

THE LAKE AND PENINSULA SCHOOL DISTRICT
Work Session AGENDA
December 5, 2024, 2:00 PM

This meeting will begin on December 5, 2024 at 2:00 p.m. and it will continue on December 6, 2024 at 9:00 a.m.

Agenda

- | | |
|---|----|
| 1. Petition: Next Steps | 2 |
| 2. Lunch Program Update & 2025-2026 School Year | 7 |
| 3. Policy Updates - Fall 2024 | 9 |
| 4. Meeting Recordings & Action Minutes | |
| 5. Board Self Evaluation/Board Goal Setting | |
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| 7. 2024-2025 Board Calendar | 38 |

PETITION ON BEHALF OF THE COMMUNITIES OF THE LAKE AND PENINSULA BOROUGH

We, the undersigned communities of the Lake and Peninsula Borough, demand that the Lake and Peninsula School District (LPSD) office and staff reside in the Lake and Peninsula Borough region. Having the core of the district office move to Palmer was a blindsided move made without the consent of the residents of the Lake and Peninsula Borough. Having the district office located in Palmer negatively impacts the local Lake and Peninsula Borough communities, region, and most of all our students.

LPSD MISSION STATEMENT – The Mission of the Lake & Peninsula School District is to develop productive citizens who are positive role models, self-directed learners, academically prepared and resilient. We will accomplish this through our Standards-Based System in a safe, culturally sensitive environment with an emphasis on technology, extended opportunities, and committed partnerships.

EMPLOYMENT – Currently, LPSD employees sixteen district office employees

- Ten work in Palmer or remote locations, some being outside of state of Alaska

- Six full time employees work within the Bristol Bay region, and of these six only two within the Lake and Peninsula Borough. (Source: lpsd.com/contact.html).

That is ten full-time, well-paid jobs for people that live and reinvest wages into Palmer or other cities and not into the Lake and Peninsula Borough (LPB) communities and villages. By continuing to employ LPSD people outside of the Bristol Bay Region, we are failing to sustain and grow our region with viable employment opportunities. This also contributes to the out migration of families and students.

CULTURE AND IDENTITY- There is the everyday realization that villages are losing their languages, cultures and our regional identities. Employing people outside of the region only makes this happen faster as people from outside do not understand what it takes to live and thrive in a village/subsistence life style. Due to this disconnect, priorities of the employees not within our region often are not equipped with cultural awareness of what is desired by the residents of the borough.

COST OF LIVING WAGES – Another concern that we have as a collective community is the inequity of pay for Palmer employees versus other LPSD employees living in the Bristol Bay region. The cost-of-living index is a lot higher in rural Alaska versus urban or on the road system. In a report put out by the Alaska Department of Labor and Workforce Development in July of 2023, the US Military ranked Alaska towns' costs of living in 2023 (excluding housing). With the United States Average used as an index of 100, King Salmon (including Bristol Bay Borough) was ranked as 142 while Palmer's neighboring community of Wasilla was ranked as 128. The cost of living in urban communities is far less than the rural communities as confirmed in this report and should be adjusted for in the pay scales of employees living in these urban settings. The monies that are given to LPSD from the state of Alaska and the LPB are given in trust to LPSD to invest into the communities of LPSD and not into the communities outside our region.

(<https://live.laborstats.alaska.gov/trends-magazine/2023/July/the-cost-of-living-in-alaska>).

COMMUNICATION – Communication from the district office personnel to the communities to which they serve is not clear and often nonexistent which has created great distrust of our administration. Less than 10% of LPB residents were aware of the move of the district office from King Salmon to Palmer. In August, most communities within LPSD were once again blindsided with the news that the funding for the school lunch program was not included in the 2024-2025 School Year budget. There was no communication from the district office to help communities to prepare for this major upcoming change prior to August. This is a program that directly benefits students and should not have been on the table as an option to cut.

Chignik Lagoon – Chignik Lake – Chignik Bay – Egegik – Igiugig – Iliamna – Kokhanok – Levelock – Newhalen
Nondalton – Pedro Bay – Perryville – Pilot Point – Pope & Vannoy Landing – Port Alsworth – Port Heiden – Ugashik

By signing below, I agree and support all the statements listed on page 1 of this petition.

Henry Olyopic Print	<i>[Signature]</i> Sign	President Newhalen Title/Village	10/18/24 Date
Patrick Kosbrutz Print	<i>[Signature]</i> Sign	President Village Corp. Title/Village	10/18/24 Date
Marty Takak Print	<i>[Signature]</i> Sign	Chignik Lake president Title/Village	10-18-24 Date
George Alex Print	<i>[Signature]</i> Sign	Noo Dalton AK Title/Village	10-14-24 Date
Alexander Tallekpaletc Print	<i>[Signature]</i> Sign	president Levelock Title/Village	10/18/24 Date
John Christopher Print	<i>[Signature]</i> Sign	president Port Heiden Title/Village	18 OCT 24 Date
Tim Anelon Sr. Print	<i>[Signature]</i> Sign	Pres Diamna AK. Title/Village	10-20-24 Date
Loay Guzman Print	<i>[Signature]</i> Sign	Pres city of R. Eng Title/Village	10-26-24 Date
_____ Print	_____ Sign	_____ Title/Village	_____ Date
_____ Print	_____ Sign	_____ Title/Village	_____ Date
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_____ Print	_____ Sign	_____ Title/Village	_____ Date
_____ Print	_____ Sign	_____ Title/Village	_____ Date



Petition signature

Kasie Luke <kluke@lpsd.com>

Fri, Nov 15, 2024 at 3:04 PM

To: John Christensen <johnivan2@gmail.com>

Cc: Gerda Kosbruk <gerdak@portheidenalaska.com>, Amber Christensen-Fox <amberchristensenfox@lpsd.com>, Toni Christensen <toni_christensen@msn.com>, celestee@portheidenalaska.com, "Jaclyn@work Christensen" <jaclync@portheidenalaska.com>

Hi John,

I have included members of Port Heiden Village Council for whom I have an email, as per the attached listing via [BBNA's website](#) (screenshot below).

I was informed you would like to remove your name from the attached petition. If this is accurate, please submit this request in writing to me. I will ensure the LPSD School Board gets your letter during the discussion at the next work session.

Thank you,
Kasie

PORT HEIDEN VILLAGE COUNCIL

P.O. Box 49007

Port Heiden, Alaska 99549

Telephone: 907-837-2296

Fax: 907-837-2297

Email: miranda@portheidenalaska.com or johnivan2@gmail.com

Website: www.nativevillageofportheiden.com

Administrator: Gerda Kosbruk

Village Council monthly meetings are on the 1st Thursday of the month.

Elected Officials

President: John Christensen Jr.

Vice President: Hank Matson

Secretary/Treasurer: Annie Christensen

Member: Amber Christensen-Fox

Member: Toni Christensen

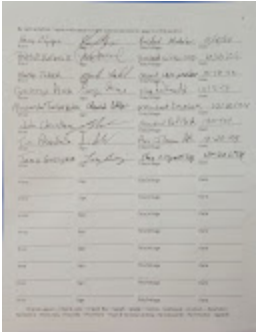
Member: Andrew Lind Sr.

