

AGENDA
ALASKA GATEWAY SCHOOL DISTRICT
REGULAR SCHOOL BOARD MEETING
Thursday, March 15, 2007 at 6:00 PM
District Board Room • Tok, Alaska

Mission: The Alaska Gateway School District will work in partnership with communities to educate all students to be responsible citizens and to reach their full potential.

CALL TO ORDER	President
ROLL CALL	Secretary-Treasurer
PLEDGE OF ALLEGIANCE	President
HEARING OF VISITORS ON AGENDA ITEMS¹	President
RECEIVING OF DELEGATIONS	President
PRESENTATIONS	President
 ACTION ITEMS - ROUTINE MATTERS	
Approval of Agenda	President
Approval of Minutes	President
 ACTION ITEMS - OLD BUSINESS	President
1. Ratification of Poll Votes	
ACTION ITEMS - NEW BUSINESS	President
2. Ratification of Agreements with AGEA (Discussion in Executive Session)	
3. Personnel Actions	
4. Tok School Senior Trip	
5. Walter Northway School Close-Up Trip to Washington, DC	
 REPORTS/INFORMATION/DISCUSSION	
CEO's Report	CEO
GAP Report	CEO
Financial Report	Chief Financial Officer
Principal's Reports	CEO
Advisory School Board Minutes	CEO
Correspondence/Miscellaneous	CEO
 HEARING OF VISITORS ON NON-AGENDA ITEMS	President
DISCUSSION, COMMENTS, QUESTIONS BY MEMBERS OF THE BOARD	President
FUTURE MEETING DATES	President
SUGGESTED AGENDA ITEMS	President
EXECUTIVE SESSION-- Matters Required to be Confidential by Law	President
ADJOURNMENT	President

¹Public testimony or comment on agenda items is taken at this point in the meeting. Should you wish to address the Board on an agenda item, please write your name on the sign-up sheet posted near the front entry door.

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Approval of Minutes

ISSUE

- **Approval of Minutes**

BACKGROUND

- **Following are the unofficial minutes of the regular meeting of January 8, 2007, the special meeting of February 7, 2007, and the special meeting of February 20, 2007.**

RECOMMENDATION

- **That the minutes of the January 8, 2007, regular meeting be approved as presented.**
- **That the minutes of the February 7, 2007, special meeting be approved as presented.**
- **That the minutes of the February 20, 2007, special meeting be approved as presented.**

Minutes
Of the
District School Board Meeting
Alaska Gateway School District
Monday, January 8, 2007
Tok, Alaska

The meeting was called to order at 6:02 p.m.

Ray Dronenburg was sworn in as a Regional School Board Member.

Roll Call

Melinda Rallo, Lisa Conrad, Tracy Rush, and Ray Dronenburg were present. Jill Kranenburg participated by teleconference. William Miller and Russell Smith were excused.

Pledge of Allegiance

Hearing of Visitors on Agenda Items

Receiving of Delegations

Presentations

Action Items

1. **Motion to Approve the Agenda.**
Lisa Conrad moved to approve the agenda.
Seconded by Tracy Rush.
Motion Carried Unanimously.
2. **Motion to Approve the Minutes of November 27, 2006 Meeting.**
Lisa Conrad moved to approve the minutes of the November 27th, 2006.
Seconded by Tracy Rush.
Motion Carried Unanimously.

Old Business

3. **Policy Amendments – Second Reading.**
Lisa Conrad moved that the following policies be amended in second reading as proposed and adopted: BB 9320, BP 1340, BP 3221, BP 3223, BP 3242, BP 4222, BP 4334, BP 5121.1 and BP 8200.
Seconded by Tracy Rush.
Motion Carried Unanimously.

4. Ratification of Poll Vote.

Lisa Conrad moved to ratify the result of the poll vote of December 11, 2006, regarding the hire of Dan Schrock.

Seconded by Ray Dronenburg.

Motion Carried Unanimously.

Lisa Conrad moved to ratify the results of the poll vote of December 11th, 2006 regarding the funding of the second semester Tok School Spanish II class be rescinded and that an appropriation of \$4,200 be made for the second semester Spanish II class at Tok School

Seconded by Tracy Rush.

Motion Carried. Yes: Lisa Conrad, Tracy Rush, Jill Kranenburg, Ray Dronenburg. Abstained: Melinda Rallo.

5. Personnel Actions.

Lisa Conrad moved to approve the personnel actions are presented.

Ray Dronenburg Seconded.

Motion Carried Unanimously.

Hearing of Visitors on Non-Agenda Items

CEOs Report

Financial Report

Principals' Reports

Advisory School Board Minutes

Correspondence/Miscellaneous

Future Meeting Dates: February 6th, 2007, at the Boardroom, Tok, Alaska 4:00 P.M.

Executive Session: Lisa Conrad moved to go into executive session to discuss matters confidential by law. Tracy Rush seconded. With no member objecting, the Board went into executive session at 7:37 P.M.

Adjournment: Jill Kranenburg moved to adjourn the meeting.

Lisa Conrad Seconded.

With no member objecting, the Board adjourned at 7:37P.M.

I hereby submit that these minutes have been approved by the District Board of Education sitting in regular session as the official minutes of the January 8th, 2007 meeting.

Secretary/Treasurer

Minutes
Of the
District School Board Meeting
Alaska Gateway School District
Monday, February 7th, 2007
Tok, Alaska

The meeting was called to order at 6:10 P.M.

Roll Call

Present were Melinda Rallo, Jill Kranenburg, Tracy Rush, and Lisa Conrad.
Excused were Bill Miller and Russell Smith. Ray Dronenburg was present at 6:50 P.M.

Pledge of Allegiance

Action Items

1. Selection of Superintendent Finalists. Lisa Conrad moved to go into executive session to review Superintendent applications. Seconded by Jill Kranenburg. Motion carried unanimously. With no member objecting, the Board went into executive session at 6:15 P.M.

Adjournment: Lisa Conrad moved to adjourn the meeting. Jill Kranenburg seconded the motion. Motion carried unanimously. Meeting adjourned at 10:20 P.M.

Minutes
Of the
District School Board Meeting
Alaska Gateway School District
Monday, February 20th, 2007
Tok, Alaska

The meeting was called to order at 9:17 A.M.

Roll Call

Present were Melinda Rallo, Jill Kranenburg, Tracy Rush, Lisa Conrad, Russell Smith and Ray Dronenburg. Excused was Bill Miller.

Pledge of Allegiance

Action Items

1. Selection of Superintendent Finalists. Russell Smith moved to go into executive session to interview Superintendent applicants. Seconded by Jill Kranenburg. Motion carried unanimously. With no member objecting, the Board went into executive session at 9:20 A.M.

Recess for lunch: 12:00 – 12:30

Out of executive session 1:20 P.M. Ray Dronenburg moved to extend a contract to Todd Poage. Seconded by Lisa Conrad. Motion carried unanimously.

Adjournment: Lisa Conrad moved to adjourn the meeting. Russell Smith seconded the motion. Motion carried unanimously. Meeting adjourned at 1:22 P.M.

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Agenda Item: 1

ISSUE

- **Ratification of Poll Votes**

BACKGROUND

- **The following actions were approved by poll vote:**
 - **Waiver for Rose Dronenburg to work as a substitute;**
 - **Amendment of the Mentasta calendar, moving spring break to the week of March 12;**
 - **Amendment of the Tanacross calendar, moving spring break to the week of March 12.**

RECOMMENDATION

- **That the poll vote approving a waiver for Rose Dronenburg to work as a substitute be ratified.**
- **That the poll vote amending the Mentasta calendar be ratified.**
- **That the poll vote amending the Tanacross calendar be ratified.**

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Agenda Item: 2

ISSUE

- **Ratification of Agreements with AGEA**

BACKGROUND

- **The District has bargained with the Alaska Gateway Education Association, representing the District's teachers.**
- **The results of the bargaining are an addendum to the current agreement extending it's duration through June 30, 2007, and a new agreement commencing July 1, 2007, and expiring June 30, 2010.**

RECOMMENDATION

- **That the Addendum to the 2002-2005 Agreement with AGEA be approved as presented.**
- **That the 2007-2010 Agreement with AGEA be approved as presented.**

**ADDENDUM TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
ALASKA GATEWAY SCHOOL DISTRICT
AND
ALASKA GATEWAY EDUCATION ASSOCIATION**

This Addendum pertains to the collective bargaining agreement ("Agreement") between Alaska Gateway School District ("District") and Alaska Gateway Education Association ("Association") which had an original expiration date of June 30, 2005.

The parties hereby agree to amend said Agreement as specified below. All other terms and conditions of the Agreement not amended below shall remain in full force and effect until the amended expiration date.

1. The expiration date of the Agreement shall be June 30, 2007.
2. The Teacher who submits a resignation effective the end of the 2006-2007 work year that is received in the District Office no later than March 23, 2007, shall be paid an additional salary amount of \$500.00 with his/her May 2007 paycheck.
3. The Teacher who executes an individual teacher contract as a District teacher for the 2007-2008 school year shall be paid an additional salary amount of two per cent (2%) of the annual salary earned for the 2006-2007 work year (excluding salary earned under a contract addendum for work performed in addition to the originally contracted work year). This additional salary shall be payable with the May 2007 paycheck.
 - a. Upon receipt of this additional salary payment, the Teacher shall execute an agreement that stipulates that if the Teacher fails to complete the 2007-2008 contract for any reason other than the Teachers' own death or disability, the additional two per cent (2%) salary payment shall be repaid. The agreement shall further authorize the District to withhold the repayment amount from any monies otherwise payable to the Teacher by the District.
 - b. In the event that the Teacher fails to complete the 2007-2008 contract based on a claim of disability, the District may require the Teacher to furnish written certification from a medical doctor. The District reserves the right to secure a second medical opinion at its own expense.
 - c. Notwithstanding the foregoing, if in the judgment of the Superintendent other extenuating circumstances related to the failure to complete the contract are sufficient, the repayment shall not be required.
4. District paid insurance coverage shall end on the last day of the month coinciding with or following the Teacher's last day of work as a District teacher.

The duly authorized representatives of the parties have executed this Addendum on _____, 2007.

ALASKA GATEWAY EDUCATION ASSOCIATION

ALASKA GATEWAY SCHOOL DISTRICT

Association President

Board President

Member

Member

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ALASKA GATEWAY SCHOOL DISTRICT

AND

ALASKA GATEWAY EDUCATION ASSOCIATION

2007 – 2010

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100 DEFINITIONS

- A. Agreement: shall mean this document and all provisions herein.
- B. Association: shall mean the Alaska Gateway Education Association.
- C. Association President: shall mean the President of the Association or his/her designee.
- D. Board: shall mean the District School Board.
- E. Day: shall mean a calendar day unless otherwise specified.
- F. District: shall mean the Alaska Gateway School District.
- G. Superintendent: shall mean the chief school administrator of the District or his/her designee.
- H. Teacher: shall mean any District employee who is required to hold an Alaska teacher's certificate and who is regularly assigned for at least half time to provide direct services to students such as an instructor, counselor, librarian, or special education specialist.
- I. Unit Administrator: shall mean the building principal, principal/teacher, or other immediate supervisor of the Teacher.

101 SALARY SCHEDULES**2007-2008**

STEP	B	B+18	B+36/M	B+54/M+18	M+36
0	40,000	42,175	44,325	46,475	48,625
1	41,775	43,950	46,100	48,250	50,400
2	43,550	45,725	47,875	50,025	52,175
3	45,325	47,500	49,650	51,800	53,950
4	47,100	49,275	51,425	53,575	55,725
5	48,875	51,050	53,200	55,350	57,500
6		52,825	54,975	57,125	59,275
7		54,600	56,750	58,900	61,050
8		56,375	58,525	60,675	62,825
9		58,150	60,300	62,450	64,600
10			62,075	64,225	66,375
11				66,000	68,150
12					69,925

Notwithstanding the salary schedule above, the following shall be in effect for the District Teacher employed (or on an approved leave of absence) as of the date of full ratification of this Agreement and continuously employed as a District Teacher without a break in service. The following are rates based on the full work day and year. The salary shall be pro rated for service of less than the full work day and/or year.

For the 2007 – 2008 work year, the Teacher shall be paid the greater of the salary to which the Teacher is entitled under the schedule above or the amount to which the Teacher would have been entitled under the salary schedule in the prior agreement (including allowable step and column movement) plus \$1,000.

