



# Chugach School District

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*Charlene Arneson, President – Gail Evanoff, Vice President  
Nanci Robart, Member – David Totemoff, Member – Dave Dickason, Member*

## Vision/Mission Statement

**Vision Statement:** Our vision is to serve as a trusted collective voice for our district while promoting strong ethics, integrity, and an equitable and quality education for all of our students.

**Mission Statement:** Our mission is to provide visionary leadership through the establishment of a structure of strong ethics, accountability, and advocacy for the success of our students. We will pursue the advancement of student achievement and well-being through effective partnerships with staff, families, stakeholders, and our community members.

The school board would like to take this moment to respectfully acknowledge that we serve on the traditional lands of the Chugach people which includes the Sugpiaq and Alutiiq people.

## UNAPPROVED AGENDA CHUGACH SCHOOL DISTRICT

**DATE:** Wednesday, May 28, 2025

**PLACE:** Zoom Only

**Teleconference Call-in Number:** 1-206-858-8066  
**PIN:** 576697

### May 2025 Board Meet

**TIME:** 9:00 AM

Board members present:  
*Charlene Arneson, Gail Evanoff,  
Nanci Robart, David Totemoff, Dave Dickason*

1. CALL TO ORDER
2. ROLL CALL & ESTABLISHMENT OF QUORUM
3. APPROVAL OF AGENDA
4. PLEDGE OF ALLEGIANCE
5. MISSION/VISION STATEMENT, LAND ACKNOWLEDGMENT

Vision Statement: Our vision is to serve as a trusted collective voice for our district while promoting strong ethics, integrity, and an equitable and quality education for all of our students.

Mission Statement: Our mission is to provide visionary leadership through the establishment of a structure of strong ethics, accountability, and advocacy for the success of our students. We will pursue the advancement of student achievement and well-being through effective partnerships with staff, families, stakeholders, and our community members.

Chugach School District Mission Statement: The Chugach School District is committed to developing and supporting a partnership with students, parents, community and business which equally shares the responsibility of empowering students to meet the needs of the ever changing world in which they live. Students shall possess the academic and personal characteristics necessary to reach their full potential. Students will contribute to their community in a manner that displays respect for human dignity and validates the history and culture of all ethnic groups.

Land Acknowledgment: The school board would like to take this moment to respectfully acknowledge that we serve on the traditional lands of the Chugach people which includes the Sugpiaq and Alutiiq people.

6. APPROVAL OF MINUTES
7. INTRODUCTION OF GUESTS and/or ANNOUNCEMENTS
  - a. Meet and Greet District-Wide Administrator: Marco Christian
8. BOARD OF STARS

<b>Allison</b>			<b>Martin</b>
<b>FOCUS</b>	<b>Student</b>	<b>Leadership</b>	<b>Team</b>

I would like to enthusiastically nominate Allison Martin for recognition for her outstanding service and dedication during our recent homeschool prom. She graciously volunteered to manage the kitchen—and went above and beyond every step of the way. From preparing a delicious variety of appetizers, crafting beautiful veggie and cheese platters, and assembling dessert trays, to making punch, refilling drink dispensers, and constantly keeping the refreshment area stocked—Allison did it all with grace, warmth, and an unshakable smile. She not only ensured our guests were well-fed and cared for throughout the evening, but also took it upon herself to clean up spills and return the kitchen to the venue in better condition than we found it. Her hard work behind the scenes made a huge impact on the success of the event, and we are truly grateful for her selfless contribution. Allison exemplifies the heart and spirit of our homeschool community, and it's an honor to recognize her efforts.

<b>Serena</b>			<b>Jackson</b>
<b>FOCUS</b>	<b>Student</b>	<b>Leadership</b>	<b>Team</b>

I am honored to nominate Serena Jackson for recognition of her generous and creative support of this year's homeschool prom. Serena went above and beyond by using her own time and equipment at home to design and create custom mugs and tumblers for our prom prizes. Her thoughtful contribution added a special and personal touch to the evening, and the students absolutely loved them. She even made the effort to have them ready and available on a Saturday, ensuring everything was in place in time for the event. Serena's creativity, generosity, and behind-the-scenes dedication helped make our prom feel extra special and memorable for everyone involved. We are so grateful for her support and heart for our students!

<b>Rachelle</b>			<b>Mathis</b>
<b>FOCUS</b>	<b>Student</b>	<b>Leadership</b>	<b>Team</b>

I am pleased to nominate Rachelle Mathis for recognition of her enthusiastic and generous service during our homeschool prom. Rachelle arrived ready to help in any way needed and quickly became an essential part of the evening. She faithfully served at the photo booth all night, assisting students with props, helping take photos, and making sure everyone felt welcome and included. Her kindness and positive energy created a fun and comfortable atmosphere for our students to make lasting memories. Beyond her assigned role, Rachelle willingly jumped in to help wherever she was needed, especially during cleanup. Her helpful attitude, flexibility, and genuine care for our students did not go unnoticed. We're so grateful for Rachelle's presence and support—she truly helped make the night a success!

<b>Melody</b>			<b>Johnston</b>
<b>FOCUS</b>	<b>Student</b>	<b>Leadership</b>	<b>Team</b>

We want to extend our deepest thanks and heartfelt recognition to Melody Johnston for her incredible support of our 2025 Homeschool Prom.

Her generosity in lending decorations from the Fairbanks Homeschool Prom team was a gift in itself—but the fact that she personally drove over 7 hours from Fairbanks to help us set up, serve, and support our event speaks volumes about her heart for this community. From the moment she arrived, she jumped into action—helping decorate, welcoming guests at the door, handing out raffle tickets, organizing seniors for the royal court, stamping hands, and even stepping in to assist students with unexpected malfunctions.

Her calm presence and problem-solving attitude were deeply appreciated, and her experience played a vital role in shaping prom policies that will benefit future events for years to come. Even after a long evening, she stayed to help clean up and then, in an incredible act of commitment, drove all the borrowed supplies back to Fairbanks the very next day—on Mother’s Day. Melody’s selfless service, wisdom, and genuine care were essential to the success of this year’s prom. We are so grateful for the time, energy, and heart she poured into this event and into our students.

**Christopher Jones "DJ Chris Whoo?"**  
**FOCUS Student Leadership Team**

I am thrilled to nominate Christopher Jones, also known as "DJ Chris Whoo?", for recognition of his exceptional DJ services at this year’s homeschool prom.

From the moment he arrived, Chris brought not only top-tier professionalism but also infectious energy that lit up the night. He generously provided his services at a considerable discount, and went above and beyond by offering valuable advice throughout the planning process, including curating a customized playlist that perfectly matched the tone and spirit of our event. One of the highlights of the evening was without a doubt his stellar dance moves, which kept students on the dance floor and fully engaged from start to finish. His young assistant added even more excitement, dazzling the crowd and adding to the fun, memorable atmosphere.

Chris was also incredibly thoughtful and respectful in his music selection—carefully choosing appropriate songs and handling student requests for spicier tracks with good-natured humor and professionalism. The positive feedback we received from both students and parents says it all: DJ Chris Whoo? helped make prom unforgettable. We are so grateful for his contribution, and highly recommend him for any event where energy, engagement, and excellence are needed.

**Elle Gifford**  
**FOCUS Student Leadership Team**

I am honored to nominate Elle, our Student Leadership Team President, for her outstanding service and leadership in organizing this year’s homeschool prom.

After the unexpected resignation of the original prom committee chair, Elle stepped up without hesitation and took on the enormous responsibility of leading the planning process. She brought structure and momentum to the team—writing detailed agendas, taking minutes, assigning roles, and calling meetings to keep everyone on track. Elle personally created many of the decorations, toured multiple venues, and worked closely with our chosen location to finalize the perfect layout. She managed shopping trips for decorations and menu items with care and creativity, all while staying within a limited budget. She even attended behind-the-scenes meetings with venues and ticketing agencies—handling everything with maturity, professionalism, and determination.

Elle was the first to arrive and the last to leave on prom day, taking part in both setup and cleanup. Perhaps most impressively, she inspired and rallied her team along the way, turning a challenging situation into a successful, memorable event. Elle’s leadership, dedication, and grace under pressure made this prom not only possible, but truly special. We are incredibly proud of her and deeply grateful for all she has done.

**Christina Baker**  
**FOCUS Student Leadership Team**

It is with great appreciation and admiration that I nominate Christina Baker for recognition of her remarkable service and dedication to the FOCUS Homeschool Student Leadership Team, particularly in support of this year’s homeschool prom. Throughout the year, Christina has been a steady and encouraging presence, guiding our student leaders with wisdom, helping them focus their ideas, and turning plans into action. Her involvement was especially invaluable during prom season, when she poured countless hours into ensuring every detail was thoughtfully executed. From helping plan the menu and recruiting qualified chaperones, to running all over town to gather supplies, Christina never hesitated to step in where needed. During the prom itself, she wore many hats—assisting in the kitchen, checking on bathrooms, helping with security, and supporting students on the dance floor. She remained flexible, dependable, and cheerful throughout it all.

Christina’s experience, organizational skills, and community connections were absolutely vital to the success of the event. Her dedication extended beyond the celebration itself—spending hours helping set up decorations and staying long after the music ended to help with cleanup. Her heart for service and commitment to our students and homeschool community make her more than deserving of this recognition.

**Stephanie Burgoon**  
**FOCUS Student Leadership Team**

We would like to thank Mrs. B for volunteering her time and talent as the photographer at our homeschool prom. Her professionalism, warmth, and generosity truly made a difference. She was so friendly and helpful with all of our guests, and we especially appreciate her staying late to ensure the prom court had their special moment captured—even when things ran behind schedule.

Giving up a large part of her Saturday to support our students in such a meaningful way speaks volumes about her character, kindness and dedication to our students. We are incredibly grateful for all you did to help make the night so memorable.

**Cindy Diggs**

**FOCUS****Student****Leadership****Team**

I would like to nominate Cindy Diggs for recognition of her outstanding support and problem-solving in the final stages of our homeschool prom planning. Cindy stepped into the project at a crucial time and immediately began untangling the financial logistics needed to move everything forward. When presented with our prom plans, she quickly and efficiently pieced together the moving parts, ensuring that nothing fell through the cracks. Her ability to process complex details and make sense of new information without hesitation was truly impressive.

It's never easy stepping into a new role, especially when it comes with unfamiliar challenges—but Cindy handled everything with a calm, cool demeanor that brought clarity and confidence to the team. Her steady presence and quick thinking played a key role in the success of our event, and we're deeply grateful for her efforts. Thank you, Cindy, for bringing your expertise and grace to the table right when we needed it most.

**David****FOCUS****Student****Leadership****Baker****Team**

I would like to nominate David Baker for recognition of his generous service and support during this year's homeschool prom. David graciously volunteered his time as a chaperone and stepped in wherever he was needed—with a calm, dependable presence that made a big difference behind the scenes. He helped with decorations, pitched in in the kitchen, carried supplies and equipment, worked security at the door to help keep our students safe, and stayed to help with cleanup at the end of the night. His willingness to serve, without hesitation and in so many different roles, helped ensure that the evening ran smoothly for everyone involved. We are incredibly grateful for his time, strength, and servant-hearted attitude. Thank you, David, for being such a valued part of our team!

**Shane****FOCUS****Student****Leadership****Baker****Team**

I would like to nominate Shane Baker for recognition of his generous and dependable service as a chaperone at our homeschool prom.

As the older brother of one of our attendees, Shane graciously stepped in to help and quickly became an essential part of our event team. He worked security at the door, checked bags and coats, and even made a last-minute run to the store when we realized we were running low on cups—solving a problem before it became an issue. Shane also stayed to help with cleanup at the end of the night, all while maintaining a flexible, positive attitude throughout the event. His willingness to assist wherever needed made a big difference behind the scenes, and we're incredibly grateful for his support.

Thank you, Shane, for stepping up and being such a valuable part of our prom team!

**Grant****FOCUS****Student****Leadership****Yutrze****Team**

I would like to nominate Grant Yutrze for recognition of his critical support in making this year's homeschool prom possible. Grant played a vital role in helping our FOCUS Student Leadership Team secure the necessary insurance for our prom venue—an often overlooked but essential step that, without his help navigating, could have prevented the event from happening at all. His willingness to jump through the necessary hoops, handle complex details, and ensure everything was properly in place gave us the foundation we needed to move forward with confidence. In addition, Grant graciously stepped in to assist with last-minute expenses and logistics, even when I wasn't able to follow the usual protocols. His flexibility, generosity, and steady support behind the scenes allowed the event to continue running smoothly when it mattered most. Thanks to Grant's efforts, our students were able to enjoy a safe, memorable evening. His contribution was essential, and we are deeply grateful for everything he did to help make prom a reality.

**Ashley****FOCUS****Student****Leadership****Baker****Team**

I would like to nominate Ashley Baker for recognition of her kind and helpful support at our homeschool prom. As the older sister of one of our attendees, Ashley graciously stepped in wherever help was needed throughout the evening. Whether it was assisting with tasks behind the scenes or simply being an extra set of capable hands, she contributed with a positive attitude and a willingness to serve. Ashley also stayed to help with cleanup at the end of the night—a time when energy is low but help is most needed. Her support made a real difference, and we truly appreciated her presence and participation. Thank you, Ashley, for being a dependable and cheerful part of our prom team!

**Stephanie****Shannon****Burgoon****O'Brien**

Stephanie thank you so much for helping plan our FOCUS Anchorage graduation while I am out of the office. Knowing that you are there to support our students taken a great deal of stress off of me. You are the best and you always say yes for students.

**Lela****Shannon****Lazaros****O'Brien**

Lela thank you so much for helping me navigate my student's needs while I have been out sick. I am so thankful for your support. You made this hard time easier.

**Molly****Shannon****Lashier****O'Brien**

Molly thank you so much for stepping in and carrying a heavier load while I have been out sick. I am so thankful to have you as my coworker. You made this hard time easier.

**Tiffany****Gifford**

**Shannon**

Thank you for chaperoning the FOCUS wide Close Up trip. We appreciate that you were not only willing to chaperone, but the care and dedication that you showed to our students. It is nice to have our students in such safe caring hands.

**Christina  
Shannon**

Thank you for chaperoning the FOCUS wide Close Up trip. We appreciate that you were not only willing to chaperone, but the care and dedication that you showed to our students. It is nice to have our students in such safe caring hands.