Member: Celestee Christensen

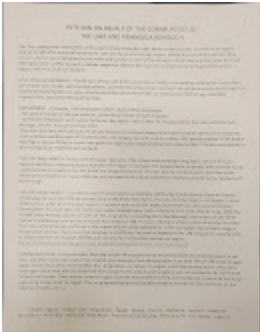
Full Board Rep: Jaclyn Christensen

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Kasie Luke
Superintendent
Lake and Peninsula School District

2 attachments



11:1:24 Petition Signatures.jpg
3729K



11:1:24 Petition.jpg
4179K



Kasie Luke <kluke@lpsd.com>

Petition signature

John Christensen <johnivan2@gmail.com>

Fri, Nov 15, 2024 at 3:09 PM

To: Kasie Luke <kluke@lpsd.com>

Cc: Gerda Kosbruk <GerdaK@portheidenalaska.com>, Amber Chistensen-Fox <amberchristensenfox@lpsd.com>, Toni Christensen <toni_christensen@msn.com>, celestee@portheidenalaska.com, "Jaclyn@work Christensen" <jaclync@portheidenalaska.com>

Yes please remove us from the petition. I was misinformed.

John Christensen
907-444-5976

[Quoted text hidden]

School Nutrition Program FY25 Estimates

Site	Hrs / week	est COOK	est FRINGE	YTD Food Costs	YTD Non Food Costs
Point of Sale Software					7,484.00
AKN USDA Commodity Freight				1,164.99	
Igiugig	22	13,493.76	12,819.70	4,410.79	3,384.97
Kokhanok	22	15,481.01	3,870.25	7,076.35	436.45
Chignik Lagoon	20	6,289.68	1,824.01	6,676.01	37.58
Chignik Lake	20	15,781.20	4,858.77	4,211.19	-
Levelock	20	18,234.33	5,219.65	3,385.32	74.99
Newhalen	45	29,461.70	16,704.61	10,997.43	834.88
Nondalton	20	11,029.95	3,198.69	4,273.36	97.52
Tanalian	36.05	26,920.24	4,839.32	6,463.40	231.11
Meshik	22	14,828.88	13,245.71	5,907.24	-
Perryville	22	11,451.18	3,320.84	4,704.84	190.14
		162,971.93	69,901.55	59,270.92	12,771.64

Revenue

	Breakfast	Lunch	Elders Lunch	
September	8,718.96	22,891.65	1,010.00	
October	11,262.96	27,446.03	3,180.00	
November				
December				
January				
February				
March				
April				
May				
	19,981.92	50,337.68	4,190.00	74,509.60

	Sept.	Oct.	Est Nov - Dec	Est. Jan - May
Chignik Lagoon	1,580.68	800.56	2,381.24	-
Chignik Lake	2,609.15	3,960.79	6,382.23	15,204.72
Igiugig	2,298.99	2,500.52	-	-
Kokhanok	6,057.89	7,479.60	13,150.70	-
Levelock	953.32	959.71	1,858.37	31,329.62
Meshik	3,539.39	4,392.43	7,705.20	18,356.50
Newhalen	6,137.90	8,332.03	14,056.50	???
Nondalton	1,866.61	2,800.92	4,534.17	10,802.00
Perryville	3,354.71	3,817.33	6,967.12	16,598.15
Tanalian	3,211.97	3,665.10	6,680.58	-
	31,610.61	38,708.99	63,716.11	92,290.99

AASB Policy Review- Fall 2024 (in black) & Superintendent Recommendations for Consideration (in blue)

Notes/Comments from November 14 first reading (in orange)

In Working Policy Drafts:

- Green highlighted and crossed-out language is recommended for removal by AASB.
- Yellow highlight is new recommended language by AASB.

November 14, 2024, 1st Reading

December 6, 2024, 2nd Reading

Board Bylaws (BB) and Board Policy (BP) for Adoption by the Board:

- **BB 9320 MEETINGS**

- Not Required
- From AASB - This update includes additional language to clarify that poll voting by a school board is not permitted and all official board action must be taken in an open meeting.
- The recommendation below is based on current practice and the goal is to set more concrete meeting dates and times based on feedback from LSACs for planning conversations around school board meetings.
- Adopt AASB's Recommendations (as listed in BoardBook) with the following edits to this paragraph:
 - ~~(A) The Board shall hold its regular official meetings on the second Thursday of each month, unless circumstances dictate another day, or as specified below, each month. Unless changed by the Board, regular meetings shall be held at [redacted] p.m. at [redacted]. Length of the meeting will depend on the agenda adopted by the Board. Notice of regular meetings shall be posted at least five (5) days before the meeting.~~
 - The Board shall strive to hold regular meetings on the second Thursday of each month. Unless the Board changes the day and time, regular meetings shall be held at 11:00 AM. Notice of regular meetings shall be posted at least five (5) days before the meeting.
- Keep our outlined agenda within our policy (highlighted in blue)
 - AASB recommends removing "miscellaneous" from the agenda
 - The Board would like to keep miscellaneous or replace miscellaneous with "Public Comment" based on conversations among the Board and feedback from the public.

- **BB 9322 AGENDA/MEETING MATERIALS**
 - Recommendation to adopt as suggested by AASB.
 - Not Required.
 - Discussion took place about possibly replacing “for any reason” with “for cause”
The Board president and Superintendent may reject a public request for a matter to be added to the agenda for any reason.

- **BP 4112.10 EMPLOYMENT OF RETIRED TEACHERS**
 - Recommendation to adopt as suggested by AASB.
 - Required.
 - LPSD currently does not have this policy.
 - From AASB - This policy incorporates House Bill 230, which passed the legislature and became law this summer. It specifies that a retired long-term substitute may teach for up to, but at most, 165 days in one school year.
 - The board consensus was to adopt as suggested by AASB.

- **BP 4218 DISMISSAL/SUSPENSION/DISCIPLINARY ACTION**
 - This Policy update recommendation is not on the list from AASB’s rotation; rather, it is an update by the LPSD Assistant Superintendent/Director of Personnel with guidance from LPSD’s legal guidance for incorporation of due process in our dismissal/suspension/disciplinary action, which was not included in the previous version.
 - The recommendation is to adopt the updates as outlined in the attachment.
 - The Board discussed including the language of “90 day probationary period” in accordance with the LPSD Classified Handbook:

Probationary Employees

At any time before the expiration of the probationary period (90 days), the Superintendent or designee may, ~~at his/her discretion,~~ dismiss a probationary classified employee from district employment. A probationary employee shall not be entitled to a hearing.

- Further discussion to understand precisely what #7 means:
 - Possessing or consuming alcohol, ~~tobacco,~~ controlled substances, including marijuana, or other illegal drugs or synthetic drugs while on or off duty ~~or~~ on District premises ~~whether or not on duty~~; or, being under the influence of these prohibited substances while on duty.

- This means that if an employee possesses or consumes the above substances or drugs while on duty or off duty and are on school premises, personnel action can be taken against them.

- **BP 5123 PROMOTION/ACCELERATION/RETENTION**

- The blue portion of the attached policy recommends acknowledging LPSD’s competency-based system by stating “standards” instead of grade levels.
- Required.
- From AASB - This update revises the policy to reflect the student retention procedures required by the Alaska Reads Act.
- Discussion was had to include “grade levels/standards”
- A suggestion was made to change “growth” to “ability”

Promotion

Students shall progress through the school district's grade levels/standards by demonstrating growth-ability in learning the required basic skills.

Progress toward high school graduation shall be based on the student's ability to pass the subjects and electives necessary to earn the required number of credits.

