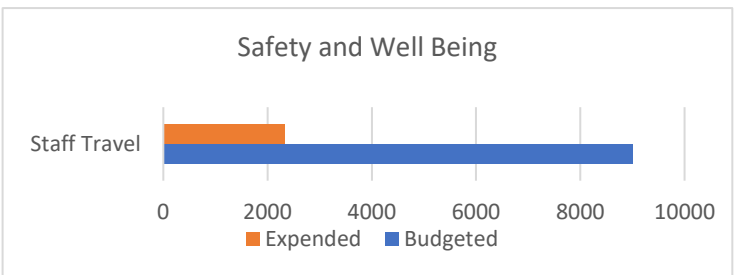
Grants FY26

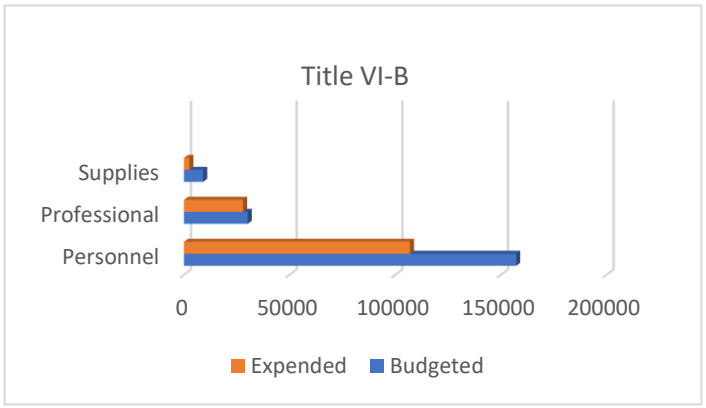

Preschool
Supplies
Professional
Personnel
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1000
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3000
4000
5000
Expended
Budgeted

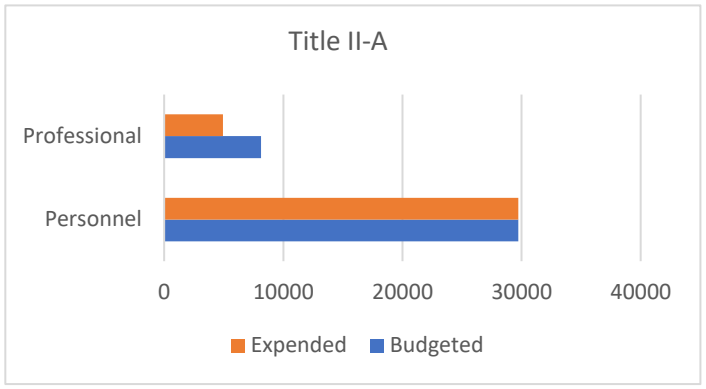

Indian Ed
Supplies
Professional
Personnel
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15000
20000
Expended
Budgeted

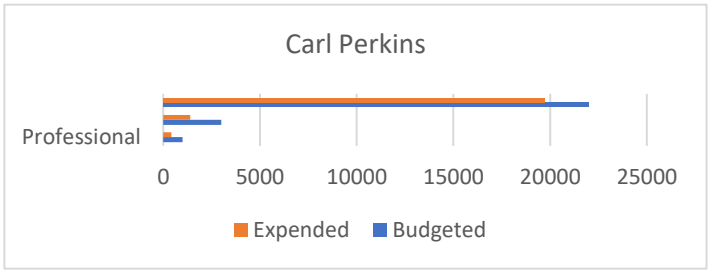

Title I-A
Supplies
Professional
Personnel
0
5000
10000
15000
20000
25000
30000
35000
Expended
Budgeted

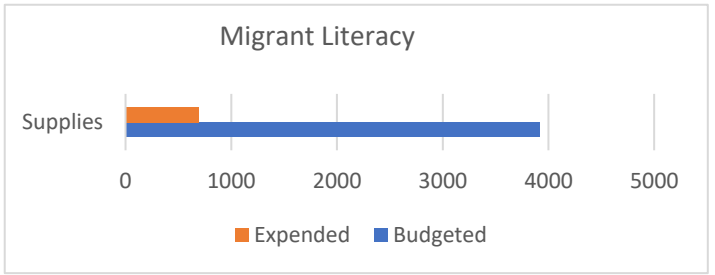

Title I-C Migrant
Supplies
Dues & Fees
Personnel
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20000
40000
60000
80000
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120000
Expended
Budgeted

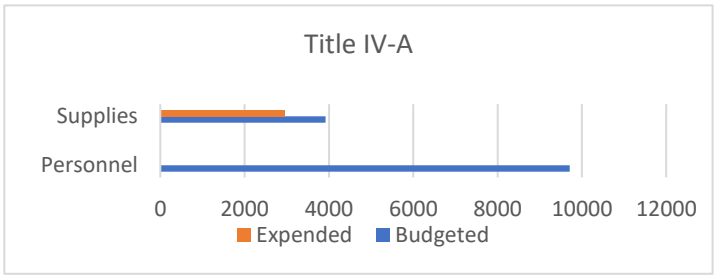

Safety and Well Being
Staff Travel
0
2000
4000
6000
8000
10000
Expended
Budgeted


Title VI-B
Supplies
Professional
Personnel
0
50000
100000
150000
200000
Expended
Budgeted


Title II-A
Professional
Personnel
0
10000
20000
30000
40000
Expended
Budgeted


Carl Perkins
Professional
0
5000
10000
15000
20000
25000
Expended
Budgeted


Migrant Literacy
Supplies
0
1000
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3000
4000
5000
Expended
Budgeted


Title IV-A
Supplies
Personnel
0
2000
4000
6000
8000
10000
12000
Expended
Budgeted

City of Valdez & Valdez City Schools

Experience Report
for the Period
April 1, 2025 through March 31, 2026
Paid Claims through January 31, 2026

Prepared by:
Account Executive: Shannon Mahan
Account Manager: Amanda Hesser
Account Analyst: Evan Eldred

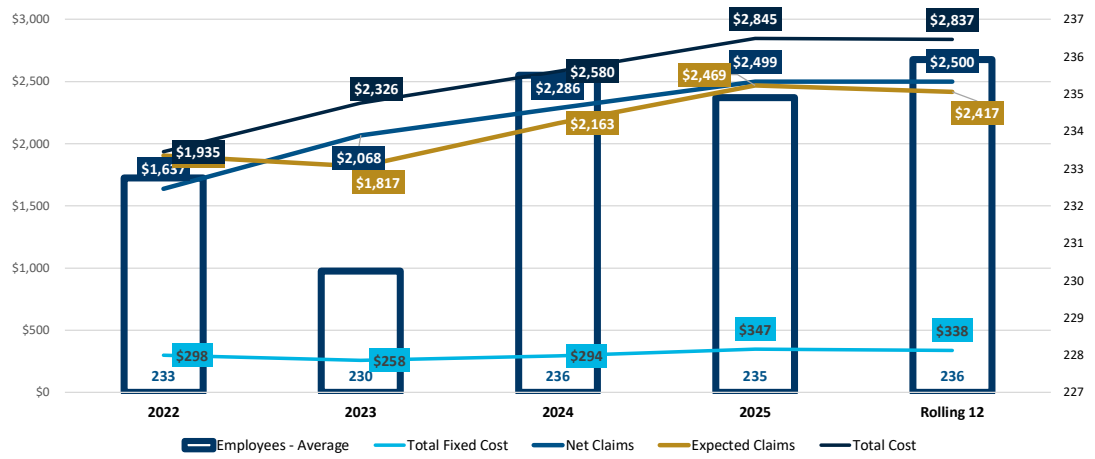
Risk Management, Insurance, and Employee Benefits Solutions
Parker, Smith & Feek, an IMA Company
3700 Centerpoint Drive, Suite 102, Anchorage AK 99503

IMA, Inc.
Insurance | Risk Management | Surety | Employee Benefits

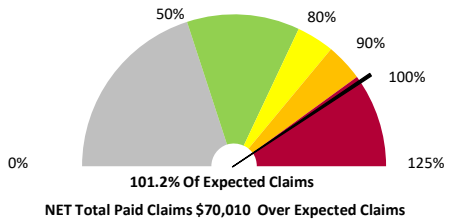
The information contained in this confidential Claims Report was obtained from unaudited information submitted by Insurance Companies and/or Third Party Administrators. It is intended to be used for illustrative purposes only. If there are any discrepancies, the Insurance Company information will prevail.

City of Valdez & Valdez City Schools
Executive Summary - Medical & Rx Plan Cost
Plan Year Start: April 1, 2025
Paid through: January 31, 2026

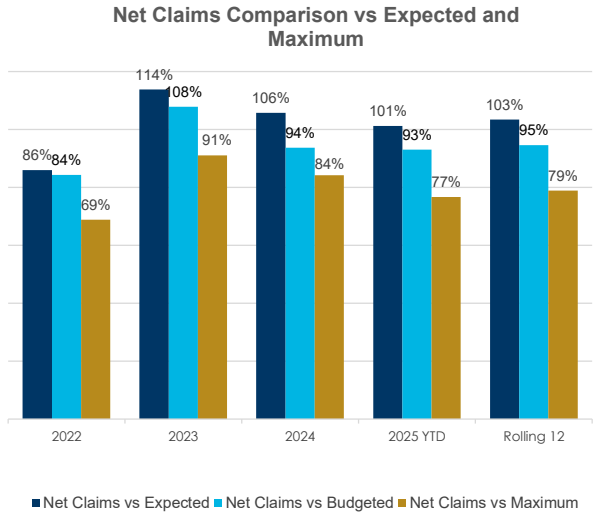
Total Plan Cost vs. Total Budget History



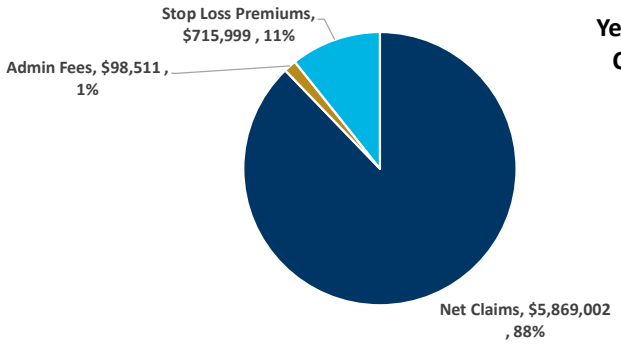
Net Paid Claims vs. Expected Claims



NET Total Paid Claims $70,010 Over Expected Claims



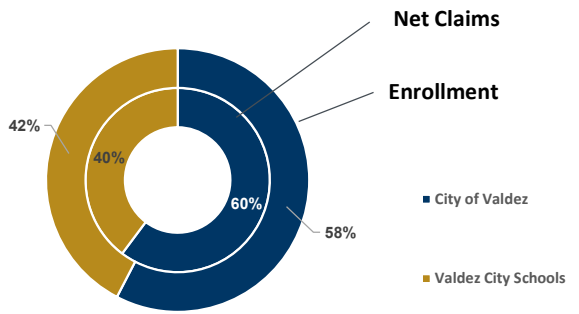
Financial Summary - Totals Through January



Year to Date Cost Split

YTD Totals Through January 2026 and Rolling 12					
	2022 YTD	2023 YTD	2024 YTD	2025 YTD	Rolling 12
Gross Claims	$4,094,569	$5,317,949	$6,145,602	$6,349,063	$7,951,582
Less: Reimb. and Rebates	($501,028)	($576,990)	($892,514)	($480,061)	($875,130)
Net Claims	**$3,593,541**	**$4,740,959**	**$5,253,088**	**$5,869,002**	**$7,076,452**
% Change	-	*31.9%*	*10.8%*	*11.7%*	-
Expected Claims	*$4,423,903*	*$4,163,773*	*$5,069,827*	*$5,798,993*	*$6,842,140*
Actual vs Expected	*81.2%*	*113.9%*	*103.6%*	*101.2%*	*103.4%*
Admin Fees	$94,955	$94,634	$100,405	$98,511	$119,171
Stop Loss Premiums	$597,917	$496,070	$588,461	$715,999	$837,005
Total Fixed Cost	**$692,872**	**$590,704**	**$688,866**	**$814,509**	**$956,176**
% Change	-	*-14.7%*	*16.6%*	*18.2%*	-
Total Cost	**$4,286,412**	**$5,331,663**	**$5,941,954**	**$6,683,512**	**$8,032,628**
% Change	-	*24.4%*	*11.4%*	*12.5%*	-
Budget	**$5,205,756**	**$4,982,756**	**$6,414,398**	**$7,125,512**	**$8,439,057**
Gain / (Loss)	*$919,344*	*($348,907)*	*$472,444*	*$442,000*	*$406,429*
Employees	2,323	2,291	2,344	2,349	2,831
% Change	-	*-1.4%*	*2.3%*	*0.2%*	-

Enrollment and Net Claims By Plan



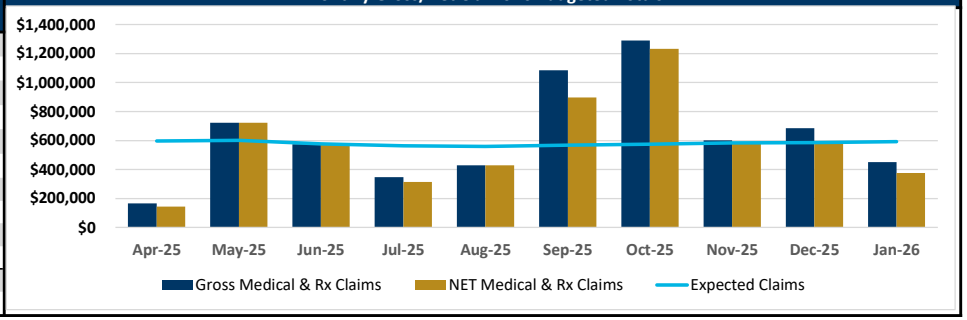
Medical & Rx
Plan Performance Report
All Plans

Month	Total Employees	Total Members	Total Admin	Total Stop Loss Premium	Gross Medical Claims	Gross Rx Claims	Gross Medical & Rx Claims	Less: Individual Stop Loss Reimb.	Less: Other Rebates and Reimb.	NET Medical & Rx Claims	Expected Claims	Net Claims vs. Expected Claims	Total Actual Cost
1	2	3	4	5	6	7	8 = 6 + 7	9	10	11 = 8 + 9 + 10	12	13 = 11 / 12	14 = 4 + 5 + 11
Apr-25	242	748	$10,126	$73,764	$165,491	$0	$165,491	$0	($22,254)	$143,237	$595,819	24%	$227,127
May-25	244	748	$10,199	$74,374	$516,371	$206,932	$723,304	$0	$0	$723,304	$600,013	121%	$807,876
Jun-25	234	723	$9,805	$71,326	$479,495	$93,509	$573,004	$0	$0	$573,004	$577,109	99%	$654,135
Jul-25	228	706	$9,585	$69,497	$260,219	$87,253	$347,472	$0	($35,264)	$312,208	$564,528	55%	$391,290
Aug-25	226	701	$9,503	$68,887	$314,344	$114,099	$428,443	$0	$0	$428,443	$559,689	77%	$506,833
Sep-25	229	704	$9,622	$69,801	$955,242	$130,045	$1,085,287	($188,682)	$0	$896,605	$566,625	158%	$976,029
Oct-25	232	713	$9,750	$70,716	$1,167,009	$123,306	$1,290,315	($9,462)	($49,446)	$1,231,407	$574,206	214%	$1,311,873
Nov-25	236	725	$9,888	$71,935	$473,956	$127,155	$601,111	($11,212)	$0	$589,899	$581,948	101%	$671,721
Dec-25	238	730	$9,970	$72,545	$564,395	$121,024	$685,419	($91,084)	$0	$594,336	$586,786	101%	$676,851
Jan-26	240	741	$10,062	$73,154	$336,246	$112,971	$449,217	($5,278)	($67,378)	$376,561	$592,270	64%	$459,777
Totals	**2,349**	**7,239**	**$98,511**	**$715,999**	**$5,232,769**	**$1,116,294**	**$6,349,063**	**($305,719)**	**($174,342)**	**$5,869,002**	**$5,798,993**	**101.2%**	**$6,683,512**
Averages	**235**	**724**	**$9,851**	**$71,600**	**$523,277**	**$111,629**	**$634,906**		**($17,434)**	**$586,900**	**$579,899**		**$668,351**
PEPM			**$42**	**$305**	**$2,228**	**$475**	**$2,703**	**($130)**	**($74)**	**$2,499**	**$2,469**		**$2,845**
Annualized	**2,819**	**8,687**	**$118,213**	**$859,198**	**$6,279,323**	**$1,339,553**	**$7,618,876**		**($209,211)**	**$7,042,803**	**$6,958,791**		**$8,020,214**
% Change	**-0.3%**	**-0.5%**	**-2.1%**	**+21.4%**	**-9.1%**	**+63.9%**	**-1.4%**		**+7.1%**	**+9.3%**	**+14.1%**		**+10.3%**
Rolling 12: Feb-25 - Jan-26	**2,831**		**$119,171**	**$837,005**	**$6,684,579**	**$1,267,003**	**$7,951,582**	**($700,788)**	**($174,342)**	**$7,076,452**	**$6,842,140**	**103.4%**	**$8,032,628**
Averages	**236**		**$9,931**	**$69,750**	**$557,048**	**$105,584**	**$662,632**		**($14,529)**	**$589,704**	**$570,178**		**$669,386**
PEPM			**$42**	**$296**	**$2,361**	**$448**	**$2,809**	**($248)**	**($62)**	**$2,500**	**$2,417**		**$2,837**
Apr-24 - Mar-25	**2,826**		**$121,065**	**$709,467**	**$6,928,923**	**$819,198**	**$7,748,121**	**($1,091,653)**	**($195,931)**	**$6,460,538**	**$6,112,974**	**105.7%**	**$7,291,070**
Averages	**236**		**$10,089**	**$59,122**	**$577,410**	**$68,266**	**$645,677**		**($16,328)**	**$538,378**	**$509,415**		**$607,589**
PEPM			**$43**	**$251**	**$2,452**	**$290**	**$2,742**	**($386)**	**($69)**	**$2,286**	**$2,163**		**$2,580**
% Change	**+2.3%**		**+3.8%**	**+15.9%**	**+19.3%**	**-20.7%**	**+13.3%**		**-35.3%**	**+10.6%**	**+19.0%**		**+10.9%**
Apr-23 - Mar-24	**2,763**		**$114,071**	**$598,272**	**$5,678,935**	**$1,009,754**	**$6,688,689**	**($679,120)**	**($296,058)**	**$5,713,511**	**$5,021,609**	**113.8%**	**$6,425,854**
Averages	**230**		**$9,506**	**$49,856**	**$473,245**	**$84,146**	**$557,391**		**($24,672)**	**$476,126**	**$418,467**		**$535,488**
PEPM			**$41**	**$217**	**$2,055**	**$365**	**$2,421**	**($246)**	**($107)**	**$2,068**	**$1,817**		**$2,326**