**O'Brien  
O'Brien**

9. REPORTS AND PRESENTATIONS

- a. CSA Report  
May 28 CSA Report 7
- b. Communications  
End of year letter 8

10. PUBLIC COMMENT ON AGENDA ITEMS

11. BOARD COMMENT

12. ITEMS OF BUSINESS

- a. 6 Year Capital Improvement Plan  
CSD.CIP Six Year Plan FY25 Board Meeting 9
- b. Policy Review Committee - Informational  
Board Committees 12
- c. Classified Pay Scale and Benefits Review - Informational  
Classified Salary Schedule FY22-23-Final 13  
BP-415442544354-1 18  
2024-2025 Classified Employee Salary & Benefits Report 19
- d. Budget Transfers  
CSD\_CFO\_Memo\_Transfer\_of\_Funds 46
- e. First Reading - BP 5030 School Discipline and Safety (update).  
BP-5030 48  
BP 5030 SCHOOL DISCIPLINE AND SAFETY - Updated 54

13. OLD BUSINESS

14. NEXT BOARD MEETING

- a. August 8 - Chenega Ribbon Cutting  
August 27 - Strategic Planning / Goal Setting Meeting (tentative)  
Board Meeting Proposal 56

15. ADJORNMENT

Public Comment: A person wishing to be heard by the Board shall first be recognized by the president. Public comment on Agenda items are limited to individuals on the sign-up list at the time the meeting is called to order. The Chugach School Board welcomes public comment for up to 3 minutes per person, with a maximum of 30 minutes set aside for public comment. Public comment must comply with all Board policies including policies that prohibit public comment containing charges or complaints against any employee. School Board members and Administration will listen to comments, but may not respond.

Executive Session: The board reserves the right to enter into executive session on any agenda item as allowed for in State law. Executive sessions will be entered into only by motion and approved. The following subjects may be topics for executive session as permitted by law: (1) matters the immediate knowledge of which would clearly have an adverse effect upon the finances of the District; (2) subjects that tend to prejudice the reputation and character of any person, provided that the person may request a public discussion; (3) matters which by law, municipal charter, or ordinance are required to be confidential which includes, but is not limited to, confidential attorney/client communication. Action may not be taken in executive session except to give direction to an attorney on a specific legal matter or to a labor negotiator on pending labor negotiations. Motions to go into executive session should specify the subject of the proposed executive session without defeating the purpose of addressing the subject in private.



## CHUGACH SCHOOL DISTRICT

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**Date: May 19, 2025**

**To: Chugach Board of Education**

**From: Ty Mase**

**RE: Chief School Administrator Report**

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### **Summer Happenings / Projects:**

Chenega Generator Install – June

Tatitlek CIP Project – June /July/August

District Office Fence Project – June 11-16

Voyage School Basketball Hoops Install – June

District Office Exterior Doors Replaced – June

Fairbanks Roof Replacement – June

Whittier Condo Window Replacement – July

AASB Summer Board of Directors Meeting at CSD DO – July 18/19

### **SUMMER CONTACTS:**

Ty Mase: 907-615-4302

Grant Yutrzenka, Finance: 907-748-5297

Ryan Schmidt, Maintenance/CIP: 907-632-5726

Stephanie Burgoon, Whittier/Voyage: 907-748-3391

### **POLICY HIGHLIGHT**

#### **BP 3110 TRANSFER OF FUNDS**

The School Board recognizes that the transfer of funds between budget categories may be necessary in order to ensure that the district maintains a balanced budget. The Superintendent or designee may authorize budget transfers under \$20,000. All transfers shall be reported to the Board and are subject to Board approval.



## CHUGACH SCHOOL DISTRICT

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June 1, 2025

Dear Chugach Stakeholders,

As the school year wraps up, we want to thank every student, family, and staff member across our district—whether you learned from home, at Voyage, or in one of our brick-and-mortar schools in Chenega, Tatitlek, or Whittier.

This year, our students adapted in many ways—navigating unique paths, schedules, and, in Chenega, a school remodel. Tatitlek students will soon do the same. We are grateful for your flexibility and resilience.

Our district is spread across wild landscapes and wide waters. Our strength lies in that diversity. Thank you for showing up, doing the work, and making Chugach a place where students thrive—wherever they are.

—Your Chugach School Board



[WWW.CHUGACHSCHOOLDISTRICT.COM](http://WWW.CHUGACHSCHOOLDISTRICT.COM)



9312 VANGUARD DRIVE ANCHORAGE, AK 99507



907-522-7400

WHITTIER COMMUNITY SCHOOL | TATITLEK COMMUNITY SCHOOL | CHENEGA COMMUNITY SCHOOL  
FOCUS HOMESCHOOL VALDEZ, ANCHORAGE, FAIRBANKS | VOYAGE TO EXCELLENCE



**Chugach School District**  
**FY 2026 - 2032 Six-Year Capital Improvement Plan**

**CHUGACH SCHOOL DISTRICT**  
**SIX YEAR PLAN – FY26**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
1	C	<p><b>Chenega Bay School Renovation</b></p> <p>Chenega Bay School is a 7,892 square foot K-12 facility constructed in 1990 plus a 1,000 square foot generator shed built in 1983. This project would include but not be limited to the replacement of the roof along with damaged roof structural components and insulation. Energy efficiency upgrades would include exterior doors and the HVAC system. Floor, wall, and ceiling finishes would be renewed or replaced as needed. Electrical and mechanical systems would be made code compliant, a sprinkler system would be provided, and the stand-by generator would be replaced. Telecommunications systems would be upgraded.</p>	*	<b>\$5,696,900</b>
2	C	<p><b>Tatitlek School Renovation</b></p> <p>The K-12 Tatitlek School consists of three components: generator building—1983 (2,500 square feet); main school—1984 (10,472 square feet), and vocational facility—1989 (2,000 square feet). This project would include but not be limited to the following. Replace roof and siding, add insulation, replace damaged substrate, and upgrade structural components of main building. Floor, wall, and ceiling finishes would be renewed or replaced as needed. Energy efficiency upgrades would include windows and exterior doors, the HVAC system, and lighting. Electrical and mechanical systems would be made code compliant, a sprinkler system would be provided in the vocational facility, and the stand-by generator would be replaced. Telecommunications systems would be upgraded.</p>	*	<b>\$6,895,952</b>
<b>FY 2025 TOTAL:</b>				<b>\$ 12,592,852</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
6	C	<p><b>Whittier School Renovation</b></p> <p>The original 9,191 square foot K-12 Whittier school was constructed in 1953 with additions in 1985 (12,010 square feet) and 1993 (1,592 square feet). This project would include but not be limited to the following. Floor, wall, and ceiling finishes would be renewed or replaced as needed along with energy efficient</p>	*	<b>\$1,807,000</b>

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**Chugach School District**  
**FY 2026 - 2032 Six-Year Capital Improvement Plan**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
		exterior doors. Electrical and mechanical components would be made code compliant as required. New Gym floor. New Boilers and controls. New code Kitchen hood install.		
<b>FY 2026 TOTAL:</b>				<b>\$1,807,000</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
5	F	<b>Tatitlek School Playground Rehabilitation</b> The K-12 Tatitlek School consists of three components: generator building—1983 (2,500 square feet); main school—1984 (10,472 square feet), and vocational facility—1989 (2,000 square feet). This project would include but not be limited to replacement of existing playground equipment and upgrade of the play surface.	*	<b>\$335,000</b>
<b>FY 2027 TOTAL:</b>				<b>\$335,000</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
3	c	<b>Whittier School Retaining Wall and water drainage</b> Replace retaining wall and dig out dirt bank and replace with stone or block. Redo driveway to slope correctly to help with flooding and water damage. Fix drain system to allow more water to flow.	*	<b>\$350,000</b>
<b>FY 2027 TOTAL:</b>				<b>\$350,000</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
4	C	<b>Chenega Fuel Storage:</b> To replace the 10,000-gallon fuel tank at Chenega Bay School, the construction scope shall include removal and environmentally compliant disposal of the existing tank and installation of a new double-walled, UL-2085-compliant 10,000-gallon above-ground fuel storage tank. The new tank will be placed on a reinforced concrete pad with a properly sloped and sealed secondary containment system (spill retainer) designed to accommodate 110% of the tank's capacity, constructed with oil-resistant liner and drain valve for controlled evacuation. The installation will include all associated piping, venting, overfill protection, leak detection, and tie-ins to the existing fuel distribution system, meeting all applicable NFPA 30, DEC, and EPA regulations. The area will be graded for proper drainage, and signage, bollards, and access barriers will be installed to ensure safety and operational integrity.		<b>\$750,000</b>
<b>FY 2028 TOTAL:</b>				<b>\$750,000</b>

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**Chugach School District**  
**FY 2026 - 2032 Six-Year Capital Improvement Plan**

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
<b>FY 2028 TOTAL:</b>				<b>\$750,000</b>

District Priority	Primary Purpose	Project Title & Description	SOA Aid	Estimated Project Cost
<b>FY 2030 TOTAL:</b>				<b>\$ 0.00</b>

Adopted June 28, 2025, at a duly convened meeting of the Chugach School District Board at which a quorum was present and voting. I hereby certify that the information presented is true and correct to the best of my knowledge.

Superintendent

Date

School Board President

Date

Submit to the Department of Education & Early Development by September 1

Form #05-18-044

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## **Board Committees (BB 9130)**

- Establishment: The School Board may form committees as deemed necessary.
  - Membership Limits: Each committee must include less than a majority of the full Board to prevent quorum issues and preserve open meeting law compliance.
  - Committees are advisory only and make recommendations; they cannot take binding action on behalf of the Board.
  - Meetings are subject to the Alaska Open Meetings Act.
  - Dissolution: Committees are dissolved upon completion of their assigned duties.
- 

## **Board Representatives (BB 9140)**

- The Board may appoint any of its members to:
    - Serve on advisory committees, or
    - Act as a representative to other public agencies or organizations.
  - These appointments are made when deemed desirable by the Board.
  - Appointments are contingent on the member's acceptance of the role.
- 

## **Summary**

Board members may be appointed to committees or as representatives through a formal Board action. The process must maintain transparency and adhere to legal standards, ensuring that:

- No majority of the Board serves on a single committee.
- Appointments are clearly charged with a scope and duration.
- Final authority always rests with the full Board.

<b>Postions</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>
AIDE	\$16.00	\$16.50	\$17.00	\$17.50
PRE-SCHOOL AIDE	\$20.00	\$20.50	\$21.00	\$21.50
CUSTODIAN	\$16.00	\$16.50	\$17.00	\$17.50
FOOD SERVICE	\$16.00	\$16.50	\$17.00	\$17.50
FOCUS SKILLED/TECHNICAL	\$21.00	\$21.50	\$22.00	\$22.50
MAINTENANCE	\$18.00	\$18.50	\$19.00	\$19.50
SECRETARY / LIBRARIAN	\$17.00	\$17.50	\$18.00	\$18.50
BUSINESS MANAGER	\$25.50	\$26.50	\$27.50	\$28.50
VTE-INSTRUCTOR	\$20.50	\$21.00	\$21.50	\$22.00
VTE-OVERNIGHT CHAPERONE	\$15.25	\$15.75	\$16.25	\$16.75

4	5	6	7	8	9	10
\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	\$21.00
\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00
\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
\$29.50	\$30.50	\$31.50	\$32.50	\$33.50	\$34.50	\$35.50
\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
\$17.25	\$17.75	\$18.25	\$18.75	\$19.25	\$19.75	\$20.25

11	12	13	14	15	16	17
\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50
\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50
\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00	\$26.50
\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
\$36.50	\$37.50	\$38.50	\$39.50	\$40.50	\$41.50	\$42.50
\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
\$20.75	\$21.25	\$21.75	\$22.25	\$22.75	\$23.25	\$23.75

18	19	20	21	22	23	24
\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
\$25.00	\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00
\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50	\$33.00
\$27.00	\$27.50	\$28.00	\$28.50	\$29.00	\$29.50	\$30.00
\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
\$43.50	\$44.50	\$45.50	\$46.50	\$47.50	\$48.50	\$49.50
\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00	\$32.50
\$24.25	\$24.75	\$25.25	\$25.75	\$26.25	\$26.75	\$27.25

25

\$28.50

\$32.50

\$28.50

\$28.50

\$33.50

\$30.50

\$29.50

\$50.50

\$33.00

\$27.75

## **BP 4154/4254/4354 HEALTH AND WELFARE BENEFITS - All Personnel**

The district shall provide health and welfare benefits for certificated and classified employees in bargaining units. Benefits for employees who are not in bargaining units shall be the same, unless otherwise specified by Board action or individual contract in accordance with negotiated employee agreements.

The Superintendent or designee shall advise all employees of their rights and responsibilities related to continuing their health insurance benefits when their eligibility changes.