(cf. 6146.1 - High School Graduation Requirements)

(cf. 6146.5 - Differential Requirements for Individuals with Exceptional Needs)

- The Board asked to understand better what situations LPSD has retained a student and the only scenario I have been apart of in the past 4 years was one situation where a parent asked to retain a student and it was in reading/associated with the Alaska Reads Act. LPSD has always worked to find alternatives for retention of students.

- **BP 5131.6 ALCOHOL AND OTHER DRUGS**

- Recommendation to adopt as per AASB’s updates attached in accordance with HB202 requiring districts to have opioid overdose drugs available at each main school building and at school-sponsored events. In addition, there is a requirement to train staff. LPSD held training for them and complies as of October 21, 2024.
- Required.
- From AASB - This revision updates BP 5131.6 to be in compliance with House Bill 202, which passed the legislature and became law this summer. The bill

will become effective in December of 2024, but this policy revision may be made now.

- The board consensus was to adopt as suggested by AASB.

- **BP 6174.1 EDUCATION OF NATIVE/INDIAN CHILDREN**

- The recommendation to adopt as per AASB's update is a formatting revision to delete a repeated word and other updates referencing the Every Student Succeeds Act.
- Not Required.
- The board consensus was to adopt as suggested by AASB.

Informational for the Board (as the Board does not formally adopt Administrative Regulations (AR):

- **AR 0510 SCHOOL DISTRICT REPORT CARD**

- LPSD will update the AR following AASB's recommendations.
- Not Required by AASB
- From AASB: This update modifies AR 0510 to simplify the regulation and bring it into compliance with provisions necessary for a District Report Card under AS 14.03.120 and 4 AAC 06.895. The specific requirements of the report card have been removed from the regulation so that it does not require updates based on regulatory changes. The provisions of AS 14.03.120 and 4 AAC 06.895 remain and are cited in the regulation.
- The board consensus was to adopt as suggested by AASB.

MEETINGS

Note: Alaska's Open Meetings Act A.S. 44.62.310-.312 requires meetings of the Board to be open to the public except as allowed by law and requires reasonable public notice of such meetings. 1994 revisions to the Act are reflected in this sample policy.

Meetings of the **School** Board are conducted for the purpose of accomplishing district business. A meeting of the **School** Board shall consist of any gathering of the members of the **School** Board when more than three members of the Board, or a majority of the members, whichever is less, are present and collectively consider a matter upon which the Board is empowered to act. As a matter of district policy and state law, meetings ordinarily shall be open to the public. The Board may meet in closed sessions only to discuss certain matters as permitted or required by Alaska's Open Meetings Act. **All business of the Board must be conducted at a duly convened meeting of the Board. Poll voting between meetings is not allowed.**

(cf. 9321 Executive Sessions)

Reasonable public notice shall be given for all meetings of the **School** Board in accordance with law and district practice, and shall be posted at all regular district and school sites before the meeting. Such notice shall include the date, time and place of the meeting and, if the meeting is by teleconference, the location of any teleconferencing facilities that will be used. Public meetings may not be held in a private home or private business.

(cf. 9012 - Communications To and From the Board)

(cf. 9322 - Agenda/Meeting Materials)

*(cf. 9323 - **Conduct of Meetings** Meeting Conduct)*

Regular Meetings of the Board

The Board shall adopt a yearly calendar specifying the date, time and place of each regular meeting. The local media shall be provided with the annual calendar of regular Board meetings and shall be notified of any changes to the calendar.

(A) The Board shall hold its regular official meetings on the second Thursday of each month, unless circumstances dictate another day, or as specified below each month. Unless changed by the Board, regular meetings shall be held at p.m. at . Length of the meeting will depend on the agenda adopted by the Board. Notice of regular meetings shall be posted at least five (5) days prior to the meeting.

(B) Public notice of Board meetings shall be posted at the Central Office of the District in King Salmon, Alaska, and at each site at least one week prior to each meeting. The notice shall include the date, time, and place of the meeting is by teleconference, the location of any teleconferencing facilities that will be used.

All communication media including, but not limited to, newspapers, radio, and mail shall be used to keep the public informed beyond the minimal requirements expressed herein.

(C) The Board shall conduct the business of its regular meetings in general accordance with the following agenda format:

The Lake and Peninsula School District
Agenda

The Vision of the Lake and Peninsula School District is to develop productive citizens who are positive role models, self-directed learners, college and/or career ready, and resilient.

Vision: We grow self-directed, life-long learners who are grounded in their culture & contribute to their communities.

Mission: We will nourish student growth by investing in partnerships & implementing culturally responsive, place-based education.

Regular Meeting

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Introduction of Visitors
5. Ordering of Agenda
6. Approval of Consent Agenda Items
 - a. Previous Minutes
 - b. Check Registers
7. Communications
 - a. Site Reports
 - b. LSAC Minutes
 - c. Correspondence
 - d. Public Comments
8. Delegations
 - a. Lake and Peninsula Borough
 - b. LSAC Member
 - c. Student Representative
9. Reports
 - a. School Board Committee Reports
 - b. Superintendent Report
 - c. Facilities Report
 - d. Curriculum Report
 - e. Technology Report
 - f. Activities Report
 - g. Financial Report
 - h. Special Education Report
 - i. Assessment Report
 - j. Early Childhood Education Report
 - k. Counseling Report
 - l. BBRCTE Report
 - m. Personnel Report
 - n. Shining Stars
 - o. Other
10. Unfinished Business

11. Executive Session
12. New Business
13. Personnel
14. Miscellaneous
15. Future Agenda Items and Meeting Date
16. Good of the Order
17. Adjournment

Special Meetings

Special meetings of the Board may be called by the President presiding officer or by petition of a majority of the Board members of the Board as circumstances may demand.

Except in the case of an emergency, notice of any special meetings shall be given to each Board member in writing or by confirmed telephone or radio message, or in person at least one week preceding the meeting time, except if such notice may not be possible due to circumstances beyond control, provided at least 24 hours before the meeting. This notice shall specify the date, time, place and, if the meeting is by teleconference, the location of any teleconferencing facilities that will be used. Such notice shall be given to all Board members, the superintendent and to the local news media. This notice also shall be posted at all regular district and school sites at least 24 hours before the meeting.

Within the limits of its ability to do so, the Board will give public notice of a special Board meeting through facilities available to it. Notice of a special meeting shall include a statement of the purpose of the meeting. No business may be transacted at this special meeting, other than that which is specifically stated in the notice of the meeting.

Emergency Special Meetings

The Board president or designee shall give notice of an emergency special meeting to the local media by telephone before the meeting. If telephone services are not functioning, the notice requirement is waived. In that event, as soon after the meeting as is practicable, the Board shall notify the local media that the meeting was held and shall describe the purpose of the meeting and any action taken by the Board.

Teleconferences

Recognizing the inherent responsibility and statutory duties of School Board members, the School Board strongly encourages Board members to attend and participate at meetings of the School Board. Though great importance is given to the physical presence of Board members at meetings, the attendance and participation of members by teleconference is authorized whenever physical presence is not practicable. All votes at a meeting of members attending by teleconference shall be taken by roll call.

The School Board also authorizes the use of teleconferences for School Board meetings when receiving public comment or testimony, and during School Board deliberations.

Whenever possible, meeting agendas and supporting materials shall be available at all teleconference facilities used for the School Board meeting.

Legal Reference:
ALASKA STATUTES
14.08.091 Administration
14.14.070 Organization of school board
14.14.080 Declaring a school board vacancy
29.20.020 Meetings public
44.62.310 Agency meetings public
44.62.312 State policy regarding meetings

Revised ~~02/2022~~ 11/2024

AGENDA ITEMS /MEETING MATERIALS

Note: The following optional bylaw may be revised to reflect district practice and needs.