2008-2009

STEP	B	B+18	B+36/M	B+54/M+18	M+36
0	40,600	42,800	45,000	47,200	49,400
1	42,400	44,600	46,800	49,000	51,200
2	44,200	46,400	48,600	50,800	53,000
3	46,000	48,200	50,400	52,600	54,800
4	47,800	50,000	52,200	54,400	56,600
5	49,600	51,800	54,000	56,200	58,400
6		53,600	55,800	58,000	60,200
7		55,400	57,600	59,800	62,000
8		57,200	59,400	61,600	63,800
9		59,000	61,200	63,400	65,600
10			63,000	65,200	67,400
11				67,000	69,200
12					71,000

Notwithstanding the salary schedule above, the following shall be in effect for the District Teacher employed (or on an approved leave of absence) as of the date of full ratification of this Agreement and continuously employed as a District Teacher without a break in service. The following are rates based on the full work day and year. The salary shall be pro rated for service of less than the full work day and/or year.

For the 2008 – 2009 work year, the Teacher shall be paid the greater of the salary to which the Teacher is entitled under the schedule above or the amount to which the Teacher would have been entitled under the salary schedule in the prior agreement (including allowable step and column movement) plus \$1,750.

2009-2010

STEP	B	B+18	B+36/M	B+54/M+18	M+36
0	41,200	43,425	45,650	47,875	50,100
1	43,025	45,250	47,475	49,700	51,925
2	44,850	47,075	49,300	51,525	53,750
3	46,675	48,900	51,125	53,350	55,575
4	48,500	50,725	52,950	55,175	57,400
5	50,325	52,550	54,775	57,000	59,225
6		54,375	56,600	58,825	61,050
7		56,200	58,425	60,650	62,875
8		58,025	60,250	62,475	64,700
9		59,850	62,075	64,300	66,525
10			63,900	66,125	68,350
11				67,950	70,175
12					72,000

Notwithstanding the salary schedule above, the following shall be in effect for the District Teacher employed (or on an approved leave of absence) as of the date of full ratification of this Agreement and continuously employed as a District Teacher without a break in service. The following are rates based on the full work day and year. The salary shall be pro rated for service of less than the full work day and/or year.

For the 2009 – 2010 work year, the Teacher shall be paid the greater of the salary to which the Teacher is entitled under the schedule above or the amount to which the Teacher would have been entitled under the salary schedule in the prior agreement (including allowable step and column movement) plus \$2,500.

102 CONDITIONS FOR PLACEMENT ON SALARY SCHEDULE

Up to four (4) years of out-of-state teaching experience shall be credited on the salary schedule. Alaska teaching experience shall be credited year for year up to a maximum of eight (8) years for the newly hired Teacher whose first day of work occurs on or after July 1, 2007.

- A. In order for the Teacher to qualify for horizontal movement on the salary schedule, he/she must file an application on the District-provided forms for the Superintendent's approval.
- B. Semester hour credits (or the quarter hour equivalent thereof) shall have been earned subsequent to the Teacher's eligibility for an Alaska teacher's certificate and subsequent to the awarding of the Master's Degree respectively. In addition, credits shall have been earned prior to the first scheduled work day of the work year.
- C. One-half of the credits shall be graduate credits.
- D. Credits shall not count for advancement on the salary schedule if a grade of "D" was awarded.
- E. The Superintendent shall approve credits for advancement on the salary schedule which meet at least one of the following criteria:
 - 1. Credits applicable to the Teacher's current assignments.
 - 2. Credits in the Teacher's major or minor field.
 - 3. Credits which help prepare the Teacher to accomplish District goals and objectives, subject to the specific approval of the Superintendent.
 - 4. Credits necessary to complete a graduate degree program in a field directly related to the District's curriculum.
 - 5. Certain workshops subject to the specific approval of the Superintendent.
- F. The Teacher seeking horizontal movement on the salary schedule shall file proof of credits with the Superintendent no later than September 30. Official transcripts to support the proof of credit shall be filed with the Superintendent no later than November 15.
- G. After October 1, no changes shall be made in salary placement except in cases of error in the original placement.
- H. Notwithstanding any of the above salary placement criteria, the Teacher's credits accepted for horizontal placement/movement on the salary schedule prior to the effective date of this Agreement shall be accepted under this Agreement.

103 HEALTH INSURANCE

The District shall provide health insurance coverage that is substantially equivalent to the coverage in effect the day before the effective date of this Agreement. Prior to making a decision to change the insurance policy or carrier, the District shall consult with the Association. The District shall pay the full health insurance premium for the Teacher, Teacher's spouse, and/or eligible dependent children. In the event that both spouses are eligible for District-provided coverage, one spouse shall be provided employee coverage and the other spouse and any eligible dependent children shall be provided dependent coverage.

The effective date of coverage shall be as prescribed under the insurance policy, and coverage shall terminate on the last day of the month during which the Teacher performs the last day of work as a District Teacher. For example, if the Teacher's last day of work occurs in May, but the Teacher submits a resignation in July, District-paid coverage ends the last day of May. The Teacher would be required to repay the District for any premiums paid for June and July and to repay the insurance carrier for claims incurred in June and July. In order to avoid a lapse of coverage after the District-paid coverage ends, the Teacher may elect a self-pay policy under COBRA.

104 LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

The District shall provide the Teacher, at no premium cost, life and accidental death and dismemberment insurance in the amount of two (2) times his/her annual salary rounded to the nearest thousand dollars up to a maximum of \$100,000. The effective date of coverage shall be as prescribed under the insurance policy, and coverage shall terminate on the last day of the month during which the Teacher performs the last day of work as a District Teacher.

105 PRINCIPAL/TEACHER'S WORK YEAR AND SALARY SUPPLEMENT

The standard work year for the principal/teacher shall be five (5) additional work days beyond the standard work year for the Teacher. The five (5) additional work days shall be served during, or contiguous to, the standard work year as approved by the Superintendent.

The principal/teacher shall be paid a daily rate supplement of eight per cent (8%) if the school has fewer than three (3) full-time Teachers or ten per cent (10%) if the school has three (3) or more full-time Teachers. If the principal/teacher serves days beyond the normal principal/teacher work year, compensation for these additional days shall not include the principal/teacher daily rate supplement.

106 EXTRACURRICULAR ASSIGNMENTS

A. General Provisions

Acceptance of duties under the extracurricular program shall be at the option of the Teacher. In offering extracurricular assignments, the Teacher applicant shall be given priority if the qualifications of the Teacher are essentially equivalent to those of a non-teacher. Upon acceptance of an extracurricular assignment, the extracurricular duties, compensation, and other relevant terms and conditions of the assignment shall be outlined in an extracurricular contract.

Extracurricular assignments may be performed on a voluntary basis for no pay or for less than the applicable amount under the compensation schedules below. Otherwise, the compensation shall be the applicable amount as provided under the compensation schedules below. Extra-duty compensation shall be paid after the end of the activity.

Nothing in this article shall be construed as limiting the authority of the Advisory School Board to establish rules for activity trip conduct, to recommend to the Superintendent a budget governing the scope and extent of extracurricular activities, to establish student eligibility requirements for school activities, to approve and recommend to the Superintendent student travel outside the District, and to redistribute balances of non-fundraiser accounts in the student activity accounts.

The parties understand and agree that the establishment of the compensation schedules below does not obligate the District to any particular funding level for the student activities program. The parties further understand and agree that activity group fund-raising efforts will likely be required to supplement any student activity funds provided by the District.

B. Extracurricular Compensation Schedules

2007-2008

\$1,400 Athletic Director

\$1,400 High School Head Coach (Basketball, Volleyball, Wrestling, Rifle, and Hockey)

\$ 850 High School Head Coach (Cheerleading and Track)

\$ 550 High School Student Council Advisor

\$ 275 High School Advisor (Junior Class, Senior Class, Honor Society, and Academic Decathlon)

\$ 175 High School Advisor (Freshman Class and Sophomore Class)

2008-2009

\$1,500 Athletic Director

\$1,500 High School Head Coach (Basketball, Volleyball, Wrestling, Rifle, and Hockey)

\$ 900 High School Head Coach (Cheerleading and Track)

\$ 600 High School Student Council Advisor

\$ 300 High School Advisor (Junior Class, Senior Class, Honor Society, and Academic Decathlon)

\$ 200 High School Advisor (Freshman Class and Sophomore Class)

2009-2010

\$1,600 Athletic Director

\$1,600 High School Head Coach (Basketball, Volleyball, Wrestling, Rifle, and Hockey)

\$ 950 High School Head Coach (Cheerleading and Track)

\$ 650 High School Student Council Advisor

\$ 325 High School Advisor (Junior Class, Senior Class, Honor Society, and Academic Decathlon)

\$ 225 High School Advisor (Freshman Class and Sophomore Class)

107 SALARY PAYMENTS

The Teacher's salary shall be paid via direct deposit. If the Teacher requests a paper check instead of direct deposit, a handling fee of \$20.00 per check shall be deducted. (The handling fee shall not be applicable to the Teacher receiving paper checks prior to July 1, 2006.) The Teacher shall receive the annual salary in twelve (12) equal paychecks on the last scheduled work day of each month. Notwithstanding, the Teacher who terminates shall receive the remaining pay with the last paycheck of the work year.

Upon application by the Teacher, the District shall pay a cash advance of up to \$1,000.00. The advance shall be a paper check and shall not be subject to the \$20.00 handling fee. This payment shall be considered a loan and shall be deducted in equal installments from the next two (2) paychecks. If applied for prior to payroll computation, the first installment of the loan shall be deducted from the paycheck of that month. When application is made after payroll computation, the first installment of the loan shall be deducted from the following month's salary payment.

Payroll advances shall be limited to one (1) in any work year. No advances shall be made between May 1 and August 31. An exception may be made in case of a verifiable emergency.

108 ASSOCIATION DUES DEDUCTIONS

Within thirty (30) days after entry on duty or September 30, whichever is later, the Teacher may submit to the Business Office a written Association dues deduction authorization and assignment. Beginning in October and ending in May, dues in the amount certified by the Association President shall be deducted from the Teacher's paycheck in eight (8) equal monthly installments and transmitted to the Association. Such authorization shall continue in effect from year to year. Notwithstanding, the Teacher may revoke the dues deduction authorization for a succeeding year by giving written notice to the Business Office no later than September 15.

Regardless of Association membership, an annual \$25.00 negotiations fee shall be deducted from the Teacher's first paycheck of the work year and transmitted to the Association.

109 PAYROLL DEDUCTIONS

The Teacher may have payroll deductions made for annuities of his/her choice.

110 WORK YEAR

- A. The standard Teacher work year, exclusive of school holidays, shall be one hundred eighty-five (185) days. Notwithstanding, the first work year for the Teacher not employed by the District as a teacher during the prior school year shall be one hundred eighty-six (186) days exclusive of school holidays. At least two (2) days per work year shall be for professional development, and at least two (2) days per work year shall be for individual Teacher preparatory work. The Teacher shall not be entitled to pay for school holidays inasmuch as these are not included in the work year.
- B. When extended work year contracts are offered, the Teacher shall be paid at the daily salary rate determined by dividing the annual salary under the salary schedule by the number of days in the standard Teacher work year. Any work year contract extensions or additional daily hours shall be subject to mutual agreement.
- C. The Teacher shall not be required to attend workshops on days not covered by the contracted work year. However, the Teacher who attends a workshop at District request, or at the Teacher's request and the District's approval, on days not covered by the contracted work year shall be compensated at the Teacher's daily salary rate. Mileage, lodging expenses, and travel per diem at the authorized District daily rate shall be granted for all days if the approved workshop places the Teacher on travel status.

111 JOB CONNECTED TRAVEL

The Teacher who drives his/her own vehicle on travel status for District business shall be reimbursed at the rate established by Board policy for all employees traveling on District business.

The Teacher traveling at District expense may be required to transport items between sites or to/from Anchorage or Fairbanks. The Teacher shall not be required to transport more than a total of fifty (50) pounds or any package exceeding twenty-five (25) pounds.

The Teacher shall not be required to transport students on school activities.

112 REIMBURSEMENT FOR PHYSICAL EXAMINATION AND MEDICAL TESTS

The District shall reimburse up to \$125.00 for District/State required physicals and/or medical tests. If reimbursement is received from an insurance carrier, this amount shall be deducted before submitting the claim to the District.

113 ACTING UNIT ADMINISTRATOR PAY

- A. The Unit Administrator may designate the Teacher as acting Unit Administrator when the Unit Administrator is out of the building.
- B. The Teacher designated as acting Unit Administrator shall:
 1. Be so designated by mutual agreement;
 2. Be provided with an administrative action plan;
 3. Be paid at a rate of \$40.00 per day, \$20.00 per half day (there shall be no compensation for less than one-half day);
 4. By mutual agreement have the option of obtaining a substitute.

114 MENTOR TEACHER

By the end of the first semester, the newly hired Teacher shall have the option to select, with the input of his/her Unit Administrator, a mentor from the list of available mentors. The new Teacher shall be allowed to have a mentor for the first two (2) years of employment. The mentor and the new Teacher may each use up to two (2) professional leave days per Article 309 subject to the approval of the Superintendent. The new Teacher may change mentors at the end of the first year. The mentor shall be available as a contact person and resource as needed.