*(cf. 3530 - Risk Management)*

*(cf. 4141/4241 - Agreement)*

Legal Reference:

### ALASKA STATUTES

[23.40.070](#) Declaration of Policy (PERA)

### CONSOLIDATED OMNIBUS RECONCILIATION ACT

[Public Law 99-272](#)

Adopted: March 2, 2006

**Chugach School District**

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# Alaska Public School Classified Employee

## 2024 – 2025 Salary & Benefits Report

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Association of Alaska School Boards  
1111 W. 9<sup>th</sup> St.  
Juneau, AK 99801

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## **OFFICERS**

*President, Dana Mock – Delta/Greely*  
*President Elect, Kasajnaaluk Marie Greene – NW Arctic*  
*Secretary/ Treasurer – Julia Phelan, Delta/Greely*  
*Past President, Margo Bellamy – Anchorage*

## **DIRECTORS**

*Amber Frommherz – Juneau*  
*Andy Holleman – Anchorage*  
*Annie Weyiouanna – Bering Strait*  
*Clarence Daniel – Lower Kuskokwim*  
*Darlene Trigg – Nome*  
*Melissa Burnett – Fairbanks*  
*Michael Swain, Jr. – Bristol Bay*  
*Penny Vadla – Valdez*  
*Tim Doran – Fairbanks*

## **STAFF**

*Lon Garrison, Executive Director*  
*Katie Oliver, Associate Executive Director*  
*Tiffany Jackson, Chief Financial Officer*  
*Lori Grassgreen, CFL Director*  
*Lauren Havens, CFL Deputy Director*  
*Laurie Miller, HR/Business Manager*  
*Jenni Lefing, Membership Services Manager*  
*Becky Miller, Administrative Coordinator*  
*Pete Hoepfner, Board Services Coordinator*  
*Mindy Wetherall, Executive Administrative Assistant*  
*Steve Nelson, Public Information/Project Coordinator*  
*Heather Shaw, Communications & Marketing Coordinator*  
*Claudia Plesa, CFL Senior Manager*  
*Stephanie Long, Grants Coordination Manager*  
*Emily Ferry, Family Engagement Manager*  
*Maressa Jensen, Trauma Engaged Schools Manager*  
*Adeline Souza, Grants Administrator*  
*Lisa Worl, Partnerships Coordinator*  
*Kami Moore, SCCS Coordinator*  
*Karin Halpin, Training & Coaching Coordinator*  
*Lakrisha Brady, Youth & Cultural Education Coordinator*  
*Alicia Duncan, Data & Evaluation Coordinator*  
*Jennifer McFerran, CFL Communications Coordinator*  
*Theresa Miller, Transitions Coordinator*  
*Melissa Kagle, FSCS Coordinator*  
*Angie Jensen, Trauma Engaged Coach*  
*Aggie D'Cafango, CFL Events & Travel Admin Assistant*

**Alaska Public School  
Classified Employees  
Salary & Benefits Report**

**Association of Alaska  
School Boards 2024-2025**

**Explanation of Column Headings**

<p><b>Salary and Related Information Report</b>  GENERAL JOB CLASSIFICATIONS  Supervisory / Clerical / Custodian / Food Service Worker / Instructional Aide / Non-Instructional Aide / Maintenance / Other  JOB TITLE – Job class groupings of Classified Employees  FULL/PART TIME EMPLOYEES – The number of either full or part time employees  MINIMUM/MAXIMUM SALARY – Salary paid for each position.  #OF STEPS ON SALARY SCHEDULE – Number of experience steps on a salary schedule, where developed.  HOURS WORKED PER WEEK – Number of Full Time or Part Time hours worked per week.  WEEKS WORKED PER YEAR – Number of Full Time or Part Time weeks worked per year.</p> <p><b>Medical/Life Insurance and Vacation Benefits Report</b>  GENERAL JOB CATEGORY – Job class groupings of Classified Employees.  MEDICAL PREMIUM SINGLE – The annual premium amount paid by the district for a hospital/medical insurance plan for a family.  LIFE INSURANCE COVERAGE AMOUNT – The amount of Life insurance coverage provided for a single employee.  PAID HOLIDAYS – Number of paid holidays during the work year.  MINIMUM/MAXIMUM VACATION – Indicates minimum/maximum paid vacation days per work year, and longevity required to earn them (e.g., 30 days after 5 years)</p> <p><b>Sick/Personal Leave Benefits Report</b>  TOTAL ADM – (Average Daily Membership) Total Enrollment  FTE CLASSIFIED EMPLOYEES – Total number of employees counted in full time equivalency.  SICK LEAVE – Number of sick leave days available to each employee during a year.  SICK LEAVE MAXIMUM ACCUMULATIVE DAYS ALLOWED – Maximum days of unused sick leave which may be accumulated.</p>	<p>SICK LEAVE PAID AT SEPARATION – Indicates whether the district allows sick to be cashed in at termination.  PERSONAL LEAVE – Total number of days of personal leave allowed each year per employee.  PERSONAL LEAVE MAXIMUM ACCUMULATIVE DAYS ALLOWED – Maximum days of unused personal leave which may be accumulated.  PERSONAL LEAVE PAID AT SEPARATION – Indicates whether the district allows personal leave to be cashed in at termination.  MILIATRY, EMERGENCY, MATERNIATY, PATERNITY, CIVIC, COURT – Indicates whether days are given for each type of leave.</p> <p><b>Negotiations Report</b>  TOTAL ADM – (Average Daily Membership) Total Enrollment.  SUPERVISORY, CLERICAL, CUSTODIAL, FOOD SERVICE WORKER, MAINTENANCE AND AIDES – Indicates whether district enters into formal negotiations with classified employees and union representation for each job category of employees.  FTE CLASSIFIED EMPLOYEES – Total number of employees counted in full time equivalency.  MEET AND CONFER – Indicates if classified employee representatives informally meet and confer with representative of the school board concerning salaries and/or benefits.</p> <p>UNILATERAL BOARD DECISION – Indicates that classified salaries and benefits are determined by unilateral board decision.  TOTAL HEALTH CARE COSTS – Indicates the total cost of health care for classified employees, to the district.  TOTAL PAYROLL – Total payroll figure for classified employees.  BENEFIT PERCENT – Percent budgeted for fringe benefits figured as a percent of the total classified payroll.</p>
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# Alaska School District Map

*including*

Regional Educational Attendance Areas

City School Districts

Borough School Districts



## NORTHWEST

Bering Strait Schools  
Nome City Schools  
North Slope Borough Schools  
Northwest Arctic Borough Schools

## SOUTHCENTRAL

Anchorage Schools  
Chugach Schools  
Cordova City Schools  
Kenai Peninsula Borough Schools  
Mat-Su Borough Schools  
Valdez City Schools

## INTERIOR

Alaska Gateway Schools  
Copper River Schools  
Delta/Greely Schools  
Denali Borough Schools  
Fairbanks North Star Borough Schools  
Galena City Schools  
Iditarod Area Schools  
Nenana City Schools  
Tanana Schools  
Yukon Flats Schools  
Yukon/Koyukuk Schools

## SOUTHWEST

Aleutian Region Schools  
Aleutians East Borough Schools  
Bristol Bay Borough Schools  
Dillingham City Schools  
Kashunamiut Schools  
Kodiak Island Borough Schools  
Kuspuk Schools  
Lake & Peninsula Borough Schools  
Lower Kuskokwim Schools  
Lower Yukon Schools  
Pribilof Schools  
Southwest Region Schools  
St. Mary's Schools  
Unalaska City Schools  
Yupii Schools

## SOUTHEAST

Annette Island Schools  
Chatham Schools  
Craig City Schools  
Haines Borough Schools  
Hoonah City Schools  
Hydaburg City Schools  
Juneau Borough Schools  
Kake City Schools  
Ketchikan Gateway Borough Schools  
Klawock City Schools  
Pelican City Schools  
Petersburg City Schools  
Sitka Borough Schools  
Skagway City Schools  
Southeast Island Schools  
Wrangell City Schools  
Yakutat City Schools



## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
<b>Aleutians East</b>	SE	Maintenance	Head Maintenance	2	0	\$ 25.87	\$ 34.85	10	40	260
		Maintenance	Maintenance Assistant	1	1	\$ 23.35	\$ 31.87	10	29.5	220
		Custodial	Custodian	0	4	\$ 18.35	\$ 26.02	10	29.5	210
		Acedemic	Aide Instructional	3	8	\$ 18.35	\$ 26.02	10	40.0 - 29.5	189
		Acedemic	Aide Preschool	1	1	\$ 20.86	\$ 28.85	10	40.0 - 29.5	190
		Acedemic	Librarian	2	0	\$ 20.86	\$ 28.85	10	40	190
		Clerical	Secretary	2	0	\$ 20.86	\$ 28.85	10	40	210
		Clerical	Office Assistant	0	0	\$ 20.86	\$ 28.85	10	29.5	250
		Food Service	Head Cook	1	1	\$ 20.86	\$ 28.85	10	29.5	189
		Supervisory	Pool Coordinator	0	0	\$ 20.86	\$ 28.85	10	29.5	220
		Transportation	Bus Driver	0	2	\$ 25.87	\$ 34.85	10	17.5	170
<b>Anchorage</b>	SC	Supervisory	Chiefs, Senior Directors, Treasurer	22	0	\$133,789.00	\$183,961	N/A	40	48
			Directors, Assistant Directors	8	0	\$117,878	\$136,631	N/A	40	48
			Exempt Managers	14	0	\$77,250	\$86,352	N/A	40	48
			Supervisors, Managers	69	0	\$51,485.50	\$126,216	22	40	38 to 48
		Clerical	Exempt executive assistants, district registrar	10	0	\$67,465	\$83,939	N/A	40	48
			Admin/Payroll Asst, Biblio Ctrl Clrk 3, Sr High Registrar	190	4	\$21.43	\$31.72	16	20 to 40	42 to 52
			Biblio Ctrl Clrk 2, Lead Clerk, Mid Registrar, Transport, Migrant Recruiter	19	0	\$20.54	\$31.23	16	40	46 to 52
			Secretaries, Translation Clerk, Schl Nurse Asst	90	0	\$20.13	\$30.12	16	32.5 to 40	42 to 50
			Dist/Sr Clerks, Library Asst, Bilbo 1	14	6	\$19.09	\$29.56	16	17.5 to 40	42 to 52
		Custodial	BPOs, Crew Chiefs	48	N/A	\$20.26	\$24.21	7	40	48
			Custodial Leads, Elementary BPO	118	N/A	\$19.37	\$22.86	7	40	46 to 48
			Custodians, Roving, Part Time	94	45	\$18.77	\$21.18	7	25 to 40	44 to 52
		Food Service	Central Kitchen Lead, HS Cafeteria Manager III	4	0	\$19.51	\$24.46	21	40	42

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			Asst Cafeteria Managers/Cafeteria Managers I, II, III	80	8	\$15.99	\$23.98	21	20 to 40	42
			School Cafeteria Asst/Kitchen Assistant 1	19	87	\$15.31	\$20.40	21	20 to 40	42
		Instructional Aides	ELL Tutors, Migrant Ed Recruiters	68	2	\$20.54	\$30.67	16	10 to 40	42
			Paraeducators Special Ed, Paraeducator Preschool, Classroom Tutor	672	9	\$20.13	\$32.12	16	10 to 40	42
			Paraeducators	14	144	\$19.09	\$29.02	16	17.5 to 40	42
		Professional Specialist	Technical Specialists	206	0	\$40,344.30	\$120,199.20	22	32 to 40	36 to 48
			Classified Nurses	8	1	\$36,545.40	\$70,639.20	22	13.7 to 40	36
			Student Support Specialists & Coordinators	226	1	\$31,573.80	\$102,555	22	25 to 40	36 to 44
		Maintenance	Maintenance Leads	22	0	\$30.54	\$45.44	16	40	46 to 52
			Journeymen, Craft Specialists	99	0	\$29.78	\$48.31	16	40	52
			Techs, Drivers	27	0	\$26.17	\$36.72	16	40	46 to 52
			Courier, Assistants, Helpers	7	0	\$21.62	\$34.01	16	40	52
		Bus	Bus Driver	76	0	\$25.00	\$27.50	10	40	42
			Bus Attendant	25	0	\$16.00	\$19.50	10	40	42
<b>Annette Island</b>	SE	Maintenance	Techician	3	1	\$ 20.34	\$ 33.92	13	37.5	49
			Bus Driver		1	\$ 23.79	\$ 33.92	13	20	35
			Custodial	6		\$ 17.38	\$ 29.00	13	37.5	42
			Director	1		\$ 65,916.47	\$ 94,490.23	13	37.5	49
		Food Service	Cook	4		\$ 17.38	\$ 29.00	13	37.5	38
			Manager	1		\$ 48,568.97	\$ 70,000.00	13	37.5	44
			Director		1	\$ 18,330.58		na	7.5	46
		Instructional	Paraprofessional	24	0	\$ 16.72	\$ 33.92	13	37.5	38
			Paraprofessional	0	1	\$ 16.72	\$ 33.92	13	17.5	38
		Community Services	Library Aide		1	\$ 16.72	\$ 33.92	13	20	53
		Health Services	Nurse	1		\$ 67,531.81		na	37.5	42
		Administration Support	Secretary	3		\$ 18.80	\$ 31.36	13	37.5	39
			Executive Secretary	1		\$ 42,734.59	\$ 61,425.07	13	37.5	49

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			Director of Business & Finance	1		\$ 72,838.68	\$ 105,507.17	13	37.5	48
			Assistant Business Manager	0.8		\$ 73,322.12		na	30	46
			Business Office Technican	1		\$ 19.55	\$ 36.69	13	37.5	46
			Public Relations Coordinator/Project Manager	1		\$ 49,933.34	\$ 71,643.14	13	37.5	44
<b>Bristol Bay</b>	SW	Support	Special Ed Aide	1	0	\$ 21.53	\$ 29.68	14	37.5	42
		Support	Teacher Aide	0	1	\$ 19.90	\$ 27.44	14	22.5	42
		Support	Teacher Aide	1	0	\$ 19.90	\$ 27.44	14	37.5	42
		Maintenance	Activity Bus driver	1	0	\$ 21.53	\$ 29.68	14	5	42
		Maintenance	Bus driver d allen	1	0	\$ 21.53	\$ 29.68	14	37.5	42
		Academic Support	Counselor	1	0	\$ 25.19	\$ 34.75	14	37.5	42
		Food Service	Cook	1	0	\$ 21.53	\$ 29.68	14	30	42
		Food Service	Cook	1	0	\$ 19.90	\$ 27.44	14	20	42
		Maintenance	Custodian	0	1	\$ 20.70	\$ 28.55	14	27.5	42
		Maintenance	Custodian	1	0	\$ 21.53	\$ 29.69	14	30	42
		Maintenance	Custodian	1	0	\$ 19.90	\$ 27.44	14	10	42
		Clerical	Office Secretary Dorsky	1	0	\$ 24.22	\$ 33.42	14	37.5	42
		Supervisory	Federal Programs Coordinator	1	0	\$ 24.22	\$ 33.42	14	37.5	42
		Supervisory	Pre-K Instructor	1	0	\$ 25.19	\$ 34.75	14	37.5	42
<b>Copper River</b>	INT	Supervisory	Finance Director	1		\$ 87,500.00	\$ 105,500.00	12	40	52
			Supt/Bd Secretary - Personnel Officer	1		\$ 58,800.00	\$ 76,800.00	12	40	52
			Maintenance Director	1		\$ 65,000.00	\$ 83,000.00	12	40	52
		Clerical	Administrative Assistant	6		\$ 22.00	\$ 27.87	9	40	36-40
			School Secretary I	2		\$ 20.75	\$ 26.29	9	40	36
			School Secretary II	3		\$ 21.50	\$ 27.24	9	40	38
		Custodial	Custodian	4	1	\$ 18.75	\$ 23.75	9	40	52
		Food Service	Food Service Cook II	1		\$ 25.00	\$ 32.90	9	40	42
			Food Service Cook's Helper	1		\$ 18.75	\$ 23.75	9	40	36
			Food Service Manager		1	\$ 22.00	\$ 27.87	9	20	36
		Aides	Classroom Paraprofessionals	6		\$ 18.50	\$ 23.44	9	35	36

