



**SOUTHEAST ISLAND SCHOOL DISTRICT
BOARD OF EDUCATION**
Regular Meeting
Wednesday, September 17, 2025

VISION STATEMENT

Students are equipped to realize their dreams and aspirations.

MISSION STATEMENT

Together we will foster student skills to achieve their goals and thrive in an ever-changing world.

AGENDA

MEETING: 1:00 PM
LOCATION: Thorne Bay School and via Zoom
1010 Sandy Beach Rd
Thorne Bay, Alaska 99919
VIRTUAL URL: <https://us02web.zoom.us/j/82916040552?pwd=CyP6LgtpBs8cB042OMUcjxBycXZ2WW.1>

1. CALL TO ORDER
2. ROLL CALL
3. PLEDGE OF ALLEGIANCE
4. DISTRICT VISION, MISSION, AND GOALS

VISION

Students are equipped to achieve their dreams and aspirations.

MISSION

Set a foundation by cultivating experiences for students to develop goals and thrive in an ever-changing world.

FOCUS AREAS

1. Prepare students to overcome challenges and be successful.
 2. Celebrate and encourage school and community achievements and involvement.
 3. Support staff retention and professional growth.
5. APPROVAL OF AGENDA
 6. WELCOME TO VISITORS
 7. PUBLIC COMMENT

8

PERTINENT FACTS:

The Board President will ask for public comment from visitors:

- School Communities
 - Coffman Cove
 - Hollis
 - Kasaan
 - Naukati

- Port Alexander
- Thorne Bay
- Whale Pass

- Other Visitors

Please see the attachment for additional information about public comment.

8. CONSENT AGENDA: (Items listed under CONSENT AGENDA are considered to be routine by the School Board and will be approved in one motion unless a Board Member requests that an item be considered separately.)

- | | | |
|----|---|----|
| A. | Approval of the August 20, 2025, Regular Meeting Minutes | 10 |
| B. | Acceptance of September 2025 Financial Report | 14 |
| C. | Approval of Employment | |
| 1. | FY 2026 Classified Employment | |
| a. | Port Alexander: Susan Greene (Cook), Laura Pollard (Paraprofessional), Paul Young (On-call Paraprofessional) | |
| b. | Thorne Bay: Jennifer Andis (PreK Paraprofessional), Christy Cunningham (Lead Cook), Terri Kohn (On-call Bus Driver) | |
| c. | Coffman Cove: Crystal Coley (Cook) | |
| 2. | FY 2026 Classified Employment, pending receipt of required documentation: William Collins (Paraprofessional, Naukati), Lucille Nelson (Paraprofessional, Thorne Bay) | |
| 3. | FY 2026 Extra-duty Contracts: Joseph Harrington (Perkins Grant/CTE Coordinator), Michael Congdon (Maintenance Duties, Barry Craig Stewart Kasaan School) | |
| 4. | FY 2026 Extracurricular Contracts: Brandy Schmitz-Prefontaine (Elementary/Middle School Cross Country, Thorne Bay), Timothy Willis (Elementary/Middle School Cross Country, Kasaan) | |

9. ADMINISTRATIVE/BOARD REPORTS

- | | | |
|----|--|----|
| A. | Superintendent Report | 22 |
| 1. | Area Principal/Dean of Students Report | 24 |
| a. | AK-TRAILS Correspondence/Homeschool | 26 |
| b. | Barry Craig Stewart Kasaan School | 28 |
| c. | Hollis School | |
| d. | Howard Valentine Coffman Cove School | 31 |
| e. | Naukati School | |

| | |
|---|----|
| f. Port Alexander School | 33 |
| g. Thorne Bay School | |
| h. Whale Pass School | 35 |
| 2. Activities Report | |
| 3. Business Report | 37 |
| 4. Child Nutrition Program Report | 39 |
| 5. Greenhouse/Agriculture Program Report | |
| 6. Maintenance Report | |
| 7. Special Programs Report | 40 |
| 8. State & Federal Programs/Grants Report | 45 |
| 9. Technology Report | 47 |
| B. Student Board Representative Report | 48 |

10. UNFINISHED BUSINESS

- A. Action on Administrative/Board Reports
- B. 2nd Reading, Board Policy Review (BP 8000 - BP 8410)

Recommendation

It is the Administration's recommendation that the School Board approve BP 8000 Concepts and Roles, 8110 Membership, 8120 Elections, 8130 Vacancies, 8140 Officers, 8200 Powers and Duties, 8310 Orientation, 8320 Meetings, 8330 Member Responsibilities, 8340 Code of Ethics, and 8410 Cooperative Agreements involving Extracurricular Activities.

Pertinent Facts

Following the direction of BP 0500, Review and Evaluation, the School Board reviews policies throughout the year. Board Policies 8000, 8110, 8120, 8130, 8140, 8200, 8310, 8320, 8330, 8340, and 8410 are presented for second reading.

The first reading of these policies took place during the May 21, 2025, regular meeting. Additionally, the policies were sent to all advisory school councils for review and comment.

- | | |
|--------------------------------|----|
| 1. BP 8000, Concepts and Roles | 49 |
|--------------------------------|----|

Pertinent Facts

This update incorporates minor changes to align SISD's policy with the Association of Alaska School Board's current model policy, and clarifying language to ensure accurate interpretation across the district.

- | | |
|------------------------|----|
| 2. BP 8110, Membership | 51 |
|------------------------|----|

Pertinent Facts

This policy includes updates to clarify membership structure and term,

attendance boundaries for ASCs, and student involvement.

| | | |
|-----|--|----|
| 3. | BP 8120, Elections | 53 |
| | <u>Pertinent Facts</u> The proposed updates clarify responsibilities for conducting elections and the qualifications of candidates and voters. Minor grammatical adjustments have also been made in the final version. | |
| 4. | BP 8130, Vacancies | 56 |
| | <u>Pertinent Facts</u> This is a new policy for the District, based on AASB's model policy. It clearly outlines the reasons a seat on the Advisory School Council may become vacant and provides procedures for appointing a replacement when a vacancy occurs. | |
| 5. | BP 8140, Officers | 57 |
| | <u>Pertinent Facts</u> This update provides clarifying language to promote consistency and accurate interpretation across the district. Minor grammatical adjustments have also been made in the final version. | |
| 6. | BP 8200, Powers and Duties | 59 |
| | <u>Pertinent Facts</u> The proposed update clarifies the duties of the Advisory School Council to align with AASB model policy, Alaska Statute, and District philosophy and needs. | |
| 7. | BP 8310, Orientation | 63 |
| | <u>Pertinent Facts</u> The proposed update includes clarifying language to ensure consistency, reflect district practice, and promote accurate interpretation across the district. | |
| 8. | BP 8320, Meetings | 64 |
| | <u>Pertinent Facts</u> The proposed update clarifies that the Advisory School Council may not hold executive sessions. | |
| 9. | BP 8330, Member Responsibilities | 65 |
| | <u>Pertinent Facts</u> The update includes minor edits to align with AASB's model policy. | |
| 10. | 8340 Code of Ethics | 66 |
| | <u>Pertinent Facts</u> This update includes the addition of a note preceding the policy. | |
| 11. | BP 8410, Cooperative Agreements Involving Extracurricular Activities | 67 |
| | <u>Pertinent Facts</u> This update includes minor grammatical edits and clarifying language to ensure consistency, readability, and accurate interpretation across the district. | |
| 11. | NEW BUSINESS | |
| | A. Resolution 2026-03: A Resolution Declaring an Emergency Due to the Failure of the Fire Suppression System at Thorne Bay School Gymnasium and Directing Immediate Action to Protect Students, Staff, and Facilities | 70 |

Recommendation:

It is the Administration's recommendation that the Southeast Island School District Board of Education approve Resolution 2026-03, declaring an emergency due to the failure of the fire suppression system at the Thorne Bay School gymnasium. The resolution authorizes immediate protective actions, directs pursuit of state accountability and liability, and requests emergency funding and support to ensure the safety of students, staff, and facilities.

Pertinent Facts:

- The Thorne Bay School gymnasium's fire suppression system has been nonfunctional for an extended period, creating a life-safety hazard.
- Despite 17 years of CIP requests, state funding has not been approved, while less urgent projects have been funded.
- A request to reallocate unexpended Hollis School project funds was denied by DEED due to statutory restrictions.
- The District is using Fire Impairment Plan #2025IMP0005 with the State Fire Marshal, but it is only a temporary measure and does not provide full protection.
- Superintendent Morrison has asked the State of Alaska to assume liability for potential damages or injuries, with a September 5, 2025 deadline for response.
- Resolution 2026-03 declares the failure an emergency, supports the Superintendent's liability request, directs pursuit of further protective actions if needed, and calls for immediate engagement of elected officials to secure funding.

B. Resolution 2026-04: A Resolution Approving the Section 125 Premium Only Plan

72

Recommendation:

It is the Administration's recommendation that the Southeast Island School District Board of Education approve Resolution 2026-04, formally adopting the Section 125 Premium Only Plan for the 2025-2026 plan year. Approval will authorize implementation and administration of the plan, continuing the District's participation in this tax-advantaged program for employees.

Pertinent Facts:

- The Southeast Island School District first adopted a Section 125 Premium Only Plan in 2024 to allow employees to pay for qualified benefit premiums (such as medical, dental, and vision insurance) on a pre-tax basis, consistent with Section 125 of the Internal Revenue Code.
- The Premium Only Plan provides employees with tax savings by reducing taxable income when paying insurance premiums, thereby supporting affordability and participation in District benefit programs.
- Resolution 2026-04 authorizes continuation of the District's participation into its second year, ensuring that employees maintain access to this benefit program.
- Adoption also grants the Superintendent or designee authority to take all necessary steps to implement and administer the plan on behalf of the District.

C. Resolution 2026-05: A Resolution Requesting the State of Alaska Revise the Scoring of Capital Improvement Projects to Prioritize Life and Safety Issues and Establish a Separate Funding List for REAA School Districts

100

Recommendation:

It is the Administration's recommendation that the Southeast Island School District Board of Education approve Resolution 2026-05, requesting that the State of Alaska

revise the scoring of Capital Improvement Projects (CIP) to prioritize life, health, and safety issues and establish a separate CIP funding list for Regional Educational Attendance Area (REAA) school districts. Adoption of this resolution strengthens the District's advocacy for equitable, safe, and timely funding of critical school facility needs.

Pertinent Facts:

The Southeast Island School District has identified a critical flaw in the State of Alaska's current Capital Improvement Project (CIP) scoring system: it does not give sufficient priority to projects that address urgent life, health, and safety needs in schools. As a result, essential facility upgrades across the state, including those affecting student and staff safety, have gone unfunded for years. These delays worsen building conditions and increase risks for school communities, leaving districts like SISD without timely solutions to pressing hazards.

This challenge is further compounded for Regional Educational Attendance Area (REAA) districts, which do not have a municipal tax base or local government to share in capital project costs. In contrast, city and borough districts can contribute local funding, creating a structural inequity that disproportionately disadvantages rural schools. Resolution 2026-05 urges the State to address these inequities by revising CIP scoring to prioritize life-safety projects, adding weight for projects long delayed, and establishing a separate funding list for REAA districts to ensure equitable consideration.

12. INFORMATION ITEMS

A. Letters and Communications

B. Reports and Information

- 1. AASB Event Calendar 102
- 2. Calendar of Agenda Items 104
- 3. Advisory School Council Meeting Minutes
 - a. Barry Craig Stewart Kasaan 105
 - b. Port Alexander 109

C. Administrative Regulations and Exhibits for Review

Pertinent Facts

These administrative regulations and exhibits are informational items that are presented today for final review.

The initial review occurred during the May 21, 2025, regular meeting, when the administration requested that feedback be submitted by August 4, 2025. No feedback was received following the May 2025 meeting, and no further updates were made.

- 1. AR 8120, Elections 111

Pertinent Facts

This administrative regulation is new to SISD and provides an inclusive, fair, and transparent process for electing officers at each Advisory School Council.

- 2. AR 8320, Meetings 114

Pertinent Facts

This update includes clarifying language to ensure consistency and accurate

- interpretation across the district
3. E 8340, Code of Ethics for the Advisory School Council 118

Pertinent Facts

This update includes clarifying language.

4. E 8410, Cooperative Agreements 120

Pertinent Facts

This update defines the acronyms used in the previous version.

13. ADVANCE PLANNING

- A. October 2025 Regular Meeting: 3rd Wednesday is October 15, 2025 (Location: Port Alexander School)

Pertinent Facts

October 24, 2025, is the target date to certify the School Board elections for REAAs, including Southeast Island School District (REAA #19). Board Bylaw 9120 and Alaska Statute 14.14.070 identify that, within seven days of the certification of the election, the board meets to elect a president and clerk from the Board membership. To meet this requirement, the Board could:

- postpone the regular meeting until the week of October 27th.
- hold the regular meeting on the scheduled date and hold a special meeting during the week of October 27th.

- B. AASB Annual Conference (November 13-16, 2025, Anchorage)

14. PUBLIC COMMENT

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PERTINENT FACTS:

The Board President will ask for public comment from visitors:

- School Communities
 - Coffman Cove
 - Hollis
 - Kasaan
 - Naukati
 - Port Alexander
 - Thorne Bay
 - Whale Pass

- Other Visitors

Please see the attachment for additional information about public comment.

15. BOARD COMMENT

16. EXECUTIVE SESSIONS

17. ADJOURNMENT

MEETING CONDUCT

The School Board desires to conduct its meetings effectively and efficiently. All Board meetings shall begin on time and shall be guided by an agenda prepared and delivered in advance to all Board members and other designated persons.

Parliamentary Procedure

Board meetings shall be conducted by the president in a manner consistent with adopted Board bylaws and generally accepted parliamentary procedures.

Quorum

A majority of the number of filled positions on the Board constitutes a quorum.

Unless otherwise provided by law, affirmative votes by a majority of the Board's membership are required to approve any action under consideration, regardless of the number of members present.

Abstentions

The Board recognizes that when no conflict of interest requires abstention, its members have a duty to vote on issues before them. A member may only abstain due to a publicly declared conflict of interest. When a member abstains because of a conflict of interest, the abstention shall be considered to concur with the action taken by the majority of those who vote, whether affirmatively or negatively.

(cf. 9270 - Conflict of Interest)

Public Participation

Because the Board has a responsibility to conduct district business in an orderly and efficient way, the following procedures shall regulate public presentations to the Board.

1. The Board shall give members of the public an opportunity to address the Board either before or during the Board's consideration of each agenda item.
2. At a time so designated on the agenda, members of the public also may bring before the Board matters that are not listed on the agenda of a regular meeting. The Board may refer such a matter to the Superintendent or designee or take it under advisement. The matter may be placed on the agenda of a subsequent meeting for action or discussion by the Board.
3. A person wishing to be heard by the Board shall first be recognized by the president. They shall then identify themselves and proceed to comment as briefly as the subject permits.

MEETING CONDUCT (continued)

4. The President may establish rules to govern the procedure whereby persons address the Board.
5. With Board consent, the president may modify the time allowed for public presentation or may rule on the appropriateness of a topic. If the topic would be more suitably addressed at a later time, the president may indicate the time and place when it should be presented.
6. No oral presentation shall include charges or complaints against any employee of the Board, including the Superintendent, regardless of whether or not the employee is identified by name or by another reference which tends to identify. Charges or complaints against employees must be submitted to the Board under the provisions of Board policy and administrative regulations related to such complaints.

(cf. 1312.1 - Complaints Concerning School Personnel)
(cf. 9312 - Executive Sessions)

7. No disturbance or willful interruption of any Board meeting shall be permitted. Persistence, by an individual or group, shall be grounds for the chair to terminate the privilege of addressing the meeting. The Board may remove disruptive individuals and order the room cleared if necessary.

(cf. 9320 - Meetings)
(cf. 9322 - Agenda/Meeting Materials)

Legal Reference:

ALASKA STATUTES
29.20.020 Meetings public

Review 1/04, 1/05
Revised 6/11



**SOUTHEAST ISLAND SCHOOL DISTRICT
BOARD OF EDUCATION
REGULAR MEETING
August 20, 2025**

MINUTES

Location: Thorne Bay School and via Zoom,
1010 Sandy Beach Rd, Thorne Bay, Alaska 99919

1. CALL TO ORDER

Board President Tony Lovell called the meeting to order at 4:01 PM

2. ROLL CALL

Members Present: Ben Blair, Debbie Fehr, and Tony Lovell (President) attended in person. William Tyrell attended over videoconference. Molly Kimzey (Clerk) was absent.

Student Representative: Teagen Taylor joined the meeting in person briefly during Administrative/Board Reports, then stepped out prior to New Business.

Quorum: yes

3. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

4. DISTRICT VISION, MISSION, AND GOALS

The Board reviewed and reaffirmed the District Vision, Mission, and Goals.

5. APPROVAL OF AGENDA

Motion: Mr. Blair moved to approve the agenda.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

6. WELCOME TO VISITORS

Board President Tony Lovell welcomed all visitors attending in person and via Zoom.

7. PUBLIC COMMENT

No public comment was offered.

8. CONSENT AGENDA

Motion: Mr. Blair moved to approve the Consent Agenda, including: the May 21, 2025, regular meeting minutes, the June 24, 2025, special meeting minutes, the July

23, 2025, special meeting minutes, the August 2025 financial report, and employment including the FY 2026 teacher contract addendum for Julie Vasquez, FY 2026 classified employment for Hesperus Keys, FY 2026 classified employment, pending receipt of required documentation, for Megan Wakefield, and the FY 2026 extra-duty contract for Jennifer Andis.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

9. ADMINISTRATIVE/BOARD REPORTS

Rod Morrison presented the Superintendent's report. Topics included: district goals, recent engagements, upcoming events, and sharable news & events.

Superintendent Morrison then invited each department and school to share highlights of their reports.

Area Principal/Dean of Students Shaine Nixon shared highlights about summer work and preparations for school at the different campuses, professional development, preschool, seniors, and the literacy grant. AK-TRAILS Correspondence/Homeschool Coordinator Cassandra Christophers shared highlights about the AK-TRAILS Correspondence/Homeschool. Superintendent Morrison shared highlights about the Songahm Academic Program at Whale Pass School. Business Contractor Lucienne Smith shared highlights from the Business Department. Greenhouse/Agriculture Program Coordinator Brandy Schmitz-Prefontaine share highlights from the Greenhouse/Agriculture Program. Maintenance Director Scott Randall shared highlights from the Maintenance Department. Special Programs Director Robbin Perkins shared highlights from the Special Programs and Assessments Department. State & Federal Programs/Grants Coordinator Astrid Richard-Cook shared highlights from the State & Federal Programs/Grants Department.

Reports for these programs/departments as well as those for the Child Nutrition Program and Technology Department were included in the board meeting packet for review.

10. UNFINISHED BUSINESS

No unfinished business was addressed.

11. NEW BUSINESS

Motion: Mr. Blair moved to adopt the FY 2027-2032 Six-Year Capital Improvement Plan as presented and authorize submission to the Alaska Department of Education & Early Development.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

Motion: Mr. Blair moved to approve the 2025-2026 AK-TRAILS Correspondence/Homeschool Handbook.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

Motion: Mr. Blair moved to approve the 2025-2026 Student/Parent Handbook.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

Motion: Mr. Blair moved to approve the 2025-2026 Teacher Handbook.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

Motion: Mr. Blair moved to Approve the 2025-2026 Songahm Academic Program Handbook.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

12. INFORMATION ITEMS

The Board reviewed the information items in the packet, including the AASB Call for Resolutions, the AASB Event Calendar, the Board's Calendar of Agenda Items, Advisory School Council Meeting minutes for Naukati School and Thorne Bay School, and the FY 2026 Professional Services Agreement with Samantha R. Funk, dba Cedar & Spurce Counseling for School-based Counseling Services

13. ADVANCE PLANNING

The next regular Board meeting will be on September 17, 2025, proposed location: Port Alexander School.

The AASB Fall Boardsmanship Academy will take place from September 20-1, 2025.

14. PUBLIC COMMENT

Superintendent Morrison commented appreciation for communication from the Board.

15. BOARD COMMENT

William Tyrell commented regarding the visit to Hollis School by Senator Lisa Murkowski, unexpended funds from the Hollis School Replacement project, and the Hollis School water system. Ben Blair commented regarding water samples from school sites and the food bank. Tony Lovell commented academic credit for special activities. Debbie Fehr commented regarding the food bank.

16. EXECUTIVE SESSIONS

None

17. ADJOURNMENT

Motion: Mr. Blair moved to adjourn the meeting.

Second: yes

Student Representative (Preferential Vote): Absent 1

Board Vote: Yea: 4; Nay: 0; Absent 1

Resolved: motion passed by majority vote (4-0-1)

Time: 6:21 PM

Board President

Date

Board Clerk

Date



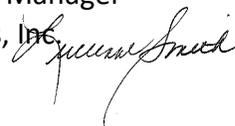
SOUTHEAST ISLAND SCHOOL DISTRICT

P.O. Box 19569, 1010 Sandy Beach Rd Thorne Bay, Alaska 99919
(907) 828-8254 Fax: (907) 828-8257 Email: sisd@sisd.org

MEMORANDUM

TO: SISD BOARD OF EDUCATION

THRU: Rodney Morrison, Superintendent

FROM: Lucienne Smith, Contracted Business Manager
Alaska Education & Business Services, Inc. 

Date: September 12, 2025

SUBJECT: FINANCIAL REPORT NARRATIVE

The following pages are the monthly September Board Reports.

The format of these monthly revenue and expenditure information reports are presented to the Board of Education to apprise them of the District's financial position in comparison to the respective budgets for all funds as well as a more detailed presentation of the general fund. More detailed information is available at the District office in Thorne Bay, Alaska.

Statement of Revenue Budget vs. Actual: This printout recaps fund specific revenue information per the column headings for all funds of the District:

| | |
|------------------------|---|
| Received current Month | Includes activity for the month noted in the report |
| Received YTD | Includes year-to-date activity |
| Estimated Revenue | Reflects the current revenue budget |
| Revenue to be received | Reflects the amount expected to be received by year end |

Statement of Expenditures Budget vs. Actual: This printout recaps fund specific expenditure information per the column headings for all funds of the district:

| | |
|-------------------------|---|
| Committed Current Month | Includes activity for the month noted in the report |
| Committed YTD | Includes year-to-date activity |
| Original Appropriation | Board of Education and DOEED approved original budgets |
| Current Appropriation | Includes the original budget amount, budget transfers, budget revisions and rollover encumbrances from prior year |
| Available Appropriation | Budgeted amounts not yet expended or encumbered but available |

Statement of Revenue Budget vs. Actual for Operating Fund: This report represents a more detailed view of the operating Fund revenue categories. The columns reflect the same information as noted above for the Statement of Revenue Budget vs. Actuals.