Construction of Agenda

The School Board president and the Superintendent shall prepare an agenda for each meeting of the Board.

(cf. 9121 - Board President)

Board members may place any item on the agenda no later than five days before the scheduled meeting date.

All agendas shall include the meeting time and place and a description of each business item to be transacted or discussed. All agendas shall be posted for public review prior to the meeting.

(cf. 9320 - Meetings)

Note: A.S. 29.20.020 requires governing bodies provide a reasonable opportunity for the public to be heard.

Procedures for placing an item on the agenda, making a presentation, or speaking to an item on the agenda shall be as follows:

Any member of the public or any Board member may request that a matter within the jurisdiction of the Board be placed on the agenda of a regular meeting. The request must be in writing and submitted to the Superintendent or designee with supporting documents and information, if any, at least seven (7) ten working days before the scheduled meeting date. Items submitted less than a week before the scheduled meeting date may be postponed to a later meeting in order to allow sufficient time for consideration and research of the issue.

When constructing the agenda, the Board president and Superintendent will decide whether a request is within the subject matter jurisdiction of the Board and may not be placed on the agenda. In addition, the Board President and Superintendent shall determine if the item is merely a request for information or whether the issue is covered by an existing policy or administrative regulation before placing the item on the agenda. The Board President and Superintendent shall decide and whether the agenda item is appropriate for discussion in open or closed executive session, and whether the item should be an action item, informational item or consent item. The Board president and Superintendent may reject a public request for a matter to be added to the agenda for any reason.

The Board shall also give members of the public the opportunity to testify at regular meetings on matters which are not on the agenda but which are within the subject matter jurisdiction of the Board. An agenda item for such input shall be included on Board agendas. The Board shall not take action on such matters at that meeting.

(cf. 9012 – Communications To and From the Board)

(cf. 9323 - Meeting Conduct)

All public communications with the Board are subject to requirements of relevant Board policies and administrative regulations.

(cf. 1312 - 1312.3 - Complaints Concerning Schools)

Board Member Preparation

A copy of the agenda shall be forwarded to each Board member at least three days before each regular meeting date, together with the Superintendent or designee's report, minutes to be approved, copies of communications, reports from committees, staff, citizens and others, and other available documents pertinent to the meeting.

When special meetings are called, the secretary and president shall make every effort to get the agenda and support materials to Board members as soon as possible.

Board members shall review agenda materials before each meeting. Individual members may confer directly with the Superintendent or designee to obtain specific information on agenda items.

(cf. 9200 - Board Members)

Legal Reference:

ALASKA STATUTES
29.20.020 Meetings public

Revised ~~01/2016~~ 11/2024

Personnel

EMPLOYMENT OF RETIRED TEACHERS

BP 4112.10

Note: Effective November 8, 2018, AS 14.20.136 authorizes schools districts to hire retired teachers in cases of teacher shortages. Retired teachers hired under this statutory provision may elect to continue receiving TRS benefit payments during the period of reemployment. A contract for reemployment of a retired teacher hired under AS 14.20.136 may not be for more than 12 consecutive months. Under AS 14.20.020(g), a retired teacher may teach as a long-term substitute for not more than 165 consecutive days of a school term.

If the teacher retired under the defined benefit retirement system, the teacher must be retired for at least 60 days if 62 years of age or older, or at least six months if under 62 years of age, before reemployment. In addition, if the teacher is reemployed by the same district that employed the teacher upon retirement, the teacher must certify that there was no prearranged agreement with the school district to hire the teacher after retirement.

Prior to the hire of retired teachers under this statute, the school board must adopt a policy that permits the employment of retired teachers who are qualified to teach in those disciplines or specialties in which a shortage of teachers exists. The policy must describe the circumstances that constitute the shortage.

This optional policy may be utilized by districts desiring to hire retired teachers in cases of teacher shortages, as authorized by AS 14.20.136.

It is the policy of the Board that teacher vacancies be filled in a timely manner by qualified personnel. The District administration is authorized to employ retired teachers in accordance with AS 14.20.136 in cases of teacher shortages, and to notify the Administrator of the Teachers' Retirement System that it is hiring retired teachers pursuant to that statutory provision.

The hiring of retired teachers is authorized in those disciplines or specialties in which a shortage of teachers exists despite active recruitment efforts. A shortage is deemed to exist for those open positions that the administration has been unable to fill with qualified candidates, despite recruitment, public advertising for at least 10 business days, interviews, and the offering of positions to qualified candidates, if any.

(cf. 4111 Recruitment and Selection)

Legal Reference

ALASKA STATUTES

14.20.136 *Employment of member of teachers' retirement system*

14.25.043 *Reemployment of retired members*

14.20.165 *Restoration of tenure rights*

Adopted 11/2024

BP 4218 Classified Personnel - Dismissal/Suspension/Disciplinary Action

Probationary Employees

At any time prior to the expiration of the probationary period, the Superintendent or designee may, at his/her discretion, dismiss a probationary classified employee from district employment. A probationary employee shall not be entitled to a hearing.

Permanent Employees

Permanent classified employees shall be subject to suspension without pay, reduction in pay grade, or dismissal/termination personnel action (including, but not limited to, reprimand, suspension without pay, demotion, reduction of pay step in class, dismissal) only for cause. This provision shall not apply to (1) the expiration of a contract and a decision by the District not to offer another contract or, (2) a no cause termination of a contract as and to the extent provided in the contract of employment.

This policy also applies to classified management and supervisory employees unless otherwise provided by law.

(cf. 4300 - Definitions)

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

1. Falsifying any information supplied to the school district, including, but not limited to, information supplied on application forms, employment records, information provided as part of an investigation, or any other school district records.
2. Incompetency.
3. Inefficiency.
4. Neglect of duty.
5. Insubordination.
6. Dishonesty.
7. Possessing or consuming alcohol, tobacco, controlled substances, including marijuana, or other illegal drugs or synthetic drugs while on duty or on District premises whether or not on duty; or being under the influence of these prohibited substances while on duty.
8. Addiction to the use of controlled substances.
9. Conviction of a felony, conviction of any sex offense made relevant by provisions of law, or conviction of a misdemeanor which is of such a nature as to adversely affect the employee's ability to perform the duties and responsibilities of his/her said position. A plea or verdict of guilty, or a conviction following a plea of nolo contendere is deemed to be a conviction within the meaning of this section. Applicants and employees must inform the Superintendent of any criminal charge

of conviction so that a determination can be made by the district regarding its applicability to employment. For existing employees, reporting must occur within 48 hours of a criminal charge or conviction.

10. Absence without leave.
11. Immoral conduct.
12. Discourteous treatment of the public, students, or other employees.
13. Improper political activity.
14. Willful disobedience.
15. Misuse, theft, or damage to or destruction of district property.
16. Violation of district, Board or departmental rule, policy, procedure, or violation of federal, state, or local statute, regulation, or ordinance.
17. A physical or mental disability, which disability precludes the employee from the proper performance of his/her essential duties and responsibilities as determined by competent medical authority, except as otherwise provided by a contract or by law regulating the accommodation of disabilities or the retirement of employees.
18. Failure to possess or keep in effect any license, certificate, or other similar requirement specified in the employee's class specification or otherwise necessary for the employee to perform the duties of the position.
19. Unlawful discrimination, including harassment, on the basis of race, religion, creed, color, national origin, ancestry, physical or mental disability, marital status, sex, pregnancy, or age against the public, a students, the public or other employees.
20. Unlawful retaliation against any other district officer or employee, or student, or member of the public who, in good faith, reports, assists, discloses, divulges, or otherwise brings to the attention of any appropriate authority, whether an outside person, agency, or school district official, any information relative to actual or suspected violation of any law or district policy or procedure occurring on the job or directly related thereto.
21. Unsatisfactory performance.
22. Substantial noncompliance with applicable laws, regulations, policies, and written rules of the Superintendent,
23. Any other failure of good behavior either during or outside of duty hours which is of such nature that it causes discredit to the district or his/her employment employee.