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			Special Education - Intensive	11		\$ 20.00	\$ 25.34	9	35	36
		Maintenance	Maintenance Worker	1		\$ 24.00	\$ 30.40	9	40	52
		Technology	Tech Support Specialist	1		\$ 25.00	\$ 32.90	9	40	52
<b>Cordova</b>	SC	Office Aide/Cook II/Cook III	Office Aide/Cook II/Cook III	3	1	\$ 14.34	\$ 20.52	12	7.5/7/4	39/47/47
		Paraprofessional	Paraprofessional	13	1	\$ 17.35	\$ 24.01	12	7	37
		Custodian/Lead Cook	Custodian/Lead Cook	5	0	\$ 16.36	\$ 23.53	12	8/7.5	50/47
		School Secretary	School Secretary	2	0	\$ 17.36	\$ 25.02	12	7.5	41
		Bus Driver	Bus Driver	1	0	\$ 23.82	\$ 26.22	12	7.5	37
		Accounting Clerk/Tech Aide	Accounting Clerk/Tech Aide	1	0	\$ 16.96	\$ 26.02	12	8	50
		Superintendent and Board Secretary	Superintendent and Board Secretary	1	0	\$ 19.65	\$ 30.84	12	8	50
		Extraordinary Need Para	Extraordinary Need Para	0	0	\$ 18.85	\$ 25.51	12	7.5	37
		Maintenance Assistant	Maintenance Assistant	1	0	\$ 21.00	\$ 29.80	12	8	50
		SLP Aide	SLP Aide	1	0	n/a	n/a	n/a	7	37
<b>Craig</b>	SE	Supervisory	Business Manager, Maintenance Director, Food Service Head Cook	2	0	84,563/year	88,683/year	N/A	40	52
		Supervisory	Food Service Head Cook	1	0	30.99/hour	30.99/hour	18	40	40
		Clerical	Administrative Assistant, Accounts Payable	5	2	20.87/hour	24.68/hour	9	40	41
		Custodian	Custodian	3	0	20.31/hour	21.26/hour	7	40	52
		Food Service Worker	Food Service Worker	0	3	18.47/hour	20.86/hour	8	29	38
		Instructional Aide	Special Education Aide, Migrant Tutor	0	7	18.05/hour	24.12/hour	10	29	38
		Non-Instructional Aide	Tech 2, Network Tech	1	0	38.86/hour	38.86/hour	16	40	52
		Non-Instructional Aide	Tech 2	1	0	28.12/hour	28.12/hour	10	40	41
		Non-Instructional Aide	Library Services	0	1	20.70/hour	20.70/hour	3	29	38
		Maintenance	Maintenance Assistant	0.5	0	22.26/hour	22.26/hour	2	20	52
		Other	Bus Driver	0.5	0	22.26/hour	22.26/hour	2	20	52
<b>Delta Greely</b>	INT	Supervisory	Business Manager	1		\$ 62,422.00	\$ 110,663.00	25	37.5	49

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			Superintendent Secretary	1		\$ 38,270.00	\$ 86,979.00	25	37.5	49
			IT Specialist	1		\$ 45,289.00	\$ 92,063.00	25	37.5	52
			Maintenance Supervisor	1		\$ 44,148.00	\$ 100,661.00	25	37.5	52
		Clerical	Admin Clerk II	2		\$ 21.50	\$ 43.08	25	37.5	48
			Secretary II	6	1	\$ 20.50	\$ 41.16	25	37.5	42
		Custodian	Custodian	6		\$ 19.50	\$ 39.50	25	37.5	42
			Food Service 3	1		\$ 22.50	\$ 46.01	25	40	37
			Food Service 1		2	\$ 18.50	\$ 37.82	25	30	37
		Paraprofessional Aide	SPED Aide	15	2	\$ 20.50	\$ 41.06	25	35	37
			Dominate Language Tutor	1		\$ 20.50	\$ 41.06	25	35	37
			Library Aide	3		\$ 20.50	\$ 41.06	25	35	37
		Non-Insturctional Aide	Speech	1		\$ 20.50	\$ 41.06	25	35	37
			Family and Child Coordinator	1		\$ 20.50	\$ 41.06	25	35	37
		Maintenance	Maintenance	1		\$ 23.50	\$ 48.57	25	37.5	52
		Nurse	Nurse		1	\$ 23.50	\$ 48.57	25	17.5	37
		Technology	IT	1		\$ 23.50	\$ 48.57	25	37.5	49
<b>Denali</b>	INT	Clerical	Secretary, AP/AR/Payroll Clerk, Executive Admin	7	2	\$21.14/hr	\$28.00/hr	25	37.5	52
		Instructional Aide	Teacher's Aide, Librarian	11	5	\$19.78/hr	\$27.71/hr	25	37.5	36
		Maintenance	Maintenance	3	1	\$26.33/hr	\$31.48/hr	25	37.5	52
		Non-Instructional Aide	Technology Aide	1	1	\$25.44/hr	\$25.82/hr	25	37.5	42
		Custodian	Custodian	2	2	\$18.65/hr	\$22.74/hr	25	37.5	40
<b>Fairbanks</b>	INT	Mentor	ANE Cultural Enrichment Specialist	2	0	22.26	35.17	21	35	39.4
		Administrative Support	Secretary - 12 month	10	0	20.77	35.25	18 - 21	37.5	52
			Behavior Technician	17	0	25.63	36.24	16	37.5	39.6

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			Computer Technician	4	0	27.53	38.09	15	37.5	52
			Information Systems Technician	4	0	27.53	38.09	15	37.5	52
			Bus Scheduler	2	0	20.77	32.72	21	37.5	52
			Specialist - Grants	3	0	27.53	40.02	15	37.5	52
			CTE Technician	1	0	23.89	35.26	18	37.5	52
			Secretary - 9/10 month	4	1	20.77	35.26	18 - 21	20 - 37.5	42 - 43
			ASP Records Manager	1	0	23.89	35.26	18	37.5	42.2
			Network Technician	3	0	31.76	42.06	13	37.5	52
			Specialist - Sped. Ed. Assessment	0	1	27.53	38.09	15	30	52
			School Support Technician	5	0	25.63	36.24	16	37.5	52
			Accounts payable clerk	1	0	22.26	35.17	21	37.5	52
			Library Technician	1	0	23.89	35.26	18	37.5	52
			Media Specialist - DHH	1	0	23.89	35.26	18	35	40.4
			Instructional Technology Specialist	1	0	31.76	42.05	13	37.5	52
			Building Rental Specialist	1	0	23.89	35.26	18	37.5	52
			Payroll Technician	2	0	25.63	36.24	16	37.5	52
			Training Specialist - Crisis Prevention	1	0	25.63	36.24	16	37.5	39.8
			Autism Behavior Technician	4	0	25.63	36.24	16	35	39.6
			Specialist - Records Management	1	0	29.57	40.02	14	37.5	52
			Accounts Receivable Clerk	1	0	22.26	35.17	21	37.5	43.6
			ESSA President	1	0	25.63	36.24	16	37.5	52
	Nursing		School Health Assistant	12	0	20.77	32.72	21	37.5	41.8
			Nurse	6	1	31.76	42.06	13	18.75 - 37.5	41.8
			Nurse LPN	4	0	23.89	35.26	18	37.5	41.8
	Instructional		Elementary Library Associate	13	2	23.89	35.26	18	20 - 37.5	41.6
			Sped Aide Classroom/IR/ER/CR	160	1	19.36	32.72	21	17.5 - 35	39-40

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			ANE/ELL/Classroom/eL earning Tutor	52	10	20.77	32.72	21	17.5 - 35	39.4 - 40.4
			Pre-K Sped. Aide	19	1	20.77	32.72	21	17.5 - 35	39.6
			Teaching Assistant	6	1	19.36	30.45	21	17.5 - 35	39.6
			Library Assistant	8	0	20.77	32.72	21	37.5	41.6
			ELL Bilingual Assistant	1	0	20.77	32.72	21	37.5	40
		Sped. Interpreter	Specialist - American Sign Language	0	1	29.57	40.02	14	17.5	39.6
			Sign Language Interpreter	2	0	27.53	38.09	15	35	39.6
		School Support	Assistant Media Tech	1	0	23.89	35.26	18	37.5	42.2
			Secretary	61	0	20.77	35.26	18 - 21	37.5	43 - 45.2
			Prevention/Intervention Spec.	10	0	29.57	40.02	14	37.5	39.8 - 52
			Sped. Clerk	19	3	19.36	30.45	21	7.5 - 37.5	40
			Counseling Tech	4	0	23.89	35.26	18	37.5	44.6
			ASP Coordinator - II/III	6	1	25.63	40.02	14 - 16	28 - 35	38.6 - 42.6
			Charter School Assistant	3	0	20.77	35.26	18	37.5	39.6
		Other	Carpenter	3	0	31.76	42.06	13	37.5	52
			Custodian - 10 month	22	1	19.36	30.45	21	15 - 37.5	39.6 - 45.2
			School Safety Assistant	16	0	22.26	35.17	21	37.5	39.6
			Custodian - 12 month	35	0	19.36	30.45	21	37.5	52
			Head Custodian - I/II/III/IV	24	0	20.77	35.72	21	37.5	52
			Grounds Technician	5	0	27.53	38.09	15	37.5	52
			Nutrition Services Aide	0	17	16.91	26.42	21	20 - 25	39.8
			Nutrition Services Supervisor	23	3	18.46	31.88	21	25 - 37.5	39.8
			Maintenance Tech - HVAC/Boiler/Electrician/Plumber	9	0	34.18	44.21	12	37.5	52
			Warehouse Technician I - 12 month	3	0	20.77	32.75	21	37.5	52
			Warehouse Technician II - 12 month	1	0	25.63	36.24	16	37.5	52
			Warehouse Technician III - 12 month	1	0	29.57	40.02	14	37.5	52

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
			Mechanic - Maintenance/ Locksmith /Preventative/Generator	5	0	31.76	44.21	13	37.5	52
			ELL Records Manager	1	0	23.89	35.26	18	37.5	52
			Nutrition Coordinator	1	0	20.77	32.72	21	37.5	40.4
			Speech Path Assistant	5	0	29.57	40.02	14	37.5	39.8
			Electronic Technician	2	0	31.76	42.06	13	37.5	52
			Family Engagement Spec.	2	0	22.26	35.17	21	37.5	42.6
			Nutrition Services Production/Packing Crew	12	0	17.27	29	21	37.5	40
			Painter	1	0	31.76	42.06	13	37.5	52
			Specialist - Migrant Education	1	0	22.26	35.17	21	37.5	42.2
			Warehouse I - 10 month	2	0	20.77	32.72	21	37.5	43.6
			Occupational Therapist Assistant	2	0	29.57	40.02	14	35	39.8
<b>Galena</b>	INT	Activities	Director/Coordinator	1	0				8	42
		Activities	Pool Manager		1				8	40
		Aide	Teacher Aide	3	0	16.50/hr	25.50/hr	17	8	39
		Aide	Dorm Aide	5	0	16.50/hr	25.50/hr	17	8	39
		Aide	Field Rep	9	0	24.50/hr	33.50/hr	17	8	52
		Aide	Academic Coach	6	0	20.00/hr	29.00/hr	17	8	52
		Business Office	Admin Assistants	7	0	21.50/hr	32.50/hr	17	8	52
		Business Office	Business Managers	4	0				8	52
		Business Office	Business Office Associates	14	0	20.50/hr	30.50/hr	17	8	52
		Federal Programs	Director/Coordinat	3	0				8	52
		Food Service	Assistant Cook	5	0	19.50/hr	30.50/hr	17	8	40
		Food Service	Cook Helper	5	0	17.50/hr	26.50/hr	17	8	40
		Food Service	Manager	2	0				8	40
		Human Resources	Office of Talent and Culture	2	0				8	52
		Maintenance	Assistant Director	2	0				8	52
		Maintenance	Custodian	5	0	19.00/hr	30.50/hr	17	8	40
		Maintenance	Secretary	1	0	20.00/hr	29.00/hr	17	8	52
		Maintenance	Director/Coordinat	1	0				8	52

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		Maintenance	Maintenance	4	0	23.50/hr	35.50/hr	17	8	52
		Office Associates	Registrars	6	0	21.00/hr	30.50/hr	17	8	52
		Office Associates	Receptionist/Secretary	4	0	20.00/hr	29.00/hr	17	8	52
		Office Associates	Resource Room Coordinator	7	0	20.00/hr	29.00/hr	17	8	52
		Special Education	Admin Assistants	3	0	21.50/hr	32.50/hr	17	8	52
		Technology	Computer Technician	12	0	19.50/hr	38.00/hr	17	8	52
		Technology	Cyber Security	1	0				8	52
		Technology	Database Programmer	1	0				8	52
		Technology	IT Projects and Procurement	1	0				8	52
		Technology	Systems Admin	2	0				8	52
		Technology	Director/Coordinator	3	0				8	52
<b>Haines</b>	SE	Clerical	District Administrative Assistant	1	0	23.89	40.65	30	37.5	52
		Clerical	K-12 Administrative Assistant	1	0	23.72	36.48	30	37.25	40.5
		Custodial	K-12 Custodial	1	1	18.91	36.87	30	67.5	52
		Maintenance	K-12 Maintenance	1	0	23.75	36.51	30	37.5	52
		Program Coordinator	Migrant Ed, Food Director, Title I Reading	3	0	22.11	36.87	30	112.5	35
		Support Staff	Lunch aides, cook	1	3	18.59	31.35	30	105	35
		Instructional Aide	K-12 para-professionals, Librarian	10	0	18.91	35.28	30	370.5	35
		Business Manager	Business Manager	1	0	27.75	47.69	30	37.5	52
<b>Hydaburg</b>	SE	Clerical	Amin Assistant/ School Secretary	1	0	16.75	21.25	19	37.5	50
		Supervisory	Grant Coordinator	1	0	N/A	N/A	N/A	37.5	42
		Instructional	Instructional Aides	0	8	15	19.5	19	29.5	38
		Maintenance	Maintenance	0	2	20	24.5	19	29.5	52
		Maintenance	Custodial	0	2	13.75	18.25	19	27.5	52
		Food Service	Cook	0	2	15	19.5	19	29.5	38
		Clerical	Travel Coordinator	0	1	18.25	22.75	19	27.5	42
<b>Kashunamiut</b>	SW	Supervisory	Payroll/General Manager	2		18.71	33.76	14	40	
		Clerical	School Secretary	1		19.28	34.76	14	40	
		Clerical	Record	1		19.28	34.76	14	30	
		Clerical	Executive Secretary	1		20.44	36.81	14	40	
		Custodian	Lead Custodian	1		21.06	37.87	14	40	

