

Chugach School District

9312 Vanguard Drive
Anchorage, AK 99507-5355
(907) 522-7400 Phone
(907) 522-3399 Fax
www.chugachschooldistrict.com



*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, October 22, 2025

PLACE: District Office

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

October Board Meeting

TIME: 10:00 AM

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

1. CALL TO ORDER
2. SWEAR IN NEWLY ELECTED BOARD MEMBERS
Oath of Office 5
3. ROLL CALL & ESTABLISHMENT OF QUORUM
4. WORK SESSION
 - a. CEE Presentation
 - b. Board Goals
25/26 Goals 6
 - c. AK Star Data
 - d. Student School Board Rep
5. APPROVAL OF AGENDA
6. PLEDGE OF ALLEGIANCE
7. 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.

8. APPROVAL OF MINUTES
9. INTRODUCTION OF GUESTS and/or ANNOUNCEMENTS
10. BOARD OF STARS

Dylan Sabatowski
 By: Ty Mase, Chief School Administrator

As part of his Eagle Scout project, Dylan collaborated with a local contractor and a Voyage School teacher to install permanent basketball hoops in front of the Voyage School. The project was a huge success, creating a lasting addition to the school that will bring much joy to students for many years to come. We are grateful for Dylan’s hard work, dedication, and vision in making this project a reality. Thank you, Dylan!

Mike Briseno
 By: Ty Mase, Chief School Administrator

A special thank-you to our Voyage School teacher, Mike Briseno, who partnered with Dylan on this Eagle Scout project. Mike’s support and collaboration were key to making the installation of the permanent basketball hoops a success. Thank you, Mike, for your commitment - this project will undoubtedly bring smiles to student faces for many years to come!

Mandy By Doug Penn, District Administrator
 Mandy has done a wonderful job transitioning into her role with Anchorage FOCUS. She hosts lots of activities for students and families and has turned the downstairs space into a vibrant and active learning environment for kids. It is so fun to hear all the wonderful conversations and student comments that now fill our FOCUS Anchorage office space.

11. REPORTS AND PRESENTATIONS

- a. Policy Committee Report
- b. EAC Reports
 - Chenega School EAC Minutes 7
 - EAC Meeting Agenda Sept 9
 - EAC Meeting Agenda Oct 10
 - EAC_Chenega_Meeting_Minutes_10-7-25 11
- c. CSA Report
 - October 22 CSA Report 13
- d. Student Rep Report
- e. Communications
 - CHE Card 17
 - CHE LTR 18
 - Charitable Donation Acknowledgement 19

12. PUBLIC COMMENT ON AGENDA ITEMS

- WCS cell phone letter to board 20

13. BOARD COMMENT

14. ITEMS OF BUSINESS

- a. Election of Officers
 - BB-9121-1 21
- b. Selection of Legal Representation
 - MEMO 25-01 Legal Rep 23
- c. Selection of Banking Services
 - MEMO 25-02 Selection of Banking Institution 24
- d. Selection of Accounting Firm
 - MEMO 25-03 Audit Firm 25
- e. Policy Committee Recommended Updates
 - (first reading of two)
 - 2 Readings - Oct 21 Meeting - BP-1000.docx-1 26
 - 2 Readings - Oct 21 Meeting - BP-1020.docx - Google Docs 27
 - 2 Readings - Oct 22 Meeting - BP-0411.docx - Google Docs 28
 - 2 Readings - Oct 22 Meeting - BP-0100.docx - Google Docs 30

15. OLD BUSINESS

a. Classified Handbook and Pay Scale Adjustment	
Classified_Salary_Schedule_FY25-26_Adjusted_	31
CSD Classified Handbook 2025 Final	36
MEMO 25-04 final	45
b. AASB Suggested Policy - 2nd Reading	
Summer 2025 Instruction Sheet (1)	47
BP 4180 (CL) (2025 Summer Update)	49
AR 4180 (CL) (2025 Summer Update)	50
BP 5111 (CL) (2025 Summer Update)	52
BP 5138 (CL) (2025 Summer Update)	54
BP 6151 (CL) (2025 Summer Update)	58
c. Policy Committee Suggested Policy - 2nd Reading (for approval)	
BP-0200.pdf	59
BP-0420.pdf	60

16. NEXT BOARD MEETING - Tentative Nov. 17/18 (in person)

17. 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.

Before assuming the duties of their office, newly elected board members must take and subscribe to the following oath from Alaska State Statutes:

“I do solemnly swear that I will support and defend the Constitution of the United States and the Constitution of the State of Alaska, and that I will faithfully discharge my duties as a school board member to the best of my ability.”



CHUGACH SCHOOL DISTRICT

CSD 25/26 School Year Goals

Student Focus / Community & Communication

Goal #1: Increase exposure to career pathways (CSA/Admin Goal)

Goal #2: More face-to-face interaction and increased community involvement (Board Goal)

Staff Focus / Shared Leadership

Goal #1: Update Strategic Plan – Reflect on where we are and where we want to go (Board Goal)

Goal #2: Better system for onboarding new staff, making everyone aware of benefits/special opportunities (CSA/Admin Goal)

Goal #3: System for individual PD – Meet individual needs of teachers and have incentives for growth (CSA/Admin Goal)

Financial / Facility

Goal #1: CSD will increase partnerships by 2 more entities (CSA/Admin Goal)

Goal #2: CSD will use cost/benefit and impact rubric for 100% of grant opportunities considered and will submit applications for those scoring at least “high” on alignment and net benefit (CSA/Admin Goal)

Goal #3: Overall understanding of grants and what each supports program-wise (Board Goal)



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Chenega School

Education Advisory Committee (EAC) Unofficial Meeting Notes

Date: September 12, 2025

Time: 4:00 p.m.

Location: Chenega School

Attendees

- Camille
 - Melanie
 - Mrs. Parker
 - Gabby
 - Gail
-

1. Head Teacher Report

- **Heritage Week:** Scheduled for **September 22–26**.
 - **MAP Testing:** Planned for next week.
 - **New Students:** Two new students arriving on **September 24** via ferry.
 - **No School:** October 7, 2, and 3 — **Inservice days**.
 - **Halloween Carnival:** Set for **Saturday, October 25**.
 - **ILP meetings:** Ongoing.
 - **DIBELS testing:** Now moved to the **end of the year**.
 - **Johnny Appleseed** activity mentioned (likely a classroom event).
-

2. Mrs. Parker – Teacher Report

- DIBELS and curriculum testing now scheduled for **end of the year**.
 - Reminder for teachers: if **students will be gone in October**, let teachers know ahead of time to plan homework and attendance (especially during count week).
-

3. Gabby – Student Council Report

- **Two teachers** now at school (including high school).
- **Fall activities:**
 - **AFT** possibly on **September 21**, at **6:30 p.m.**
 - **Coastal Studies trip** – Main focus on **bear hunt**; plan to get one before the trip if possible.

- **Canning jelly (with Gail)** – Tentatively scheduled for **next Wednesday**.
 - **Arctic/Outdoor modeling day** and **younger kids’ activities** to be arranged.
 - **Friday lunch** for Tatitlek students only (meals just for Tatitlek guests).
 - **Dance and bonfire** (Joey organizing), with an all-day **hike** if weather permits.
-

4. Next EAC Meetings (First Tuesday Each Month)

Meetings will be held **3:30–4:15 p.m.** on the following dates:

- October 7, 2025
 - November 4, 2025
 - December 2, 2025
 - *(No meeting in January)*
 - February 3, 2026
 - March 3, 2026
 - April 7, 2026
 - May 5, 2026
-

5. Notes

- Next week: Meet with **Camille and Gabby** to discuss AEA Week plans.