Statement of Expenditure Budget vs. Actual for Operating Fund: This report presents a functional recap of the Operating Fund. The columns reflect the same information as noted above for the Statement of Expenditure – Budget vs. Actual.

SOUTHEAST ISLAND SCHOOL DISTRICT
Statement of Revenue Budget vs Actuals
For the Accounting Period: 9 / 25

| Fund | Received | | Estimated Revenue | Revenue | |
|---|---------------|--------------|-------------------|----------------|------------|
| | Current Month | Received YTD | | To Be Received | % Received |
| 100 GENERAL OPERATING FUND | 300.00 | 871,233.45 | 6,152,891.00 | 5,281,657.55 | 14 % |
| 205 PUPIL TRANSPORTATION FUND | 0.00 | 73,944.00 | 262,473.00 | 188,529.00 | 28 % |
| 255 FOOD SERVICE FUND | 0.00 | 0.00 | 143,476.16 | 143,476.16 | 0 % |
| 256 FRESH FRUIT & VEGETABLES | 0.00 | 0.00 | 1,078.13 | 1,078.13 | 0 % |
| 260 TITLE I-A BASIC | 0.00 | 0.00 | 89,872.00 | 89,872.00 | 0 % |
| 261 TITLE I-C MIGRANT | 0.00 | 0.00 | 125,636.00 | 125,636.00 | 0 % |
| 262 MIGRANT BOOKS | 0.00 | 0.00 | 3,332.00 | 3,332.00 | 0 % |
| 264 Title IVA INNOVATIVE | 0.00 | 0.00 | 11,538.00 | 11,538.00 | 0 % |
| 266 TITLE IIA PRINCIPAL/TEACHER RETENTION & | 0.00 | 0.00 | 24,222.00 | 24,222.00 | 0 % |
| 268 TITLE VI-B IDEA | 0.00 | 0.00 | 54,777.00 | 54,777.00 | 0 % |
| 270 TITLE VI-B SEC 619 PRESCHOOL DISABLED | 0.00 | 0.00 | 4,436.00 | 4,436.00 | 0 % |
| 271 CARL PERKINS | 0.00 | 0.00 | 22,000.00 | 22,000.00 | 0 % |
| 273 HUNTER EDUCATION GRANT | 0.00 | 0.00 | 17,693.90 | 17,693.90 | 0 % |
| 280 AK LITERACY | 0.00 | 0.00 | 35,000.35 | 35,000.35 | 0 % |
| 281 CLSD 2024 COHORT | 0.00 | 0.00 | 350,000.00 | 350,000.00 | 0 % |
| 355 US FOREST SERVICE - TB GARN UNITS | 0.00 | 0.00 | 373,500.00 | 373,500.00 | 0 % |
| 360 INDIAN EDUCATION | 0.00 | 12,452.00 | 12,452.00 | 0.00 | 100 % |
| 365 REAP | 0.00 | 1,904.00 | 1,904.00 | 0.00 | 100 % |
| 370 SUCCEED | 0.00 | 166,197.77 | 346,766.00 | 180,568.23 | 48 % |
| 375 TEACHER HOUSING | 0.00 | 3,221.00 | 110,000.00 | 106,779.00 | 3 % |
| 528 AHFC THORNE BAY HOUSING GRANT | 0.00 | 0.00 | 700,000.00 | 700,000.00 | 0 % |
| 711 STUDENT AGENCY FUND AGRICULTURE | 0.00 | 1,030.00 | 0.00 | -1,030.00 | % |
| Grand Total: | 300.00 | 1,129,982.22 | 8,843,047.54 | 7,713,065.32 | 13 % |

SOUTHEAST ISLAND SCHOOL DISTRICT
Statement of Expenditure - Budget vs. Actual Report
For the Accounting Period: 9 / 25

| Fund | Committed Current Month | Committed YTD | Original Appropriation | Current Appropriation | Available Appropriation | % Comm. |
|---|----------------------------|------------------|---------------------------|--------------------------|----------------------------|------------|
| 100 GENERAL OPERATING FUND | 424,552.63 | 1,092,362.49 | 6,164,751.00 | 6,164,751.00 | 5,072,388.51 | 18% |
| 205 PUPIL TRANSPORTATION FUND | 7,443.29 | 12,938.21 | 149,313.00 | 149,313.00 | 136,374.79 | 9% |
| 255 FOOD SERVICE FUND | 17,632.17 | 64,529.96 | 303,308.00 | 303,308.00 | 238,778.04 | 21% |
| 256 FRESH FRUIT & VEGETABLES | 7,547.88 | 9,115.33 | 1,078.13 | 1,078.13 | -8,037.20 | 845% |
| 260 TITLE I-A BASIC | 4,265.20 | 6,737.38 | 89,871.36 | 89,871.36 | 83,133.98 | 7% |
| 261 TITLE I-C MIGRANT | 6,537.41 | 20,909.50 | 125,635.92 | 125,635.92 | 104,726.42 | 17% |
| 262 MIGRANT BOOKS | 7.99 | 7.99 | 3,332.00 | 3,332.00 | 3,324.01 | 0% |
| 264 Title IVA INNOVATIVE | 0.00 | 0.00 | 11,536.85 | 11,536.85 | 11,536.85 | 0% |
| 266 TITLE IIA PRINCIPAL/TEACHER | 0.00 | 1,925.75 | 24,221.92 | 24,221.92 | 22,296.17 | 8% |
| 268 TITLE VI-B IDEA | 1,241.00 | 1,241.00 | 54,403.77 | 54,403.77 | 53,162.77 | 2% |
| 270 TITLE VI-B SEC 619 PRESCHOOL | 0.00 | 0.00 | 4,433.62 | 4,433.62 | 4,433.62 | 0% |
| 271 CARL PERKINS | 0.00 | 0.00 | 21,998.76 | 21,998.76 | 21,998.76 | 0% |
| 272 SAFETY & WELL BEING | 13,709.02 | 14,255.07 | 16,000.00 | 16,000.00 | 1,744.93 | 89% |
| 273 HUNTER EDUCATION GRANT | 16,691.31 | 16,691.31 | 17,693.90 | 17,693.90 | 1,002.59 | 94% |
| 274 TITLE IA SCHOOL IMPROVEMENT | 168.72 | 0.00 | 0.00 | 0.00 | 0.00 | 0% |
| 280 AK LITERACY | 6,406.33 | 8,156.49 | 35,000.24 | 35,000.24 | 26,843.75 | 23% |
| 281 CLSD 2024 COHORT | 2,443.87 | 129,321.90 | 349,995.78 | 349,995.78 | 220,673.88 | 37% |
| 353 RURAL UTILITIES SERVICE | 293,137.00 | 311,001.70 | 460,912.00 | 460,912.00 | 149,910.30 | 67% |
| 355 US FOREST SERVICE - TB GARN UNITS | 0.00 | 0.00 | 373,500.00 | 373,500.00 | 373,500.00 | 0% |
| 358 SOAR - KLAWOCK | 3,699.93 | 9,849.41 | 28,217.00 | 28,217.00 | 18,367.59 | 35% |
| 370 SUCCEED | 11,719.34 | 27,495.13 | 394,723.00 | 394,723.00 | 367,227.87 | 7% |
| 375 TEACHER HOUSING | 750.45 | 14,456.73 | 50,000.00 | 50,000.00 | 35,543.27 | 29% |
| 528 AHFC THORNE BAY HOUSING GRANT | 0.00 | 396,659.34 | 700,000.00 | 700,000.00 | 303,340.66 | 57% |
| 535 COPS SCHOOL VIOLENT PREVENTION- DOJ | 0.00 | 94,634.11 | 130,855.00 | 130,855.00 | 36,220.89 | 72% |
| 711 STUDENT AGENCY FUND AGRICULTURE | 147.96 | 147.96 | 0.00 | 0.00 | -147.96 | 0% |

| | | | | | | |
|--------------|------------|--------------|--------------|--------------|--------------|-----|
| Grand Total: | 818,101.50 | 2,232,436.76 | 9,510,781.25 | 9,510,781.25 | 7,278,344.49 | 23% |
|--------------|------------|--------------|--------------|--------------|--------------|-----|

100 GENERAL OPERATING FUND

| Function / Object | Received | | Estimated Revenue | Revenue | |
|------------------------------------|---------------|--------------|-------------------|----------------|------------|
| | Current Month | Received YTD | | To Be Received | % Received |
| 000 | | | | | |
| 0000 | | | | | |
| 30 EARNINGS ON INVESTMENTS | 0.00 | 1,794.52 | 0.00 | -1,794.52 | ** % |
| 40 OTHER LOCAL REVENUES | 300.00 | 7,919.93 | 25,000.00 | 17,080.07 | 31 % |
| 48 STATE BROADBAND ASSISTANT GRANT | 0.00 | 0.00 | 290,000.00 | 290,000.00 | 0 % |
| 51 STATE-FOUNDATION PROGRAM | 0.00 | 861,494.00 | 5,398,262.00 | 4,536,768.00 | 15 % |
| 56 TRS On-Behalf | 0.00 | 0.00 | 358,515.00 | 358,515.00 | 0 % |
| 57 PERS On Behalf | 0.00 | 0.00 | 64,252.00 | 64,252.00 | 0 % |
| 250 TRANSFER FROM OTHER FUNDS | 0.00 | 0.00 | 16,862.00 | 16,862.00 | 0 % |
| Function Total: | 300.00 | 871,208.45 | 6,152,891.00 | 5,281,682.55 | 14 % |
| Org Total: | 300.00 | 871,208.45 | 6,152,891.00 | 5,281,682.55 | 14 % |
| 628 THORNE BAY | | | | | |
| 700 STUDENT ACTIVITIES | | | | | |
| 40 OTHER LOCAL REVENUES | 0.00 | 25.00 | 0.00 | -25.00 | ** % |
| Function Total: | 0.00 | 25.00 | 0.00 | -25.00 | ** % |
| Org Total: | 0.00 | 25.00 | 0.00 | -25.00 | ** % |
| Fund Total: | 300.00 | 871,233.45 | 6,152,891.00 | 5,281,657.55 | 14 % |
| Grand Total: | 300.00 | 871,233.45 | 6,152,891.00 | 5,281,657.55 | 14 % |

Funds 100- 100

| Program-Function | Committed Current Month | Committed YTD | Original Appropriation | Current Appropriation | Available Appropriation | % Committed |
|---------------------------------------|----------------------------|------------------|---------------------------|--------------------------|----------------------------|----------------|
| 100 GENERAL OPERATING FUND | | | | | | |
| 621 HOWARD VALENTINE | | | | | | |
| 100 REGULAR INSTRUCTION | 19,869.83 | 22,219.17 | 245,627.00 | 245,627.00 | 223,407.83 | 9 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0 |
| 200 SPECIAL EDUCATION INSTRUC | 4,666.99 | 4,666.99 | 68,726.00 | 68,726.00 | 64,059.01 | 6 |
| 400 SCHOOL ADMINISTRATION | 1,216.24 | 1,216.24 | 9,981.00 | 9,981.00 | 8,764.76 | 12 |
| 600 OPERATIONS & MAINTENANCE | 182.35 | 4,569.08 | 68,917.00 | 68,917.00 | 64,347.92 | 6 |
| 700 STUDENT ACTIVITIES | 0.00 | 60.00 | 7,597.00 | 7,597.00 | 7,537.00 | 0 |
| Org Total: | 25,935.41 | 32,731.48 | 402,348.00 | 402,348.00 | 369,616.52 | |
| 624 KASAAN | | | | | | |
| 100 REGULAR INSTRUCTION | 14,055.80 | 16,000.30 | 136,066.00 | 136,066.00 | 120,065.70 | 11 |
| 160 VOCATIONAL ED INSTRUCTION | 506.20 | 706.20 | 1,500.00 | 1,500.00 | 793.80 | 47 |
| 200 SPECIAL EDUCATION INSTRUC | 1,700.91 | 1,700.91 | 26,855.00 | 26,855.00 | 25,154.09 | 6 |
| 400 SCHOOL ADMINISTRATION | 1,183.25 | 1,183.25 | 9,981.00 | 9,981.00 | 8,797.75 | 11 |
| 600 OPERATIONS & MAINTENANCE | 2,511.87 | 6,068.22 | 45,800.00 | 45,800.00 | 39,731.78 | 13 |
| 700 STUDENT ACTIVITIES | 0.00 | 300.00 | 6,929.00 | 6,929.00 | 6,629.00 | 4 |
| Org Total: | 19,958.03 | 25,958.88 | 227,131.00 | 227,131.00 | 201,172.12 | |
| 625 NAUKATI | | | | | | |
| 100 REGULAR INSTRUCTION | 17,954.34 | 19,733.99 | 217,710.00 | 217,710.00 | 197,976.01 | 9 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0 |
| 200 SPECIAL EDUCATION INSTRUC | 6,582.29 | 6,582.29 | 66,379.00 | 66,379.00 | 59,796.71 | 9 |
| 400 SCHOOL ADMINISTRATION | 532.30 | 532.30 | 9,981.00 | 9,981.00 | 9,448.70 | 5 |
| 600 OPERATIONS & MAINTENANCE | 0.00 | 16,487.09 | 72,671.00 | 72,671.00 | 56,183.91 | 22 |
| 700 STUDENT ACTIVITIES | -120.25 | 201.85 | 6,951.00 | 6,951.00 | 6,749.15 | 2 |
| Org Total: | 24,948.68 | 43,537.52 | 375,192.00 | 375,192.00 | 331,654.48 | |
| 628 THORNE BAY | | | | | | |
| 100 REGULAR INSTRUCTION | 36,879.55 | 40,639.94 | 488,560.00 | 488,560.00 | 447,920.06 | 8 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 3,000.00 | 3,000.00 | 3,000.00 | 0 |
| 200 SPECIAL EDUCATION INSTRUC | 15,541.78 | 15,541.78 | 261,616.00 | 261,616.00 | 246,074.22 | 5 |
| 400 SCHOOL ADMINISTRATION | 6,921.63 | 7,588.57 | 83,246.00 | 83,246.00 | 75,657.43 | 9 |
| 450 SCHOOL ADMIN SUPPORT SRVC | 4,274.10 | 8,710.53 | 56,402.00 | 56,402.00 | 47,691.47 | 15 |
| 600 OPERATIONS & MAINTENANCE | 1,835.37 | 25,038.14 | 231,059.00 | 231,059.00 | 206,020.86 | 10 |
| 700 STUDENT ACTIVITIES | 218.56 | 2,511.19 | 35,287.00 | 35,287.00 | 32,775.81 | 7 |
| Org Total: | 65,670.99 | 100,030.15 | 1,159,170.00 | 1,159,170.00 | 1,059,139.85 | |
| 632 WHALE PASS | | | | | | |
| 100 REGULAR INSTRUCTION | 17,529.35 | 23,400.09 | 137,671.00 | 137,671.00 | 114,270.91 | 16 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0 |
| 200 SPECIAL EDUCATION INSTRUC | 2,396.20 | 2,396.20 | 73,443.00 | 73,443.00 | 71,046.80 | 3 |
| 400 SCHOOL ADMINISTRATION | 1,066.40 | 1,066.40 | 9,981.00 | 9,981.00 | 8,914.60 | 10 |
| 600 OPERATIONS & MAINTENANCE | 3,651.03 | 13,028.21 | 42,637.00 | 42,637.00 | 29,608.79 | 30 |
| 700 STUDENT ACTIVITIES | 0.00 | 496.97 | 6,451.00 | 6,451.00 | 5,954.03 | 7 |
| Org Total: | 24,642.98 | 40,387.87 | 271,683.00 | 271,683.00 | 231,295.13 | |
| 646 ALASKA TRAILS - DW CORRESPONDENCE | | | | | | |
| 140 CORRESPONDENCE INSTRUCTON | 23,128.31 | 35,114.42 | 298,732.00 | 298,732.00 | 263,617.58 | 11 |
| 200 SPECIAL EDUCATION INSTRUC | 612.91 | 612.91 | 7,956.00 | 7,956.00 | 7,343.09 | 7 |

Funds 100- 100

| Program-Function | Committed Current Month | Committed YTD | Original Appropriation | Current Appropriation | Available Appropriation | % Committed |
|-------------------------------|----------------------------|------------------|---------------------------|--------------------------|----------------------------|----------------|
| 100 GENERAL OPERATING FUND | | | | | | |
| 700 STUDENT ACTIVITIES | -100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0 |
| Org Total: | 23,641.22 | 35,727.33 | 306,688.00 | 306,688.00 | 270,960.67 | |
| 649 DISTRICT WIDE | | | | | | |
| 100 REGULAR INSTRUCTION | 8,511.48 | 25,656.11 | 135,198.00 | 135,198.00 | 109,541.89 | 18 |
| 140 CORRESPONDENCE INSTRUCTON | -663.46 | 0.00 | 0.00 | 0.00 | 0.00 | 0 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 50,993.00 | 50,993.00 | 50,993.00 | 0 |
| 200 SPECIAL EDUCATION INSTRUC | 4,206.54 | 6,327.04 | 22,420.00 | 22,420.00 | 16,092.96 | 28 |
| 220 SPED SUPPORT SRVCS-STUDNT | 11,104.58 | 22,394.02 | 154,056.00 | 154,056.00 | 131,661.98 | 14 |
| 300 SUPPORT SERVICES-STUDENTS | 1,233.85 | 2,480.71 | 15,891.00 | 15,891.00 | 13,410.29 | 15 |
| 352 LIBRARY SERVICES | 0.00 | 0.00 | 645.00 | 645.00 | 645.00 | 0 |
| 353 Technology | 12,186.34 | 49,312.57 | 190,405.00 | 190,405.00 | 141,092.43 | 25 |
| 354 INSERVICE | 0.00 | 1,702.69 | 3,600.00 | 3,600.00 | 1,897.31 | 47 |
| 400 SCHOOL ADMINISTRATION | 9,868.65 | 9,986.54 | 87,351.00 | 87,351.00 | 77,364.46 | 11 |
| 450 SCHOOL ADMIN SUPPORT SRVC | 4,217.25 | 8,653.66 | 56,277.00 | 56,277.00 | 47,623.34 | 15 |
| 511 BOARD OF EDUCATION | 13,057.24 | 20,312.41 | 118,723.00 | 118,723.00 | 98,410.59 | 17 |
| 512 OFFICE OF SUPERINTENDENT | 27,108.14 | 53,615.88 | 335,683.00 | 335,683.00 | 282,067.12 | 15 |
| 550 DISTRICT ADMIN SUPRT SRVC | 21,110.57 | 79,357.58 | 394,706.00 | 394,706.00 | 315,348.42 | 20 |
| 600 OPERATIONS & MAINTENANCE | 63,346.87 | 436,955.81 | 807,120.00 | 807,120.00 | 370,164.19 | 54 |
| 700 STUDENT ACTIVITIES | 1,066.09 | 5,662.36 | 104,590.00 | 104,590.00 | 98,927.64 | 5 |
| 900 OTHER FINANCING USES | 0.00 | 0.00 | 65,000.00 | 65,000.00 | 65,000.00 | 0 |
| Org Total: | 176,354.14 | 722,417.38 | 2,542,658.00 | 2,542,658.00 | 1,820,240.62 | |
| 667 HOLLIS (I) | | | | | | |
| 100 REGULAR INSTRUCTION | 22,921.94 | 24,694.12 | 339,731.00 | 339,731.00 | 315,036.88 | 7 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0 |
| 200 SPECIAL EDUCATION INSTRUC | 13,224.58 | 13,224.58 | 185,937.00 | 185,937.00 | 172,712.42 | 7 |
| 400 SCHOOL ADMINISTRATION | 1,037.13 | 1,037.13 | 9,981.00 | 9,981.00 | 8,943.87 | 10 |
| 600 OPERATIONS & MAINTENANCE | 3,534.16 | 12,211.18 | 57,506.00 | 57,506.00 | 45,294.82 | 21 |
| 700 STUDENT ACTIVITIES | 407.40 | 467.40 | 9,180.00 | 9,180.00 | 8,712.60 | 5 |
| Org Total: | 41,125.21 | 51,634.41 | 603,835.00 | 603,835.00 | 552,200.59 | |
| 669 PORT ALEXANDER | | | | | | |
| 100 REGULAR INSTRUCTION | 18,598.28 | 32,574.79 | 208,316.00 | 208,316.00 | 175,741.21 | 15 |
| 160 VOCATIONAL ED INSTRUCTION | 0.00 | 0.00 | 1,500.00 | 1,500.00 | 1,500.00 | 0 |
| 400 SCHOOL ADMINISTRATION | 1,214.34 | 1,214.34 | 9,981.00 | 9,981.00 | 8,766.66 | 12 |
| 600 OPERATIONS & MAINTENANCE | 2,463.35 | 6,068.34 | 50,499.00 | 50,499.00 | 44,430.66 | 12 |
| 700 STUDENT ACTIVITIES | 0.00 | 80.00 | 5,750.00 | 5,750.00 | 5,670.00 | 1 |
| Org Total: | 22,275.97 | 39,937.47 | 276,046.00 | 276,046.00 | 236,108.53 | |
| 0.00Fund Total: | 424,552.63 | 1,092,362.49 | 6,164,751.00 | 6,164,751.00 | 5,072,388.51 | 17 % |
| Grand Total: | 424,552.63 | 1,092,362.49 | 6,164,751.00 | 6,164,751.00 | 5,072,388.51 | 17 % |



Southeast Island School District

Superintendent's Report
Board Meeting – September 17, 2025
Prepared: September 10, 2025

District Goals

Collaboration

Strengthen and maintain collaborative relationships with the Board of Education and the district team to support student success.

Public Trust

Build public trust and confidence through open, honest communication and by fostering positive connections across our communities.

Recent Engagements

- **August 25** – Welcome Back Community BBQ, Coffman Cove
 - **August 25** – Welcome Back Community BBQ, Naukati
 - **August 26** – Opening of School, Coffman Cove
 - **August 26** – Teacher Housing Meeting, Thorne Bay
 - **August 28** – DEED Pre-School Meeting
 - **August 29** – PowerSchool E-Collect Meeting
 - **September 2** – Summer Food Bank Program Review
 - **September 4** – Early Childhood Education Service Meeting
 - **September 5** – PowerSchool Messenger Training
 - **September 5** – Senator Stedman Visit with Board President Tony Lovell
 - **September 8** – School visits, Coffman Cove and Naukati
 - **September 10–11** – Student MAP and DIBELS Testing
 - **September 15** – Whale Pass School Visit
-

Upcoming Events

- **September 18–19** – SERRC Board Meeting, Juneau
 - **September 19** – SISD Inservice (Virtual)
 - **September 20** – Thorne Bay Cross-Country Meet, 9:00 a.m.
 - **September 22** – School Pictures, Thorne Bay
 - **September 23–24** – AMSEA Training, Thorne Bay
 - **September 24–26** – FBI Prince of Wales Visit (Schedule TBD)
 - **September 25–26** – AMSEA Training, Naukati
 - **September 24–28** – Fall Superintendent Conference, Fairbanks
 - **October 1–2** – Parent-Teacher Conferences
-

Sharable News & Updates

- **Public Health – Kara McCoy** - Over 40 of our students participated in school physicals and immunizations.
 - **Dennis Nickerson – POW-Tribal Stewardship Consortium & POW-Tribal Conservation District** - A student project is underway this September focused on improving fish passage at eight culverts along Goose Creek Road. Students are assisting with minnow trap monitoring before replacements occur, learning about habitat restoration, environmental impacts, and food security.
 - **Whale Pass Songham Program Kickoff** - Parents and students expressed great excitement for this new program, a collaborative effort between SISD and the Whale Pass team, highlighting our shared commitment to enriching student learning experiences.
-

Conclusion

Southeast Island School District remains committed to fostering collaboration, strengthening community partnerships, and prioritizing student-centered initiatives. With your continued support, we are building a stronger, more resilient future for our students and communities.