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		Custodian	Custodian	3		19.85	35.77	14	40	
		Food Service	Lead Cook	1		20.44	36.81	14	35	
		Food Service	Cook	2		19.85	35.77	14		
		Instructional Aides		22		17.63	31.83	14	37.5	
		Non-Instructional								
		Maintenance		4		20.44	36.81	14	40	
		Other	Security	2		16.22	29.98	14	16	
		Other	Radio Producer	1		17.63	31.83	14	40	
<b>Kenai</b>	<b>SC</b>	<b>CLERICAL</b>	<b>ADMIN SEC I</b>	<b>4</b>	<b>1</b>	<b>22.22</b>	<b>30.53</b>	<b>10</b>	<b>28-40</b>	<b>9 MONTH</b>
			ADMIN SEC II	5	0	22.99	31.69	10	40	10 MONTH
			ADMIN SEC III	4	0	25.77	35.67	10	40	12 MONTH
			BOOKKEEPER	3	0	22.22	3.53	10	40	9 MONTH
			GRANT SPECIALIST	1	0	26.84	37.2	10	40	12 MONTH
			GUIDANCE/CAREER ASST	3	3	22.22	30.53	10	20-40	9 MONTH
			HEAD SUPPLY BUYER	1	0	26.84	37.2	10	40	12 MONTH
			SECRETARY HEAD II	21	0	24.77	34.24	10	30-40	9 MONTH
			SECRETARY I	3	1	20.82	28.51	10	20-40	9 MONTH
			SECRETARY II	4	5	22.22	30.53	10	35-40	9 MONTH
			SECRETARY III	19	0	25.77	35.67	10	40	10 MONTH
			SNS SPECIALIST	1	0	23.86	32.92	10	40	10 MONTH
			STUDENT ALLOCATION SPECIALIST	1	0	22.22	30.53	10	40	12 MONTH
			SUCCESS ADVOCATE	0	1	20.82	28.51	10	20	9 MONTH
			SUPPLY BUYER	3	0	23.86	32.92	10	40	12 MONTH
			TRANSPORTATION SPECIALIST	1	0	22.22	30.53	10	40	9 MONTH
		<b>INSTRUCTIONAL</b>	<b>AIDE/INSTRUCTIONAL</b>	<b>8</b>	<b>3</b>	<b>20.15</b>	<b>27.59</b>	<b>10</b>	<b>22.50-35</b>	<b>9 MONTH</b>
			AIDE/LIBRARY	4	14	20.15	27.59	10	15-35	9 MONTH
			AIDE/SPED-ED	8	0	22.22	30.53	10	35	9 MONTH
			AIDE/SPED-INTENSIVE	142	6	22.22	30.53	10	17.50-35	9 MONTH
			AIDE/SPED-PRESCHOOL	10	1	22.22	30.53	10	16-35	9 MONTH
			AIDE/SPED-RESOURCE	5	36	22.22	30.53	10	17.50-35	9 MONTH
			AIDE/SPED-SPEECH	1	0	22.22	30.53	10	40	9 MONTH
			AIDE/SPED-VISION	1	0	22.22	30.53	10	35	9 MONTH
			AIDE/TITLE VI	0	1	20.15	27.59	10	27.5	9 MONTH
			DEAF ED INTERPRETER	1	0	27.92	38.84	10	35	9 MONTH
			HOMELESS AT-RISK STUDENT	1	0	23.86	32.92	10	40	12 MONTH

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			HOMELESS LIAISON	0	1	27.92	38.84	10	15	9 MONTH
			HOMELESS LIAISON COORDINATOR	1	0	35.9	49.28	10	40	12 MONTH
			MIGRANT STUDENT SUPPORT SPECIALIST	2	0	23.86	32.92	10	40	9 MONTH
			SLPA-SPEECH LANGUAGE PATHOLOGY ASSISTANT	7	0	27.92	38.84	10	35-40	9 MONTH
			STUDENT SUCCESS LIAISON	6	0	23.86	32.92	10	40	9 MONTH
			TUTOR/ELL	8	1	23.86	32.92	10	20-37.50	9 MONTH
			TUTOR/ INSTRUCTIONAL	1	4	23.86	32.92	10	17.48-35	9 MONTH
			TUTOR/MIGRANT	0	1	23.86	32.92	10	5	9 MONTH
			TUTOR/TITLE I	4	8	23.86	32.92	10	20-40	9 MONTH
			TUTOR/TITLE VI	0	2	23.86	32.92	10	27.5	9 MONTH
		CUSTODIAL	CUSTODIAN HEAD I	5	0	21.51	29.51	10	40	10 MONTH
			CUSTODIAN HEAD II	14	0	23.86	32.92	10	40	10 MONTH
			CUSTODIAN HEAD III	5	0	25.77	35.67	10	40	12 MONTH
			CUSTODIAN I	38	18	20.15	27.59	10	15-40	10 MONTH
			CUSTODIAN I/POOL	4	0	21.51	29.51	10	40	10 MONTH
			STOREKEEPER	4	0	22.99	31.69	10	40	12 MONTH
		FOOD SERVICE	FOOD SERV-MGR I-FV	0	11	19.44	26.52	10	5-10	9 MONTH
			FOOD SERV-MGR II	2	0	20.82	28.51	10	40	9 MONTH
			FOOD SERV-MGR III	1	0	24.77	34.24	10	40	9 MONTH
			FOOD SERV-MGR I-P	2	4	20.15	27.59	10	15-32.50	9 MONTH
			FOOD SERV-MGR I-S	12	7	19.44	26.52	10	10-35	9 MONTH
			FS-CASHIER/KITCHEN ASST	3	16	19.03	25.99	10	11-40	9 MONTH
			ITINERANT FOOD SERVICE	2	0	19.03	25.99	10	30-40	9 MONTH
		PROFESSIONAL/TECH	MICRO TECH II	5	0	27.92	38.84	10	40	12 MONTH
			NURSES	14	5	34.47	54.68	10	16-40	9 MONTH
			POOL MANAGER	6	0	25.77	35.67	10	33-40	12 MONTH
			PUPIL SERVICES TECHNOLOGY SPECIALIST	1	0	27.92	38.84	10	40	12 MONTH
			THEATER TECHNICIAN	4	2	23.86	32.92	10	20-40	10 MONTH
			TRUCK DRIVER/WAREHOUSE	2	0	22.99	31.69	10	40	12 MONTH

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<b>Klawock</b>	SE	Supervisory	Superintendent, Principal	2	0	\$110,000 annually	\$175,000 annually	N/A per contract	40	49
		Clerical	Principal Secretary, Admin. Assist.	2	0	\$38,000 annually	\$39,000 annually	A-E, 1-20	40	41
		Custodian	Janitor	0	3	\$22,000 annually	29,000 annually	A-E, 1-20	2-5.-5.5	37
		Food Service worker	Head Cook, Cook, Meal counter	1	2	\$29,000 annually	\$37,000 annually	A-E, 1-20	2-40 hours per week	37
		Instructional aide	Classroom aide/SPED Aide	0	9	\$26,000 annually	\$30,000	A-E, 1-20	5.75-6.91	37
		Non-Instructional aide	N/A	0	0	N/A	N/A	N/A	N/A	N/A
		Maintenance	Head of Maintenance	1	0	\$60,000 annually	N/A	A-E, 1-20	40	37
		Other	Native Arts teacher, Welding teacher, Library, Tech person, bus driver, Business manager	1	4	\$28,000 annually	\$90,000 annually	A-E, 1-20	4-6.5	37-49
<b>Kodiak Island</b>	SW	SUPERVISORY	Auditorium Director	1	0	\$65,448.00	\$89,004.01	30	40	52
			Custodian Supervisor	1	0	\$25.42	\$34.90	30	40	52
			Technology Supervisor	1	0	\$81,255.37	\$111,545.02	30	40	52
			Information Management Specialist	1	0	\$80,073.04	\$109,914.31	30	40	52
			Maintenance Foreman	1	0	\$73,527.92	\$100,889.65	30	40	52
			Purchasing Supervisor	1	0	\$56,398.80	\$77,309.11	30	40	52
			CFO	1	0	\$100,039.20	\$139,212.56	30	40	52
		CLERICAL	Sec 1-4	15	5	\$18.38	\$32.03	30	27.5-40	36-40
			Accountant	3	0	\$20.80	\$33.05	30	40	52
			Human Resources Coordinator	1	0	\$58,264.86	\$81,302.21	30	40	52
			Payroll Accountant	1	0	\$58,264.86	\$81,302.21	30	40	52
			Project Specialist	5	0	\$26.27	\$36.69	30	32.5-40	36
			Registrar	1	0	\$22.53	\$31.45	30	40	40
		FOOD SERVICE	Cafeteria Specialist	6	5	\$18.38	\$25.85	30	7.5-40	36
			Food Service Helper	0	5	\$17.57	\$24.68	30	15-27.5	36
			Food Service Coordinator	1	0	\$56,398.80	\$78,678.83	30	40	52
		INSTRUCTIONAL AIDES	Aide 1-5	82	37	\$18.82	\$31.45	30	15-35	36
		MAINTENANCE	Maintenance Mech 1-4	5	0	\$25.87	\$42.85	30	40	52

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		OTHER	Computer Tech 1-4	3	0	\$46,783.00	\$78,678.83	30	40	52
			Server Cloud Coordinator	1	0	\$69,889.49	\$97,604.81	30	40	52
			School Nurse 1-2	6	1	\$35.41	\$59.23	30	20-37.5	36
<b>Kuspuk</b>	SW	Instruction	Instructional Aide	6	5	17.91	41.29	21	15-40	38
		Instruction	Intensive Needs Instr. Aide	4	1	Addition to Aide \$4	Addition to Aide \$4	1	25-40	38
		Clerical	Secretary	5	2	\$ 18.81	\$ 41.29	21	20-40	38
		Food Service	Cook	4	4	\$ 17.91	\$ 41.29	21	15-40	38
		Food Service	Cooks Helper		1	\$ 17.91	\$ 41.29	21	15-30	38
		Instruction	AYEP Coord. GRANT	1		\$ 25.00	\$ 28.00	Depending on Grant	30	38
		Instruction	Educational Facilitator	1		\$ 17.91	\$ 41.29	21	30	38
		Transportation	Bus Driver		3	\$ 23.50	\$ 41.58	17	15-30	38
		Instruction	Preschool Aide	2	1	\$ 21.77	\$ 45.52	21	15-30	38
		Janitorial	Custodian	1	8	\$ 17.91	\$ 37.45	21	15-30	38
		Instruction	Yupik Teacher	1		\$ 21.77	\$ 45.51	21	35	38
		Clerical	DO Educational/Maintenance Support Secretary	1		\$ 18.81	\$ 41.29	21	35-40	52
		Finance	Business Office Clerk	1		\$ 18.81	\$ 41.29	21	35-40	52
		Finance	Accounts Payable/Purchasing-Business Office Clerk	1		\$ 18.81	\$ 41.29	21	35-40	52
		Clerical	Administrative Assistant	1		\$ 47,440.00	\$ 87,205.00	20	35-40	52
		Finance	Assistant Business Manager	1		\$ 47,440.00	\$ 87,205.00	20	35-40	52
		Finance	Business Manager	1		\$ 66,160.00	\$ 122,040.00	20	35-40	52
		Maintenance	Maintenance Labor	4		\$ 20.73	\$ 41.28	21	35-40	52
		Maintenance	Maintenance Mechanic	1		\$ 20.73	\$ 41.28	21	35-40	52
		Technology	IT Computer Technician	1		\$ 55,000.00	\$ 92,679.00	17	35-40	52
		Maintenance	Maintenance Foreman	1		\$ 57,840.00	\$ 106,557.00	20	35-40	52
		Maintenance	Director of Maintenance	1		\$ 66,160.00	\$ 122,040.00	20	35-40	52
		Transportation/Maintenance	Pilot/ Maintenance Labor	1		\$ 80,000.00	\$ 162,624.00	25	35-40	52
<b>Nenana</b>	INT	FOOD SERVICE	COOK I	2	N/A	\$ 18.10	\$ 25.36	14	40	35
		FOOD SERVICE	COOK III	1	N/A	\$ 21.53	\$ 30.33	14	40	35

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		CUSTODIAL AND MAINTENANCE SERVICE	CUSTODIAL I	3	N/A	\$ 18.92	\$ 26.52	14	40	52
		CUSTODIAL AND MAINTENANCE SERVICE	MAINTENANCE I	2	N/A	\$ 21.53	\$ 30.33	14	40	52
		CUSTODIAL AND MAINTENANCE SERVICE	DIRECTOR OF OPERATIONS	1	N/A	N/A	\$ 91,555.20	N/A	40	52
		HEALTH SERVICE	RN/LPN	N/A	1	\$ 29.42	\$ 41.83	14	20	35
		STUDENT SERVICES	PARAPROFESSIONAL	7	N/A	\$ 20.62	\$ 29.01	14	40	35
		STUDENT SERVICES	RESIDENT ADVISOR	11	1	\$ 20.10	\$ 28.13	14	40	35
		STUDENT SERVICES	DIRECTOR OF LIVING CENTER	1	N/A	N/A	\$ 71,400.00	N/A	40	52
		CLERICAL SERVICES	ADMIN I	4	1	\$ 20.62	\$ 29.01	14	40	52
		CLERICAL SERVICES	ADMIN III	5	1	\$ 24.59	\$ 34.76	14	40	52
		CLERICAL SERVICES	FINANCE II	2		\$ 23.52	\$ 33.20	14	40	52
			GRANT DIRECTOR	1	N/A	N/A	\$ 49,288.00	N/A	40	52
			GRANT DIRECTOR	1	N/A	N/A	\$ 74,646.19	N/A	40	52
<b>Nome</b>	NW	Clerical	Admin. Assistant/ Board Secretary	1		\$23	\$34	12	37.5	52
		Clerical	Secretary/Registrar	4	1	\$19	\$34	12	37.5	40
		Business Office	AP/Purchasing/Rec. Clerk	1		\$27	\$40	12	37.5	52
		Instructional Aide	Special Education Paraprofessionals	6		\$22	\$32	12	35	38
		Instructional Aide	Classroom Aides	2		\$20	\$30	12	35	38
		Non Instructional Aides	Assistant Librarian	1		\$22	\$32	12	37.5	38
		Technology	Director of Technology	1		\$91,303	\$107,550	12	37.5	46 (230 day contract)
		Student Support Services	Behavior Specialist	1		\$34	\$48	12	37.5	38
		Technology	Systems Administrator	1		\$35	\$49	12	37.5	46 (230 day contract)
		Clerical	Special Education Admin	1		\$20	\$30	12	37.5	40
		Instructional	Permanent Roaming Substitute Teacher	1		\$31	\$45	12	37.5	38
<b>NW Arctic</b>	NW	Administrator	Director of Property Services	1	0	\$149,855.76	\$173,277.90	14	37.5	52