Tier Enrollment Trends

	Ee	Ee+Sp	Ee+Ch	Fam
Apr-25	46	48	32	116
May-25	49	49	30	116
Jun-25	46	47	28	113
Jul-25	44	45	28	111
Aug-25	43	45	28	110
Sep-25	44	46	28	111
Oct-25	45	47	29	111
Nov-25	46	48	29	113
Dec-25	46	50	30	112
Jan-26	45	52	30	113
Totals	**454**	**477**	**292**	**1,126**
Average	**45**	**48**	**29**	**113**

Monthly Gross/Net Claims vs Budgeted Totals



Revised on: 3/3/2026

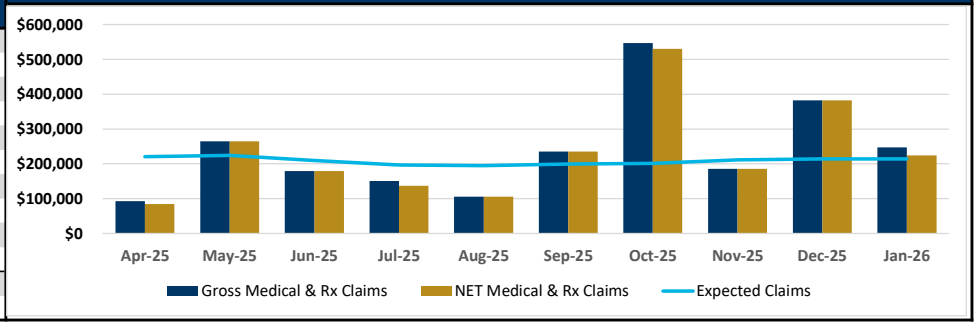
Medical & Rx
Plan Performance Report
Valdez City Schools

Month	Total Employees	Total Members	Total Admin	Total Stop Loss Premium	Gross Medical Claims	Gross Rx Claims	Gross Medical & Rx Claims	Less: Individual Stop Loss Reimb.	Less: Other Rebates and Reimb.	NET Medical & Rx Claims	Expected Claims	Net Claims vs. Expected Claims	Total Actual Cost
1	2	3	4	5	6	7	8 = 6 + 7	9	10	11 = 8 + 9 + 10	12	13 = 11 / 12	14 = 4 + 5 + 11
Apr-25	105	329	$3,847	$32,005	$92,641	$0	$92,641	$0	($7,983)	$84,659	$220,164	38%	$120,511
May-25	107	332	$3,920	$32,615	$222,787	$41,914	$264,701	$0	$0	$264,701	$224,358	118%	$301,236
Jun-25	100	314	$3,664	$30,481	$160,488	$18,401	$178,889	$0	$0	$178,889	$209,680	85%	$213,034
Jul-25	94	300	$3,444	$28,652	$131,690	$18,485	$150,175	$0	($13,249)	$136,925	$197,100	69%	$169,022
Aug-25	93	296	$3,408	$28,347	$84,435	$21,480	$105,914	$0	$0	$105,914	$195,003	54%	$137,669
Sep-25	95	293	$3,481	$28,957	$199,335	$35,705	$235,040	$0	$0	$235,040	$199,196	118%	$267,477
Oct-25	96	299	$3,517	$29,262	$519,199	$27,546	$546,745	$0	($16,124)	$530,622	$201,293	264%	$563,401
Nov-25	101	312	$3,701	$30,786	$156,987	$29,128	$186,115	$0	$0	$186,115	$211,777	88%	$220,601
Dec-25	102	315	$3,737	$31,091	$353,899	$28,659	$382,558	$0	$0	$382,558	$213,874	179%	$417,386
Jan-26	102	316	$3,737	$31,091	$218,730	$28,475	$247,205	$0	($22,639)	$224,566	$213,874	105%	$259,394
Totals	**995**	**3,106**	**$36,457**	**$303,286**	**$2,140,191**	**$249,792**	**$2,389,983**	**$0**	**($59,995)**	**$2,329,987**	**$2,086,320**	**111.7%**	**$2,669,730**
Averages	**100**	**311**	**$3,646**	**$30,329**	**$214,019**	**$24,979**	**$238,998**		**($6,000)**	**$232,999**	**$208,632**		**$266,973**
PEPM			**$37**	**$305**	**$2,151**	**$251**	**$2,402**	**$0**	**($60)**	**$2,342**	**$2,097**		**$2,683**
Annualized	**1,194**	**3,727**	**$43,748**	**$363,943**	**$2,568,229**	**$299,750**	**$2,867,979**		**($71,994)**	**$2,795,985**	**$2,503,584**		**$3,203,676**
% Change vs Prior	**-2.7%**	**-4.1%**	**-2.7%**	**+21.4%**	**+14.3%**	**+32.5%**	**+15.9%**		**+52.4%**	**+19.7%**	**+8.6%**		**+19.5%**
Rolling 12: Feb-25 - Jan-26	**1,203**		**$44,286**	**$355,504**	**$2,634,276**	**$283,021**	**$2,917,296**	**($89,129)**	**($59,995)**	**$2,768,172**	**$2,487,931**	**111.3%**	**$3,167,963**
Averages	**100**		**$3,690**	**$29,625**	**$219,523**	**$23,585**	**$243,108**		**($5,000)**	**$230,681**	**$207,328**		**$263,997**
PEPM			**$37**	**$296**	**$2,190**	**$235**	**$2,425**	**($74)**	**($50)**	**$2,301**	**$2,068**		**$2,633**
Apr-24 - Mar-25	**1,227**		**$46,184**	**$308,038**	**$2,309,982**	**$232,520**	**$2,542,502**	**($94,227)**	**($48,537)**	**$2,399,739**	**$2,369,116**	**101.3%**	**$2,753,961**
Averages	**102**		**$3,849**	**$25,670**	**$192,498**	**$19,377**	**$211,875**		**($4,045)**	**$199,978**	**$197,426**		**$229,497**
PEPM			**$38**	**$251**	**$1,883**	**$190**	**$2,072**	**($77)**	**($40)**	**$1,956**	**$1,931**		**$2,244**
% Change vs Prior	**+3.5%**		**+4.4%**	**+15.9%**	**-9.1%**	**-34.6%**	**-12.2%**		**-48.4%**	**+8.0%**	**+6.2%**		**+8.7%**
Apr-23 - Mar-24	**1,186**		**$42,743**	**$256,805**	**$2,456,096**	**$343,873**	**$2,799,969**	**($560,730)**	**($90,870)**	**$2,148,369**	**$2,155,493**	**99.7%**	**$2,447,917**
Averages	**99**		**$3,562**	**$21,400**	**$204,675**	**$28,656**	**$233,331**		**($7,572)**	**$179,031**	**$179,624**		**$203,993**
PEPM			**$36**	**$217**	**$2,071**	**$290**	**$2,361**	**($473)**	**($77)**	**$1,811**	**$1,817**		**$2,064**

Tier Enrollment Trends

	Ee	Ee+Sp	Ee+Ch	Fam
Apr-25	17	22	11	55
May-25	18	23	11	55
Jun-25	15	21	11	53
Jul-25	13	19	10	52
Aug-25	13	19	10	51
Sep-25	14	21	10	50
Oct-25	14	21	10	51
Nov-25	16	22	10	53
Dec-25	16	23	11	52
Jan-26	15	24	11	52
Totals	**151**	**215**	**105**	**524**
Average	**15**	**22**	**11**	**52**

Monthly Gross/Net Claims vs Budgeted Totals



Revised on: 3/3/2026

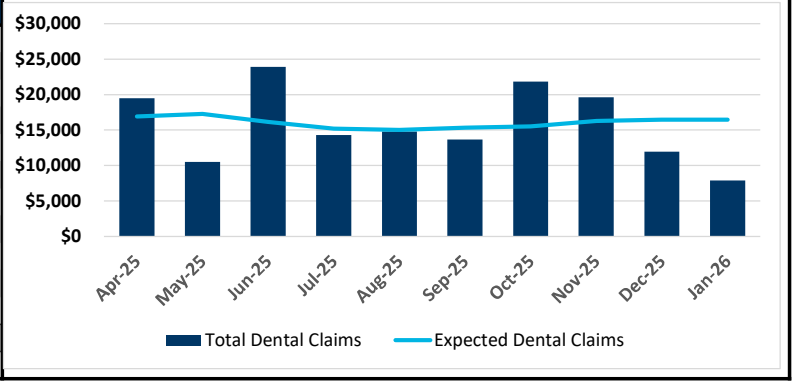
Dental
Plan Performance Report
Valdez City Schools

Month	Total Employees	Total Members	Total Fixed Cost	Gross Claims	Reimb. and Rebates	Total Dental Claims	Expected Dental Claims	Dental Claims vs. Expected	Total Budgeted Costs	Total Actual Cost	Actual Cost Under/(Over) vs. Budget
1	2	3	4	5	6	7 = 5 + 6	8	9 = 7 / 8	10	11 = 4 + 7	12 = 10 - 11
Apr-25	105	329	$247	$19,478	$0	$19,478	$16,952	115%	$16,952	$19,725	($2,773)
May-25	107	332	$251	$10,517	$0	$10,517	$17,275	61%	$17,275	$10,768	$6,507
Jun-25	100	314	$235	$23,894	$0	$23,894	$16,145	148%	$16,145	$24,129	($7,984)
Jul-25	94	300	$221	$14,295	$0	$14,295	$15,176	94%	$15,176	$14,516	$661
Aug-25	93	296	$219	$14,782	$0	$14,782	$15,014	98%	$15,015	$15,001	$14
Sep-25	95	293	$223	$13,698	$0	$13,698	$15,337	89%	$15,338	$13,921	$1,417
Oct-25	96	299	$226	$21,853	$0	$21,853	$15,499	141%	$15,499	$22,078	($6,579)
Nov-25	101	312	$237	$19,647	$0	$19,647	$16,306	120%	$16,306	$19,884	($3,578)
Dec-25	102	315	$240	$11,979	$0	$11,979	$16,467	73%	$16,468	$12,219	$4,249
Jan-26	102	316	$240	$7,900	$0	$7,900	$16,467	48%	$16,468	$8,139	$8,329
Totals	**995**	**3,106**	**$2,338**	**$158,042**	**$0**	**$158,042**	**$160,638**	**98.4%**	**$160,643**	**$160,380**	**$262**
Averages	**100**	**311**	**$234**	**$15,804**	**$0**	**$15,804**	**$16,064**		**$16,064**	**$16,038**	**$26**
PEPM			**$2.35**	**$158.84**	**$0.00**	**$158.84**	**$161.45**		**$161.45**	**$161.19**	**$0.26**
Annualized	**1,194**	**3,727**	**$2,806**	**$189,651**	**$0**	**$189,651**	**$192,766**	**$0**	**$192,771**	**$192,456**	**$315**
% Change	**-2.7%**	**+859.1%**	**-0.0%**	**-4.6%**	**N/A**	**-4.6%**	**+6.2%**		**+4.6%**	**-4.5%**	**-101.8%**
Apr-24 - Mar-25 Totals	**1,227**		**$2,883**	**$204,284**	**$0**	**$204,284**	**$186,578**	**109.5%**	**$189,461**	**$207,168**	**($17,706)**
Averages	**102**		**$240**	**$17,024**	**$0**	**$17,024**	**$15,548**		**$15,788**	**$17,264**	**($1,476)**
PEPM			**$2.35**	**$166.49**	**$0.00**	**$166.49**	**$152.06**		**$154.41**	**$168.84**	**($14.43)**
% Change	**+3.5%**		**+6.8%**	**+15.0%**	**N/A**	**+15.0%**	**+38.3%**		**+37.7%**	**+14.8%**	**-58.7%**
Apr-23 - Mar-24 Totals	**1,186**		**$2,609**	**$171,773**	**$0**	**$171,773**	**$130,365**	**131.8%**	**$132,974**	**$174,382**	**($41,408)**
Averages	**99**		**$217**	**$14,314**	**$0**	**$14,314**	**$10,864**		**$11,081**	**$14,532**	**($3,451)**
PEPM			**$2.20**	**$144.83**	**$0.00**	**$144.83**	**$109.92**		**$112.12**	**$147.03**	**($34.91)**

Tier Enrollment Trends

	Ee	Ee+Sp	Ee+Ch	Fam
Apr-25	17	22	11	55
May-25	18	23	11	55
Jun-25	15	21	11	53
Jul-25	13	19	10	52
Aug-25	13	19	10	51
Sep-25	14	21	10	50
Oct-25	14	21	10	51
Nov-25	16	22	10	53
Dec-25	16	23	11	52
Jan-26	15	24	11	52
Average	**15**	**22**	**11**	**52**
% Change	**-0.6%**	**+2.3%**	**+3.9%**	**-5.6%**
Apr-24 - Mar-25 Avg	**15**	**22**	**11**	**55**

Monthly Claims vs Expected Totals



Revised on: 3/3/2026

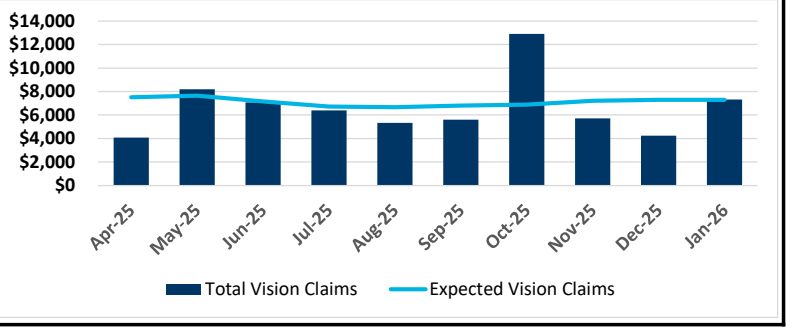
Vision
Plan Performance Report
Valdez City Schools

Month	Total Employees	Total Members	Total Fixed Cost	Gross Claims	Reimb. and Rebates	Total Vision Claims	Expected Vision Claims	Vision Claims vs. Expected	Total Budgeted Costs	Total Actual Cost	Actual Cost Under/(Over) vs. Budget
1	2	3	4	5	6	7 = 5 + 6	8	9 = 7 / 8	10	11 = 4 + 7	12 = 10 - 11
Apr-25	105	329	$110	$4,066	$0	$4,066	$7,510	54%	$7,620	$4,177	$3,443
May-25	107	332	$112	$8,179	$0	$8,179	$7,653	107%	$7,765	$8,291	($526)
Jun-25	100	314	$105	$7,076	$0	$7,076	$7,152	99%	$7,257	$7,181	$76
Jul-25	94	300	$99	$6,375	$0	$6,375	$6,723	95%	$6,822	$6,474	$347
Aug-25	93	296	$98	$5,324	$0	$5,324	$6,651	80%	$6,749	$5,422	$1,327
Sep-25	95	293	$100	$5,594	$0	$5,594	$6,794	82%	$6,894	$5,693	$1,201
Oct-25	96	299	$101	$12,886	$0	$12,886	$6,866	188%	$6,967	$12,987	($6,020)
Nov-25	101	312	$106	$5,693	$0	$5,693	$7,224	79%	$7,330	$5,799	$1,531
Dec-25	102	315	$107	$4,230	$0	$4,230	$7,295	58%	$7,402	$4,338	$3,065
Jan-26	102	316	$107	$7,302	$0	$7,302	$7,295	100%	$7,402	$7,409	($7)
Totals	**995**	**3,106**	**$1,045**	**$66,725**	**$0**	**$66,725**	**$71,162**	**93.8%**	**$72,207**	**$67,769**	**$4,438**
Averages	**100**	**311**	**$104**	**$6,672**	**$0**	**$6,672**	**$7,116**		**$7,221**	**$6,777**	**$444**
PEPM			**$1.05**	**$67.06**	**$0.00**	**$67.06**	**$71.52**		**$72.57**	**$68.11**	**$4.46**
Annualized	**1,194**	**3,727**	**$1,254**	**$80,070**	**$0**	**$80,070**	**$85,395**	**$0**	**$86,648**	**$81,323**	**$5,325**
% Change	**-2.7%**	**+859.1%**	**+0.0%**	**-9.3%**	**N/A**	**-9.3%**	**+18.0%**		**+17.7%**	**-9.2%**	**-133.5%**
Apr-24 - Mar-25 Totals	**1,227**		**$1,288**	**$90,706**	**$0**	**$90,706**	**$74,393**	**121.9%**	**$75,681**	**$91,994**	**($16,313)**
Averages	**102**		**$107**	**$7,559**	**$0**	**$7,559**	**$6,199**		**$6,307**	**$7,666**	**($1,359)**
PEPM			**$1.05**	**$73.92**	**$0.00**	**$73.92**	**$60.63**		**$61.68**	**$74.97**	**($13.29)**
% Change	**+3.5%**		**+31.3%**	**+23.9%**	**N/A**	**+23.9%**	**+9.1%**		**+9.4%**	**+24.0%**	**+227.6%**
Apr-23 - Mar-24 Totals	**1,186**		**$949**	**$70,743**	**$0**	**$70,743**	**$65,930**	**107.3%**	**$66,879**	**$71,691**	**($4,813)**
Averages	**99**		**$79**	**$5,895**	**$0**	**$5,895**	**$5,494**		**$5,573**	**$5,974**	**($401)**
PEPM			**$0.80**	**$59.65**	**$0.00**	**$59.65**	**$55.59**		**$56.39**	**$60.45**	**($4.06)**

Tier Enrollment Trends

	Ee	Ee+Sp	Ee+Ch	Fam
Apr-25	17	22	11	55
May-25	18	23	11	55
Jun-25	15	21	11	53
Jul-25	13	19	10	52
Aug-25	13	19	10	51
Sep-25	14	21	10	50
Oct-25	14	21	10	51
Nov-25	16	22	10	53
Dec-25	16	23	11	52
Jan-26	15	24	11	52
Average	**15**	**22**	**11**	**52**

Monthly Claims vs Expected Totals



Revised on: 3/3/2026

TPA FIXED COSTS SUMMARY for Valdez City Schools for April 1, 2026	
	SOLD
	Meritain

Admin		Composite Est. of Medical Adjudication	$28.15
	15	Employee Only	$28.15
	22	Employee + Spouse	$28.15
	11	Employee + Child(ren)	$28.15
	54	Employee + Family	$28.15
		Composite Est. of Network Fees	
	102	Network 1	15% of savings
	102	Network 2	25% of savings
		Utilization Management	$2.80
		Case Management	$130 / hour
		Utilization Management Carve-Out Fee	N/A
		COBRA	$2.40
		External PBM Interface Fee	$2.00
		National Cooperative Rx PMPM Fee	$0.20
		Transcarent	$2.70
		NSA Air Ambulance Administration	$1.00
		Stop Loss Interface	$1.60
		Plan Document	$250 annually
		Commissions	0%
			$12.70
	15	Employee Only	$12.70
	22	Employee + Spouse	$12.70
	11	Employee + Child(ren)	$12.70
	54	Employee + Family	$12.70

