

Sitka School District Mission:
The Sitka School District will intentionally develop
Haa Latseení
(Our Strength of Mind, Body, and Spirit)
to inspire and prepare students to be compassionate, empowered,
and equipped critical thinkers within a global community.

School Board Meeting

Thursday, May 9, 2024 | 6:00 PM | District Office Board Room, 300 Kostrometinoff Street, Sitka, AK
99835

Proposed Agenda

1. **Recognitions - Teacher Appreciation**
2. **Call to Order**
3. **Flag Salute**
4. **Land Acknowledgment**
5. **Roll Call**
6. **Approval of the Proposed Agenda and Consent Agenda**
 - 6.a. Minutes from May 1, 2024 Regular Meeting
 - 6.b. Minutes from May 1, 2024 Special Meeting
 - 6.c. Approval BP 3312 - Contracts, Second Reading
 - 6.d. Approval of BP and AR 5131 - Harassment, Intimidation, and Bullying, Second Reading
7. **Persons to be Heard - On or Off the Agenda**
8. **New Business**
 - 8.a. Budget Discussion
 - 8.b. Approval of FY 2024 Certificated Contracts
 - 8.c. Approval of BMS Assistant Principal and Assistant Superintendent Contracts.
 - 8.d. Approval of Food Services Contract
 - 8.e. Approval of Summer Maintenance Projects
9. **Adjournment**

Note: All items listed under Agenda & Consent Agenda are considered routine by the School Board and will be approved in one motion. Items may be removed at the request of a School Board Member.

Note: Meetings will adjourn by 10:30 p.m. Alaska Standard Time (or Alaska Daylight Standard Time) unless by a majority vote of the board the meeting is extended 30 minutes to 11:00 p.m. Further 30-minute extensions will require each a separate motion that will require a unanimous vote of those members present and constituting a quorum.

Note: The School Board reserves the right to go into executive session as and to the extent permitted by AS 44.62.310 and Board Bylaw 9321. An executive session may be called to consider the following subjects: (1) matters, the immediate knowledge of which would clearly have an adverse effect upon the

finances of the District; (2) subjects that tend to prejudice the reputation and character of any person, provided the person may request a public discussion; (3) matters which by law, municipal charter, or ordinance are required to be confidential; and (4) matters involving consideration of government records that by law are not subject to public disclosure. The motion to go into executive session must clearly specify the subject of the proposed session without defeating the purpose of addressing the subject in executive session.

SITKA SCHOOL BOARD MEETING

May 1, 2024 – 6:00 p.m.

Harrigan Centennial Hall

Sitka School District

Superintendent: Dr. Deidre Jenson

1. RECOGNITIONS

The School Board recognized:

- Haa Latseeni Students of the Month: Harlan Kinney (XES), Heidi Todd (KGH), Olivia Jarvill (BMS), Jomar Molina (SHS)
- The Iñupiaq Bee STATE winners
- Mock Trial Teams
- Graduating Student Representatives - Felix Myers and Aubrey LaRue
- Felix Myers - AASG Student Council Leader of the Year Award
- Retiring Teacher - Howard Wayne
- AFS Students - Presentation of Award to SSD

2. CALL TO ORDER

The meeting of the Sitka School Board was called to order by Student Representative Felix Myers at 6:26 p.m. at Harrigan Centennial Hall.

3. FLAG SALUTE

4. LAND ACKNOWLEDGMENT

5. ROLL CALL

In attendance were board members Phil Burdick, Tom Williams, Todd Gebler, President Tristan Guevin, and student representatives Felix Myers and Aubrey LaRue. Steve Morse was absent and excused. The meeting was quarate.

6. APPROVAL OF THE PROPOSED AGENDA AND CONSENT AGENDA

Mr. Burdick moved, and **Mr. Guevin** seconded to amend the proposed agenda and consent agenda to move item 6.c. to the first item of New Business. The motion passed, without opposition.

- MINUTES FROM
APRIL 3, 2024
- PERSONNEL
REPORT
- APPROVAL OF BMS
ASSISTANT
PRINCIPAL AND
ASSISTANT
SUPERINTENDENT
CONTRACTS
- APPROVAL OF BP
6112 – SCHOOL DAY,
SECOND READING

Mr. Gebler moved, and **Mr. Williams** seconded to approve the proposed agenda and consent agenda, as amended. The motion PASSED without opposition.

7. **PERSONS TO BE HEARD** SYLC Peer Educators invited the board to their May 2nd event – “Mental Health is Health,” advocating for youth mental health.
Howard Wayne, SHS teacher, urged the board to approve teacher contracts for next year. He noted the fact that there were no administrative cuts in the budget proposal to be voted on in the special meeting.
8. **SPECIAL REPORTS: GVT TO GVT** There were no government to government reports at this meeting.
9. **REPORTS AND PRESENTATIONS** **Human Trafficking** – this report is being moved to the June 19th meeting.
Report on AK Star Assessment Data – Chris Voron, Learning Support Director gave the board a brief report on the results from the 2023 AK Star testing. Full results may be found by following the link on the district website: District Information -- About -- DEED Report Cards to the Public.
10. **BOARD MEMBER REPORTS** **Ms. LaRue** informed the board about the PHS annual plant sale taking place over the weekend. She told the board she will be graduating from the UAS CNA program as well as from Pacific High School in May.
Mr. Gebler updated the board on some activities at Xóots Elementary School.
Mr. Guevin reported that he has spent a lot of time working on the budget. He shared that longtime cultural educator, Ann Johnson, will be bestowed an honorary doctorate at the UAS graduation ceremony.
Mr. Myers reported on SHS activities and the upcoming SHS graduation.
Mr. Burdick did not report at this meeting.
Mr. Williams stated that he is trying to keep up with reports from the state legislature on bills in discussion. He has also been working on the budget.
11. **ADMINISTRATIVE REPORTS** **Dr. Jenson** shared that she has spent a lot of time in budget discussions with school administrators.
The district received a grant in excess of \$72,000 for the breakfast program.
The district has been in the middle of a Federal Programs audit with representatives from DEED. Ten staff have been involved in the audit process. There will be corrective action plans for the district, due to the lack of an assistant superintendent in the past few years, who normally monitors Federal programs.
12. **NEW BUSINESS**

**(6.c) APPROVAL OF
BMS ASST.
PRINCIPAL AND SSD
ASST. SUPT.**

Mr. Burdick moved, and **Mr. Gebler** seconded to postpone this agenda item until the next Special Meeting.

There was no public comment.

Board Comment:

Mr. Burdick stated that he wanted more clarity on the budget before voting to approve the contracts.

The motion PASSED unopposed.

**a. FOOD SERVICES
CONTRACT**

The Food Services Contract was not prepared prior to the start of the meeting. The item will be moved to the next Special Meeting.

**b. APPROVAL OF
REMOTE
BUSINESS
SERVICES
CONTRACT**

Mr. Guevin moved, and **Mr. Burdick** seconded to approve the contract between SSD and K12 Business Services for FY25, as presented.

There was no public comment.

Board Comment:

Mr. Williams asked Dr. Jenson what services would be provided. Dr. Jenson explained that, due to recent retirements in the business office, the district needs a backup person to run payroll, as needed.

Mr. Guevin noted that there is not a 'not to exceed' clause and asked for assurance that the expenditure would fall within the budget. Dr. Jenson answered that the service would be used as judiciously as possible.

The results of the ROLL CALL vote on the motion were:

YES: Mr. Burdick, Mr. Gebler, Mr. Guevin

NO: Mr. Williams

**c. APPROVAL OF
RESOLUTION
NO. 2024-03 –
INFLATION
PROOF BSA**

Mr. Gebler moved, and **Mr. Williams** seconded to approve SSD Resolution No. 2024-03 – Inflation Proof Base Student Allocation, as presented.

There was no public comment.

Board Comment:

Mr. Guevin recognized SHS student government for researching and writing the resolution.

Mr. Myers stated that the resolution was presented at AASG, where it passed unanimously.

The motion PASSED without opposition.

d. APPROVAL OF RESOLUTION NO. 2024-02 – ESTABLISHMENT OF ALASKA YOUTH LEGISLATIVE ADVISORY COUNCIL

Mr. Burdick moved, and **Mr. Guevin** seconded to approve SSD Resolution No. 2024-2 – Resolution in Support of Establishment of Alaska Youth Legislative Advisory Council.

There was no public comment.

Board Comment:

Mr. Guevin shared that this resolution was also written by members of SHS Student Government.

The motion PASSED without opposition.

e. APPROVAL OF BP 3312 – CONTRACTS, FIRST READING

Mr. Williams moved, and **Mr. Gebler** seconded to approve BP 3312 – Contracts, First Reading, as presented.

There was no public comment.

Board Comment:

Mr. Burdick stated that the policy had been referred back to the Policy Committee to add a threshold to the dollar amount of contracts that can be approved by the Superintendent, without board approval. BP3312 is aligned with BP 3300 – Expenditures/Expending Authority.

Mr. Guevin also pointed out that the policy is connected to BP 3110 – Transfer of Funds, and that the funds need to be in the budget for the superintendent to approve a contract.

The motion PASSED without opposition.

f. APPROVAL OF BP and AR 5131 – HARASSMENT, INTIMIDATION, AND BULLYING, FIRST READING

Mr. Burdick moved, and **Mr. Gebler** seconded to approve BP and AR 5131 – Harassment, Intimidation, and Bullying, First Reading.

There was no public comment.

Board Comment:

Mr. Burdick stated that the Policy Committee added language that includes harassment and intimidation to the existing policy, and added a section on passive participation.

The motion PASSED without opposition.