EAC Meeting Agenda
September 24, 2025

In attendance: Stephanie Burgoon, Aniva Turituri, Andrea Korbe, Josh Hall, Jennifer Childress, Shelby Carlson, William Carlson, Jesse Walts, Masen Smith, Adeline Knavel

- I. Call to Order at 5:36pm
- II. Old Business
- III. New Business
 - a. Back to School
 - a. Magic Show earned the school \$500 in donations
 - b. Back to School Night was a success
 - b. Inservice
 - a. Wednesday-Friday, October 1-3
 - b. focusing on DIBELS, MAP, data driven instruction, curriculum and interventions, instructional model, and courses
 - c. Halloween
 - a. October 31 is inservice day for end of quarter
 - b. School will not be hosting a Halloween carnival since there isn't school
 - d. October is count month
- IV. Announcements

Next meeting: October 15 at 5:30pm

Adjourn at 5:50pm

EAC Meeting Agenda
October 15, 2025

In attendance: Bibo Chung, Jesse Walts, Nick Swain, Aniva Turituri, Rachel Swain, Shelby Carlson, Ana Hernandez, Josh Hall, Jennifer Childress, Andrea Korbe, Amy Pantaleon, Larra Pantaleon, Stephanie Atonio, Milli Pese

- I. Call to Order at 5:37pm
- II. Old Business
 - a. Back to School
 - b. Inservice
 - a. Diverse combination and wide variety of lessons, Something for everyone
 - b. DIBELS, MAP, data driven instruction, curriculum and interventions, and courses
 - c. Halloween
 - a. No school due to inservice
 - b. EAC will host Halloween movie on Thursday, 10/30 at school
- III. New Business
 - a. Count
 - a. Month of October is count month
 - b. 50 students in K-12
 - b. Job Openings
 - a. Kids Gym
 1. Position is posted but nobody has been hired yet
 - b. Aide/Secretary
 1. Stephanie Atonio's last day is Friday
 - c. Conferences
 - a. November 5-6
- IV. Announcements
 - a. Rachel and Victor are raising money for ice skates; \$2000 donation from longshoreman's union; hoping for matching funds; first priority is K-5, second priority is 6-12, third priority is PreK
 - b. Parks and Rec would like to hold an adult volleyball game and/or basketball game in January; hopeful that kids will run the concession stand for fundraising
 - c. Millie is concerned about clothing choices in school; she would like students (teenage girls) to dress up nice and not wear clothes that are distracting to boys; Andrea and Stephanie reviewed the dress code in the student handbook

Next meeting: November 12 @ 5:30pm

Adjourn at 6:20pm

EAC Chenega Meeting Minutes

Date: October 7, 2025

Location: Chenega School

1. Head Teacher Report

- Thank you to all involved; students are writing thank-you letters.
- Identified favorite student activity — Elder Talk.
- Begin preparations for next school year. Proposed visit dates: February or March.
- Finished MAP testing for Language Arts and Math (3 times per year). Reviewed student progress.
- Discussed focus on communication, collaboration, social/cultural awareness, and life skills.
- End of Quarter: October 3rd. Schedule parent/teacher conferences.

2. Building Updates

- Fuel Pumps: Completed.
- Circulation Fans: Steve reported that fans are 'shaky.' Will monitor and reach out to Marco/Ryan as needed.
- Tile Work: Materials did not arrive. Will need to shut off toilets; discussion with DO regarding school schedule.

3. Upcoming Events

- Halloween Carnival: Scheduled for October 25, 2025.

4. Sue Parker Report

- Subsistence Activities: Students loved archery. Looking for volunteers (possibly Ken) to take students outdoors.
- Coastal Studies: Ongoing planning and participation.
- Curriculum Activities: Johnny Appleseed Unit completed. Students completed Bibles. Continuing MAP testing this week. Preschool meeting/conference scheduled. New reading program CKLA is on the way.

5. Gabby Report

- Reschedule needed; report to be presented at next meeting.

6. Gail Report

- Shared letter from Ty regarding essential travel.
- Discussed cultural traditions — language, dress, and dance — in classroom learning.
- Gathering input from parents and students on sharing culture in schools.
- Working with funding sources to support library books related to culture.

- Steve to work with Chugachmute focusing on CSD cultural initiatives.
- Gail thanked staff for a successful subsistence week.
- Chugachmute received grants to bring specialists into the community to support families and distributed items such as backpacks and pencils.

7. New Business

- October 25th – Carnival (Fundraiser): Saturday School Day event. Asking for volunteers.
- November 15th – Fundraiser: Chili Cookoff, Bingo, and Bake Sale.



CHUGACH SCHOOL DISTRICT

Date: August 27, 2025

To: Chugach School Board

From: Ty Mase

RE: Chief School Administrator's Report – October 2025

Tatitlek CIP: The Tatitlek CIP project is nearing completion, but several hurdles remain. Interior finishes are almost complete however, the air-handler controls must be updated to communicate with the new boilers. Structural steel beams still need to be installed under the building, followed by completion of the siding. In addition, the fire pump and motor require repair or replacement. Out of these, the fire-pump system is the most significant issue, including determining responsibility for a potentially costly change order. We are pushing daily to resolve these items, but they may delay school occupancy.

Inservice: The district extends its appreciation to Stephanie Burgoon and Marco Christian for organizing an outstanding staff inservice focused on using student data to drive instruction. Their sessions on DIBELS, MAP assessments, and alignment with CSD competencies provided clear strategies to strengthen our data-informed approach to educating our kiddos.

Donation: The district extends its appreciation to Chenega Corporation for its annual \$100,000 Educational Tax Credit contribution. This consistent support strengthens Chenega School and the district by sustaining core academic programs, enhancing culture- and place-based learning, and funding student activities and travel. Chenega Corporation's partnership continues to provide critical stability and expanded opportunities for our students in Chenega.

Recruitment: CSD looks to aggressively recruit the best teacher candidates for the 2026–27 school year. Our plan will be to start early, offer scouting stipends, attend job fairs if necessary and promoting our in Lieu of Program and other attractive benefits that come with teaching in CSD. Contracts will go out early again this year so we can begin the process early.

LYSD / CSD CHOICE Grant Close Out: This past year, we learned that a no-cost extension for the ANEP CHOICE grant would not be approved. As a result, CSD and LYSD needed to spend a



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significant amount of unused funds—largely remaining from years impacted by COVID—before the grant’s closure. In collaboration with LYSD, CSD used the funds to secure valuable upgrades, including: two driver’s education vehicles, new mattresses and bedding for Voyage, bed bug mitigation supplies, vape detectors, electronics, new furniture for Voyage, and a perimeter fence around campus.

Audit: Due to glitches in our accounting system, our audit was unable to be completed this Fall. CSD is slated to complete the audit in December (week of the 8th) which will put us beyond DEED’s November 15 deadline for audited financial statements to be submitted. Chugach has communicated with DEED and will submit statements as soon as possible.

Important Dates to Remember / Happenings:

October 24 – Last Day of Student Count Period

November 13/16 – AASB Annual Conference

February 7/10 – Legislative Fly-In

Policy Highlight: BP 4111 RECRUITMENT AND SELECTION

Note: *Effective for the 2016-2017 school year, the federal Every Student Succeeds Act has eliminated the requirement that teachers be "highly qualified." Rather, teachers should be fully licensed and endorsed in each subject they are teaching.*

The district shall employ the most highly qualified person available for each open position. The Superintendent or designee shall develop recruitment and selection procedures to ensure that every effort is made to find and hire fully qualified teachers for all classrooms, which include:

1. Assessment of the district's needs to determine those areas where specific skills, knowledge and abilities are lacking.
2. Development of job descriptions which accurately portray the position, including requirements that a teacher be qualified in accordance with federal and state law.
3. Dissemination of vacancy announcements to ensure a wide range of candidates, when necessary.



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4. Screening procedures which will identify the best possible candidates for interviews.
5. Interview procedures which will determine the best qualified candidate for recommendation to the School Board.

Staff members involved in the selection process shall recommend only those candidates who meet all qualifications established by law and the School Board for a particular position. Nominations for employment shall be based upon appropriate screening devices, interviews, observations, recommendations from previous employers and any requirements of applicable collective bargaining agreements.

Before considering the hire of a certificated staff member · who is currently under contract in another district, the Superintendent or designee will require the certificated staff to provide written documentation that he/ she:

- has made an effort to secure a release from the employing district thirty calendar days prior to the employing district's first contract day or
- has secured a written release from the employing district.

Note: *A subject-matter expert teacher, holding a limited certificate issued by the Department, may be employed to teach subjects in which the person has satisfied the education or experience requirements set out in state statute [AS 14.20.020](#). Before a school district determines whether to hire a person as a subject-matter expert teacher, the school district must administer a competency examination. Additionally, once a subject-matter expert teacher is hired, the district must provide a mentor who is an experienced teacher for the subject-matter expert teacher for at least the first year of the subject-matter expert teacher's employment in the school district. A person employed as a subject-matter expert teacher under this section is considered a certificated employee for purposes of the teachers' retirement system. Finally, employment as a subject-matter expert teacher counts as employment for purposes of acquiring tenure; however, a person holding a subject-matter expert limited teacher certificate is not entitled to tenure until the person receives a teacher certificate under [AS 14.20.020](#).*

(cf. 4112.8 - Employment of Relatives)



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Note: SB 430 (statutes of 1992) amended [A.S. 14.20.020](#) to require coursework in Alaska studies and multicultural education or cross-cultural communications in order to be eligible for a teacher certificate. SB 430 also added [A.S. 14.20.035](#) which requires districts to give preference to applicants who demonstrate training or experience that indicates sensitivity to the traditions and cultures represented in the student population. Beginning July 1, 1998, a person will not be eligible for a regular teaching certificate unless he/she has successfully completed a competency exam. [A.S. 14.20.020](#), as amended by HB 145 (1997). An exam will not be required of those individuals already holding a valid regular teaching certificate

In evaluating applicants, preference shall be given to those applicants who can demonstrate training and experience related to the traditions and cultures represented in the student population.