Enrollment & Total Est. TPA Fixed Costs	Meritain
Composite Est. of PEPM TPA Fees	$40.85

102	Est. Total/Mo	$4,167
	Est. Total/Yr	$50,000
	Est. Annual Change	$61
	from Current	+0.1%
	Est. Annual Change	($1,946)
	from Renewal	-3.7%

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal prevails over a

MEDICAL SUMMARY for Valdez City Schools for April 1, 2026

		In-Network Benefits	Renewal
		Plan Type	
Cost Sharing		**Ded (single|family)**	$100 | $300
		Coins (plan pays|member pays)	90% | 10%
		Embedded Ded & OOP Max	No
		Total OOP (single|family)	$488 per person
Benefits		**Office Visit (primary|specialist)**	10% | 10%
		Telehealth Visit	10%
		Preventive Care	10%
		Diagnostic Lab	10%
		Diagnostic X-Ray	10%
		Advanced Imaging	10%
		Urgent Care Facility	10%
		Emergency Room	10%
		Inpatient Hospital	10%
		Outpatient Facility	10%
		Inpatient MH/SUD	10%
		Outpatient MH/SUD	10%
		Spinal Manipulation	10%, 40 visits/yr
Out of Network		**OON Ded (single|family)**	$100 | $300
		OON Coins (plan pays|member pays)	90% | 10%
		OON Total OOP (single|family)	$488 per person
Prescription Drugs		**Ded (single|family) (if separate)**	N/A
		OOP Max (single|family) (if separate)	N/A
		Generic (retail|mail)	$5
		Brand Formulary (retail|mail)	$10
		Brand Non-Formulary (retail|mail)	N/A
		Specialty (retail|mail)	N/A

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's fo

STOP LOSS FIXED COSTS SUMMARY for Valdez City Schools for April 1, 2026	
	SOLD
	Tokio Marine HCC
	Status Quo Renewal

Specific Stop Loss		Specific Deductible	$200,000
		Contract Term (Incurred|Paid)	Paid
		Contract Coverage (Med, Rx, etc.)	Med, Rx
	15	Employee Only	$371.48
	22	Employee + Spouse	$371.48
	11	Employee + Child(ren)	$371.48
	54	Employee + Family	$371.48
	102	PEPM Est. of Spec Premium	$371.48
		Est. Total/Mo	$37,891
		Est. Total/Yr	$454,692
		Est. Annual Change	$96,672
		from Current	+27.0%
		Est. Annual Change	
		from Renewal	

		Aggregate Corridor	125%
		Contract Term (Incurred|Paid)	Paid
		Contract Coverage (Med, Rx, etc.)	Med, Rx
		Max Reimbursement (Contract)	$1,000,000
		Minimum Attachment %	100%
	15	Employee Only	$15.63
	22	Employee + Spouse	$15.63
	11	Employee + Child(ren)	$15.63
	54	Employee + Family	$15.63
	102	PEPM Est. of Agg Premium	$15.63
		Est. Total/Mo	$1,594
		Est. Total/Yr	$19,131
		Est. Annual Change	$4,064
		from Current	+27.0%
		Est. Annual Change	
		from Renewal	

Enrollment & Total Est. Stop Loss Premiums		Tokio Marine HCC - Status Quo Renewal
102	PEPM Est. of Spec & Agg Premium	$387.11
	Est. Total/Mo	$39,485
	Est. Total/Yr	$473,823
	Est. Annual Change	$100,735
	from Current	+27.0%
	Est. Annual Change	
	from Renewal	

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal prevai

STOP LOSS CLAIMS SUMMARY for Valdez City Schools for April 1, 2026	
	SOLD
IMA	Tokio Marine HCC
	Status Quo Renewal

Carrier's Expected Claims		Specific Deductible	$200,000
		Contract Term (Incurred|Paid)	Paid
		Contract Coverage (Med, Rx, etc.)	Med, Rx
	15	Employee Only	$2,902.53
	22	Employee + Spouse	$2,902.53
	11	Employee + Child(ren)	$2,902.53
	54	Employee + Family	$2,902.53
	102	PEPM Est. of Expected Claims	$2,902.53
		Est. Total/Mo	$296,058
		Est. Total/Yr	$3,552,694
		Est. Annual Change	$361,452
		from Current	+11.3%
		Est. Annual Change	
		from Renewal	

IMA Expected Claims		IMA's PEPM Est. of Expected Claims	$2,819.88
		Est. Total/Mo	$287,628
		Est. Total/Yr	$3,451,539
		Difference	$490
		from Current Budgeted	+21.0%
		% Difference from Carrier's Expected	-2.8%

Max Claims		Aggregate Corridor	125%
		Contract Term (Incurred|Paid)	Paid
		Contract Coverage (Med, Rx, etc.)	Med, Rx
	15	Employee Only	$3,628.16
	22	Employee + Spouse	$3,628.16
	11	Employee + Child(ren)	$3,628.16
	54	Employee + Family	$3,628.16
	### #	PEPM Est. of Max Claims	$3,628.16
		Est. Total/Mo	$370,072
		Est. Total/Yr	$4,440,868
		Est. Annual Change	$451,815
		from Current	+11.3%
		Est. Annual Change	
		from Renewal	

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal pr

SELF FUNDED FIXED COSTS & CLAIMS SUMMARY for Valdez City Schools for April 1, 2026	
	SOLD
IMA	Meritain - Tokio Marine HCC
	Status Quo Renewal

Fixed Costs w/o Claims	PEPM of TPA & Network Fees	$40.85
	PEPM of Stop Loss Premium	$387.11
	PEPM of Other Fixed Costs	
	PEPM Est. of Total Fixed Costs	$427.96
	Est. Monthly Total Fixed Costs	$43,652
102	Est. Annual Total Fixed Costs	$523,823
	Est. Annual Change	$100,796
	from Current	+23.8%
	Est. Annual Change	($1,946)
	from Renewal	-0.4%

Fixed Costs & Claims at IMA's Expected	Specific Deductible	$200,000
	Contract Term (Incurred|Paid)	Paid
	Contract Coverage (Med, Rx, etc.)	Med, Rx
	PEPM of Fixed Costs	$427.96
	PEPM of Expected Claims	$2,819.88
	PEPM of Lasers/Other Claims Costs	
	PEPM Plan Costs at Expected	$3,247.84
	Monthly Plan Costs at Expected	$331,280
### #	Annual Plan Costs at Expected	$3,975,362
	Est. Annual Change	$700,696
	from Current	+21.4%
	Est. Annual Change	($1,946)
	from Renewal	-0.0%

Fixed Costs & Claims at Max	Aggregate Corridor	125%
	Contract Term (Incurred|Paid)	Paid
	Contract Coverage (Med, Rx, etc.)	Med, Rx
	PEPM of Fixed Costs	$427.96
	PEPM of Max Claims	$3,628.16
	PEPM of Lasers/Other Claims Costs	
	PEPM Plan Costs at Max	$4,056.12
	Monthly Plan Costs at Max	$413,724
### #	Annual Plan Costs at Max	$4,964,691
	Est. Annual Change	$552,612
	from Current	+12.5%
	Est. Annual Change	($1,946)
	from Renewal	-0.0%

IMA

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal pre

DENTAL SUMMARY for Valdez City Schools for April 1, 2026	
	SOLD
	**Meritain**
	Renewal

Cost Sharing	**Ded** (single|family)	$25 | $75
	Max Benefits/year	$2,500

In-Network Benefits	**I - Diagnostic & Preventive (Plan Pays)**	Plan pays 100%
	◦ Frequency of Exams/Cleanings	2 visits per year
	II - Basic (Plan Pays)	90% | 10%
	III - Major (Plan Pays)	50% | 50%
	IV - Ortho (Plan Pays)	50% | 50%
	Periodontics	II
	Endodontics	II
	Dental Implants	III

Misc	**Dependent Child Age Limit**	19
	Ortho Age Limit	19
	Non-Contrib/Contrib/Voluntary	Voluntary

Self Funded Costs	Meritain - Renewal
Dental PEPM Admin Costs	$2.35
Dental PEPM Claims Funding	$176.02

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal prevails over any repre

VISION SUMMARY for Valdez City Schools for April 1, 2026	
	SOLD
IMA	**Meritain**
	Renewal

Cost Sharing	**Exam Coinsurance**	10%
	Exam Frequency	12 Months
	Materials Coinsurance	100%
	Lens Frequency	12 Months
	Frame Frequency	24 Months
	Contacts Frequency	1 pair hard lenses or 12 month supply disposable per calendar year

In-Network Benefits	**Elective (Cosmetic) Contact Lenses**	50%
	Contact Lens Fitting	
	Standard Frames	10% coinsurance, benefit paid up to $200
	Single Vision Lenses	10%
	Bifocal Lenses	10%
	Trifocal Lenses	10%

Out-of-Network E	**Elective (Cosmetic) Contact Lenses**	50%
	Standard Frames	10% coinsurance, benefit paid up to $200
	Single Vision Lenses	10%
	Bifocal Lenses	10%
	Trifocal Lenses	10%

Misc	**Lasik**	$2,000 Lifetime Maximum

Self Funded Costs	**Meritain - Renewal**
Vision PEPM Admin Costs	$1.05
Vision PEPM Claims Funding	$73.52

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal

CONTRIBUTION SUMMARY for Valdez City Schools for April 1, 2026

	Assumed Current Enrollment	2025 (Current) Plan year Budget Rates	2026 (Renewal) Plan year Budget Rates
Employee	15	$1,119.16	$1,343.50
Employee + Spouse	22	$2,316.67	$2,781.05
Employee + Child(ren)	11	$2,171.17	$2,606.39
Family	54	$3,413.44	$4,097.67
PEPM Composite:	102	$2,705.52	$3,247.84
Monthly:		$275,963	$331,280
Annual Cost:		$3,311,553	$3,975,362
Annual Change:			$663,809
Annual Percent Change:			20.0%

LIFE/AD&D SUMMARY for Valdez City Schools for April 1, 2026	
	The Hartford
Description	**Current/Renewal**

Schedule of Benefits	**Class 1**	Executives
	Class 1 Benefit Maximum	$4,000 ($10,000 AD&D)
	Class 1 Guaranteed Issue	Full Amount
	Class 1 AD&D Amount	Same as Life
	Class 2	Valdez City School District Ees other than Executives
	Class 2 Benefit Maximum	$70,000
	Class 2 Guaranteed Issue	Full Amount
	Class 2 AD&D Amount	Same as Life

Contract Provisions	**Earnings Definition:**	Base salary excluding commissions, bonuses, overtime
	Benefits Reduce To:	By 35% at age 65 By 50% at age 70
	Life: Accelerated Death Benefit	80% of $500,000
	Conversion	Included; EOI is not required
	Portability	Included; EOI is not required
	Waiver of Premium - Elimination Period	9 Months
	Contributions	Noncontributory
	Participation Requirement	100%

Headcount, Volume & Cost per $1,000		**Current/Renewal**
	Covered Volume Adjustment	
Life	$7,231,028	$0.045
AD&D	$7,231,028	$0.015
Depedent Life	95	$0.900
EE Count	**Est. Total/Mo**	**$519**
	Est. Total/Yr	**$6,232**
	Est. Annual Change	
	from Current	
	Est. Annual Change	
	from Renewal	
	Commissions	Net

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal prevails over any

VOLUNTARY LIFE/AD&D SUMMARY for Valdez City Schools for April 1, 2026	
	The Hartford
	Current/Renewal

Eligibility	**Class Description**	
	Class 1	Executives
	Class 2	Valdez City School District Ees other than Executives
	Eligibility Hours	30

Schedule of Benefits	**Employee**	Vol Life	Vol AD&D
	Benefit Schedule	$10,000 increments	$10,000 increments
	Benefit Maximum	5x salary to $500,000	
	Guarantee Issue	$200,000	
	Age Reductions	By 35% at age 65 By 50% at age 70	
	Spouse	Vol Life	Vol AD&D
	Spouse Benefit Schedule	50% of employee amount	50% of employee amount (40% with child)
	Spouse Benefit Maximum	$250,000 not to exceed 100% of EE election	
	Spouse Guarantee Issue	$50,000	
	Spouse Age Reductions	By 35% at age 65 By 50% at age 70	
	Child(ren)	Vol Life	Vol AD&D
	Child Benefit Schedule	$10,000	$10,000
	Child Benefit Maximum	$10,000	$10,000
	Child Benefit - Birth to 2 weeks	Full Benefit	
	Child Benefit - 2 weeks to 6 months	Full Benefit	
	Student Extension Age	$26	
	Child Maximum % of Employee Coverage	$1	

Contract Provisions	**Earnings Definition**	W2
	Accelerated Death	
	Class 1	80% to $500,000
	Class 2	80% to $500,000
	Waiver of Premium - Elimination Period	9 months
	Conversion	Included; EOI is not required
	Portability	Included; EOI is not required
	Min Participation	26%

Headcount, Volume & Cost per $1,000	Current/Renewal	
	EE Rates	Spouse Rates
<19	$0.060	$0.060
20-24	$0.060	$0.060
25-29	$0.060	$0.060
30-34	$0.080	$0.080
35-39	$0.090	$0.090
40-44	$0.140	$0.140
45-49	$0.200	$0.200
50-54	$0.320	$0.320
55-59	$0.450	$0.450
60-64	$0.650	$0.650
65-69	$1.270	$1.270
70-74	$3.500	$3.500
75-79	$3.500	$3.500
80+	$3.500	$3.500
AD&D	$0.014	$0.020
Child Life	$0.101	
Child AD&D	$0.020	

Rates and provisions are determined by the underwriting carrier. While IMA has endeavored to provide an accurate and clear summary, each carrier's formal proposal prevails over any representations shown in this summary.

Special Education/Federal Programs

BOARD REPORT

March 23, 2026

Goals:

To provide equal educational opportunities for all children through access to specialized services for those experiencing a disability.

To strengthen and improve educational quality and practices across all school settings.

Engagement

- Itinerants will be on campus for their final visits of the 25-26 school year. Itinerant contracts for the upcoming 26-27 school year will be presented to the board for approval in April.
- Paraprofessional evaluations and follow-up meetings will be completed by the end of this week.
- I attended the special education director's meeting hosted by DEED this past weekend. DEED led sessions on regulatory updates and the implications for districts. Directors collaborated on many topics facing districts with staff shortage as a primary focus. As always, I left appreciative of the resources we have in Valdez.
- Annual Migrant Education surveys from DEED have been sent out to families and staff. These surveys are used to determine allocations of funds for Migrant students.
- HHES hosted its annual Title I-A stakeholder meeting in early March. While attendance was lower than anticipated, staff and parents had engaging and informative conversations regarding the updated Title I-A engagement handbook and district/parent compact. The consensus is that the changes resulting from last year's monitoring have been positive for students and parents alike.

Successes

- Most paraprofessionals have stated they will be returning for the upcoming school year! Recommendations for hire will be presented to the board for approval in April.

Challenges

- Special education teacher applicants are limited. The administration team has been brainstorming options if the vacancy at GMS/VHS cannot be filled by the time we head into summer break.

Upcoming

- Krista Howell and I will lead CPI training for all certified staff during the April 6th in-service.
- DEED's Federal Programs Director's meeting will be April 7-8 in Anchorage. I will be attending alongside other directors from around the state. Breakout sessions include topics such as McKinney-Vento Homeless grant, Title I-A early literacy intervention, Title II-A professional development, and Title I-C Migrant students. DEED provides in-depth training on allowable costs and updates from Washington, D.C. regarding federal funding. FY27 grants will open mid-April, with final allocations given to districts mid-July. Grants will be written according to the FY27 approved budget allocations.

TECHNOLOGY & COMMUNICATION REPORT

Director: Megan Gunderson || March 2026

GOALS

Priority Goal Area 3: Professional Learning and Staff Retention

- **Professional Learning**
  - **Legislative Fly-In**: Preparing to attend the ACSA Legislative Fly-In in late March with Superintendent Weber.
  - **ALASBO HR Workshop:** Attended monthly professional development series on HR topics, presented to Alaskan administrators by McGrath Solutions. March topic: Running strong, legally sound investigations in a school setting.
- **Staff Recruitment and Retention**
  - **Online Job Fairs**: Represented VCS at the AERRC online job fair for University of Alaska education students and the quarterly AERRC virtual job fair.

Priority Goal Area 4: Operational Clarity and Communication

- **Technology Operations**
  - **HHES Front Office and VCS Tech Office Relocation:** Moved HHES office technology systems to support the reopening of their new permanent location. Moved all VCS tech hardware from temporary storage in HHES Library to new permanent storage room (in old locker room, near the back bay), co-located with future District Office supply storage.
- **Communication**
  - **HHES Front Office Move:** Created communication for distribution to families regarding the HHES front office relocation.
  - **Strategic Plan Draft:** Collaborating with Superintendent Weber to make adjustments to the draft strategic plan documents, incorporating ideas from the March 9th school board work session.

Priority Goal Area 5: Stewardship of Facilities and Resources

- **Infrastructure and Network Management**
  - **SERRC TechOps March On-site Visit**: SERRC TechOps Technology Specialist Elric Heckathorn visited VCS in mid-March. His primary tasks were final port configurations in the HHES/DO construction area, and auditing the uninterrupted power supply units. Most units are end of life and will require immediate replacement to protect network infrastructure against power outages and surges.
  - **SERRC TechOps Remote Tasks:** The TechOps team is collaborating on plans for the server infrastructure replacement, tentatively scheduled for purchase in Spring 2026 and installation in Summer 2026.
- **Systems Management and Projects**
  - **Security Camera/Door Access Control Project**: Arcticomm was onsite in March to install the last few cameras and prepare for the door access installation at GMS. The final door access phase is tentatively scheduled for April 2026.
  - **VHS Gym Sound System RFP:** Sound Decisions installed the new audio/visual system in the VHS gym over Spring Break. VCS Personnel who work over Spring Break were trained; additional personnel will be trained once they return from break.

Upcoming Projects & Plans

- **March:** Purchase UPS unit replacements; Confirm student devices are prepped and ready for state testing
- **April:** Spring OASIS State Reporting; State Testing; GMS Door Access; Work on student device check-in process

PERSONNEL ACTION REPORT FOR 2025-2026

March 23, 2026

EMPLOYMENT OF ADMINISTRATION

RESIGNATION OF ADMINISTRATION

EMPLOYMENT OF CERTIFIED PERSONNEL

Elizabeth Connor
GMS Counselor
Effective 8/14/2026

RESIGNATION/RETIREMENT CERTIFIED PERSONNEL

EMPLOYMENT OF CLASSIFIED PERSONNEL

RESIGNATION/RETIREMENT OF CLASSIFIED PERSONNEL

Rachel Berkeley
HHES Paraprofessional
Effective 3/6/2026

OTHER CONTRACTS

2025-2026 School Year

Teachers	51
Classified*	56
Principals	3
District Administration	6
Total Employees	**116**

(*This is the number of classified personnel working for the district. Several of the employees have part-time hours)

BUDGET AMENDMENT REQUEST
 # 26-8

Justification for Amendment

Budget amendment to purchase weight room equipment for VHS weight room, formerly rifle range. Approved by Valdez School Board during 3/9/26 regular meeting.