Disciplinary Procedures

The following procedures will govern personnel action suspension without pay, reduction in pay grade, or dismissal/termination unless an applicable collective bargaining agreement provides different procedures. In such event, the collective bargaining agreement will govern, and employees must utilize the negotiated grievance procedures to appeal challenge any discipline. In cases involving a personnel action, the Superintendent or designee shall prepare a written statement of the personnel action which shall be served upon the employee either personally or by registered or certified mail, return receipt requested, at the employee's last known address. The statement shall include:

1. A statement of the nature of the personnel action (the disciplinary action being imposed).

2. A statement of the cause or causes for the discipline.

3. A statement of the specific acts or omissions upon which the causes are based. If violation of rule, policy, or regulation of the district is alleged, the rule, policy, or regulation violated shall be identified.

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

In the event the Superintendent or designee determines that an employee should be removed from duty while an investigation into alleged misconduct is conducted, the employee will be placed on administrative leave with pay.

In cases where the Superintendent or designee has determined that a permanent classified employee should be dismissed, termination of employment will be effective upon delivery to the employee of the statement of personnel action.

For all discipline short of dismissal, demotion in a reduction in pay, or unpaid suspension of five (5) or more days, a permanent employee may, within five calendar days after receiving the statement of personnel action described above, file a written appeal to the Superintendent. If the Superintendent did not decide the original discipline, the Superintendent shall hear and decide the appeal. Otherwise, the Superintendent will appoint another district administrator to hear and decide the appeal. The appeal may be conducted without a hearing, based upon a review of the personnel action and the written appeal. At the Superintendent or designee's sole discretion, an informal hearing may be held if determined to be necessary to inform the decision maker. The decision on appeal is final.

A permanent employee who has been dismissed, demoted with a reduction in pay, or placed on unpaid suspension of five (5) or more days, may, within five calendar days after receiving the statement of personnel action described above, file a written appeal to the School Board by submitting his/her request to the Superintendent. The appeal may include a formal hearing before the School Board, in the event this is requested by the employee. If not, the appeal may be conducted without a hearing, based on the School Board's review of the statement of the personnel action and the written appeal. The School Board shall determine the procedures for the hearing, giving the employee advanced notice of the procedures. The decision of the School Board is final. If an employee fails to appeal personnel action within the time specified in these rules, the employee shall be deemed to have waived his/her right to an appeal.

At any time before an employee's appeal is finally submitted to the Superintendent or School Board for decision, the Superintendent or designee may serve on the employee and file with the decision maker an amended or supplemental statement of personnel action.

The Superintendent, designee, or School Board who is hearing an appeal may affirm, modify or revoke the personnel action.

When initiating disciplinary action as provided for above, the employee shall be provided the following:

1. A pre-disciplinary meeting at which the employee shall be given notice of the proposed disciplinary action and a reasonable opportunity to respond. Unless circumstances dictate otherwise, the Superintendent or designee shall provide notice of the proposed disciplinary action and schedule a meeting for a reasonable period of time after the delivery of the notice to allow the employee time to prepare a response.
2. If after the pre-disciplinary meeting, the District determines there is cause for discipline, a statement of the nature of the disciplinary action. The statement shall include the reasons or causes thereof and each rule, policy, regulation, directive or standard that has been violated.
3. A statement of the employee's right to appeal the disciplinary action and the manner and time within which his/her appeal must be filed.
4. Unless determined otherwise by the Superintendent or designee, the disciplinary action (suspension without pay, reduction in pay grade, or dismissal/termination) shall take effect when the employee receives the statement of the disciplinary action.

An employee may, within five calendar days after the imposition of the disciplinary action, appeal the disciplinary decision to the Board submitting his/her appeal for a hearing in writing to the Superintendent or designee. The appeal must state the ground(s) for the appeal.

If the employee fails to appeal within the time specified in this policy, the employee shall have waived his/her right to appeal.

The employee shall be informed in writing of the time and place of the meeting at which the Board will hold a hearing . After holding an evidentiary hearing, the Board may affirm, modify or revoke the disciplinary action. The decision of the Board is final subject to appeal to Superior Court as and to the extent provided for in the Alaska Rules of Appellate Procedure.

Revised 3/2018 11/2024

PROMOTION/ACCELERATION/RETENTION

BP 5123(a)

Note: The following optional policy may be revised or deleted as desired to reflect district philosophy and needs.

The School Board desires to see students progress with their peers through the school district's grade levels. To accomplish this, instruction should accommodate the varying interests and growth patterns of individual children and include strategies for providing extra attention or assistance when needed.

Promotion

Students shall progress through the school district's ~~grade levels~~ standards by demonstrating growth in learning the required basic skills.

Progress toward high school graduation shall be based on the student's ability to pass the subjects and electives necessary to earn the required number of credits.

(cf. 6146.1 - High School Graduation Requirements)

(cf. 6146.5 - Differential Requirements for Individuals with Exceptional Needs)

Acceleration

Acceleration is possible when high academic achievement is evident. However, the student's social and emotional growth shall be taken into consideration before placing him/her in a higher grade.

Retention

The School Board recognizes that research indicates that very few children benefit from being retained during the elementary and middle grades. The Superintendent or designee shall promote alternatives to retention among certificated staff.

Note: Strategies for reducing retention rates may include reading intervention programs, tutorial programs, and the use of ungraded schools, combination classes, year-round education, and developmentally appropriate primary curriculum designed to meet the needs of children at their own developmental stage.

Note: The following paragraph requires the use of student study team when retention is recommended.

When a teacher believes that retention is necessary to meet a student's needs, he/she shall ask the principal to establish a student study team to consider the child's academic, social and emotional performance. The student's parent/guardian shall be invited to participate on the student study team.

Under the Alaska Reads Act, a student retained due to a reading deficiency must be provided the process set forth in BP 6147 and AS 14.30.765(d) – (m).

(cf. 6164.5 - Student Study Teams)
(cf. 5121 - Grades/Evaluation of Student Achievement)
(cf. 6141 - Curriculum Development and Evaluation)
(cf. 6147 – Alaska Reads Act Intervention Programs)

Legal Reference:

ALASKA STATUTES

AS 14.30.760 *Statewide screening and support*

AS 14.30.765 *Reading intervention services and strategies; progression*

ALASKA ADMINISTRATIVE CODE

4 AAC 06.400 *Statewide literacy screening and support*

4 AAC 06.405 *Reading intervention services and strategies*

4 AAC 06.410 *Individual reading improvement plan*

4 AAC 06.415 *Student Progression*

4 AAC 06.490 *Definitions*

Adopted 11/2024

Note: Districts must have in place written standards to address the needs of students for whom mental health or substance abuse may be a contributing factor to noncompliance with the school disciplinary and safety program. AS 14.33.120(a)(6). In addition, districts receiving funds for prevention programs pursuant to the Drug-Free Schools and Community Act of 1986, as amended by the Every Student Succeeds Act, are required to have a policy on drug abuse prevention instruction and procedures for eliminating the sale or use of alcohol and other drugs. ESSA also requires that those districts inform and involve parents in violence and drug prevention efforts. Districts must make reasonable efforts to inform parents of the content of safe and drug-free school programs and activities other than classroom instruction. If a parent objects in writing, the district must withdraw the student from the program or activity. AS 14.30.360 encourages districts to provide K-12 health education, including alcohol and drug abuse education. The following sample policy may be revised as appropriate.