(cf. 4030 - Nondiscrimination in Employment)

(cf. 4111.1/4211.1/4311.1 - Affirmative Action)

(cf. 4111.2/ 4211.2/ 4311.2 - Legal Status Requirement)

No person shall be employed by the Board without the recommendation or endorsement of the Superintendent or designee. The Board shall be presented with the Superintendent or designee's recommended candidate who may be selected or rejected by the Board. If the candidate is rejected, the Superintendent or designee shall recommend subsequent candidates until the Board selects someone to fill the position. The Board shall make the final decision on the selection of all employees.

(cf. 6181 - Charter School)

Note: [14.08.111](#) and [14.14.090](#) require districts to provide prospective employees with information regarding the availability and cost of housing in rural areas to which they may be assigned and when possible assist them in locating housing. The following may be revised or deleted as appropriate.

The Board recognizes that the district encompasses rural areas and will assist teachers in obtaining information regarding the cost and availability of housing as required by law.



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t h a n k y o u

Artist

Minnie

Melody

Cassie
Parry

Melodie

William
Jesse

~~Juliana~~

W. G. B. Y.

Gabriella
Parry

THANKS
- Jubal
Parry

Chenega Bay Community School

P.O. Box 8030
Chenega Bay, Alaska 99574
Office: (907) 573-5123
Fax: (907) 573-5137



Dear Friend of Chenega Subsistence Week,

On behalf of our students, staff, and community, we extend our heartfelt thanks for your generous donation and support of Chenega Subsistence Week 2025. Your contribution helped make this meaningful and culturally rich event possible.

Thanks to donors like you, our students had the opportunity to engage in traditional practices such as archery, hunting, processing wild foods, and learning from community members and Elders. The shared meals, lessons, and laughter will leave lasting impressions on everyone involved.

We are deeply grateful for your support in helping us preserve and celebrate our Sugpiaq heritage with the next generation.

With warm regards and gratitude,

Camille Parry

Head Teacher, Chenega School



CHUGACH SCHOOL DISTRICT

Chuck Totemoff, CEO
Chenega Corporation
3000 C Street, Suite 301
Anchorage, AK 99503

Subject: Charitable Donation Acknowledgment

Dear Mr. Totemoff,

On behalf of the Chugach School District, I would like to extend our sincere gratitude for your generous donation of \$100,000, received on October 8, 2025. Your support makes a meaningful difference in our ability to provide high-quality educational programs that empower and enrich the lives of students in Chenega.

This letter serves as official acknowledgment of your contribution. No goods or services were provided in exchange for this donation, allowing the full amount of your gift to directly benefit our educational initiatives and operations.

Chugach School District is a recognized nonprofit organization operating as a public school district in Alaska. Our Tax Identification Number (EIN) is 92-0057727.

If you have any questions or require additional information, please don't hesitate to contact us at 907-522-7400. Once again, thank you for your generous support and partnership in advancing educational opportunities for Chenega's students.

Sincerely,

Ty Mase, CSA
Chugach School District



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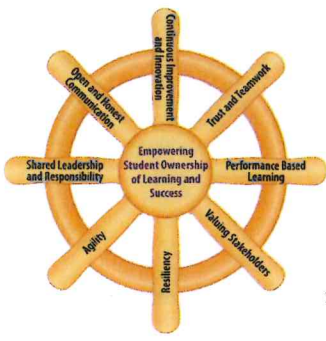
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Whittier Community School

PO Box 638
Whittier, AK 99693
(907) 615-4311 Phone

September 16, 2025

Dear Members of the Board,

As teachers at Whittier School, we are writing to express our support for a district-level policy that authorizes each school site to establish its own cell phone policy.

At Whittier School, parents chose to be a "no cell phone" school through our EAC many years ago. Since that time, teachers have noticed that students are more engaged in classroom learning. Occasionally teachers have asked students to bring phones for a special project or activity and we have allowed them to be used as cameras on field trips on a case-by-case basis. Day to day it is our experience that not having student cell phones has eliminated the many distractions a cell phone can present.

Another reason we have chosen to continue the "no cell phone" policy is the unique challenge of maintaining the privacy and safety of our younger students. We strongly believe that school is a place where students should try new things and be able to do so without other students capturing those moments in pictures or videos that can be shared and posted without teacher oversight.

We believe this flexibility—paired with district guidance on legal compliance—will promote consistency in outcomes while allowing schools to tailor procedures that are practical and enforceable.

Thank you for your consideration and for your continued commitment to safe, focused, and student-centered learning environments. We welcome the opportunity to collaborate with you on this.

Respectfully,

Andrea Korbe

Adeline Knavel

Masen Smith

Jennifer Childress

Josh Hall



Whittier Community School
(907) 472-2575

Valdez FOCUS
Homeschool
(907) 835-5528

Tatitlek Community School
(907) 325-2252

Anchorage FOCUS
Homeschool
(907) 522-7400

Chenega Bay Community School
(907) 573-5123

Fairbanks FOCUS
Homeschool
(907) 457-2545

Voyage to
Excellence
(907) 222-2712



BB 9121 PRESIDENT

The Board president shall preside at all School Board meetings. He/she shall:

1. Call the meeting to order at the appointed time;
2. Announce the business to come before the Board in its proper order;
3. Enforce the Board's policies relating to the order of business and the conduct of meetings;
4. Recognize persons who desire to speak, and protect the speaker who has the floor from disturbance or interference;
5. Explain what the effect of a motion would be if it is not clear to every member;
6. Restrict discussion to the question when a motion is before the Board;
7. Rule on parliamentary procedure;
8. Put motions to a vote, and state clearly the results of the vote.

The president shall have all the rights of any member of the Board, including the right to move, second, discuss, and vote on all questions before the Board.

The president shall also perform other duties as directed by the Board, and state laws, regulations and the Board, including the duty to:

1. Sign all instruments, acts, and orders necessary to carry out state requirements and the will of the Board;
2. Consult with the Superintendent or designee on the preparation of the Board's agendas;
3. Appoint and disband all committees, subject to Board approval;
4. Call such meetings of the Board as he/she may deem necessary,
5. giving notice as prescribe by law;
6. Excuse board member absences from regular board meetings.

(cf. 9223 - Board Vacancies)

7. Confer with the Superintendent or designee on crucial matters which may occur between Board meetings;
8. Be responsible for the orderly conduct of all Board meetings.
9. Share informational mail with other Board members.

When the president resigns or is absent or disabled, the vice president/clerk shall perform the president's duties. When both the president and vice president/clerk are absent or disabled, the Board shall choose a president pro tempore to perform the president's duties.

(cf. 9120 - Officers and Auxiliary Personnel)

(cf. 9320 - Meetings)

(cf. 9322 - Agenda/Meeting Materials)

Legal Reference:

ALASKA STATUTES

[14.14.070](#) Organization of school board

Adopted: March 2, 2006

Chugach School District

DATE: October 22, 2025

MEMORANDUM # 25-01

TITLE: SELECTION OF LEGAL REPRESENTATION FOR FY25/26

BACKGROUND:

Each year the Board is required to select an individual or firm to provide for the District's legal needs. The District moved from its past legal counsel provider to Sedor, Wendlandt, Evans, Filippi when John Sedor opened his own firm in 2004. Approximate Cost for 25/26: \$15,000

SUPERINTENDENT RECOMMENDATION:

It is recommended the Chugach School Board approve Memo #25-01 keeping Sedor, Wendlandt, Evans, Filippi as the District's Legal Representation for FY25/26

MEMORANDUM # 25-02

DATE: October 22, 2025

TITLE: SELECTION OF BANKING INSTITUTION FOR FY25/26

BACKGROUND:

The Board is required to select at least one banking institution annually for the purpose of conducting district banking and investing needs. The district has been with First National Bank of Alaska since 2018.

SUPERINTENDENT RECOMMENDATION:

It is recommended the Chugach School Board approve Memo #25-02 keeping First National Bank of Alaska as the District's banking institution for FY25/26.

DATE: October 22, 2025

MEMORANDUM # 25-03

TITLE: SELECTION OF AUDITING FIRM FOR FY25/26

BACKGROUND:

Board Policy requires the Board to select an accounting firm for the purpose of conducting the mandatory audit as outlined in the State Regulations. The accounting firm of Altman, Rogers & Company has provided this function for the past several years for the District. Approximate Cost: \$55,000

SUPERINTENDENT RECOMMENDATION:

It is recommended the Chugach School Board approve Memo #25-03 choosing Altman, Rogers & Company as the District's accounting firm for FY25/26.

BP 1000 CONCEPTS AND ROLES

The School Board recognizes that the state and local community determine the number of educational programs available and the quality of the educational process in general. Therefore, it is imperative that members of the community work with the School Board and staff in developing sound educational policies, implementing programs and establishing an effective evaluation process for those programs.