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
		Administrator	Director of Administrative Services	1	0	\$149,855.76	\$173,277.90	14	37.5	52
		Administrator	Asst. Dir. of Administrative Services	1	0	\$142,362.45	\$164,612.70	14	37.5	52
		Administrator	Assistamt Director of Technology	1	0	\$142,362.45	\$164,612.70	14	37.5	52
		Aide	Instructional	11	0	\$25.04/hr	\$31.74/hr	12	32.5	38
		Aide	Indian Ed	2	0	\$27.67/hr	\$36.47/hr	12	32.5	38
		Aide	Intensive Sped	1	0	\$25.04/hr	\$54.89/hr	12	32.5	38
		Aide	Miqant Ed	10	0	\$27.67/hr	\$36.47/hr	12	32.5	38
		Aide	Sped	47	0	\$25.04/hr	\$54.89/hr	12	32.5	38
		Aide	Title I	4	0	\$27.67/hr	\$36.47/hr	12	32.5	38
		Aide	Bilingual	1	0	\$33.99/hr	\$58.98/hr	12	35	38
		Aide	Inupiaq Language Instructor	15	0	\$33.99/hr	\$58.98/hr	12	35	38
		Curriculum Staff	Staff Development Specialist	1	0	\$56.69/hr	68.96/hr	12	37.5	52
		Dorm Attendant	Dorm Attendant	2	0	\$26.88/hr	\$34.74/hr	12	37.5	52
		Finance Staff	AP/AR Clerk	2	0	\$32.51/hr	\$42.96/hr	12	37.5	52
		Finance Staff	Accounting Technician I	1	0	\$32.51/hr	\$42.96/hr	12	37.5	52
		Finance Staff	Assistant Payroll Officer	1	0	\$43.21/hr	\$51.65/hr	12	37.5	52
		Finance Staff	Payroll Officer	1	0	\$46.09/hr	\$54.52/hr	12	37.5	52
		Finance Staff	Purchasing Agent	1	0	\$43.21/hr	\$51.65/hr	12	37.5	52
		Finance Staff	Accountant I	1	0	\$46.09/hr	\$54.52/hr	12	37.5	52
		Grants Staff	Secretary I	1	0	\$25.04/hr	\$31.74/hr	12	37.5	52
		Human Resources Staff	Human Resources Officer	1	0	\$46.09/hr	\$54.52/hr	12	37.5	52
		Human Resources Staff	Asst. Human Resources Officer	1	0	\$43.21/hr	\$51.65/hr	12	37.5	52
		Human Resources Staff	Human Resources Coordinator	1	0	\$56.69/hr	68.96/hr	12	37.5	52
		Instructor	ATC Instructor	2	0	\$57.49/hr	\$64.41/hr	6	37.5	38
		Maintenance	BPO	2	0	\$26.88/hr	\$34.74/hr	12	37.5	52
		Maintenance	Carpenter	1	0	\$42.61/hr	\$53.33/hr	8	37.5	52
		Maintenance	Heating/Vent Technician	1	0	\$42.61/hr	\$53.33/hr	8	37.5	52
		Maintenance	Maintenance-Site	11	0	\$42.61/hr	\$53.33/hr	8	37.5	52

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
		Maintenance	Mechanic	1	0	\$42.61/hr	\$53.33/hr	8	37.5	52
		Maintenance	Plumber	1	0	\$42.61/hr	\$53.33/hr	8	37.5	52
		Maintenance	Security Guard	1	0	\$42.61/hr	\$53.33/hr	8	37.5	52
		Registrar	Registrar	1	0	\$43.21/hr	\$51.65/hr	12	37.5	38
		Secretary	Secretary I	14	0	\$27.67/hr	\$36.47/hr	12	32.5	38
		Secretary	Secretary II	3	0	\$30.00/hr	\$39.65/hr	12	32.5	38
		Student Services Staff	Administrative Assistant	1	0	\$46.09/hr	\$54.52/hr	12	37.5	52
		Student Services Staff	ELF Coordinator	1	0	\$56.69/hr	68.96/hr	12	37.5	52
		Student Services Staff	Infant Learning Assistant	1	0	\$56.69/hr	68.96/hr	12	37.5	52
		Student Support	ABE/GED Tech	1	0	\$43.21/hr	\$51.65/hr	12	37.5	52
		Student Support	Dorm Parent	1	0	\$26.88/hr	\$34.74/hr	12	37.5	40
		Student Support	Student Advisor	1	0	\$26.88/hr	\$34.74/hr	12	37.5	40
		Superintendent Office Staff	Coordinator - Student Services	1	0	\$56.69/hr	68.96/hr	12	37.5	52
		Superintendent Office Staff	Executive Assistant	1	0	\$31.73/hr	\$64.41/hr	10	37.5	52
		Technology Staff	Technology	3	0	\$31.73/hr	\$64.41/hr	10	37.5	52
<b>Petersburg</b>	SE	Classified	Parapro	22		19.08	26.06	14	32-40	27
		Classified	Custodian	4		19.65	26.9	14	32-40	27
		Classified	Food Service	4		18.28	24.95	14	32-40	27
		Clerical	Admin Assistant	4		19.82	27.14	14	32-40	29
		Skilled	Technician	3	1	22.23	29.66	14	32-40	52
<b>SE Island</b>	SE	Activities	Activities Director	0	1	exempt	exempt	N/A	as needed	39+
			Archery Director	0	1	exempt	exempt	N/A	as needed	39+
			Coaches	0	16	\$500/season	\$4566.71/season	12-15	varies	varies
		Admin Services	Administrative Assistant	2	0	16.57/hr	24.19/hr	12	40	52
			Executive Assistant/HR Director	1	0	exempt	exempt	N/A	40	52
			Payroll Manager	1	0	21.19/hr	30.94/hr	12	40	52
			Secretary II/Registrar	1	0	16.57/hr	24.19/hr	12	40	52
		Food Service	Child Nutrition Program Director	0	1	21.19/hr	30.94/hr	12	29	52
			Cooks	0	7	14.57/hr	21.28/hr	12	14-29	39
		Greenhouse/Agriculture	Greenhouse/Ag Program Manager	0	1	21.19/hr	30.94/hr	12	29	52

## Salary and Related Information

DISTRICT	REG	GENERAL JOB CLASSIFICATION/ CATEGORY	JOB TITLE	# FULL TIME EMPLOYEES	# PART TIME EMPLOYEES	MINIMUM ANNUAL SALARY OR HOURLY RATE	MAXIMUM ANNUAL SALARY OR HOURLY RATE	# OF STEPS ON SALARY SCHEDULE	HOURS WORKED PER WEEK	WEEKS WORKED PER YEAR
		Instructional	Coordinator or Classroom Manager	0	2	21.19/hr	30.94/hr	12	6-29	39
			Paraprofessional	0	15	16.57/hr	24.19/hr	12	29	39
		Maintenance	Maintenance Director	1	0	exempt	exempt	N/A	40	52
			Custodian	6	6	14.57/hr	21.28/hr	12	10-29	42
			Maintenance Technician	2	2	21.19/hr	30.94/hr	12	FT - 40; PT up to 29	52
			Mechanic	1	0	21.19/hr	30.94/hr	12	40	52
			Wood-fired Boiler Operator	0	2	\$35/day (>= 13.52/hr)	\$45/day (>= 13.52/hr)	N/A	6.75-15.75	26
		Technology	Technology Director	1	0	exempt	exempt	N/A	40	52
		Transportation	Bus Drivers	0	5	21.19/hr	30.94/hr	12	4-24	38
<b>Wrangell</b>	SE	Director of Technology		1	0	\$ 72,899.00	\$ 104,142.00	9	40.00	48.00
		Director of Maintenance		1	0	\$ 72,899.00	\$ 104,142.00	9	40.00	52.00
		Custodian	Custodian/Maintenance , Asst. Maintenance Director	4	0	\$ 17.73	\$ 32.04	13	40.00	52.00
		Paraprofessional	Classroom and Library Aides	1	5	\$ 17.73	\$ 25.29	13	28.75-37.5	40.00
		Intensive Paraprofessionals		1	4	\$ 18.27	\$ 25.55	13	28.75-37.5	40.00
		School Secretaries		3	0	\$ 18.81	\$ 26.31	13	37.50	44.00
		Accounting Clerk		0	1	\$ 19.38	\$ 27.64	13	28.75	52.00
		Administrative Assistant		2	0	\$ 26.04	\$ 37.14	13	37.50	52.00

Sick and Personal Leave										Are these types of leave provided? Y or N					
DISTRICT	REG	TOTAL ADM	FTE CLASSIFIED EMPLOYEES	SICK LEAVE	SICK LEAVE MAX ACCUMULATED DAYS ALLOWED	SICK LEAVE PAID AT SEPARATION ?	PERSONAL LEAVE	PERSONAL LEAVE MAX ACCUMULATED DAYS ALLOWED	PERSONAL LEAVE PAID AT SEPARATION ?	MILITARY LEAVE	EMERGENCY LEAVE	MATERNITY LEAVE	PATERNITY LEAVE	CIVIC LEAVE	COURT LEAVE
Aleutians East	SE	163	22.86	Y	NO MAX	N	Y	6	Y	Y	Y	Y	Y	Y	Y
Anchorage	SC	42018	See Page #20												
Annette Island	SE	304.97	48	Y	12	N	Y	13	N	Y	Y	Y	Y	Y	Y
			3	Y	12	N	Y	20	N	Y	Y	Y	Y	Y	Y
			2	Y	11	N	Y	15	N	Y	Y	Y	Y	Y	Y
			1	Y	11	N	Y	13	N	Y	Y	Y	Y	Y	Y
			2	Y	15.96	N	Y	20	N	Y	Y	Y	Y	Y	Y
Bristol Bay	SW	90	11.5	Y	NO MAX	N	Y	2	Y	Y	Y	Y	Y	Y	Y
Copper River	INT	378.5	38	Y	No Max	N	Y	10 Days	Y	N	Y	Y	Y	N	Y
Cordova	SC	351.8	29	Y	n/a	N	Y	5	Y	N	N	N	N	N	Y
Craig	SE	621	14	Y	No limit	N	Y	7	Y	N	N	N	N	N	Y
Delta Greely	INT	961.76	42	Yes	10	Y	Y	30	Y	Y	Y	Y	Y	Y	Y
Denali	INT	1036.82	24	Y	NA	N	Y	112 hours	N	Y	Y	Y	Y	Y	Y
Fairbanks	INT	11800	693.01	Y	N / A	Retirement only	Y	School term - 10 days	School term - upon request Year round - yes	Y	Y	Y	Y	Y	Y
Galena	INT	7804	137	Y	no limit	N	Y	no limit	at rate of \$100/day	N	N	N	N	N	N
Haines	SE	252	20.75	Y	unlimited	yes up to 50 days	yes	10	yes, up to 10 days	Y	Y	Y	Y	Y	Y
Hydaburg	SE	75	2	Y	N/A	N	N	N/A	N/A	Y	N	N	N	N	Y
Kashunamiut	SW	327	48	Yes	No Max	No	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes
Kenai	SC	8264.06	459.99	Y	NO MAX	Upon resignation after 20 school years of service with the District or retirement from the District through PERS, an edu support employee shall be paid 67% of the employee's normal hourly rate for unused sick leave.	Y	10	No more than four (4) days per year may be cashed in.	Unpaid leave of absence for military duty	Unpaid Leaves of 2 weeks or less for extenuating circumstances may be approved	Under FMLA and AFLA	Under FMLA and AFLA	Leave of absence without pay to any employee to campaign or serve in a public office	Y
Klawock	SE	133	7	Y	1.33 OF A DAY PER MONTH	NO	YES	5	YES	N	N	N	N	N	N
Kodiak Island	SW	2039.65	197.4167	Y	N/A	N	Y	45	Y	N	N	Y	Y	Y	N
Kuspuk	SW	279.85	N/A	Y	N/A	Only half if worked 5 years or longer & Leaving in good standing.	Y	24	Y	Y	Y	Y	Y	N	Y
Nenana	INT	2043.87	42	Y	UNLIMITED	Y	Y	20	Y	Y	N	N	N	Y	Y

Sick and Personal Leave										Are these types of leave provided? Y or N					
DISTRICT	REG	TOTAL ADM	FTE CLASSIFIED EMPLOYEES	SICK LEAVE	SICK LEAVE MAX ACCUMULATED DAYS ALLOWED	SICK LEAVE PAID AT SEPARATION ?	PERSONAL LEAVE	PERSONAL LEAVE MAX ACCUMULATED DAYS ALLOWED	PERSONAL LEAVE PAID AT SEPARATION ?	MILITARY LEAVE	EMERGENCY LEAVE	MATERNITY LEAVE	PATERNITY LEAVE	CIVIC LEAVE	COURT LEAVE
Nome	NW	659.73	20.5	Y	No Max	No	Yes	10	N	N	N	Y-under sick	Y-under sick	Y	Y
NW Arctic	NW	1809	153	Y	UNLIMITED	N	Y	30	Y	Y	Y	Y	Y	N	Y
Petersburg	SE	456	38	Y	N	N	Y	5	Y	Y	Y	N	N	Y	Y
SE Island	SE	164	30.97	Y	UNLIMITED	N	Y for FT employees	45	Y	Y	N	Y	N	Y	Y
Wrangell	SE	258.75	20.7	Y	N	N	N	N	N	Y	N	Y	Y	N	Y