13. FUTURE AGENDA ITEMS/UPCOMING EVENTS

- May 6, 2024 – Senior Awards Night – 6:30 p.m. – SHS
- May 18, 2024 – PHS Graduation – 2:00 p.m. - Sheet'ká Kwáan Naa Kahídi Community House
- May 20, 2024 – SHS Graduation – 7:00 p.m. – SHS Gym
- June 19, 2024 – Regular School Board Meeting – 6:00 p.m. DO Boardroom

14. ADJOURNMENT

The meeting adjourned at 7:33 p.m.

SITKA SCHOOL BOARD SPECIAL MEETING

May 1, 2024 – 7:00 p.m.

Harrigan Centennial Hall

Sitka School District

Superintendent: Dr. Deidre Jenson

1. **CALL TO ORDER** The special meeting of the Sitka School District School Board was called to order at 7:45 by Tristan Guevin, President.
2. **ROLL CALL** In attendance were board members Phil Burdick, Tom Williams, Clerk, Todd Gebler, Vice-President, and Tristan Guevin, President. Steve Morse was absent and excused. The meeting was quorate.
3. **APPROVAL OF THE PROPOSED AGENDA** **Mr. Gebler** moved, and **Mr. Williams** seconded to approve the proposed agenda, as presented.

The motion PASSED without opposition.
4. **PERSONS TO BE HEARD** **Mike Vieira**, SEA President, offered congratulations to retiring teacher, Howard Wayne.
5. **NEW BUSINESS**
 - a. **APPROVAL AND ADOPTION OF SSD FY25 BUDGET** **Mr. Burdick** moved, and **Mr. Williams** seconded to approve and adopt the FY25 Sitka School District Budget, as presented.

Mr. Guevin, Dr. Jenson, and Dave Arp, Interim Business Manager, made a presentation to those in attendance regarding the proposed budget. They shared that if the BSA is increased by \$680, the difference between that and the budgeted \$500 is an additional \$460,000.

Public Comment:
Stacy Golden spoke regarding the impact an increase to class sizes would have on the science program.
Susan Brandt-Ferguson thanked the board for the decisions they made to take the fund balance down to \$10,000 and to reduce staff to balance the budget.
Mike Vieira asked the board what the budget would look like if the governor passed a one-time BSA increase of \$680.
Freddie Charbonneau expressed her gratitude for the opportunities available to students at SHS. She shared that she was worried about the quality of education in the next two years.

Board Comment:
In a lengthy discussion, there was consensus to keep the budget based on \$500 BSA and amend the budget if the education funding from the state varies from the \$500 BSA. The board agreed to

meet on May 9th for a Special Meeting for further budget discussion and to approve teacher contracts.

Public Comment:

Tim Pike asked the board for clarification on what cuts will be made so buildings can move forward with scheduling. He also urged the board to approve contracts for non-tenured teachers who are being retained.

Mike Vieira spoke regarding PTRs between buildings.

Following a ROLL CALL VOTE, the SSD FY25 Budget passed.

b. **EXECUTIVE
SESSION –
DISCUSSION OF
FORMAL
COMPLAINT**

Mr. Gebler moved, and **Mr. Burdick** seconded to move to go into Executive Session in accordance with and under the provision of AS 44.62.310 (c) (2) subjects that tend to prejudice the reputation and character of any person, provided the person may request a public discussion. The matter to be discussed is a formal complaint. Dr. Jenson and Mr. Bradshaw were invited.

There was no public comment.

There was no comment from the board.

The motion PASSED without opposition, and the board entered executive session at 9:50 p.m.

The board resumed the Special Meeting at 10:55 p.m.

6. **ADJOURNMENT**

The meeting was adjourned at 10:56 p.m.

WORKSHEETS for the district policy committee:
DISCARD WHEN FINISHED
Business and Noninstructional Operations

CONTRACTS

BP 3312

The Superintendent or designee may enter into contracts on behalf of the district. ~~All contracts must be approved or ratified by the School Board.~~

(cf. 3300 - Expenditures/Expending Authority)

Contracts between the district and outside agencies shall conform to standards required by law and shall be prepared under the direction of the Superintendent or designee. Contracts, where appropriate, shall be submitted to the legal advisor of the district for review and approval.

A contract for professional and technical services, or other purchases, services, or any amendment to a professional and technical services, or other purchased services contract, may not be enforced against the District unless its terms have been approved in accordance with Board Policy and Administrative Regulations and unless the contract or amendment(s) to the contract has been verified in writing that there are sufficient funds for the term of the contract.

All contracts, leases, and agreements encumbering the district for \$25,000 or less shall be signed by the Superintendent or designee. Contracts, leases and agreements above \$25,000 shall require board approval. The District shall execute all contracts, leases, and agreements.

The district shall not enter into any contract with a person, agency, or organization if it has knowledge that such person, agency or organization discriminates on the basis of race, color, creed, sex, religion, ancestry, national origin, age or non job-related handicap or disability, either in employment practices or in the provision of benefits or services to students or employees.

(cf. 3300 - Expenditures/Expending Authority)

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

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Legal Reference:

ALASKA STATUTES
14.08.101 Powers

ALASKA ADMINISTRATIVE CODE
4 AAC 27.085 Competitive pupil transportation proposals
4 AAC 27.100 Contractor's duties
4 AAC 31.065 Selection of designers and construction managers
4 AAC 31.080 Construction and acquisition of public school facilities

CODE OF FEDERAL REGULATIONS
2 C.F.R. 200.317-326, Procurement Standards

WORKSHEETS for the district policy committee:
DISCARD WHEN FINISHED
Business and Noninstructional Operations

Revised 3/17/2023

BP 5131.43 HARASSMENT, INTIMIDATION, OR BULLYING

Commented [DG1]: Any red-line changes reflect a difference between the SSD and Model policies.

Note: A policy prohibiting the harassment, intimidation or bullying of any student. [AS 14.33.200-.250](#).

The board is dedicated to providing a safe and civil learning environment and recognizes that teaching students the importance of civil and respectful speech and conduct is an integral part of our educational mission. Harassment, intimidation and bullying is a form of harassment and intimidation that disrupts a student's ability to learn and a school's ability to educate. Students and staff are expected to demonstrate positive character traits and values. Conduct and speech must be civil and respectful in order to promote harmonious and courteous relations in the school environment.

(c.f. 5137 – Positive School Climate)

Note: Disability-based harassment or bullying may deny a student equal educational opportunities under Section 504 of the Rehabilitation Act of 1973 (Section 504) and Title II of the Americans with Disabilities Act of 1990 (ADA). Harassment or bullying of a student with a disability, on any basis, may also adversely impact the school's provision of FAPE to the student, under the Individuals with Disabilities Education Act (IDEA) and under Section 504. (See Dear Colleague Letter, Office for Civil Rights, October 21, 2014). A school's inappropriate response to bullying or harassment of a student, based on a disability, may constitute a disability-based harassment violation, by the school, under Section 504 and the ADA. Schools should address all harassment and bullying of students with disabilities by taking prompt and effective steps reasonably calculated to end the bullying or harassment, eliminate the hostile environment, prevent it from recurring, investigate if the student's receipt of appropriate services may have been affected by the bullying (if student receives IDEA or Section 504 services) and, as appropriate, remedy its effects.

Students, staff volunteers and all other persons are prohibited from engaging in any form of harassment, intimidation, or bullying while on school property, on school buses, at the bus stop or at school- sponsored activities or functions. Students who engage in an act of harassment, intimidation, or bullying are subject to appropriate disciplinary action, up to and including expulsion. Employees who engage in an act of harassment, intimidation, or bullying are also subject to appropriate disciplinary action up to and including termination. Other individuals who engage in harassment, intimidation, or bullying are subject to sanctions appropriate to their status or relationship with the school district.

To promote and environment free of harassment, intimidation, or bullying, the principal or designee shall take appropriate actions such as removing vulgar or offending graffiti, establishing site rules, and providing staff inservice and student instruction and counseling. Teachers shall discuss this policy with their students in age appropriate ways and assure students that they need not endure any form of harassment, intimidation, or bullying.

(c.f. 5141.42 – Professional Boundaries for staff and students)

The district will provide parent and community information and age-appropriate student instruction, on how to identify, respond to, and prevent harassment, intimidation, and bullying.

~~**Note:** Disability-based harassment or bullying may deny a student equal educational opportunities under Section 504 of the Rehabilitation Act of 1973 (Section 504) and Title II of the Americans with Disabilities Act of 1990 (ADA). Harassment or bullying of a student with a disability, on any basis, may also adversely impact the school's provision of FAPE to the student, under the Individuals with Disabilities Education Act (IDEA) and under Section 504. (See Dear Colleague Letter, Office for Civil Rights, October 21, 2014). A school's inappropriate response to bullying or harassment of a student, based on a disability, may constitute a disability-based harassment violation, by the school, under Section 504 and the ADA. Schools should address all harassment and bullying of students with disabilities by taking prompt and effective steps reasonably calculated to end the bullying or harassment, eliminate the hostile environment, prevent it from recurring, investigate if the student's receipt of appropriate services may have been affected by the bullying (if student receives IDEA or Section 504 services) and, as appropriate, remedy its effects.~~

(c.f. 5131.5 – Vandalism, Theft, and Graffiti)

(c.f. 5144 - Discipline)

(c.f. 5144.1 - Suspension and Expulsion)

Harassment, Intimidation, and BULLYING DEFINED

1. Harassment, intimidation, or Bullying ~~are~~ a written, ~~verbal~~oral, electronic or physical acts undertaken with the intent of threatening, intimidating, humiliating, harassing or frightening a person that a) physically harms a person or damages the person's property; b) substantially interferes with a student's education or a person's job performance; c) is so severe, persistent or pervasive that it creates an intimidating or threatening educational or work environment; or d) substantially disrupts the orderly operation of a school. Bullying may include, but is not limited to, conduct such as physical abuse, damage or theft of another's

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property, social exclusion from activities, exclusion from playground or school-related social activities, verbal taunts, name-calling, rumors, innuendoes, drawings, jokes, gestures, pranks, and put-downs relating to real or perceived differences, including another's culture, race, ethnicity, gender, sexual orientation, religion, body size, physical appearance, clothing, personality, age, socioeconomic status, ability or disability, or other distinguishing characteristics.