SUBMITTED ON: March 23, 2026

REQUESTED BY: Jason Weber

Actions to be taken:

ACCOUNT NUMBER	LINE ITEM DESCRIPTION	CURRENT BUDGET	INCREASE	DECREASE	AMENDED BUDGET	NARRATIVE JUSTIFICATION FOR EACH CHANGE
100.001.100.510	Equipment	$166,579.00	$147,891.00	$0.00	$314,470.00	Funded by undesignated reserves
	OPERATING FUND UNDESIGNATED RESERVE	**$1,007,758.40**			**$859,867.40**	

Ordered by:
VALDEZ CITY SCHOOLS

P.O. BOX 398
VALDEZ AK 99686

PURCHASE ORDER

PO #: 73630
Page: 1
Date Issued 03/11/26 Period 3/26

To:

Vendor 5334
FAX ( ) -
TOP FITNESS STORE
8535 OLD SEWARD HWY
ANCHORAGE, AK 99515

Ship To:

Conversion Ship To Address

Ship Via
Requested by CBRANDON
Approved by JASON
Orgn. HIGH SCHOOL

Notes
ATTN ADMIN: Jason Weber
VHS GYM EQUIPMENT ORDER
See attached quotes, memo and meeting minutes :)
Requisition #:46894

Item #	Description	Quantity	UOM	Unit Cost	Total Cost
	Top Fitness Gym Equip	1.000	EAC	147891.0000	147891.00
100- 1 - 100-510					

Total 147891.00

Susan Love

Susan Love, Director of Business Services

TOP FITNESS STORE

8535 Old Seward Hwy | Anchorage, AK 99515
(907) 349-3990 | anchorage@topfitness.com

PROPOSAL

DATE: March 6, 2026

BILL TO: Valdez City Schools
cbrandon@valdezcityschools.org
907-834-4701

SHIP TO:

SALESPERSON	PURCHASE ORDER #	PAYMENT TERMS
Rolando		NONE

QTY	DESCRIPTION	MSRP	SALE PRICE	LINE TOTAL
2	True Palisade Climber w/ Unite LED Console	$ 9,949.00	$ 9,000.00	$ 18,000.00
2	True Vapor Row	$2,449.00	$ 2,200.00	$ 4,400.00
4	True Gravity Treadmill w/ Unite LED Console	$ 7,849.00	$ 7,100.00	$ 28,400.00
1	True XFW-8300 Dual Half Rack w/ 2 Chin bars	$ 5,899.00	$ 5,300.00	$ 5,300.00
2	True FS-24 3-Tier Dumbbell Rack w/ 3 med ball	$ 1,498.00	$ 1,350.00	$ 2,700.00
12	Troy 2.5LB Rubber Interlocking Grip Plate	$ 10.25	$ 9.00	$ 108.00
12	Troy 5LB Rubber Interlocking Grip Plate	$ 20.62	$ 18.50	$ 222.00
20	Troy 10LB Rubber Interlocking Grip Plate	$ 41.26	$ 37.00	$ 740.00
12	Troy 25LB Rubber Interlocking Grip Plate	$ 103.10	$ 93.00	$ 1,116.00
12	Troy 35LB Rubber Interlocking Grip Plate	$ 144.34	$ 130.00	$ 1,560.00
20	Troy 45LB Rubber Interlocking Grip Plate	$ 185.56	$ 167.00	$ 3,340.00
2	Troy 3-35 LB 12 Sided Rubber Dumbbell Set	$1,659.34	$ 1,493.00	$ 2,986.00
2	True FS-50 Leg Ext/ Leg Curl 170#	$ 4,549.00	$ 4,100.00	$ 8,200.00
1	Hex Bar	$ 230.00	$ 200.00	$ 200.00
1	Troy 6" to 24" Soft Plyo Box Set; 1 of each size	$ 1,716.38	$ 1,545.00	$ 1,545.00
1	True FS-30-35 Smith Machine	$ 4,349.00	$ 3,900.00	$ 3,900.00
1	True SM-1000 Functional Trainer	$ 5,849.00	$ 5,300.00	$ 5,300.00
2	Covered Battle Rope 30'	$ 200.00	$ 180.00	$ 360.00
1	True FS-53 Lat Pulldown/Seated Row 250#	$ 5,049.00	$ 4,550.00	$ 4,550.00
1	True XFW-7800 Leg Press	$ 7,249.00	$ 6,500.00	$ 6,500.00
1	Centr Hyrox Slatmill	$ 7,249.00	$ 6,500.00	$ 6,500.00
1	True Vapor ADX Air Bike	$ 2,049.00	$ 1,850.00	$ 1,850.00
1	Studio Line Elite Self Guided Commercial Package	$ 3,525.00	$ 3,200.00	$ 3,200.00
3	Bosu Balls	$ 210.00	$ 190.00	$ 570.00
4	True SF-1000 Adjustable Flat Incline Bench	$ 1,049.00	$ 950.00	$ 3,800.00
2	Crossfit Barbell 28mm 2000#	$ 380.00	$ 350.00	$ 700.00
2	Aluminum Collars	$ 25.00	$ 22.00	$ 44.00
2	Troy Barbell Storage- Matte Black	$ 867.00	$ 780.00	$ 1,560.00
2	Troy Fixed Barbells 20-60#	$ 1,000.00	$ 900.00	$ 1,800.00

2	Troy Fixed EZ-Curl Bars 20-60#	$ 1,033.00	$ 950.00	$ 1,900.00
92	Regupol Border Tiles	$ 22.00	$ 20.00	$ 1,840.00
475	Regupol Center Tiles	$ 22.00	$ 20.00	$ 9,500.00
5	Regupol Corner Tiles	$ 22.00	$ 20.00	$ 100.00

SPECIAL NOTES / INSTRUCTIONS

Ship Span Alaska Direct to Valdez from Washington. Flooring must be installed 24 hours before install techs arrive to complete install. Shipping cost covers shipping to Valdez and installation team to fly out for the install of the quipment.

SUBTOTAL	$ 132,791.00
SALES TAX	EXEMPT
SHIPPING	$ 15,100.00
TOTAL	**$ 147,891.00**

Acceptance of Proposal: These prices, specifications and conditions are satisfactory and are hereby accepted.

You are authorized to order the equipment listed with payment to be made as outlined below.

Signature: _____

Print Name: _____

P.O. Number: _____

Date: _____

Standard Terms and Conditions:

1. 100% deposit and approved P.O. # required with order.
2. These prices are good for thirty (30) days from the above date.
3. Once P.O. is submitted, products may not be cancelled, returned, or exchanged

Memorandum

Date: 03-09-2026

From: Jason Weber
Superintendent

To: VCS Board of Education

Thru: Jason Weber
Superintendent

Subj: Weight room equipment for VHS in the amount of $147,991 from Top Fitness of Anchorage.

This request is to purchase strength and weight training equipment to transform the VHS rifle range into a strength and weight training space. The space will be a benefit to VHS students, teams, community members, and staff. We plan to have students using the new weight room for classes and team sports at VHS in the fall of 2026. I have been working with the city on this project as well to ensure the space will be adequate for use as a weightroom. Our maintenance department will work to convert the space to a weight room over the summer of 2026 and have it open for students when they return to school in the fall. The funds to pay for the equipment would come from our undesignated reserves which is currently over the 10% threshold required by law. We do have the funds for the project. If approved a budget amendment will be brought to the board at the next meeting. The middle school weight room would be adjusted to support the student population they serve and members from the middle school were able to give input on all decisions for the VHS weight room and how to reallocate current equipment to the best audience. This quote is inclusive of the needs of both rooms.

We had a team of Christine Brandon, Todd Wegner, Michelle, Peterson, David Cronk, Joshua Bryan, Kasey Walker, Amanda Tippets, Kate Goudreau, and Tracy Gilson provide input and work on this request for equipment. The team chose Top Fitness because they felt their choice of equipment best met the needs of what the team was asking for, providing high quality long equipment with long life spans, installation, as well as definitive shipment costs direct to Valdez. Although the Bear complex quote came in lower, the team felt the equipment would not hold up over time as more crossfit non commercial grade set up, they did not provide complete information on shipping, lacked pieces of equipment to meet the teams needs, and no installation costs included. Information from each quote is provided, the last quote was of good quality, it had a higher cost and there were still unknowns on shipping costs.

Recommendation: Approve the purchase of weight room equipment in the amount of $147,991 from Top Fitness of Anchorage.

VALDEZ CITY SCHOOLS
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Telephone (907) 834-4701 • Fax (907) 835-4964
www.valdezcityschools.org

Resolution of the Valdez City School District Board of Education
A Resolution Supporting House Bill 78 Regarding Defined Benefits

WHEREAS, the Valdez City School District Board of Education recognizes the critical importance of attracting, recruiting, and retaining high-quality educators and staff to best serve the students of Valdez; and

WHEREAS, Valdez City Schools has found that each year recruiting hiring and retaining high quality teachers has become increasingly difficult: and

WHEREAS, the availability of a stable and secure retirement plan, such as a defined benefit plan, is a crucial factor in the employment decisions of experienced and prospective employees, forcing districts to rely on emergency certifications creative hiring as stop gap measures; and

WHEREAS, Alaska is the only state in the nation that does not offer its public school teachers a defined retirement plan, placing Alaska at a significant competitive disadvantage when recruiting and retaining educators compared to every other state in the country;

WHEREAS, research consistently demonstrates that defined benefit retirement plans are among the most effective tools available for long-term educator retention, particularly in rural, remote, and high need school districts;

WHEREAS, House Bill 78 passed the Alaska State Senate, would restore a defined benefit pension option for teachers and public employees covered by the Teachers' Retirement System (TRS) and the Public Employees' Retirement System (PERS), with retirement eligibility at age 60 or after 30 years of service, and would allow current employees to voluntarily opt into the new plan;

WHEREAS, HB 78 passed the Alaska House of Representatives of May 12, 2025, and is under consideration by the Senate;

WHEREAS, a fiscal note analysis prepared by the State of Alaska actuary (David Kershner, Division of Retirement and Benefits, March 2025) found that the HB 78 pension sub-trusts are structured to begin with zero unfunded liability as to the plans effective date, with assets transferred on an actuarially equivalent basis to fully fund all credited service at inception; and further found that the plan includes automatic financial safeguards – including adjustable member contribution rates and conditional cost-of-living adjustments – designed to protect the funded status of the trust without requiring additional employer contributions beyond existing

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statutory caps; and that TRS employer contribution rates under HB 78 are projected to decrease slightly from current levels as a share of total payroll as the workforce stabilizes under higher retention assumptions, maintaining the existing 12.56% statutory employer contribution cap;

WHEREAS, the Board believes that the provisions of HB 78 are essential to recruiting and retaining high quality teachers now and into the future; and

WHEREAS, the Board has reviewed the fiscal impact and long-term implications of HB 78 and has determined that its benefits to the district and its employees outweigh any potential costs or administrative burdens; and

NOW, THEREFORE, BE IT RESOLVED that the Valdez City School District Board of Education hereby formally endorses and supports House Bill 78 of the 34th Alaska State Legislative Session; and

BE IT FURTHER RESOLVED that the Board of Education directs the Superintendent to transmit a certified copy of this Resolution to the Governor of Alaska, the presiding officers of the Alaska State Senate and House of Representatives, the members of the Alaska Senate Labor and Commerce Committee, and each member of the Alaska State Legislature representing the Valdez City Schools.

ADOPTED AND APPROVED this 9th day of March, 2026, by the Valdez City School District Board of Education.
AYES: _____ NAYS: _____ ABSTENTIONS: _____ ABSENT: _____

Board President Signature:
Kalin King, Valdez City Schools

Superintendent Signature:
Jason Weber, Valdez City Schools

Draft

VALDEZ CITY SCHOOL DISTRICT

CLASSIFIED EMPLOYEE HANDBOOK 2026-2027

Welcome to the Classified School Handbook.

This handbook is designed to serve as a helpful resource for both new and existing classified staff, providing important information about district expectations, policies, procedures, and required training. It is intended to support you in your role and to ensure a safe, respectful, and well-functioning school environment for students, staff, and families. We encourage you to review this handbook carefully and refer to it throughout the school year as a guide and point of reference.

REVISED 2/2026

HANDBOOK INDEX

Handbook Index: The following policies are referenced throughout the *Classified Handbook* and may be located in their entirety by accessing the school district's website for the actual policy reference https://www.valdezcityschools.org/school-board/board-policy and simply clicking on "Board Policy."

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MANAGEMENT RIGHTS

The district reserves exclusive rights to operate and control its schools and maintain authority to establish policies and regulations. The district, through the superintendent or designee, may prescribe working rules pertaining to the conduct, discipline, and safety of classified employees.

Permanent classified employees are employed by the board but may be terminated by the school board or the superintendent.

All pertinent hire documents (application; W-4; background checks; I-9 and proof of identity; PERS paperwork; highly qualified information and verification, if applicable; and the board policy on a drug- and alcohol-free workplace) are required to be on file with the district office *before* any employee can be classified as permanent. Until such documents are on record in the district office, the employee will be classified as temporary or substitute.

All employees will be placed on probationary status for the initial ninety (90) days of employment (although insurance benefits will begin after the thirtieth work day), at which time the immediate supervisor will complete an evaluation to determine whether the employee will be placed on permanent status.

The district reserves the right to (1) reduce the workforce because of lack of work, funding, or other cause consistent with efficient management and (2) discipline, suspend, demote, or dismiss employees for just cause.

All of the functions, rights, powers, and authority of the school district not specifically abridged, delegated, or modified by this policy are recognized as being retained by the school district.

CONFIDENTIALITY (BP 4119.23)

District employees shall maintain the confidentiality of all confidential records until laws, state regulations, d/or bylaws of this district permit disclosure. Information and records of executive sessions and student records are not subject to public disclosure.

Any employee who negligently releases confidential information about students, staff, or any topic properly confined to an executive session shall be subject to disciplinary action up to and including dismissal from district service. Any action by an employee that inadvertently or carelessly results in the release of confidential information shall be recorded, and the record shall be placed in the employee's personnel file. Depending on the circumstances, the superintendent or designee may deny the employee further access to any privileged information and shall take any steps necessary to prevent any further unauthorized release of such information up to and including termination.

BACKGROUND CHECKS (BP 4112.5)

The School Board desires to conduct reasonable background and fingerprint checks on personnel and volunteers at the District. The Superintendent shall adopt procedures that require reasonable background and fingerprint checks for all individuals offered employment in a classified position, as a substitute teacher, coach, activity sponsor, non-compensated position or any other position as determined by the Superintendent.

Falsification of information during the interview or on the application shall be grounds for immediate removal from consideration for a position or dismissal from a currently held position.

1. No individual will be hired by the District until a background investigation has been completed. Under emergency circumstances, the Superintendent can waive this requirement to allow someone to work until the investigation is complete.

2. No person who has ever been convicted, or pled guilty or no contest (including forfeiture of bail) to a crime involving violence or sexual abuse will be hired by the district.

3. No person who has been convicted, or pled guilty or no contest (including forfeiture or bail) to (1) a felony or (2) a crime or other violation involving a controlled substance within the five years preceding the application, will be hired by the district. If more than five years have elapsed since the crime or violation, a person may apply pursuant to the following paragraph.

4. Applications from persons who have been convicted, or pled guilty or no contest (including forfeiture or bail) to any crime or violation (excluding minor traffic violations) not covered in (2) nor (3) will be considered by the Superintendent on a case by case basis and notice given to the School Board prior to hire or being hired by the District.

5. If charges are pending, no action will be taken on the individual's application until disposition of the charges.

The following administrative regulations shall apply to the employment of classified staff, compensated and non-compensated coaches and selected volunteers.

WORK WEEK (BP 4200)

The superintendent or designee shall establish the standard workweek for permanent full-time, year-round employees.

The standard working hours of business for full-time district office positions shall be 7:30 a.m. to 4:30 p.m., Monday through Friday, with summer hours to be decided by the immediate supervisor. The standard hours for school positions shall be according to each school's daily schedule and subject to the approval of the principal or the superintendent.

Each director/supervisor, with the prior approval of the superintendent, shall establish the scheduled hours of work for classified employees under his/her supervision. Because of varying work schedules and hours worked daily, break times will also vary and will be scheduled per the immediate director/supervisor's discretion. The superintendent or designee may approve deviations from the standard schedule for district office positions.

SALARY/WAGES

WAGE RATE (BP 4200.2)

The school board shall approve the classified personnel salary and benefits scheduled. See attached salary scale at the back of the handbook.

MONTHLY PAY PERIOD (BP 4200.2)

The monthly pay period is the period between the twenty-first (21st) day of one month and the twentieth (20th) day of the following month.

Total Remuneration – The salary paid to a classified employee shall represent the total remuneration for the employee, exclusive of reimbursement for official travel. Except as otherwise provided in this manual, or upon the prior approval by the Superintendent, no employee shall receive pay from the District in addition to the salary authorized under the salary schedule for services rendered either in the discharge of their ordinary duties or any additional duties which may be assigned to them or which they may volunteer to perform. Salary is paid hourly.

Step Increase – Employees are entitled to a step increase within their grade for each consecutive year of service as long as they receive a performance evaluation with a rating of satisfactory or above as of the first day of each work year (July 1).

PAYDAY (BP 4200.2)

Employees shall be paid for each monthly pay period on the last working day of the month.

COMPENSATION (BP 4200.2/4200.6)

Placement on the Salary Schedule – Initial placement shall be made by the superintendent based upon job description and position responsibilities. Experience within a classification or in related job descriptions will be considered.

Advancement on the Salary Schedule – Advancement on the salary schedule shall be an annual event and shall become effective for all eligible classified employees on July 1 of each year, pending a satisfactory evaluation by the supervisor. Note: It is a shared responsibility of the employee to ensure that an evaluation is completed on schedule by the supervisor.

To be eligible for annual advancement on the salary schedule a classified employee must have been employed at least seven (7) months in the immediately preceding fiscal year in the category for which the advancement is being considered. Any absence necessitated by an accidental job-related injury or by required military service will not be considered a break in service for purposes of establishing the seven (7) months' work criteria. Nonexempt, hourly employees shall advance one (1) horizontal step each year as determined by the classified salary schedule based upon a satisfactory evaluation.

OVERTIME (BP 4253)

Overtime work shall not be permitted without prior permission from immediate supervisors.

Overtime Compensation – Employees who are eligible for overtime per the overtime definition shall be compensated for such excess hours worked at one and one-half (1 1/2) times their customary hourly rate. Overtime compensation shall be included in the regular monthly paycheck.

The procedure for the use of overtime shall be as follows:

I. The superintendent must approve overtime or work beyond daily budgeted hours.

II. Emergency call outs shall be paid portal to portal and shall equal a minimum of two (2) hours of overtime pay if the above restrictions are met.