Note: Despite the passage of AS 17.38, effective February of 2015, which authorizes the use of marijuana under certain conditions, all use, possession and distribution of marijuana by those under 21 is illegal. In addition, as a recipient of federal funds, the district is obligated to maintain a drug-free workplace consistent with federal law, which prohibits the manufacture, distribution, possession and sale of marijuana for all individuals, regardless of age. For purposes of the district's policy and legal obligation, marijuana is prohibited.

(cf. E 4020 –Drug and Alcohol – Free Workplace Notice to Employees)

Because the use of alcohol and other drugs adversely affects a student's ability to achieve academic success, is physically and emotionally harmful, and has serious social and legal consequences, the School Board intends to keep district schools free of alcohol and prohibited drugs.

Alcohol, marijuana, and other controlled substances are prohibited for use or possession by students. The School Board desires that every effort be made to reduce the chances that our students will begin or continue the use of alcohol and other drugs. The Superintendent or designee shall develop a comprehensive prevention program that includes instruction, intervention, recovering student support, and enforcement/discipline. The Superintendent or designee shall clearly communicate to students, staff and parents/guardians all School Board policies, regulations, procedures and school rules related to this prevention program. Special efforts shall be made to ensure that these materials are understood by parents/guardians and students of limited literacy or limited English proficiency.

Note: Drug use by students is not limited to illegal drugs and can also include abuse of prescription drugs and over-the-counter medications. There is also a growing problem of youth using what are commonly referred to as designer or synthetic drugs. Designer or synthetic drugs come in various forms and may be a chemical compound, a plant-based substance, or a combination. Common names for these drugs include bath salts, K2, spice, salvia, and synthetic marijuana. These drugs have serious and dangerous effects. Synthetic marijuana is an illegal substance in Alaska. AS 11.71.040-.050, 11.71.160. The following optional language prohibits the possession, use, or distribution of “prohibited drugs,” which includes all dangerous substances that pose a risk to district students.

Specifically, the Board prohibits the actual or attempted sale, distribution, use, or possession by a student of alcohol, prohibited drugs or inhalants, drug paraphernalia, substances that are designed to look or act like prohibited drugs or alcohol, or substances purported to be prohibited drugs or alcohol. Prohibited drugs are defined as:

1. Drugs that are illegal if possessed by those under 21, under any local, state, or federal law; or any drug that can be legally obtained but which has been obtained through illegal means.

2. Alternatives to illegal drugs such as designer or synthetic drugs, whether or not prohibited by law, which are purported to, designed to, or which do impair, restrict, or alter normal cognitive function when absorbed, ingested, injected, or inhaled.
3. Prescription drugs that are not legally obtained or prescribed, are not being used for the prescribed purpose, are being used in excess of the prescribed amount, are being used by other than the person to whom prescribed, or are being sold, traded or distributed.

Recognizing that keeping schools free of alcohol and other drugs is a concern common to the district and community, the School Board supports cooperation among schools, parents/guardians, law enforcement and other appropriate community organizations involved in preventing alcohol and drug abuse.

(cf. 1410 Interagency Cooperation for Student & Staff Safety)

Note: Districts are required to establish a citizen advisory committee in order to receive Public Law 99-570 funds. Additionally, AS 14.33.110 requires that the school disciplinary and safety program maintain community standards of school behavior that are developed by members of each school, including students, parents, teachers, school administrators, and other responsible persons.

To obtain the widest possible input and support for district policies and programs, the School Board shall appoint a districtwide school-community advisory committee to make recommendations related to the prevention of alcohol and other drug abuse. The committee should make its recommendations based on input from students, parents, teachers, school administrators, and community members. The School Board also encourages the use of site-level advisory groups in this area.

(cf. 1220 - Citizen Advisory Committees)

Opioid Overdose Protection

In accordance with AS 14.30.145, the Superintendent shall ensure that:

- 1) A person trained to administer an opioid overdose drug is on site when the main school building of each school in the school district is open to students or staff, including periods when the school building is open before and after school hours and during weekend activities; and during each school-sponsored event conducted on school grounds.
- 2) The main school building of each school in the school district has at least two doses of an opioid overdose drug available on site; and
- 3) At least one dose of an opioid overdose drug is available during a school-sponsored event conducted on school grounds.

Per AS 14.30.145, a school district, school, or individual is not liable for civil damages for an injury to another individual resulting from a failure to possess or maintain an opioid overdose drug as required by the statute.

Instruction

The district shall provide preventative instruction which helps students avoid the use of alcohol, marijuana, or other drugs and teaches students how to influence their peers to avoid and/or

discontinue the use of alcohol or drugs. Instruction shall be designed to answer students' questions related to alcohol and drugs.

The instructional programs will help students obtain and use current and accurate information, develop and maintain a positive self-concept, take positive actions to cope with stress, and use appropriate social and personal skills to resist involvement with alcohol and drugs.

The curriculum will be K-12, comprehensive and sequential in nature and suited to meet the needs of students at their respective grade levels. All instruction and related materials shall stress the concept that alcohol and prohibited drugs can be dangerous and should never be used when such use is illegal.

The School Board encourages staff to display attitudes and behaviors which make them positive role models for students with regard to alcohol, marijuana and other drugs. Staff should help students see themselves as responsible partners in efforts to maintain a safe, constructive school climate.

The School Board recognizes that children exposed to alcohol or other drugs prior to birth may have disabilities requiring special attention and modifications in the regular education program. The Superintendent or designee shall provide appropriate staff training in the needs of such students as required by law.

Note: AS 14.20.680 requires training for teachers, administrators, counselors and specialists on the needs of students with alcohol or drug-related disabilities, including medical and psychological characteristics, family issues, and specific educational needs.

(cf. 6142.2 - AIDS Instruction)

(cf. 6143 - Courses of Study)

(cf. 6159 - Individualized Education Program)

Intervention

The School Board recognizes that there are students on our campuses who use alcohol and other drugs and can benefit from intervention. The School Board supports intervention programs that include the involvement of students, parents/guardians and community agencies/organizations.

School personnel should be trained to identify symptoms which may indicate use of alcohol and other drugs. The Superintendent or designee shall identify responsibilities of staff in working with, intervening, and reporting students suspected of alcohol and other drug use.

Students and parents/guardians shall be informed about the signs of alcohol and other drug use and about appropriate agencies offering counseling.

Nonpunitive Self-Referral

The School Board strongly encourages any student who is using alcohol or drugs to discuss the matter with his/her parent/guardian or with any staff member. Students who self-disclose past use of alcohol or other drugs in order to seek help to quit using shall not be punished or disciplined for such past use. State and local extra-curricular activities eligibility rules may apply further conditions related to the admission of drug or alcohol use.