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(c.f. 5145.3 - Nondiscrimination)

(c.f. 5145.7 - Harassment)

HAZING AS FORM OF HARASSMENT, INTIMIDATION, OR BULLYING

Hazing includes any act that endangers the health or safety of a person or subjects that person to physical discomfort or embarrassment as a condition of attaining or maintaining membership in, a position with or affiliation with any grade level, class or school-sponsored activity. Hazing is considered a form of harassment, intimidation, or bullying and is prohibited by this policy regardless of whether the subjects of the hazing are, or profess to be, willing participants in the hazing activity. Hazing includes, but is not limited to, the following acts: required consumption of any substance, required exposure to the elements, required wearing or carrying of any article intended to subject the wearer to discomfort or embarrassment, assignment of pranks to be performed by the candidate for membership or member, and subjugation of the candidate for membership or member to swats or other forms of physical or mental abuse.

CYBERBULLYING

Note: Technological advances have expanded the ways in which harassment, intimidation or bullying can occur, including the ability to harass, intimidate, or bully with anonymity and to reach a much broader audience. This language notifies students and staff that cyberbullying is not permitted and will result in disciplinary action. It is a crime, (harassment in the second degree) to repeatedly send or publish an electronic communication that insults, taunts, challenges, or intimidates a person under 18 years of age in a manner that places the person in reasonable fear of physical injury, if done with intent to harass or annoy another person. [AS 11.61.120\(a\)](#)

All forms of harassment, intimidation or bullying via electronic means, commonly referred to as cyberbullying, are prohibited. Cyberbullying also includes, but is not limited to, other misuses of technology to threaten, harass, intimidate, or bully, including

sending or posting inappropriate email messages, instant messages, text messages, digital pictures or images, or Web site postings including blogs. An individual who redistributes a cyberbullying communication can be found in violation of this policy even if the individual did not author or create the original communication or image.

The district's computer network, including access to the Internet via that network, whether accessed on campus or off campus, during or after school hours, may not be used for the purpose of harassment, intimidation, or bullying. Users are responsible for the appropriateness of the material they transmit over the system.

In situations in the cyberbullying originates from a private (non-school) computer or other electronic device, but is brought to the attention of school officials, disciplinary measures may be imposed when the communication:

1. Is of a criminal nature, including but not limited to, threats of violence or harm against staff members students or their property;
2. Suggests or advocates physical harm to staff members or students;
3. Causes a student or staff member to experience a substantially detrimental effect on his or her physical or mental health;
4. Causes a student or staff member to experience substantial interference with academic or work performance, or with his or her ability to participate in or benefit from district services or activities;
5. Threatens vandalism to school property; or
6. Creates a significant disruption to the school's educational mission, purpose or objectives.

Disciplinary action may include, but is not limited to, the loss of computer privileges, detention, suspension or expulsion for those committing acts of cyberbullying. In addition, any kind of threat or hate crime will be reported to law enforcement officials.

Students and staff who believe they have been the victims of cyberbullying, as described in this policy, should not erase the offending material from the system. A copy of the material should be printed, and a report made under this policy.

[\(cf. 6161.4 – Internet\)](#)

[\(cf. 6161.5 – Web Sites / Pages\)](#)

Passive Participation

Employees who passively participate in harassment, intimidation, or bullying by encouraging it or witnessing it without attempting to stop it are subject to appropriate disciplinary action, up to and including termination from employment. Students who passively participate in harassment, intimidation, or bullying by encouraging it or

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remaining present while another student is bullied without trying to stop or report the harassment, intimidation, or bullying are subject to appropriate disciplinary action, up to and including expulsion. Other individuals who passively participate in harassment, intimidation, or bullying are subject to sanctions appropriate to their status or relationship with the school district.

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REPORTING

Note: A school employee, student or volunteer who makes a good faith report of harassment, intimidation, or bullying is entitled to statutory immunity from suit. The immunity extends to causes of action for damages arising from a failure to remedy the reported incident or for making the report. AS 14.33.230.

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Students, staff members and volunteers who have witnessed or have reliable information that a student has been subjected to harassment, intimidation, or bullying should report the incident immediately to the student's principal or his/her designee, who shall promptly initiate an investigation. The investigation shall include an assessment of what actions should be taken, as appropriate, to protect the student who has been found to be the victim of harassment, intimidation, or bullying. Such actions may include the provision of support services necessary to permit the student to feel safe and secure in attending school. If the victim of the harassment, intimidation, or bullying is a student with a disability, a meeting of the student's IEP Team or Section 504 Team will be called to address this assessment and determine if the harassment, intimidation, or bullying is affecting the student's receipt of an appropriate education.

RETALIATION PROHIBITED

Retaliation against any person who in good faith reports an incident of harassment, intimidation or bullying, or cooperates in an investigation, is strictly prohibited. Students and employees who engage in retaliation will be subject to discipline, up to and including expulsion or termination from employment. Other individuals who engage in prohibited retaliation will be subject to sanctions appropriate to their status or relationship with the school district.

FALSE REPORT

Students and employees who knowingly or willfully make a false report of harassment, intimidation, or bullying will be subject to disciplinary action up to and including suspension/expulsion for students and termination for employees. Other individuals who knowingly or willfully make a false report of harassment, intimidation, or bullying will be subject to sanctions appropriate to their status or relationship with the district.

RESPONSE

In determining the appropriate response to students who commit one or more acts of harassment, intimidation, or bullying, the following factors should be considered:

1. the development and maturity levels of the parties involved;
2. the level of harm;
3. the surrounding circumstances;
4. past incidences or past continuing patterns of behavior;
5. the relationships between the parties involved;
6. the level of disruption in or interference with the orderly operation of the school

This policy should not be interpreted to prohibit a reasoned and civil exchange of opinions or debate that is protected by law and Board policy.

(cf. 5141.42 - Professional Boundaries for staff and students)

(c.f. 5145.2 - Freedom of Speech/Expression)

Conduct that does not rise to the level of harassment, intimidation, or bullying may still be prohibited by other policies or rules.

(cf. 5131 - Conduct)

(cf. 5131.4 - Campus Disturbances)

(cf. 5131.41 - Violent and Aggressive Conduct)

(cf. 5131.42 - Threats of Violence)

(cf. 5131.5 - Vandalism, Theft & Graffiti)

(cf. 5137 - Positive School Climate)

Legal Reference:

ALASKA STATUTES

[14.33.200](#) *Harassment, intimidation and bullying policy*

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

[14.33.220](#) *Reporting, no reprisals*

[14.33.230](#) *Immunity from suit*

[14.33.250](#) *Definitions*

[11.61.120](#) *Harassment in the second degree*

CODE OF FEDERAL REGULATIONS

[28 CFR Part 35](#), *Title II of the Americans with Disabilities Act of 1990 (ADA)*

[34 CFR Part 104](#), *Section 504 of the Rehabilitation Act of 1973 (Section 504)*

[34 CFR Part 300](#), *Individuals with Disabilities Education Act (IDEA)*

Adoption Date: August 16, 2005

Revision Date: June 27, 2006

Revision Date: March 5, 2007

Revision Date: September 18, 2007

Revision Date: January 7, 2014

Revision Date: January 6, 2015

Sitka School District

AR 5131.43 HARASSMENT, INTIMIDATION, OR BULLYING

Commented [DG1]: Any red-line changes reflect a difference between the SSD and Model AR.

It shall be a violation for any person to harass, intimidate, or bully another person or for a staff member or volunteer to knowingly tolerate or ignore harassment, intimidation, or bullying on school property, on school buses, at the bus stop, or at school sponsored activities or functions.

For the purpose of this policy, school staff includes school employees, school board members, agents, volunteers, contractors, or other persons subject to the supervision and control of the school district.

Actions that the accompanying policy or these regulations require to be taken by, or reported to, a school principal or the Superintendent may also be taken by, or reported to, the designee of the principal or Superintendent.

SANCTIONS FOR HARASSMENT, INTIMIDATION, OR BULLYING

Appropriate sanctions will be taken against individuals commit acts of harassment, intimidation, or bullying or other acts in violation of the accompanying policy and these regulations. For students, the sanctions must be appropriate to the seriousness of the incident and may include discipline, suspension, and up to and including expulsion in accordance with state law, district policy, administrative regulation, and student handbooks. For employees sanctions may include discipline, up to and including termination, in accordance with state law, district policy, administrative regulation, collective bargaining agreements, and applicable codes of ethics. Other individuals will be subject to sanctions appropriate to their status or relationship with the school district.

REPORTING PROCEDURE

Note: A staff member or student who observes or receives a sexual image on a computer or personal electronic device should not forward that image electronically. The image should be secured and the device turned over to an administrator. Any sexual image of a minor requires reporting to OCS and/or law enforcement.

1. Any person who believes he or she has been the victim of harassment, intimidation, or bullying should report the alleged act to the school principal or to the principal who has supervisory authority over the alleged perpetrator or the property where the incident took place. If a person is more comfortable reporting to a person other than the principal, the person may contact any teacher or

district staff. The principal or designee will accept anonymous reports, but formal disciplinary action may not be taken without corroborating evidence.