200 RIGHT TO COMMENT

In accordance with AS 14.20.095, no bylaw or regulation of the Board, the Superintendent, or any other District administrator may restrict or modify the right of the Teacher to engage in comment and criticism outside of working hours regarding District personnel or Board members to the extent that any private individual may exercise the right.

201 WORK DAY

The standard work day for the Teacher shall consist of seven and one-half (7 1/2) hours exclusive of any duty-free lunch period. From time to time, the work day may be extended for reasonable periods for professional activities including but not limited to staff and committee meetings, student-Teacher and parent-Teacher conferences, and open house functions. Except under extenuating circumstances, such extensions shall not exceed one (1) hour each or occur more than eighteen (18) times per year. The work day may also be extended to make up time lost due to a school closure.

If the Teacher is employed to work less than the standard work day, the teacher's salary, leave, insurance, and other quantifiable benefits shall be prorated accordingly. The proration of insurance benefits shall be based on the premium rates. For the purposes of this paragraph, "premium rates" under a self-funded insurance plan shall be the COBRA rates as established by the plan administrator.

During days that school is in session, the Teacher shall normally be granted preparation time at the rate of fifty (50) minutes per standard work day in segments of not less than twenty (20) consecutive minutes. Except as may be authorized by the supervisor, the Teacher shall use preparation times for preparation activities directly related to the Teacher's professional duty assignment.

The Teacher whose regular assignment is more than half (1/2) time as a special education Teacher shall be granted at least a one-half (1/2) day block of additional preparation time every other week.

A duty-free lunch period shall be provided in accordance with AS 14.20.096. The lunch period shall be scheduled to commence within one hour either side of the mid-point of the Teacher's work day.

202 ACADEMIC FREEDOM

Academic freedom, defined as the right to teach without interference, shall be guaranteed to the Teacher subject to accepted standards of professional responsibility and to the right of the District to establish curriculum, approve classroom or extra-curricular materials, or establish or require guidelines to direct the learning program of the District's students.

203 INDIVIDUAL TEACHER CONTRACT

The Teacher shall be provided an individual contract issued in accordance with 4 AAC 18.010. In the event of a conflict between the terms of the individual contract and the terms of this Agreement, the Agreement shall be controlling.

A change in the terms of an individual contract shall be by a written contract addendum duly executed by the Teacher and the District.

The Teacher who resigns without the consent of the District shall be deemed to have breached the contract and shall pay to the District as liquidated damages an amount equal to five (5) days pay at the daily salary rate as prescribed under the breached contract. Said amount may be deducted by the District from any monies owed to the Teacher. The Teacher may also be subject to sanctions by the Professional Teaching Practices Commission for breach of contract.

204 ASSIGNMENT

- A. The District shall assign or reassign the Teacher in a manner that, in the judgment of the District, best serves the educational program. A change of duties within a school shall not constitute a reassignment. Any changes of duties (program or level) shall be completed prior to the posting of any vacancy for that building. The Superintendent and the Board shall make reasonable efforts to keep involuntary reassignments to a minimum.
- B. At any time during the work year, the Teacher may file with the Superintendent a written request for reassignment. Unless revoked in writing, the request shall be valid until the end of the Teacher's work year. Upon written notice from the Teacher, the request shall remain valid during the summer vacation period through the date specified in the notice. For purposes of this article, the Teacher who files a reassignment request shall be considered an "in-District applicant" for any vacancy covered by the request.
- C. The District shall post vacancy notices in schools and on the District Internet site and shall e-mail a copy to the Association President not later than the date that the vacancy is advertised publicly or is transmitted to a teacher placement agency. The District shall not be responsible for any posted notice that is subsequently lost or removed from bulletin boards without authorization. The District shall consider all in-District applicants who respond to the vacancy notice and shall notify them promptly after the decision has been made to fill the vacancy. Upon request, the Superintendent shall confer with the Teacher who has been denied a request for reassignment.
- D. If interviews are conducted, all in-District applicants shall be given a reasonable opportunity to be interviewed. Interviews may be conducted telephonically.
- E. The District shall not make assignment and reassignment decisions in an arbitrary or capricious manner or for disciplinary reasons.
- F. Upon request, the Superintendent shall confer with the Teacher who is being involuntarily reassigned.
- G. In the event that the Teacher's work location is involuntarily reassigned resulting in the need for the Teacher to travel a greater distance from the Teacher's principal in-District residence to work, the Teacher shall be paid the additional mileage at the District rate.

205 NOTIFICATION OF NON-RETENTION

- A. If the Teacher who has acquired tenure rights is not to be retained for the following school year, the District shall notify the Teacher of the non-retention in writing, delivered before March 16, or by registered or certified mail postmarked before March 16.
- B. If the Teacher who has not acquired tenure rights is not to be retained for the following school year, the District shall notify the teacher of the non-retention in writing delivered on or before the last day of the work year or by registered or certified mail postmarked on or before the last day of the work year.

206 REDUCTION IN FORCE

Reductions in force shall be in accordance with AS14.20.177. When all other factors have been considered and determined by the District to be essentially equivalent, the deciding element for retention shall be Teacher seniority in the District. For the purposes of this article, "seniority" shall be determined by the number of continuous years of employment as a District Teacher. Partial years of employment shall be prorated based upon the number of contract days served, and ties in seniority shall be broken by lot.

207 PERSONNEL FILES

The Teacher's permanent personnel file shall be maintained under the following conditions.

- A. There shall be no official file on the Teacher other than the central personnel file in the District Office. All materials in the Teacher's permanent personnel file shall be available to the Teacher for inspection upon request during office hours.
- B. All material included in the Teacher's permanent file shall be placed there according to the following procedures:
 1. The Teacher shall receive a copy of all derogatory material to be placed in the file.
 2. The Teacher shall be provided the opportunity to sign the actual copy of derogatory material to be filed and may, within fifteen (15) days after the date of receipt of the copy, submit a rebuttal to be attached to the document in the file.
 3. Letters of reprimand and/or any derogatory material, excepting evaluations, may be removed upon mutual agreement of the Superintendent and the Teacher. Except for documents dealing with serious misconduct, the Teacher shall have the right to have derogatory material removed from the file after four (4) years if there is no repetition of the type of incident which generated the document.
- D. Access to the Teacher's personnel file shall be limited to the Teacher, the Superintendent, the personnel officer, the chief financial officer, the Unit Administrator, and the Board meeting in executive session.
- E. All documents, communications, and records, dealing with complaints, actions, or charges against a Teacher shall be destroyed if the Teacher is absolved.
- F. The Teacher, with the approval of the Superintendent, may place documents in his/her own personnel file.
- G. Any unit files are considered unofficial and, if they exist, shall be destroyed at the end of each school year.

208 CLASSROOM VISITORS

Classroom visitation by parents or community people shall be cleared through the Unit Administrator who shall have the visitor(s) escorted to the classroom. Unless otherwise agreed upon by the Teacher, the Unit Administrator shall advise visitors that they may observe quietly and not interact with the students or the Teacher. The Unit Administrator shall take reasonable steps to ensure that classroom visitations are not disruptive.

209 SUBSTITUTES

The Teacher may select from the list of available substitutes with concurrence of the Unit Administrator.

210 JUST CAUSE

The Teacher shall not be disciplined without just cause.

211 TELEPHONE PRIVACY

Whenever practicable, the Teacher shall be afforded privacy during job-related telephone calls.

212 KEYS

The Teacher shall be provided keys necessary for the performance of his/her duties.

213 TEACHER EVALUATION

The Teacher shall be evaluated in accordance with the District evaluation procedures and the provisions of Alaska law. Notwithstanding any other provisions of this Agreement, only the procedural aspects of evaluations shall be subject to the grievance procedure.

If the Teacher is working outside of his/her certification/endorsement area, it shall be noted on the evaluation document.

214 IN-SERVICE

Teachers shall be polled as to their preferences regarding topics for District-wide in-service days.

215 COMMITTEES

The Teacher who serves on a District-sponsored Committee outside of the regular work day or work year shall be compensated as follows: a meeting that lasts no more than one (1) hour-- no compensation; a meeting that lasts from more than one (1) to two and one-half (2 ½) hours-- \$50.00; a meeting that lasts from more than two and one half (2 ½) to four (4) hours-- \$75.00; and a meeting that lasts more than four (4) hours-- \$100.00. Travel to committee meetings that occur in a community other than that of the Teacher's regular assignment shall be paid at the District rate.

This article does not apply to local school committees.

216 DISTRICT-PAID TUITION

If the District pays for tuition and other expenses related to a class taken by the Teacher, the Teacher shall provide the District with the final grade for the class within fifteen (15) days after the posting of grades. If the Teacher does not complete the class, fails the class, or receives a grade of "D," the Teacher shall promptly remit to the District the amount of the tuition and other expenses paid by the District.

300 LEAVE OF ABSENCE CONDITIONS

An approved leave of absence, which shall be defined as a sabbatical leave or a long-term leave without pay, does not constitute a break in service. All benefits to which the Teacher was entitled at the commencement of the leave of absence, including unused accumulated sick leave and credits toward sabbatical eligibility (in the case of a long-term leave without pay), shall be restored upon the Teacher's return to duty. The request for a leave of absence and the approval or rejection shall be in writing.

The Teacher's initial assignment for the school year following the leave of absence shall be at the school to which the Teacher was assigned prior to commencement of the leave if a vacancy exists for which the District reasonably determines the Teacher to be qualified. Absent a reassignment request from the Teacher, if the Teacher is assigned to a different school, it shall be considered an involuntary reassignment subject to the provisions of Article 204.

301 SABBATICAL LEAVE

- A. A Sabbatical Leave may be granted to the Teacher who:
 1. Meets the minimum requirements of AS 14.20.280 and AS 14.20.290.
 2. Applies for a sabbatical leave to the Board no later than January 15 of the school year prior to the requested leave.
- B. Upon completion of the leave, the Teacher shall:
 1. Provide to the District a written summary showing successful completion of the educational plan described in the sabbatical leave application. This report shall include but not be limited to all related transcripts pertaining to the educational plan.
 2. Present, if requested by the District, an in-service session to all District Teachers working in fields related to the coursework as indicated in the educational plan.
 3. Present a narrative summary outlining areas studied and indicating successful completion of the educational plan to the Advisory School Board of the school at which the Teacher returns to work.
 4. Meet the requirements of AS 14.20.320.
- C. The District may provide during the sabbatical leave compensation such as salary, insurance coverage, and/or payments to the Teachers Retirement System. If the Teacher fails to substantially complete the approved educational plan, the Teacher may be required to repay the District for any compensation provided during the leave and the District shall not be obligated to reemploy the Teacher.
- D. The terms and conditions of the sabbatical leave including but not necessarily limited to the educational plan, any compensation to be provided by the District, the responsibilities of the

Teacher upon return to duty, and any assignment rights to be accorded the Teacher upon return to duty shall be reduced to writing and signed by the Teacher and the Board President or designee.

302 LONG-TERM LEAVE WITHOUT PAY

Upon application, the Teacher may be granted a leave of absence without pay for personal or professional reasons for a period of time not to exceed two (2) years unless a longer leave is mutually agreed upon by the Board and the Teacher.

303 SHORT-TERM LEAVE WITHOUT PAY

Upon application and approval of the Unit Administrator, the Teacher shall be granted leave without pay for up to five (5) days. Any additional leave without pay requests shall require approval by the Superintendent.

304 PATERNITY LEAVE

Compensated paternity leave, not charged to sick leave, shall be granted upon request not to exceed five (5) days. Paternity leave shall be available immediately prior to and/or after the birth or adoption of the Teacher's child. Upon request, the Teacher shall provide written third-party verification regarding an adoption.

305 MATERNITY LEAVE

Sick leave shall be available for maternity purposes the same as for any other temporary disability. The first five (5) days of compensated leave taken for maternity purposes (including adoption) shall not be charged to sick leave. Upon request, the Teacher shall provide written third-party verification regarding an adoption.

306 EMERGENCY LEAVE

The Teacher may use accrued sick leave for the death, illness, or welfare of a person in the Teacher's immediate family. This leave shall be limited to five (5) days per occurrence, or seven (7) days if out-of-state travel is required, not to exceed fourteen (14) days per work year. Additional days may be granted upon Superintendent approval. For the purposes of this paragraph, the "immediate family" consists of the Teacher's child, parent (including the "in-law" derivatives thereof), sibling, spouse, grandparent, grandchild, and person living in the household. The Teacher may be required to provide written verification regarding the need for the leave including but not necessarily limited to an obituary notice in the event of a death or a certificate from a health care provider in the event of an illness or injury.

Notice of the intended use of emergency leave shall be given to the supervisor as far in advance as is reasonably possible.