Enforcement/Discipline

The Superintendent or designee shall take appropriate action to eliminate possession, use or sale of alcohol and prohibited drugs and related paraphernalia on school grounds, at school events, or in any situation in which the school is responsible for the conduct and well-being of students. Students possessing, selling and/or using alcohol, marijuana or other drugs or related paraphernalia shall be subject to disciplinary procedures which may result in suspension or expulsion.

(cf. 5144.1 - Suspension and Expulsion/Due Process)

School authorities may search students and school properties for the possession of alcohol, marijuana and other drugs as long as such searches are conducted in accordance with law.

(cf. 5145.12 - Search and Seizure)

Legal Reference:

ALASKA STATUTES

04.16.080 Sales or consumption at school events

14.20.680 Required alcohol and drug related disabilities training

14.30.145 Opioid overdose drugs

14.30.360 Curriculum (Health and Safety Education)

14.33.110-.140 Required school disciplinary and safety program

17.38.010-900 The regulation of marijuana

47.37.045 Community action against substance abuse grant fund

UNITED STATES CODE

Elementary and Secondary Education Act, 20 U.S.C. §§ 7116, 7163, as amended by the Every Student Succeeds Act, P.L. 114-95

Revised 9/2024

Adopted April 18, 2024

Community and Parental Involvement

Note: Title 20 of the United States code mandates that school districts receiving Impact Aid funds have a policy ensuring all parents and community members, including IRA and traditional councils, have the opportunity to submit their views and active consultation relating to the district's education and co-curricular programs. Under the No Child Left Behind Act, it is the law's intent to encourage the maximum participation by Alaska Natives in the planning and management of Alaska Native education programs.

Note: Under the Every Student Succeeds Act, "affected" school district are required to consult with local tribes or tribal organizations prior to submitting a plan or application for federally covered education programs. Affected districts are those that either: 1) have 50% or more of its student enrollment made up of Alaska Native students; or 2) received an Indian education formula grant under Title VI in the previous year that exceeds \$40,000. Consultation must be done "in a manner and in such time that provides the opportunity for such appropriate officials from Indian tribes or tribal organizations to meaningfully and substantively contribute to plans under covered programs." Federal programs requiring consultation between tribes and affected school districts include:

- Title I, Part A (Improving Basic Programs Operated by State and Local Educational Agencies)
- Title I, Part C (Education of Migratory Children)
- Title I, Part D (Prevention and Intervention Programs for Children and Youth who are Neglected, Delinquent, or At-Risk)
- Title II, Part A (Supporting Effective Instruction)
- Title III, Part A (English Language Acquisition, Language Enhancement, and Academic Achievement Act)
- Title IV, Part A (Student Support and Academic Enrichment Grants)
- Title IV, Part B (21st Century Community Learning Centers)
- Title V, Part B, subpart 2 (Rural and Low-Income School Program)
- Title VI, Part A, subpart 1 (Indian Education Formula Grants to Local Educational Agencies)

The School Board recognizes that all parents and community members, including IRA and Traditional Councils, have a special interest in the education programs and co-curricular programs provided their children. To provide an opportunity for them to be meaningfully involved in the development, implementation, and evaluation of each school's educational and co-curricular program, all interested parties will mutually enter into Indian Policies and Procedures (IPP's), which are incorporated into and adopted as the policy of the School Board. The policies must be drafted in accord with 20 USC 7704 and 34 CFR 222.94. In addition, the following procedures will be used:

Note: Where "Advisory Committee" appears, the board may wish to specify/designate what body will be responsible for implementing this policy based on the needs of your district.

1. At a meeting of a School Board Advisory Committee called for that specific purpose, the Principal/Head Teacher will present a detailed description of that school's education program including curriculum (course description, scope and sequence) and program evaluation procedures as well as the co-curricular program provided. At least two weeks prior to that meeting public notice will be given through newspapers, public posting, and radio announcements, where appropriate, stating the agenda and purpose of the meeting. To further insure community involvement a written invitation will be sent to the IRA and/or Traditional Council.

2. During the planning and development of local education programs all parents and community members including IRA and Traditional Councils, will be actively consulted in the following manner:
 - a. At each Advisory Committee meeting where program applications for financial assistance are reviewed all members of the public will be given an opportunity to present their views.
 - b. All members of the public will have an opportunity to present their overall views on the educational program and its operation.
 - c. All members of the public will have an opportunity to make recommendations concerning the needs of their children.
 - d. All members of the public will be given the opportunity to comment on the way in which they can assist their children in realizing the benefits to be derived from the educational program.

(cf. 6020 - Parent Involvement)

Nondiscrimination

The School District certifies that all children participate in the school program on an equal basis regardless of age, sex, race, age, creed, color, national origin, or ethnic background and shall not be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any education program or activity of the district consistent with Title IX of the Education amendments of 1972 and Title VI of the Civil Rights Act of 1964.

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

Educational Program

Note: Under the **No Child Left Behind Act, Every Student Succeeds Act**, the **Federal G**overnment is dedicated to the development of curriculum materials that reflect the cultural diversity of Alaska Natives, instructional programs that make use of Native Alaskan languages, and programs and materials designed to address the needs of rural Alaska schools. This includes supporting the unique educational needs of rural school children by incorporating qualified Alaska Native elders and seniors.

The primary purpose of the educational program is to provide experiences by which individuals will learn within the context of their needs as well as the broader needs for which the district shares a responsibility. Under this assumption, the school is viewed as a link between the individual and learning resources and experiences available to meet both short and long range needs. To encourage the strongest and most viable linkage, the School Board recommends:

1. A program which is individualized to the maximum extent and which provides as many options as possible within educational goals statement previously made.

2. An organization plan by grade level or function which considers local expectations and efficiency of operation rather than an arbitrary pattern of organization. Individualization of program for students and optimum staff utilization demands an organizational plan based upon student performance, skill grouping, and activity grouping rather than a rigid grouping by age, sex, or other non-educational basis.
3. A staff utilization procedure which establishes specific personnel needs based upon the programs requirements. All persons, directly or indirectly affect the school operation. Certificated, classified and resource personnel, as well as students in certain circumstances, are considered in developing procedures for staff utilization.
4. A guidance and individual program planning effort which assures the widest choice of alternatives to individual students over their period of formal education. Emphasis will be upon bringing the student in direct contact with those educational experiences and resources which best meet short or long range needs.
5. An assessment program which uses both subjective and objective measures in determining student performance and the effectiveness of the school program in achieving learning objectives. This program is an integral part of the guidance function and requires both the involvement and understanding of students and parents in its development.
6. A wide range of learning materials and techniques which will meet the needs of students and of those responsible for instructional or learning activities. Special consideration must be given to unique cultural and language requirements. Audio and video materials, as well as print materials, are particularly important to the concepts- of individualization and maximum learning options.
7. A program for bringing students, schools and communities together in various educational, cultural, and recreational activities. The Alaska High School Activities Association (AHSAA) is recognized as the authority for all high school interscholastic activities. The district accepts as binding all AHSAA rules and regulations for membership and competition. All activities will be made available to students on a nondiscriminatory basis.
8. Maximum use of community resources as an integral part of the curriculum. Budgetary and administrative procedures should promote this utilization with standards established at the district and community level.
9. A continuous program of curriculum development at the community and district level. In this way the program will remain dynamic from both a content and organizational standpoint. Innovative or pilot efforts should be encouraged within whatever constraints must be applied to afford protection of students from potentially harmful experimentation.