Thank you for your dedication to our mission and for being valued partners in education.

Respectfully submitted,
Rod Morrison



SOUTHEAST ISLAND SCHOOL DISTRICT

P.O. Box 19569, 1010 Sandy Beach Road, Thorne Bay, Alaska 99919
(907) 828-8254 Fax: (907) 828-8257 E-mail: sisd@sisd.org

School Board Report

September 17, 2025

Shaine Nixon – Dean of Students / Area Principal

Facilities & Operations

- I continue to work closely with Scott and the maintenance team to ensure all campuses are in working order.
 - Whale Pass received a much-needed facelift in the restrooms.
 - Firewood continues to be a main focus as winter approaches.
-

Instruction & Student Support

- All campuses are running smoothly with staff receiving training and the curriculum they need to support their lessons.
 - AMSEA will be here next week to conduct classes in Thorne Bay on Tuesday and Wednesday, then in Naukati on Thursday and Friday.
 - All campuses, grades 6–12, will participate. This program was originally designed to align with our hunter safety and survival class and has since expanded.
-

Student Activities

- I am working closely with AD Jennifer Andis on activities and with Amy Jennings to ensure the gym is scheduled.
- I am also coordinating with Theresa Randall and Terri Kohn to ensure travel is scheduled and all groups have access to vehicles.
- District volleyball players have been practicing and preparing for the season.
- Hollis students participated in kayak training with Ginger White and me, and paddled around the bay.

- K–5 and middle school cross country teams competed in Klawock and did a fabulous job.
 - Thorne Bay will host a cross country meet this Saturday at 10 a.m.
 - Seniors will meet for pizza in Craig this Thursday.
 - Graduation dates have already been set for next May.
 - Ms. Dougherty’s Alaska Flora and Fauna class is going out weekly to learn about our native plants and animals.
 - The Road and Bridge Department will host students next week at culvert sites on Kasaan Road to discuss salmon reproduction and their travel up creeks.
 - Next Monday all campuses will travel to Thorne Bay for student pictures.
 - Phlight Club is coming up in Hollis on October 5 and 6.
-

Community Engagement & Acknowledgements

- Melissa Dougherty and her journalism class have created an excellent newsletter that has been distributed across the community.

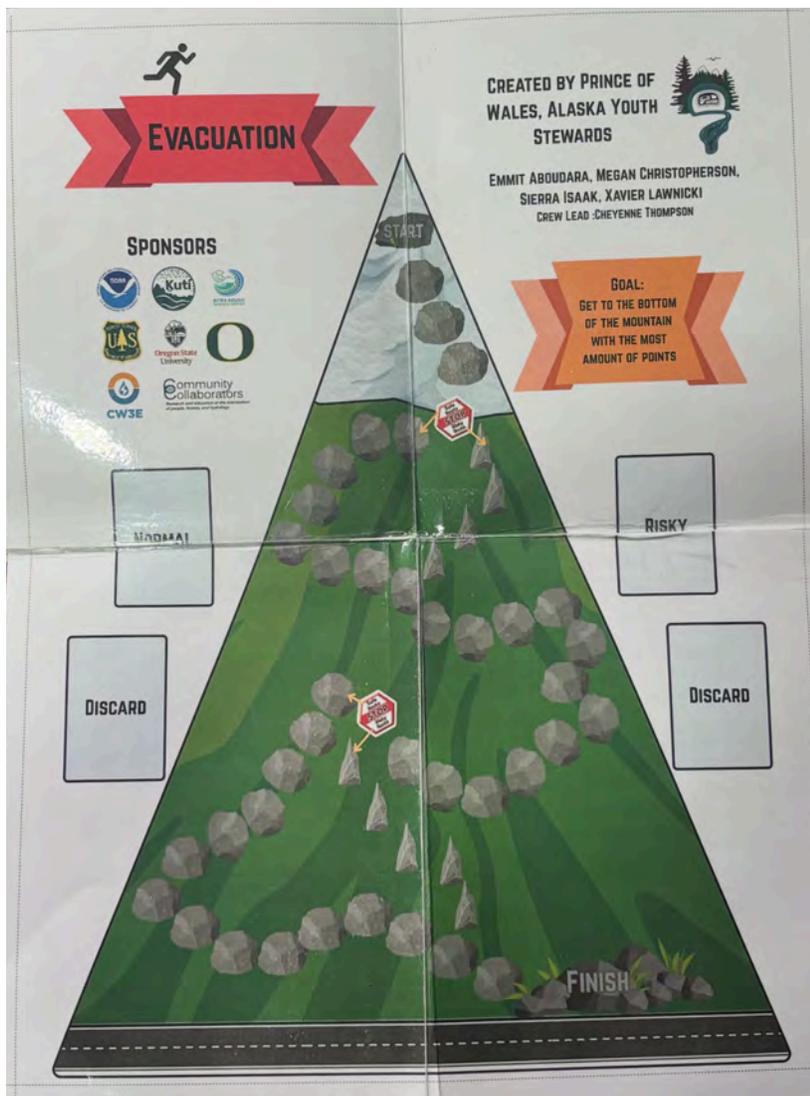


AK-TRAILS BOARD REPORT September 2025



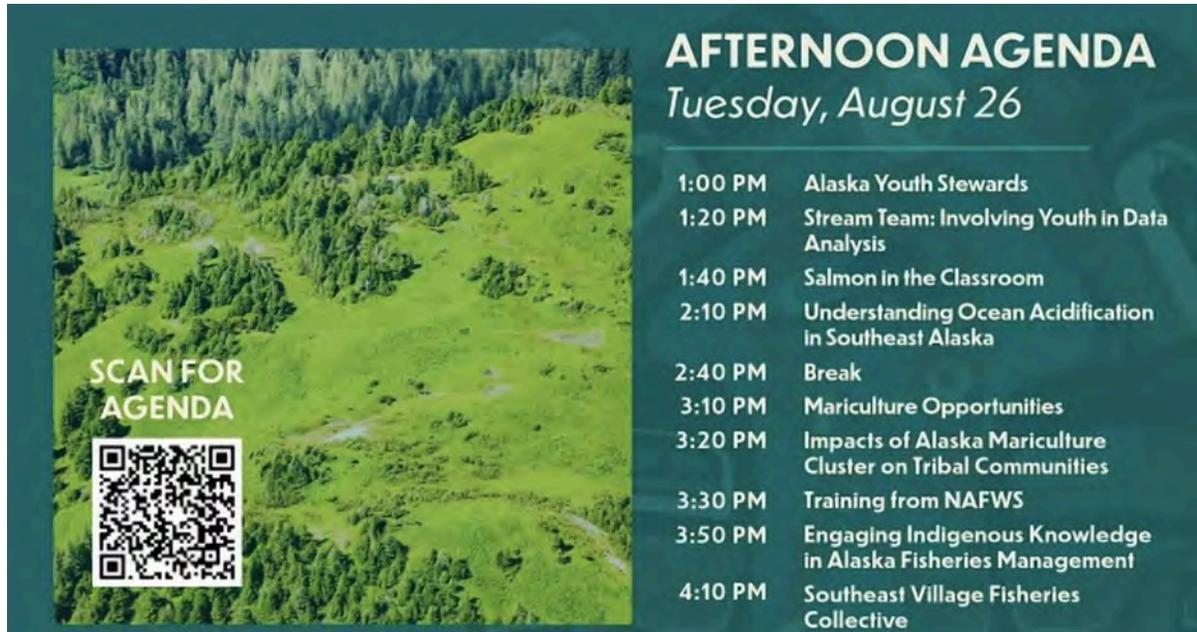
Enrollment: AK-TRAILS has 43 students who have completed enrollment on file; 29 are statewide students from around the Anchorage area, and 14 are local to Southeast. Four of the local students are partially enrolled in another SISD school, and using AK-TRAILS for specialty classes or credit recovery options. Seven of our students are seniors this year. Many have taken advanced courses and will graduate well above the minimum credit requirement.

Student Spotlight: This summer, AK-TRAILS student Megan Christopherson was selected



to be a part of the Alaska Youth Stewards work program. This program is sponsored by Sealaska, Tlingit & Haida, the USFS, and several universities and other partner organizations. Students have the opportunity to learn skills alongside professionals and try out many stewardship job opportunities, such as trail building and maintenance, stream restoration, tree coring, recording species in reforestation plots, rain gauge projects, beach cleanup, and subsistence activities. As part of her work, Megan's crew worked with a hydrologist and other scientists to study landslide areas on Prince of Wales Island, developing a game to raise risk awareness. At the end of August, Megan and another member of her

crew had the opportunity to travel to Juneau and present their work—and this board game—at the Southeast Tribal Environmental Forum (SETEF). Megan is now looking into the possibility of making copies of the game prototype to share with others as a teaching tool.



AFTERNOON AGENDA
Tuesday, August 26

SCAN FOR AGENDA

| | |
|---------|--|
| 1:00 PM | Alaska Youth Stewards |
| 1:20 PM | Stream Team: Involving Youth in Data Analysis |
| 1:40 PM | Salmon in the Classroom |
| 2:10 PM | Understanding Ocean Acidification in Southeast Alaska |
| 2:40 PM | Break |
| 3:10 PM | Mariculture Opportunities |
| 3:20 PM | Impacts of Alaska Mariculture Cluster on Tribal Communities |
| 3:30 PM | Training from NAFWS |
| 3:50 PM | Engaging Indigenous Knowledge in Alaska Fisheries Management |
| 4:10 PM | Southeast Village Fisheries Collective |

Classes: Cassandra and Melanie have been working hard these past few weeks to meet with families, complete students' learning plans, and order curriculum and supplies.

Sports: Local students have the opportunity to participate in sports at an SISD school. Four AK-TRAILS students (6 if you count dual enrollments) have joined SISD's volleyball team, and are looking forward to the season ahead.

Testing: Local schools are graciously working to accommodate students who are participating in this round of assessment (thank you!). However, most AK-TRAILS families have opted out of MAP, mClass, and other forms of standardized assessment, choosing instead to monitor their students' progress independently through other means.

Social media: Check out AK-TRAILS on [Facebook](#) and [Instagram](#)!

Report Respectfully Submitted by Cassandra Christopherson

SISD Vision:

"Students are equipped to achieve their dreams and aspirations"

SISD Mission:

"Set a foundation by cultivating experiences for students to develop goals and thrive in an ever-changing world."



SOUTHEAST ISLAND SCHOOL DISTRICT
Barry Craig Stewart Kasaan School

BOX KXA, Alaska 99950-0340
phone: 907-542-2217, fax: 907-542-2219



Barry Craig Stewart Kasaan School

September 2025 Board Report

In the month of August, students have been super excited to start the new school year. We have started the first weeks with lots of fun activities. Elementary students have been working hard in our greenhouse, weeding and picking all the fruit and vegetables. Our First graders made zucchini and blackberry muffins.



We received some venus fly trap plants and seeds from whale pass school this summer, so for Science our middle and high school students have been studying all the various carnivorous plant species. We took a quick look in our local marshlands around our town and the kids found a round leaf sundew that gets all its nutrients from bug proteins.



Other activities our kids are enjoying in science are nature journaling. Kids are developing their artistic skills as they document, study and watercolor different kinds of plants and animals species in our area.



I have my wood shop class helping put our playground equipment together. We will also be building a gym P.E equipment shed next to our gym. This will clean up our front entry of our school and give us a place to store all our play equipment.



The elementary kids participated in an exciting activity on the shores of Kasaan. Eric Hamar took the kids out on a traditional wood carved canoe ride.





SOUTHEAST ISLAND SCHOOL DISTRICT
Howard Valentine Coffman Cove School

P.O. Box 18002, Coffman Cove, AK 99918
phone: 907-329-2244; fax: 907-329-2210



Board Report - September 2025
Submitted by: Mackenzie Slayton

Hello everyone! Hope you're all having a wonderful start to fall!!! ☀️

We've had such a fantastic and busy start to the school year, and I wanted to share a few of the highlights from the first couple of weeks:

- **First Week Back!**

We kicked off the year with lots of excitement and energy! Students got right back into routines, and it was great to see them reconnecting with each other and diving into their learning.

- **Greenhouse Adventures** 🌱

Students have been actively involved in our greenhouse work—planting, watering, and even collecting harvests! They're learning hands-on about growing food and taking ownership of their projects, which has been such a joy to watch. We're also excited that our **new elementary teacher, Mr Harrington**, has taken a leading role in our greenhouse, helping guide students through projects and expanding opportunities for hands-on learning. The students are loving it!

- **Library Walks & Community Connections** 📖

Our regular walks to the Coffman Cove Library are already underway. Students love choosing books and exploring new reading adventures, and we're so grateful for this special connection to our community.

- **Classroom Learning**

Academics are rolling along smoothly! Math and ELA groups are off to a strong start, and students are working on everything from essays to vocabulary games. We've also started civics lessons and world history discussions, building curiosity and great conversations.

- **Team-Building & Games** 🤝 🎮

We've done some really fun get-to-know-you building challenges focused on collaboration and problem-solving! Students also enjoyed a game afternoon with our friends at **Naukati School**, which brought lots of laughs and teamwork.

- **Fun Extras!**

We've had time for art projects, PE games, and even some early Clean Energy Olympics prep—students are brainstorming designs for solar houses and wind power projects.

- **Staff, Enrollment & Chickens** 🐣👩🍳🐣

We're excited to welcome **our new cook, Crystal Coley**, who has jumped right in and is already working with students on training opportunities in the kitchen. We're also welcoming a **new preschooler** to our school community! We also have a new para working alongside our amazing Mrs. Judy, her name is Megan Wakefield, and she was a Whale Pass graduate a number of years back! Our current enrollment is **18 students plus our preschooler**, and the energy around campus feels so positive. On the farm side of things, our **Coffman flock just grew by 14 new baby chicks!!!** Students are thrilled and helping take care of them as part of our agriculture and responsibility learning. These are going to be moving to another site in the district soon!

- **Upcoming Events**

Looking ahead, we've got picture day on the 22nd and some fun senior activities at Papa's Pizza coming soon.

ASC Notes

We held our first ASC meeting of the year where we went through our Title and Schools presentation and started putting together a tentative plan of events for the year. One big date to note: **Graduation will be on May 29th!!!** 🎓

Overall, it has been a joyful start to the school year!! The students are engaged, the staff are working hard, and we're building momentum for a wonderful fall semester. Thank you for your continued support—it makes all the difference!!! 😊

Thank you for your time!

Patrick's Lead Teacher Report

The school year is off to a great start. We have a great team in the elementary that is helping to provide the levels of differentiated instruction that our students need. We have Michaela working as a student teacher and she has been great at planning and teaching lessons in some subjects, and assisting students in all subjects. We also have Laura working as a paraprofessional, who has been excellent in supporting our students.

We typically spend our mornings working hard on reading, writing, and math lessons. In the afternoon we are engaging our students with science lessons based on our diverse, rich ecosystems. As well as social studies lessons that focus on earth science, history, and information about our fascinating world.

We have also started right into our archery lessons and practice sessions. This is the first time in my six years in Port Alexander that we have had a strong interest in archery from multiple students. We chose to begin practice early while the playcourt is warm so that we are not battling the cold weather as much later in the fall. The students are improving their skills as archers each practice session!

Looking ahead, we have some upper elementary students interested in photography. I have been communicating with other teachers and staff in our district on how to successfully launch lessons on photography. We are gearing up for testing next week. And we are enthusiastically planning for the school board meeting to be at our site on September 17th.

A big thank you to our maintenance staff for the new doors and upgrades to our school this summer. We appreciate the support. Also a shout out to our host parent, Susan, who is taking on the cook/food prep position at our school.

We are striving to do the best at educating all of our students and making school a positive experience.

Julia's ATTSAA Report

Our twelve 2025 ATTSAA students have been intrigued in the beautiful world that surrounds them in Port Alexander. We started off our program with orientation on Saturday where we had some fun engaging get-to-know-you activities, talked about safety expectations, tsunami awareness, reviewed our program contract, talked about strategies to overcome certain circumstances he/she might face while in the program, and gave out materials for their welcome kits/backpacks. Kayak training was completed by Mr. Trischman on Monday with about half of the students tipping over and re-entering the kayak successfully.



During our first day of school, it was so nice that we had to walk to the Point to go over our syllabus and our “on-going-project” expectations. The first day ended with completing their first scientific field journal entry.

Wednesday was full of Port Alexander history through a powerpoint and some “old-timers” coming into the classroom to help relay how the town was “back in the day”. We also watched a video that was created by high school students 25 years ago! That was followed by a tour of the history museum, and a walk into the muskeg to count the species in the muskeg! We are off to a great

start and have many themes and experts to look forward to! Week 2 AMSEA (Alaska Marine Survival Education Association) training will be taught by Michaela Larsen, Week 3 intertidal zone will be taught by Kari Paustin from the Sitka Sound Science Center, Week 4 will be traveling to Port Armstrong to learn about the fisheries of Alaska and how the hatchery works, Week 5 Northwest Coastal Formline Art will be taught by a Tlingit from Sitka (Robert Hoffman), Week 6 Forage to Finish will be taught by Julia Trischman, Week 7 Marine Debris will be taught by Julia Trischman, Week 8 Mycology/subsistence processing will be taught by Julia Trischman, and Week 9 and 10 will be spent presenting on-going projects and getting ready for Whalefest November 7-10. We have a great bunch of students, and I look forward to progressing through our program together!

Whale Pass School
Board Report
September 2025

The word of the month is travel! As a staff, we spent several days at quality inservice in Thorne Bay. It made for some long days due to road conditions & logging, but we carpoled and had productive planning conversations along the way. Michelle & Laurie completed their archery training and Matt did kayaking. We are appreciative of the opportunity to share these activities with our students. We also completed sports physicals and toured the Thorne Bay greenhouse.

We made the most of the Neck Lake road being open over the Labor Day weekend and our ASC hosted a community barbeque. We are still waiting to deposit and utilize our ASC fundraising dollars as SISD works with TFCU to reassign signatory duties. We also recently hosted the Prince of Wales Health Network for a community “sunset” painting night with 12 participants (see attached photo). We continue to recruit community member involvement and hope to fully fill our ASC officer positions this year.

It seems quite important to give a shout out to Scott and our SISD maintenance team. They have also been braving the Neck Lake detour to bring us the items we need and to make unanticipated repairs so our classroom and bathrooms are ready for our Songahm Academic Program students. We thoroughly appreciate their support and send thanks to our district admin for allocating the maintenance team’s hours and materials.

By the time of the board meeting, Whale Pass MAP testing will be done and we will be fully involved in our fall program. We are looking forward to the many field trip opportunities and special guests that Michelle Dempsey, the program coordinator, has arranged. They include spelunking, fishery & hatchery science, timber management, tidepooling, and much more. We have already greeted our student families via zoom and will continue to involve them virtually for our ASC meetings, conferences and more. Staff member Matt Gore successfully created online content for the students to engage in prior to their arrival; check it out here:

<https://rise.articulate.com/share/5b3UCumO3W1rpWdzoZYMn3iNclW59lyU>

Thank you for your time and support.

Sincerely,
Laurie Lapan
Lead Teacher



Prince of Wales Health Network

September 7 at 10:38 PM · 🌐



Had a blast in Whale pass Friday night at Dawn Sheets painting class. Thank you SISD for letting us put on this event at the whale Pass School and everyone who came out ... [See more](#)





SOUTHEAST ISLAND SCHOOL DISTRICT
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MEMORANDUM

TO: SISD BOARD OF EDUCATION

THRU: Rodney Morrison, Superintendent

FROM: Lucienne Smith, Contracted Business Manager
Alaska Education & Business Services, Inc. 

Date: September 12, 2025

SUBJECT: BUSINESS MANAGER'S REPORT NARRATIVE
Goal #3: Increase Communication District and Community Wide

FY 2025 AUDIT – The school district's annual audit has been completed, and I am pleased to report that at this time there do not appear to be any issues this year. The auditors reviewed the district's financial records, internal controls, and compliance with required standards, and no findings or concerns were identified. This outcome reflects the district's continued commitment to sound financial management, accountability, and compliance with all applicable regulations.

The audit leader will be reaching out to the Board Chairman during the next week specifically to schedule a debriefing session. This meeting will provide an opportunity to review audit findings, if any, discuss any preliminary observations, and address any questions or concerns you may have.

Other – We continue to await the reimbursement payments for the Dept. of Homeland Security grant for which we purchased generators, our final 5% payment from the State of Alaska for the Hollis K-12 Replacement School, last year and this year to date RUS grant expenditures, the USDA Specialty Crop Block grant, the new CLSD grant (however DOEED is having website issues and we cannot even complete a reimbursement, and now the downpayment on the new housing units heading to Thorne Bay. This continues to put a strain on our cash flow.

Please feel free to ask questions.

Mission: *Students are equipped to achieve their dreams and aspirations*
Vision: *Set a foundation by cultivating experiences for students to develop goals and thrive in an ever-changing world.*



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SISD FOOD SERVICE BOARD REPORT

09/10/2025

We have 4-weeks-cycle menus. We added more meals that needed to be cooked from scratch this school year. For example, Buttermilk pancakes (from Cycle 2), baked oatmeal squares with blueberries, chicken quesadillas. We brought pork chop patties to our menus, and we were getting positive feedback about them already. We brought back Alfredo chicken with pasta also.

We keep trying to purchase local fish (salmon or halibut) from E.C. Phillips & Son for our lunches again. Last year, we purchased prepackaged halibut from them, and our students enjoyed having this fish for lunch. I hope we will get some fish for our fish tacos for this school year too. For now, we serve chicken tacos instead.

Coffman Cove school greenhouse and Thorne Bay school greenhouse bring fresh lettuce, greens, and tomatoes to our cafeterias. Thanks Brandy and Kenzie!

We started purchasing bigger variety of vegetables and fruits from our vendor than last year. For example, we started purchasing green and red cabbages, and our cooks make delicious coleslaw. Apples, oranges, grapes, pears as fruits. Potatoes, green onions, red onions, carrots, cabbage, spinach, tomatoes, cucumbers, radishes, bell peppers, iceberg lettuce, celery as vegetables.