307 JURY DUTY LEAVE

The Teacher called to jury duty or subpoenaed as a witness shall receive, upon submission of written verification from the court, his/her regular salary for the time necessary and shall remit to the District any stipend, but not mileage expenses, received as compensation for such duty. This provision shall not be applicable if the Teacher is a witness against the District or a witness in a civil case.

308 PERSONAL LEAVE

The Teacher shall be granted compensated personal leave at the rate of two (2) days per full standard work year. Unused personal leave may accumulate from year to year not to exceed five (5) days. Personal leave shall be pre-credited at the beginning of the work year. If the Teacher uses more pre-credited personal leave than is actually accrued during the work year, there shall be a deduction for the excess from the Teacher's last paycheck for the fiscal year. At the discretion of the Superintendent, the Teacher may be granted during the work year one (1) additional day of compensated personal leave (less the cost of a substitute) to attend to urgent personal or family matters that the Teacher can not reasonably attend to outside of scheduled work days. In order for the additional day of leave to be considered, the Teacher must first demonstrate that all personal leave previously used during the work year was for urgent personal or family matters that could not reasonably have been attended to outside of scheduled work days.

Unused personal leave days shall be paid off at termination at the rate of \$125.00 per day. Likewise, after the Teacher has accumulated five (5) days of personal leave, any additional accruals shall be paid off at the rate of \$125.00 per day.

The Unit Administrator shall be notified of the intended use of personal leave as soon as possible, but no later than one (1) work day in advance. Under extenuating circumstances, personal leave may be granted on shorter notice.

Except with the prior written approval of the Superintendent, personal leave shall not be available during the first and last five (5) scheduled work days of the work year, on an in-service day, or tandem to a holiday or vacation period.

309 PROFESSIONAL LEAVE

The Superintendent may grant the Teacher compensated leave to attend professional conferences, training, or meetings. The Superintendent may also authorize the payment of travel and other associated expenses. The District may require written verification of faithful attendance at the conference, training, or meeting.

310 TRAVEL DELAY

When the Teacher is absent because of transportation difficulties beyond his/her control, no disciplinary action shall be taken.

When the Teacher is on District business, an absence because of an unavoidable travel delay shall be charged to administrative leave.

When the Teacher is not on District business, an absence because of an unavoidable travel delay shall be charged, at the Teacher's option, either to personal leave or to leave without pay.

The District may require written verification of the unavoidable travel delay.

311 SICK LEAVE

Sick leave shall be governed by Alaska law. At the beginning of the work year, the sick leave anticipated to be accrued by the Teacher during the work year shall be precredited. In the event that the Teacher uses more sick leave during the work year than is actually accrued, the excess shall be deducted from the Teacher's final paycheck for the work year.

Sick leave is intended to cover absences necessitated by the Teacher's illness or injury or for non-elective treatment by a health care provider. "Treatment" does not include routine, non-periodontal dental cleanings or routine, periodic check-ups (not related to a condition or symptoms) that the Teacher can schedule on non-work days.

After four (4) consecutive days of sick leave, the District may require a written certificate from a health care provider or other third party written verification. Additionally, if the District has reason to believe that sick leave is being claimed contrary to the terms of this article, reasonable written verification of the need for the leave may be required.

312 STATEMENT OF ACCUMULATED LEAVE

By September 30 of each year, the District shall provide the Teacher with a statement of accumulated sick and personal leave. This statement shall be current as of the beginning of the work year.

313 SICK LEAVE BANK

The Teacher, administrator, or exempt employee may join the sick leave bank by contributing one (1) day of sick leave within thirty (30) days after his/her first work day of the work year or by September 30, whichever is later. After joining, the member shall automatically contribute one (1) day of sick leave per year to the bank until one hundred fifty (150) days have been accumulated. Once the bank has accumulated one hundred fifty (150) days, only Teachers, administrators, or exempt employees wishing to join the bank shall be required to contribute one (1) day of sick leave. Any time the bank balance falls

below one hundred fifty (150) days, each member shall contribute one (1) day of sick leave at the beginning of the next work year.

Sick leave days can only be withdrawn from the bank for an individual member's illness. Requests for withdrawals from the bank shall be considered when the following criteria have been met.

- A. All of the member's accumulated individual sick and personal leave has been exhausted; and
- B. A written statement from a doctor/physician's assistant verifying the need for leave has been submitted to the District. Additional verifying statements may be required after each fifteen (15) day period of leave.

Sick leave bank days granted shall be retroactive to the time when the member's sick leave and personal leave were exhausted.

The member may withdraw from the bank not more than twice the number of days of sick leave the member had accumulated before the first scheduled work day of the work year, or twenty-four (24) days, whichever is greater. Notwithstanding, the member may withdraw no more than sixty (60) days from the sick leave bank during the work year. However, in a case of severe illness or extreme hardship, the District may permit the member to withdraw more leave.

A member may terminate sick leave bank membership by giving written notice to the Superintendent. Membership shall automatically be terminated on the member's last day of employment with the District. Sick leave contributed to the bank is final and not recoverable for credit to the member's individual sick leave account. Upon request, the District shall provide the Association with a report of sick leave bank usage.

314 EMERGENCY DONATION OF SICK LEAVE

In an emergency situation when a certificated employee has depleted his/her own sick leave while caring for an immediate family member, he/she may receive sick leave donations from other certificated employees of up to three (3) days per donor. "Immediate family" shall be as defined under Article 306, Emergency Leave.

This program shall be administered jointly by the Superintendent and the Association President who shall determine if an emergency situation exists.

400 RECOGNITION

The District recognizes the Association as the exclusive bargaining agent for all Teachers. The Association represents the Teachers in collective bargaining, grievances, and all other matters pertaining to this Agreement.

401 COLLECTIVE BARGAINING PROCEDURES

- A. A written request to initiate bargaining for a successor agreement shall be directed in writing to the Superintendent or to the Association President.
- B. Within twenty (20) days, the parties shall meet at a mutually agreeable time and place to develop bargaining ground rules.
- C. After all possible good faith bargaining efforts have been exhausted and a stalemate exists, either party may declare impasse.
- D. Impasse procedures are prescribed under state law.
- E. From time to time, it may be necessary to schedule bargaining during the school day. At those times, Teacher bargainers shall be provided administrative leave.
- F. Prior to and during bargaining, the District shall make public documents available to the Association upon request in accordance with Alaska law and District policy.
- G. After both bargaining teams have accepted the wording of the Agreement, it shall be signed by the respective spokespersons and by one (1) member of each team and shall be promptly submitted to the parties' respective constituencies with a recommendation for ratification. Upon ratification, the validation section shall be signed by the President and one (1) member of the Board and of the Association.

402 GRIEVANCE PROCEDURE

A. Definitions

1. A "grievant" shall mean the Teacher, a group of Teachers, or the Association filing a grievance.
2. A "grievance" shall mean an alleged violation, misinterpretation, or misapplication by the District of the terms of this Agreement.

B. General Provisions

1. The purpose of this procedure shall be to secure promptly and at the lowest possible administrative level an equitable solution to the grievance.
2. Each decision rendered under the grievance procedure shall be in writing and shall set forth the decision and the reasons therefor.
3. Documents pertaining to the grievance shall not be placed in personnel files. Instead, they shall be kept in chronological order in a grievance file.
4. Upon request, the District shall make available to the Association public information in its possession that is relevant to the issues raised by the grievance.
5. The Teacher shall be given administrative leave when necessary to attend a grievance meeting or hearing held during the work day.
6. In the processing of a grievance, each party may present appropriate witnesses and/or documents and have access to counsel, and each party shall bear its own expenses except as otherwise provided.

C. Time Limits

1. The grievance shall be filed within thirty (30) days after the date that the grievant knew or should have known of the alleged violation, misinterpretation, or misapplication.
2. The time limits specified may be extended by mutual written agreement. Notwithstanding, the grievant shall have the option to suspend the grievance procedure during the summer when regular school is not in session.
3. Failure to provide the written decision on the grievance within the specified time limit shall permit the grievant to proceed to the next step. Failure to appeal a grievance decision within the specified time limit shall be deemed as acceptance of the decision.
4. The grievance, decision(s), appeal(s), or other written communications regarding the grievance shall be transmitted by hand delivery or certified mail. Time limits for responses shall commence on the day following receipt. A time limit shall have been met if the correspondence is postmarked within the limit.

D. Initiation of a Grievance

1. Prior to filing a grievance, the grievant is encouraged to attempt to resolve the matter informally at the lowest administrative level considered responsible for the alleged violation, misinterpretation, or misapplication of the Agreement.
2. The formal written grievance shall state the grievance, the provision or provisions of the Agreement involved, and the remedy sought. It shall be signed or countersigned by the Association President and shall be filed with the Superintendent within the time limit imposed under Paragraph C, 1 above.
3. The Superintendent shall schedule a hearing to be held within fifteen (15) days after receipt of the grievance and shall notify the Association President of the time and place of the hearing at least seven (7) days in advance. The Superintendent shall give the Association President a written decision regarding the grievance within five (5) days after the hearing.

E. Arbitration

1. In the event the Association is not satisfied with the Superintendent's disposition of the grievance or in the event that the decision is not rendered within the time limit, the Association may take the grievance to arbitration within twenty (20) days after receipt of the decision or after the expiration of the time limit, whichever is applicable.
2. Arbitration shall be conducted under the rules of the American Arbitration Association except as may otherwise be provided herein.
3. If there is a dispute regarding arbitrability, the arbitrator shall first hear that dispute. If the arbitrator is prepared to make a decision at that time, the substantive issue may be introduced with the arbitrator's concurrence. If the arbitrability issue is not decided, another hearing shall be scheduled by the arbitrator to hear the substantive issue if the arbitrability decision allows.

4. The arbitrator's decision shall not be contrary to Alaska law or to the terms of this Agreement, and the decision shall be strictly limited to the question of the alleged violation, misinterpretation, or misapplication of the terms of the Agreement.
5. The arbitrator's decision shall be final and binding on both parties except as provided under Alaska law.
6. The fees and expenses of the arbitrator shall be borne equally by the District and the Association.

F. Rights of Teachers to Participate

1. No reprisals shall be taken by the District against any grievant or other participant in the grievance procedure.

403 SCOPE OF AGREEMENT

- A. During its term, this Agreement may be modified only by the written agreement of the District and the Association.
- B. Nothing contained in this Agreement shall be construed to deny or restrict the Teacher's rights and responsibilities under Alaska or United States law.

404 DURATION OF AGREEMENT

This Agreement shall become effective on July 1, 2007, or on the date of full ratification, whichever is later, and shall remain in effect through June 30, 2010. Notwithstanding, this Agreement shall remain in effect after the termination date during bargaining for a successor agreement in accordance with 8AAC 97.280(d).

405 CONFORMITY TO LAW

If any provision of this Agreement is held to be contrary to law by a court or agency having competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such court or agency, the remainder of the Agreement shall not be affected thereby, and the parties shall enter into bargaining within twenty (20) days to replace the provision.

406 AGREEMENT DISTRIBUTION

The District shall print the Agreement and provide a copy to every Teacher no later than fifteen (15) days following ratification by both parties. In addition, the District shall provide the Association with an electronic copy of the Agreement in MS Word format. The newly hired Teacher shall be given a copy of the Agreement along with his/her individual contract.

407 MANAGEMENT RIGHTS

The Board retains all rights to govern, manage, and operate the District under Alaska law except as may be expressly limited by this Agreement.

408 STRIKES

The Association and the Teacher agree that there shall be no strike, sick out, or slow down during the term of this Agreement and before true impasse has been reached in bargaining for a successor agreement. Any strike shall conform to Alaska law.

500 NON-JEOPARDY

The Teacher shall not suffer at the hands of the District discrimination, jeopardy, or coercion in employment or promotional opportunity because of Association membership or any legal Association activity.

501 USE OF SCHOOL FACILITIES

Upon twenty-four (24) hours prior notice to the Unit Administrator, the Association shall have the right to use designated school facilities and equipment for meetings and other Association activities if not otherwise in use. The Association shall pay \$100.00 annually for the use of equipment, materials, and supplies. The Association shall not charge long-distance tolls to the District's account.

502 AVAILABILITY OF BOARD PACKETS AND MINUTES

The District shall make available to the Association prior to each Board meeting a complete packet excluding items for Board executive sessions. The packet shall be mailed to the Association President at

the time it is mailed to Board members. The Unit Administrator shall make a Board packet available for review.