A. If these occur on a paid holiday, the employee shall receive time and one-half in addition to full holiday pay.

The district may, upon request of the employee and at the discretion of the superintendent or designee, provide compensatory time off in place of compensatory pay; this is only considered with prior approval and is subject to the restrictions of the Fair Labor Standards Act. Unworked paid days shall not accumulate toward overtime.

LEAVE (4200.3)

CLASSIFIED LEAVE

Absences of classified employees from duty shall be for reasons approved by their supervisor and shall be covered with leave that has been duly authorized, reported, and recorded. The Business Office shall maintain a leave record for each classified employee, and such record shall be subject to annual audit.

SICK LEAVE

All educational support personnel shall be entitled to sick leave. Sick leave and annual leave will not accrue during the term of any leave without pay. Sick leave upon three (3) consecutive days shall be accompanied by a doctor's certificate. The supervisor shall approve sick leave.

Sick leave is allowable for an illness in the immediate family that requires the physical presence of the employee in the interest of family welfare. Immediate family is defined as a spouse, significant other, child, foster child, stepchild, parent, foster parent, stepparent, grandparent, grandchild, sibling, stepsibling, foster sibling, or in-law.

Up to ten (10) days sick leave with pay may be used per occurrence per contract year by an employee in the event of death, serious injury, or serious illness of the employee's immediate family, as defined above. Additional leave time will be charged to annual leave (if applicable) and then to leave without pay.

Sick leave beyond ten (10) consecutive workdays for a death in the immediate family may be granted, subject to the approval of the superintendent or designee.

Employees are eligible for sick leave with pay after they have been continuously employed for ninety (90) days. Sick leave is earned, however, from the first full pay period.

ACCRUAL

Employees shall accrue sick leave at the rate per month indicated below. Probationary employees will accrue—but are not eligible to use—sick leave.

- If normal work day is 7.5 to 8 hours – 1.25 days a month
- If normal work day is less than 7.5 hours – 1 day a month

All leave shall be accrued on the last working day of the month.

There shall be no accrual of sick leave during any monthly pay period during which an employee is absent without approved leave.

A false statement by an employee regarding sick leave shall be grounds for immediate dismissal. Upon three (3) consecutive days of sick leave, the supervisor may require a doctor's certification of the need for leave.

SICK LEAVE BONUS

Employees who use twenty percent (20%) or less of their annual accrual of sick leave during the fiscal year will be rewarded as follows:

- Employees accruing fifteen days annually – $600.00 (use three days or less)

- Less than fifteen days, accrual will be prorated. An employee using no sick leave during the fiscal year will be rewarded an additional $500.00. A day contributed to the Sick Leave Bank does not constitute a day used for this benefit.

An employee who terminates employment with Valdez City Schools before the end of the fiscal year will not be eligible for any sick leave bonus**.**

When a classified employee leaves the district, all accrued sick leave will be cashed out at a rate of $20 per day of sick leave.

TEMPORARY DISABILITY

An eligible employee may use accrued sick leave for temporary disabilities. At the onset, a physician's statement will determine temporary disability and will be submitted to the immediate supervisor as soon as possible.

Before returning to work, the district may request a physician's statement indicating the employee can resume his/her duties.

BEREAVEMENT LEAVE (4200.5)
An eligible employee may use up to ten (10) days accrued sick leave for death of a spouse/significant other, father, mother, stepmother/father, son, daughter, stepchild, foster child, brother, sister, employee's grandparent(s), grandchildren, and spouse's parent(s).

ANNUAL LEAVE
Less than Year Round Employees:

All less-than-twelve-month employees will be allotted four (4) days of annual leave each school year with no carryover provision. If not used, annual leave can be cashed in at the end of the year at their daily rate.

Twelve Month employees accrual:

If hired on or before 6/12/01
0–2 years of service: 1.75 days a month
2–5 years of service: 2.25 days a month
5–10 years of service: 2.50 days a month
10+ years of service: 3.00 days a month
If hired after 6/12/01
0–2 years of service: 1.00 day a month
2–5 years of service: 1.25 days a month
5–10 years of service: 1.50 days a month
10+ years of service: 2.00 days a month

USE AND PAYMENT
Accrued annual leave may be used with approval of the supervisor. All requests for annual leave shall be made at least two weeks in advance, and the employee must have approval before the leave may be taken. Annual leave accrued but not used shall accumulate to a maximum of not more than thirty-six (36) days on June 30 of each calendar year. Unused accrued annual leave in excess of the maximum at the close of business on June 30 of each calendar year shall be canceled. Requests for leave shall not be unreasonably denied. Separating employees shall be eligible and encouraged to use accrued annual leave prior to separation.

All leave shall be accrued on the last working day of the month.

There shall be no accrual of annual leave during any monthly pay period in which an employee is absent without approved leave.

Changes in the rate of accrual provided above shall take effect during the employee's anniversary month. Accrued annual leave has no cash value at separation.

No employee shall have a loss of benefits resulting from a change in positions if hours are maintained.

LEAVE WITHOUT PAY (LWOP)
Leave without pay will only be permitted with superintendent approval. Approval will only be considered when all other pertinent leave has been exhausted. If leave without pay is considered because of illness, a doctor's note will be required. Abuse of LWOP can result in disciplinary action, including termination of employment.

PROFESSIONAL LEAVE
If an employee participates in seminars, classes, or meetings that have been determined by the supervisor to be of benefit to the district, the time required for such participation shall be designated as professional leave, and no loss of pay shall result from such participation. Out-of-town travel time is considered part of this required time, including possible delays because of weather. Prior approval must be obtained for professional leave unless participation is required by the district.

CIVIC LEAVE (4161.7)

All educational support staff members shall be free to perform civic duties, such as holding elective public office and/or service on committees, commissions, or other appointive bodies established by the superintendent, board, commissioner of education, state commissions, governor, or state legislature. Such service will be permitted providing that service in this capacity does not, in the opinion of the superintendent of schools, disrupt the position for which the staff member is hired or add unreasonable burden to the district.

Requests and leave will be submitted through Frontline.

The district will not be liable for any travel or per diem.

In the case of jury duty or subpoenaed witness duty, the employee shall turn over to the district all monies received from the court as compensation (except travel and per diem) for services and, in turn, shall be paid his/her current salary while on court leave.

When an employee is summoned as a witness in a proceeding involving or arising from personal activities outside district employment or personal affairs, the employee shall not be entitled to civic leave for this purpose.

If an employee is a disaster responder, he/she shall be released from duty to respond to a disaster call. Full pay shall be received for time missed for such duty, but the employee shall remit any pay earned while performing such volunteer services, not to exceed the salary that would have been earned had the employee been on duty.

MILITARY LEAVE

An employee who is duty bound to answer a call for temporary military service with the National Guard or any other military organization of the United States shall be permitted to serve. Upon submission of orders verifying the service, the employee shall be granted ten (10) days administrative leave; accrued annual leave will be applied from that point. In the event the employee does not have sufficient annual leave to participate, the employee shall be granted leave without pay for the duration of the required military service.

ALASKA FAMILY LEAVE ACT OF 1992/FEDERAL FAMILY AND MEDICAL LEAVE ACT OF 1993 (4161.4/4261.4/4361.4)

The AFLA provides a job-protected absence for up to eighteen weeks in a twenty-four-month period to eligible employees for a qualifying serious medical condition. It also provides a job-protected absence for up to eighteen weeks in a twelve-month period to eligible employees for pregnancy, childbirth, or adoption.

The FMLA provides a job-protected absence for up to twelve weeks in a twelve-month period to eligible employees for a qualifying condition.

Reasons for Taking Leave

Unpaid leave may be granted for any of the following reasons:

1. To care for the employee's infant child during the first 12 months following birth;
2. To care for a child during the first 12 months following placement with the employee for adoption or foster care;
3. To care for a spouse, son, daughter, or parent with a serious health condition;
4. For incapacity due to the employee's pregnancy, prenatal medical care or child birth;
5. Because of the employee's own serious health condition that renders the employee unable to perform the employee's job;
6. If FMLA is applicable, for qualifying exigency leave if the employee's spouse, son, daughter, or parent is a military member and is on covered active duty; or
7. To care for a covered servicemember under the terms set forth in FMLA.

Employee Requirements

Taking of leave may be denied if the following requirements are not met:

- The employee ordinarily must provide thirty (30) days advance notice when the leave is "foreseeable."

- An employer may require medical certification to support a request for leave because of a serious health condition and may require second or third opinions (at the employer's expense) and a fitness for duty report to return to work.

Employer Requirements under the Alaska Family Leave Act:

- For the duration of leave, the employer must maintain the employee's health coverage under any "group health plan."
- Upon return from leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.
- The use of leave cannot result in the loss of any employment benefit that accrued before the start of an employee's leave.

CLASSIFIED EMPLOYEES' SICK LEAVE BANK (BP 4200.4)

Sick Leave Bank – The Sick Leave Bank has been established to provide participating classified employees, under unusual circumstances, with an additional allowance of sick leave. After exhausting his/her allotment of accumulated sick leave, application for reasonable withdrawals may be made if the employee is subject to serious, extended illness. Pregnancy-related absences will not be considered valid requests unless mother or offspring encounter unusual circumstances during or after delivery that result in serious or extended illness. Also, requests from the bank during a school year after sick leave used for maternity leave during the same school year will not be considered valid requests.

A member may request to withdraw days from the bank for serious, extended personal illness after having used all of the employee's own accrued sick leave and personal leave and upon certification by the attending physician. A member may request (withdraw) not more than twice the number of sick leave days the employee had accumulated before the first day of school in any school year, or twenty-four (24) days, whichever is greater. Membership in the Sick Leave is open to all classified employees on a voluntary basis. Classified employees may become a member of the bank by contributing one (1) day of earned sick leave annually within the first thirty (30) calendar days of the beginning of the school year or, for new employees, within the first thirty calendar days of commencing employment with the district, and thereafter within the first thirty calendar days of the beginning of the school year. Once a member has chosen to join the bank, he/she may not withdraw. If at the end of each school year, the remaining number of days in the bank does not exceed or equal eighty percent (80%) of the number of members, all current members will be required to donate an additional day during the fall enrollment. All leave transferred to the bank by employees is final and not recoverable for re-credit to their personal sick leave account.

An administrative committee shall govern withdrawals from the Sick Leave Bank and the Bereavement Leave Bank. This committee will consist of three (3) members:

Three (3) members elected by and from among the bank members.

Elected Members: Three members will be elected by bank members from a district-wide ballot of consenting nominees. The initial elected members will serve staggered terms of one (1), two (2), and three (3) years, based on the number of votes received. Thereafter, one (1) new member shall be elected to a three (3) year term each year to maintain committee continuity.

A chairperson shall be selected to assume responsibility for the duties of the committee.

October 1: The existing committee shall solicit nominations from Classified employees who are members of the banks.

October 7: A district-wide ballot will be distributed, listing all consenting nominees.

October 10: All ballots must be submitted by the end of the day.

October 15: Final election results shall be reported, and newly elected members shall begin their term.

With the help of the committee, the Superintendent's Office shall establish files to thoroughly document and supervise membership donations, applications for leave withdrawals, any action taken by the committee, the bank's balance, and any other pertinent business. Specifically, a membership list shall be provided to the Superintendent's Office by October 15 of each year. Minutes will be kept of each committee meeting, and appropriate reports shall be submitted to the board informing them of the bank's current status. A chairperson shall be selected to assume responsibility for the duties of the committee. Upon dissolution of the Sick Leave Bank, any sick leave balance shall be canceled.

CLASSIFIED EMPLOYEES' BEREAVEMENT LEAVE BANK (BP 4200.5)

The Bereavement Leave Bank, further referred to as the Bank, is established to provide participating classified employees an opportunity to use bereavement leave for other bereavement circumstances than the *Classified Handbook* may allow.

A member may submit a written request to the superintendent to withdraw days from the Bank for the death of family members or "loved ones" not specifically allowed under bereavement leave in the manual.

Membership in the Bank is open to all permanent classified employees on a voluntary basis.

To join, an employee must donate one (1) day of annual leave within thirty (30) days of becoming a permanent employee. If at the end of each school year, the remaining number of days in the Bank does not exceed or equal twenty-five percent (25%) of the number of members, all current members will be required to donate an additional day during the fall enrollment. All leave transferred to the Bank by an employee is final and not recoverable for re-credit to the annual/personal leave account. A member may cancel membership in the bank by submitting a written notification to the Superintendent's Office. Days remaining in the Bank at the end of the year will be carried over to the next year.

Application for leave from the Bank must be submitted within five (5) days from return to work to the Bank Committee chairperson.

A committee will be established by the Valdez classified employees to review all applications. A chairperson shall be selected to assume responsibility for the duties of the committee. Minutes will be kept of each committee meeting and submitted to the Superintendent's Office within fifteen (15) days following each application request.

With the help of the committee, the Superintendent's Office shall establish files to document and supervise membership donations, applications for leave withdrawals, action taken by the committee, the Bank's balance, and any other pertinent business. Specifically, a membership list shall be compiled by the Superintendent's Office by October 15 of each year.

HOLIDAYS (BP 4200.13)

Holiday pay is provided for all classified employees for the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, and December 25th. Should a holiday land on the weekend, the day preceding or following will be considered the day off.

A day is defined as the number of hours per day authorized for the employee to work at the time the holiday is taken.

Eligibility – To be eligible for holiday pay, an employee must be on employment status immediately preceding and following the holiday.

INSURANCE (The entire plan can be made available by contacting the district office.)

EMPLOYEE INSURANCE (BP 4154/42544354, BP 4200.15)

Pursuant to Section 125 of the United States Tax Code, the district shall offer employees the option of participation in Health Care and/or Dependent Care Reimbursement Accounts. Requirements for and benefits of participation in the Health Care and/or Dependent Care Reimbursement Accounts are outlined in the district's Section 125 plan, which may be amended from time to time to conform to the requirements of Section 125.

The employee portion of the premium shall be contributed in accordance with the district's Section 125 plan by those employees who choose to participate.

The board shall provide a $250 annual contribution as a matching dollar effort to each classified employee toward the financing of life insurance. Life insurance will be purchased through an independent provider (employee's choice). Reimbursement will be paid upon receipt of a premium invoice.

An eligible employee is defined as a permanent full-time employee working at least thirty (30) hours per week.

Any classified staff earning more than the base salary on the certified salary schedule shall pay the same amount as the certificated staff towards their health insurance premium.

Orthodontia Benefits - Orthodontia benefit will cover up to 50% of the usual customary and reasonable charges up to an individual maximum lifetime benefit of $2500.00 exclusive of all other covered dental services.

Hearing Aid Benefit - Hearing aids will be allowed up to a maximum of $2500.00 in any given 10-year period. However, persons selecting this option will not be eligible for the orthodontic benefits. The $2500.00 hearing aid benefit will not require matching on the part of the employee.

RETIREMENT PLAN (BP 4217.1)

The District shall make information regarding retirement, readily accessible.. Permanent employees whose regularly assigned work week is fifteen (15) or more hours of work shall be enrolled in the State of Alaska Public Employees' Retirement System (PERS). Information on PERS is available in the district business office and also under "business office" on the district website.

TRAINING ASSISTANCE (BP 4331)

The district will work cooperatively with employees to improve employees' skills, knowledge, and abilities relating to present positions or to classified positions to which they might logically progress. This cooperation may involve approval for employees to attend conferences and seminars, for an approved course of study on file at the district office, and other related activities.

Classified staff may apply for reimbursement of tuition fees for job-related seminars, training, courses, or related fees. To be eligible for participation in the stipend program, a classified staff member must be a full-time employee in the Valdez City School system and must agree to continue working in the system for one full year immediately following the year in which a course or courses are taken. Classified staff on a District approved leave of absence are not eligible to participate in the stipend program during their leave of absence. In the event that the Classified Staff is unable to fulfill his/her obligation of working the following school year for reasons other than his/her death or disability, he/she shall be held liable for benefits prorated on the basis of the remainder of his/her service obligation still to be met.

Proof of successful completion of the training or course must be provided to the Superintendent and Stipend Committee Chairperson, along with the original tuition receipt. In the event tuition reimbursement requests exceed monies, the District reserves the right to deny a request for reimbursement.

EVALUATION (BP4200.16)

All employees shall be evaluated by their supervisor or building administrator annually before June 30. The performance evaluation shall include areas of strength as well as any areas needing improvement. Nothing in this section precludes a supervisor from evaluating an employee more often than annually if deemed necessary.

CLASSIFIED DISMISSAL/SUSPENSION/DISCIPLINARY ACTION (BP 4218)

Temporary/Substitute Employees – This provision does not apply to temporary or substitute employees because they are "at will" and may be dismissed at any time with or without cause. This provision does not apply to probationary employees who are subject to the rules of the probationary period set out above.

PERMANENT EMPLOYEES

Permanent classified employees shall be subject to a "personnel action" (including, but not limited to, reprimand, suspension without pay, demotion, reduction of pay step in class, dismissal) for cause. This provision does not apply to non-performance based personnel decisions such as a reduction in force or similar. This policy also applies to classified management and supervisory employees unless otherwise provided by law.

In addition to any disqualifying or actionable causes otherwise provided for by statute or by policy or regulation of this district, each item from the following non-exhaustive list constitutes cause for personnel action against a permanent classified employee:

A. Falsifying any information supplied to the School District, including, but not limited to, information supplied on application forms, employment records, or any other School District records.

B. Incompetence.

C. Inefficiency.

D. Neglect of duty.

E. Insubordination.

F. Dishonesty/fraud.

G. Possession, consumption and/or distribution of alcoholic beverages and/or illegal drugs while on duty or in such close time proximity to cause any detrimental effect upon the employee or upon employees.

H. Conviction of any crime which reasonably calls into question the employee's trustworthiness, fitness for duty, or ability to work safely among co-workers and students. A plea or verdict of guilty, or a conviction following a plea of nolo contendere is deemed to be a conviction within the meaning of this section.

I. Absence without leave.

J. Immoral conduct which is defined as conduct that would constitute a crime involving moral turpitude.

K. Discourteous treatment of the public, students, or other employees.

L. Improper political activity.

M. Willful disobedience.

N. Misuse of District property.

O. Violation of this Personnel Manual, District, Board or departmental rule, policy, or procedure, or state or federal law or regulation.

P. Failure to possess or keep in effect any license, certificate, or other similar requirement specified in the employee's class specification or otherwise necessary for the employee to perform the duties of the position.

Q. Unlawful or inappropriate discrimination, including, but not limited to harassment, on the basis of race, religious, sexual orientation, creed, color, national origin, ancestry, physical handicap, marital status, sex, or age against the public or other employees while acting in the capacity of a District employee.

R. Unlawful retaliation against any other District officer or employee or member of the public who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to actual or suspected violation of any law of this state or the United States occurring on the job or directly related thereto.

S. Any other failure of good behavior which is of such nature that it causes discredit to the District or affects ability to perform his/her duties.