EDUCATION OF NATIVE/INDIAN CHILDREN (continued)

BP 6174.1(d)

10. That in those areas which may be viewed as controversial, instructional procedures will be confined to a body of factual information with acceptance or interpretation left to the student. Religion is recognized as an important historic element but specific religion responsibility rests with the home and church. The Advisory Committee and parents

should play a major role in determining how controversial issues will be handled BEFORE SPECIFIC CONTROVERSIES OR ISSUES ARISE. Areas often found as the source of controversy are sex education, alcohol, and drug education.

11. Special programs, such as Title 1, Migrant Education, and Indian Education be designed, implemented and evaluated with input from parents and teachers of involved students. Specific activities may include but are not limited to:
 - a. Notifying each child's parents and teachers in a timely manner that the child has been selected to participate in the program.
 - b. Informing parents and teachers of specific objective of the program.
 - c. Establishment of parent-teacher conferences.
 - e. Providing materials, suggestions and training to enable parents to promote education at home.
 - f. Providing timely information concerning the program's plans and evaluations.
 - g. Soliciting parents and teacher suggestions in planning and operating the program.
 - h. Facilitating volunteer or paid participation by parents in school activities.
 - i. Establishing parent advisory committees.

Evaluation of Instructional Programs

Each Advisory Committee may develop procedures for the evaluation of the schools instructional programs in addition to the evaluation procedure required by the Plans of Service and Evaluation commonly referred to as the .050's and required by School Board Policy.

(cf. 6190 – Evaluation of the Instructional Program)

Legal

Reference:

UNITED STATES CODE

20 USC 236-244 Financial Assistance to Location Education Agencies (PL 81-874)

NO CHILD LEFT BEHIND ACT, P.L. 107-110 (2002)

20 USC §§ 7541-7546, Alaska Native Educational Equity, Support, and Assistance Act

20 USC § 7704 Policies and procedures relating to children residing on Indian Lands

CODE OF FEDERAL REGULATIONS
34 CFR 222.94

Revised 1/09 11/2024

SCHOOL DISTRICT REPORT CARD

AR 0510(a)

Note: Pursuant to AS 14.03.120 and 4 AAC 06.895, the "School District Report Card to the Public" must include the items specified below, specifically enumerated therein. Each school shall disseminate its report to parents not later than 30 days after the department has made all necessary data available to districts.

Annually, the principal or designee shall prepare a report on his/her their school's performance and the performance of the school's students. The report shall be presented to parents, students, and community members at a public meeting and forwarded to the Superintendent. By July 1 October 31 of each year, the Superintendent or designee shall provide to the Department of Education and Early Development, and make available to the public, a report on the performance of district schools and students.

The school and district reports shall be made on forms prescribed by the Department of Education and Early Development and shall include:

1. ~~the accreditation status of the school, including the date of accreditation, the name of the accrediting organization, and the level of accreditation awarded;~~
2. ~~the number and percent of district students that achieved applicable standards on state assessments;~~
3. ~~the number and percent of district students that achieved applicable standards on state assessments, disaggregated by subgroups:~~
 - ~~• Economically disadvantaged students~~
 - ~~• Students with limited English proficiency~~
 - ~~• Students with disabilities~~
 - ~~• African Americans~~
 - ~~• Alaska Natives and American Indians~~
 - ~~• Students of two or more races~~
 - ~~• Asians or Pacific Islanders~~
 - ~~• Hispanics~~
 - ~~• Whites~~
 - ~~• Males~~
 - ~~• Females~~
 - ~~• Migrants~~
 - ~~• Not migrant students~~
4. ~~a comparison between the performance score for the school or district and the school's or district's annual measurable objectives for that year as determined under 4 AAC 06.815;~~

Philosophy-Goals-Objectives and Comprehensive Plans

5. a comparison between the performance score of students in each subgroup and the subgroup's annual measurable objectives for that year as determined under 4 AAC 06.815;
6. a comparison between the performance score for the district and the performance score for the state as a whole;
7. the number and percentage of students not tested;

SCHOOL DISTRICT REPORT CARD (continued) AR 0510(b)

8. the number and percentage of students in each subgroup not tested;
9. the most recent two-year trend in student performance in each subject area for each grade level;
10. a description of student, parent, community, and business involvement in student learning, including the number and percent of students and parents, respectively, who responded to the teacher evaluation survey; the number of school/business or interagency partnerships; the average number of volunteer hours a week spent in the school; and a narrative description of the results of parental, community, and business involvement;
11. attendance, retention, dropout, and graduation rates as determined under 4 AAC 06.895(i);
12. the annual percent change in enrollment and the percent of enrollment change due to student transfers into and out of the district;
13. the performance star rating designation assigned the school under AS 14.03.123 and AAC 06.895(f) and the methodology used to assign the performance designation, including the measures used and the relative weights other indicators, and teacher qualifications;
14. a summary of student, parent, and community member comments on the school's performance, including the number of persons commenting;
15. if Native language education is provided, a summary and evaluation of the curriculum described in AS 14.30.420;
16. the most recent available academic achievement results in grades four and eight on the state NAEP reading and mathematics assessments, including the percentage of students at each achievement level reported in the aggregate, and the participation rates for students with limited English proficiency;
17. other indicators of school performance selected by the district or required by state regulation; and
18. information on the number, attendance, and performance of students enrolled in the school whose parents or guardians are on active duty in the armed forces of the United States, the United States Coast Guard, the Alaska National Guard, the Alaska Naval Militia, or the Alaska State Defense Force.

SCHOOL DISTRICT REPORT CARD (continued) AR 0510(c)

Philosophy-Goals-Objectives and Comprehensive Plans

the required disclosures set forth in AS 14.03.120 and 4 AAC 06.895.

Note: The district may establish regulations to require that additional information be included in reports and may specify other conditions for issuing school report cards.

Revised ~~3/2016~~ 6/2024

AASB POLICY REFERENCE MANUAL
9/92



LPSD School Board

DRAFT Calendar

2024-2025

August	Welcome staff and students: September 4, 2024 (First Day for Students)
September	AASB Fall Boardsmanship Academy (Fairbanks) September 14 & 15, 2024 Board Meeting September 16, 2024
October	Board Meeting: Thursday, October 10, 2024 Review student assessment data from Spring-Fall
November	Board Meeting November 14, 2024 AASB Annual Conference: November 7-10, 2024 (Anchorage)
December	Board Meeting December 6, 2024 (Anchorage/Audit Review) Elect officers Review of Superintendent Goals/Superintendent Evaluation Review Audit Board Self Evaluation/Board Goal Setting AASB School Law & Equity Academy: December 13-14, 2024 (Anchorage)
January	Board Meeting (Contract Approvals) January 16, 2025 (tentative) Board Member Self Assessment/Goals Small Schools Projection/Discussion
February	Board Meeting February 13, 2025 (set date) Facilities needs planning Superintendent evaluation and goals Budget Development, first reading AASB Legislative Fly-In and Leadership Training (February 7-10, 2025, Juneau) Update on Review of LPSD Systems
March	Board Meeting March 13, 2025 (set date) Budget Development, second reading Teacher contract approvals Approves New Curriculum (if any) Small School Intent to Enroll Forms Go Out
April	Board Meeting (SNAP Meet, Newhalen) April 17, 2025 AASB Spring Boardsmanship Academy (April 26-27, 2025, Anchorage) Budget Approval, Final reading Approval of next year's school calendar Intent to Enroll - Small Schools Discussion
May	Board Meeting May 8, 2025 (set date) Activities Reference Sheet for the following year Review student handbook