503 ASSOCIATION LEAVE

- A. The District shall allow ten (10) days of leave per work year for Association-approved activities. Association leave shall be without pay unless it is covered by the Association leave bank.
- B. The Teacher may contribute personal leave in one half (1/2) day increments to the Association leave bank by giving written, signed notice to the Business Office to be received not later than October 15. Not more than ten (10) leave days may be in the bank during any work year. Unused bank leave may be carried over to the next work year. The Teacher who uses leave from the bank shall be compensated at the regular rate.
- C. Written notice from the Association President or designee of the impending use of Association leave shall be given at least twenty-four (24) hours in advance. The notice shall specify whether the leave is without pay or from the bank and shall be given to the Unit Administrator of the employee to be on leave. Association leave shall be taken in half (1/2) day increments.
- D. Association leave shall not be available during the first or last five (5) scheduled work days of the work year, on an in-service day, or tandem to a holiday or vacation period. Association leave shall be available to the Teacher for a maximum of three (3) consecutive work days. On any given day, Association leave shall be available to a maximum of three (3) Teachers. No more than two (2) Teachers from Tok School or one (1) Teacher from any other school may be on Association leave on the same day.

504 RIGHT TO ASSOCIATION REPRESENTATION

The Teacher has the right to request Association representation at any meeting with an administrator at which the Teacher has a reasonable belief that a reprimand or other disciplinary action may occur. The Teacher's exercise of this right may not unduly interfere with the District's operations.

505 VALIDATION

The duly authorized representatives of the parties have executed this Agreement on , 2007.

ALASKA GATEWAY EDUCATION ASSOCIATION

ALASKA GATEWAY SCHOOL DISTRICT

Association President

Board President

Member

Member

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Agenda Item: 3

ISSUE

- **Personnel Actions**

BACKGROUND

- **Following are proposed personnel actions.**

New Hires-- Classified

Margit Brooks	Teacher Aide	5.0 hrs/day	Tok
John Felkins	Teacher Aide	5.0 hrs/day	Tok
Jennifer James	Assistant Cook	5.75 hrs/day	Tok
Sherri Demit	Teacher Aide	4.5 hrs/day	Walter Northway
Reuben Sam¹	Head Custodian	6.5 hrs/day	Walter Northway
Daniel Teasdale	Custodian	5.5 hrs/day	Walter Northway

¹Promotion

Promotion-- Certified

Paula Bears	Principal/Teacher	Walter Northway
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- **Report Only—No Action Required**

Resignations

Corinna Demientieff²	Custodian	Mentasta Lake
Chris Smith³	Assistant Cook	Tok
Troy Abel⁴	Teacher	Tok
Don Hennessey⁵	Principal/Teacher	Walter Northway

²Abandoned position.

³Unable to return to work after disability leave.

⁴Was on leave of absence.

⁵Effective March 30, 2007.

RECOMMENDATION

- **That the personnel actions be approved as presented.**

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Agenda Item: 4

ISSUE

- **Tok School Senior Trip**

BACKGROUND

- **Tok School seniors request approval for their senior trip to Texas.**
- **The trip has been approved by the ASB.**
- **Following is the itinerary.**

RECOMMENDATION

- **That the Tok School senior trip be approved as presented.**

March 5, 2007

Superintendent Al Weinberg
AGSD
P.O. Box 226
Tok, Alaska 99780

Dear Superintendent Weinberg:

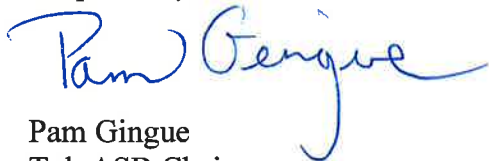
The Tok Advisory School Board approved the Senior Class trip at a recent meeting. Attached to this letter is the itinerary as presented by the class sponsor along with the list of seniors and chaperones who will be going on the trip.

As evidenced by the itinerary, the class will be out of school no more than the allowed five days. They will be departing Tok after school on Friday, May 4th and returning to Tok on Sunday, May 13th.

Please contact the class sponsor, Leland Monroe, if you have any questions or need any further information about the planned itinerary for the Tok High School Senior Class trip.

Thank you for your time.

Respectfully,



Pam Gingue
Tok ASB Chair

Attachment

cc: AGSD Regional School Board

Senior Trip

Where: South Padre Island

When: Evening of May 4th to evening of May 13, 2007

Who:

- Chaperones
 1. Loretta Goneau
 2. Janeen Weisz
 3. Pam Gingue
 4. Gene Burke
 5. Leland Monroe
- Students
 1. Sam Kendall
 2. Gyver Goneau
 3. Jenna Weisz
 4. Emily Gingue
 5. Josh Christman
 6. Meghanne Faulise
 7. Reuben Butteri
 8. Robbie Brooks
 9. April Brooks
 10. Kyle Lachnit
 11. Jackie Morgan
 12. Gard Raitto
 13. Sean Burke
 14. Scott Cronk
 15. David Howard
 16. Missy Erickson
 17. Jimmie Mae Pedginski

Agenda

- Fly out the morning of May 5 at approx 12:45 a.m.
- Arrive in Houston, Texas at approx. 1:00 p.m. May 5.
- Rent 2 vans and drive to San Antonio, Texas.
- Rent a motel for 2 nights in San Antonio (Evening of May 5 & 6)
- Visit the Alamo (May 6)
- River Walk (May 7)
- Visit other educational sites in San Antonio (May 6 & 7)
- Drive from San Antonio to South Padre Island (May 7)
- Rent 2 rental houses (one for the girls and one for the boys) (May 7 to 11)
- Remain at South Padre Island until May 11 doing the following:
 - Visit Nature Park
 - Dolphin Research Center
 - Beach walks, swimming, sun bathing
 - Drive back to Houston Fri May 11
 - Visit Houston Space Center
- Fly out of Houston Saturday May 12
- Arrive back in Anchorage evening of May 12
- Rent a motel room in Anchorage May 12
- Drive back to Tok Sunday, May 13

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Agenda Item: 5

ISSUE

- **Walter Northway School Close-Up Trip to Washington, DC**

BACKGROUND

- **Walter Northway School requests approval for a trip to Washington, DC, under the Close-Up program.**
- **Following is a description of the trip.**
- **The ASB scheduled a meeting for March 13 to approve the trip, but there was not a quorum present.**

RECOMMENDATION

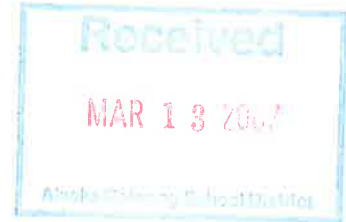
- **That the Close-Up trip for Walter Northway School be approved as presented pending approval of the ASB.**



Walter Northway School

PO Box 519
Northway, AK 99764
(907) 778-2287
Fax: (907) 778-2221

Home of the Warriors
March 10, 2007



Malinda Rallo, President
Regional School Board
Alaska Gateway School District
Box 226
Tok, Alaska 99780

Dear Ms. Rallo,

We are planning our Close-Up trip to Washington, D. C., April 22 to April 28, 2007. Seven students from our school have been selected to attend.

The Close-Up trip is an experience that every student should participate in if they have the opportunity. The week is completely planned by the Close-Up Foundation with classes, meetings, and meetings with our Senators Murkowski and Stevens and Representative Young. Our students come back full of experiences that we read about in books or see on TV.

The costs for the trip for each student is about \$500 (round trip airfare- Anchorage to Washington, D.C.) plus \$1349 (Close-Up's program tuition for the week long room, meals, and activities) for a total of \$1849 per student. Other expenses such as transportation to and from Anchorage, room for the night of return in Anchorage, fare from airport to hotel in Washington, D.C. or meals that are not included in Close-Up's fee for students and chaperone have not been included in this amount. We will be looking for cheaper airfares, raising the money and using some of our own monies for this trip.

We are requesting permission from the AGSD Regional School Board to attend Close Up this year. If there are any questions, please contact Becky Gallen at Northway School, 778-2287 or at home, 778-2204.

Sincerely,
Kluane Albert
Chelsie Marunde
Eva Thomas
Dena Paul
Kayli Hildebrand
Randy Demit
Mac May, Students
Becky Gallen, Sponsor

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

CEO's Report

ISSUE

- **CEO's Report**

BACKGROUND

- **Attended Tok ASB meeting.**
- **Visited Northway School three times.**
- **Visited Tetlin School.**
- **Visited Dot Lake School.**
- **Attended AASB Negotiating and Budget Workshop in Anchorage.**
- **Attended AASB Legislative Fly-In in Juneau.**
- **Reached agreements in bargaining with AGEA.**
- **Continued bargaining with AGESP.**
- **Following is the report of contract service days for December, January, and February.**

AURORA CORPORATE ENTERPRISES, INC.

B. A. WEINBERG CONTRACT SERVICE DAYS ALASKA GATEWAY SCHOOL DISTRICT

DECEMBER 2006				
DATE	HOURS	DAYS	LOCATION	
1	8.75	1.00	D. O.	
2	5.25	0.66	D. O.	
3	6.00	0.75	D. O.	
4	8.75	1.00	D. O.	
5	9.00	1.00	D. O.	
6	14.25	1.00	D. O.; Northway	
7	10.00	1.00	D. O.	
8	11.00	1.00	D. O.; Northway	
9	7.25	0.91	D.O.	
10	7.00	0.87	D.O.	
11	8.50	1.00	D.O.	
12	8.25	1.00	D.O.; Travel to AASB Workshop- ANC	
13				
14	8.00	1.00	AASB Negotiating & Budget Workshop- ANC	
15	8.00	1.00	AASB Negotiating & Budget Workshop- ANC	
16				
17				
18				
19				
20				
21				
22				
23				
24				
25				
26				
27				
28				
29				
30				
31				
Totals	120.00	13.19	9.10	Average Hours Per Day

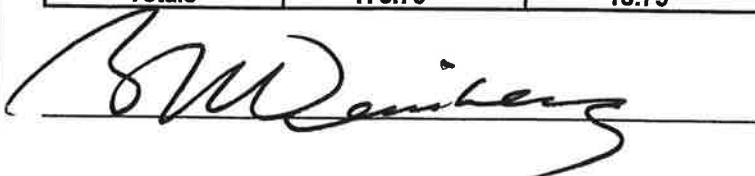


12/31/06

AURORA CORPORATE ENTERPRISES, INC.

B. A. WEINBERG CONTRACT SERVICE DAYS ALASKA GATEWAY SCHOOL DISTRICT

JANUARY 2007				
DATE	HOURS	DAYS	LOCATION	
1				
2				
3	9.50	1.00	Travel from AASB Workshop; D. O.	
4	10.50	1.00	D. O.	
5	10.25	1.00	D. O.	
6	8.25	1.00	D. O.	
7	5.00	0.62	D. O.	
8	12.50	1.00	D. O.	
9	8.25	1.00	D.O.	
10	9.00	1.00	D.O.	
11	9.50	1.00	D.O.	
12	9.50	1.00	D.O.	
13	8.00	1.00	D. O.; Tetlin	
14	3.25	0.41	D. O.	
15	9.50	1.00	D. O.	
16	9.50	1.00	D. O.	
17	11.50	1.00	D. O.	
18	9.00	1.00	D. O.	
19	11.50	1.00	D. O.; Northway	
20	5.25	0.66	D. O.	
21	5.50	0.69	D. O.	
22	8.50	1.00	D. O.	
23	3.00	0.37	D. O.	
24				
25				
26				
27				
28				
29				
30				
31				
Totals	176.75	18.75	9.43	Average Hours Per Day

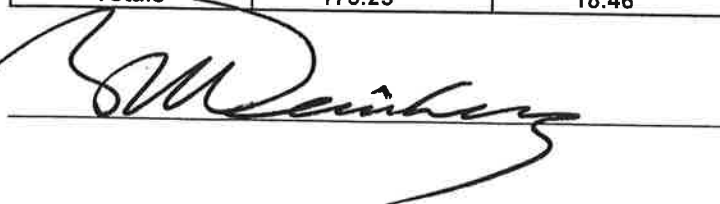


01/23/07

AURORA CORPORATE ENTERPRISES, INC.

**B. A. WEINBERG
CONTRACT SERVICE DAYS
ALASKA GATEWAY SCHOOL DISTRICT**

FEBRUARY 2007				
DATE	HOURS	DAYS	LOCATION	
1				
2				
3				
4	6.00	0.75	D. O.	
5	8.75	1.00	D. O.	
6	9.00	1.00	D. O.	
7	14.00	1.00	D. O.	
8	9.00	1.00	D. O.	
9	8.00	1.00	D. O.; To ANC for AASB Fly-In	
10	6.00	0.75	To JNU for AASB Fly-In	
11	9.50	1.00	AASB Fly-In	
12	10.50	1.00	AASB Fly-In	
13	6.50	0.81	AASB Fly-In	
14				
15				
16	4.00	0.50	To ANC	
17	7.00	0.87	To TOK	
18	8.00	1.00	D. O.	
19	11.75	1.00	D. O.; Dot Lake	
20	9.50	1.00	D. O.	
21	6.25	0.78	D. O.	
22				
23				
24				
25	9.50	1.00	D. O.	
26	10.00	1.00	D. O.	
27	12.25	1.00	D. O.	
28	10.75	1.00	D. O.	
29				
30				
31				
Totals	176.25	18.46	9.55	Average Hours Per Day



02/28/07

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

GAP Report

ISSUE

- **GAP Report**

BACKGROUND

- **Following is a report on the Gateway Afterschool Program.**

GAP REPORT

General Info./Staffing:

GAP is currently operating in all 7 school sites. The overall goal of GAP is academic enrichment and this is accomplished through tutoring, mentoring, and other activities that support that goal. GAP partners with the local schools as well as other community agencies and programs including Boys & Girls Club and Big Brothers/Big Sisters to provide a variety of after-school services to students of all ages. Community volunteers also help to support after-school services including open gym time. The activities offered at sites are scheduled to occur after the homework/study time.