2. Any student, staff member or volunteer who witnesses harassment, intimidation, or bullying, receives a report of harassment, intimidation, or bullying, or has reliable information that a student has been subject to harassment, intimidation, or bullying shall immediately report the incident to the student's principal for prompt investigation. Staff members who witness harassment, intimidation, or bullying, receive a report of harassment, intimidation, or bullying, or have reliable information that a student has been subject to harassment, intimidation, or bullying shall act immediately to protect the alleged victim, if necessary.
3. Upon receipt of a report of harassment, intimidation, or bullying, the principal or designee shall forward a timely written report of the incident and his or her response to the Superintendent or designee. The Superintendent or designee shall compile and maintain data of all incidents of harassment, intimidation or bullying that result in suspension or expulsion. Such data shall be reported to the Department of Education and Early Development on an annual basis.
4. In all cases where the principal concludes that a report of alleged harassment, intimidation, or bullying is reliable and may lead to discipline, the principal or designee shall by telephone or in writing notify the parents or guardians of all minor students allegedly involved in the ~~incident~~ alleged incident. The notice shall advise individuals involved of their due process rights. The principal or designee shall maintain a written record of all telephonic notifications of harassment, intimidation, or bullying incidents.

INVESTIGATION AND CORRECTIVE ACTION

1. The principal or designee shall promptly and thoroughly investigate all alleged acts of harassment, intimidation, or bullying.
2. All persons involved in an alleged act of harassment, intimidation, or bullying shall be advised by the principal of his or her due process rights.
3. At the conclusion of the investigation, the principal shall take ~~appropriate such~~ disciplinary action deemed necessary and appropriate to end ~~any bullying~~ the misconduct and prevent its recurrence. The principal shall act in accordance with state law, district policy, administrative regulation, the student handbook, collective bargaining agreements, and applicable codes of ethics in disciplining the offending party or parties.
4. Incidents of harassment, intimidation, or bullying that involve criminal activity shall be reported to law enforcement.

False Report

Students and staff who knowingly or willfully make a false report of harassment, intimidation or bullying, or provide false information in connection with an investigation, will be subject to disciplinary action up to and including suspension/expulsion for students and termination for staff.

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Retaliation Prohibited

Retaliation or reprisal against any person who reports an incident of harassment, intimidation or bullying, or cooperates in an investigation, is strictly prohibited. Any such retaliation or reprisals will result in suspension or expulsion of offending students, and disciplinary action up to termination for school employees.

4.

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IMPLEMENTATION DATE: November 1, 2005

Revision Date: May 16, 2006

Revision Date: March 5, 2007

Revision Date: December 2, 2015

Sitka School District



Sitka School District

FY25 Budget Proposal

Presented May 1, 2024

Tristan Guevin, President
Deidre Jenson, Superintendent
Todd Gebler, Vice-President
Tom Williams, Board Clerk
Phil Burdick, Board Member
Steve Morse, Board Member

SITKA SCHOOL DISTRICT
2025 Proposed Budget

Assumptions

- Enrollment ADM Reduces by:
 - 22.6 Regular Instruction - From 1054.60 to 1034
 - 3.71 Correspondence - From 48.71 to 45
 - 2 Intensive Needs - From 47 to 45
- BSA Increases by \$500 - From \$5,960 to \$6,460
- City and Borough of Sitka Contribution at City Budget Level of \$7,669,562
- Secure Rural Schools Funding Reduces \$60,000 to \$300,000
- Reduction of 4 FTE Maintenance Staff as Department Moves to the City of Sitka
- Reduction in Certificated Staff of 16 FTE
- SEA/SESPA/Admin Wages Increase by 6%
- Health Insurance Premiums Increase by 22%
- TRS (12.56%)/PERS (22%)/SBS (6.13%)/FICA (1.45%) Remain Unchanged
- City and Borough of Sitka Absorbs Pool Program

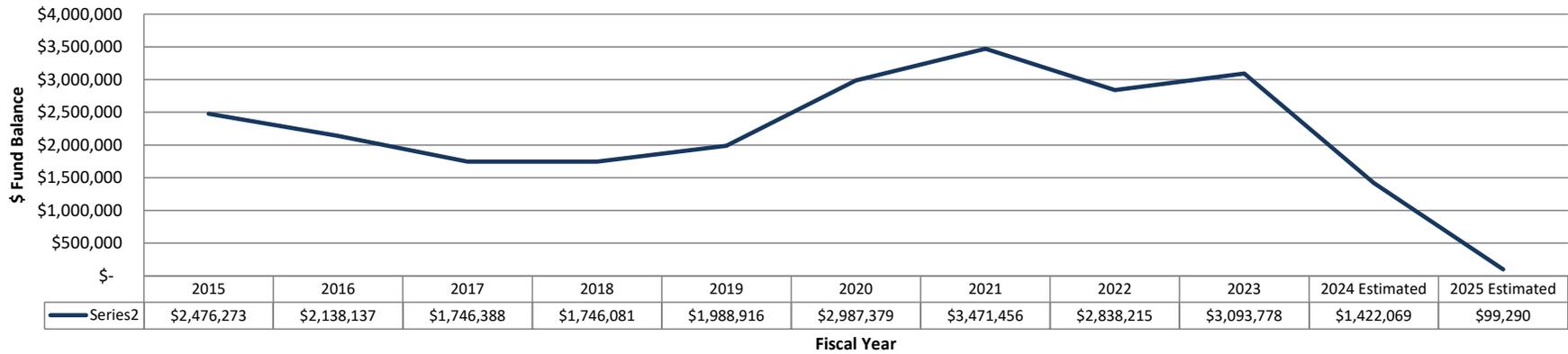
SITKA SCHOOL DISTRICT
FY2025 Proposed Budget

Summary

Revenue Budget						
	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change		
	<i>Enrollment Projection</i>	<i>1054.6+47 IN</i>	<i>1034+45 IN</i>	<i>-22.6 ADM</i>	<i>-2.05%</i>	
	<i>48.71 Corresp</i>	<i>45 Corresp</i>	<i>-3.71 Corresp</i>		<i>-7.62%</i>	
Object						
011 City/Borough Appropriation	7,697,278	7,669,562	(27,716)		-0.36%	
011 City/Borough PAC In Kind	0	66,000	66,000		0.00%	
040 Other Revenue (Local)	45,000	45,000	0		0.00%	
047 E-rate Revenue (Federal)	69,076	69,076	0		0.00%	
050 Quality Schools	41,803	40,946	(857)		-2.05%	
051 State Foundation	11,380,530	12,341,899	961,369		8.45%	
056 Other State Revenue (TRS On Behalf)	1,188,791	1,121,045	(67,746)		-5.70%	
057 Other State Revenue (PERS On Behalf)	81,324	84,005	2,681		3.30%	
05X Other State Revenue (one time funds)	884,001	0	(884,001)		-100.00%	
05x Other State Revenue (misc funds)	7,000	7,000	0		0.00%	
110 Impact Aid (Federal)	70,000	70,000	0		0.00%	
190 Forest Receipts (pass-thru)	360,000	300,000	(60,000)		-16.67%	
250 Transfers from other funds	0	0	0		0.00%	
Total Fund 100 Revenue	21,824,803	21,814,532	(10,271)		-0.05%	
Fund Balance Contribution	1,714,023	1,322,779	(391,244)		-22.83%	
Total Revenue + Fund Balance	23,538,826	23,137,311	(401,514)		-1.71%	

Expenditure Summary by Function					
Function	FY 2024 Rev#3 Approved	FY 2025 Proposed	YOY Change	YOY Percent Change	
100 Regular Instruction	9,052,975	8,212,808	(840,167)		-9.28%
120 Bilingual/Bicultural	110,540	117,938	7,398		6.69%
130 Enrichment	3,498	3,498	0		0.00%
140 Correspondence Study	385,702	410,718	25,016		6.49%
160 Vocational Education	375,785	400,779	24,994		6.65%
200 Special Education Instruction	4,361,395	5,128,710	767,315		17.59%
220 Special Education Support	1,028,229	1,103,130	74,901		7.28%
300 Pupil Support	9,626	9,669	43		0.44%
320 Guidance	540,003	596,258	56,255		10.42%
330 Health Services	111,225	121,550	10,325		9.28%
350/351 Support Services - Instruction	221,000	221,000	0		0.00%
352 Library Services	325,927	54,563	(271,364)		-83.26%
400 School Administration	1,173,790	1,272,283	98,493		8.39%
Sub Total Instruction	17,699,695	17,652,903	(46,792)		-0.26%
450 School Administration Support	690,530	765,004	74,474		10.79%
510 District Administration	210,761	163,631	(47,130)		-22.36%
511 School Board	86,379	86,379	0		0.00%
512 Superintendent's Office	398,419	474,748	76,329		19.16%
518 Safety & Security	1,000	1,000	0		0.00%
550 District Administration Support	541,865	651,836	109,971		20.29%
555/556 Data Processing/Tech Services	497,263	349,862	(147,401)		-29.64%
600 Maintenance & Operations	2,851,648	2,438,635	(413,013)		-14.48%
700 Student Activities	290,015	298,080	8,066		2.78%
780 Community Services	3,251	5,233	1,982		60.97%
Sub Total Admin/M&O	5,571,130	5,234,408	(336,723)		-6.04%
Sub Total Inst/Admin/M&O	23,270,826	22,887,311	(383,514)		-1.65%
900 Transfers					
900..550 Transfers to Pupil Transportation	110,000	250,000	140,000		127.27%
900..550 SHS Student Activity	132,000	0	(132,000)		-100.00%
900..550 Transfers to Pool	26,000	0	(26,000)		-100.00%
Sub Total Transfers	268,000	250,000	(18,000)		-6.72%
Total Expenditures & Transfers	23,538,826	23,137,311	(401,514)		-1.71%