Submitted by: Mariia Taylor, Child Nutrition Program Director



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Special Education & Assessment Board Report

September 2025

Professional Development & Capacity Building

Over the past several weeks, our department has invested in targeted training designed to strengthen instructional support systems and compliance practices:

- NWEA Certified Facilitator Training – Completion of this certification allows the district to provide MAP Growth professional learning internally, ensuring sustainability and consistent training across staff.
- SUMMIT Training – Focused on Health & Safety with specific focus on RTI/MTSS implementation, this training equips us with additional strategies to better support student intervention, strengthen tiered systems of support, and monitor student growth more effectively.
- Comprehensive Literacy State Development (CLSD) Training – This professional learning ensures district alignment with statewide literacy goals, evidence-based instructional practices, and the Alaska Reads Act requirements.

Assessment & Accountability

- The fall assessment window is currently underway. MAP Growth and mClass testing are being administered across sites this week and next, providing us with critical baseline data to drive instruction.
- Elementary teachers are completing mClass calibration training to ensure fidelity and reliability in literacy screening, which directly impacts early intervention accuracy.
- We are preparing for DEED's upcoming monitoring, with focused attention on special education documentation, intervention processes, and assessment compliance. This collaboration ensures district readiness and demonstrates our continued commitment to maintaining strong accountability systems.

Celebrating Staff Growth & District Progress

I want to highlight and commend the dedication of our teachers and staff during this busy testing cycle. Their willingness to engage in additional training, calibrations, and assessment protocols reflects a strong commitment to improving outcomes for students. Through these collective efforts, we are not only meeting compliance standards but also building a culture of continuous growth that benefits all learners.

With the students of Southeast Island School District in mind,
Robbin Ann Perkins Askew M.Ed

Special Programs Director



The Alaska Reads Act



K-3 District Reading Improvement Plan (DRIP) Multi-Tiered System of Supports (MTSS)

MTSS is a framework that provides tiered support through data-driven instruction and intervention to address the literacy needs of students.

School District: Southeast Island School District

School Year: 2025-2026

District Contact: Rod Morrision, Superintendent/Robbin Perkins Askew SPED Coordinator

DEED Point of Contact: Mary Carlson

| Component | Tier 1: Universal Instruction | Tier 2: Targeted Instruction | Tier 3: Intensive Instruction |
|--|--|---|--|
| Curriculum/Program | Core Curriculum: Amplify Curriculum/CKLA | Intervention Program(s): Amplify mCLASS Boost & Amplify High Intensity Tutoring | Intervention Program(s): Amplify mCLASS Boost & Amplify High Intensity Tutoring |
| Learner | All students | Students identified with a reading deficiency on the screening tool. | Students with reading deficiencies identified by the screening tool that is persistent. |
| Frequency | 4_ days a week | _ 4 _ days a week | 3 days a week |
| Time | 120+ Minutes | 20-24 Minutes | 45-60 Minutes |
| Group Size | Whole Class | 4-5, 5-6, 6+ Students | 1-to-1 |
| Progress Monitoring Frequency | 9 weeks > | 4.5 weeks | Every 1-2 weeks |
| Assessments Used | Screener and Progress Monitoring Tool: Screener and Progress Monitoring Tool: mClass Literacy Screener How often students are screened using the screening tool: mClass - 3 times per year Diagnostic Reading Assessment(s) used: mCLASS | | |
| | Diagnostic Reading Assessment(s) used: Screener and Progress Monitoring Tool: mClass Literacy Screener How often students are screened using the screening tool: mClass - 3 times per year Diagnostic Reading Assessment(s) used: mCLASS | | |
| Component | Attendance Resources | | |

| | | | |
|--|--|--|--|
| Attendance Rate | Current Rate:92% | Interim Goal:95% | Goal: 95% attendance rate (of all students) 95% |
| Attendance Supports | Tier 1: <ul style="list-style-type: none"> • School-wide attendance campaigns to raise awareness. • Incentives and recognition programs to celebrate consistent attendance. • Regular attendance tracking and early alerts to identify emerging patterns. • Building strong relationships between students and staff to ensure students feel connected to their school community. | Tier 2: <ul style="list-style-type: none"> • Mentoring programs that pair students with a trusted adult to encourage attendance. • Transportation solutions • Small-group interventions focused on attendance habits and engagement. | Tier 3: <ul style="list-style-type: none"> • Case management services to provide wraparound support, including referrals to health, housing, and social services. • Cross-agency collaboration between schools, healthcare providers, and social services to remove long-term barriers to attendance. |
| Communication and Home Supports | Amplify CKLA home resources (on-going) District communication plan for the required 10 parent notifications for all students with an Individual Reading Improvement Plan (IRIP) by end of QT2 Description of home supports for early literacy by the end of QT2 | | |
| Professional Development | Initial mClass Training for new Teachers Annual Calibration Training MTSS/RTI Training at SOS inservice CLSD conference Lead Teacher Conferencing | | |
| Summer Learning | Made Available , but no students participated/parent/guardiandeclined | | |
| IRIP | Link Here: Individual Reading Improvement Plan (IRIP) https://education.alaska.gov/akreads/Individual-Reading-Improvement-Plan-(IRIP)-AKREADS-K3-MTSS.pdf | | |
| Parent Notification | Link Here: Parent Notification Letter https://education.alaska.gov/akreads/Parent%20Notification%20of%20Reading%20Deficiency%20Letter.pdf | | |
| Component | Data Analysis: Percentage of Students DIBELS (At Benchmark & Above) and AK STAR (Proficient & Advanced) | | |
| Data Source | Grade | 2023-24 | 2024-25 |
| EOY DIBELS 8 Composite | K | *** | *** |
| EOY DIBELS 8 Composite | 1st | *** | *** |
| EOY DIBELS 8 Composite | 2nd | *** | *** |
| EOY DIBELS 8 Composite | 3rd | *** | *** |
| EOY DIBELS 8 Composite | K-3* | 22/43, 51.16% | 14/28, 50% |
| AK STAR ELA | 3rd | 21.05 43 | 83.33% |

| | | | |
|--|-----|-------|--------|
| AK STAR ELA | 4th | 36.36 | 0.00%* |
| <p>Note: Districts must assess all K-3 students annually and report results by July 15 (4 AAC 06.400). Assessment results:</p> <ul style="list-style-type: none"> • End of Year (EOY) DIBELS (Dynamic Indicators of Basic Early Literacy Skills) • Alaska System of Academic Readiness (AK STAR) - English Language Arts (ELA) <p>*Schools with less than 10 students per grade, complete the EOY DIBELS 8 Composite K-3.</p> | | | |



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Board Report – September 2025

Submitted by: Astrid Richard-Cook, State and Federal Programs Coordinator

Preschool Grant Update

On August 20, 2025, the district received approval for the .5 FTE Preschool Grant. This award provides vital support to expand access to early learning opportunities. Planning is underway to align program implementation with district goals and state standards.

Federal & State Programs

- **ESEA Grants:** The 2025–26 ESEA State Programs have been finalized and submitted for DEED approval. These include Title IA, Title IC, Title IIA, and Title IVA.
 - **Indian Education Grant:** The 2024 Indian Education grant report has been finalized and submitted. Work on the 2025 grant application is in progress and expected to be completed in the next month.
 - **DEED Audit:** September is the final month to make any changes before the annual DEED audit closes.
-

Grants in Development

- **Denali Corporation Infrastructure Grant:** A preliminary application has been submitted for a \$2,000,000 infrastructure grant. If accepted, this would allow the district to apply for full consideration.
- **Career & Technical Education (CTE) Grant:** Work is underway on a grant proposal to support student learning about mining careers. Outreach has been initiated with Dawson Mine and Calder Mine to explore student partnership opportunities. Additionally, discussions with Prince William Sound College are in progress regarding their Millwright program and with UAS for their Mining program, which could provide advanced training

pathways for students. I've also reached out to several companies to see if they would be willing to present to our students.

- **USDA FY 2026 Farm to School Grant Program:** Work is being done on a grant proposal for the SISD greenhouse program. Materials and equipment will be part of this grant proposal.

Grants Awarded

- **DEED Farm to School grant:** \$8406.63 This grant was applied for to provide needed equipment and materials for the greenhouse program.

Technology Department

Board Report - September 17, 2025

Updates

Devices:

- Student devices deployed for new school year. (All Apple Devices)
- Devices prepped for state testing. Amplify and MAPs
- Prepping testing and programming new Promethean Boards
- Received and prepped 15 new MacBook Airs for students
- Thorough cleaning of TNB Main Office Printer and Staff Commons Printer

Grants

- RUS-DLT Grant: Reimbursement request initiated for purchases to date
- E-RATE CAT2: Still waiting for USAC approval, funding pending
- COPS Grant: HDDs and Viewports shipped, awaiting arrival

Powerschool:

- Bugs with Enrollment, Provided escalated support to parents
- Assisted AK-Trails with Enrollment and progress tracking
- Cleaning up contact record mess from Enrollment bugs

Network:

- Second Starlink mount location chosen, waiting installation

Rostering:

- Completed requesting rostering for IXL and Canva
- Completed testing final rostering for Amplify and MAPs

AI Server:

- Waiting for spare time to test models and do initial deployment

Cameras and Door Access:

- Waiting for network gear and spare time to configure and test

Misc:

- Assigning and logging new devices into inventory
- Responded to Staff Technology Assistance Requests
- Cleaned up some areas in the Technology Office

SISD Technology Director
Everett Cook

Student Representative Board report

Good evening members of the board. The 2025–2026 school year officially began on August 26, and students have been off to a strong start. On September 10–11, students participated in MAP testing across the district, using the opportunity to set academic benchmarks for the year. Volleyball season also kicked off on September 10, with athletes and supporters showing strong school spirit and excitement for upcoming games. Unfortunately, our FAFSA Night scheduled for September 15 had to be canceled, but we hope to reschedule it soon to continue supporting students with college planning. That same week, our Pre-K students began their first full days of school (8am-11am), filling the halls with energy and enthusiasm. Looking ahead, the first senior meeting is scheduled for September 18, and we're excited to begin preparing for graduation and post-high school planning. Finally, school pictures are coming up on September 22, giving students a chance to capture the start of the new year. Overall, the first few weeks of school have been productive, positive, and full of momentum.

BP 8000 Concepts and Roles

Note: [AS 14.08.115](#) requires regional school boards to establish an advisory school board in each community with more than 50 permanent residents. Pursuant to [14.12.035](#), borough school districts may establish advisory school boards. [The advisory school boards referred to in Alaska Statute are identified as 'advisory school councils' in the District's policy manual.](#) The following sample policy is based on material from the Alaska Gateway School Districts may be revised or deleted to reflect district philosophy and needs.

The Advisory School Council functions under the direction of the School Board. School Board policy and actions shall prevail and be followed. The Advisory School Council's function is advisory except in those areas that have been specified by School Board.

(cf. 8200 - Powers and Duties)

(cf. 9310 - Policy Manual)

The Advisory School Council shall seek to learn the will of the people of the community and to represent their interests in actions taken by the Advisory School Council.

~~The purpose of the Advisory School Councils is to provide a method whereby citizens and educators can determine the attitudes and opinions which are held in the community. Such councils will have as their purpose improved communication and understanding between the home and school, and between the community and school district.~~

The Advisory School Board shall develop an effective working relationship with the school personnel, particularly the principal or designee. The administration and the Advisory School Board are expected to work together cooperatively for the betterment of the local school. This relationship should ideally be modeled on the relationship between the School Board and Superintendent or designee, i.e., the principal shall be the executive officer of the Advisory School Board and administrative head of all the parts of the school.

Each Advisory School Council shall determine terms of members, the meeting schedule, and rules for operation.

Role of the Board

The School Board shall:

1. Establish Advisory School Councils where required by law and as deemed to be in the best interests of the ~~district~~[District](#).

2. Determine the membership and method of selection of Advisory School Councils.
3. Determine the powers and duties of Advisory School Councils.
4. Require that advisory school councils support the mission and goals of the District by communicating feedback to the regional board, including recommended responses and actions.

Role of the Superintendent or Designee

The Superintendent or designee shall:

1. Supervise the conduct of elections of advisory school council members.
2. Oversee the operation of advisory school councils and report to the board regarding the relationship between advisory school boards and the schools.
3. Solicit and receive recommendations from the advisory school council.

Legal Reference:

ALASKA STATUTES

[14.08.115](#) Advisory School ~~Councils~~[Boards](#) in REAA

[14.12.035](#) Advisory School ~~Councils in borough school districts~~[Boards in Borough School Districts](#)

ALASKA ADMINISTRATIVE ~~CODE~~CODES

[4 AAC 05.010 - 4 AAC 05.090](#) Local education

Reviewed 1/05

Revised 09/2019

Adoption Date: 04/09/98

Southeast Island School District

BP 8110 Membership

~~All qualifying adult residents of the community are eligible to become members of the ASC. Each member in attendance at the meetings will have voting privileges. Student representation as voting member(s) shall be determined by each community.~~

~~The local Principal/Lead Teacher will be an ex-officio member of each Advisory School Council. The Principal/Lead Teacher will work with the Advisory School Council chair to prepare council meeting agendas, and shall prepare informational material and reports as requested by the Advisory School Council. The Principal/Lead Teacher shall normally be present at all ASC meetings.~~

Note: The school board establishes the composition of advisory school boards. The following sample policy is based largely on material from the Alaska Gateway and Lower Yukon School Districts and may be revised as desired.

Each school attendance area shall be served by an elected advisory school council. All other areas would be served by state or district correspondence. Any change in a school attendance boundary, such as caused by a change in bus route due to decrease or increase in student enrollment, may affect the local Advisory School Council boundary.

(cf. 5116 - School attendance Boundaries)

Each Advisory School Council shall consist of a minimum of three members. The Advisory School Council may increase the number of members serving on the Advisory School Council to a maximum of five members. Members shall serve a term of one year.

Advisory School Council Members may not be employed by the district without approval by the School Board.

The School Board encourages Advisory School Councils to appoint a nonvoting student member to the Advisory School Council.

Legal Reference:

ALASKA STATUTES

14.08.115 Advisory ~~School Councils~~ school boards in REAA

14.12.035 Advisory ~~School Councils~~ school boards in borough school districts

Reviewed 1/05

Adoption Date: 04/09/98

Southeast Island School District

BP 8120 Elections

Note: Pursuant to AS 14.08.115 and AS 14.12.035, the school board prescribes the manner of selecting advisory boards. Effective 2014, regional educational attendance areas ("REAs") may request that advisory school board elections be conducted by the Division of Elections ("Division"). If a request is made, the election will be held on the first Tuesday in October. AS 14.08.071(e). In such a case, the role of the Division is limited and REAs retain most of the obligations for conducting the election. In addition, the Division will only conduct advisory school board elections in those communities where the Division is already scheduled to conduct an in-person election for the regional school board. The following policy provides optional language for REAs desiring to have the Division conduct advisory school board elections. That language incorporates the requirements of 6 AAC 27.180, Advisory school board elections.

Officers

~~Each Advisory School Council shall elect its own officers, who will consist of a chairperson, vice chairperson, a secretary, treasurer and such other officers as the council considers necessary.~~

~~For a new Advisory School Council, officers shall be elected by those in attendance at an organizational meeting called by the Principal/Lead Teacher.~~

All qualified and interested individuals are encouraged to serve the district and its students by seeking election to the ~~advisory school board~~ advisory school council. The district shall be responsible for conducting advisory school council elections for the respective attendance areas. The Superintendent or designee shall make the necessary procedures, forms and staff assignments for the conduct of elections.

Qualifications for Candidates and Voters

~~An individual must qualify with respect to the following elements before they may vote in an Advisory School Council election:~~

~~The voter or candidate must be~~ An individual is eligible to seek election to the advisory school council in the election if the person meets the voter qualifications set forth below and has never been convicted of a crime requiring registration on any sexual offender list, or a crime against children.

An individual with the following qualifications is eligible to vote in an ~~advisory school board~~ advisory school council election:

1. is a United States citizen;
2. ~~The~~ is 18 years of age or older;

3. is a registered voter ~~or candidate must be~~ in the State of Alaska;
- ~~4.~~ 4. _____ has been a resident of the ~~municipality or~~ school attendance area of the associated Advisory School Council for at least 30 days before the date of the election ~~or be a qualified voter in the immediate family of a student who attends the local school;~~ and
5. is not disqualified from voting due to:
 - a. conviction of a felony involving moral turpitude, assuming voting rights have not been restored; or
 - b. a court finding of incompetency, unless the disability no longer exists.

Participation by community members, parents/guardians of enrolled students, school employees is encouraged.

Note: The following language should be utilized if the School Board has determined that student members are permitted to serve on advisory school councils.

A district student is eligible for appointment as a Student Advisory School Council Member without meeting the above qualifications.

Note: The following options may be selected based on district philosophy and needs.

School board members may hold concurrent membership on both the school board and a local Advisory School Council.

Vacant Officer Positions

~~In cases of vacancy, the remaining members shall select a person to fill the vacancy.~~

Election Procedures

The Superintendent may timely request that the Division of Elections conduct the advisory school council elections at the same time as the Regional School Board election, occurring annually on the first Tuesday in October. The advisory school council and regional school board elections shall be conducted separately. The Superintendent shall oversee the district's obligations for the advisory school council elections, including advertising, printing and delivering of ballots, tallying of ballots, and certification of the advisory school council elections.

Legal Reference:

ALASKA STATUTES

[14.08.071 Elections, advisory votes](#)

[14.08.115](#) Advisory ~~School Councils~~school boards in REAA

[14.12.035](#) Advisory ~~School Councils~~school boards in borough school districts

ALASKA ADMINISTRATIVE CODE

[6 AAC 27.180](#) Advisory school board elections

Revised 10/00, 2/05, 11/11

Adoption Date: 04/09/98

Southeast Island School District

BP 8130 Vacancies

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

A vacancy on the Advisory School Council may occur for any of the following reasons:

1. If an Advisory School Council member submits a written resignation which is subsequently accepted by the Advisory School Council.
2. If an Advisory School Council member moves out of the attendance area he/she represents.
3. If an Advisory School Council member is removed from office by action of the Advisory School Council or the School Board.

Should an Advisory School Council member be absent from three consecutive regular meetings without prior excuse by the chairperson the Advisory School Council may remove the member from office and declare his/her position vacant. If a member misses two consecutive regular meetings, the Advisory School Council chairperson will notify the member by certified return receipt mail of this policy.

The Advisory School Council may recommend that the School Board remove a member from office because of misconduct in fulfilling his/her responsibilities.

If a vacancy occurs on the Advisory School Council, the remaining members will, within 30 days of the vacancy, appoint a successor to serve until the next regular election. If unable to agree on a successor, the Advisory School Council shall submit recommendations to the School Board for appointment.

Legal Reference:

ALASKA STATUTES

[14.08.115](#) *Advisory school boards in REAA*

[14.12.035](#) *Advisory school boards in borough school districts*

BP 8140 Officers

Note: The following sample policy is based largely on material from Lower Yukon School District and may be revised or deleted to reflect district philosophy and needs.

Each Advisory School Council shall annually elect a chairperson, vice-chairperson, ~~and~~ secretary, and a treasurer. Members may serve consecutive terms as a Board officer.

The duties of the chairperson are to preside at Advisory School Council meetings, appoint all committees of the Advisory School Council, and represent the Advisory School Council at Public meetings, special meetings, and other occasions as directed by the School Board. The Chairperson will also see that all information from the School Board is distributed to other Advisory School Council members. The chairperson shall be an ex-officio member of all Advisory School Council committees.

The duties of the vice-chairperson are to preside at Advisory School Council meetings in the absence of the chairperson and to perform all other duties as shall be assigned by the Advisory School Council.

The duties of the secretary are to ~~insure~~ ensure that an accurate record of the proceedings of the Advisory School Council is kept and that a copy of this record is presented to each Advisory School Council member, the principal/lead teacher or designee, and the Superintendent or designee who will make these records available to the School Board.

The duties of the treasurer are to ~~insure~~ ensure that an accurate financial record of deposits and expenditures of the Advisory School Council is maintained and that a financial report is presented at Advisory School Council meetings. Financial expenditures are made at the direction of the Advisory School Council. The treasurer will submit the Advisory School Council's June and July Bank Statement to the Southeast Island School District Office no later than August of the current year.

Legal Reference:

ALASKA STATUTES

14.08.115 Advisory ~~School Councils~~ school boards in REAA

14.12.035 Advisory ~~School Councils~~ school boards in borough school districts

Reviewed 1/05

Revised 11/11

Adoption Date: 04/09/98

Southeast Island School District

BP 8200 Powers and Duties

Note: Pursuant to [A.S. 14.08.115](#) Advisory School ~~Councils~~[Boards](#) shall advise the regional school board on all matters concerning the schools in the community. [A.S. 14.08.115](#) and [A.S. 14.12.035](#) give school boards the authority to prescribe the powers and duties of Advisory School ~~Councils~~[Boards](#). [The following sample policy may be revised to reflect district philosophy and needs](#). Additionally, the role of advisory boards may be prescribed in relevant policies and regulations throughout the policy manual with a cross reference to this policy.

The powers and duties of the Advisory School Council are delegated by the School Board and may be discharged only at a legal meeting conducted according to [School Board](#) policy and administrative regulations.

Advisory School Councils shall advise the School Board and administration on all matters concerning the schools and shall perform other duties as prescribed by the School Board.

The Advisory School Council shall seek to represent the interests of the community and communicate those interests to the School Board and administration.