In the smaller sites in particular, school staff provide the GAP activities with the larger sites employing a site mgr. (Tok, Northway, and Eagle). Site staff are hired under MOAs depending on the identified needs of each site. Reporting is done to the local administrator by the site staff as well as to either the local ASB or a GAP Steering Committee (Eagle). Changes are made to staff and programming at the end of each quarter based on input from site staff and actual numbers of participation for activities. Due to changes in GAP and local school staff this year, determination for this year's GAP programming was based on last year's programming and locally identified needs/interests.

Budget:

There has not been a set amount budgeted to each site in the past. Determination for staffing and program supplies has been based on activity schedules and approved requests. If a particular site has numerous program requests, there is a limit placed on that site in order to be fair to all sites. Some of the sites have limited or little supply requests as their programming is often donated or the scheduling requires time more than tangible supplies.

The budget for this program year began July 1, 2007 at \$325,666 for direct program services and staff; an additional amount of \$24,371 was approved for transportation/staff (original request was for \$50,000). Due to budget, limited summer activities are also offered in some of the 7 school sites. Tok and Eagle also provided summer activities under the AK I.C.E. funding, which ended as of this past summer.

Travel is one of the budget items, other than staff, that is significantly higher than other line items. Northway provides bus transportation home for GAP participants and Tok provides van transportation home for about half of the GAP participants. If transportation is not provided then attendance is significantly impacted. Participants need to attend at least 30 days to meet the regular attendance requirement for ACLC (Alaska Community Learning Center) grants.

Schedules:

Site staff determines the schedule for their sites based on input from and availability of staff, interests of participants, and budget. Based on the overall goal for the grant and concerns with AYP, the focus continues to be on academic enrichment that prioritizes tutoring/homework time and other academic support for students. To encourage participation in academic activities, there are incentive programs planned for sites for this quarter.

Enrollment:

Current enrollment** numbers for each site are as follows:

Dot Lake:	14
Eagle:	36 (includes preK)
Mentasta:	16
Northway:	32
Tanacross:	20
Tetlin:	24
Tok:	90 (includes AcaDeca)

Programs are offered at some of the sites for Kindergarteners based on the local kindergarten schedule, numbers of students, and level of participation. In Tok, all of the students participate in this activity; in Northway, Kindergarten GAP ended last quarter, as there was only 1 student participant. The Kindergarten students can still participate in GAP activities offered after the regular school day.

**The above numbers are enrollment numbers; actual attendance varies from 30 to 100% at sites.

Please contact me if you would like additional information on any of the items in this report.

Thank you,

Pam Gingue
GAP Coordinator

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Financial Report

ISSUE

- **Financial Report**

BACKGROUND

- **Following is the current financial report.**

DATE - 3/05
TIME - 13:45:25
PROG - GNL..570
REPT - SCH BD

ALASKA GATEWAY SCHOOL DISTRICT
EXPENDITURES BY FUNCTION SUMMARY

March 31, 2007

ACCOUNT NUMBER / TITLE	CURRENT BUDGET	YEAR TO DATE ACTIVITY	OUTSTANDING ENCUMBRANCES	UNCOMMITTED BALANCE	% OF BUDGET COMMITTED
FUND 100 GENERAL FUND					
100.XXX.100.XXX.XXX INSTRUCTION	2,943,027.00	1,524,301.21	4,332.79	1,414,393.00	51.94 %
100.XXX.140.XXX.XXX CORRESPONDENCE	.00	.00	.00	.00	.00 %
100.XXX.160.XXX.XXX VOCATIONAL EDUCATION	100,697.00	51,847.28	443.26	48,406.46	51.93 %
100.XXX.200.XXX.XXX SPECIAL EDUCATION/INST.	635,421.00	329,357.00	.00	306,064.00	51.83 %
100.XXX.220.XXX.XXX SPECIAL EDUCATION/SUPPORT	72,345.00	47,064.14	21,174.36	4,106.50	94.32 %
100.XXX.300.XXX.XXX SUPPORT SERVICES/TESTING	6,998.00	3,193.90	.00	3,804.10	45.64 %
100.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	44,308.00	25,515.06	.00	18,792.94	57.59 %
100.XXX.351.XXX.XXX QUALITY SCHLS/IMP INST SV	17,597.00	7,233.69	.00	10,363.31	41.11 %
100.XXX.352.XXX.XXX LIBRARY SERVICES	47,872.00	22,984.63	.00	24,887.37	48.01 %
100.XXX.354.XXX.XXX INSERVICE	20,211.00	13,749.64	.00	6,461.36	68.03 %
100.XXX.400.XXX.XXX SCHOOL ADMINISTRATION	197,640.00	112,569.61	.00	85,070.39	56.96 %
100.XXX.450.XXX.XXX SCHOOL ADMIN SUPPORT SVCS	101,022.00	57,300.18	.00	43,721.82	56.72 %
100.XXX.511.XXX.XXX BOARD OF EDUCATION	71,100.00	31,451.37	18,000.00	21,648.63	69.55 %
100.XXX.512.XXX.XXX OFFICE OF THE SUPT.	168,489.00	91,849.44	.00	76,639.56	54.51 %
100.XXX.550.XXX.XXX DISTRICT ADMIN.SUPPORT	212,466.00	168,390.58	4,042.00	40,033.42	81.16 %
100.XXX.600.XXX.XXX OPERATION & MAINTENANCE	1,580,353.00	1,057,609.27	2,029.90	518,966.00	67.16 %
100.XXX.700.XXX.XXX STUDENT ACTIVITIES	42,840.00	31,675.64	.00	11,164.36	73.94 %
100.XXX.900.XXX.XXX OTHER FINANCING USES	226,011.00	.00	.00	226,011.00	.00 %
100.XXX.XXX.XXX.XXX GENERAL FUND	6,488,397.00	3,576,092.64	50,022.31	2,860,534.22	55.91 %
FUND 205 STUDENT TRANSPORTATION					
205.XXX.760.XXX.XXX STUDENT TRANSPORTATION	439,266.00	307,979.17	.00	131,286.83	70.11 %
205.XXX.XXX.XXX.XXX STUDENT TRANSPORTATION	439,266.00	307,979.17	.00	131,286.83	70.11 %
FUND 233 TITLE 1, SCHOOL IMPROVE					
233.XXX.100.XXX.XXX INSTRUCTION	29,931.00	6,816.69	557.00	22,557.31	24.64 %
233.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	2,000.00	.00	.00	2,000.00	.00 %
233.XXX.XXX.XXX.XXX TITLE 1, SCHOOL IMPROVE	31,931.00	6,816.69	557.00	24,557.31	23.09 %
FUND 234 FASD					
234.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	3,764.92	965.65	.00	2,799.27	25.65 %
234.XXX.XXX.XXX.XXX FASD	3,764.92	965.65	.00	2,799.27	25.65 %
FUND 235 EAGLE BOOKS/MATERIALS					
235.XXX.100.XXX.XXX INSTRUCTION	9,000.00	8,894.29	.00	105.71	98.83 %
235.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	1,000.00	.00	.00	1,000.00	.00 %
235.XXX.XXX.XXX.XXX EAGLE BOOKS/MATERIALS	10,000.00	8,894.29	.00	1,105.71	88.94 %
FUND 236 MENTASTA BOOKS/MATERIALS					
236.XXX.100.XXX.XXX INSTRUCTION	9,000.00	8,544.73	1,485.10	1,029.83	111.44 %
236.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	1,000.00	.00	.00	1,000.00	.00 %
236.XXX.XXX.XXX.XXX MENTASTA BOOKS/MATERIALS	10,000.00	8,544.73	1,485.10	29.83	100.30 %
FUND 237 NORTHWAY BOOKS/MATERIALS					

ACCOUNT NUMBER / TITLE	CURRENT BUDGET	YEAR TO DATE ACTIVITY	OUTSTANDING ENCUMBRANCES	UNCOMMITTED BALANCE	% OF BUDGET COMMITTED
237.XXX.100.XXX.XXX INSTRUCTION	9,000.00	7,358.86	724.62	916.52	89.82 %
237.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	1,000.00	.00	.00	1,000.00	.00 %
237.XXX.XXX.XXX.XXX NORTHWAY BOOKS/MATERIALS	10,000.00	7,358.86	724.62	1,916.52	80.83 %
FUND 255 FOOD SERVICE					
255.XXX.790.XXX.XXX FOOD SERVICES	402,483.00	249,596.01	.00	152,886.99	62.01 %
255.XXX.XXX.XXX.XXX FOOD SERVICE	402,483.00	249,596.01	.00	152,886.99	62.01 %
FUND 260 TITLE VI-B					
260.XXX.200.XXX.XXX SPECIAL EDUCATION/INST.	142,501.88	83,440.43	2,903.54	56,157.91	60.59 %
260.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	9,519.12	4,035.39	.00	5,483.73	42.39 %
260.XXX.XXX.XXX.XXX TITLE VI-B	152,021.00	87,475.82	2,903.54	61,641.64	59.45 %
FUND 261 TITLE I PART A					
261.XXX.100.XXX.XXX INSTRUCTION	128,168.73	84,534.82	.00	43,633.91	65.96 %
261.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	54,934.06	39,625.98	.00	15,308.08	72.13 %
261.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	12,231.21	1,790.60	.00	10,440.61	14.64 %
261.XXX.XXX.XXX.XXX TITLE I PART A	195,334.00	125,951.40	.00	69,382.60	64.48 %
FUND 263 AK COMMUNITY LEARNING CTR					
263.XXX.100.XXX.XXX INSTRUCTION	238,708.43	129,965.23	1,092.23	107,650.97	54.90 %
263.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	111,330.00	74,477.22	68.03	36,784.75	66.96 %
263.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	23,382.57	9,950.83	.00	13,431.74	42.56 %
263.XXX.XXX.XXX.XXX AK COMMUNITY LEARNING CTR	373,421.00	214,393.28	1,160.26	157,867.46	57.72 %
FUND 264 TCHR/PRIN TRAIN/RECRUIT					
264.XXX.100.XXX.XXX INSTRUCTION	5,894.00	.00	.00	5,894.00	.00 %
264.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	394.00	.00	.00	394.00	.00 %
264.XXX.XXX.XXX.XXX TCHR/PRIN TRAIN/RECRUIT	6,288.00	.00	.00	6,288.00	.00 %
FUND 266 MIGRANT ED TITLE 1 PART C					
266.XXX.100.XXX.XXX INSTRUCTION	58,696.01	23,221.88	551.51	30,952.87	47.27 %
266.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	12,461.50	27,027.76	.00	14,566.26	216.89 %
266.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	6,318.99	943.19	.00	5,118.16	19.00 %
266.XXX.XXX.XXX.XXX MIGRANT ED TITLE 1 PART C	77,476.50	51,192.83	551.51	21,504.77	72.24 %
FUND 267 TITLE V-A NCLB					
267.XXX.100.XXX.XXX INSTRUCTION	10,870.72	3,510.77	.00	7,359.95	32.30 %
267.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	63,653.95	41,698.95	.00	21,955.00	65.51 %
267.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	4,978.25	554.08	.00	4,424.17	11.13 %
267.XXX.XXX.XXX.XXX TITLE V-A NCLB	79,502.92	45,763.80	.00	33,739.12	57.56 %
FUND 270 TEAM NUTRITION TRAINING					