SITKA SCHOOL DISTRICT
Fund Balance 10 Year History
FY 2015 - FY 2025 Projected



Projected Total Fund Balance - School Operating Fund (General Fund 100) at June 30, 2024:	1,422,069
Less Fund Balance Contribution to FY2025 Budget:	1,322,779
Projected Total Fund Balance - School Operating Fund (General Fund 100) at June 30, 2025:	99,290
Less Exemptions per 4 AAC 09.160(a)	
Inventory (Fuel)	\$ -
Prepaid Items (Liab Insurance, other)	\$ -
Federal Impact Aid Received	99,290
Fund Balance Subject to 10% Limitation	0

Nonexempt fund balance as a percentage of current year expenditures:		
Fund Balance Subject to Limitation	0	
Current Year Expenditures (Fxs 100-780)	22,861,311	=
		0.00%

SITKA SCHOOL DISTRICT
FY2024 Proposed Operating Budget

Location 000 Districtwide

Account Code	Description	FY 2024 Rev #3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Regular Instruction</u>					
100-000-100- 310	Cert-Director	105,177	113,131	7,954	7.56%
100-000-100- 316	Extra Duty Pay	51,336	46,950	(4,386)	-8.54%
100-000-100- 326	Classified Extra Duty Pay	0	0	0	0.00%
100-000-100- 327	Substitute - Non-Cert	15,000	15,000	0	0.00%
100-000-100- 329	Substitute - Classified	5,000	5,000	0	0.00%
100-000-100- 361	Health/Life Insurance	30,513	36,921	6,408	21.00%
100-000-100- 363	Worker's Compensation	73,868	73,868	0	0.00%
100-000-100- 364	FICA	2,545	2,597	52	2.03%
100-000-100- 365	TRS	19,495	19,943	448	2.30%
100-000-100- 375	TRS On-Behalf	728,183	639,975	(88,209)	-12.11%
100-000-100- 366	PERS	0	0	0	0.00%
100-000-100- 376	PERS On-Behalf	1,768	1,875	107	6.07%
100-000-100- 369	SBS	1,244	1,244	0	0.00%
100-000-100- 410	Professional & Technical	20,000	20,000	0	0.00%
100-000-100- 410	Professional & Technical	47,000	47,000	0	0.00%
100-000-100- 410	Professional & Technical	22,000	22,000	0	0.00%
100-000-100- 420	Staff Travel	5,000	5,000	0	0.00%
100-000-100- 420	Staff Travel	40,000	40,000	0	0.00%
100-000-100- 425	Student Transportation	2,100	2,100	0	0.00%
100-000-100- 440	Other Purchased Services	5,000	5,000	0	0.00%
100-000-100- 451	Teaching Supplies	57,598	57,598	0	0.00%
100-000-100- 451	Teaching Supplies	150,000	150,000	0	0.00%
100-000-100- 451	Teaching Supplies	16,015	16,015	0	0.00%
100-000-100- 471	Textbooks	27,000	27,000	0	0.00%
100-000-100- 491	Dues & Fees	28,365	28,365	0	0.00%
100-000-100- 510	Equipment	0	0	0	0.00%
Total 100	Regular Instruction	1,454,208	1,376,582	(77,626)	-5.34%
<u>Bilingual/Bicultural</u>					
100-000-120- 315	Cert-Teacher	86,762	92,630	5,868	6.76%
100-000-120- 363	Worker's Compensation	346	346	0	0.00%
100-000-120- 364	FICA	1,258	1,343	85	6.76%
100-000-120- 365	TRS	10,897	11,634	737	6.76%
100-000-120- 375	TRS On-Behalf	11,066	11,774	708	6.40%
Total 120	Bilingual/Bicultural	110,330	117,728	7,398	6.71%
<u>Enrichment</u>					
100-000-130- 363	Worker's Compensation	347	347	0	0.00%
100-000-130- 375	TRS On-Behalf	241	241	0	0.00%
Total 130	Enrichment	588	588	0	0.00%
<u>Correspondence Study</u>					
100-000-140- 315	Cert-Teacher	74,117	80,070	5,953	8.03%
100-000-140- 317	Substitute - Certified	0	0	0	0.00%
100-000-140- 324	Support Staff	25,204	30,948	5,744	22.79%

Account Code	Description	FY 2024 Rev #3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Correspondence Study (Cont)</u>					
100-000-140- 361	Health/Life Insurance	47,176	57,082	9,907	21.00%
100-000-140- 363	Worker's Compensation	346	346	0	0.00%
100-000-140- 364	FICA	1,440	1,610	170	11.78%
100-000-140- 365	TRS	9,309	10,057	748	8.03%
100-000-140- 375	TRS On-Behalf	8,939	9,656	718	8.03%
100-000-140- 366	PERS	5,545	6,809	1,264	22.79%
100-000-140- 376	PERS On-Behalf	703	863	160	22.79%
100-000-140- 369	SBS	1,545	1,897	352	22.79%
100-000-140- 410	Professional & Technical	20,000	20,000	0	0.00%
100-000-140- 433	Communications	15,000	15,000	0	0.00%
100-000-140- 440	Other Purchased Services	745	745	0	0.00%
100-000-140- 443	Equipment Repair/Maintenance	2,001	2,001	0	0.00%
100-000-140- 451	Teaching Supplies	155,000	155,000	0	0.00%
100-000-140- 454	Office Supplies/Postage	18,633	18,633	0	0.00%
100-000-140- 510	Equipment	0	0	0	0.00%
Total 140	Correspondence Study	385,702	410,718	25,016	6.49%
<u>Vocational Education</u>					
100-000-160- 363	Worker's Compensation	3,789	3,789	0	0.00%
100-000-160- 375	TRS On-Behalf	26,887	28,607	1,720	6.40%
Total 160	Vocational Education	30,676	32,396	1,720	5.61%
<u>Special Education Instruction</u>					
100-000-200- 316	Extra Duty Pay	0	0	0	0.00%
100-000-200- 326	Classified Extra Duty Pay	0	0	0	0.00%
100-000-200- 327	Substitute - Non-Cert	4,400	4,400	0	0.00%
100-000-200- 363	Worker's Compensation	7,461	7,461	0	0.00%
100-000-200- 364	FICA	64	64	0	0.00%
100-000-200- 365	TRS	0	0	0	0.00%
100-000-200- 375	TRS On-Behalf	149,309	160,834	11,526	7.72%
100-000-200- 366	PERS	0	0	0	0.00%
100-000-200- 376	PERS On-Behalf	36,376	44,761	8,385	23.05%
100-000-200- 369	SBS	270	270	0	0.00%
100-000-200- 410	Professional & Technical	160,000	160,000	0	0.00%
100-000-200- 420	Staff Travel	6,000	6,000	0	0.00%
100-000-200- 425	Student Transportation	650	650	0	0.00%
100-000-200- 440	Other Purchased Services	8,500	8,500	0	0.00%
100-000-200- 451	Teaching Supplies	20,000	20,000	0	0.00%
100-000-200- 510	Equipment	6,000	6,000	0	0.00%
100-000-200- 315	Cert-Teacher	30,000	27,000	(3,000)	-10.00%
100-000-200- 323	Aides	30,000	30,000	0	0.00%
100-000-200- 364	FICA	827	827	0	0.00%
100-000-200- 365	TRS	3,391	3,391	0	0.00%
100-000-200- 366	PERS	6,600	6,600	0	0.00%
100-000-200- 369	SBS	1,839	1,839	0	0.00%
100-000-200- 410	Professional & Technical	11,500	11,500	0	0.00%
100-000-200- 425	Student Transportation	40,000	40,000	0	0.00%
100-000-200- 451	Teaching Supplies	1,000	1,000	0	0.00%
Total 200	Special Education Instruction	524,186	541,097	16,910	3.23%

Account Code	Description	FY 2024 Rev #3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Special Education Support</u>					
100-000-220- 310	Director/Coordinator/Manager	113,030	121,325	8,295	7.34%
100-000-220- 315	Cert-Teacher	427,634	450,368	22,734	5.32%
100-000-220- 324	Support Staff	72,107	76,824	4,718	6.54%
100-000-220- 361	Health/Life Insurance	140,683	170,220	29,538	21.00%
100-000-220- 363	Worker's Compensation	3,484	3,484	0	0.00%
100-000-220- 364	FICA	8,885	9,404	518	5.83%
100-000-220- 365	TRS	67,907	71,805	3,897	5.74%
100-000-220- 375	TRS On-Behalf	65,204	68,946	3,742	5.74%
100-000-220- 366	PERS	15,863	16,901	1,038	6.54%
100-000-220- 376	PERS On-Behalf	2,012	2,143	132	6.54%
100-000-220- 369	SBS	4,420	4,709	289	6.54%
100-000-220- 410	Professional & Technical	30,000	30,000	0	0.00%
100-000-220- 420	Staff Travel	13,000	13,000	0	0.00%
100-000-220- 440	Other Purchased Services	45,000	45,000	0	0.00%
100-000-220- 451	Teaching Supplies	15,000	15,000	0	0.00%
100-000-220- 454	Office Supplies/Postage	4,000	4,000	0	0.00%
Total 220	Special Education Support	1,028,229	1,103,130	74,901	7.28%
<u>Pupil Support</u>					
100-000-300- 376	PERS On-Behalf	626	669	43	6.83%
100-000-300- 410	Professional & Technical	5,500	5,500	0	0.00%
100-000-300- 425	Student Transportation	3,500	3,500	0	0.00%
Total 300	Pupil Support	9,626	9,669	43	0.44%
<u>Guidance</u>					
100-000-320- 327	Substitute - Non-Cert	5,000	5,000	0	0.00%
100-000-320- 363	Worker's Compensation	346	346	0	0.00%
100-000-320- 364	FICA	73	73	0	0.00%
100-000-320- 369	SBS	307	307	0	0.00%
100-000-320- 375	TRS On-Behalf	42,803	46,482	3,679	8.60%
Total 320	Guidance	48,528	52,207	3,679	7.58%
<u>Health Services</u>					
100-000-330- 324	Support Staff	59,180	62,139	2,959	5.00%
100-000-330- 361	Health/Life Insurance	30,513	36,921	6,408	21.00%
100-000-330- 363	Worker's Compensation	376	376	0	0.00%
100-000-330- 364	FICA	858	901	43	5.00%
100-000-330- 366	PERS	13,020	13,671	651	5.00%
100-000-330- 376	PERS On-Behalf	1,651	1,734	83	5.00%
100-000-330- 369	SBS	3,628	3,809	181	5.00%
100-000-330- 399	Employee Physicals	500	500	0	0.00%
100-000-330- 451	Teaching Supplies	1,000	1,000	0	0.00%
Total 330	Health Services	110,725	121,050	10,325	9.32%
<u>Support Services</u>					
100-000-350- 410	Professional & Technical	5,000	5,000	0	0.00%
100-000-350- 420	Staff Travel	10,000	10,000	0	0.00%
100-000-350- 433	Communications	200,000	200,000	0	0.00%
100-000-350- 451	Teaching Supplies	2,000	2,000	0	0.00%
100-000-350- 491	Dues & Fees	1,000	1,000	0	0.00%
Total 350	Support Services	218,000	218,000	0	0.00%