School/community relations cannot merely be described as a process of reporting and interpreting, but rather can be characterized as a partnership in pursuit of excellence. It is a partnership in which community members, educator, and other school personnel perform their respective roles in view of the best interests of the schools and, most importantly, the students.

The administration is responsible for all public communication except for such matters as the Board may wish to deal with publicly itself.

(cf. 1100 - Communication with the Public)

Legal Reference:

ALASKA STATUTES

[14.03.120](#) Education Planning

Adopted: March 2, 2006

Chugach School District

BP 1020 WHOLE CHILD SUPPORT YOUTH SERVICES

~~The School Board perceives that increasing numbers of children live in poverty or neglect. Children who come to school with unmet physical, social and emotional needs are unable to devote themselves to learning. Our future depends upon these children becoming literate, independent and productive citizens. The Board believes that all aspects of a child's welfare must become our society's top priority.¶~~

~~The Board realizes that local schools alone cannot meet our children's complex individual needs. The schools have, therefore, a legitimate interest in cooperating with public and private agencies that provide day care, nutrition, and health services for children. The victims of homelessness, exploitation, substance abuse and child abuse may need multiple services which should be coordinated in order to avoid gaps, duplication, or delay. Schools, local government, businesses, foundations and charitable organizations all must work together to improve conditions for our community's youth.¶~~

~~Children have a right to have their physical, emotional and intellectual needs met. The Board supports public policies which respect children by meeting their needs. The Board will advocate for local, state and national public and private policies, legislation and programs designed to provide or better coordinate services that help children to make the most of their educational opportunities.~~ The Board affirms that student learning is inseparable from health and social well-being. The district will collaborate with community partners to coordinate services that reduce barriers to education and promote positive youth development. The Superintendent shall identify and maintain partnerships with public and private youth-service agencies that complement district programs and support student well-being and periodically inform the Board of ongoing interagency collaborations and recommend priorities for joint initiatives.

Adopted: March 2, 2006

Chugach School District

BP 0411 SERVICE ANIMALS

~~Note: Federal regulations implementing Title II of the Americans with Disabilities Act were amended in 2010 to broaden the right of individuals with disabilities to be accompanied by their service animals on school property. The new regulations, which take effect March 15, 2011, include a clear requirement that individuals with disabilities be permitted to be accompanied by their service animals in all areas of a public entity's facilities where the public and school participants are allowed. Additionally, public entities are to modify existing policies, practices, and procedures to permit the use of service animals.~~

The following language was adapted from the Service Animal policy of the Anchorage School District.

The Board is committed to providing quality education to all students and ensuring full access to district programs, services and facilities by individuals with disabilities, including those requiring the use of a service animal. The district will comply with all applicable laws concerning the use of service animals on district property, in classrooms, at school functions, and in connection with district services.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 1312.3 - Public Complaints Concerning Discrimination)

(cf. 4030 - Nondiscrimination in Employment)

A working service animal individually trained to do work or perform tasks for the benefit of the individual may accompany individuals with disabilities. ~~The Superintendent or designee shall develop guidelines to implement this policy, including procedures for individuals to request the use of a service animal, proof of animal vaccination, and procedures for accommodating the use of the service animal when a student or staff member has a known allergy.~~

(cf. 1260 - Visits to the Schools)

It is the responsibility of the handler or the individual assisted by a service animal to ensure that the animal is identified as a service animal and to properly control and supervise the animal at all times while on district property. The district is not responsible for the care or supervision of a service animal, including walking the animal or responding to the ~~animal's~~ **animals** need to relieve itself. The care and supervision of service animals for young children unable to care for or supervise the animal should be addressed on a case-by-case basis ~~at their~~ **the** discretion of the building administrator. Owners of service animals are liable for any harm or physical injury caused by the animal to other students, staff, or visitors. Owners of service animals may be required to pay for property damage caused by the animal to the same extent any individual would be charged for such damage.

(cf. 3515.4 - Recovery for Property Loss or Damage)

(cf. 6161.2 - Damaged or Lost Instructional Materials)

A school administrator may ask that an individual with a disability remove a service animal from a school building or school function if the animal is out of control and the animal's handler does not take effective action to control the animal, or if the animal is not housebroken. If the animal is properly excluded, the individual with a disability must still be permitted to participate in the service, program, or activity without the service animal.

No individual shall intentionally interfere with the use or assistance of a service animal by harassing or obstructing the service animal or its user.

~~**Note:** Under the ADA regulations, a service animal must be a dog or, in specific circumstances, a miniature horse. No other species of animal, whether wild or domestic, is required to be permitted in schools as a "service animal."~~

"Service animal" includes those animals as identified in applicable state and federal laws and regulations. Service animal does not include an animal whose primary work or task is to provide emotional support, wellbeing, comfort, or companionship.

~~**Note:** It is recommended to consult with legal counsel before making inquiries regarding the use of a service animal. District personnel should not make prohibited inquiries regarding the use of a service animal. Specifically, individuals should not be asked about the nature or extent of the disability and, as a general rule, documentation that the animal has been certified, trained, or licensed as a service animal, cannot be required. To determine whether an animal qualifies as a service animal, the person may be asked if the animal is required because of a disability and what work or task the animal has been trained to perform. If it is clearly observable that the animal is trained to do work or perform tasks for the person (such as a dog observed to be guiding a person with sight impairment or a dog pulling a wheelchair), then no further inquiry should be made regarding whether or not the animal qualifies as a service animal.¶~~

Legal Reference:

UNITED STATES CODE

[42 U.S.C. 12101](#), et seq., Americans with Disabilities Act

[29 U.S.C. 794](#), Section 504 of the Rehabilitation Act

CODE OF FEDERAL REGULATIONS

[28 C.F.R. Part 35](#), Nondiscrimination on the Basis of Disability in State and Local Government Services

[28 C.F.R. Part 41](#), Nondiscrimination on the Basis of Handicap in Federally Assisted Programs

[29 C.F.R. Part 1630](#), Implementing the Equal Employment Provisions of the Americans with Disabilities Act

ALASKA STATUTES

[Title 18, Chapter 80](#), Discriminatory Practices Prohibited

[AS 11.76.130](#), Interference with Rights of Physically or Mentally Challenged Person

Added 2/11

Adopted: June 17, 2011

Chugach School District

BP 0100 PHILOSOPHY

The Chugach School District in Alaska utilizes a competency-based education (CBE) model, which is distinct from traditional education models in several key ways. This approach prioritizes mastery of skills and knowledge over seat time or age-based grade levels. The district has seven competencies:

1. Respect and Responsibility
2. Lifelong Learning and Wisdom
3. Balance and Harmony
4. Community and Collaboration
5. Critical and Creative Thinking
6. Communication
7. Stewarding Knowledge.

The district has six content areas: Reading, Writing, Math, Science, Social Studies, and PE/Health.

~~The Chugach Board of Education has developed the Quality Schools Model and subscribes to the belief that this comprehensive school improvement model provides the best learning conditions for all. The Board has formally adopted the Quality Schools Model "Systems Approach" of doing business with our students, staff, families, communities, and business partners. The Quality Schools Model is predicated upon the belief that students learn at varying rates and in a variety of learning modalities. In order to develop a system, which honors this belief, the board has reversed the traditional time verses performance equation. The Quality Schools Model no longer asks all students to study a certain course for 180 days before they advance to the next course, thereby making time the constant and learning the variable for each student. The Quality Schools Model, in fact asks students to continue working towards proficiency in a course/level until they prove mastery of the content, thereby making learning the constant, and time the variable. All Chugach stakeholder groups insisted that no longer will our system set students up for failure by allowing them to advance and graduate without mastering the necessary skills for success. Rather student, staff, family, and School Board accountability will become the culture of our school district, ensuring graduates of our system have a foundation of knowledge and skills necessary to meet with success. With these underlying principle beliefs, Chugach engaged all stakeholders in the development of a Shared Vision about what our school system would and could provide for our students. That Shared Vision includes the following five focus areas:~~

- ~~• Meet the individual needs of each student~~
- ~~• Character Education for all students is a priority~~
- ~~• Basic Skills instruction is to remain a priority~~
- ~~• Provide a smooth School to Life Transition for each Student~~
- ~~• Provide Technology resources to accelerate learning in all content areas~~

~~Adopted: March 2, 2006~~

Chugach School District

Postions	0	1	2	3
AIDE	\$17.00	\$17.50	\$18.00	\$18.50
PRE-SCHOOL AIDE	\$20.00	\$20.50	\$21.00	\$21.50
CUSTODIAN	\$17.00	\$17.50	\$18.00	\$18.50
FOOD SERVICE	\$17.00	\$17.50	\$18.00	\$18.50
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	\$17.00	\$17.50	\$18.00	\$18.50