ALASKA GATEWAY SCHOOL DISTRICT
EXPENDITURES BY FUNCTION SUMMARY
March 31, 2007

ACCOUNT NUMBER / TITLE	CURRENT BUDGET	YEAR TO DATE ACTIVITY	OUTSTANDING ENCUMBRANCES	UNCOMMITTED BALANCE	% OF BUDGET COMMITTED
270.XXX.790.XXX.XXX FOOD SERVICES	23,770.00	7,650.61	.00	16,119.39	32.19 %
270.XXX.XXX.XXX.XXX TEAM NUTRITION TRAINING	23,770.00	7,650.61	.00	16,119.39	32.19 %
FUND 274 CSR - MENTASTA					
274.XXX.100.XXX.XXX INSTRUCTION	6,742.38	5,864.29	.00	878.09	86.98 %
274.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	9,110.00	3,343.92	.00	5,766.08	36.71 %
274.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	792.62	516.11	.00	276.51	65.11 %
274.XXX.XXX.XXX.XXX CSR - MENTASTA	16,645.00	9,724.32	.00	6,920.68	58.42 %
FUND 275 TITLE 1 CHOICE					
275.XXX.100.XXX.XXX INSTRUCTION	11,443.61	.00	.00	11,443.61	.00 %
275.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	764.39	.00	.00	764.39	.00 %
275.XXX.XXX.XXX.XXX TITLE 1 CHOICE	12,208.00	.00	.00	12,208.00	.00 %
FUND 276 TITLE 1 HIGHLY QUALIFIED					
276.XXX.100.XXX.XXX INSTRUCTION	11,443.61	850.00	.00	10,593.61	7.43 %
276.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	764.39	.00	.00	764.39	.00 %
276.XXX.XXX.XXX.XXX TITLE 1 HIGHLY QUALIFIED	12,208.00	850.00	.00	11,358.00	6.96 %
FUND 277 ENHANCED ED THRU TECH					
277.XXX.100.XXX.XXX INSTRUCTION	4,571.00	.00	.00	4,571.00	.00 %
277.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	305.00	.00	.00	305.00	.00 %
277.XXX.XXX.XXX.XXX ENHANCED ED THRU TECH	4,876.00	.00	.00	4,876.00	.00 %
FUND 278 TITLE 1, PROF DEVELOPMENT					
278.XXX.100.XXX.XXX INSTRUCTION	22,887.14	5,706.98	1,136.00	16,044.16	29.90 %
278.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	1,528.86	.00	.00	1,528.86	.00 %
278.XXX.XXX.XXX.XXX TITLE 1, PROF DEVELOPMENT	24,416.00	5,706.98	1,136.00	17,573.02	28.03 %
FUND 286 CARL PERKINS BASIC					
286.XXX.160.XXX.XXX VOCATIONAL EDUCATION	13,786.56	2,458.34	7,408.98	3,919.24	71.57 %
286.XXX.350.XXX.XXX SUPPORT SERVICES/INSTRUCT	9,898.20	6,455.30	.00	3,442.90	65.22 %
286.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	1,184.24	292.29	.00	891.95	24.68 %
286.XXX.XXX.XXX.XXX CARL PERKINS BASIC	24,869.00	9,205.93	7,408.98	8,254.09	65.81 %
FUND 350 INDIAN EDUCATION					
350.XXX.100.XXX.XXX INSTRUCTION	55,773.33	15,884.53	.00	39,888.80	28.48 %
350.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	2,788.67	34.88	.00	2,753.79	1.25 %
350.XXX.XXX.XXX.XXX INDIAN EDUCATION	58,562.00	15,919.41	.00	42,642.59	27.18 %
FUND 370 TETLIN TEACHER HOUSING					
370.XXX.600.XXX.XXX OPERATION & MAINTENANCE	4,527.71	879.99	.00	3,647.72	19.44 %

ACCOUNT NUMBER / TITLE	CURRENT BUDGET	YEAR TO DATE ACTIVITY	OUTSTANDING ENCUMBRANCES	UNCOMMITTED BALANCE	% OF BUDGET COMMITTED
370.XXX.XXX.XXX TETLIN TEACHER HOUSING	4,527.71	879.99	.00	3,647.72	19.44 %
FUND 372 COMMUNITY ENGAGEMENT					
372.XXX.100.XXX.XXX INSTRUCTION	6,059.60	6,059.60	.00	.00	100.00 %
372.XXX.700.XXX.XXX STUDENT ACTIVITIES	.00	.00	.00	.00	.00 %
372.XXX.XXX.XXX.XXX COMMUNITY ENGAGEMENT	6,059.60	6,059.60	.00	.00	100.00 %
FUND 373 STUDENT ACTIVITIES					
373.XXX.700.XXX.XXX STUDENT ACTIVITIES	5,617.00	27,666.44	.00	22,049.44	492.55 %
373.XXX.XXX.XXX.XXX STUDENT ACTIVITIES	5,617.00	27,666.44	.00	22,049.44	492.55 %
FUND 375 AASB-CDL PROJECT					
375.XXX.100.XXX.XXX INSTRUCTION	112,439.00	112,439.00	.00	.00	100.00 %
375.XXX.XXX.XXX.XXX AASB-CDL PROJECT	112,439.00	112,439.00	.00	.00	100.00 %
FUND 376 CASH FOR CLASS					
376.XXX.100.XXX.XXX INSTRUCTION	5,000.00	.00	.00	5,000.00	.00 %
376.XXX.XXX.XXX.XXX CASH FOR CLASS	5,000.00	.00	.00	5,000.00	.00 %
FUND 377 CONOCOPHILLIPS					
377.XXX.100.XXX.XXX INSTRUCTION	2,000.00	382.67	83.21	741.02	62.95 %
377.XXX.XXX.XXX.XXX CONOCOPHILLIPS	2,000.00	382.67	83.21	741.02	62.95 %
FUND 502 SPECIAL CAPITAL PROJECTS					
502.XXX.881.XXX.XXX ADMINISTRATION	442.07	.00	.00	.00	100.00 %
502.XXX.883.XXX.XXX DESIGN	5,133.77	.00	.00	.00	100.00 %
502.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	294,955.78	73,571.54	1,817.31	4,485.68	98.48 %
502.XXX.XXX.XXX.XXX SPECIAL CAPITAL PROJECTS	300,531.62	73,571.54	1,817.31	4,485.68	98.51 %
FUND 503 NWAY SOIL/MECH UPGRADE					
503.XXX.000.XXX.XXX	.00	.00	.00	.00	.00 %
503.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	149,259.92	.00	.00	149,259.92	.00 %
503.XXX.900.XXX.XXX OTHER FINANCING USES	.00	149,259.92	.00	149,259.92	9999.99 %
503.XXX.XXX.XXX.XXX NWAY SOIL/MECH UPGRADE	149,259.92	149,259.92	.00	.00	100.00 %
FUND 508 TOK MULTIPURPOSE COMPLEX					
508.XXX.881.XXX.XXX ADMINISTRATION	22,075.00	.00	.00	14,485.54	34.38 %
508.XXX.883.XXX.XXX DESIGN	64,343.00	8,948.20	.00	92,778.59	244.19 %
508.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	40,215.00	.00	.00	38,485.38	4.30 %
508.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	907,665.00	9,510.17	.00	59,432.67	93.45 %
508.XXX.XXX.XXX.XXX TOK MULTIPURPOSE COMPLEX	1,034,298.00	561.97	.00	19,625.00	98.10 %
FUND 509 NORTHWAY STRUCTURAL UPRD					

DATE - 3/05
TIME - 13:45:25
PROG - GNL.570
REPT - SCH BD

ALASKA GATEWAY SCHOOL DISTRICT
EXPENDITURES BY FUNCTION SUMMARY
March 31, 2007

ACCOUNT NUMBER / TITLE	CURRENT BUDGET	YEAR TO DATE ACTIVITY	OUTSTANDING ENCUMBRANCES	UNCOMMITTED BALANCE	% OF BUDGET COMMITTED
509.XXX.881.XXX.XXX ADMINISTRATION	20,563.00	.00	.00	18,745.51	8.84 %
509.XXX.883.XXX.XXX DESIGN	64,000.00	10,970.07	.00	5,687.88-	108.89 %
509.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	39,205.00	.00	.00	6,088.71	84.47 %
509.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	770,759.00	.00	.00	47,185.26	93.88 %
509.XXX.XXX.XXX NORTHWAY STRUCTURAL UPGRD	894,527.00	10,970.07	.00	66,331.60	92.58 %
FUND 510 TETLIN SEWER LINE PROJECT					
510.XXX.881.XXX.XXX ADMINISTRATION	1,724.00	.00	.00	864.44	49.86 %
510.XXX.883.XXX.XXX DESIGN	5,100.00	.00	.00	.00	100.00 %
510.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	3,976.00	.00	.00	3,130.95	21.25 %
510.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	67,854.00	.00	.00	4,659.00	93.13 %
510.XXX.XXX.XXX TETLIN SEWER LINE PROJECT	78,654.00	.00	.00	8,654.39	89.00 %
FUND 511 TETLIN SITE IMPROVEMENTS					
511.XXX.881.XXX.XXX ADMINISTRATION	5,505.00	.00	.00	4,443.02	19.29 %
511.XXX.883.XXX.XXX DESIGN	14,680.00	5,578.50	.00	4,947.75	66.30 %
511.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	9,175.00	5,578.50-	.00	9,175.00	.00 %
511.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	192,879.00	9,500.00	.00	10,630.00	94.49 %
511.XXX.XXX.XXX TETLIN SITE IMPROVEMENTS	222,239.00	9,500.00	.00	29,195.77	86.86 %
FUND 512 TETLIN BLDG IMPROVEMENTS					
512.XXX.881.XXX.XXX ADMINISTRATION	20,790.00	224.94	.00	19,503.07	6.19 %
512.XXX.883.XXX.XXX DESIGN	69,300.00	.00	.00	1,639.59	97.63 %
512.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	20,790.00	.00	.00	12,030.41	42.13 %
512.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	727,776.00	2,584.13	.00	190,822.57	73.78 %
512.XXX.886.XXX.XXX EQUIPMENT/FURNISHINGS	34,650.00	21,604.00	5,656.25	7,389.75	78.67 %
512.XXX.XXX.XXX TETLIN BLDG IMPROVEMENTS	873,306.00	24,413.07	5,656.25	231,385.39	73.50 %
FUND 513 DW CARPET AND FLOORING					
513.XXX.556.XXX.XXX DIST.ADMIN./INDIRECT COST	5,500.00	.00	.00	5,500.00	.00 %
513.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	49,500.00	.00	.00	15,016.54	69.66 %
513.XXX.XXX.XXX DW CARPET AND FLOORING	55,000.00	.00	.00	20,516.54	62.70 %
FUND 514 DOT LAKE MECH. UPGRADE					
514.XXX.881.XXX.XXX ADMINISTRATION	27,278.00	.00	.00	26,839.25	1.61 %
514.XXX.883.XXX.XXX DESIGN	81,834.00	37,525.49	.00	44,308.51	45.86 %
514.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	45,463.00	44.50	.00	45,418.50	.10 %
514.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	954,729.00	.00	.00	954,729.00	.00 %
514.XXX.XXX.XXX DOT LAKE MECH. UPGRADE	1,109,304.00	37,569.99	.00	1,071,295.26	3.43 %
FUND 515 MENTASTA BLDG UPGRADES					
515.XXX.881.XXX.XXX ADMINISTRATION	43,207.00	.00	.00	42,768.25	1.02 %
515.XXX.883.XXX.XXX DESIGN	129,622.00	64,577.24	.00	65,044.76	49.82 %
515.XXX.884.XXX.XXX CONSTRUCTION MANAGEMENT	95,712.00	48.95	.00	95,663.05	.05 %
515.XXX.885.XXX.XXX CONSTRUCTION/CONTRACTOR	1,517,366.00	.00	.00	1,517,366.00	.00 %

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Principals' Reports

ISSUE

- **Principals' Reports**

BACKGROUND

- **Following is a principal's report.**

Principal's Report
Eagle Community School
March 1, 2007
Prepared by Ann Riley Millard

Enrollment

We have 23 students enrolled in grades K-12. This includes 14 children in grades K-6; 9 students in grades 7-12; and 1 pre-school student. Of the K-12 children, 8 are Alaska Native & 15 are Caucasian. We have 6 K-12 students with active IEPs.

Status of Facility

Water System

The school's water is from well 2, which was the well that was used last year and rehabilitated. The natural carbonation is supposed to be removed by the filtration system, but everyone agrees that the water tastes like flat Alka Seltzer. We are still getting drinking water from the town's well house, although the school's well is used for everything else. I would like to request a copy of the results of the tests to see if there is still lead present in the water from the tap and fountain.

Tile Replacement-Summer Maintenance Request

In addition to the cracked and loose tiles in classrooms 1 & 2, the front hall and the back hallway by the kitchen and shop, we are requesting that the carpet in the lunchroom area be replaced with tile for ease of cleaning. It is my understanding that the tiles in the classrooms will be grey-blue (left over from another job) and the hallways will be medium blue (our selection). Perhaps the remaining leftover grey-blue could be used to trim the medium blue and make the lunchroom project more cost effective, since Chris will be there doing the tile work anyway.

Budget

Energy Use

I have been monitoring our energy use in FY07 compared to FY06 (kilowatt hours) and am concerned with the increasing kilowatt hours. I appreciate the monthly spreadsheet comparing this year's use with last year's. I would also like to see the kilowatt usage for FY05, 04 and 03. I intend to make a graph of kilowatt usage to analyze the sources of increases.

I suspect two main sources. First, there is heat tape from the school to well 1. I believe we were using well 1 for some time, but I don't know if this long run of heat tape has been on or off and for how long. That could contribute to the use of electricity. Second, we are running a lot of freezers and food storage appliances. I'm sure that they contribute significantly to the kilowatt usage.