Within the guidelines established by the School Board, the Advisory School Council shall:

1. Develop ~~and annually review a mission statement~~[a school philosophy aligned with that of the School District](#).
2. Develop goals and objectives [aligned with District Plans and State and Federal Mandates](#)~~to guide the school and provide a basis for prioritized spending~~.
3. ~~Establish local policy manuals in the form of student and staff handbooks prepared by the Principal/Lead Teachers and approved by the Advisory School Council which should include, but not be limited to the following areas:~~
 - a. ~~School facilities (use of school buildings by outside groups, use and loan of school equipment)~~
 - b. ~~Advisory School Council rules of operation (meetings and work sessions, notification procedures for members, communication with the Advisory School Council, reading files, records and minutes).~~
 - c. ~~Open or closed campus~~

(cf. 5112.5)

- ~~4.3. Participate in the development of local practices consistent with District Policy regarding the use of facilities. ~~Propose a calendar for the school and review the daily schedule as prepared by the Lead Teacher, and submitted to the administrator. The Advisory School Council shall be informed of the activity program of the school and district.~~~~
- ~~5.4. Advise the principal as to the allocation of site/community generated funds earmarked for the local student activity program. In addition, administration shall review the budget process with the Advisory School Council at least once annually. ~~Review and suggest line item changes in a local budget where it applies to the local school program. Recommend and submit a prioritized program based budget to the budget officer by April of each year. Approve a budget governing the scope and extent of extracurricular activities to be conducted in the school.~~~~
- ~~6. When categorically funded programs, such as Indian Education, Johnson O'Malley, and Title 1, take place in the school, approve the program to be implemented. The respective parent committee has responsibility for the preparation of the program but every effort should be made to coordinate all programs that take place in the school.~~
- ~~7.5. Review at least once per semester student achievement/behavioral/attendance data and make recommendations to administration on how to increase student achievement. Review and ~~approve~~ adopt a report prepared by the Principal/Lead Teacher to be submitted prior to the end of the school year to the 4th of March to the School Board Advisory School Council and to the community served by the Advisory School Council. This report shall include the following:~~
- ~~a. progress and achievement throughout the year,~~
 - ~~b. recommendations for achieving regional goals and objectives, student achievement, status and projections of staffing levels~~
 - ~~c. personnel recommendations in a prioritized manner,~~
 - ~~d. student achievement,~~
 - ~~e. an evaluation of special programs carried on in the school,~~
 - ~~f. c. status of the physical plant including suggestions for summer maintenance, and extracurricular activities carried on throughout the year.~~
 - ~~g. extracurricular activities carried on throughout the year.~~
- ~~8. Review and make suggestions for the curriculum used in the schools including bilingual/bicultural education.~~

~~9. The ASC chairperson designates a member to serve on a district committee for the purpose of advising in relation to grants and government funded projects. This designated person will serve as a conduit between the district and the local site council.~~

~~10.6. ___ Assist in selecting the selection of the principal and teachers and Principal/Lead Teachers by selecting a representative from the Advisory School Council to participate in reviewing applications and/or interviewing candidates as part of the District interviewing team that makes recommendations to the Superintendent or designee, who makes the final decision. ~~outlining to the Superintendent desirable characteristics and skills needed by teachers and Principal/Lead Teacher to fill potential vacancies.~~~~

~~11. Assist in making recommendations regarding contracted services by approving the recommendation of the Principal/Lead Teacher prior to forwarding said endorsement to the Superintendent.~~

~~12. Assume responsibility for buildings by recommending a six-year future building plan and updating it each year, approving use of buildings by community or other groups, and being aware of physical conditions and inspections of buildings.~~

~~13.7. ___ Be responsible to the community by establishing a line of communication between the school and parents, assuming responsibility for the educational program of the school within the limitations established by the School Board, attempting to resolve any conflicts involving the school at the local level in accordance with appropriate complaint procedures, (BP1312) and attending all training sessions offered for Advisory School Council development.~~

8. Visit an elementary, middle school, and high school classroom at least once per year. ~~Keep Board informed of student accomplishments, activities, etc. that deserve Board recognition~~

9. Review periodically, but at least once every three years, the school's safety and disciplinary plan for the purpose of recommending and adopting changes to the plan

~~14.10. ___ Review the school's bilingual/bicultural program for the purpose of making recommendations to the school board.~~

Note: According to AS 14.30.420, a School Board shall establish a local Native language curriculum advisory board for each school in which a majority of the students are Alaska Natives. Any school district with Alaska Native students may establish a local Native language curriculum advisory board for each school with Alaska Native students. The advisory board may recommend a Native language education program, which, if established should comply with AS 14.30.420.

11. Act as the local Native language curriculum advisory board for each school in the district in which a majority of students are Alaska Natives.

12. Review facility use requests by the public and make recommendations to the principal regarding such use in accordance with district policy and procedures.

13. Advise the principal on long-range building plans and review the status of the physical condition of the school facility.

Duties not performed by the Advisory School Council in a timely manner and in accordance with the policies and regulations of the district are to be carried out by the next responsible board or school official.

Legal Reference:

ALASKA STATUTES

14.08.115 Advisory ~~School Councils~~ school boards in REAA

14.12.035 Advisory ~~School Councils~~ school boards in borough school districts

14.30.420 - Native language education

Revised 10/00, 4/04

Reviewed 1/05

Adoption Date: 04/09/98

Southeast Island School District

BP 8310 Orientation

NOTE: The following sample policy may be revised to reflect district practice and needs.

The Superintendent or designee will work with new Advisory School Council members in conjunction with personnel and/or materials from the State Department of Education and Early Development and Association of Alaska School Boards for the purpose of orientation. The training ~~may~~will be done at a central place and/or through video conferencing ~~or with iTV~~ with all Advisory School Council members attending together as soon as practicable after the Advisory School Council election.

(cf. 8330 - Member Responsibilities)

Reviewed 1/05

Revised 10/00, 2/05

Adoption Date: 04/09/98

Southeast Island School District

BP 8320 Meetings

Note: The following sample policy may be revised to reflect district philosophy and needs; however, Advisory School Boards are subject to open meeting laws.

All meetings of the Advisory School Council shall comply with the open meeting laws. The Advisory School Council shall provide public notice of its meetings and allow for public participation at its meetings.

The Advisory School Council may not hold executive sessions.

The Superintendent or designee shall establish regulations to ensure compliance with law.

(cf. 1340 - Access to District Records)

(cf. 9320 - Meetings)

Legal Reference:

ALASKA STATUTES

[29.20.020](#) *Meetings public*

[44.62.310](#) *Agency meetings public*

[44.62.312](#) *State policy regarding meetings*

Review 11/03, 1/05

Adoption Date: 04/09/98

Southeast Island School District

BP 8330 Member Responsibilities

[Note: The following sample policy may be revised or deleted as needed.](#)

The School Board encourages Advisory School Council members to participate in inservice training as made available by the district. In addition, Advisory School Council members must become familiar with state laws and regulations related to schools and district policies and regulations. The Superintendent or designee shall assist members to understand their responsibilities within the framework of the laws, board policies and regulations. Members of Advisory School Councils have no authority within the school ~~system~~[district](#) to manage or control students or staff, except as may be specifically authorized by the School Board or administration.

(cf. 1250 - Visits to the Schools)

The Advisory School Council may recommend to the Superintendent or designee that its members represent the district at community or school functions or at activities associated with school business.

(cf. 1220 - Citizen Advisory Committees)

Legal Reference:

ALASKA STATUTES

[14.08.115](#) Advisory ~~School Councils~~[school boards](#) in REAA

[14.12.035](#) Advisory ~~School Councils~~[school boards](#) in borough school districts

Reviewed 1/05

Adoption Date: 04/09/98

Southeast Island School District

BP 8340 Code of Ethics

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

The School Board expects all members of Advisory School Councils to maintain the highest ethical standards, which includes complying with state and federal laws and the board policies and administrative regulations of the district.

Each Advisory School Council shall adopt a code of ethics to govern its members in relation to their responsibilities and actions.

(cf. 9270 - Conflict of Interest)

Reviewed 1/05

Adoption Date: 04/09/98

Southeast Island School District

BP 8410 Cooperative Agreements Involving ~~Extra-Curricular~~ Extracurricular Activities

The School Board recognizes its responsibility to assist and coordinate certain programs and activities across the district. In the case of ~~extra-curricular~~ extracurricular activities, Southeast Island School District (SISD) will accept its uniqueness in addressing the needs of our student participants as they strive to benefit from such competition(s). Sportsmanship, leadership, problem solving skills, and the need for healthy competition maintain a priority with these ~~extra-curricular~~ extracurricular activities. It is also expected that students that participate in high school activities maintain higher academic standards than those that do not.

Let it be understood that due to limited number of students, inadequate facilities, shortages of certified coaches/licensed bus drivers, and limited funding pools, cooperative efforts among SISD sites as well as cooperative efforts with districts other than SISD need to be considered. Due to SISD's transient population, cooperative agreements as listed below need to be considered that will allow our student body the opportunity to participate in extracurricular activities.

Each spring, each of the grade levels from grade 8-11 will be surveyed as to their interest(s) for the upcoming year. Such a survey will allow the school district as well as the local advisory school councils (ASCs) to prepare accordingly for the necessary needs that are reflected in the survey results (coaches/uniforms).

When possible, students will participate at their own site with local coaches and with local participants. The need to keep travel risks/liabilities, as well as travel costs to a minimum, must be considered in each case. Efforts to maintain each site's traditional mascot and community traditions will be considered with each activity's location.

Should a student choose to participate in an activity away from their home site, the following must be followed:

- 1) He/She must request (in writing) to the local ASC of their intent;
- 2) The ASC must meet and formally discuss the request. The discussion must include the following:
 - a. It must be understood that only a single cooperative agreement will be honored per sporting season. Multiple students that are interested in such a cooperative agreement must be in agreement to which site/district they are requesting;
 - b. Eligibility standards must be met/maintained;
 - c. Code of Conduct must be maintained for each site at a standard not less than SISD currently maintains;

- d. Funding responsibilities and obligations will rest with the "home" ASC. Transportation costs will include: to and from practices, tournaments, and "off island games;"
- e. If a "home" ASC should choose to send more students than necessary for a "local" team, the ASC must realize and discuss the potential impact of only limited students being chosen to participate with the ~~co-~~
~~op~~cooperative site. In this case there is a chance that "home" students that get "cut" during tryouts will forfeit any future opportunities to participate on a varsity level team for that season.
- f. With a vote of support from the "home" ASC, a formal request must be made to the site/district that the student(s) is/are interested in. This request must be filed by the ASC president.

3) At the point of the "home" ASC making a request to a "host" site, a copy of such a request must be made available to the District Office 7 day's prior. During this time SISD can arrange a necessary "waiver" request with the state level [Alaska School Activities Association \(ASAA\)](#) offices to support such an effort.

- a. Any additional costs associated with travel, officials, meals, etc. must be in agreement/coordinated between the "home ASC" site and the "host" site.

4) With the necessary support of each site's administrator (and the state ASAA), the cooperative agreement becomes formally accepted and will be on file at the District Office as well as the "home" site.

5) Students involved with such a cooperative agreement shall honor the "host" sites training/practice rules.

Other... [Items](#)

- Each site's ASC needs to establish in print, a minimum number of participants that will be funded for travel to off-island activities and tournament play. This number will range depending on which activity is being referenced.
- Each site's ASC needs to establish in print, a minimum number of athletes required in order to host an activity such as basketball, volleyball or cross-country. By carrying a minimum of participants, the ASC accepts any/all financial penalties associated with potential "no-shows" at scheduled tournaments (as per ASAA guidelines).
- Each site will actively recruit necessary bookkeepers/score clock personnel for each "local" event. This effort can be coordinated with the Activities Director.

- Each site's ASC needs to aggressively pursue certified coaches for each sport. Certified coaches are required by ASAA regulations.
- Each site's ASC should have "activities update" listed on each regularly scheduled ASC meeting. Update items to include sporting events scheduled, coaching positions open, trainings being offered, potential requests for extracurricular activity co-op requests, and fund balances.
- It is suggested that each site consider balancing the funding challenges among other sources besides the activity referenced to take the pressure off the active coach and players.
- Uniforms should be considered for at least a 4-year cycle and required uniform changes will be the responsibility of each ASC.
- There will be no charge for gym use among SISD sites for either practice or games. Visiting SISD schools will be responsible for general clean up after each activity.

Adopted 05/06

Adoption Date: 04/09/98

Southeast Island School District



SOUTHEAST ISLAND SCHOOL DISTRICT

P.O. Box 19569, 1010 Sandy Beach Road, Thorne Bay, Alaska 99919
(907) 828-8254 Fax: (907) 828-8257 E-mail: sisd@sisd.org

Resolution 2026-03

A RESOLUTION DECLARING AN EMERGENCY DUE TO THE FAILURE OF THE FIRE SUPPRESSION SYSTEM AT THORNE BAY SCHOOL GYMNASIUM AND DIRECTING IMMEDIATE ACTION TO PROTECT STUDENTS, STAFF, AND FACILITIES

WHEREAS, The Southeast Island School District has operated the Thorne Bay School gymnasium with a failed fire suppression system for an extended period, and despite repeated submissions through the State of Alaska's Capital Improvement Project (CIP) process for seventeen (17) consecutive years, funding has not been approved; and

WHEREAS, The District has identified this project as a life-safety necessity critical to the protection of students, staff, and facilities, yet less urgent projects such as flooring and siding replacements have been funded ahead of this request; and

WHEREAS, The District formally requested on August 14, 2025, that unexpended funds from the Hollis K-12 School Replacement Project (GR-20-002) be reallocated to address this urgent need, and the Alaska Department of Education & Early Development (DEED) denied that request on August 26, 2025, citing statutory restrictions; and

WHEREAS, The District has implemented Fire Impairment Plan #2025IMP0005 in consultation with the State Fire Marshal as an interim mitigation measure, but such a plan does not provide the permanent protection necessary to ensure the safety of students and staff; and

WHEREAS, Superintendent Rod Morrison has formally requested that DEED and the State of Alaska assume liability for any damages, injuries, or loss of life resulting from this long-unaddressed hazard, with a required written response no later than September 5, 2025, at 5:00 PM.

NOW, THEREFORE, BE IT RESOLVED, that the Southeast Island School District Board of Education hereby:

1. Declares the failure of the fire suppression system at Thorne Bay School gymnasium to be an emergency life-safety hazard requiring immediate resolution.

2. Affirms its support for Superintendent Morrison’s formal request to the State of Alaska for assumption of liability and a release of liability for the District until a permanent replacement is installed.
3. Directs the Superintendent to pursue all necessary actions—including legal remedies, formal complaints, and public communications—to protect students, staff, and facilities should the State of Alaska fail to respond by the stated deadline.
4. Requests immediate engagement by local, state, and federal elected officials to secure emergency funding and support for this critical project.
5. Authorizes the Superintendent to bring forward funding and operational options at the next regular or special meeting of the Board should state action not be forthcoming.

ADOPTED September 17, 2025, at a duly convened meeting of the Southeast Island School District Board of Education at which a quorum was present and voting.

Anthony Lovell
SISD Board President

Attested: _____
Molly Kimzey
SISD Board Clerk



SOUTHEAST ISLAND SCHOOL DISTRICT
P.O. Box 19569, 1010 Sandy Beach Road, Thorne Bay, Alaska 99919
(907) 828-8254 Fax: (907) 828-8257 E-mail: sisd@sisd.org

Resolution 2026-04

A RESOLUTION APPROVING THE SECTION 125 PREMIUM ONLY PLAN

WHEREAS, the Southeast Island School District (“District”) first adopted a Section 125 Premium Only Plan in 2024 to allow employees to pay for qualified benefits on a pre-tax basis, in compliance with Section 125 of the Internal Revenue Code of 1986, as amended; and

WHEREAS, the District’s insurance broker, Acisure, has prepared the updated *Southeast Island School District Section 125 Premium Only Plan* (the “Plan”) for the 2025–2026 plan year; and

WHEREAS, the Board of Education has reviewed the Plan as prepared by Acisure and finds it consistent with applicable federal and state requirements; and

WHEREAS, the Board of Education recognizes the continued value of offering employees the Premium Only Plan, which provides tax savings and supports employee benefit participation.

NOW, THEREFORE, BE IT RESOLVED, that the Southeast Island School District Board of Education hereby:

1. **Approves** the *Southeast Island School District Section 125 Premium Only Plan* for the 2025–2026 plan year, marking the District’s second year of participation; and
2. **Authorizes and directs** the Superintendent or designee to take all necessary actions to implement and administer the Plan as prepared by Acisure.

ADOPTED September 17, 2025, at a duly convened meeting of the Southeast Island School District Board of Education at which a quorum was present and voting.

Anthony Lovell
SISD Board President

Attested: _____
Molly Kimzey
SISD Board Clerk



Southeast Island School District
SECTION 125 PREMIUM ONLY PLAN

EFFECTIVE PLAN YEAR July 01, 2025

WHEREAS, Southeast Island School District (the "Employer") sponsors one or more benefit plans that provide "qualified benefits" within the meaning of Section 125 of the Internal Revenue Code of 1986; and

NOW, THEREFORE, effective July 01, 2025 the Employer hereby adopts the Client Section 125 Premium Only Plan (the "Plan") to read as follows:

Article 1. Introduction.

- 1.1 **Purpose of Plan.** The Employer adopts the Plan. The purpose of this Plan is to provide Participants with a choice between cash compensation and Optional Benefit Coverages.
- 1.2 **Cafeteria Plan Status.** This Plan is intended to qualify as a "cafeteria plan" under Section 125 of the Internal Revenue Code of 1986, as amended, and is to be interpreted in a manner consistent with the requirements of Section 125. The Administrator is authorized to take any and all actions which it deems to be appropriate to maintain the Plan in compliance with the provisions of Section 125 of the Code as a "Cafeteria plan" including modification or revocation of elections hereunder.

Article 2. Definitions.

- 2.1 **"Administrator"** means the Employer or such other person or committee as may be appointed from time to time by the Employer to supervise the administration of the Plan. The Employer shall be empowered to appoint and remove the Administrator from time to time as it deems necessary for the proper administration of the plan. In the event an Administrator has not been appointed, or resigns from an appointment, the Employer shall be deemed to be the Administrator.
- 2.2 **"Adopting Employer"** means an entity that adopts the Plan with the approval of the Employer. In order to be an Adopting Employer, the entity must be member of a controlled group of corporations with an Employer, as defined in Section 414(b) of the Code, all trades and businesses (whether or not incorporated) which are under common control, as defined in Section 414(c) of the Code, any member of an affiliated service group, as defined in Section 414(m) of the Code, and any other entity which is required to be aggregated with an Employer under Section 414(o) of the Code. The effective date of adoption by an Adopting Employer shall be the date specified in the resolution approving the adoption.
- 2.3 **"Affiliated Employer"** means the Employer and any corporation which is a member of a controlled group of corporations (as defined in Code Section 414(b)) which includes the Employer; any trade or business (whether or not incorporated) which is under common control (as defined in Code Section 414(c)) with the Employer; any organization (whether or not incorporated) which is a member of an affiliated service group (as defined in Code Section 414(m)) which includes the Employer; and any other entity required to be aggregated with the Employer pursuant to Treasury regulations under Code Section 414(o). A list of affiliated employers can be found in the Adoption Agreement.
- 2.4 **"Benefit Coverage Period"** means the period during which a Participant is eligible under any Optional Benefit Coverage.
- 2.5 **"Code"** means Section 125 of the Internal Revenue Code of 1986, as amended or replaced from time to time. Reference to any section or subsection of the Code includes reference to any regulations there under and any comparable or succeeding provisions of any legislation which amends, supplements or replaces such section or subsection.
- 2.6 **"Coverage Period"** means the Plan Year.
- 2.7 **"Dependent"** means any individual who is so defined under an Insurance Contract or who is (i) a Qualifying Child (within the meaning of Code Section 152(c), subject to the exceptions of Code Section 152(b)) or Participant's child (within the meaning of Code Section 152(f)(1)) who has not attained age 27 as of the end of the taxable year, or (ii) a Qualifying Relative who qualifies as a dependent under an Insurance Contract or under (within the meaning of Code Section 152(d), subject to the exceptions of Code Section 152(b)) (as modified by Code Section 105(b)), as applicable. Certain provisions of "Michelle's Law," in which the

requirement that a Dependent child have a full-time status in order to extend coverage past a stated age, will generally not apply if the child's failure to maintain full-time status is due to a medically necessary leave of absence or other change in enrollment (such as a reduction of hours). Notwithstanding anything in the Plan to the contrary, the Plan will comply with Michelle's Law.

- 2.8 **"Eligible Employee"** means any Employee who has satisfied the provisions of the Section titled: "Eligibility". However, 2% shareholders as defined under Code Section 1372(b) and self-employed individuals as defined under Code Section 401(c) shall not be eligible to participate in this Plan. An individual shall not be an "Eligible Employee" if such individual is not reported on the payroll records of the Employer as a common law employee. In particular, it is expressly intended that individuals not treated as common law employees by the Employer on its payroll records are not "Eligible Employees" and are excluded from Plan participation even if a court or administrative agency determines that such individuals are common law employees and not independent contractors.
- 2.9 **"Election Period"** means the period immediately preceding the beginning of each Plan Year established by the Administrator for the election of Benefits and Salary Redirections, such period to be applied on a uniform and nondiscriminatory basis for all Employees and Participants. However, an Employee's initial Election Period shall be determined pursuant to the Section titled: "Initial Elections".
- 2.10 **"Employee"** means any common law employee of the Employer or Adopting Employer. Employee will not include an independent contractor, consultants, leased employee, 2% shareholder of an S-Corporation, a partner in a partnership or an owner or member of a limited liability company that elects partnership status on its tax return, or an individual who is self-employed (including partner) in accordance with Code Section 401(c). Any such determination of an individual's status as an Employee will be made solely by the Employer without regard to whether any determination by an agency, governmental or otherwise, or court concludes that such classification or characterization was in error.
- 2.11 **"Employer"** means the Government Entity or any such entity specified in Item 1 of the Adoption Agreement, and any Affiliated Employer (as defined in the Article titled: "Definitions"), that adopts this Plan; and any successor, that maintain this Plan; and any predecessor that has maintained this Plan.
- 2.12 **"Highly Compensated Employee"** means, for the purposes of determining discrimination, an Employee so described in Code Section 125 and the Treasury Regulations thereunder.
- 2.13 **"Insurance Contract"** means any contract issued by an Insurer underwriting a Benefit, or any self-funded arrangement providing any Benefit offered for health and welfare coverage to Eligible Employees of the Employer.
- 2.14 **"Insurance Premium Payment Plan"** means the plan of benefits contained in the Section titled: "Benefit Options" of this Plan, that provides for the payment of Premium Expenses.

- 2.15 **"Insurer"** means any insurance company that underwrites a Benefit or any self-funded arrangement under this Plan.
- 2.16 **"Key Employee"** means any person who is a key employee, as defined in Code Section 416(i)(1), with respect to the Employer.
- 2.17 **"Optional Benefit Coverages"** means the coverage option(s) available to a Participant as set forth in the eligible benefit plans sponsored by Southeast Island School District.
- 2.18 **"Participant"** means any eligible individual who participates in the Plan in accordance with Article 3.
- 2.19 **"Plan"** means this cafeteria plan named the Southeast Island School District Section 125 Premium Only Plan, including all amendments thereto.
- 2.20 **"Plan Year"** means the twelve (12) month period commencing July 01 and ending June 30 or means the 12-month period beginning and ending on the dates specified in the Adoption Agreement. The Plan Year shall be the coverage period for the Benefits provided for under this Plan. In the event a Participant commences participation during a Plan Year, then the initial coverage period shall be that portion of the Plan Year commencing on such Participant's date of entry and ending on the last day of such Plan Year.
- 2.21 **"Salary Redirection"** means the contributions made by the Employer on behalf of Participants in accordance with the Section titled: "Salary Redirection". These contributions shall be allocated to the funds or accounts established for cost of applicable Benefits provided under the Plan pursuant to the Participants' elections made under the Article titled: "Participant Elections".
- 2.22 **"Spouse"** means "spouse" as defined in an Insurance Contract, then, for purposes of coverage under that Insurance Contract only, "spouse" shall have the meaning stated in the Insurance Contract. In all other cases, "spouse" shall have the meaning stated under applicable federal or state law.
- 2.23 **"Waiting Period"** means the period during which an otherwise Eligible Employee is ineligible to participate in the Plan because he or she has not met the eligibility requirements in Article 3.