4	5	6	7	8	9	10
\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00
\$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
\$19.00	\$19.50	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00

11	12	13	14	15	16	17
\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
\$25.50	\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50
\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50
\$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
\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50

18	19	20	21	22	23	24
\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
\$29.00	\$29.50	\$30.00	\$30.50	\$31.00	\$31.50	\$32.00
\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00
\$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
\$26.00	\$26.50	\$27.00	\$27.50	\$28.00	\$28.50	\$29.00

25

\$29.50

\$32.50

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\$30.50

\$29.50

\$50.50

\$33.00

\$29.50



Map of Alaska

- State Capitals
- Major Cities
- Major Rivers
- Major Highways
- International Borders
- National Parks
- State Parks
- State Reserves
- State Forests
- State Game Refuges
- State Game Lands
- State Game Preserves
- State Game Sanctuaries
- State Game Trails
- State Game Roads
- State Game Paths
- State Game Ways
- State Game Drives
- State Game Routes
- State Game Trails
- State Game Roads
- State Game Paths
- State Game Ways
- State Game Drives
- State Game Routes

Elevation

- 0 - 1000 feet
- 1000 - 2000 feet
- 2000 - 3000 feet
- 3000 - 4000 feet
- 4000 - 5000 feet
- 5000 - 6000 feet
- 6000 - 7000 feet
- 7000 - 8000 feet
- 8000 - 9000 feet
- 9000 - 10000 feet
- 10000 - 11000 feet
- 11000 - 12000 feet
- 12000 - 13000 feet
- 13000 - 14000 feet
- 14000 - 15000 feet
- 15000 - 16000 feet
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- 38000 - 39000 feet
- 39000 - 40000 feet
- 40000 - 41000 feet
- 41000 - 42000 feet
- 42000 - 43000 feet
- 43000 - 44000 feet
- 44000 - 45000 feet
- 45000 - 46000 feet
- 46000 - 47000 feet
- 47000 - 48000 feet
- 48000 - 49000 feet
- 49000 - 50000 feet

Scale

0 1 2 3 4 5 6 7 8 9 10 Miles

0 1 2 3 4 5 6 7 8 9 10 Kilometers

CHUGACH SCHOOL DISTRICT

Classified Handbook

Updated and Approved October 2025



Chugach School District Classified Employee Handbook (2025 Edition)

Welcome & Purpose

Welcome to the Chugach School District! Classified employees play a vital role in supporting student learning and ensuring that our schools operate safely and efficiently. This handbook provides a summary of district expectations, benefits, and procedures to promote clear communication and consistent practice across all sites.

1. Employment Basics

- **Employer:** Chugach School District (CSD) Board of Education.
 - **Employment Status:**
 - *Full-Time Employee:* Regularly scheduled for **30 hours or more per week**.
 - *Part-Time Employee:* Regularly scheduled for fewer than 30 hours per week.
 - *Temporary Part-Time Employee:* Hired for a short-term or seasonal assignment expected to last **less than 90 consecutive calendar days** or for a specific project or position that is not ongoing. Temporary part-time employees are **not eligible** for district benefits unless required by law.
 - **Probationary Period:** New employees serve a 90-day probationary period.
 - **Immediate Supervisor:** The site administrator or designated supervisor responsible for daily oversight.
 - **Work Year:** July 1 – June 30, unless otherwise specified.
-

2. Hiring & Employment Practices

CSD is an **Equal Opportunity Employer** committed to fair employment practices without regard to race, color, religion, national origin, age, sex, disability, or veteran status.

Hiring Process: 1. Vacant positions are posted internally and externally as appropriate. 2. Applications are reviewed by a hiring committee. 3. Final selection is made by the Superintendent or designee.

Personnel Records: Employees may review their personnel files by request. Files are maintained confidentially in the District Office.

Nepotism: Employees may not be supervised by an immediate family member without Superintendent approval.

3. Conduct & Professional Standards

CSD employees represent the district and community. All employees are expected to uphold professional standards of behavior, attendance, and integrity.

Expectations: - Be punctual and maintain regular attendance. - Demonstrate respect, courtesy, and professionalism toward colleagues, students, and the public. - Protect district property and confidential

information. - Refrain from using alcohol, drugs, or any illegal substances while on duty or on district property. - Follow all safety rules and promptly report unsafe conditions.

Technology & Communication: District technology and email systems must be used responsibly and primarily for work-related purposes. Employees should avoid sharing confidential information electronically without authorization.

Harassment & Discrimination: CSD prohibits harassment or discrimination in any form. Reports of such behavior should be made promptly to a supervisor, the Superintendent, or the District Equity Officer.

4. Work Hours, Pay, and Benefits

Work Hours: Schedules are established by the supervisor based on district needs.

Payroll: Paydays occur monthly. Timesheets must be accurate and submitted on schedule.

Holidays: Eligible employees receive the following paid holidays when they fall on a scheduled workday:

- Labor Day
- Thanksgiving Day and the following Friday
- Christmas Day
- New Year's Day
- Memorial Day
- Independence Day

Leave:

- **Sick Leave:** Full-time employees accrue **1 day of sick leave per month worked**, up to **12 days per fiscal year**. Unused sick leave may be carried over to a maximum of **90 days**. Sick leave may be used for personal illness, injury, or medical/dental appointments for the employee or immediate family members.
- **Personal Leave:** Full-time employees are granted **2 days of personal leave per fiscal year**, which may not be carried over. Requests for personal leave must be approved in advance by the supervisor.
- **Vacation Leave:**
 - **Full-Year Employees (12-month positions):** Accrue **1 day of vacation leave per month worked** during the first three years of employment (12 days annually). After three years, accrual increases to **1.5 days per month (18 days annually)**.
 - **School-Year Employees (9- or 10-month positions):** Do not accrue vacation leave but follow the academic calendar for breaks.
 - Unused vacation leave may be carried over to the next fiscal year up to a maximum of **30 days** unless otherwise approved by the Superintendent.
 - Vacation leave requests must be approved by the supervisor in advance to ensure coverage and operational continuity.
 - **Bereavement Leave:** Employees may take up to **5 paid days** in the event of the death of an immediate family member (spouse, child, parent, sibling, grandparent, or other household member). Additional unpaid leave may be requested and approved at the discretion of the Superintendent.
 - **Jury Duty:** Employees who are called for jury duty or subpoenaed as witnesses in a court proceeding will receive regular pay while serving, provided they submit a copy of the jury summons or subpoena to their supervisor. Employees may retain any travel or meal stipends provided by the court, but jury duty pay must be turned over to the district if paid time is granted.

Health Insurance:

Full-time employees working **30 hours or more per week** are eligible for district-provided health insurance after 60 calendar days of employment. Coverage includes medical, dental, and vision plans, with dependent options available.

Other Benefits:

- Retirement contributions through the Public Employees' Retirement System (PERS)
 - Workers' Compensation coverage
 - Professional development opportunities
 - **Health Reimbursement Arrangement (HRA):** The district provides an HRA to help employees pay for eligible medical expenses. Employees may submit up to **\$500 in out-of-pocket claims** to access reimbursement through the district's plan administrator (EBC). Claims can be submitted individually if one claim exceeds \$500 or combined to reach that threshold. Employees can manage and submit claims through **ebcflex.com** after registering their account.
-

5. Performance & Growth

CSD values continuous learning and improvement. Supervisors conduct annual evaluations to recognize strengths, provide feedback, and set goals. Evaluations may include self-assessment, supervisor feedback, and discussion of training needs.

Professional development activities are encouraged to enhance job performance and align with district goals.

6. Safety, Communication & Reporting

Safety: Employees must comply with all district safety procedures and report hazards, injuries, or unsafe conditions immediately.

Emergency Procedures: Familiarize yourself with site-specific safety plans, including fire, earthquake, and lockdown drills.

Communication: Follow the chain of command when addressing questions or concerns. Keep supervisors informed about issues that may affect operations or student safety.

7. Complaints & Problem Resolution

CSD encourages open communication and informal resolution of concerns whenever possible.

Informal Process: Employees should first discuss concerns with their immediate supervisor.

Formal Process: If unresolved, a written complaint may be submitted to the Superintendent. The Superintendent or designee will investigate and respond in writing within ten working days. Appeals may be made to the Board of Education, whose decision is final.

8. Separation of Employment

Employees are asked to provide at least two weeks' written notice when resigning. Final pay, including any unused accrued leave, will be processed in accordance with state law.

District property (keys, devices, ID badges, etc.) must be returned prior to the final paycheck.

9. Acknowledgment & Signature Page

All classified employees are required to sign the acknowledgment form confirming they have read and understand the policies in this handbook.

Employee Acknowledgment

I acknowledge that I have received and reviewed the **Chugach School District Classified Employee Handbook (2025 Edition)**. I understand that it is my responsibility to read and comply with the policies and procedures contained herein and with any revisions issued by the District.