Anchorage Sick and Personal Leave							Are these types of leave provided? Y or N							
DISTRICT	REGION	FTE CLASSIFIED EMPLOYEES	SICK LEAVE	SICK LEAVE MAX ACCUMULATED DAYS ALLOWED	SICK LEAVE PAID AT SEPARATION ?	PERSONAL LEAVE	PERSONAL LEAVE MAX ACCUMULATED DAYS ALLOWED	PERSONAL LEAVE PAID AT SEPARATION ?	MILITARY LEAVE	EMERGENCY LEAVE	MATERNITY LEAVE	PATERNITY LEAVE	CIVIC LEAVE	COURT LEAVE
ANCHORAGE	SC	ACE	Y	No Max	YES	YES	30 DAYS (excess cashed out)	YES	Y	Y	Y	Y	Y	Y
		Local 71	N	N/A	N/A	YES	480 HOURS (excess cashed out)	YES	Y	N	Y	Y	Y	Y
		BUS	N	N/A	N/A	YES	No Max	YES	Y	N	Y	Y	N	Y
		Warehouse/Maintenance	N	N/A	N/A	YES	600 HOURS (excess cashed out)	YES	Y	N	Y	Y	Y	Y
		Food Service	N	N/A	N/A	YES	No Max	YES	Y	N	Y	Y	Y	Y
		Totem	N	N/A	N/A	YES	320 HOURS (excess cashed out)	YES	Y	N	Y	Y	Y	Y
		Exempt	Y	No Max	YES	YES	60 days (excess is cashed out)	YES	Y	Y	Y	Y	Y	Y
		Non-Rep	Y	No Max	NO	YES	30 DAYS (excess cashed out)	YES	Y	Y	Y	Y	Y	Y

# Medical/Life Insurance and Vacation Benefits

DISTRICT	REGION	GENERAL JOB CLASSIFICATION	MEDICAL PREMIUM SINGLE	MEDICAL PREMIUM FAMILY	LIFE INSURANCE COVERAGE AMOUNT	PAID HOLIDAYS	MIN. VACATION DAYS/YEAR	MAX. VACATION DAYS/YEAR
Aleutians East	SE	Classified	\$ 16,321.00	\$ 47,496.00	30,000	7	10	25
Anchorage	SC	Non-exempt management & technical	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$300,000	0	5	30
		Exempt	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$600,000	16	30	60
		Hourly Custodians	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$50,000	11	14 hours	480 hours
		Non-represented	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$300,000	0	14	30
		Bus	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$300,000	9	21.44 hours	No max
		Hourly Student Nutrition Employees	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$300,000	10	.1000/hr	No max
		Hourly Maintenance/Warehouse	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$300,000	12	21	600 hours
		Hourly Clerical/Teacher Assistant	\$ 68.33	\$ 166.67	3 x Annual Salary Max of \$50,000	12	#of paid hours in pay period x 0.08077	320 hours
Annette Island	SE	Classified	\$ 18,726.96	\$ 59,767.56	20000	9	13	16
		Exempt	\$ 18,726.96	\$ 59,767.56	20000	9	13	30
Bristol Bay	SW	ALL CLASSIFIED	\$ 13,536.00	\$ 41,172.00	2000	4	2	2
Copper River	INT	Supervisory	\$ 34,675.00	\$ 34,675.00	5,000	9	25	25
		Secretary	\$ 34,675.00	\$ 34,675.00	5,000	8		6
		Custodian/Maint	\$ 34,675.00	\$ 34,675.00	5,000	9	12	24
		Food Service	\$ 34,675.00	\$ 34,675.00	5,000	7		6
		Aides	\$ 34,675.00	\$ 34,675.00	5,000	7		6
		Admin Asst	\$ 34,675.00	\$ 34,675.00	5,000	7		10
Cordova	SC	Classified	\$ 224.69	\$ 224.69	\$40,000	7/8	n/a	n/a
Craig	SE	Supervisory	\$14,269	\$43,628	n/a	7	Annual Leave = 20 days/1-7 years Personal Leave = 5 days/year	Annual Leave 30 days /12+ years Personal Leave = 5 days
		Supervisory	\$14,269	\$43,628	n/a	6	5 days/year	5 days/year
		Clerical	\$14,269	\$43,628	n/a	6	5 days/year	5 days/year
		Custodian	\$14,269	\$43,628	n/a	7	Annual Leave = 15 days/year Personal Leave = 5 days/year	Annual Leave = 15 days/year Personal Leave = 5 days/year
		Food Service Worker	N/A		n/a		6	5 days/year /upon hire

<b>Negotiations</b>								
<b>DISTRICT</b>	<b>REGION</b>	<b>TOTAL ADM</b>	<b>SUPERVISORY UNION REPRESENTATION</b>	<b>CLERICAL UNION REPRESENTATION</b>	<b>CUSTODIAL UNION REPRESENTATION</b>	<b>FOOD SERVICE WORKER UNION REPRESENTATION</b>	<b>MAINTENANCE UNION REPRESENTATION</b>	<b>AIDES UNION REPRESENTATION</b>
Aleutians East	SE	163	Y	Y	Y	Y	Y	Y
Anchorage	SC	42018	AFT Local 4425	TOTEM	Local 71	Local 959	Local 959	TOTEM
Annette Island	SE	304.97	N	Y	Y	Y	Y	Y
Bristol Bay	SW	90	NA	NA	NA	NA	NA	NA
Copper River	INT	378.5	N	N	N	N	N	N
Cordova	SC	351.8	N/A	N/A	N/A	N/A	N/A	N/A
Craig	SE	621	N/A	Craig Education Association	Craig Education Association	Craig Education Association	Craig Education Association	Craig Education Association
Delta Greely	INT	961.76	Derek Case	Derek Case	Derek Case	Derek Case	Derek Case	Derek Case
Denali	INT	1036.82	Y	Y	Y		Y	Y
Fairbanks	INT	11800	Mary Ward - Spokesperson; Danielle Logan - ESSA President(former); Mike Wenstrup - NEA Uniserve Director					
Galena	INT	7804	classified union	classified union	classified union	classified union	classified union	classified union
Haines	SE	252	Haines Education Assn (HEA)	HEA-excluding 2 employees	HEA	HEA-excluding Food Director	HEA	HEA
Hydaburg	SE	75	N/A	N/A	N/A	N/A	N/A	N/A
Kashunamiut	SW	327	N/A	N/A	N/A	N/A	N/A	N/A
Kenai	SC	8264.06	Kenai Peninsula Educational Support Association	Kenai Peninsula Educational Support Association	Kenai Peninsula Educational Support Association	Kenai Peninsula Educational Support Association	Kenai Peninsula Educational Support Association	Kenai Peninsula Educational Support Association
Klawock	SE	133	We have two classified employees that represent the entire classified staff.					
Kodiak Island	SW	2039.65	Kodiak Administrative Professionals (KAP)	Kodiak Island Educational Support Association	Kodiak Island Educational Support Association	Kodiak Island Educational Support Association	Kodiak Island Educational Support Association	Kodiak Island Educational Support Association
Kuspuk	SW	279.85	N/A	N/A	N/A	N/A	N/A	N/A
Nenana	INT	2043.87	All classification of employee presented in this survey are represented by the NENANA EDUCATION SUPPORT STAFF ASSOCIATION/NEA-ALASKA/NEA					
Nome	NW	659.73	N/A	Nome City School District Classified Employee Association	Nome City School District Classified Employee Association - Currently no employees in these categories			Nome City School District Classified Employee Association
NW Arctic	NW	1809	ONE COMBINED UNIT					
Petersburg	SE	456	None	APEA	APEA	APEA	APEA	APEA
SE Island	SE	164	N/A	N/A	N/A	N/A	N/A	N/A
Wrangell	SE	258.75	N/A	N/A	N/A	N/A	N/A	N/A

# Negotiations and Expenditures

				If you do not negotiate, how are working conditions & pay established?				
DISTRICT	REG	TOTAL ADM	FTE CLASSIFIED EMPLOYEES	MEET & CONFER	UNILATERAL BOARD DECISION	TOTAL HEALTH CARE COSTS	TOTAL PAYROLL	BENEFIT FACTOR PERCENT
Aleutians East	SE	163	22.86	N/A	N/A	\$ 264,975.00	\$ 945,272.00	22%
Anchorage	SC	42018	N/A	N/A	N/A	N/A	N/A	N/A
Annette Island	SE	304.97	48	N/A	N/A	\$ 31,965.20	\$ 302,310.31	32%
Bristol Bay	SW	90	11.5	N	Y	\$ 18,866.76	\$ 33,322.06	57%
Copper River	INT	378.5	38	Y		\$ 686,568.00	\$ 1,305,866.00	84%
Cordova	SC	351.8	29	N	Y	\$ 713,160.00	\$ 2,066,904.00	35%
Craig	SE	621	14	Y	N	\$ 368,387.00	\$ 1,606,592.00	40%
Delta Greely	INT	961.76	42	Y	N	\$ 712,647.27	\$ 2,070,515.88	34%
Denali	INT	1036.82	24	N/A	N/A	N/A	N/A	N/A
Fairbanks	INT	11800	693.01	N/A	N/A	N/A	N/A	N/A
Galena	INT	7804	137	NA	NA	\$ 1,868,226	\$ 5,517,204	26%
Haines	SE	252	20.75	NA	NA	\$ 568,941.00	\$ 953,581.00	60%
Hydaburg	SE	75	2		Y	N/A	N/A	N/A
Kashunamiut	SW	327	48	N/A	N/A	N/A	N/A	N/A
Kenai	SC	8264.06	459.99	Y	N	\$ 25,857.00	\$ 22,715,466.00	N/A
Klawock	SE	133	7	N/A	N/A	N/A	N/A	N/A
Kodiak Island	SW	2039.65	197.4167	Y	N	\$ 3,112,800.20	\$ 8,432,627.00	31%
Kuspuk	SW	279.85	N/A	Y	Y	\$ 1,487,000.00	\$ 1,916,725.00	58.75%
Nenana	INT	2043.87	42	N/A	N/A	\$ 44,262.07	\$ 2,730,904.25	25%
Nome	NW	659.73	20.5	Y	N	\$ 199,885.64	\$ 1,155,777.00	42%
NW Arctic	NW	1809	153	N/A	N/A	N/A	N/A	N/A
Petersburg	SE	456	38	Y	N	\$ 793,644.14	\$ 2,339,004.49	34%
SE Island	SE	164	30.97	Y	Y	\$ 287,539.00	\$ 1,191,045.00	49.92%
Wrangell	SE	258.75	20.7	N/A	N/A	N/A	N/A	N/A

## Chugach School District

### Office of the Chief Financial Officer

#### MEMORANDUM

To: Chugach School District Board of Education

From: Grant Yutrzenka, Chief Financial Officer

Date: May 28, 2025

Subject: Transfer of Funds from General Fund Unrestricted Balance to Capital Project Funds

#### Purpose

This memo serves to recommend and request Board approval for the transfer of \$450,000 from the General Fund Unrestricted Fund Balance to two existing capital project funds to support critical district priorities in teacher housing and facility maintenance.

#### Background

As of June 30, 2024, the Unrestricted Fund Balance in the General Fund (Operating Fund) stood at \$850,572. Based on current fiscal performance and anticipated end-of-year adjustments, we project a slight increase in the unrestricted balance by June 30, 2025.

To address priority capital needs and ensure fiscal responsibility aligned with strategic district goals, I propose allocating a total of \$450,000 as follows:

- \$200,000 to the Teacher Housing Replacement and Repair Fund  
Supports improvements to housing units in Tatitlek and covers costs associated with the acquisition of a condominium in Whittier.
- \$250,000 to the Major/Minor Capital Maintenance Fund  
Reinforces available funds for ongoing and future facility maintenance and improvement projects districtwide.

As of June 30, 2024, the balances of the two receiving funds were:

- Major/Minor Maintenance Fund: \$404,000
- Teacher Housing Fund: \$30,500

These transfers are not expected to impair the district's operational flexibility and are aligned with our strategic priorities for staff housing and infrastructure.

## **Recommendation**

I recommend the Board authorize the following transfers effective immediately:

1. Transfer \$200,000 from the General Fund Unrestricted Fund Balance to the Teacher Housing Replacement and Repair Fund.
2. Transfer \$250,000 from the General Fund Unrestricted Fund Balance to the Major/Minor Capital Maintenance Fund.

## **Next Steps**

Pending board approval, these transfers will be processed in early June to allow timely execution of the housing purchase and repairs.

## **BP 5030 SCHOOL DISCIPLINE AND SAFETY**

**Note:** Each school district must have in place a school disciplinary and safety program. [AS 14.33.110-140](#). The purpose of the program is to implement community standards of school behavior that are developed with the collaboration of students, parents, guardians, teachers, school administrators, and advisory school boards in each community; and to protect and support teachers who enforce standards of student behavior and safety in the classroom. Effective October 2014, the program must be made available to students, parents, legal guardians, and the public, and must include written policies and procedures consistent with standards for use of restraint and seclusion, outlined in [AS 14.33.125](#). The No Child Left Behind Act requires states to implement a system of school safety assessment. Under NCLB, districts are required to offer a school choice option in two instances: (1) when a student attends a "persistently dangerous school," or (2) when a student has been the victim of a violent criminal offense. Alaska's implementation of these federal mandates is found at [4 AAC 06 in newly added Article 2, Safe Schools](#).

The School Board believes that all students have the right to a public education in a safe and positive environment that fosters the maximum opportunity for learning. An effective school discipline and safety program is necessary to ensure a learning environment free of disruptions. The School Board shall adopt, and the Superintendent or designee shall implement and maintain, an effective school discipline and safety program. The discipline and safety program should reflect community standards of school behavior and safety that are developed with the collaboration of students, parents, guardians, teachers, school administrators, and advisory school boards in each community.