T. Theft or unauthorized use of District Property.

A copy of the recommendation shall be served upon the employee, either personally or by registered or certified mail, and a return receipt requested at the employee's last known address. The recommendation shall include the following:

- A statement of the nature of the personnel action (the disciplinary action being imposed).
- A statement of the cause or causes therefore as set forth above.
- A statement of the specific acts or omissions upon which the causes are based.

If a violation of rule, policy, or regulation of the district is alleged, the rule, policy, or regulation violated shall be set forth in the recommendation.

- A statement of the employee's right to appeal the recommendation and the manner and time within which his/her appeal must be filed.

In cases in which the superintendent or designee has determined that a personnel action should occur and that continuation of the employee in active duty status after written notice has been issued would result in an unreasonable risk of harm to students, staff, or property, the superintendent or designee may suspend the employee from his/her duties, with or without pay, pending an appeal as may be determined appropriate by the superintendent. In cases where the Superintendent or designee has determined that a permanent classified employee should be dismissed, termination of employment will be effective upon delivery to the employee of the statement of personnel action.

A permanent employee who decides to appeal a personnel action must do so in accordance with step three of the grievance procedure.

If an employee fails to appeal within the time specified in these rules, the employee shall have waived his/her right to appeal.

At any time before an employee's appeal is submitted to the board for reconsideration, under step three of the grievance procedure, the superintendent or designee may issue an amended or supplemental notice of personnel action. The employee may continue with the appeal if dissatisfied with the amended or supplemental notice of personnel action.

GRIEVANCE PROCEDURE (BP 4200.17)

The purpose of the grievance procedure shall be to resolve differences between employees and the district at the lowest possible administrative level and as quickly and amicably as possible.

Definitions (as it pertains to the grievance procedure)

"Grievance" – A grievance is a statement by a grieving employee that a controversy, dispute, or disagreement exists with the district.

"Day" – Workday.

"Time Limits" – All time limits shall be strictly adhered to except by mutual written consent of the parties. Failure of the grievant to adhere to timeliness constitutes a waiver of the grievance. Failure of a supervisor required to hear a grievance to adhere to timeliness automatically entitles the grievant to appeal to the next step of the grievance process.

Procedure:

Step One – A grievance must be initiated in writing by an employee within fourteen (14) days of the date that the grievant knew or should have known, of the action being grieved. The grievance must set out the rule or policy that the grievant alleges has been violated and the specific facts that are alleged to support the grievance. The grievant and immediate supervisor shall meet within seven days to discuss the grievance. The immediate supervisor shall provide a written response to the grievance within seven days of the meeting.

Step Two – If the grievant is not satisfied with the step-one decision, the grievant may appeal to the superintendent in writing within seven (7) days of receipt of the step-one decision. The superintendent shall meet with the grievance within seven (7) days of the receipt of the appeal and shall render a written decision to the parties within seven (7) days of the meeting.

Step Three – If the grievant is not satisfied with the step-two decision, the grievant may appeal to the school board in writing within seven (7) days of receipt of the step-two decision. The school board shall schedule the appeal at its next regular meeting or within thirty (30) days of receipt of the appeal, whichever is later. Such hearing shall be in executive session unless both the grievant and superintendent agree it should be in public session. At the appeal, each party (the grievant and superintendent) shall be given twenty minutes to present their respective position to the board. The board shall deliberate and decide the appeal. The decision of the school board shall be final.

Any of the grievance procedure guidelines not required by law may be modified by mutual consent of the employee and the district. The board may modify the step-three appeal procedure upon proper notice.

No reprisals shall be taken against an employee for good faith participation in the grievance procedure.

Dismissal and Demotion of Permanent Classified Employees
All notices of discharge to permanent classified employees will be in writing and with proper notice, and the reasons for discharge will be clearly stated.

A dismissed employee is entitled to a hearing as prescribed by step three of the grievance procedure.

Demotion – A demotion is a performance-based non voluntary reduction in wages or salary or a transfer to a position that has a lower wage or salary. The superintendent may demote an employee for cause. The employee shall, before the action is taken, be furnished with a statement in writing, setting forth the reasons for the demotion. The employee shall be entitled to a hearing before the board as prescribed in step three of the grievance procedure.

Layoff/Rehire (BP 4217.3)
All layoffs initiated by the district for reasons of budgetary limitations or reorganization shall be based on district-wide seniority within the specific job classification (as outlined in the classified salary schedule). The employees in that job classification with the least total uninterrupted service in the district will be laid off first unless the district determines that a critical person is affected.

INJURIES/ACCIDENTS (BP 5142)

The school board places a high priority on safety and on the prevention of staff/student injury. The district shall make reasonable effort to ensure the safety and proper conduct of staff/students from the time they come under school supervision until they leave school supervision, whether on school premises or not. The superintendent or designee shall establish procedures as necessary to protect staff/students from dangerous situations. All employee injuries occurring while on duty shall be reported to the employee's immediate director/supervisor and the business manager immediately. The employee/supervisor will complete the Workers' Compensation Report of Occupational Injury or Illness form. This form shall be submitted to the Business Manager.

SAFETY OF STUDENTS AND STAFF (BP 4157/4257/4357)

Employees are expected to use safe work practice and to report and correct any unsafe condition that may occur. No employee shall be required to work in unsafe or hazardous work conditions.

Required Training
Please visit http://www.eed.state.ak.us/mandatedtraining for information about state-mandated training.

The district is responsible for providing the required training as listed on the Education & Early Development (EED) website, including the following:

- Fetal Alcohol Syndrome – Within first forty-five days after the first day of work
- Domestic Violence and Sexual Assault – Ongoing as required by the district
- Assault Educator Training (ALICE) and Child Abuse Prevention Training – Within first six months of employment; then at least once every five years
- Gender and Race Equity – Every two years

Minimum six hours before or concurrent with providing director or related services (Required of aides who work with special children):

*Early Childhood Outcomes
*Eligibility Categories
*Evaluation Summary and Eligibility Review (ESER)
*Fetal Alcohol Syndrome
*Individualized Education Program (IEP)
*Introduction to Early Childhood Transition from Part C to Part B
*Introduction to Special Education
*Precautions against Blood-Borne Pathogens

APPOINTMENTS AND PROMOTIONS (BP 4200.6)

Equal Employment Opportunity – All appointments shall conform to Equal Employment Opportunity standards.

Advertisement of Positions –Except for temporary and substitute appointments, all position openings shall be advertised by the Administrative Assistant to the Superintendent of Schools/Board of Education publicly and in the District for a period of not less than fourteen (14) calendar days. Under emergency conditions, temporary appointments to positions may be made pending expiration of the advertisement period. If such a temporary appointment is made, all applications received during the advertisement period shall be considered prior to making an appointment to the open position. In the event of equal qualifications, as determined by the District, current classified employees who have submitted applications shall be given preference in filling a vacant position. An employee who is hired to fill a vacancy from one grade to a higher grade shall be placed on the new grade at Step 1, except that no promoted employee may be placed at a step that results in a reduction in the rate of pay.

Appointment Step – New employees shall be placed at Step 1 (base) on the salary schedule established for that position. At their sole discretion, the Superintendent may grant additional steps up to the following limits (6 steps FY26) (7 steps FY27) (8 steps FY28 and future years) based upon the employee's relevant training and experience. For example, a new hire who brings 6-years of experience to the District may be placed at Step 6 (Step 1 + 5 years-experience = Step 6).

Approval – All recommended hires for current positions shall be made to the Superintendent upon the recommendation of the supervisor. The creation of new positions must be approved by the Board, as well as annual rehire recommendations.

Probationary Period – Each employee new to a part-time or full-time permanent position (substitute and temporary positions are "at will" and therefore not subject to a defined probationary period) shall be subject to a probationary period during the first ninety (90) working days. During the probationary period, the employee may be dismissed from his/her position at any time, with or without cause. If dismissed, a probationary employee shall not be entitled to a hearing and cannot use the grievance procedures to protest the decision. The decision of the Superintendent is final. The probationary period is not to be considered a contract of ninety (90) working days. If the employee completes the probationary period (or any extension thereof determined reasonable by the District, the employee shall be appointed as a 12 month or less than 12-month employee. Insurance benefits will begin after the completion of the thirty (30) working days This provision does not apply to certified employees or term contracts.

Work Assignment/Shift/Location – All classified work assignments/work shifts, and/or work locations shall be identified in the job posting. Any temporary change to an employee's work assignment, work shift, or work location shall be made by the employee's supervisor. Any permanent change in an employee's work assignment, work shift, or work is approved by the superintendent based on recommendations(s) from the director/supervisor. In the event of a permanent change, a minimum of two (2) weeks written notice will be given to the employee.

Discretionary Appointment – The superintendent may advance an employee one (1) additional step based on a superior evaluation and recommendation from the supervisor.

Reappointment – An employee who is reappointed to a position after a separation or after having served in a different position may, at the discretion of the superintendent, be reinstated at the same step on the salary schedule as previously held.

ASSIGNMENT/CLASSIFICATION (BP 4213)

Classified employees shall be assigned by their immediate supervisors with the approval of the superintendent or designee. They shall be required to perform those duties identified in their job description for the position the employee holds.

PROHIBITIONS (BP 4200.7)

Securing of Positions – Employees may not give, render, pay, offer, solicit, or accept any money, service, or other valuable things in connection with their position.

Rights of Others – Employees may not defeat, deceive, or obstruct any person's right to examination, eligibility, certification, or appointment under these procedures.

Gifts and Favors – Employees may not be a party to the purchase of, or influence the purchase of, goods or services for the use of the district from any person, company, or business in which they have a direct or indirect financial interest unless approved in advance by the board.

Nepotism – No person who is the spouse of, or is related by blood or marriage, within and including the second degree of kindred (father, mother, son, daughter, brother, sister, spouse/significant other, grandfather, grandmother, grandson, granddaughter, uncle, and aunt, including those half or step relations), to the superintendent or his/her immediate supervisor may be employed in a classified position without the prior approval of the board.

Information from Applicant – No employee may request or suggest that an applicant provide information concerning his/her religious opinions, ancestry, membership in fraternal organizations, political convictions, race, religion, sexual orientation, creed, color, national origin, physical handicap, marital status, age, or ethnic origin (except as required to meet Equal Employment Opportunity requirements).

Conflicts of Interest – Employees shall not engage in any business or transaction or own a financial or other private interest, whether direct or indirect, that is in conflict with, or that reasonably appears to be in conflict with the proper and unbiased discharge of their official duties.

Use of Information – Employees shall not use information obtained in the course of employment concerning the property, government, or affairs of the district to advance, directly or indirectly, the financial or other private interests of themselves or others.

RETIREMENT (BP 4200.14)

A classified employee covered by the Public Employees' Retirement System (PERS) is eligible for retirement as provided by the retirement system.

Retirement – A classified employee covered by the PERS is eligible for retirement as provided by the retirement system.

Resignation (BP 4217.2)
An employee may resign from the district by presenting a resignation in writing to the supervisor. An employee shall not be considered to have resigned in good standing if he or she fails to give the supervisor at least fourteen (14) calendar days' written notice. A copy of such resignation shall be supplied by the supervisor to the superintendent. The superintendent may make such investigation as deemed warranted to verify the facts as to the reasons for each resignation.

Suspension (BP 4200.8)
The Superintendent may, by giving written notice of reasons to the employee, suspend any employee with or without pay. A suspension without pay may only be for cause. The Superintendent shall give the employee a reasonable opportunity to be heard before a suspension without pay, or in cases of emergency, as soon as practical after the suspension without pay. If the suspension without pay is greater than five (5) workdays and if the employee decides to appeal the suspension to the Board pursuant to the Classified Grievance Procedure (BP 4200.17), the appeal will begin at Step Three. Absent written agreement by the Superintendent, an employee's appeal will not postpone the suspension.

EMPLOYMENT RECORDS (BP 4200.11)

Public Records – Except for examination materials, performance evaluations, personal histories, or other confidential materials so designated by the superintendent, employee records shall be public records. Such records shall be available for inspection in the presence of authorized personnel by the public during regular office hours under such procedures as the superintendent may establish.

Confidential Records – Examination materials, performance evaluations, personal histories, and other confidential materials so designated by the superintendent shall be kept in confidential personnel files. iBefore the inclusion of any material in an employee's personnel file that may be construed as derogatory, evidence that the employee received a copy of the material is required.

An employee has the right to have included in his/her personnel file a rebuttal of any derogatory material placed therein. An employee, or his/her authorized representative, shall be allowed to examine the contents of his/ file during regular office hours and procedures as the superintendent may establish. (See also BB.0810.10)

PHYSICAL EXAMINATIONS (BP 4112.4)

The Superintendent or designee may require applicants for employment in classified positions to undergo a preemployment physical examination to show that they are physically able to perform the duties of specific jobs.

Employees may be required to pass a physical and/or psychological examination any time such an examination appears necessary to preserve the health and welfare of district students and employees, or to furnish medical proof of physical or mental ability to perform satisfactorily the assigned duties of an individual's position, or as a condition of employment.

DEFINITIONS OF EMPLOYEE (BP 4200.1)

Classified Employee or Employee – A district employee who occupies a position for which the incumbent is not required to hold a valid Alaska teacher's certificate.

Day – When a day is referenced, it is a workday.

Employment Status – The period beginning with the effective date of appointment and ending with the effective date of separation.

Fiscal Year – The period July 1 of the calendar year through June 30 of the following calendar year, inclusive.

Twelve-Month Employee – An employee appointed to a position that is designated as a regularly scheduled twelve-month period. A probationary employee is not a twelve-month employee until the probationary period is complete.

Full-Time Employment – Permanent full-time educational support employee: One who has completed his/her probationary period in a regularly budgeted position, is employed at least thirty (30) hours per week, and is a twelve-month employee.

Less than Twelve-Month Employee – An employee appointed to a position that is designated as a regularly scheduled less than a twelve-month period. A probationary employee is not a less than twelve-month employee until the probationary period is complete.

Part-Time Employment – Permanent part-time employee: One who is employed less than thirty (30) hours per week or less than twelve months per year.

Grade – Categories within the salary schedules; for example, Grade G is Maintenance II.

Immediate Family: Spouse/significant other, father, mother, son, daughter, brother, sister, step/foster relations, employee's grandparent(s), grandchildren and spouse's parent(s).

Pay Status – A day during which an employee works, is on paid leave or is on a paid holiday.

Performance Evaluation – The yearly appraisal in writing of an employee's work performance on district approved forms.

Permanent Position – A position created with the expectation that the need is ongoing and will be budgeted from year to year.

Probationary Employment – Probationary employee: One who is appointed to a regularly budgeted position, but who has not yet completed the first ninety-day probationary period.

Seniority – Defined as district service within a specific job classification as outlined in the classified salary schedule. Leave without pay (LWOP) does not constitute a break in service.

Separation – The leaving of district employment by resignation, termination, dismissal, or layoff.

<u>BREAK IN SERVICE</u>

A break in service is defined as any termination of employment with Valdez City Schools, including declining enrollment at the school or district level or changing needs or programs at the district level. Any employee who experiences a break in service due to declining enrollment at a specific school or district level or changing needs or programs at the school or district level will need to reapply when the position reopens. Prior service and
experience will be given consideration. Valdez City Schools will make decisions based on what is best for students. Any person rehired after a break in service will be reinstated at the wage commensurate to his/her years with the district.

Step – Horizontal incremental movement on the salary schedule.

Substitute – An employee who fills in for an absent employee.

Supervisor – An employee authorized to direct the work of subordinate employees.

Temporary Employment
Temporary employee: One who works on an irregular basis, or who has been appointed for a period of less than six working months, and is not eligible for employee benefits unless he or she is assigned to a permanent position following his/her probationary period.

Temporary Position – A position created by the district for a designated number of days for a specific task or assignment. Temporary positions are non-benefited.

Year of Service – A fiscal year during which an employee is on pay status with the district for not less than one hundred sixty (160) working days.

Valdez City Schools Classified — **Salary Schedule FY26**

FY 26 — 2.75% Increase

	16.30	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	B	20.21	21.02	21.84	22.65	23.47	24.28	25.10	25.91	26.73	27.54	28.36	29.17	29.98	30.80	31.61
		1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
Building Secretary **Federally Qualified Paraprofessional** **Food Service**																
	C	21.18	22.00	22.81	23.63	24.44	25.26	26.07	26.89	27.70	28.52	29.33	30.15	30.96	31.78	32.59
		1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00
Accounting **Administrative Assistant** **Custodial** **Food Service Warehouse**																
	D	24.12	24.93	25.75	26.56	27.38	28.19	29.01	29.82	30.64	31.45	32.27	33.08	33.90	34.71	35.53
		1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18
Career Advisor/K-12 **Desktop Support Tech** **Maint/Custodial** **Prevention Specialist** **Sign Lang. Intepreter**																
	E	25.10	25.91	26.73	27.54	28.36	29.17	29.98	30.80	31.61	32.43	33.24	34.06	34.87	35.69	36.50
		1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.24
Academic Interventionist/Library **PreK Teaching asst**																
	F	26.07	26.89	27.70	28.52	29.33	30.15	30.96	31.78	32.59	33.41	34.22	35.04	35.85	36.67	37.48
		1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30
Food Service Manager/Head Cook **Supt/Board Administrative Asst**																
	G	30.96	31.78	32.59	33.41	34.22	35.04	35.85	36.67	37.48	38.30	39.11	39.93	40.74	41.56	42.37
		1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	2.45	2.50	2.55	2.60
Network Engineer/Desktop Support																
	H	40.58	41.39	42.21	43.02	43.84	44.65	45.47	46.28	47.10	47.91	48.73	49.54	50.36	51.17	51.98
		2.49	2.54	2.59	2.64	2.69	2.74	2.79	2.84	2.89	2.94	2.99	3.04	3.09	3.14	3.19
Network Manager **School Nurse**																

All movement between Levels (B, C, D, E, F, G) will be to the step of equal hourly wage or the next higher step if there isn't an equal.