Employee Name (Printed):

Employee Signature:

Date:

Supervisor Signature:

Approved by the Chugach School District Board of Education – 2025 Edition

Chugach School District Classified Employee Handbook (2025 Edition)

Welcome & Purpose

Welcome to the Chugach School District! Classified employees play a vital role in supporting student learning and ensuring that our schools operate safely and efficiently. This handbook provides a summary of district expectations, benefits, and procedures to promote clear communication and consistent practice across all sites.

1. Employment Basics

- **Employer:** Chugach School District (CSD) Board of Education.
 - **Employment Status:**
 - *Full-Time Employee:* An employee hired for a position designated as Full-Time who is generally scheduled for **30 hours or more per week**.
 - *Part-Time Employee:* An employee hired for a position designated as Part-Time who is generally scheduled for fewer than 30 hours per week.
 - *Temporary Part-Time Employee:* An employee hired for a position designated as Part-Time who is generally hired for a short-term or seasonal assignment expected to last **less than 90 consecutive calendar days** or for a specific project or position that is not ongoing. Temporary part-time employees are **not eligible** for district benefits unless required by law.
 - **Probationary Period:** New Full-Time and Part-Time employees serve a 90-day probationary period.
 - **Immediate Supervisor:** The site administrator or designated supervisor responsible for daily oversight.
 - **Work Year:** July 1 – June 30, unless otherwise specified.
 - **Job Classifications:** (Full-Time, Part-Time, Temporary) may only be changed in writing by the district.
-

2. Hiring & Employment Practices

CSD is an **Equal Opportunity Employer** committed to fair employment practices without regard to race, color, religion, national origin, age, sex, disability, or veteran status.

Hiring Process: 1. Vacant positions are posted internally and externally as appropriate. 2. Applications are reviewed by a hiring committee. 3. Final selection is made by the Superintendent or designee.

Personnel Records: Employees may review their personnel files by request. Files are maintained confidentially in the District Office.

Nepotism: Employees may not be supervised by an immediate family member without Superintendent approval.

3. Conduct & Professional Standards

CSD employees represent the district and community. All employees are expected to uphold professional standards of behavior, attendance, and integrity.

Expectations: - Be punctual and maintain regular attendance. - Demonstrate respect, courtesy, and professionalism toward colleagues, students, and the public. - Protect district property and confidential information. - Refrain from using alcohol, drugs, or any illegal substances while on duty or on district property. - Follow all safety rules and promptly report unsafe conditions.

Technology & Communication: District technology and email systems must be used responsibly and primarily for work-related purposes. District business should not be conducted via personal emails. Employees should avoid sharing confidential information electronically without authorization.

Harassment & Discrimination: CSD prohibits harassment or discrimination in any form. Reports of such behavior should be made promptly to a supervisor, or the Superintendent.

4. Work Hours, Pay, and Benefits

Work Hours: Schedules are established by the supervisor based on district needs.

Payroll: Paydays occur monthly. ADP information and timesheets must be accurate and submitted on schedule.

Holidays: Eligible employees (full-time / non-probationary) receive the following paid holidays when they fall on a scheduled workday:

- Labor Day
- Thanksgiving Day and the following Friday
- Christmas Day
- New Year's Day
- Memorial Day
- Independence Day

Leave:

- *Sick Leave:* Full-time employees accrue 1 day of sick leave per month worked, up to 12 days per fiscal year. Unused sick leave may be carried over to a maximum of 90 days. Sick leave may be used for personal illness, injury, or medical/dental appointments for the employee or immediate family members.

- *Personal Leave:* Full-time employees are granted 2 days of personal leave per fiscal year, which may not be carried over. Requests for personal leave must be approved in advance by the supervisor.

- *Vacation Leave:* Full-Year Employees (12-month positions): Accrue 1 day of vacation leave per month worked during the first three years of employment (12 days annually). After three years, accrual increases to 1.5 days per month (18 days annually). School-Year Employees (9- or 10-month positions): Do not accrue vacation leave but follow the academic calendar for breaks.

- Unused vacation leave may be carried over to the next fiscal year up to a maximum of 30 days unless otherwise approved by the Superintendent.

- Vacation leave requests must be approved by the supervisor in advance to ensure coverage and operational continuity.

- *Bereavement Leave*: Employees may take up to 5 paid days in the event of the death of an immediate family member (spouse, child, parent, sibling, grandparent, or other household member). Additional unpaid leave may be requested and approved at the discretion of the Superintendent.

- *Jury Duty*: Employees who are called for jury duty or subpoenaed as witnesses in a court proceeding will receive regular pay while serving, provided they submit a copy of the jury summons or subpoena to their supervisor. Employees may retain any travel or meal stipends provided by the court, but jury duty pay must be turned over to the district if paid time is granted.

Health Insurance:

Full-time employees working 30 hours or more per week are eligible for district-provided health insurance after 60 calendar days of employment. Coverage begins the first of the following month after 60 days. Coverage includes medical, dental, and vision plans, with dependent options available.

Other Benefits:

- Retirement contributions through the Public Employees' Retirement System (PERS)
- Workers' Compensation coverage
- Professional development opportunities
- Health Reimbursement Arrangement (HRA): The district provides an HRA to help employees pay for eligible medical expenses. Employees may submit up to \$500 in out-of-pocket claims to access reimbursement through the district's plan administrator (EBC). Claims can be submitted individually if one claim exceeds \$500 or combined to reach that threshold. Employees can manage and submit claims through ebcflex.com after registering their account.

5. Performance & Growth

CSD values continuous learning and improvement. Supervisors conduct annual evaluations to recognize strengths, provide feedback, and set goals. Evaluations may include self-assessment, supervisor feedback, and discussion of training needs.

Professional development activities are encouraged to enhance job performance and align with district goals.

6. Safety, Communication & Reporting

Safety: Employees must comply with all district safety procedures and report hazards, injuries, or unsafe conditions immediately.

Emergency Procedures: Familiarize yourself with site-specific safety plans, including fire, earthquake, and lockdown drills.

Communication: Follow the chain of command when addressing questions or concerns. Keep supervisors informed about issues that may affect operations or student safety.

7. Complaints & Problem Resolution

CSD encourages open communication and informal resolution of concerns whenever possible.

Informal Process: Employees should first discuss concerns with their immediate supervisor.

Formal Process: If unresolved, a written complaint may be submitted to the Superintendent. The Superintendent or designee will investigate and respond in writing within ten working days. Appeals may be made to the Board of Education, whose decision is final.

8. Separation of Employment

Employees are asked to provide at least two weeks' written notice when resigning. Final pay, including any unused accrued leave, will be processed in accordance with state law.

District property (keys, devices, ID badges, etc.) must be returned prior to the final paycheck. Passwords to all district devices must be conveyed.

9. Acknowledgment & Signature Page

All classified employees are required to sign the acknowledgment form confirming they have read and understand the policies in this handbook.

Employee Acknowledgment

I acknowledge that I have received and reviewed the Chugach School District Classified Employee Handbook (2025 Edition). I understand that it is my responsibility to read and comply with the policies and procedures contained herein and with any revisions issued by the District.

Employee Name (Printed):

Employee Signature:

Date:

Supervisor Signature:

Approved by the Chugach School District Board of Education – 2025 Edition



CHUGACH SCHOOL DISTRICT

MEMO #25-04

TO: Chugach School Board
FROM: Ty Mase
DATE: October 22, 2025
RE: Approval of 2025–26 Classified Handbook and Pay Scale Adjustment

Purpose : This memorandum is provided to request Board approval of the 2025–26 *Classified Employee Handbook* and to recommend an adjustment to the classified pay scale for the 2025–26 school year.

Handbook Approval: Administration recommends formal approval of the updated 2025–26 *Classified Employee Handbook*. The handbook has been reviewed and refined to remove outdated or redundant content, ensuring it reflects current practices and updated compensation structures.

Classified Pay Scale Adjustment: To maintain competitive and equitable wages, administration recommends adjusting the classified pay scale by setting the minimum hourly starting rate at \$17.00/hour, effective with the adoption of the 2025–26 pay schedule.

This adjustment ensures all classified employees benefit from an upward adjustment reflective of labor market conditions and supports recruitment and retention across classified positions. Step increases (\$.50) each year cover recent inflation rates which average out at approximately 2.5%.

It is the administration's recommendation that the classified pay scale be reviewed annually and that we maintain an ongoing discussion to ensure wages keep pace with inflation.

Board Action:

"I move that the Chugach School Board approve the 2025–26 *Classified Employee Handbook* and adopt the updated classified pay scale establishing a minimum hourly starting rate of \$17.00."