All other defined terms in this Plan shall have the meanings specified in the various Articles of the Plan in which they appear.

Article 3. Participation.

- 3.1 **Eligibility.** As to each Benefit provided hereunder, any Eligible Employee shall be eligible to participate as of the date he or she satisfies the eligibility conditions set forth in the policy or plan providing such Benefit (the "Eligibility Requirements"), the provisions of which are specifically incorporated herein by reference.
- 3.2 **Effective Date of Participation.** (a) An Eligible Employee shall become a Participant effective as of the later of the date on which he or she satisfies the Eligibility Requirements of the Plan or the Effective Date of this Plan. (b) An individual hired after a break in service of less than 13 weeks is considered a rehire for the purpose of benefit administration under the ACA. An individual with a break in service of more than 13 weeks (26 weeks in the case of an educational institution), is considered a new hire for the purpose of benefit administration. A returning Employee with a break in service of less than 13 weeks will be considered as continuing his or her employment. A rehired Employee will step back in where he or she left off as follows:
- (a) Monthly Measurement Method: If the rehired Employee satisfied a waiting period during his or her previous period of employment, coverage will be offered the first day the Employee is credited with an hour of service or the first day of the calendar month following resumption of services (if immediate coverage is not administratively practicable).
 - (b) Look-Back Measurement Method (if variable hour employee): A rehired Employee will be credited for hours worked during the most recent measurement/look-back period and offered immediate healthcare enrollment if the Employee's average hours worked or paid meet the full-time threshold during the time that the Employee worked.

These rules only apply to applicable large employers or to small employers who have elected to establish Measurement and Stability Periods for Medical Insurance. Other benefits follow guidelines established in component plan documents.

- 3.3 **Application to Participate.** An Employee who is eligible to participate in this Plan may, during the applicable Election Period, complete an Election to Participate form that the Administrator shall furnish to the Employee. The Election to Participate form is an irrevocable election made by the Employee to redirect and reduce taxable compensation to cover the Employee's applicable cost of Benefits elected, which shall be applicable until the end of the current Plan Year, unless the Participant is entitled to change his or her Benefit elections pursuant to the Section titled: "Change of Elections". Such election shall be effective for the first pay period beginning on or after the Employee's effective date of participation pursuant to the Section titled: "Effective Date of Participation".

- 3.4 **Cessation of Participation.** A Participant will cease to be a Participant as of the earlier of (a) the date on which the Plan terminates, (b) the end of the Participant's Benefit Coverage Period, or (c) the date the Participant ceases to be an Eligible Employee, subject to the provisions of the Section titled: "Termination of Employment", or his or her death.
- 3.5 **Termination of Employment.** If a Participant terminates employment with the Employer for any reason other than death, his or her participation in the Plan shall cease, subject to the Participant's right to continue coverage under any Insurance Contract for which premiums have already been paid or any other ability to continue participation in a Health Savings Account pursuant to Code Section 223. When an Employee ceases to be a Participant, the cafeteria plan must pay the Employee any amount the Employee previously paid for coverage or Benefits to the extent the previously paid amount relates to the period from the date the Employee ceases to be a Participant through the end of that Plan Year.
- 3.6 **Reinstatement of Former Participant.** A former Participant who meets the requirements for an Eligible Employee will become a Participant again if and when he or she becomes an Eligible Employee, subject to the completion of any applicable Waiting Period and upon proper enrollment as prescribed by the Administrator.

Article 4. Contributions to the Plan.

- 4.1 **Salary Redirection.** Benefits under the Plan shall be financed by Salary Redirections sufficient to support Benefits that a Participant has elected hereunder and to pay the Participant's Premium Expenses. The salary administration program of the Employer shall allow each Participant to agree to reduce his or her pay during a Plan Year by an amount determined necessary to purchase the elected Benefit and to pay the Participant's Premium Expenses. The amount of such Salary Redirection shall be specified by the Plan Sponsor and shall be applicable for a Plan Year. Notwithstanding the above, for new Participants, the Salary Redirections shall only be applicable from the first day of the pay period following the Employee's entry date up to and including the last day of the Plan Year. These contributions shall be allocated to the funds or accounts established under the Plan pursuant to the Participants' elections made in accordance with the Article titled: "Participant Elections".
- Any Salary Redirection shall be determined prior to the beginning of a Plan Year (subject to initial elections pursuant to the Section titled: "Initial Elections") and prior to the end of the Election Period and shall be irrevocable for such Plan Year. However, a Participant may revoke a Benefit election after the Plan Year has commenced and make a new Election to Participate (or decline participation on the Election to Not Participate form) with respect to the remainder of the Plan Year, if both the revocation and the new election are on account of and consistent with a change in status and such other permitted events as determined under the Article titled: "Participant Elections" of the Plan and consistent with the rules and regulations of the Department of the Treasury. Salary Redirection amounts shall be contributed on a pro rata basis for each pay period during the Plan Year. All individual Election forms are deemed to be part of this Plan and incorporated herein by reference.
- 4.2 **Application of Contributions.** As soon as reasonably practical after each payroll period, the Employer shall apply the Salary Redirections to provide the Benefits elected by the affected Participants. Any contributions made or withheld from an Employee's compensation, pursuant to the Employee's signed Election to Participate for the Health Savings Account shall be credited to such account. Amounts designated for the Participant's Premium Expense Reimbursement Account shall likewise be credited to such account for the purpose of paying Premium Expenses.
- 4.3 **Periodic Contributions.** Notwithstanding the requirement provided above and in other Articles of this Plan that Salary Redirections be contributed to the Plan by the Employer on behalf of an Employee on a level and pro rata basis for each payroll period, the Employer and Administrator may implement a procedure in which Salary Redirections are contributed throughout the Plan Year on a periodic basis that is not pro rata for each payroll period. In the event Salary Redirections are not made on a pro rata basis, upon termination of participation, a Participant may be entitled to a refund of such Salary Redirections pursuant to the Section titled: "Termination of Employment".

Article 5. Optional Benefit Coverages.

5.1 **Coverage Options.** Each Participant may choose under this Plan to receive his or her full compensation in cash or to have all or a portion of such compensation applied by the Employer toward the cost of the Optional Benefit Coverages elected by the Participant. The Employer may select suitable health and hospitalization Insurance Contracts for use in providing health Benefits, which policies will provide uniform benefits for all Participants electing this Benefit.

5.2 **Description of Optional Benefit Coverages.** While the election of Optional Benefit Coverages may be made under this Plan, the coverages and benefits elected by Participants will be provided not by this Plan but by the applicable benefit plans governing the Optional Benefit Coverages. The types and amounts of benefits available under each benefit plan, the requirements for participating in such benefit plan, and the other terms and conditions of coverage and benefits under such benefit plan are as set forth from time to time in such benefit plan's plan document. See component plan documents for benefit coverage details. If offered by employer and elected by participant, the following group plans are available for pretax salary deduction contributions under this plan:

- | | |
|---|--|
| a) Medical Insurance | Coverage |
| b) Dental Insurance | i) Long-term Disability and Short-term Disability Coverage |
| c) Vision Insurance | j) Premiums for Individual Coverage Health Reimbursement Arrangement (ICHRA) |
| d) Prescription Drug Coverage | k) 401(k) Contributions |
| e) Health FSA | l) Any other allowable benefits under Section 125 |
| f) Dependent Care FSA | |
| g) Health Savings Account (HSA) Contributions | |
| h) Accidental Death & Dismemberment | |

5.3 **Nondiscrimination Requirements**

- (a) It is the intent of this Plan to provide benefits to a classification of Employees that the Secretary of the Treasury finds not to be discriminatory in favor of the group in whose favor discrimination is prohibited under Code Section 125 or applicable Regulations thereunder.
- (b) If the Administrator deems it necessary, in order, to avoid discrimination or possible taxation to Highly Compensated Employees, Key Employees or a group of employees in whose favor discrimination is prohibited by Code Section 125, it may, but shall not be required to, reduce contributions or non-taxable Benefits in order to assure compliance with this section. Any act taken by the Administrator under this section shall be carried out in a uniform and nondiscriminatory manner. If the Administrator decides to reduce contributions or non-taxable Benefits, it shall be done in the following manner. First, the non-taxable Benefits of the affected Participant (either an employee who is highly compensated or a Key Employee, whichever is applicable) who has the highest amount of non-taxable Benefits for the

Plan Year shall have his or her non-taxable benefits reduced until the discrimination tests set forth in this Section are satisfied or until the amount of his or her non-taxable Benefits equals the non-taxable Benefits of the affected Participant who has the second highest amount of non-taxable Benefits. This process shall continue until the nondiscrimination tests set forth in this Section are satisfied. With respect to any affected Participant who has had Benefits reduced pursuant to this Section, the reduction shall be made proportionately among all insured Benefits. Contributions which are not utilized to provide Benefits to any Participant by virtue of any administrative act under this paragraph shall be forfeited and deposited into the Plan surplus.

- 5.4 **Non-Tax Dependent Coverage.** a. If (i) Employee Salary Redirections are made to fund Benefits under the Plan, and (ii) the Employer allows a Participant to elect to cover a Non-Tax Dependent through the Participant's coverage under group Medical, Dental or Vision benefit(s), a Participant who elects to participate in the Salary Redirection program may pay on a pre-tax basis through salary reduction contributions the Participant's portion of the premium cost of coverage under the Employer's Medical, Dental or Vision Benefits, provided that the full fair market value of such Medical, Dental or Vision coverage for any such Non-Tax Dependent shall be includible in the Participant's gross income as a taxable benefit in accordance with applicable federal income tax rules. For purposes of this Plan, the Participant electing coverage for Non-Tax Dependent(s) shall be treated as receiving, at the time that coverage is received, cash compensation equal to the full fair market value of such coverage and then as having purchased the coverage with after-tax employee contributions. b. Notwithstanding the foregoing, no medical care or dependent care expenses incurred by or with respect to a Non-Tax Dependent of a Participant shall be eligible for reimbursement as eligible expenses under the Health Flexible Spending Account or Dependent Care Flexible Spending Account.
- 5.5 **No Financial Responsibility for Optional Benefit Coverages.** In no event will the Employer or any of its affiliates or subsidiaries or any of their agents, directors, employees, consultants, insurers or owners have any obligation whatsoever to provide any actual benefits or cost reimbursements under Optional Benefit Coverages as a result of this Plan. The Employer's sole and exclusive obligation under this Plan is to collect from Participants compensation reductions elected hereunder.
- 5.6 **Election of Optional Benefit Coverages in Lieu of Cash.** A Participant may elect under this Plan, in accordance with the procedures described in Sections 5.7 through 5.11, to receive one or more Optional Benefit Coverages to the extent available to the Participant under terms of such plans. If a Participant elects an Optional Benefit Coverage for a Coverage Period, the Participant is required to pay the employee portion of the cost of such coverage. Such share will be paid by a reduction in the Participant's regular compensation for the Coverage Period. In the event that the Participant's compensation during any pay period is insufficient in amount to pay the Participant's share of the monthly cost of such Optional Benefit Coverage by compensation

reduction, the Employer has no responsibility under this Plan to cover, pay or advance on behalf of the Participant any such shortfall and the Participant must make immediate arrangements with the plan administrator of such Optional Benefit Coverage to pay such shortfall on an after-tax basis.

- 5.7 **Election Procedure.** Prior to the commencement of each Coverage Period, the Administrator will provide (or make available) a means of election to each individual who is eligible to become a Participant at the beginning of the applicable Coverage Period, i.e. an "Open Enrollment". Each Participant who desires to elect an Optional Benefit Coverage available for the Coverage Period must specify in his or her election during Open Enrollment. The election will be effective as of the first day of the Coverage Period. The Participant must agree to a reduction in his or her compensation equal to the employee portion of the cost of the Optional Benefit Coverages elected. Each election must be made on or before such date and in such manner as the Administrator specifies. If a Participant fails to complete an election form for this Plan but elects an Optional Benefit Coverage, such Participant will be deemed to have elected to pay such employee portion of the cost of benefits on a pre-tax basis.
- 5.8 **New Participants.** Upon becoming a Participant mid-year, the Administrator will provide the means of election described in Section 5.7 to such participant. If the individual desires one or more Optional Benefit Coverages for the balance of the Coverage Period, the individual must specify in his or her election. The Participant shall agree to a reduction in his or her compensation equal to the cost of the Optional Benefit Coverages elected. Each election must be made on or before such date and in such manner as the Administrator specifies. Compensation reductions and elections will become effective as of the first day of the first Benefit Coverage Period specified by the Administrator following completion of the enrollment and election process.
- 5.9 **Initial Elections.** An Employee who meets the Eligibility Requirements of the Plan on the first day of, or during, a Plan Year may elect to participate in this Plan for all or the remainder of such Plan Year, provided he or she elects to do so before his or her effective date of participation pursuant to the Section titled: "Effective Date of Participation". or for a newly eligible Employee, no more than 30 days after their date of hire. For any such newly Eligible Employee, if coverage is effective as of the date of hire, such Employee shall be eligible to participate retroactively as of their date of hire. Newly Eligible Employee Election amounts will be collected the first pay period on or after his or her election was received. However, if such Employee does not complete an application to participate and a benefit election form and deliver them to the Administrator before such date, his or her Election Period shall extend 30 calendar days after such date, or for such further period as the Administrator shall determine and apply on a uniform and nondiscriminatory basis. However, any election during the extended 30-day election period pursuant to this Section shall not be effective until the first pay period following the later of such Participant's effective date of participation pursuant to the Section titled:

"Effective Date of Participation" or the date of the receipt of the election form by the Administrator, and shall be limited to the Benefit expenses incurred for the balance of the Plan Year for which the election is made. Any failure to elect the Benefits set forth herein shall constitute an Employee's election to not participate in the Plan during that Plan Year until a valid election is otherwise made in the manner set forth herein.

5.10 **Subsequent Annual Elections**

- (a) A Participant will automatically be enrolled in subsequent plan years unless the Participant terminates his or her participation in the Plan by notifying the Administrator in writing during the Election Period that he or she does not want to participate in the Plan for the next Plan Year;
- (b) A Participant may terminate his or her participation in the Plan by notifying the Administrator in writing during the Election Period that he or she does not want to participate in the Plan for the next Plan Year;
- (c) An Employee who elects to not participate for the Plan Year following the Election Period will have to wait until the next Election Period before again electing to participate in the Plan, except as provided for in the Section titled: "Change of Elections".

5.11 **Failure to Make Election.**

- (a) A new Participant's failure to make an election under Section 5.7 for this Plan on or before the due date specified by the Administrator for the Coverage Period in which he or she becomes a Participant but elects an Optional Benefit Coverage, such Participant will be deemed to have elected to pay the employee portion of the cost of the Optional Benefit Coverages on a pre-tax basis.
- (b) An existing Participant's failure to make an election under this Plan relating to an Optional Benefit Coverage on or before the due date specified by the Administrator for any subsequent Coverage Period constitutes
 - (1) a re-election of the same coverage, if any, as was in effect just prior to the end of the preceding Coverage Period (to the extent such Optional Benefit Coverage remains available under the Plan), and
 - (2) an agreement to a reduction in the Participant's compensation for the subsequent Coverage Period equal to the cost of such coverage on the same basis (pre-tax or post-tax) as was previously elected.

5.12 **Revocation or Change of Election by the Participant during the Coverage Period.**

- (a) Any election made under the Plan (including an election made through inaction under Section 5.11) will be irrevocable by the Participant during the Coverage Period except as otherwise provided in

(b) through (l) below.

- (b) With respect to an Optional Benefit Coverage, a Participant may revoke an election for the balance of the Coverage Period and, if desired, file a new election in writing if, under the facts and circumstances,
- (1) a Change in Status occurs, and
 - (2) the requested revocation and new election satisfy the consistency requirements in Section 5.13 below.

For this purpose, a Change in Status includes the following events:

- **Legal marital status.** An event that changes a Participant's legal marital status, death of spouse, divorce, or legal separation or annulment.
- **Number of dependents.** An event that changes a Participant's number of dependents (as defined in Treasury Regulation 1.125-4(i)(3)), including birth, death, adoption or placement for adoption.
- **Employment Status.** An event that changes the employment status of the Participant, the Participant's spouse or dependent, including termination or commencement of employment, a strike or lockout, a commencement or return from an unpaid leave of absence, and a change in worksite, as well as any other change in the individual's employment status that results in the individual becoming (or ceasing to be) eligible under the qualified benefit plans of the Employer.
- **Requirements for Unmarried Dependents.** An event that causes a dependent (as defined in Treasury Regulation 1.125-4(i)(3)) to satisfy or cease to satisfy the requirements for coverage under an Optional Benefit Coverage on account of attainment of age, student status, marital status or any similar circumstance.
- **Residence.** A change in the place of residence of the Participant or his or her spouse or dependent (as defined in Treasury Regulation 1.125-4(i)(3)).
- **Significant Change in Cost.** There is a significant change in the cost of an Optional Benefit Coverage.
- **Coverage Curtailment.** Coverage under an Optional Benefit Coverage is significantly curtailed.
- **New or Eliminated Optional Benefit Coverage.** A new Optional Benefit Coverage is offered or an Optional Benefit Coverage is eliminated.
- **Change in Coverage under Spouse or Dependent's Plan.** There is a change in coverage under the Participant's spouse's plan or Participant's dependent's (as defined in

Treasury Regulation Section 1.125-4(i)(3)) plan.

- **Open Enrollment in Spouse or Dependent's Plan.** The enrollment period for coverage under the Participant's spouse's plan or Participant's dependent's (as defined in Treasury Regulation Section 1.125-4(i)(3)) plan occurs while the Participant's elections are in effect.
 - **Other Events.** Such other events that the Administrator determines will permit the revocation of an election (and, if applicable, the filing of a new election) during a Coverage Period under regulations and rulings of the Internal Revenue Service.
- (c) In the case of coverage under a group health plan, a Participant may revoke an election for the balance of the Coverage Period and file a new election that corresponds with the special enrollment rights provided in Code Section 9801(f) pertaining to HIPAA special enrollment rights.
- (d) In the case of a judgment, decree or order ("order") resulting from a divorce, legal separation, annulment, or change in legal custody (including a qualified medical child support order) that requires health coverage for a Participant's child who is a dependent (as defined in Treasury Regulation Section 1.125-4(i)(3)) of the Participant, a Participant may change his or her election:
- (1) to provide coverage for the child under a health coverage required by the order, or
 - (2) to cancel a health coverage identified required by the order, if the order requires the Participant's spouse or former spouse or another individual to provide coverage for the child and that coverage is, in fact, provided.
- (e) In the case of an accident or health plan Optional Benefit Coverage, a Participant may revoke an election in writing for the balance of the Coverage Period and file a new election in writing in order to cancel or reduce such Optional Benefit Coverage for the Participant and/or for one or more covered dependents (as defined in Treasury Regulation Section 1.125-4(i)(3)) of the Participant to the extent that such individual becomes entitled to coverage under Part A or Part B of Title XVIII of the Social Security Act (Medicare) or Title XIX of the Social Security Act (Medicaid), other than coverage consisting solely of benefits under Section 1928 of the Social Security Act (the program for distribution of pediatric vaccines). In addition, if the Participant or any eligible dependent (as defined in Treasury Regulation Section 1.125-4(i)(3)) who has been entitled to Medicare or Medicaid loses eligibility for such coverage, the Participant may file a new election in writing for the balance of the Coverage Period to commence or increase an accident or health plan Optional Benefit Coverage.
- (f) A Participant taking leave under the Family Medical Leave Act, if applicable, may revoke existing group health plan coverage and make such other election for the remaining portion of the Coverage Period as may be provided for under the Family Medical Leave Act.

- (g) The Administrator may automatically change a Participant's contribution towards premiums to obtain Optional Benefit Coverages to reflect increase or decrease cost.
- (h) Any application for a revocation or new election under this Section 5.12 must be made within the time specified by the Administrator following the date of the actual event and will be effective at such time as the Administrator prescribes, unless otherwise required by law.
- (i) A Participant may revoke and or change an election relating to contributions to any health savings account on a prospective basis at least monthly or, if permitted by the Administrator, more frequently than monthly.
- (j) A Participant may revoke an election for group health Optional Benefit Coverage prospectively for the remainder of the Coverage Period if the Participant has been in an employment status under which the Participant was reasonably expected to average at least 30 hours of service per week and there is a change in such status so that the Participant will reasonably be expected to average less than 30 hours of service per week after the change (even if such reduction in hours does not result in the Participant ceasing to be eligible under the group health Optional Benefit Coverage), the revocation corresponds to the intended enrollment of the Participant (and any related individuals) in another plan that provides minimum essential coverage, and such new coverage is effective no later than the first day of the second month following the month that includes the date the group health Optional Benefit Coverage is revoked.
- (k) A Participant may revoke an election for group health Optional Benefit Coverage prospectively for the remainder of the Coverage Period if the Participant is eligible for a special enrollment period to enroll in a qualified health plan through a marketplace or the Participant seeks to enroll in a qualified health plan through a marketplace during the marketplace's annual open enrollment period and the revocation of the election under the group health Optional Benefit Coverage corresponds to the intended enrollment of the Participant (and any related individuals) in a qualified health plan through a marketplace for coverage that is effective beginning no later than the day immediately following the last day of the revoked group health Optional Benefit Coverage.
- (l) Participants may make a prospective election change to add group health coverage for the Participant or the Participant's spouse or dependent if the Participant or the Participant's spouse or dependent loses coverage under any group health coverage sponsored by a governmental or educational institution, including (but not limited to) the following: a state children's health insurance program (SCHIP) under Title XXI of the Social Security Act; a medical care program of an Indian Tribal government (as defined in Code Section 7701 (a) (40)), the Indian Health Service, or a tribal organization; a state health benefits risk pool; or a foreign government group health plan, subject to

the terms and limitations of the applicable benefit package option(s).

Further, if the Participant or the Participant's spouse or dependent who has been entitled to Medicare or Medicaid loses eligibility for such coverage, the Participant may elect to prospectively commence or increase the accident or health coverage of the individual who loses Medicare or Medicaid eligibility.

- (m) IRS [Notice 2022-41](#), expands the application of the change-in-status rules for health coverage under a section 125 cafeteria plan. This notice addresses the situation in which, during a Plan Year, a participant may wish to revoke the employee's election under the cafeteria plan for spousal or family coverage under a group health plan, in order to allow one or more family members to enroll in a Qualified Health Plan through a Health Insurance Exchange in the individual market. Note that this is not permitted for Flexible Spending Arrangements. Under this notice, the employee will be able to opt out of family coverage and into self-only coverage (or family coverage including one or more already-covered related individuals) under that health plan during a period of coverage. Certain conditions need to be met to do this.