*The Superintendent has the discretion to add up to a $2.00/hr differential per the guidelines outlined in the classified handbook

Valdez City Schools Classified
FY 27

Salary Schedule FY27

3.00% Increase

16.79	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
B	20.82	21.66	22.50	23.34	24.18	25.02	25.86	26.69	27.53	28.37	29.21	30.05	30.89	31.73	32.57
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
Building Secretary **Federally Qualified Paraprofessional** **Food Service**															
C	21.83	22.67	23.50	24.34	25.18	26.02	26.86	27.70	28.54	29.38	30.22	31.06	31.90	32.74	33.58
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00
Accounting **Administrative Assistant** **Custodial** **Food Service Warehouse**															
D	24.85	25.69	26.53	27.37	28.21	29.04	29.88	30.72	31.56	32.40	33.24	34.08	34.92	35.76	36.60
	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18
Career Advisor/K-12 **Desktop Support Tech** **Maint/Custodial** **Prevention Specialist** **Sign Lang. Intepreter**															
E	25.86	26.69	27.53	28.37	29.21	30.05	30.89	31.73	32.57	33.41	34.25	35.09	35.93	36.77	37.61
	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.24
Academic Interventionist/Library **PreK Teaching asst**															
F	26.86	27.70	28.54	29.38	30.22	31.06	31.90	32.74	33.58	34.42	35.26	36.10	36.94	37.78	38.61
	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30
Food Service Manager/Head Cook **Supt/Board Administrative Asst**															
G	31.90	32.74	33.58	34.42	35.26	36.10	36.94	37.78	38.61	39.45	40.29	41.13	41.97	42.81	43.65
	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	2.45	2.50	2.55	2.60
Network Engineer/Desktop Support															
H	41.80	42.64	43.48	44.32	45.16	46.00	46.84	47.68	48.52	49.36	50.20	51.04	51.88	52.72	53.56
	2.49	2.54	2.59	2.64	2.69	2.74	2.79	2.84	2.89	2.94	2.99	3.04	3.09	3.14	3.19
Network Manager **School Nurse**															

All movement between Levels (B, C, D, E, F, G) will be to the step of equal hourly wage or the next higher step if there isn't an equal.
*The Superintendent has the discretion to add up to a $2.00/hr differential per the guidelines outlined in the classified handbook

Valdez City Schools Classified
FY 28

Salary Schedule FY28

3.00% Increase

17.29	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
B	21.44	22.31	23.17	24.04	24.90	25.77	26.63	27.50	28.36	29.23	30.09	30.96	31.82	32.69	33.55
	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94
Building Secretary **Federally Qualified Paraprofessional** **Food Service**															
C	22.48	23.35	24.21	25.08	25.94	26.81	27.67	28.53	29.40	30.26	31.13	31.99	32.86	33.72	34.59
	1.30	1.35	1.40	1.45	1.50	1.55	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00
Accounting **Administrative Assistant** **Custodial** **Food Service Warehouse**															
D	25.59	26.46	27.32	28.19	29.05	29.92	30.78	31.65	32.51	33.38	34.24	35.11	35.97	36.84	37.70
	1.48	1.53	1.58	1.63	1.68	1.73	1.78	1.83	1.88	1.93	1.98	2.03	2.08	2.13	2.18
Career Advisor/K-12 **Desktop Support Tech** **Maint/Custodial** **Prevention Specialist** **Sign Lang. Intepreter**															
E	26.63	27.50	28.36	29.23	30.09	30.96	31.82	32.69	33.55	34.41	35.28	36.14	37.01	37.87	38.74
	1.54	1.59	1.64	1.69	1.74	1.79	1.84	1.89	1.94	1.99	2.04	2.09	2.14	2.19	2.24
Academic Interventionist/Library **PreK Teaching asst**															
F	27.67	28.53	29.40	30.26	31.13	31.99	32.86	33.72	34.59	35.45	36.32	37.18	38.05	38.91	39.78
	1.60	1.65	1.70	1.75	1.80	1.85	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30
Food Service Manager/Head Cook **Supt/Board Administrative Asst**															
G	32.86	33.72	34.59	35.45	36.32	37.18	38.05	38.91	39.78	40.64	41.50	42.37	43.23	44.10	44.96
	1.90	1.95	2.00	2.05	2.10	2.15	2.20	2.25	2.30	2.35	2.40	2.45	2.50	2.55	2.60
Network Engineer/Desktop Support															
H	43.06	43.93	44.79	45.66	46.52	47.38	48.25	49.11	49.98	50.84	51.71	52.57	53.44	54.30	55.17
	2.49	2.54	2.59	2.64	2.69	2.74	2.79	2.84	2.89	2.94	2.99	3.04	3.09	3.14	3.19
Network Manager **School Nurse**															

All movement between Levels (B, C, D, E, F, G) will be to the step of equal hourly wage or the next higher step if there isn't an equal.
*The Superintendent has the discretion to add up to a $2.00/hr differential per the guidelines outlined in the classified handbook

Work Agreement between Valdez City Schools

And EMPLOYEE NAME

For the 2026-2027 School Year

Date: MM/DD/YYYY Position: **JOB TITLE**

Level _Step _ __ maximum hours per day **$_** /hour
__Maximum Days (including paid holidays)

First Day of Work**: MM/DD/YYYY** Last Day of Work: **MM/DD/YYYY**

Non-Student Inservice Days: Not scheduled/contracted unless specified by District Administrator
Work day as usual unless otherwise instructed by your Supervisor.

Paid Holidays: Thanksgiving & Day After; Christmas; New Year's Day; Memorial Day; and 4th of July; Labor Day (per Classified Handbook) Part Time Position does not qualify for Health Insurance.

****

The District is authorized to employ such educational support employees as are provided for in the budget unless there is a lack of work or loss of funds, or at the discretion of the Board.

Due to staffing needs both in the building and within the school district, a classified employee shall be reassigned to another student or another building to work in a similar role.

In the case of a paraprofessional assigned to a high needs child, and the child moves (either short term or permanently) the paraprofessional will retain the rights to be reassigned to the position of the last paraprofessional hired (per the seniority list) or to apply for a position that is currently available. In the case of a temporary absence (day to day) of a student assigned to the paraprofessional, the paraprofessional may be assigned other duties for that day.

If for any of the above reasons, an employee has loss of employment with the School District, the Superintendent will make every effort to place the employee in other available job vacancies for which he/she may be qualified. For paraprofessionals involved in a reduction in force due to student loss, advance notice of not less than 30 work-days (from the time of notice given the district) will be given before lay-off.

Hours listed on the work agreement are to be referenced as maximum hours. These hours may be extended (with supervisor approval) for work beyond what is listed in the work agreement. Examples may include but are not limited to: attendance at district meetings (staffing/IEP) or for necessary preparation time not initially scheduled.

If your normal work day is 7.5 to 8 hours, you will accrue 1.25 days of sick leave per month. If your normal work day is less than 7.5 hours a day, you will accrue 1 day of sick leave per month. Sick leave may accumulate without limit; however unused sick leave will be paid out at $10.00 per day upon termination. Personal leave of (4) four days is front loaded based on the length of the work agreement (9 months) and will be prorated accordingly should the contract be modified.

Leave without pay must have prior approval from both the immediate supervisor and the superintendent. Unauthorized leave without pay will be interpreted as abandonment of contract/work agreement.

Overtime must have prior administrative approval by the Superintendent or his/her designee.

_____ _____

Employee Signature Date

_____ _____

Kalin King, Board President Jason Weber, Superintendent

Please return the signed work agreement NLT. A copy will be loaded into your Frontline Account

APPENDIX A – CLASSIFIED SICK LEAVE BANK PARTICIPATION FORM

BP 4200.4 Classified Employees - Sick Leave Bank

Sick Leave Bank - The Sick Leave Bank is established to provide participating classified employees, under unusual circumstances, with an additional allowance of sick leave. After exhausting his/her personal allotment of accumulated sick leave and personal leave, application for reasonable withdrawals may be made if the employee is subject to serious, extended illness or caring for an immediate family member with a serious illness. Pregnancy-related absences will not be considered valid requests unless mother or offspring encounter unusual circumstances during or after delivery which result in serious or extended illness.

A member may request to withdraw days from the bank for serious, extended personal illness after having used all of the employee's own accrued sick leave and personal leave and upon certification by the attending physician. Any exception may require additional documentation. Documentation is required for all requests and can be as simple as a note from the receptionist office for verification. A member may request (withdraw) not more than twice the number of sick leave days the employee had accumulated before the first day of school in any school year, or twenty-four (24) days, whichever is greater. Membership in the Sick Leave Bank is open to all classified employees on a voluntary basis. Classified employees may become a member of the bank during the annual open enrollment period which starts at the beginning of the school year and ends ten (10) business days after the first district wide inservice day and by contributing one (1) day of earned sick leave annually within the first thirty (30) calendar days of the beginning of the school year, or, for new employees, within the first thirty calendar days of commencing employment with the District, and thereafter within the first thirty calendar days of the beginning of the school year. Once a member has chosen to join the bank, they may not withdraw. If, at the end of each school year, the remaining number of days in the bank does not exceed or equal eighty percent (80%) of the number of members, all current members will be required to donate an additional day during the fall enrollment. All leave transferred to the bank by an employee is final and not recoverable for recredit to their personal sick leave account.

An administrative committee shall govern withdrawals from the Sick Leave Bank and the Bereavement Leave Bank. This committee will consist of three (3) members:

Three (3) members elected by and from among the bank members.

Elected Members: Three members will be elected by bank members from a district-wide ballot of consenting nominees. The initial elected members will serve staggered terms of one (1), two (2), and three (3) years, based on the number of votes received. Thereafter, one (1) new member shall be elected to a three (3) year term each year to maintain committee continuity.

A chairperson shall be selected to assume responsibility for the duties of the committee.

October 1: The existing committee shall solicit nominations from Classified employees who are members of the banks.

October 7: A district-wide ballot will be distributed, listing all consenting nominees.

October 10: All ballots must be submitted by the end of the day.

October 15: Final election results shall be reported, and newly elected members shall begin their term.

With the help of the committee, the Superintendent's Office shall establish files to thoroughly document and supervise membership donations, applications for leave withdrawals, action taken by the committee, the Bank's balance, and any other pertinent business. Specifically, a membership list shall be provided to the Superintendent's Office by October 15 of each year. Minutes will be kept of each committee meeting and appropriate reports shall be submitted to the Board informing them of the Bank's current status. A chairperson shall be selected to assume responsibility for the duties of the committee. Upon dissolution of the Sick Leave Bank, any sick leave balance shall be cancelled

I want to be a member of Valdez City Schools' Classified Sick Leave Bank**.** Once a Classified Member has chosen to join the bank, they may not withdraw.	
I understand that by signing this request, **I am contributing one day of my sick leave** to the bank and the transfer of that day is final.	
◯ I Choose to participate	◯ I choose not to participate
Full Name:	Signature:
Date:	
Office Notes:	

APPENDIX B – CLASSIFIED BEREAVEMENT LEAVE BANK PARTICIPATION FORM

BP 4200.5 Classified Employees - Bereavement Leave Bank

Bereavement Leave Bank - The Bereavement Leave Bank, is established to provide participating classified employees an opportunity to use bereavement leave for other bereavement circumstances than the Personnel Manual allows.

A member may request to withdraw days from the bereavement leave bank after having used all of the employee's own accrued sick leave and personal leave. Documentation is required for all requests and can be as simple as a social media post screenshot, memorial service picture or obituary for verification.

A member may request to withdraw days from the Bank for the death of family members or "loved ones" not specifically allowed under Bereavement Leave in the manual. Membership in the Bank is open to all permanent classified employees on a voluntary basis. Classified employees may become a member of the bank during the annual open enrollment period which starts at the beginning of the school year and ends ten (10) business days after the first district wide inservice day. To join, an eligible employee must donate one (1) day of annual leave within thirty (30) days of the first actual working day. If, at the end of each school year, the remaining number of days in the Bank does not exceed or equal twenty-five percent (25%) of the number of members, all current members will be required to donate an additional day during the fall enrollment. All leave transferred to the Bank by an employee is final and not recoverable for recredit to the annual/personal leave account. Days remaining in the Bank at the end of the year will be carried over to the next year. Application for leave from the Bank must be submitted within five (5) days from return to work or 5 days prior to use if the leave can be planned, to the Bank Committee Chairperson.

A committee shall govern withdrawals from the Sick Leave Bank and the Bereavement Leave Bank. This committee will consist of three (3) members:

Three (3) members elected by and from among the bank members.

Elected Members: Three members will be elected by bank members from a district-wide ballot of consenting nominees. The initial elected members will serve staggered terms of one (1), two (2), and three (3) years, based on the number of votes received. Thereafter, one (1) new member shall be elected to a three (3) year term each year to maintain committee continuity.

A chairperson shall be selected to assume responsibility for the duties of the committee.

October 1: The existing committee shall solicit nominations from Classified employees who are members of the banks.

October 7: A district-wide ballot will be distributed, listing all consenting nominees.

October 10: All ballots must be submitted by the end of the day.

October 15: Final election results shall be reported, and newly elected members shall begin their term.

Minutes will be kept of each committee meeting and submitted to the Superintendent's Office within fifteen (15) days following each application request. With the help of the committee, the Superintendent's Office shall establish files to document and supervise membership donations, applications for leave withdrawals, action taken by the committee, the Bank's balance, and any other pertinent business. Specifically, a membership list shall be compiled by the Superintendent's Office by October 15 of each year. Upon dissolution of the Bereavement Leave Bank, any annual leave balance shall be cancelled.

I want to be a member of Valdez City Schools' Classified Bereavement Leave Bank**.** Once a Classified Member has chosen to join the bank, they may not withdraw.	
I understand that by signing this request, **I am contributing one day of my sick leave** to the bank and the transfer of that day is final.	
◯ I Choose to participate	◯ I choose not to participate
Full Name:	Signature:
Date:	
Office Notes:	

Memorandum

Date: 03-19-2026

From: Jason Weber
Superintendent

To: VCS Board of Education

Thru: Jason Weber
Superintendent

Subj: Recommended Budget Update.

Susan Love, Amber Cawley, and Jason Weber worked with the VCS administrators to find funds to cover the unexpected deficit caused by the 20% increase to our health insurance plan.

- There will be 2 additional intensive students who will be eligible to be claimed in FY27. We now anticipate receiving state funding for in FY27, we also believe that we can cover those 2 students with the current staffing ($173,500)

- Anticipated changes in personnel (savings $60,000)

- Removal of the ½ time preschool position we budgeted (savings $25,000) the total number of students budgeted for was 32 students, if we have the same number of students as this year 48, we will be able to fill that position with new funds.

- Take district office utilities off the books, which the current budget proposal had not included. (savings $40,000)

- Adjustment Technology Budget for travel, and subscriptions. (savings $15,000) Replace if funding comes through.

- Decrease maintenance and operation funds. (savings $10,000) Replace if funding comes through.

- Remove $30,000 from Curriculum Budget online subscriptions, this is money that is not currently allocated. (savings $30,000)

Our recommendation is to reduce expenditures in the amount of $180,000 as outlined in the bullet points above and include the additional funding of the intensive students of $173,500 for

FY27. This proposal would still require a draw of $135,500 from our undesignated reserves to balance the budget. The draw on undesignated reserves would amount to 9.03% of the current balance which has been carried over the maximum level.

Recommendation: Discuss the recommended budget update.

3-24-26 Recommended Changes due to to 20% increase in health insurance

- Additional intensive students (2)
  - $173,500
- Anticipated changes in personnel
  - ($60,000)
- ½ time PK para position
  - ($25,000)
- District office utilities
  - ($40,000)
- Technology travel and subscriptions
  - ($15,000)
- Maintenance and Operations
  - ($10,000)
- Curriculum online subscriptions
  - ($30,000)
- Undesignated reserve
  - $135,500

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
-93067	C	3852 AQUATIC SPECIALTY SERVICES INTERNATIONAL	591.54	02/04/26	2/26		
						CL 47381	591.54
-93066	C	52 WAXIE'S SANITARY SUPPLY	5636.44	02/04/26	2/26		
						CL 47382	5636.44
-93065	C	759 GRAINGER ELECTRIC	726.00	02/04/26	2/26		
						CL 47384	726.00
-93064	C	759 GRAINGER ELECTRIC	3574.60	02/04/26	2/26		
						CL 47385	3574.60
-93063	C	4332 VALDEZ OT	8125.00	02/04/26	2/26		
						CL 47386	8125.00
-93062	C	29 ASSOCIATION OF ALASKA SCHOOL BOARDS	13894.40	02/04/26	2/26		
						CL 47394	13894.40
-93061	C	3705 PREMIER ALASKA TOURS, INC	11450.00	02/06/26	2/26		
						CL 47403	11450.00
-93060	C	386 NORTH PACIFIC FUEL	13003.25	02/06/26	2/26		
						CL 47406	13003.25
-93059	C	446 WILSON BROS. DISTRIB. CO., INC	22175.65	02/06/26	2/26		
						CL 47407	22175.65
-93058	C	920 US FOODS	11654.13	02/06/26	2/26		
						CL 47408	11654.13
-93057	C	4365 GSD EDUCATIONAL SERVICES	68.75	02/06/26	2/26		
						CL 47411	68.75
-93056	C	4738 ZEPTIVE INC	118.00	02/06/26	2/26		
						CL 47412	118.00
-93055	C	3297 HOPE PH. D, CAROLEN A	10696.73	02/06/26	2/26		
						CL 47413	10696.73
-93054	C	1668 JUNIOR LIBRARY GUILD	2263.60	02/06/26	2/26		
						CL 47415	2263.60
-93053	E	125 PITNEY BOWES GLOBAL	533.49	02/12/26	2/26		
						CL 47445	533.49
-93052	E	1316 GCI	7.57	02/12/26	2/26		
						CL 47446	7.57
-93051	C	3356 POWERSCHOOL GROUP LLC	760.00	02/13/26	2/26		
						CL 47416	760.00
-93050	C	239 TOTEM INN	304.00	02/13/26	2/26		
						CL 47418	304.00
-93049	C	29 ASSOCIATION OF ALASKA SCHOOL BOARDS	3270.00	02/13/26	2/26		
						CL 47421	3270.00
-93048	C	3705 PREMIER ALASKA TOURS, INC	17175.00	02/13/26	2/26		
						CL 47430	17175.00
-93047	C	727 ANCHORAGE HILTON	716.00	02/13/26	2/26		
						CL 47432	716.00
-93046	C	3705 PREMIER ALASKA TOURS, INC	17475.00	02/13/26	2/26		
						CL 47435	17475.00
-93045	C	446 WILSON BROS. DISTRIB. CO., INC	315.00	02/13/26	2/26		
						CL 47437	315.00
-93044	C	386 NORTH PACIFIC FUEL	842.08	02/13/26	2/26		
						CL 47442	842.08