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**AASB POLICY REFERENCE MANUAL UPDATE SERVICE
SUMMER 2025
INSTRUCTION SHEET**

NOTE: This packet includes only those policy manual pages that have been revised, deleted or newly established. Full text pages are included and are to be substituted as indicated below.

For ease of School Boards, AASB has identified those portions of the Update that require formal Board action in order to implement the policy changes. This is indicated by a “Yes” or “No.” A “No” is used if changes have been made only to an AR or an Exhibit, or if policy changes are limited to explanatory notes, legal reference or cross-reference updates, or minor grammatical or stylistic changes that have not changed the policy meaning.

REPLACE/ADD	FORMAL ADOPTION REQUIRED	DESCRIPTION
<u>ARTICLE 1, Series 1000 – Community Relations</u>		
AR 1250	No	This update corrects a minor typographical error.
AR 1260	No	<p>***New Administrative Regulation***</p> <p>This new administrative regulation provides a model regulation for appropriate conduct on school grounds. It provides that visitors must comply with applicable rules, laws, and regulations, and that they may be subject to both short and long term removal if conduct does not meet these standards.</p>
<u>ARTICLE 4, Series 4000 – Personnel</u>		
BP 4180/4280/4380	Yes	<p>***New Board Policy***</p> <p>This policy formally establishes that employees may be permitted to work remotely, if permitted by the District.</p>
AR 4180/4280/4380	No	<p>***New Administrative Regulation***</p> <p>Related to the above policy, this model regulation provides rules for employees who are remotely working. It may be modified to fit individual district needs.</p>
<u>ARTICLE 5, Series 5000 – Students</u>		
BP 5111	Yes	This policy update reflects current statutory rules on when a student may begin school, based on their age at admission. It also includes the statutory provision stating that students who are suspended or expelled are not guaranteed admission.
AR 5128	No	This regulation has been updated to reflect the current terms of the Alaska Performance Scholarship Program, following the adoption of HB 148 in 2024. It includes revisions to the GPA or test scores a student must achieve to qualify for

REPLACE/ADD	FORMAL ADOPTION REQUIRED	DESCRIPTION
		<p>for a scholarship, as well as revised scholarship amounts. It also simplifies and updates outdated language.</p> <p>Additional regulatory proposals to modify the curriculum requirements are under consideration. This model AR will be further updated should those regulations go into effect.</p>
E 5128	No	<p>This exhibit is a model appeal form for students denied a scholarship under the Alaska Performance Scholarship Program. It has been updated to reflect the changes discussed, above.</p>
BP 5138	Yes	<p>This policy makes a number of changes to the model cell phone policy, in light of HB 57. It provides districts several options on how to regulate cell phones in schools, and provides clarifying definitions.</p> <p>Policy regarding cell phone use will vary by district needs and intentions, and this model policy should be updated as desired.</p>
<u>ARTICLE 6, Series 6000 – Instruction</u>		
Remove AR 6146.3	No	<p>***Remove Administrative regulation***</p> <p>The regulation establishing the waivers in this AR have been repealed, and the AR should be removed.</p>
Remove E 6146.3	No	<p>*** Remove Exhibit***</p> <p>The regulation establishing the waivers in this Exhibit have been repealed, and the Exhibit should be removed.</p>
BP 6151	Yes	<p>***New Board Policy***</p> <p>This new policy establishes the class size requirement provisions that districts must create under HB 57.</p>
Remove and Replace BP/AR 6181 with Model Charter School Policy Series	Yes	<p>***Remove and Replace BP and AR 6181***</p> <p>A full updated charter school policy series, Chapter 10000 has been created, which will replace BP/AR 6181.</p>

RESIDENCY AND REMOTE WORK

BP 4180/4280/4380

Note: This model policy is adopted from a policy created by the Dillingham City School District.

The Board recognizes the educational and economic benefits that result from district personnel residing within the boundaries of the school district. The Superintendent or designee may determine that the best candidate for certificated or administrative position does not plan to maintain primary residency within the boundaries of the school district. In order to hire or continue the employment of such a candidate, the Superintendent or designee shall seek approval from the Board. The Superintendent or designee shall develop procedures to implement this policy.

Created 6/25

RESIDENCY AND REMOTE WORK

AR 4180/4280/4380

Note: This model regulation is adopted from a policy created by the Dillingham City School District.

Purpose

To establish a process by which the District may allow an employee to work from home or another approved location on a full-time or part-time basis, hereafter referred to as “remote work” or “telecommuting.”

The District requires its employees to report to their designated work location. However, the Superintendent may decide that the best candidate for a certificated or administrative position may not reside or plan to reside within the boundaries of the district. Pursuant to BP 4180/4280/4380, the Superintendent may seek approval from the Board to hire or continue the employment of such a candidate.

Procedure

Any employee seeking to remote work or telecommuting must enter into a written remote work agreements. A request for remote work or telecommuting will be evaluated based upon the following factors:

- The essential job duties of the employee’s position;
- The employee’s reasonable likelihood to be able to successfully perform the essential job duties and responsibilities from an alternate work site; and
- The supervisor’s reasonable likelihood to ensure the employee completion of the essential job duties and responsibilities at an alternate worksite.

Remote work or telecommuting is not designed to be a substitute for childcare or care of a dependent family member. Any employee approved for remote work or telecommuting is obligated to perform the essential job duties and responsibilities of the employee’s position.

A remote work agreement must be in writing, and signed by the employee, their immediate supervisor, and be approved by the Superintendent. The agreement must specify the number of days and hours worked each week. During working hours, the employee shall be accessible by phone and email within a reasonable time period during the agreed upon work schedule based on Alaska Standard Time. The district will not pay for voice and/or data communication charges.

Unless otherwise specified in the written agreement, a remote work employee is responsible for providing office equipment and workspace and is responsible for maintenance and repair of any office equipment. Any district materials in the alternate work site remain the property of the district and must be kept secure and confidential. Any materials containing student records or personnel records must be maintained in a lockable file cabinet or other location that cannot be accessed by any family, guests, or other occupants at the approved alternate worksite.

The district retains the right to inspect remote work site locations for the purpose of determining that the site is secure and safe, and that the employee is performing the essential job duties and responsibilities of the employee’s position and complying with the terms of the remote work agreement.

RESIDENCY AND REMOTE WORK

AR 4180/4280/4380

Out-of-pocket expenses for office supplies will not be reimbursed unless the employee obtains prior, written authorization from a supervisor.

The district assumes no liability for injuries occurring in the employee's approved alternate worksite outside the agreed-upon work hours. The district is not liable for loss, destruction, or injury that may occur in or to a remote work employee's alternate work site. This includes family members, visitors, or others that may become injured within or around a remote work employee's alternate work site.

It is the responsibility of a remote work employee to determine any income tax implications of a remote work agreement. The district will not provide tax guidance to remote work employees and does not assume any additional tax liabilities through the approval of a remote work agreement. All employees are encouraged to consult with a qualified tax professional to discuss any potential income tax implications from remote work agreements.

Created 6/25

ADMISSION

BP 5111(a)

Note: Pursuant to 4 AAC 06.060, authority to deny admission to a student is vested with the School Board. The following sample policy authorizes the Superintendent or designee to deny admission to children who don't meet established entrance requirements.

The School Board believes that all children should have the opportunity to receive a free appropriate public education. Staff shall encourage parents/guardians to enroll all school-aged children in school.

The School Board reserves the right to verify the residency or anticipated residency of any student and the validity of any affidavit of guardianship. These admission policies are not intended to be a barrier to the enrollment and retention of homeless children and youth.

The Superintendent or designee shall verify compliance with all entrance requirements established by law or School Board policy.

(cf. 5112.6 - Education for Homeless Children and Children in Foster Care)

(cf. 5112.1 - Exemptions from Attendance)

(cf. 5112.2 - Exclusions from Attendance)

(cf. 5116 - School Attendance Boundaries)

(cf. 5117 - Interdistrict Attendance)

(cf. 5141.3 - Health Examinations)

(cf. 5141.31 - Immunizations)

Note: A child who is six years of age on or before September 1 following the beginning of the school year, and who is under the age of 20 and has not completed the 12th grade, is of school age. AS 14.03.070. The school year begins on July 1 and ends June 30.

Students

ADMISSION (continued)

BP 5111(b)

A child five years of age on or before September 1 may be admitted to kindergarten. The School Board authorizes the admission of students under school age who are at least four years of age at the beginning of the school year, provided they exhibit the mental, physical, and emotional capacity to perform satisfactorily, including advancement through the curriculum or grade level by the following year. The Superintendent or designee is delegated authority to make early-entrance determinations. Students under school age who were previously enrolled in public school shall be admitted to school at the grade level determined by the Superintendent or designee.

Students subject to suspension or expulsion under AS 13.03.160 in the District or another district are not guaranteed admission.