Account Code	Description	FY 2024 Rev #3 Approved	FY 2025 Proposed	Change	Percent Change
Improvement of Instructional Services					
100-000-351- 451	Teaching Supplies	3,000	3,000	0	0.00%
Total 351	Improvement of Inst Svcs	3,000	3,000	0	0.00%
Library Services					
100-000-352- 363	Worker's Compensation	346	346	0	0.00%
100-000-352- 375	TRS On-Behalf	24,940	3,487	(21,453)	-86.02%
100-000-352- 410	Professional & Technical	8,500	8,500	0	0.00%
Total 352	Library Services	33,786	12,333	(21,453)	-63.50%
School Administration					
100-000-400- 363	Worker's Compensation	7,823	8,344	521	6.65%
100-000-400- 375	TRS On-Behalf	93,251	99,784	6,533	7.01%
Total 400	School Administration	101,075	108,128	7,053	6.98%
School Administration Support					
100-000-450- 363	Worker's Compensation	3,761	4,019	258	6.86%
100-000-450- 376	PERS On-Behalf	10,282	11,002	720	7.00%
Total 450	School Administration Support	14,043	15,021	978	6.96%
District Administration					
100-000-510- 362	Unemployment Insurance	11,321	11,321	0	0.00%
100-000-510- 363	Worker's Compensation	882	882	0	0.00%
100-000-510- 410	Professional & Technical	16,000	5,000	(11,000)	-68.75%
100-000-510- 412	Audit	55,000	55,000	0	0.00%
100-000-510- 414	Legal Services	17,000	17,000	0	0.00%
100-000-510- 417	Data Processing	35,000	12,750	(22,250)	-63.57%
100-000-510- 420	Staff Travel	7,000	2,000	(5,000)	-71.43%
100-000-510- 440	Other Purchased Services	17,000	12,120	(4,880)	-28.71%
100-000-510- 441	Equipment Rentals	1,800	1,800	0	0.00%
100-000-510- 448	Fidelity Bond	24,257	24,257	0	0.00%
100-000-510- 454	Office Supplies/Postage	8,500	8,500	0	0.00%
100-000-510- 491	Dues & Fees	17,000	13,000	(4,000)	-23.53%
Total 510	District Administration	210,761	163,631	(47,130)	-22.36%
School Board					
100-000-511- 324	NonCert-Support	3,308	3,308	0	0.00%
100-000-511- 364	FICA	48	48	0	0.00%
100-000-511- 366	PERS	728	728	0	0.00%
100-000-511- 376	PERS On-Behalf	92	92	0	0.00%
100-000-511- 369	SBS	203	203	0	0.00%
100-000-511- 410	Professional & Technical	43,000	43,000	0	0.00%
100-000-511- 420	Staff Travel	20,000	20,000	0	0.00%
100-000-511- 425	Student Rep Travel	5,000	5,000	0	0.00%
100-000-511- 440	Other Purchased Services	10,000	10,000	0	0.00%
100-000-511- 479	Other Supplies/Media	2,000	2,000	0	0.00%
100-000-511- 490	Dues & Fees	2,000	2,000	0	0.00%
Total 511	School Board	86,379	86,379	0	0.00%

Account Code	Description	FY 2024 Rev #3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Superintendent's Office</u>					
100-000-512- 311	Superintendent	176,720	166,720	(10,000)	-5.66%
100-000-512- 312	Assistant Superintendent	80,000	75,000	(5,000)	-6.25%
100-000-512- 324	Support Staff	59,197	63,904	4,707	7.95%
100-000-512- 361	Health/Life Insurance	22,479	71,790	49,311	219.36%
100-000-512- 364	FICA	4,581	4,432	(149)	-3.26%
100-000-512- 365	TRS	10,048	28,260	18,212	181.25%
100-000-512- 375	TRS On-Behalf	14,472	31,959	17,487	120.83%
100-000-512- 366	PERS	13,023	14,059	1,036	7.95%
100-000-512- 376	PERS On-Behalf	1,652	1,783	131	7.95%
100-000-512- 369	SBS	4,347	4,942	595	13.69%
100-000-512- 410	Professional & Technical	2,000	2,000	0	0.00%
100-000-512- 420	Staff Travel	3,200	3,200	0	0.00%
100-000-512- 420	Staff Travel	3,200	3,200	0	0.00%
100-000-512- 440	Other Purchased Services	3,000	3,000	0	0.00%
100-000-512- 454	Office Supplies/Postage	500	500	0	0.00%
Total 512	Superintendent's Office	398,419	474,748	76,329	19.16%
<u>Safety & Security</u>					
100-000-518- 450	Supplies/Materials/Media	1,000	1,000	0	0.00%
Total 518	Safety & Security	1,000	1,000	0	0.00%
<u>District Administration Support</u>					
100-000-550- 321	Director/Coordinator/Manager	104,126	130,000	25,874	24.85%
100-000-550- 324	NonCert-Support	161,080	162,096	1,017	0.63%
100-000-550- 361	Health/Life Insurance	75,902	103,252	27,349	36.03%
100-000-550- 363	Worker's Compensation	2,417	2,417	0	0.00%
100-000-550- 364	FICA	3,845	4,235	390	10.14%
100-000-550- 366	PERS	58,345	64,261	5,916	10.14%
100-000-550- 376	PERS On-Behalf	8,648	9,168	520	6.01%
100-000-550- 369	SBS	16,257	17,906	1,648	10.14%
100-000-550- 410	Professional & Technical	30,000	10,000	(20,000)	-66.67%
100-000-550- 447	Liability Insurance	210,744	208,000	(2,744)	-1.30%
100-000-550- 454	Office Supplies/Postage	500	500	0	0.00%
100-000-550- 495	Indirect Costs (FY25 4.05%)	(130,000)	(60,000)	70,000	-53.85%
Total 550	District Administration Support	541,865	651,836	109,971	20.29%
<u>Technology Services</u>					
100-000-556- 316	Extra Duty Pay	5,000	5,000	0	0.00%
100-000-556- 321	Director/Coordinator/Manager	101,306	0	(101,306)	-100.00%
100-000-556- 324	NonCert-Support	64,854	70,085	5,230	8.06%
100-000-556- 361	Health/Life Insurance	33,259	12,957	(20,302)	-61.04%
100-000-556- 363	Worker's Compensation	950	950	0	0.00%
100-000-556- 364	FICA	2,482	1,089	(1,393)	-56.13%
100-000-556- 365	TRS	628	628	0	0.00%
100-000-556- 375	TRS On-Behalf	603	603	0	0.00%
100-000-556- 366	PERS	36,488	15,419	(21,069)	-57.74%
100-000-556- 376	PERS On-Behalf	4,627	1,955	(2,672)	-57.74%
100-000-556- 369	SBS	10,186	4,296	(5,889)	-57.82%
100-000-556- 410	Professional & Technical	74,000	75,000	1,000	1.35%
100-000-556- 440	Other Purchased Services	70,000	70,000	0	0.00%