- 5.13 **Consistency Rules.** A Participant's requested revocation and new election will be consistent with a change in status if the election change is on account of and corresponds with a change in status that affects the eligibility for coverage under a plan of the Employer or under a plan maintained by the employer of the Participant's spouse or dependent (as defined in Treasury Regulation Section 1.125-4(i)(3)). A change in status that affects eligibility under the Employer's plan includes a change in status that results in the increase or decrease in the number of a Participant's family members or dependents (as defined in Treasury Regulation Section 1.125-4(i)(3)) who may benefit from coverage under the plan.
- 5.14 **Changes by Administrator.** If the Administrator determines, before or during any Coverage Period, that the Plan may fail to satisfy for such year any nondiscrimination or other requirement imposed by the Code or any limitation on benefits provided to Key Employees, the Administrator may take such action as the Administrator deems appropriate to assure compliance with such requirement or limitation. Such action may include, without limitation, a modification of elections by highly compensated Employees (as defined by the Code for purposes of the nondiscrimination requirement in question) or Key Employees without the consent of such Employees.
- 5.15 **Adjustment of Compensation Reductions.** If the cost of an Optional Benefit Coverage provided to a Participant increases or decreases during a Coverage Period, including any increase or decrease due to a change in the Participant's salary, a corresponding change will be made in the compensation reductions of the Participant in an amount reflecting such increase or decrease, as determined by the Administrator to the extent

the Administrator is advised of such change by the providers of such Optional Benefit Coverages which Participants may have elected.

- 5.16 **Automatic Termination of Election.** Any election made under this Plan (including an election made through inaction under Section 5.11) will automatically terminate at the close of the Benefit Coverage Period on which the Participant ceases to be a Participant in the Plan, although coverage or benefits may continue if and to the extent provided by such coverage. In the event such a former Participant again becomes a Participant within 30 days of ceasing to be a Participant, the elections previously in effect for the Participant will be automatically reinstated for the balance of the Coverage Period, except as otherwise elected by the Participant in accordance with Section 5.12.
- 5.17 **Cessation of Required Contributions.** Nothing in this Plan will prevent the cessation of coverage or benefits under any Optional Benefit Coverage, in accordance with the terms of such coverage, on account of a Participant's failure to pay the Participant's share of the cost of such coverage or benefits, through compensation reduction or otherwise.
- 5.18 **Elections Via Other Media.** The Administrator may, in its discretion, use any telephonic, electronic or other alternative media form that it deems necessary or appropriate for the election of Optional Benefit Coverages under the Plan.
- 5.19 **Coordination with FMLA.** Notwithstanding any other provision of this Plan, the Administrator may
- (a) permit a Participant to revoke (and subsequently reinstate) his or her election of one or more Optional Benefit Coverages under the Plan, and
 - (b) adjust a Participant's compensation reduction as a result of a revocation or reinstatement to the extent the Administrator deems necessary or appropriate to assure the Plan's compliance with the provisions of the Family and Medical Leave Act of 1993 and any regulations pertaining thereto, if applicable.
- 5.20 **Special Rule for Certain Covered Individuals.** Notwithstanding anything in this Plan to the contrary, the cost of providing Optional Benefit Coverage to an individual as a Dependent of the Participant, where the covered individual is not a dependent of the Participant for purposes of Code Section 152 (as modified by Code Section 105(b) and IRS Notice 2004-79) will be paid by the Participant with after-tax contributions. Such costs will either be deducted by the Employer from the after-tax compensation of the Participant or, to the extent the cost of such Optional Benefit Coverage is paid from compensation reduction or any other form of Employer contribution, such contribution will be treated as taxable compensation received by the Participant and contributed by the Participant on an after-tax basis.

Article 6. Administration of Plan.

- 6.1 **Administrator.** The administration of the Plan will be under the supervision of the Administrator. It is a principal duty of the Administrator to see that the Plan is carried out, in accordance with its terms without discrimination among participants. The Administrator has full discretionary power to administer the Plan in all of its details, subject to applicable requirements of law. For this purpose, the Administrator's discretionary powers include, but are not limited to, the following discretionary authority, in addition to all other powers provided by this Plan:
- (a) To make and enforce such rules and regulations as it deems necessary or proper for the efficient administration of the Plan;
 - (b) To interpret the Plan;
 - (c) To decide all questions concerning the Plan and the eligibility of any person to participate in the Plan;
 - (d) To appoint such agents, counsel, accountants, consultants and other persons as may be required to assist in administering the Plan; and
 - (e) To delegate its responsibilities under the Plan and to designate other persons to carry out any of its responsibilities under the Plan, any such delegation or designation to be in writing;
 - (f) To reject elections or to limit contributions or Benefits for certain Highly Compensated Participants if it deems such to be desirable in order to avoid discrimination under the Plan in violation of applicable provisions of the Code;
 - (g) To provide Employees with a reasonable notification of their benefits available under the Plan; and
 - (h) To keep and maintain the Plan documents and all other records pertaining to and necessary for the administration of the Plan; g. To keep and communicate procedures to determine whether a medical child support order is qualified under ERISA Section 609.
- 6.2 **Examination of Records.** The Administrator shall make available to each Participant, Eligible Employee and any other Employee of the Employer such records as pertain to their respective interests under the Plan for examination at reasonable times during normal business hours.
- 6.3 **Payment of Expenses.** Any reasonable administrative expenses shall be paid by the Employer unless the Employer determines that administrative costs shall be borne by the Participants under the Plan or by any Trust Fund which may be established hereunder. The Administrator may impose reasonable conditions for payments, provided that such conditions shall not discriminate in favor of Highly Compensated Employees.
- 6.4 **Application of Benefit Plan Surplus.** Any forfeited amounts credited to the Benefit Plan surplus by virtue of the failure of a Participant to incur a qualified expense may, but need not be, separately accounted for after the close of the Plan Year in which such forfeitures arose. In no event shall such amounts be carried over to reimburse a Participant for expenses incurred during a subsequent Plan Year for the same or any other Benefit

available under the Plan; nor shall amounts forfeited by a particular Participant be made available to such Participant in any other form or manner, except as permitted by Treasury regulations. Amounts in the Benefit Plan surplus shall first be used to defray any administrative costs and experience losses and thereafter be retained by the Employer.

6.5 **Insurance Control Clause.** In the event of a conflict between the terms of this Plan and the terms of an Insurance Contract of a particular Insurer or other benefit program that is self-insured whose product is then being used in conjunction with this Plan, the terms of the Insurance Contract shall control as to those Participants receiving coverage under such Insurance Contract. For this purpose, the Insurance Contract shall control in defining the persons eligible for insurance, the dates of their eligibility, the conditions which must be satisfied to become insured, if any, the Benefits Participants are entitled to and the circumstances under which insurance terminates .

6.6 **Indemnification of Administrator.** The Employer agrees to indemnify and to defend to the fullest extent permitted by law any Employee serving as the Administrator or as a member of a committee designated as Administrator (including any Employee or former Employee who previously served as Administrator or as a member of such committee) against all liabilities, damages, costs and expenses (including attorney's fees and amounts paid in settlement of any claims approved by the Employer) occasioned by any act or omission to act in connection with the Plan, if such act or omission is in good faith.

Any determination by the Administrator, or its authorized delegate, is final and conclusive on all persons.

Notwithstanding the foregoing, any claim which arises under any Optional Benefit Coverage will not be subject to review under this Plan, and the Administrator's authority under this Section 6.1 does not extend to any matter as to which another administrator or entity is empowered to make determinations under such Optional Benefit Coverage.

Article 7. Amendment and Termination of Plan.

- 7.1 **Amendment of Plan.** The power to amend the Plan, in whole or in part, is vested in the Employer, which has the sole discretion to make all amendments to the Plan or any of its provisions. Such amendment will be effected by a written instrument signed by a duly authorized representative of the Employer, or his or her authorized delegate, and delivered to the Administrator.
- 7.2 **Termination of Plan.** The Employer has established the Plan with the bona fide intention and expectation that it will be continued indefinitely, but the Employer will have no obligation whatsoever to maintain the Plan for any given length of time and may discontinue or terminate the Plan at any time, without liability, by a written instrument signed by a duly authorized representative of the Employer, or his or her authorized delegate, and delivered to the Administrator

Article 8. Miscellaneous Provisions.

- 8.1 **Plan Interpretation.** All provisions of this Plan shall be governed and interpreted by the Employer, or it's delegated Administrator, as applicable, in its full and complete discretion and shall be otherwise applied in a uniform, nondiscriminatory manner. This Plan shall be read in its entirety and not severed except as provided in the Section titled: "Severability".
- 8.2 **Written Document.** This Plan document, in conjunction with any separate written document which may be required by law, is intended to satisfy the written Plan requirement of Code Section 125 and any Regulations thereunder relating to Cafeteria Plans.
- 8.3 **Information to be Furnished.** Participants will provide the Employer and the Administrator with such information and evidence, and will sign such documents, as may reasonably be requested from time to time for the purpose of administration of the Plan.
- 8.4 **Limitation of Rights.** Neither the establishment of the Plan nor any amendment thereof, nor the payment of any benefits, will be construed as giving to any Participant or other person any legal or equitable right against the Employer or the Administrator.
- 8.5 **Employment Not Guaranteed; No Vested Rights.** Nothing contained in the Plan, nor any action taken hereunder, will be construed as a contract of employment or as giving any Employee any right to be retained in the employ of the Employer. Nothing in this Plan is to be interpreted or construed in creating any vested rights in any benefits, coverage entitlements or compensations of any type.
- 8.6 **Unsecured General Creditor.** Participants, their beneficiaries, and all others have no rights or interests in any property of the Employer or its affiliates. Assets of the Employer will not be held under any trust for the benefit of Participants, their beneficiaries, or others or as collateral security for fulfilling of the obligations of the Employer under this Plan. All Employer assets will be unpledged and unrestricted assets of the Employer. Each Participant or beneficiary will be treated as a general unsecured creditor of the Employer and has no greater right to any assets other than an unsecured creditor.
- 8.7 **No Liability for Action or Omission.** Neither the Employer, nor any director, officer or employee of the Employer will be liable in any manner to any Participant, beneficiary or any other person claiming through them for any benefit or action taken or omitted in connection with interpretation and administration of this Plan.

If any Participant receives one or more payments or reimbursements under the Plan that are not for a permitted Benefit, such Participant shall indemnify and reimburse the Employer for any liability it may incur for failure to withhold federal or state income tax or Social Security tax from such payments or reimbursements. However, such indemnification and reimbursement shall not exceed the amount of additional

federal and state income tax that the Participant would have owed if the payments or reimbursements had been made to the Participant as regular cash compensation, plus the Participant's share of any Social Security tax that would have been paid on such compensation, less any such additional income and Social Security tax actually paid by the Participant.

- 8.8 **Liability for Benefit Payments and Successorship.** The Plan will not be automatically terminated by the Employer's acquisition by or merger into any other entity, but the Plan will be continued after such acquisition or merger if the successor employer elects and agrees to continue the Plan. All rights to amend, modify, suspend or terminate the Plan will be transferred to the successor as of the effective date of the merger or acquisition. This Plan and all of its terms will be binding upon such successors and the Employer's assigns.
- 8.9 **Governing Law and Venue for Disputes.** This Plan shall be construed in accordance with and governed by the laws of the State of Alaska to the extent not superseded by federal law, without reference to Alaska's conflict of laws provisions. Any action, dispute or challenge regarding the interpretation or enforcement of this Agreement must be brought and litigated in the United States District Court for Alaska, if it otherwise has subject matter jurisdiction, or otherwise in the Circuit Court for State of Alaska.
- 8.10 **Correction of Defects.** The Employer and Administrator may correct any defect, supply any omission, or reconcile any inconsistency in the Plan or any payment as it deems appropriate. If a Participant is overpaid or receives amounts, or has amounts paid on its or their behalf, which the Employer determines have been incorrectly paid to the Participant, the Participant must return such payments to the Employer upon demand. And, the Employer reserves the right to collect from, and offset, against the Participant's future wages from the Employer any amounts which the Employer determines have been overpaid or mistakenly paid to or for the benefit of any Participant.
- 8.11 **Severability of Provisions.** If any provision of this Plan is held invalid or unenforceable, such invalidity or unenforceability will not affect any other provisions hereof, and this Plan will be construed and enforced as if such provisions had not been included.
- 8.12 **Acceptance of Terms.** As a condition to receipt of benefits under the Plan and being permitted to participate under it, each Participant agrees to accept the terms of this Plan.
- 8.13 **No Fiduciary Relationship.** Nothing contained in this Plan, and no action taken pursuant to its provisions by the Employer or the Participants will create, or be construed to create a fiduciary relationship between the Employer, Administrator or any Participant or beneficiary.
- 8.14 **Employer's Protective Clauses.**

- (a) Upon the failure of the Employer to obtain the insurance contemplated by this Plan (whether as a result of negligence, gross neglect or otherwise), a Participant's Benefits shall be limited to the insurance premium(s), if any, that remained unpaid for the period in question and the actual insurance proceeds, if any, received by the Employer or the Participant as a result of the Participant's claim.
- (b) The Employer's liability to a Participant shall only extend to and shall be limited to any payment actually received by the Employer from the Insurer. In the event that the full insurance Benefit contemplated is not promptly received by the Employer within a reasonable time after submission of a claim, then the Employer shall notify the Participant of such facts and the Employer shall no longer have any legal obligation whatsoever (except to execute any document called for by a settlement reached by the Participant). The Participant shall be free to settle, compromise or refuse the claim as the Participant, in his or her sole discretion, shall see fit.
- (c) The Employer shall not be responsible for the validity of any Insurance Contract issued hereunder or for the failure on the part of the Insurer to make payments provided for under any Insurance Contract. Once insurance is applied for or obtained, the Employer shall not be liable for any loss which may result from the failure to pay Premiums to the extent Premium notices are not received by the Employer.

- 8.15 **No Guarantee of Tax Consequences.** Neither the Administrator nor the Employer makes any commitment or guarantee that any amounts paid to or for the benefit of a Participant under the Plan will be excludable from the Participant's gross income for federal or state income tax purposes, or that any other federal or state tax treatment will apply to or be available to any Participant. Notwithstanding the foregoing, the rights of Participants under this Plan shall be legally enforceable.
- 8.16 **Funding.** Unless otherwise required by law, contributions to the Plan need not be placed in trust or dedicated to a specific Benefit, but shall instead be considered general assets of the Employer until the Premium Expense required under the Plan has been paid. Furthermore, and unless otherwise required by law, nothing herein shall be construed to require the Employer or the Administrator to maintain any fund or segregate any amount for the benefit of any Participant, and no Participant or other person shall have any claim against, right to, or security or other interest in, any fund, account or asset of the Employer from which any payment under the Plan may be made.
- 8.17 **Continuation of Coverage.** Notwithstanding anything in the Plan to the contrary, in the event any benefit under this Plan subject to the continuation coverage requirement of Code Section 4980B becomes unavailable, each Participant will be entitled to continuation coverage as prescribed in Code Section 4980B.
- 8.18 **Health Insurance Portability and Accountability Act.** Notwithstanding anything in this Plan to the contrary, this Plan shall be operated in accordance with HIPAA and regulations thereunder.
- 8.19 **Uniformed Services Employment and Reemployment Rights Act.** Notwithstanding any provision of this Plan to the contrary, contributions, benefits and service credit with respect to qualified

military service shall be provided in accordance with USERRA and the regulations thereunder, as well as any other applicable Regulations specific to the rights and obligations of Employers with Employees on active military leave.

- 8.20 **Genetic Information Nondiscrimination Act**. Notwithstanding any provision of this Plan to the contrary, this Plan shall be operated in accordance with GINA and regulations thereunder.

IN WITNESS WHEREOF, Southeast Island School District has caused this Plan to be executed in its name and on behalf of its officers there unto duly authorized this ____ day of _____, 20 ____.

Southeast Island School District

By: _____

Title: _____

This document has legal and tax consequences. The Employer acknowledges that it is advisable to have this document reviewed by legal counsel prior to adoption of this document. The Employer acknowledges that HR Service, Inc., its affiliates, agents, employees and counsel have not been retained to provide any such review.

UNANIMOUS WRITTEN CONSENT
OF THE BOARD OF DIRECTORS OR OFFICERS OVERSEEING THE COMPANY OF
Southeast Island School District

THE UNDERSIGNED, consisting of all members of the Board of Directors (the "Board") of Southeast Island School District, a Alaska corporation (the "Company") on this ____ day of _____, 20____ do hereby waive any and all requirements for the holding of a meeting of the Board and in lieu of holding such meeting, do hereby take the following actions and adopt the following resolutions by signing this unanimous written consent:

WHEREAS, the Board desires to adopt the Southeast Island School District Section 125 Premium Only Plan (the "Plan") effective July 01, 2025.

NOW THEREFORE BE IT RESOLVED, that the Plan is adopted and approved effective July 01, 2025;

And

FURTHER RESOLVED, that the President, Treasurer or Secretary is authorized and directed to take such actions as are appropriate and necessary to adopt the Plan; and

FURTHER RESOLVED, that the Secretary of the Corporation be and hereby is directed to file this Consent with the permanent records of the Corporation as the duly authorized act of the Board.



SOUTHEAST ISLAND SCHOOL DISTRICT

P.O. Box 19569, 1010 Sandy Beach Road, Thorne Bay, Alaska 99919
(907) 828-8254 Fax: (907) 828-8257 E-mail: sisd@sisd.org

Resolution 2026-05

A RESOLUTION REQUESTING THE STATE OF ALASKA TO REVISE THE SCORING OF CAPITAL IMPROVEMENT PROJECTS TO PRIORITIZE LIFE AND SAFETY ISSUES AND ESTABLISH A SEPARATE FUNDING LIST FOR REAA SCHOOL DISTRICTS

WHEREAS, the Southeast Island School District (SISD) is responsible for ensuring the safety and wellbeing of its students, staff, and communities by maintaining safe, functional, and healthy school facilities; and

WHEREAS, the current State of Alaska Department of Education and Early Development Capital Improvement Project (CIP) scoring system does not adequately prioritize projects that address critical life, health, and safety issues within school facilities; and

WHEREAS, numerous school facility projects across the state have remained unfunded for multiple years, leading to worsening conditions and compounding risks for students and staff; and

WHEREAS, Regional Educational Attendance Area (REAA) school districts, including SISD, do not have a local tax base or municipal government to help share in the costs of capital facility projects, unlike city and borough school districts that can levy local funds; and

WHEREAS, this structural inequity creates a significant funding gap for REAA schools, leaving essential health and safety projects unfunded and putting rural students at disproportionate risk.

NOW, THEREFORE, BE IT RESOLVED, that the Southeast Island School District Board of Education respectfully requests that the State of Alaska revise the CIP scoring system to:

1. Place life, health, and safety projects at the highest priority level;
2. Incorporate into the scoring system the number of years a project has remained unfunded, giving additional weight to long-delayed projects; and

3. Establish a separate funding list for REAA school districts to ensure that these districts, without access to local government funding support, are equitably considered apart from municipal or city school districts.

BE IT FURTHER RESOLVED, that copies of this resolution be forwarded to the Alaska Department of Education and Early Development, the Governor of Alaska, the Alaska State Legislature, and other relevant stakeholders to advocate for equitable and safe learning environments for all Alaska students.

ADOPTED September 17, 2025, at a duly convened meeting of the Southeast Island School District Board of Education at which a quorum was present and voting.

Anthony Lovell
SISD Board President

Attested: _____
Molly Kimzey
SISD Board Clerk



2024

JULY

18-21 AASB Board of Directors Summer Meeting — Kotzebue, Alaska

SEPTEMBER

14-15 Fall Boardsmanship Academy — Pike's Waterfront Lodge, Fairbanks

OCTOBER

2-3 Maintenance Employees Conference — The Lakefront Anchorage

NOVEMBER

7-10 AASB's 71st Annual Conference & Youth Leadership Institute — Hilton Anchorage

11 AASB Board of Directors Meeting — Hilton Anchorage

DECEMBER

12-13 Executive Administrative Assistants Training — Hotel Captain Cook, Anchorage

13-14 Winter Boardsmanship Academy — Hotel Captain Cook, Anchorage

2025

FEBRUARY

7-10 Legislative Fly-In and Youth Advocacy Institute — Elizabeth Peratrovich Hall,
Juneau



2025

APRIL

25 AASB Board of Directors Meeting — The Lakefront Anchorage

26-27 Spring Boardsmanship Academy — The Lakefront Anchorage

JULY

TBD AASB Board of Directors Summer Meeting — TBD

SEPTEMBER

20-21 Fall Boardsmanship Academy — Marriott Anchorage Downtown

OCTOBER

8-9 Maintenance Employees Conference — Clarion Suites, Anchorage

NOVEMBER

13-16 AASB's 72nd Annual Conference & Youth Leadership Institute — Hilton Anchorage

17 AASB Board of Directors Meeting — Hilton Anchorage

DECEMBER

11-12 Executive Administrative Assistants Training — Embassy Suites, Anchorage

12-13 Winter Boardsmanship Academy — Embassy Suites, Anchorage

SISD BOARD MEETINGS CALENDAR OF AGENDA ITEMS

| | |
|--------------------|---|
| August | <ul style="list-style-type: none"> • Welcome Staff and Students • Crisis Response Plan Review • Student Handbook Review • Parent Involvement Policy and Handbook Review • Annual Public Notices to Parents • Six Year Capital Improvement Plan Approval • Board Policy Updates • Title I District and School-Wide Plans |
| September | <ul style="list-style-type: none"> • Site Enrollment • Review Student Assessment Data • Graduation Date Approvals • SISD Resolutions (AASB Call for Resolutions) • Plan AASB Leadership Conference Attendance • Annual Progress & Summary Report for Student Nutrition and Physical Activity • Work Session: ASC Officer Election Certification; ASC Training & School Year Goals/Objectives Development |
| October | <ul style="list-style-type: none"> • New Board Member Orientation Work Session/Oath of Office • Board President and Clerk Elections • Appoint Legislative Liaison & Advocate for AK Youth Liaison • Appoint Student Board Representative(s) • Review AASB Resolutions • Report Student Count • Board Public Opinion Survey |
| November | <ul style="list-style-type: none"> • Audit Review/Budget Revisions • Annual audit of student organization accounts (ASC) • AASB Conference • Review and Refresh Strategic Plan/timeline |
| December | No Scheduled Meeting |
| January | <ul style="list-style-type: none"> • Budget Revisions • Plan for February Legislative Visits • ID Lobbying Strategies & Issues for Legislative Visits • Superintendent Evaluation |
| February | <ul style="list-style-type: none"> • Plan for AASB Spring Fly-In (if attending) • Board Self-Evaluation/Goal Update and Review |
| March | <ul style="list-style-type: none"> • Budget Development • Teacher Contracts • AK STEPP Needs Assessments • School Calendar Adoption |
| April | <ul style="list-style-type: none"> • Graduation Attendees • Budget Development • Teacher Contracts • Capital Improvement Plan/Facility Needs Report |
| May | <ul style="list-style-type: none"> • Budget Development • School District Report Card to the Public • Bruce Hill Scholarship |
| June | <ul style="list-style-type: none"> • Budget Adoption • Board Policy Updates from AASB • Disciplinary Action Data Review • Curriculum Quarterly Reports |
| Every Month | <ul style="list-style-type: none"> • Policy Review • Stipend and Mileage Forms 104 • Exemplary Stakeholder Nominations |

ASC Agenda

Barry C. Stewart Kasaan School

08/22/2025

Call to order:

Time: 5:25pm

Attendance: Mike Congdon, Jessica West, LaNeice Congdon, Jerry Byrne, Suzy Byrne, Ben Blair, Erin Blair, Rod and Tristi Morrison, Terry West, Pudge Zeeman, Fylisha Savage, Tony Savage, Abby Twyman, Stormy Hamar, Frank Nix, Della Coburn, Blayke Nix, Shauna Sullivan, Stephanie Hamar, Dorothy Smith, Beverly Bennett, Jim Jim Mackey, Bonnie Hamar, Amanda Hendrixson, Mike Jones,

Approve the Agenda :

Motion to approve: Jerry Byrne

Second: Tony Savage

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Yes

Approval of last meeting minutes:Link (https://docs.google.com/document/d/117Ub9Zu6N4PVqnH1psQlGKkoBfi5WZ8G_7Fdfd3icGs/edit)

Motion to approve: Suzy Byrne

Second: Jerry Byrne

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Yes

People to be Heard/ Public Comment/ Adjustments to Agenda:

Any advance requests:

ROD Morrison: Express his appreciation for the relationship that Kasaan has with the district. Appreciates the staff!