*(cf. 1230 - Citizen Advisory Committees)*

*(cf. 1410 - Interagency Cooperation for Student and Staff Safety)*

*(cf. 4158 -Employee Security)*

*(cf. 5131 - Conduct)*

*(cf. 5131.1 - Bus Conduct)*

*(cf. 5131.4 - Campus Disturbances)*

*(cf. 5131.41 - Violent and Aggressive Conduct)*

*(cf. 5131.42 - Threats of Violence)*

*(cf. 5131.43 - Harassment, Intimidation and Bullying)*

*(cf. 5131.5 - Vandalism, Threats, and Graffiti)*

*(cf. 5131.6 - Alcohol and Other Drugs)*

*(cf. 5131.62 - Tobacco)*

*(cf. 5131.63 - Performance Enhancing Drugs)*

*(cf. 5131.7 - Weapons & Dangerous Instruments)*

*(cf. 5131.9 - Academic Honesty)*

*(cf. 5132 - Dress and Grooming)*

*(cf. 5136 - Gangs)*

*(cf. 5137 - Positive School Climate)*

*(cf. 5141.51 - At-Risk Youth)*

*(cf. 5142.2 - School Safety Patrol)*

*(cf. 5142.3 - Restraint and Seclusion)*

*(cf. 5144 - Discipline)*

*(cf. 5144.1 - Suspension and Expulsion)*

*(cf. 5144.2 - Suspension and Expulsion/Due Process (Individuals with Exceptional Needs))*

*(cf. 5145.11 - Questioning and Apprehension)*

*(cf. 5145.12 - Search and Seizure)*

*(cf. 5145.5 - Nondiscrimination)*

*(cf. 5145.5 - Harassment)*

*(cf. 5145.7 - Sexual Harassment)*

*(cf. 5147 - Dropout prevention)*

*(cf. 6159 - Individualized Education Program)*

*(cf. 6164.2 - Guidance and Counseling Services)*

*(cf. 6164.4 - Child Find)*

*(cf. 6164.5 - Student Study Teams)*

*(cf. 6172 - Special Education)*

**Note:** *School districts must adopt policies for implementing a student conflict resolution strategy. The strategy must provide for the nonviolent resolution or mediation of conflicts, and procedures for reporting and resolving conflicts. [AS 14.33.120\(a\)\(7\)](#). A district's school disciplinary and safety program must provide for a student conflict resolution strategy.*

Providing young people with knowledge and skills to settle disputes peacefully is a critical component of an effective disciplinary and safety program. Students who possess skills in negotiation, mediation, and consensus decision-making are able to explore peaceful solutions to conflict and to resolve these conflicts in a nonviolent manner. The Superintendent or designee shall implement and maintain a conflict resolution strategy for district students. The strategy will provide conflict resolution education and resources to students to learn skills in the nonviolent resolution and mediation of conflicts. The strategy should identify and teach effective approaches for students to follow in reporting and resolving conflicts.

**Note:** Effective October 2014, districts must include in the school disciplinary and safety program written policies and procedures consistent with standards for use of restraint and seclusion. The following language incorporates this requirement.

The district recognizes that a key component of its school disciplinary and safety program involves appropriate staff response when student behavior impacts on the safety of that student or others. The district prohibits the use of physical restraint and seclusion except in emergency situations as outlined in law and policy.

(cf. 5142.3 - Restraint and Seclusion)

**Note:** [AS 14.33.120](#) requires the discipline and safety program to have procedures for periodic revision and review. [4 AAC 07.050](#) requires that a district's student rights and responsibilities policies be reviewed at least once every three years. The following language utilizes a maximum three-year duration for the review process.

Not less than once every three years, the district's discipline and safety program shall be reviewed and revised if appropriate. The review process shall make available the opportunity for collaborative input by students, parents, guardians, staff, and advisory school boards in each community. Policies reflecting standards of student behavior, including those identifying prohibited student conduct and penalties, should be reviewed to determine consistency with community standards, including the basic requirements for respect and honesty.

(cf. 9310 - Policy Manual)

(cf. 9311 - School Board Policies)

(cf. 9313 - Administrative Regulations)

**Note:** Annually, the district is to submit a report to the Department of Education and Early Development relating to the district's disciplinary and safety program, including incident numbers for infractions involving violence or weapons. This report is to be submitted at the same time the district submits its annual report on goals and priorities as required by [AS 14.03.120\(a\)](#). Additionally, the district is to report all incidents of suspension and expulsion resulting from harassment, intimidation, or bullying. Effective October 2014, the district is to annually report, not later than June 30, the total number of incidents involving the restraint or seclusion of a student as required by [AS 14.33.125](#) and [4 AAC 06.175](#) (see BP 5142.3). The following language incorporates the reporting requirements for school discipline as set forth in [AS 14.33.120](#), [14.33.210](#), [4 AAC 06.172](#) and [4 AAC 06.250](#).

The district will submit annual reports to the Department of Education and Early Development, as required by law. These reports will permit assessment of the district's School Discipline and Safety program.

**Note:** One of the purposes of the school disciplinary and safety program is to protect and support teachers who enforce standards of student behavior and safety in the classroom. [AS 14.33.110\(3\)](#). The law provides that a teacher, teacher's assistant, a principal, or another person responsible for students may not be terminated or otherwise subjected to formal disciplinary action for lawful enforcement of a school disciplinary and safety program, including behavior standards. [AS 14.33.130](#). It is recommended that a district desiring to take disciplinary action against a staff member for unreasonable or unlawful enforcement of student discipline should contact legal counsel. Finally, school employees are also protected from civil liability for acts or omissions

*arising out of enforcement of the disciplinary and safety program while in the course of employment, unless the act constitutes gross negligence or reckless or intentional misconduct. [AS 14.33.140](#) and the No Child Left Behind Act.*

The School Board desires to give all administrators, teachers, and other employees the authority they need to implement and enforce the discipline and safety program. Personnel should adhere to lines of primary responsibility so that appropriate decision-making may take place at various levels in accordance with School Board policy and administrative regulations. In fulfilling duties and responsibilities in student discipline and safety, all employees shall comply with School Board policies, administrative regulations, and local, state, and federal laws. Employees will not be formally disciplined for enforcement of student discipline and safety rules so long as the enforcement is reasonable, lawful, and in compliance with School Board policies and administrative regulations.

*(cf. 2110 - Organization Chart/Lines of Responsibility)*

*(cf. 4158 - Employee Security)*

*(cf. 5144 - Discipline)*

*(cf. 4119.21 - Code of Ethics)*

*(cf. 4119.3 - Duties of Personnel)*

**Note:** *On July 15 of each year, the Department of Education and Early Development will determine the safety status of the schools in the state. The Department will designate a school as safe, at-risk, or persistently dangerous. A district that has a school identified as persistently dangerous must provide notice within 10 days to all parents of students who attend the school that the school has been designated as persistently dangerous and that the parent has 30 days to request that the district transfer the student to a safe school within the district. A transfer must occur within 30 days of a transfer request. A district that has only one public school of the appropriate grade level is not required to create a second public school in order to offer a transfer option. Additionally, within 10 days of an incident in which a student is a victim of a violent criminal offense at school, a district shall notify the parents of the student that they may have their student transferred. If a parent requests a transfer, the district shall provide the transfer within 30 days. A student shall be eligible for a transfer if substantial evidence indicates that the student was a victim of a violent criminal offense on the grounds of the school attended by the student. If a district refuses to offer to transfer a student whom the student's parent believes was the victim of a violent criminal offense, the parent may, within 30 days of the refusal, appeal to the Commissioner of Education. Again, a district that has only one public school of the appropriate grade level is not required to create an additional public school in order to provide the option to transfer. A violent criminal offense does not have to be the subject of a criminal charge, and includes incidents that would establish the elements of the following violent criminal offenses: (1) an offense against the person under the Alaska Criminal Code, [AS 11.41.100-11.41.530](#); (2) recruiting a gang member in the first degree, [AS 11.61.160](#); and (3) misconduct involving weapons in the first degree, [AS 11.61.195](#). A parent who has exercised the parent's option to transfer a student may have the student remain in the receiving school until the student completes the highest grade level offered by that school. A district that is required to offer a student a transfer to a safe school, but that does not contain a safe school of an appropriate grade level, must offer to transfer the student to the parent's choice of any school designated at Level 2 or higher under [4 AAC 06.835](#) and work with the parent to identify other suitable educational opportunities for the student, including transfer to another district or attending a state wide correspondence school. [4 AAC 06.200-.270](#).*

The School Board further desires to give all students the opportunity to learn in an environment in which they feel safe. Should any school be identified as persistently dangerous under state law, students attending that school will be provided the opportunity to transfer to the parent's choice of one of two or more safe schools within the district. Informed parental choice will be facilitated by timely notice of the meaning of the persistently dangerous designation and the intervention steps the district plans to utilize to make the school safe. Additionally, any student who is the victim of a violent criminal offense that occurred on the grounds of the student's school will be provided the opportunity to transfer, consistent with state law.

Legal Reference:

UNITED STATES CODE

[20 U.S.C. §§ 1400](#), *et seq.* Individuals with Disabilities Education Act

No Child Left Behind Act of 2001, [20 U.S.C. §§ 2361-2368](#) ([P.L. 107-110](#))

ALASKA STATUTES

[11.81.430](#) Justification, use of force, special relationships

[11.81.900](#) Definitions

[14.03.078](#) Report

[14.03.160](#) Suspension or expulsion of students for possessing weapons

[14.30.045](#) Grounds for suspension or denial of admission

[14.30.180-.350](#) Education for Exceptional Children

[14.33.120-.140](#) School disciplinary and safety program

[14.33.210](#) Reporting of incidents of harassment, intimidation or bullying

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.060](#) Suspension or denial of admission

[4 AAC 06.172](#) Reporting of school disciplinary and safety programs

[4 AAC 06.175](#) Reporting restraint and seclusion incidents.

[4 AAC 06.200-.270](#) Safe schools

[4 AAC 06.250](#) Reporting

[4 AAC 07.010-4 AAC 07.900](#) Student rights and responsibilities

[4 AAC 52.010-.990](#) Education for exceptional children

[20 AAC 10.020](#) Code of ethics and teaching standards

Revised: 3/2015

Adopted: May 12, 2015



## **BP 5030 SCHOOL DISCIPLINE AND SAFETY (updated)**

The School Board believes that all students have the right to a public education in a safe and positive environment that fosters the maximum opportunity for learning. The School Board seeks to ensure that students, regardless of ethnicity, race, disability, religious or cultural preference, gender identity, sexual orientation or socioeconomic background, do not disproportionately experience suspension, expulsion or other disciplinary actions. An effective school discipline and safety program is necessary to ensure a safe and conducive learning environment. The School Board shall adopt, and the Superintendent or designee shall implement and maintain, an effective, trauma-informed and culturally responsive school discipline and safety program. The discipline and safety program should reflect community and cultural values resulting in standards of school behavior and safety that are developed with the collaboration of students, parents, guardians, teachers, elders, school administrators, and advisory school boards in each community.

Providing young people with knowledge and skills to settle disputes peacefully is a critical component of an effective disciplinary and safety program. Students who possess skills in negotiation, mediation, and consensus decision making are able to explore peaceful solutions to conflict and to resolve these conflicts in a nonviolent manner. The district will work to build students self-regulation skills, incorporating preventative and restorative practices to minimize the need for discipline and maximize instructional time for every student. The district will also establish these practices and seek to address or reduce disproportionate treatment or use of punitive school discipline based on racial or economic disparities.

The Superintendent or designee shall implement and maintain a conflict resolution strategy for district students. The strategy will provide conflict resolution education and resources to students to learn skills in the nonviolent resolution and mediation of conflicts. Restorative or corrective practices place relationship building with students and families at the center. These can include conferences with students and their parents/guardians; use of student study teams or other intervention-related teams; enrollment in a program teaching social/emotional behavior, intensive and intentional relationship building with students and family, participation in a restorative justice program or restorative circles; and positive behavior support approaches.

The district recognizes that a key component of its school disciplinary and safety program involves appropriate staff response when student behavior impacts on the safety of that student or others. The district prohibits the use of physical restraint and seclusion except in emergency situations as outlined in law and policy. The Superintendent or designee shall provide professional development or supports as necessary to assist staff to offer consistent classroom management skills, model skills for students, and implement effective relationship building and disciplinary techniques, eliminating unconscious bias. This includes establishing collaborative relationships with parents/guardians.

Not less than once every three years, the district's discipline and safety program shall be reviewed and revised if appropriate. The review process shall make available the opportunity for collaborative input by students, parents, guardians, staff, and advisory school boards in each community. Policies reflecting standards of student behavior, including those identifying prohibited student conduct and penalties, should be reviewed to determine consistency with community standards, including the basic requirements for respect and honesty.

The district will submit annual reports to the Department of Education and Early Development, as required by law. These reports will permit assessment of the district's School Discipline and Safety program.

The School Board will review annually disciplinary action data to understand conduct and discipline of specific disaggregated groups of students. The School Board and district administrators will periodically review research on effective practices to proactively create trauma informed environments and culturally responsive discipline practices. Results of the review will be used to determine how to incorporate new practices and strategies into district policies and practices.

The School Board desires to give all administrators, teachers, and other employees the authority, knowledge and skills they need to effectively implement the discipline and safety program of the district. Personnel should adhere to lines of primary responsibility and district adopted protocols so that appropriate decision-making may take place at various levels in accordance with School Board policy and administrative regulations. In fulfilling duties and responsibilities in student discipline and safety, all employees shall comply with School Board policies, administrative regulations, and local, state, and federal laws.

The School Board further desires to give all students no matter their ethnicity, race, gender or gender identification, sexual orientation or socioeconomic status, the opportunity to learn in an environment in which they feel safe. Should any school be identified as persistently dangerous under state law, students attending that school will be provided the opportunity to transfer to the parent's choice of one of two or more safe schools within the district. Informed parental choice will be facilitated by timely notice of the meaning of the persistently dangerous designation and the intervention steps the district plans to utilize to make the school safe. Additionally, any student who is the victim of a violent criminal offense that occurred on the grounds of the student's school will be provided the opportunity to transfer, consistent with state law.

## **Board Proposal: Chugach School District Board Meeting Schedule Adjustment**

### **Proposal:**

To establish a revised Chugach School District (CSD) Board Meeting Schedule that includes a combination of in-person and virtual meetings to enhance board effectiveness, ensure strategic alignment, and support fiscal responsibility.

### Proposed Meeting Structure:

- Three In-Person Board Meetings Annually:
  - Fall Meeting – Dedicated to Strategic Planning and long-term visioning.
  - Winter Meeting – A Mid-Year Check-In to assess progress on goals, student outcomes, and operational priorities.
  - April Meeting – Focused on Budget Review and Approval, and the Evaluation of the Chugach School Administrator (CSA).
- Monthly Zoom Meetings or As Needed:
  - Remote meetings will be held in the remaining months or as needed to address time-sensitive issues, policy updates, and emerging district matters.

### Rationale: This proposal is intended to:

- Foster engagement during key decision-making points.
- Support flexibility and accessibility for board members.
- Optimize time and travel resources while maintaining transparency and responsiveness.