Account Code	Description	FY 2024 Rev #3 Approved	FY 2025 Proposed	Change	Percent Change
Technology Services (Cont)					
100-000-556- 451	Teaching Supplies	83,000	83,000	0	0.00%
100-000-556- 475	Technology Supplies	8,880	8,880	0	0.00%
100-000-560- 410	Technology (Cyber Security)	1,000	0	(1,000)	-100.00%
Total 556	Technology Services	497,263	349,862	(147,401)	-29.64%
Maintenance & Operations					
100-000-600- 321	Director/Coordinator/Manager	81,643	88,878	7,235	8.86%
100-000-600- 325	Maintenance/Custodians	243,299	0	(243,299)	-100.00%
100-000-600- 329	Substitutes/Temporary	50,000	0	(50,000)	-100.00%
100-000-600- 361	Health/Life Insurance	103,943	21,911	(82,032)	-78.92%
100-000-600- 363	Worker's Compensation	3,492	3,492	0	0.00%
100-000-600- 364	FICA	5,219	1,289	(3,930)	-75.31%
100-000-600- 366	PERS	71,487	19,553	(51,934)	-72.65%
100-000-600- 376	PERS On-Behalf	9,390	2,480	(6,910)	-73.59%
100-000-600- 369	SBS	22,064	5,448	(16,616)	-75.31%
100-000-600- 325	Maintenance/Custodians	11,605	0	(11,605)	-100.00%
100-000-600- 364	FICA	168	0	(168)	-100.00%
100-000-600- 366	PERS	2,553	0	(2,553)	-100.00%
100-000-600- 369	SBS	711	0	(711)	-100.00%
100-000-600- 410	Professional & Technical	35,000	16,000	(19,000)	-54.29%
100-000-600- 420	Staff Travel	5,000	5,000	0	0.00%
100-000-600- 431	Water & Sewer	5,412	5,520	108	2.00%
100-000-600- 433	Communications	1,500	0	(1,500)	-100.00%
100-000-600- 436	Electricity	5,412	5,520	108	2.00%
100-000-600- 440	Other Purchased Services	15,000	12,000	(3,000)	-20.00%
100-000-600- 440	Other Purchased Services	621,177	577,025	(44,152)	-7.11%
100-000-600- 441	Equipment Rentals	1,000	0	(1,000)	-100.00%
100-000-600- 442	Building Repair/Maintenance	30,000	20,000	(10,000)	-33.33%
100-000-600- 443	Equipment Repair/Maintenance	20,000	20,000	0	0.00%
100-000-600- 444	Site Repair/Maintenance	5,000	5,000	0	0.00%
100-000-600- 446	Property Insurance	197,110	203,023	5,913	3.00%
100-000-600- 452	Maintenance Supplies	24,000	24,000	0	0.00%
100-000-600- 453	Janitorial Supplies	37,000	37,000	0	0.00%
100-000-600- 457	Small Tools/Equipment	2,500	0	(2,500)	-100.00%
100-000-600- 458	Gas/Oil	9,854	10,149	296	3.00%
Total 600	Maintenance & Operations	1,620,540	1,083,289	(537,251)	-33.15%
Student Activities					
100-000-700- 375	TRS On-Behalf	18,189	18,695	506	2.78%
100-000-700- 376	PERS On-Behalf	246	246	0	0.00%
Total 700	Student Activities	18,435	18,941	506	2.75%
Community Services					
100-000-780- 376	PERS On-Behalf	3,251	5,233	1,982	60.97%
Total 780	Community Services	3,251	5,233	1,982	60.97%
Transfers					
100-000-000- 550	Transfers to Other Funds	110,000	250,000	140,000	127.27%
100-000-000- 551	Transfers to Other Funds	26,000	0	(26,000)	-100.00%
100-000-000- 552	Transfer to Other Funds	132,000	0	(132,000)	-100.00%
Total 900	Transfers	268,000	250,000	(18,000)	-6.72%
Total 000	Districtwide	7,718,616	7,206,567	(512,049)	-6.63%

Location 011 Sitka High School

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Regular Instruction</u>					
100-011-100- 315	Cert-Teacher	1,278,433	1,090,097	(188,336)	-14.73%
100-011-100- 316	Extra Duty Pay	17,693	16,700	(993)	-5.61%
100-011-100- 317	Substitute - Certified	60,000	60,000	0	0.00%
100-011-100- 329	Substitute - Non-Cert	25,000	25,000	0	0.00%
100-011-100- 361	Health/Life Insurance	323,839	320,724	(3,115)	-0.96%
100-011-100- 364	FICA	20,026	17,281	(2,745)	-13.71%
100-011-100- 365	TRS	162,731	138,951	(23,780)	-14.61%
100-011-100- 369	SBS	5,241	5,241	0	0.00%
100-011-100- 410	Prof/Tech	4,000	0	(4,000)	-100.00%
100-011-100- 420	Staff Travel	775	775	0	0.00%
100-011-100- 425	Student Transportation	1,500	1,500	0	0.00%
100-011-100- 440	Other Purchased Services	7,500	7,500	0	0.00%
100-011-100- 441	Equipment Rentals	2,050	1,800	(250)	-12.20%
100-011-100- 443	Equipment Repair/Maint	500	500	0	0.00%
100-011-100- 451	Teaching Supplies	25,229	33,363	8,134	32.24%
100-011-100- 471	Textbooks	3,250	7,500	4,250	130.77%
100-011-100- 472	Library Books	2,000	2,000	0	0.00%
100-011-100- 479	Other Supplies/Media	16,359	8,225	(8,134)	-49.72%
Total 100	Regular Instruction	1,956,126	1,737,157	(218,968)	-11.19%
<u>Bilingual/Bicultural</u>					
100-011-120- 451	Teaching Supplies	210	210	0	0.00%
Total 120	Bilingual/Bicultural	210	210	0	0.00%
<u>Enrichment</u>					
100-011-130- 316	Extra Duty Pay	1,000	1,000	0	0.00%
100-011-130- 364	FICA	15	15	0	0.00%
100-011-130- 365	TRS	126	126	0	0.00%
Total 130	Enrichment	1,140	1,140	0	0.00%
<u>Vocational Education</u>					
100-011-160- 315	Cert-Teacher	222,945	237,209	14,264	6.40%
100-011-160- 361	Health/Life Insurance	33,449	40,460	7,011	20.96%
100-011-160- 364	FICA	3,233	3,440	207	6.40%
100-011-160- 365	TRS	28,002	29,794	1,792	6.40%
100-011-160- 441	Equipment Rentals	1,000	1,000	0	0.00%
100-011-160- 451	Teaching Supplies	36,000	36,000	0	0.00%
100-011-160- 451	Teaching Supplies	5,830	5,830	0	0.00%
100-011-160- 510	Equipment	10,000	10,000	0	0.00%
Total 160	Vocational Education	340,459	363,732	23,274	6.84%
<u>Special Education</u>					
100-011-200- 315	Cert-Teacher	242,259	260,360	18,101	7.47%
100-011-200- 316	Extra Duty Pay	0	0	0	0.00%
100-011-200- 323	NonCert-Aides	300,346	339,144	38,798	12.92%
100-011-200- 361	Health/Life Insurance	301,119	374,525	73,406	24.38%
100-011-200- 364	FICA	7,868	8,693	825	10.49%

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Special Education (Cont)</u>					
100-011-200- 365	TRS	30,428	32,701	2,274	7.47%
100-011-200- 366	PERS	66,076	74,612	8,536	12.92%
100-011-200- 369	SBS	18,411	20,790	2,378	12.92%
100-011-200- 425	Student Transportation	0	0	0	0.00%
100-011-200- 451	Teaching Supplies	3,500	3,500	0	0.00%
Total 200	Special Education	970,007	1,114,325	144,318	14.88%
<u>Guidance</u>					
100-011-320- 315	Cert-Teacher	157,145	172,776	15,631	9.95%
100-011-320- 316	Extra Duty Pay	0	0	0	0.00%
100-011-320- 361	Health/Life Insurance	40,658	49,197	8,538	21.00%
100-011-320- 364	FICA	2,279	2,505	227	9.95%
100-011-320- 365	TRS	19,737	21,701	1,963	9.95%
100-011-320- 454	Office Supplies/Postage	800	800	0	0.00%
Total 320	Support Services - Students	220,619	246,978	26,359	11.95%
<u>Library Services</u>					
100-011-352- 315	Cert-Teacher	90,888	0	(90,888)	-100.00%
100-011-352- 361	Health/Life Insurance	18,108	0	(18,108)	-100.00%
100-011-352- 364	FICA	1,318	0	(1,318)	-100.00%
100-011-352- 365	TRS	11,416	0	(11,416)	-100.00%
Total 352	Support Services - Instruction - Library	121,730	0	(121,730)	-100.00%
<u>School Administration</u>					
100-011-400- 313	Principal	231,814	247,988	16,174	6.98%
100-011-400- 361	Health/Life Insurance	36,217	43,822	7,605	21.00%
100-011-400- 364	FICA	3,332	3,567	235	7.04%
100-011-400- 365	TRS	28,789	30,896	2,108	7.32%
100-011-400- 410	Professional & Technical	3,500	3,500	0	0.00%
100-011-400- 420	Staff Travel	1,200	1,200	0	0.00%
100-011-400- 433	Communication	1,000	1,000	0	0.00%
100-011-400- 454	Office Supplies/Postage	2,700	2,700	0	0.00%
Total 400	School Administration	308,551	334,673	26,121	8.47%
<u>School Administration Support</u>					
100-011-450- 324	NonCert-Support	126,778	135,550	8,772	6.92%
100-011-450- 329	Substitutes/Temporary	1,000	1,000	0	0.00%
100-011-450- 361	Health/Life Insurance	53,626	64,887	11,261	21.00%
100-011-450- 364	FICA	1,853	1,980	127	6.87%
100-011-450- 366	PERS	27,891	29,821	1,930	6.92%
100-011-450- 369	SBS	7,833	8,371	538	6.87%
Total 450	School Administration Support	218,980	241,608	22,628	10.33%
<u>Maintenance & Operations</u>					
100-011-600- 431	Water & Sewer	52,000	52,000	0	0.00%
100-011-600- 434	Other Utility Services	951	951	0	0.00%
100-011-600- 435	Heating Electricity	200,000	250,000	50,000	25.00%
100-011-600- 436	Electricity	164,714	164,714	0	0.00%
100-011-600- 438	Heating Fuel	20,000	15,000	(5,000)	-25.00%
Total 600	Maintenance & Operations	437,665	482,665	45,000	10.28%

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Student Activity</u>					
100-011-700- 315	Cert-Teacher	92,088	97,541	5,453	5.92%
100-011-700- 316	Extra Duty Pay	57,493	57,445	(47)	-0.08%
100-011-700- 326	Classified Extra Duty Pay	44,659	45,258	598	1.34%
100-011-700- 361	Health Insurance	10,145	12,275	2,130	21.00%
100-011-700- 364	FICA	2,816	2,904	87	3.09%
100-011-700- 365	TRS	17,403	18,082	679	3.90%
100-011-700- 369	SBS	3,413	3,450	37	1.07%
100-011-700- 425	Student Travel	10,000	10,000	0	0.00%
100-011-700- 451	Teaching Supplies	450	450	0	0.00%
100-011-700- 491	Dues & Fees	5,660	5,660	0	0.00%
Total 700	Student Activity	244,128	253,065	8,937	3.66%
Total 011	Sitka High School	4,819,615	4,775,554	(44,061)	-0.91%