STEAM leaders opportunity-

Volunteers- We love to have volunteers

Grants - Migrant Education. Program from the Federal government. If your child participates with you filling your freezers or participating in subsistence, they can get great benefits.

Invited people to reach out to him anytime.

Other:

Lead Teacher Report:

Thanked everyone for participating and being involved. Mentioned that there is a new preschool program. Invited everyone to join in on the ASC meetings.

Treasury Report: No Report

Period report covers:

Cash balance at beginning:

Income received during:

Expenses paid during period:

Cash at end of period:

Old business:

No old business

New Business:

Mission statement review and future approval -

Our mission
is to empower students to succeed as lifelong learners
and contributors to society, grounded in respect for
our community and its cultural values.

Election of ASC officials -

President - Eric Hamar

Motion to approve: Jessica West

Second: Ben Blair

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Y

Vice President - Jessica West

Motion to approve: Michael Congdon

Second: Jerry Byrne

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Y

Secretary - LaNeice Congdon

Motion to approve: Jessica West

Second: Suzzy Byrne

All in favor? y Any opposed?N

Motion Passed? (yes or no)Y

Treasurer - Erin Blair

Motion to approve: Ben Blair

Second: Terry West

All in favor? y Any opposed?n

Motion Passed? (yes or no)Yes

Volunteer opportunities:

Adjournment: 5:38pm

Motion to adjourn by: Jessica West

Second: Ben Blair

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Y

5:38pm



ASC Agenda

Barry C. Stewart Kasaan School
09/15/2025

Call to order: Jessica West

Time:4:19pm

Attendance: Mike Congdon, Jessica West, Jerry Byrne, Erin Blair, Ben Blair, LaNeice Congdon

Approve the Agenda :

Motion to approve: Jessica West

Second: Jerry Byrne

All in favor? Y Any opposed? N

Motion Passed? (yes or no) Y

Approval of last meeting minutes: Link (https://docs.google.com/document/d/1i7Ub9Zu6N4PVgnH1psQIGKKoBfj5WZ8G_7Fdfd3jcGs/edit)

Motion to approve: Jessica West

Second: Erin Blair

All in favor? Y Any opposed? N

Motion Passed? (yes or no) Y

People to be Heard/ Public Comment/ Adjustments to Agenda:

Any advance requests: Mike Congdon requesting money to purchase scooters, and saw.

Other: Eric Hamar requesting to relinquish Presidentship of the ASC.

Lead Teacher Report:

School started; Shop class is building a 12x5 shed for the PE equipment. It will be placed by the 3 sided gym. Fund raiser for OVK. We will be building a little deck that will contribute to sports funds. Turning the shed out front into a ceramic shed with wheels and kilns. We are starting testing tomorrow 9-16-25. After testing we will take a field trip to Balls Lake. We will have a picnic and walk around the lake. We have a person coming to teach the kids about rain gages. We also have a guy coming to talk about minnow traps and cleaning up the culverts. The Searhc Nurse will be coming out to do eye checks, ear checks and flu shots on the 30th. She also has a list of other things she can present to the kids. A guy is coming to test some kids for IEP's on the 25th.

Treasury Report: *Information needs to be transferred to the new treasurer before a report can be given.*

Period report covers: was not available

Cash balance at beginning:

Income received during:

Expenses paid during period:

Cash at end of period:

Old business:

Mission Statement

Motion to approve: Jessica West

Second: Erin Blair

All in favor? Y Any opposed?N
Motion Passed? (yes or no)Y

New Business:

Item #1: PBIS (Positive Behavioral Interventions and Supports) \$3500 for our school to use in support.

Motion to approve:

Second:

All in favor? Any opposed?

Motion Passed? (yes or no)

Item #2: Female hygiene for bathrooms

Motion to approve: Jessica West motions to set aside \$50 for hygiene products

Second:Ben Blair

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Y

Item #3: Pumpkin party - discussion about having a carnival/harvest event instead of just the pumpkin carving. Adding games and fun activities. Cooking contest, costume contest. Oct. 24 or 25th.

Motion to approve: Ben Blair motions to approve \$500 for decorations and prizes for the halloween carnival.

Second: Jerry Byrne

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Y

Item #4: Field trip- ideas for our field trip, Asking for ideas of where we should travel to. What there is to visit or learn? Sitka? Utah? We would like to take the field trip in May.

Item #5- Scooters

Motion to approve: Jessica motions \$50 to purchase scooters for the school.

Second:Michael Congdon

All in favor? y Any opposed?n

Motion Passed? (yes or no)y

Item #6 - Change of Presidency

Motion to approve: Due to Eric declining Presidency position Ben Blair motions to reinstate Jessica West as President and Eric Hamar as Vice President

Second: Michael Congdon

All in favor? y Any opposed?n

Motion Passed? (yes or no)y

Adjournment:

Motion to adjourn by:: Jessica West

Second:Jerry Byrne

All in favor? Y Any opposed?N

Motion Passed? (yes or no)Y

5:06pm

Port Alexander ASC

Month of September Meeting

*This color indicates meeting notes

Join Zoom Meeting

Topic: PA ASC

Time: Sep 4, 2025 03:35 AM America/Sitka

Every month on the First Thu, until May 7, 2026, 9 occurrence(s)

Please download and import the following iCalendar (.ics) files to your calendar system.

Monthly:

<https://us02web.zoom.us/join/84036498537?pwd=04aCfl5aC6BMSWhz8k5KAIii7adAHB.1>

Join Zoom Meeting

<https://us02web.zoom.us/j/84036498537?pwd=04aCfl5aC6BMSWhz8k5KAIii7adAHB.1>

Meeting ID: 840 3649 8537

Passcode: 293076

Date/Time: Sept. 4th at 3:30PM

Attendance: Molly Kimzey, Julia Trischman, Michaela Larsen, Patrick Trischman, Ivan

Meeting Called to Order: 3:42

Election of officers: Julia Trischman is Treasurer, Patrick is Secretary, Molly is President, Michaela is Vice President. Molly motioned, Michaela second. All in favor

Motion to approve Agenda: Patrick motioned, Michaela seconded. All in favor.

Reports:

District Office: Shaine/Rod-

Teachers -  September Board Report 2025

Treasurer: Julia needs to get login information. We have had expenses for ATTSA flights and buying some snacks. We decided we don't need to approve any money for snacks at this time.

New Business:

- Testing Sept. 8-11 Patrick just wanted everyone to know about the upcoming tests, and will share more information after training tomorrow.
- Community Bingo planning Michaela will call. We scheduled our first bingo for September 19 at 2:00pm. Our October bingo is scheduled for Oct. 10th at 2:00PM.
- School board meeting scheduled in PA on 09/17 time TBD We planned to talk to our school cook and organize a community feed/potluck for the board members.

Next Meeting: 10/02/2025 at 3:35 PM

Comments: Needs to be a tsunami drill first semester.
Fire drill-Go towards Larsen home.

Adjournment: Molly motioned, Michaela seconded. All in favor. 4:12.

AR 8120 Elections

Purpose

To establish an inclusive, fair, and transparent process for electing officers of each Advisory School Council (ASC), including the positions of Chairperson, Vice Chairperson, Secretary, and Treasurer. At the discretion of the local ASC, two officer roles may be combined (e.g., Secretary and Treasurer), provided the ASC maintains a minimum of three distinct officer positions.

Election Timeline and Advertisement

1. Election Date: Determined and approved annually by the current ASC or designated school administrator.
2. Advanced Notice: Elections must be publicly advertised at least two (2) weeks prior to the election date.
3. Notification Methods: Advertising methods may include one or more of the following:
 - a. Flyers posted in schools and public locations
 - b. Emails to families and staff
 - c. Posts on District and school social media
 - d. Articles in school newsletters
 - e. District and school website announcements
4. Each Advertisement Must Include:
 - a. Open positions
 - b. Eligibility requirements
 - c. Nomination procedures
 - d. Voting date and method

Nomination Process

1. How to Nominate

Individuals may self-nominate, be nominated by another community member, or be nominated in person during a public ASC meeting.

2. Submission of Nominations

Written nominations, which may include an optional 100–250-word statement of interest and qualifications, must be submitted in writing to the ASC Chair or designee no later than one (1) week before the election date.

In-person nominations may be made at any official ASC meeting held prior to the election.

3. Nominee Acceptance

Nominees must affirmatively accept their nomination by one of the following methods no later than three (3) business days after being notified of the nomination:

- a. Written signature on the official ASC Nomination Form returned to the ASC Chair or designee
- b. Email confirmation sent to the ASC Chair or designee from the nominee's district-registered email address
- c. Verbal acceptance on the record during a duly-noticed ASC meeting (recorded in meeting minutes)

4. Withdrawal of Nomination

A nominee may withdraw at any time by submitting a written or email notice of withdrawal to the ASC Chair or by announcing withdrawal at an ASC meeting.

5. Ballot Finalization

Only nominees who have provided timely acceptance will be included on the official ballot.

Balloting Procedure

Voting will occur by written ballot, with two options:

- In-person paper ballots at a designated school or public polling location, or
- Printed ballots sent home and returned in sealed envelopes.

Ballots will contain:

- A list of eligible candidates for each position
- A check-box or line for voters to indicate one choice per position

New AR for SISD

- A check-box for voters to indicate that they meet the voter requirements identified in this policy.

Voting and Counting

- Each household or school staff member may cast one vote per position.
- Ballots will be collected and counted by the Superintendent or their designee (e.g., school principal or lead teacher).
- Results shall be tallied the same day and announced within 48 hours.
- In the event of a tie, a runoff election will occur within seven (7) calendar days.

Term Length and Transition

Officers serve a one-year term and may seek re-election.

An orientation or transition session will be scheduled for all newly-elected members within a month of the election.

AR 8320 Meetings

Note: The following sample regulation is based on material from the Lower Yukon School District and may be revised or deleted as needed.

Regular Meetings

Regular meetings will be held monthly at a regular date, time and place to be determined by the Advisory School Council.

1. The Advisory School Council ~~should~~shall make the time and place of regular meeting a matter of public information and issue a public notice, to include agenda, at least five (5) days in advance.
2. The Advisory School Council meetings shall normally be held in the school. No meetings shall be held in businesses or private homes.
3. Five days notice ~~should~~shall be given for cancellation of the regular meeting during non-school months.

Special Meetings

1. All meetings called for a special purpose shall be considered as special meetings and are open to the public. Public notice shall be given 24 hours in advance.
2. Notice of a special meeting shall include a statement of the purpose of the meeting.
3. No business may be transacted other than that stated in the notice of the meeting.
4. Special meetings may be called by the chairperson upon request of two Advisory School Council members or the Principal/Lead Teacher.

Work Sessions

Work sessions or in-service training sessions may be held with 24-hour public notice given but no business may be transacted. Work sessions will be held in a public building.

Agendas

1. Agendas will be prepared by the Principal/Lead Teacher, at the direction of the Advisory School Council chairperson. An agenda shall be made available to each Advisory School Council member prior to each meeting.

2. Anyone wishing to address the Advisory School Council may request placement of an item on the agenda by contacting the Advisory School Council chairperson 24 hours in advance.
3. The chairperson shall give ample notice to a person who wishes to address the Advisory School Council of the time and place of the meeting.

Communications

1. All written communication addressed to the Advisory School Council shall be brought to the Advisory School Council's attention.
2. Written communications will be read at Advisory School Council meetings.
3. Lengthy documents, correspondence of a repetitive nature and reports may be summarized by the Secretary, ~~and made available for public reading.~~
4. Oral communications, whether a new subject, a report, or in support of a written communication or agenda item may shall usually be limited to 5 minutes.
5. The chairperson shall have the power to maintain order at all meetings of the Advisory School Council or hearing held before it. Persons guilty of being rude, insolent, or contemptuous during any meeting of the Advisory School Council may be ordered to leave.
6. Following consideration of oral and written communication, the Advisory School Council shall direct the Principal/Lead Teacher or designee as to whether or not the subject shall be replied to, acted upon at the time, or scheduled for a future agenda.
7. As far as practical, the Principal/Lead Teacher or designee shall provide logistical and clerical support to the Advisory School Council.

Suggested Order of Business

1. Call to order
2. Roll call
3. Approval of minutes
4. People to be heard
5. Correspondence
6. Reports from committees

~~A. Assets~~

~~B. Activities Update~~

~~C. Awards~~

7. Administrative reports
8. Items for Advisory School Council Consideration
 - A. Old Business
 - B. New Business
9. Items for next meeting's agenda
10. Adjournment - Time and Place of next meeting.

Minutes

1. A record of Advisory School Council discussions is to be made in writing in sufficient detail to provide accurate information for later reference.
2. The official minutes shall be primarily concerned with definite recommendations.
3. Minutes shall indicate speaker, organization and topic. Reactions from Advisory School Council members, staff or public will not be reported except as they indicate solutions to problems addressed.
4. All unofficial minutes of the Advisory School Council shall be available to Advisory School Council members, staff, and the public no later than ten days following the meeting.
5. Copies will be made available by request in the Principal/Lead Teacher or designee's office.
6. ~~Legible copies~~Copies shall be sent to the Superintendent or designee who will present them to the School Board at its next regularly scheduled meeting.

Quorum

~~Each Advisory~~A majority of the number of filled positions on the Advisory School Council ~~shall determine what~~ constitutes a quorum.

Affirmative votes by a majority of the ~~members present~~Advisory School Council's membership are required to approve any action under consideration, regardless of the number of members present.

Motions

1. The vote on all recommendations shall be by voice.
2. When the number of ayes and nays is not clear, a member or the Chairperson may call for a roll call vote ~~for clarity~~in order to determine the prevailing side.
3. In a roll call vote the name of Chairperson shall be called last.
4. No member shall be entitled to vote on any matter in which he or she has any direct or indirect financial interest.

Committees

1. Committees may be appointed as needed by the Advisory School Council chairperson. Membership may be comprised of Advisory School Council members, community members, parents, teachers and students as deemed appropriate by the Advisory School Council chairperson.
2. Committees shall function as advisory only and concern themselves only with the special assignment from the Advisory School Council.
3. Advisory School Council members serving on such committees shall not speak for the Advisory School Council unless authorized to do so.
4. Committees shall report to the Advisory School Council Committee and shall terminate after their final presentation.
5. The committee chairperson will be appointed by the Advisory School Council chairperson.

Revised 11/03, 9/06

Reviewed 1/05

Adoption Date: 04/09/98

Southeast Island School District

E 8340 Code of Ethics for the Advisory School Council

As a member of my local Advisory School Council, representing all the citizens of my community, I recognize:

1. That ~~Southeast Island School Board has~~ my fellow citizens have entrusted me with the educational development of the children and youth of this community;
2. That the public expects my first and greatest concern to be in the best interest of each and every one of these young people without distinction as to who they are or what their background may be;
3. That the future welfare of the community, of this state, and of the nation depends in the largest measure upon the quality of education we provide in the public schools to fit the needs of every learner;
4. That my fellow Advisory School Council members and I must take the initiative in helping all the people in this community to have all the facts, all the time, about their schools;
5. That I must never neglect my personal obligation to the community and my obligation to the state, nor surrender these responsibilities to any other person, group, or organization.

In view of the foregoing consideration, it shall be my constant endeavor:

1. To devote time, thought, and study to the duties and responsibilities of an Advisory School Council Committee member so that I may render effective and creditable service;
2. To work with my fellow Advisory School Council members in a spirit of harmony and cooperation in spite of differences of opinion that arise during vigorous debate of points at issue;
3. To base my personal decision upon all available facts in each situation; to vote my honest conviction in every case, unswayed by partisan bias of any kind; thereafter, abide by and uphold the final majority decision of the Advisory School Council Committee and the School Board;
4. To remember at all times s that as an individual I have no authority outside the meeting of the Advisory School Council, and to conduct my relationships with the school staff, local citizenry, media representatives and all other agencies or individuals on the basis of this fact.
5. To resist every temptation and outside pressure to use my position as an Advisory School Council member to benefit either myself or any other individual or agency apart from the total interest of the school;

6. To recognize that it is as important for the Advisory School Council to understand and evaluate the educational program of the schools as it is to plan for the business of school operation;
7. To bear in mind under all circumstances that the primary function of the Advisory School Council is to recommend procedures by which the school is to be administered, but that the administration of the educational program and the conduct of school business shall be left to the employed Principal/Lead Teacher or designee of the school and staff. The local Principal/Lead Teacher or designee and his/her staff function under the direction of the Superintendent or designee as ~~they implement~~ he/she implements the policies established by the School Board.
8. To welcome and encourage active cooperation by citizens, organizations and the media of communication in the district with respect to making recommendations on current school operations and proposed future developments;
9. Finally, to strive step by step toward ideal conditions for the most effective Advisory School Council service to my community, in a spirit of teamwork and devotion to public education as the greatest instrument for the preservation and perpetuation of our representative democracy.

Reviewed 1/05

Adoption Date: 04/09/98

Southeast Island School District

E 8410 Cooperative Agreements



SOUTHEAST ISLAND SCHOOL DISTRICT

P.O. Box 19569, 1010 Sandy Beach Road, Thorne Bay, Alaska 99919
(907) 828-8254 Fax: (907) 828-8257 E-mail: sisd@sisd.org

This agreement is entered among the following sites that contribute/support athletes that will make up the _____ team for school year _____ in the following sport _____. By hosting the _____ team our [advisory school council \(ASC\)](#) assumes the responsibility in assessing necessary costs per athlete and forwarding to the appropriate ASC for reimbursement. The hosting ASC will also be responsible for contacting the District Office at which point the [Activities Director](#) will work with the [State Alaska School Activities Association ASAA](#) for a variance allowing for a mixed team.

It is agreed that "requesting" sites that have athletes participating on the "host" team will be assessed (via their ASC) appropriate costs associated with the participation of the athlete(s) for travel or possible shared costs of the coach's stipend.

Eligibility will be consistent with state and district policies for each participating athlete.

Students wishing to participate on the _____ team will have to request (in writing) their wishes to do so 4 weeks prior (minimum) to the beginning of the actual season. Practices will be held in our gym (unless otherwise scheduled) and will be the responsibility of the parent/ASC to transport the athlete daily.

The "host" site lead teacher is responsible for hiring a certified coach.

1) _____
Host ASC President

2) _____
Requesting ASC President

Adopted 05/06

Adoption Date: 04/09/98

Southeast Island School District

BB 9323 Meeting Conduct

The School Board desires to conduct its meetings effectively and efficiently. All Board meetings shall begin on time and shall be guided by an agenda prepared and delivered in advance to all Board members and other designated persons.

Parliamentary Procedure

Board meetings shall be conducted by the president in a manner consistent with adopted Board bylaws and generally accepted parliamentary procedures.

Quorum

A majority of the number of filled positions on the Board constitutes a quorum.

Unless otherwise provided by law, affirmative votes by a majority of the Board's membership are required to approve any action under consideration, regardless of the number of members present.

Abstentions

The Board recognizes that when no conflict of interest requires abstention, its members have a duty to vote on issues before them. A member may only abstain due to a publicly declared conflict of interest. When a member abstains because of a conflict of interest, the abstention shall be considered to concur with the action taken by the majority of those who vote, whether affirmatively or negatively.

(cf. 9270 - Conflict of Interest)

Public Participation

Because the Board has a responsibility to conduct district business in an orderly and efficient way, the following procedures shall regulate public presentations to the Board.

1. The Board shall give members of the public an opportunity to address the Board either before or during the Board's consideration of each agenda item.
2. At a time so designated on the agenda, members of the public also may bring before the Board matters that are not listed on the agenda of a regular meeting. The Board may refer such a matter to the Superintendent or designee or take it under advisement. The matter may be placed on the agenda of a subsequent meeting for action or discussion by the Board.
3. A person wishing to be heard by the Board shall first be recognized by the president. They shall then identify themselves and proceed to comment as briefly as the subject permits.
4. The President may establish rules to govern the procedure whereby persons address the Board.
5. With Board consent, the president may modify the time allowed for public presentation or may rule on the appropriateness of a topic. If the topic would be more suitably addressed at a later time, the president may indicate the time and place when it should be presented.
6. No oral presentation shall include charges or complaints against any employee of the Board, including the Superintendent, regardless of whether or not the employee is identified by name or by another reference which tends to identify. Charges or complaints against employees must be submitted to the Board under the provisions of Board policy and administrative regulations related to such complaints.

(cf. 1312.1 - Complaints Concerning School Personnel)

(cf. 9312 - Executive Sessions)

7. No disturbance or willful interruption of any Board meeting shall be permitted. Persistence, by an individual or group, shall be grounds for the chair to terminate the privilege of addressing the meeting. The Board may remove disruptive individuals and order the room cleared if necessary.

(cf. 9320 - Meetings)

(cf. 9322 - Agenda/Meeting Materials)

Legal Reference:

ALASKA STATUTES

[29.20.020 Meetings public](#)

Review 1/04, 1/05

Revised 6/11

Adoption Date: 04/09/98

Southeast Island School District