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
-93043	C	245 HARRIS SAND & GRAVEL INC	753.20	02/13/26	2/26		
						CL 47456	753.20
-93042	C	1475 MARK'S REPAIR INC	178.50	02/13/26	2/26		
						CL 47457	178.50
-93041	C	2899 KINETIC ELECTRIC, LLC	3877.50	02/13/26	2/26		
						CL 47458	3877.50
-93040	C	973 KVAK RADIO	995.00	02/13/26	2/26		
						CL 47459	995.00
-93039	C	446 WILSON BROS. DISTRIB. CO., INC	271.32	02/13/26	2/26		
						CL 47460	271.32
-93038	C	4777 NAPA AUTO PARTS - VALDEZ	472.68	02/13/26	2/26		
						CL 47461	472.68
-93037	C	1412 SOUTH CENTRAL HARDWARE,INC.	1194.47	02/13/26	2/26		
						CL 47462	1194.47
-93036	E	122 COPPER VALLEY TELECOM	7789.28	02/17/26	2/26		
						CL 47463	7789.28
-93035	C	3368 VALLEY BASKETBALL OFFICIALS ASSOCIATION	5960.00	02/18/26	2/26		
						CL 47399	5960.00
-93034	C	446 WILSON BROS. DISTRIB. CO., INC	105.00	02/18/26	2/26		
						CL 47465	105.00
-93033	C	386 NORTH PACIFIC FUEL	4480.87	02/18/26	2/26		
						CL 47477	4480.87
-93032	C	736 LYNDEN TRANSPORT INC.	2124.49	02/18/26	2/26		
						CL 47478	2124.49
-93031	C	239 TOTEM INN	2888.00	02/18/26	2/26		
						CL 47484	2888.00
-93030	E	3164 BANK OF AMERICA	1004.78	02/17/26	2/26		
						CL 47448	1004.78
-93029	E	3164 BANK OF AMERICA	4942.74	02/17/26	2/26		
						CL 47449	4942.74
-93028	E	3164 BANK OF AMERICA	659.86	02/17/26	2/26		
						CL 47450	659.86
-93027	E	3164 BANK OF AMERICA	2226.77	02/17/26	2/26		
						CL 47451	2226.77
-93026	E	3164 BANK OF AMERICA	480.00	02/17/26	2/26		
						CL 47452	480.00
-93025	E	3164 BANK OF AMERICA	6972.00	02/17/26	2/26		
						CL 47453	6972.00
-93024	E	3164 BANK OF AMERICA	819.13	02/17/26	2/26		
						CL 47454	819.13
-93023	E	3164 BANK OF AMERICA	5073.73	02/17/26	2/26		
						CL 47455	5073.73
-93022	E	3164 BANK OF AMERICA	6077.22	02/17/26	2/26		
						CL 47485	6077.22
-93021	C	3458 VALDEZ FOOD CACHE, LLC	1896.25	02/19/26	2/26		
						CL 47447	1896.25
-93020	C	1290 BSN SPORTS LLC	1159.95	02/19/26	2/26		
						CL 47464	1159.95

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
-93019	C	43 C.A.T. TRANSPORTATION	5300.00	02/19/26	2/26		
						CL 47489	5300.00
-93018	C	920 US FOODS	10231.13	02/19/26	2/26		
						CL 47491	10231.13
-93017	C	5307 eDYNAMIC LP	1295.00	02/19/26	2/26		
						CL 47502	1295.00
-93016	C	1049 KCDA PURCHASING COOPERATIVE	10907.05	02/19/26	2/26		
						CL 47503	10907.05
-93015	C	1591 APPLE COMPUTER, INC.	9933.00	02/19/26	2/26		
						CL 47504	9933.00
-93014	C	386 NORTH PACIFIC FUEL	5781.80	02/23/26	2/26		
						CL 47506	5781.80
-93013	C	826 FIRST STUDENT, INC.	80972.28	02/23/26	2/26		
						CL 47507	80972.28
-93012	C	446 WILSON BROS. DISTRIB. CO., INC	1428.00	02/23/26	2/26		
						CL 47513	1428.00
-93011	C	2631 SCHOOL OUTFITTERS LLC	8395.92	02/23/26	2/26		
						CL 47514	8395.92
-93010	C	446 WILSON BROS. DISTRIB. CO., INC	13222.23	02/23/26	2/26		
						CL 47516	13222.23
-93009	C	5322 CLENDANIEL HEYMAN CAMPION, LLC	7854.00	02/23/26	2/26		
						CL 47518	7854.00
-93008	C	446 WILSON BROS. DISTRIB. CO., INC	3662.15	02/23/26	2/26		
						CL 47519	3662.15
-93007	C	941 MARRIOTT ANCHORAGE DOWNTOWN	1512.00	02/23/26	2/26		
						CL 47520	1512.00
-93006	C	320 NORTHWEST TEXTBOOK DEPOSITORY CO.	4725.65	02/26/26	2/26		
						CL 47068	4725.65
-93005	C	2623 BROOKES PUBLISHING	149.95	02/26/26	2/26		
						CL 47515	149.95
-93004	C	4559 KELLEY CREATE	59.00	02/26/26	2/26		
						CL 47521	59.00
-93003	C	1290 BSN SPORTS LLC	55.74	02/26/26	2/26		
						CL 47523	55.74
-93002	C	3705 PREMIER ALASKA TOURS, INC	6850.00	02/26/26	2/26		
						CL 47524	6850.00
-93001	E	125 PITNEY BOWES GLOBAL	167.73	02/25/26	2/26		
						CL 47540	167.73
-93000	E	410 FLEET SERVICES	2542.32	02/26/26	_____		
						CL 47547	2542.32
-92999	C	2084 CONSTRUCTION MACHINERY INDUSTRIAL, LLC	1600.00	02/27/26	2/26		
						CL 47512	1600.00
-92998	C	1049 KCDA PURCHASING COOPERATIVE	550.90	02/27/26	2/26		
						CL 47531	550.90
-92997	C	446 WILSON BROS. DISTRIB. CO., INC	630.00	02/27/26	2/26		
						CL 47532	630.00
-92996	C	2084 CONSTRUCTION MACHINERY INDUSTRIAL, LLC	858.70	02/27/26	2/26		
						CL 47533	858.70

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
-92995	C	4365 GSD EDUCATIONAL SERVICES	112.50	02/27/26	2/26		
						CL 47535	112.50
-92994	C	121 COPPER VALLEY ELECTRIC ASSOC	63138.78	02/27/26	2/26		
						CL 47541	63138.78
-92993	C	386 NORTH PACIFIC FUEL	23880.85	02/27/26	2/26		
						CL 47543	23880.85
-92992	C	3705 PREMIER ALASKA TOURS, INC	6850.00	02/27/26	2/26		
						CL 47546	6850.00
-92991	C	5 CDW-G GOVERNMENT INC	7656.25	02/27/26	2/26		
						CL 47551	7656.25
49313	S	3798 BECK, COLE	260.00	02/04/26	_____		
						CL 47400	260.00
49314	S	5313 COMER, BRISTYL	195.00	02/04/26	2/26		
						CL 47393	195.00
49315	S	5144 CRAIG, MATTHEW	210.00	02/04/26	2/26		
						CL 47396	210.00
49316	S	4133 DEATON, ISAAC	150.00	02/04/26	2/26		
						CL 47387	150.00
49317	S	2353 DEATON, KENNETH WAYNE	150.00	02/04/26	2/26		
						CL 47388	150.00
49318	S	4143 GOOD, RYAN	210.00	02/04/26	_____		
						CL 47402	210.00
49319	S	4539 GUNDERSON, MEGAN	713.70	02/04/26	2/26		
						CL 47390	713.70
49320	S	3970 HUMPHREY, STEFANIE MARGO	180.00	02/04/26	2/26		
						CL 47404	180.00
49321	S	3888 JONES, JUSTIN	210.00	02/04/26	_____		
						CL 47395	210.00
49322	S	5312 KAKOONA, MARY	620.00	02/04/26	2/26		
						CL 47401	620.00
49323	S	4991 ODENCRANS, BREANNA	195.00	02/04/26	2/26		
						CL 47392	195.00
49324	S	3507 REDINGTON SR. JUNIOR/SENIOR HIGH SCH	250.00	02/04/26	2/26		
						CL 47397	250.00
49325	S	3936 REGION VI ACTIVITIES ASSOCIATION	608.00	02/04/26	2/26		
						CL 47398	608.00
49326 C	S	4895 SHIELL, JENNIFER	0.00	02/04/26	_____		
						CL 47391	
49327 *	S	5077 TIPPETTS, AMANDA	469.00	02/04/26	2/26		
						CL 47389	469.00
49328	S	4773 WALKER, CEDRIC	593.70	02/04/26	2/26		
						CL 47383	593.70
49329	S	4919 ESPIRITU, ROSALYN	318.00	02/05/26	_____		
						CL 47409	318.00
49330	S	4597 GOUDREAU, KATE	120.40	02/05/26	2/26		
						CL 47414	120.40
49331	S	941 MARRIOTT ANCHORAGE DOWNTOWN	4248.00	02/05/26	2/26		
						CL 47405	4248.00

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
49332	S	5077 TIPPETTS, AMANDA	893.00	02/05/26	2/26		
						CL 47410	893.00
49333	S	330 ALASKA STAFF DEVELOPMENT NETWORK	3455.00	02/10/26	_____		
						CL 47417	3455.00
49334	S	4117 BERKELEY, JON	225.00	02/10/26	_____		
						CL 47420	225.00
49335	S	4989 BOTTIERI, MIKALEIGH	150.00	02/10/26	2/26		
						CL 47422	150.00
49336	S	4611 COMER, JAIME	90.00	02/10/26	2/26		
						CL 47431	90.00
49337	S	3672 CRAIG, MEAGAN	120.00	02/10/26	2/26		
						CL 47427	120.00
49338	S	4843 FINLEY, HOPE	120.00	02/10/26	_____		
						CL 47426	120.00
49339	S	25 GLENNALLEN SCHOOL	450.00	02/10/26	_____		
						CL 47429	450.00
49340	S	5310 KING, TAHNEE	120.00	02/10/26	2/26		
						CL 47428	120.00
49341	S	5277 LEAHY, KRISTIN	150.00	02/10/26	2/26		
						CL 47425	150.00
49342	S	505 PALMER JR. MIDDLE SCHOOL	400.00	02/10/26	_____		
						CL 47424	400.00
49343	S	228 SAFEWAY	752.42	02/10/26	2/26		
						CL 47380	752.42
49344	S	2481 VALDEZ CITY SCHOOLS	3500.00	02/10/26	2/26		
						CL 47423	3500.00
49345	S	332 CHILD NUTRITION PROGRAMS (UDSA)	670.00	02/12/26	2/26		
						CL 47444	670.00
49346	S	4984 DIBB, MOLLY	210.00	02/12/26	2/26		
						CL 47439	210.00
49347	S	4191 EVANS, ROBERT	115.27	02/12/26	_____		
						CL 47436	115.27
49348	S	4816 MCRAE, MOSES	743.70	02/12/26	2/26		
						CL 47433	743.70
49349	S	3960 REISWIG, JENIFER	210.00	02/12/26	2/26		
						CL 47440	210.00
49350	S	5316 SIMS, SHARI	30.00	02/12/26	2/26		
						CL 47438	30.00
49351	S	3417 SUTTON, RACHEL M	27.99	02/12/26	2/26		
						CL 47434	27.99
49352	S	5317 TUDELA, VERONICA	210.00	02/12/26	2/26		
						CL 47441	210.00
49353	S	4263 WADSWORTH, HEATHER	41.67	02/12/26	_____		
						CL 47443	41.67
49354	S	5297 BAILEY, BLAIR	150.00	02/17/26	2/26		
						CL 47476	150.00
49355	S	3798 BECK, COLE	225.00	02/17/26	_____		
						CL 47467	225.00

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
49356	S	1677 BENDA, JENNIFER J	237.33	02/17/26	2/26		
						CL 47481	237.33
49357	S	3940 CARUTHERS, ELIZABETH	225.00	02/17/26	2/26		
						CL 47469	225.00
49358	S	3166 COMER, BILLIE J	150.00	02/17/26	_____		
						CL 47475	150.00
49359 C	S	3821 CRONK, DAVID	0.00	02/17/26	_____		
						CL 47470	
49360 *	S	4143 GOOD, RYAN	225.00	02/17/26	_____		
						CL 47468	225.00
49361 C	S	4547 HAMILTON, JAKE	0.00	02/17/26	_____		
						CL 47472	
49362 *	S	3580 IRVING, ALEXANDRA	243.85	02/17/26	2/26		
						CL 47483	243.85
49363	S	3888 JONES, JUSTIN	150.00	02/17/26	_____		
						CL 47471	150.00
49364	S	3324 KOONTZ, MEL D	254.63	02/17/26	_____		
						CL 47480	254.63
49365	S	3727 MCCUMBY, MELISSA	253.08	02/17/26	2/26		
						CL 47482	253.08
49366	S	3073 OLSON, V CHEY	134.83	02/17/26	2/26		
						CL 47479	134.83
49367	S	2944 PETERSEN, MICHELLE	150.00	02/17/26	_____		
						CL 47474	150.00
49368	S	2481 VALDEZ CITY SCHOOLS	103.95	02/17/26	2/26		
						CL 47466	103.95
49369	S	4048 WADE, CAREY	150.00	02/17/26	2/26		
						CL 47473	150.00
49370	S	4701 ALBRIGHT, KATIE	35.95	02/17/26	2/26		
						CL 47490	35.95
49371 C	S	3348 CARTER, SARAH A	0.00	02/17/26	_____		
						CL 47500	
49372 *	S	3832 COX-COLE, TINA	105.00	02/17/26	_____		
						CL 47498	105.00
49373	S	3672 CRAIG, MEAGAN	150.00	02/17/26	_____		
						CL 47487	150.00
49374	S	4133 DEATON, ISAAC	195.00	02/17/26	_____		
						CL 47494	195.00
49375	S	2353 DEATON, KENNETH WAYNE	195.00	02/17/26	_____		
						CL 47495	195.00
49376	S	4843 FINLEY, HOPE	150.00	02/17/26	_____		
						CL 47488	150.00
49377	S	5310 KING, TAHNEE	150.00	02/17/26	2/26		
						CL 47486	150.00
49378	S	3587 MONTANO, ROXANNE	516.00	02/17/26	_____		
						CL 47497	516.00
49379	S	4991 ODENCRANS, BREANNA	48.98	02/17/26	_____		
						CL 47501	48.98

Claim Checks

Check #	Type	Vendor #/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
49380 C	S	4649 PEDERSEN, MEIRA	0.00	02/17/26	_____		
						CL 47496	
49381 *	S	5086 SMITH, RICHARD	105.00	02/17/26	_____		
						CL 47499	105.00
49382	S	4953 TAYLOR, NATHANAEL	200.00	02/17/26	2/26		
						CL 47492	200.00
49383	S	5077 TIPPETTS, AMANDA	100.46	02/17/26	2/26		
						CL 47493	100.46
49384	S	4413 EQUIPMENT & ENGINE TRAINING COUNCIL	1301.33	02/18/26	_____		
						CL 47045	1301.33
49385	S	219 DERIFIELD, CHERYL	494.86	02/19/26	2/26		
						CL 47505	494.86
49386	S	5323 GILLAM, JESSICA	220.00	02/19/26	2/26		
						CL 47510	220.00
49387	S	4237 MEHL, KAREN	217.77	02/19/26	2/26		
						CL 47509	217.77
49388	S	4981 TATE-LEE, JENNIFER	245.87	02/19/26	2/26		
						CL 47508	245.87
49389	S	3603 UNGER, CINDY	662.12	02/19/26	2/26		
						CL 47511	662.12
49390	S	2481 VALDEZ CITY SCHOOLS	1900.00	02/20/26	2/26		
						CL 47517	1900.00
49391	S	3500 CALLAHAN, MATTHEW RALPH	623.71	02/25/26	_____		
						CL 47528	623.71
49392	S	4605 DINKEL, KYLA	180.00	02/25/26	_____		
						CL 47529	180.00
49393	S	2608 GIUSTI, GIANNA	249.42	02/25/26	_____		
						CL 47527	249.42
49394	S	4143 GOOD, RYAN	45.00	02/25/26	_____		
						CL 47526	45.00
49395	S	19 NATIONAL HONOR SOCIETY	480.00	02/25/26	_____		
						CL 47522	480.00
49396	S	3417 SUTTON, RACHEL M	187.78	02/25/26	2/26		
						CL 47525	187.78
49397	S	5326 VDZ ELITE LLC	500.00	02/25/26	_____		
						CL 47530	500.00
49398	S	4989 BOTTIERI, MIKALEIGH	228.55	02/25/26	2/26		
						CL 47538	228.55
49399	S	3495 BURNS, KATHERINE L	207.76	02/25/26	_____		
						CL 47542	207.76
49400	S	3451 CHADWICK, KRISTA D	254.04	02/25/26	2/26		
						CL 47544	254.04
49401	S	5164 EDENS, SHERIDAN	237.14	02/25/26	_____		
						CL 47539	237.14
49402	S	95 OLSON, PATRICK	216.94	02/25/26	_____		
						CL 47536	216.94
49403	S	5327 SALMERI, RACHEL	195.00	02/25/26	_____		
						CL 47545	195.00

Claim Checks

Check #	Type	Vendor	#/Name	Check Amount	Date Issued	Period Redeemed	Claim #	Claim Amount
49404	S	4733	SHIERY,TAUGA	214.04	02/25/26			
							CL 47537	214.04
49405	S	4818	TRAN, JESSICA	247.14	02/25/26			
							CL 47534	247.14
49406	S	4311	WIESE, AMANDA	96.92	02/25/26	2/26		
							CL 47548	96.92
49407	S	5240	DISCOUNT PLAYGROUND SUPPLY	2622.29	02/25/26			
							CL 47550	2622.29
49408	S	4983	KERNEY, JOSEPH	234.95	02/27/26			
							CL 47561	234.95
49409	S	3491	OWNBEY, RYLEE	225.00	02/27/26			
							CL 47558	225.00
49410	S	3209	TOWNE PLACE SUITES	3969.00	02/27/26			
							CL 47552	189.00
							CL 47553	3780.00
49411	S	2481	VALDEZ CITY SCHOOLS	34.00	02/27/26	2/26		
							CL 47559	34.00
49412	S	3719	VINCENT, JESSICA	225.00	02/27/26			
							CL 47557	225.00
49413	S	4836	WADSWORTH, MATT	225.00	02/27/26			
							CL 47556	225.00
49414	S	2035	COMER, BILL	210.00	03/02/26			
							CL 47569	210.00
49415	S	3166	COMER, BILLIE J	210.00	03/02/26			
							CL 47573	210.00
49416	S	3821	CRONK, DAVID	210.00	03/02/26			
							CL 47570	210.00
49417	S	4133	DEATON, ISAAC	210.00	03/02/26			
							CL 47565	210.00
49418	S	4478	DEATON, SHELBY	210.00	03/02/26			
							CL 47564	210.00
49419	S	4982	KERNEY, KELSEY	254.39	03/02/26			
							CL 47568	254.39
49420	S	2944	PETERSEN, MICHELLE	210.00	03/02/26			
							CL 47571	210.00
49421	S	400	SPENARD BUILDERS SUPPLY INC.	2435.00	03/02/26			
							CL 47562	2435.00
49422	S	4048	WADE, CAREY	210.00	03/02/26			
							CL 47572	210.00

Total for Claim Checks 535990.83
Count for Claim Checks 187

* denotes missing check number(s)

# of Checks: 187 Total: 535990.83

Fund/Account		Amount
100 OPERATING FUND		
601		259,163.99
205 TRANSPORTATION FUND		
601		79,846.14
255 LUNCH FUND		
601		62,900.97
264 TITLE VI-B		
601		10,788.73
268 TITLE I-A, BASIC		
601		34.00
270 CARL PERKINS, VOC.ED.		
601		2,102.29
271 TITLE I-C, MIGRANT		
601		5,400.00
300 STUDENT ACTIVITY FUND		
601		4,262.50
301 ACTIVITY FUND		
601		101,559.21
501 TECHNOLOGY		
601		9,933.00
	Total:	535,990.83