Legal Reference:

ALASKA STATUTES

14.30.010 When attendance compulsory

14.03.020 School year

14.03.070 School age

14.03.080 Right to attend school

14.30.045 Grounds for suspension or denial of admission

14.03.160 Suspension or expulsion of students for possessing weapons

ALASKA ADMINISTRATIVE CODE

4 AAC 06.055 Immunizations required

UNITED STATES CODE

42 U.S.C. 11432 - 11433 McKinney-Vento Homeless Assistance Act

Revised 6/2025

STUDENT POSSESSION & USE OF PORTABLE ELECTRONIC DEVICES, INCLUDING CELLULAR PHONES

The School Board recognizes that many students possess and use cell phones and other portable electronic devices. These devices serve an important purpose in facilitating communication between the student and their family, as well as serving as tools to access electronic information. In the school setting, portable electronic devices are permitted so long as their use is consistent with this policy and does not interfere with the educational process or with safety and security.

(cf. 5030 – School Discipline and Safety)

Educational Uses

In many instances, there is educational value in utilizing portable electronic devices in the classroom when such devices deliver content, and extend, enhance, and/or reinforce a student's learning process related to the student's learning style, the instructional objectives of the class and/or the learning environment. The appropriateness of in-class use of these devices consistent with the instructional objectives within instructional time will be determined by the classroom teacher with the approval by the building administrator.

Use of portable electronic devices for students with disabilities will be outlined in a student's Individualized Education Program (IEP) or Section 504 plan, as determined appropriate by the IEP or 504 Team.

(cf. 6159 – Individualized Education Program)

If use of a portable electronic device is required in individual instances (not provided for in an IEP or 504 plan) to assist a student with the student's education, permission must be obtained in writing from a building administrator prior to use of the portable electronic device at any time when such use would otherwise be prohibited by this policy. In case of an emergency, verbal permission by a teacher or administrator is required in situations where permission can be obtained.

Conditions of Use – Cellular Phones

Note: School boards may select one of the two options for the use of cellular phones in schools. These conditions may be modified as desired.

(Option 1): High school students (grades 9 - 12) may use cellular phones and other personal portable electronic devices before and after school, during passing periods, and during the student's lunch period. Elementary and middle school students (grades K-8) may use such devices only before and after school. Devices should be powered off and put away at all other times.

(Option 2): Students may use cellular phones and other personal portable electronic devices only before and after school. Such devices should be powered off and put away at all other times.

STUDENT POSSESSION & USE OF PORTABLE ELECTRONIC DEVICES, INCLUDING CELLULAR PHONES (continued)

Cellular phones shall be powered off during instructional time and supervised group activities during the school day (for example, student assemblies, awards, or other public ceremonies, etc.), unless authorized by supervising personnel.

Instructional time includes the entire period of a scheduled class and other time when students are directed to report to and participate in any instructional activity. The principal may establish, and school personnel may enforce, additional guidelines limiting or prohibiting the possession and use of portable electronic devices as appropriate to campus needs. The learning environment includes all times that a student is on school grounds during the school day and when school sponsored and supervised group activities are held.

No student may use a cellular phone or portable electronic device in a manner, or at a time, that interferes with or is disruptive of another student's learning environment. The learning environment includes all times that a student is on school grounds during the school day and when school sponsored and supervised group activities are held.

(cf. 6116 – Classroom Interruptions)

During the school day and instructional time, students will comply with this policy and with administrative and staff member directives regarding use. Students are required to turn cell phones and other portable electronic devices over to school personnel when requested. Students who refuse to do so are subject to disciplinary action.

A cellular phone or portable electronic device that has been confiscated by the district and not turned over to law enforcement will be released/returned to the parent/guardian when no longer necessary for investigation or disciplinary proceedings. As appropriate, the cellular phone or portable electronic device may be returned directly to the student.

The district assumes no responsibility for loss or damage to personal property of students, including cell phones and other portable electronic devices, whether in the possession of students or if confiscated by school personnel pursuant to this policy.

STUDENT POSSESSION & USE OF PORTABLE ELECTRONIC DEVICES, INCLUDING CELLULAR PHONES (continued)**Prohibited Conduct**

Possession of a cellular phone or other portable electronic device by students is a privilege. This privilege will be forfeited by any student who fails to abide by the terms of this policy, or otherwise engages in misuse of the device so as to violate the law or any other school or district rule. In addition to those conduct rules set forth elsewhere, the following actions are strictly prohibited and may result in disciplinary action:

1. Accessing and/or viewing an Internet site that is otherwise blocked to students at school.
2. Sending an e-mail, text message or other communication that harasses, intimidates, threatens, bullies, or discriminates against another individual.
3. Taking, sending, downloading or uploading a harassing, threatening, or inappropriate photograph of anyone.
4. Using a cell phone/smartphone or camera to take photos in a restroom, dressing room, or locker room, or to take a photo of any person who has requested that you not do so.
5. Using a camera or other recording device to record or capture the content of tests, assessments, homework, or class work without express prior permission from the instructor.
6. Hacking or intentionally obtaining, accessing, or modifying files, passwords, or data belonging to others.

Exceptions and Permitted Use

Nothing in this policy shall be interpreted to prohibit the use of cellular phones or other electronic devices when used for medical or translation purposes, or when a teacher or administrator of the school grants permission for a student to use a cellular phone or electronic device for educational purpose.

(cf. 5131 – 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. 5131.9 – Academic Honesty)

(cf. 5137 – Positive School Climate)

(cf. 6161.4 – Internet)

(cf. 6161.5 – Web Sites/Pages)

STUDENT POSSESSION & USE OF PORTABLE ELECTRONIC DEVICES, INCLUDING CELLULAR PHONES (continued)

Searches

The contents of a cell phone/smartphone, camera, or other portable electronic device may be searched to determine ownership, to identify emergency contacts, or upon reasonable suspicion that a school or district rule or the law has been violated.

(cf. 5145.12 – Search and Seizure)

Legal Reference:

ALASKA STATUTES

14.33.300 Wireless telecommunications device policy

Revised 6/2025

CLASS SIZE

BP 6151

The Superintendent or designee shall establish and make available to the public a target average class size for each grade level. The target average class size may not exceed the following:

- **Pre-Kindergarten through Grade 6:** 23 students
- **Grade 7 through Grade 12:** 30 students

The class size targets may exclude mixed grade classes and courses in art, library, music, computer science, vocational-technical, and physical education.

The Superintendent or designee shall also establish a procedure to reduce class sizes when possible and appropriate.

Legal Reference:

ALASKA STATUTES

14.03.065 Maximum classroom size

Created 6/2025

BP 0200 GOALS FOR THE SCHOOL DISTRICT

The School Board is committed to excellence and self-evaluation and believes that the public schools exist to meet the needs of students, parents/-guardians and other community members. It is, therefore, important that citizens may express their expectations of the schools. The Board encourages students, parents, teachers, and other community members to participate in educational planning for the district.

(cf. 0420 - School-Based Management)

The Board shall adopt written goals for the school district, which reflect local needs and are informed by feedback from stakeholders. These goals shall be consistent with Board policy ~~and statewide goals adopted by the State Board of Education~~. The Superintendent or designee shall develop objectives for meeting these goals. The development and adoption of the budget shall be consistent with district goals and objectives.

(cf. 0000 - Concepts and Roles)

(cf. 0100 - Philosophy)

(cf. 3100 - Budget)

~~The Superintendent or designee shall annually file with the State Department of Education and make available to the public a report which includes the adopted district goals and priorities, plans for achieving these goals and priorities, and the means of measuring the district's success in reaching its goals and priorities.~~

~~*(cf. 0500 - Review and Evaluation)*~~

~~*(cf. 0510 - School District Report Card)*~~

Legal Reference:

ALASKA STATUTES

[14.03.120](#) Education planning

[14.07.165](#) Duties

ALASKA ADMINISTRATIVE CODE

[4 AAC 06.800](#) Goals and indicators

[4 AAC Chapter 4](#) Statewide goals

Adopted: March 2, 2006

Chugach School District

~~BP 0420 SCHOOL-BASED MANAGEMENT/EDUCATIONAL ADVISORY COMMITTEES~~

~~The School Board believes that shared decision making at the site level can improve school performance. The Board supports the involvement of staff, students, parents/guardians and the community in such decision making and encourages the use of Educational Advisory Committees in developing policies and programs which respond to the unique needs of individual schools in accordance with district goals.~~

~~(cf. 0200—Goals for the School District)~~

~~(cf. 2230—Representative and Deliberative Groups)~~

~~(cf. 0510—School District Report Card)~~

~~(cf. 8000—Advisory School Boards)~~

~~Legal Reference:~~

~~ALASKA STATUTES~~

~~14.03.120 Education planning~~

~~ALASKA ADMINISTRATIVE CODE~~

~~4 AAC 05.010 - 4 AAC 05.090 Local Education~~

~~Adopted: March 2, 2006~~

Chugach School District