We have implemented measures to reduce our usage. I have been trying to get staff and students to shut off computers and use only some of the lights. Our custodian has been replacing burned out fluorescent light tubes. This should reduce our usage, but it doesn't seem to be having much effect. We will continue to monitor and analyze the energy use data in an effort to reduce it.

Use of the van and the Student Activities budget

We are currently using the district van, which is maintained from Eagle's Student Activities budget, to transport a special ed child to and from school. This is 32 miles per day. The Student Activities budget is paying for gas, oil, belts, chains for the tires and maintenance. The chains are already worn out. If this vehicle is going to safely transport this special education child, it needs studded tires all the way around. The Student Activities budget is being reimbursed at the rate of ~\$.46 per mile. Using this van for this purpose is costing more than the reimbursement and it is being taken away from all the students' activities money. A spreadsheet is being prepared to document these costs and the reimbursement, which will be sent under separate cover. We are requesting an increase in the per mile reimbursement that is paid to Eagle's Student Activities budget for the use of the vehicle.

The Christmas Clowns

The Eagle School Christmas program was a big success including performances by each class and small groups of students, including two songs sung in Spanish directed by Mary Morris, who taught the students Spanish during the first semester. The high school put on a play entitled the Clowns' Christmas.

CPR and First Aid classes

The 6th-12th grade students received instruction in CPR on Feb. 12th-16th, and will receive First Aid training on Mar. 12th-16th.

Distance Delivery Classes

We have 8 students enrolled in the Vet Tech program from Eagle, including 3 high school students, the high school teacher, and 4 community members. This semester they are taking Animal Nutrition via audio conference. We have set up a classroom for our distance delivery and vocational ed classes with computers, video conferencing equipment, and supplies and equipment for crafts classes. This equipment can be used for video-conferencing with Tok to reduce the need for travel to inservices or meetings. We still need to have a phone line in that classroom so students can take the audio conference classes from that room as well. We are requesting funds to have the telephone line in that room hooked up; an extension of 547-2310 would work fine. Since there is already a telephone jack in that room, it would be a fairly simple matter to activate it.

Intern at Eagle Community Radio

The General Manager of KEAA-LP FM is training a 6th grader as a radio announcer. The intern is now responsible for making announcements after school and at lunch as well as importing more CDs into iTunes.

MathCounts Competition

Eagle's team of 3 students placed 4th in a field of 6 of MathCounts rural teams. All the team members will be eligible to compete again next year, so we have great hopes for the future.

Student Council Fundraisers

In addition to the sales of juice from the machine, the Student Council has hosted a Christmas bazaar, made and sold craft items some of which are sold by our sister school in Sitka, hosted a Valentine's Day dinner and two dinners during the Yukon Quest.

GAP

GAP continues to provide high quality programs for all of our students,

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

ASB Minutes

ISSUE

- **Advisory School Board Minutes**

BACKGROUND

- **Following are ASB minutes.**

**ASB Mentasta
February 6, 2007**

**Meeting called to order at 3:25 by Lottie Wolf
Members in attendance: Crystal, Diane, Lottie, John C.
There was no meeting in January due to the local tragedies in that month.**

Meeting opened with prayer by John C.

Old business; open gym discussed New hours 4:30-5:30 Tuesday and Thursday following GAP. Lottie would like to attend the next RSB meeting to discuss a more open policy on the use of the gym by the community. She may bring the topic up under the "non-agenda" portion of the RSB meeting according to CEO Al Weinberg.

School attendance is up, though possibly fluid, more students. Overall absenteeism is down. The letter sent out on December 11 was reviewed.

Crystal made comment that she acts as liason to the village council on what is going on and fields questions as they arise at that meeting.

New business: spring break time

We will make a request to the CEO and the RSB to allow us to change our spring break from March 19-23 to March 12-16. This will coordinate with Doyon, the dog races, and other activities in Fairbanks, allowing for families to attend without having to have more absenteeism from school during that period.

School renovation labor: Will there be local hire? John is to call the district office to inquire.

Graduation was mentioned but only to find out the approximate number of kindergarten, eighth grade, and seniors. Numbers given.

Meeting adjourned: 4:20

Notes taken by John C.

Tok ASB Meeting 12-13-06
Tok School Library @ 5:00 PM

Meeting called to order at 5:05 PM

Members present Randy Rallo, Pam Gingue, Judy Komorowski, Crystal Burns, Chris Rauch, LeAnn Young and Candy Thurneau present

Agenda approved with the following amendments Action/discussion a..Poll Vote State f.
Background check and g. Secretary Position

Judy moved to approve the minutes of 11-21-06

Principal Report

One-to-One update

Student Council Christmas Tree Contest

School-wide Christmas Party

Spanish Class – RSB approved 1st Sem did not approve 2nd Semester

PTSA and Indian Education meetings

GAP Reports

12-21 Sledding Day

No GAP Friday – Movie Night Barnyard

Jan 10th Schedule ending, New Schedule starting January 15th

Discussion/Action Items

Judy moved to ratify the poll vote for the state HSVB and HSW at \$100 for each participant going to state. Motion passed. 3/2

Judy moved that the ASB request the RSB to reinstate the state level competition funds that was previously reimbursed at 66.67% for all legitimate costs. Motion passed
A letter will be written up to review at the next ASB meeting.

Crystal moved to not approve to waive the van fee for state competition. Motion passed.

Summer Maintenance

Bi-fold doors between the MPR and Music Room, Painting of classrooms, Rekey School

Formal dress attire will be discussed at the handbook committee meeting in the future.

Crystal moved that the ASB make a recommendation to the RSB look into background checks on substitutes, MOA, short-term/long-term employees that work with children in the schools. A letter will be type up to review at the next ASB meeting.

Secretary Position

Judy moved the ASB request support for an addition 1/2 time secretary at Tok school and the 2nd semester Spanish Teacher position. Motion passed

Next meeting Wednesday, January 17th @ 5 PM

Meeting Adjourned 6:35 PM

The regular meeting of the Walter Northway Advisory School Board was held at the Walter Northway School Library on

Minutes

1/3/07

Call to Order:

6:47 p.m.

Roll Call:

Present: Cherie Marunde, Cora Demit, Delores Bernhardt, Moya James

Absent: Lyle Cronk,

Guests: Polly Hyslop, Chelsie Marunde

Approval of Agenda:

Add/Change:

Approval of minutes,

Move Delores Bernhardt, Second Cherie Marunde: Passed

Public Comments,

Move Delores Bernhardt; Second Cherie Marunde: Passed

Approval of Agenda,

Move Delores Bernhardt; Second Cherie Marunde: Passed

Approval of Minutes:

Add/Change:

Approval of School Activities Budget between Emergency Response Team and Calendar Changes.

Move Cherie Marunde; Second Delores Bernhardt: Passed

Public Comments:

Northway Language Council—Polly Hyslop

NLC is looking for space in the Northway Community Library to archive a local collection. They request the use of copy machines, laminators, binders to produce and maintain the collection. Also, the NLC requests the use of the School for fundraising.

We resolve to allow the Northway Language Council to reproduce the Avis Sam's language book, using the School's equipment, provided that the NCL furnishes all supplies, including paper, ink, laminate, and binders

Moved Moya James; Second Delores Bernhardt: Passed

Old Business:

Activities Budget

Move dollar amount in High School Boys to Other Expenses

Moved Delores Bernhardt; Second Moya James; Passed

Info only:

- *School Handbook sent to Scott MacManus
- *Emergency Preparedness Response Team, no teacher yet, suggested community members are: Cheryl Silas or Robert Silas
- *Bus Conduct Letter sent on 1/3/06

New Business:

ASB requests information on NVC Van's new tires, Insurance on travel to Tok, gas paid for travel, transportation to Tok. Who approved all of the aforementioned.

Adjournment:

Next meeting set for February 6th 2007 at 6:30 p.m.

Adjourned 8:02 p.m.

Moved Moya James; Second Cherie Marunde: Passed

**To: District Board Members
Alaska Gateway School District**

Date: 03/15/07

From: CEO

Correspondence/Miscellaneous

ISSUE

- **Correspondence/Miscellaneous**

BACKGROUND

- **Following is correspondence.**

January 26, 2007

Dear Mr. Weinberg and members of the Board,

This letter is to inform you that I will not be returning at the end of my leave of absence. I have filed my papers with TRS and am asking that my date of termination be January 26, 2007. Thank you for allowing me to serve the children of this community as a teacher in Tok School.

Sincerely,

A handwritten signature in black ink, appearing to read "Troy Abel". The signature is written in a cursive style with a large, looping initial "T" and a long, sweeping underline.

Troy Abel



SCHOOL DISTRICT

P.O. BOX 226, TOK, AK 99780

907-883-5151 Fax: 907-883-5154

February 5, 2007

Troy Abel
PO Box 696
Tok, AK 99780

Re: Retirement

Dear Troy:

This is to acknowledge your resignation effective January 26, 2007. Congratulations on your retirement.

On behalf of the Board and administration of Alaska Gateway School District, I want to thank you for your many years of dedicated service at Tok School. Through your outstanding work as an educator and your high moral character, you have made a positive and powerful impact on the lives of many Tok children that will be with them throughout their lives.

Best wishes to you and Rita as you enjoy your retirement.

Sincerely,

B. A. Weinberg, CEO
ALASKA GATEWAY SCHOOL DISTRICT

Date: February 2, 2007

To: Regional School Board

From: Tok Advisory School Board ~~DK~~

Re: Funding/Policy Change Recommendations

On behalf of the Tok Advisory School Board, I am submitting this letter for 2 items discussed at one of our ASB meetings.

First, we would like to request that the District reinstate the policy of assisting teams, academic and athletic, that earn the right to participate at the state level. We feel that these teams are representing our district and should be supported so that they can participate fully in the experience.

Secondly, we would like to recommend a policy change regarding background checks for employees. We would like to see that policy broadened to also include subs and coaches and anyone else who works with our children on a regular basis. We realize that this will require additional funds but feel that the cost of the background checks including fingerprinting is far less than the cost of harm coming to any of our children.

Please let us know what you decide on these recommendations.
Thank you very much for your time.



SCHOOL DISTRICT

P. O. Box 226
Tok, AK 99780

907-883-5151
Fax: 907-883-5154

February 26, 2007

Advisory School Board
Tok School
Tok, AK 99780

Dear ASB Members:

I am writing in response to your letter to the District Board regarding student activity funds and employee security checks.

You have requested funding for academic and athletic teams to participate in state tournaments. I am a supporter of student activities and wish the District were better able to fund these worthwhile programs. The Board eliminated special funding for state tournaments a few years ago in favor of support for the core instructional program. If the Board felt that additional funds were now available for student activities, I would recommend that they be distributed on an equitable basis to all schools rather than funding travel to state tournaments, which would likely benefit predominantly Tok School.

Your second recommendation is for criminal background checks to be required of substitutes and coaches who are not regular employees. Our policy (copy attached) requires criminal background checks for permanent employees. It also provides that checks may be required of temporary employees if there is reason to believe they are warranted. Although no system of background checks, regardless of how stringent, can guarantee that an employee will not harm a child or adult while on duty, the policy we have seems to be adequate. You are correct that a more extensive security check program would cost more money. It would also require more District Office staff time. Given the current staffing level of the District Office, I will not recommend that we take on additional duties unless I believe they are absolutely essential.

I wish to thank the ASB for these recommendations. They represent valid concerns. If our funding and staffing situation were better, I would be more inclined to support your requests.

I will place your letter and my response under "correspondence" in the agenda of the next regular Board meeting.

Sincerely,

B. A. Weinberg, CEO
ALASKA GATEWAY SCHOOL DISTRICT

Security Check

BP 4310

The Board desires to hire personnel whose background and behavior exemplify a standard deemed appropriate for individuals working with children. A reasonable effort will be made to investigate the background of applicants prior to hire. This investigation will include questions related to an applicant's background and a search of the sexual offender database and may also include but not necessarily be limited to communications with references, former employees, or others as deemed necessary and appropriate. The selected applicant for a permanent position must authorize a criminal background check and submit fingerprints for law enforcement review. The criminal background check and/or fingerprint review may be required of the selected applicant for a temporary position if there is good reason to believe that it is warranted. The district will bear the expense of any required criminal background check and fingerprint review.

A person who has been convicted of, or has plead no contest to, a crime involving sexual misconduct, a felony, a crime of violence, or contributing to the delinquency of a minor may be hired only after the Board has reviewed the nature and gravity of the offense, the time that has passed, and the nature of the job assignment and has made a determination that the applicant does not pose a significant risk to the district or to the district's employees and students.

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

Legal Reference:

ALASKA STATUTES

12.62.162 Release and Use of Criminal Justice Information; Fees

03/07/02