Location 111 Blatchley Middle School

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Regular Instruction</u>					
100-111-100- 315	Cert-Teacher	1,239,532	1,064,309	(175,224)	-14.14%
100-111-100- 316	Extra Duty Pay	750	750	0	0.00%
100-111-100- 317	Substitute - Certified	20,000	20,000	0	0.00%
100-111-100- 329	Substitute - Non-Cert	20,000	20,000	0	0.00%
100-111-100- 361	Health/Life Insurance	256,264	275,608	19,344	7.55%
100-111-100- 364	FICA	18,564	15,465	(3,099)	-16.69%
100-111-100- 365	TRS	154,619	131,451	(23,168)	-14.98%
100-111-100- 369	SBS	3,018	3,584	566	18.76%
100-111-100- 410	Professional & Technical Services	4,000	4,000	0	0.00%
100-111-100- 425	Student Transportation	1,500	1,500	0	0.00%
100-111-100- 440	Other Purchased Services	4,500	4,500	0	0.00%
100-111-100- 441	Equipment Rentals	3,750	3,750	0	0.00%
100-111-100- 443	Equipment Repair/Maint	1,500	1,500	0	0.00%
100-111-100- 451	Teaching Supplies	21,411	21,411	0	0.00%
100-111-100- 472	Library Books	4,000	4,000	0	0.00%
100-111-100- 473	Periodicals	5,000	5,000	0	0.00%
100-111-100- 479	Other Supplies/Media	1,950	1,950	0	0.00%
Total 100	Regular Instruction	1,760,359	1,578,779	(181,580)	-10.31%
<u>Enrichment</u>					
100-111-130- 316	Extra Duty Pay	1,000	1,000	0	0.00%
100-111-130- 364	FICA	15	15	0	0.00%
100-111-130- 365	TRS	126	126	0	0.00%
100-111-130- 451	Teaching Supplies	630	630	0	0.00%
Total 130	Enrichment	1,770	1,770	0	0.00%
<u>Vocational Education</u>					
100-111-160- 451	Teaching Supplies	4,650	4,650	0	0.00%
Total 160	Vocational Education	4,650	4,650	0	0.00%
<u>Special Education</u>					
100-111-200- 315	Cert-Teacher	217,261	234,812	17,551	8.08%
100-111-200- 323	NonCert-Aides	192,272	225,748	33,476	17.41%
100-111-200- 361	Health/Life Insurance	210,879	255,164	44,285	21.00%
100-111-200- 364	FICA	5,938	6,678	740	12.46%
100-111-200- 365	TRS	27,288	29,492	2,204	8.08%
100-111-200- 366	PERS	42,300	49,665	7,365	17.41%
100-111-200- 369	SBS	11,786	13,838	2,052	17.41%
100-111-200- 451	Teaching Supplies	2,350	2,350	0	0.00%
100-111-200- 479	Other Supplies/Media	100	100	0	0.00%
Total 200	Special Education	710,175	817,848	107,673	15.16%
<u>Guidance</u>					
100-111-320- 315	Cert-Teacher	58,253	63,254	5,001	8.59%
100-111-320- 361	Health/Life Insurance	18,108	21,911	3,803	21.00%
100-111-320- 364	FICA	845	917	73	8.59%
100-111-320- 365	TRS	7,317	7,945	628	8.59%
100-111-320- 454	Office Supplies/Postage	750	750	0	0.00%
Total 320	Guidance	85,272	94,777	9,505	11.15%

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Health Services</u>					
100-111-330- 454	Office Supplies/Postage	500	500	0	0.00%
Total 330	Health Services	500	500	0	0.00%
<u>School Administration</u>					
100-111-400- 313	Principal	225,788	238,567	12,779	5.66%
100-111-400- 361	Health/Life Insurance	36,217	43,822	7,605	21.00%
100-111-400- 364	FICA	3,245	3,430	185	5.71%
100-111-400- 365	TRS	28,031	29,713	1,682	6.00%
100-111-400- 454	Office Supplies/Postage	10,000	10,000	0	0.00%
Total 400	School Administration	303,280	325,532	22,251	7.34%
<u>School Administration Support</u>					
-111-450-000- 324	NonCert-Support	82,627	88,816	6,189	7.49%
-111-450-000- 329	Substitutes/Temporary	1,000	1,000	0	0.00%
-111-450-000- 361	Health/Life Insurance	51,323	62,101	10,778	21.00%
-111-450-000- 364	FICA	1,213	1,302	90	7.40%
-111-450-000- 366	PERS	18,178	19,539	1,362	7.49%
-111-450-000- 369	SBS	5,126	5,506	379	7.40%
Total 450	School Administration Support	159,467	178,264	18,797	11.79%
<u>Maintenance & Operations</u>					
100-111-600- 431	Water & Sewer	35,000	35,000	0	0.00%
100-111-600- 434	Other Utility Services	600	600	0	0.00%
100-111-600- 435	Heating Electricity	95,000	107,000	12,000	12.63%
100-111-600- 436	Electricity	115,000	115,000	0	0.00%
100-111-600- 438	Heating Fuel	15,000	15,000	0	0.00%
Total 600	Maintenance & Operations	260,600	272,600	12,000	4.60%
<u>Student Activity</u>					
100-111-700- 316	Extra Duty Pay	13,858	12,650	(1,208)	-8.72%
100-111-700- 326	Classified Extra Duty Pay	10,650	10,650	0	0.00%
100-111-700- 364	FICA	355	338	(18)	-4.93%
100-111-700- 365	TRS	1,540	1,388	(152)	-9.86%
100-111-700- 366	PERS	297	297	0	0.00%
100-111-700- 369	SBS	751	751	0	0.00%
Total 700	Student Activity	27,451	26,074	(1,378)	-5.02%
Total 111	Blatchley Middle School	3,313,525	3,300,793	(12,732)	-0.38%

Location 300 Keet Gooshi Heen Elementary

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Regular Instruction</u>					
100-300-100- 315	Cert-Teacher	1,491,286	1,365,636	(125,650)	-8.43%
100-300-100- 316	Extra Duty Pay	13,063	21,500	8,438	64.59%
100-300-100- 317	Substitute - Certified	90,000	90,000	0	0.00%
100-300-100- 329	Substitute - Non-Cert	10,000	10,000	0	0.00%
100-300-100- 361	Health/Life Insurance	389,756	382,823	(6,933)	-1.78%
100-300-100- 364	FICA	23,263	21,563	(1,700)	-7.31%
100-300-100- 365	TRS	188,946	174,224	(14,722)	-7.79%
100-300-100- 369	SBS	6,130	6,130	0	0.00%
100-300-100- 410	Professional & Technical Services	600	600	0	0.00%
100-300-100- 425	Student Transportation	3,750	1,750	(2,000)	-53.33%
100-300-100- 440	Other Purchased Services	9,250	11,250	2,000	21.62%
100-300-100- 441	Equipment Rentals	6,500	6,500	0	0.00%
100-300-100- 443	Equipment Repair/Maint	200	200	0	0.00%
100-300-100- 451	Teaching Supplies	33,054	28,054	(5,000)	-15.13%
100-300-100- 471	Textbooks	4,100	6,100	2,000	48.78%
100-300-100- 472	Library Books	3,100	6,100	3,000	96.77%
100-300-100- 473	Periodicals	3,000	3,000	0	0.00%
100-300-100- 479	Other Supplies/Media	500	500	0	0.00%
Total 100	Regular Instruction	2,276,497	2,135,931	(140,566)	-6.17%
<u>Special Education</u>					
100-300-200- 315	Cert-Teacher	304,370	327,148	22,778	7.48%
100-300-200- 316	Extra Duty Pay	1,500	1,500	0	0.00%
100-300-200- 323	NonCert-Aides	303,146	354,908	51,762	17.08%
100-300-200- 361	Health/Life Insurance	275,734	320,769	45,035	16.33%
100-300-200- 364	FICA	8,418	9,466	1,048	12.45%
100-300-200- 365	TRS	38,417	41,278	2,861	7.45%
100-300-200- 366	PERS	66,692	78,080	11,388	17.08%
100-300-200- 369	SBS	18,583	21,756	3,173	17.08%
100-300-200- 451	Teaching Supplies	1,670	1,670	0	0.00%
Total 200	Special Education	1,018,530	1,156,575	138,045	13.55%
<u>Guidance</u>					
100-300-320- 315	Cert-Teacher	75,341	79,862	4,520	6.00%
100-300-320- 361	Health/Life Insurance	25,936	31,383	5,447	21.00%
100-300-320- 364	FICA	1,092	1,158	66	6.00%
100-300-320- 365	TRS	9,463	10,031	568	6.00%
100-300-320- 454	Office Supplies/Postage	500	500	0	0.00%
Total 320	Guidance	112,333	122,934	10,600	9.44%
<u>Library Services</u>					
100-300-352- 315	Cert-Teacher	88,637	0	(88,637)	-100.00%
100-300-352- 361	Health/Life Insurance	30,513	0	(30,513)	-100.00%
100-300-352- 364	FICA	1,285	0	(1,285)	-100.00%
100-300-352- 365	TRS	11,133	0	(11,133)	-100.00%
100-300-352- 454	Office Supplies/Postage	500	500	0	0.00%
Total 352	Library Services	132,068	500	(131,568)	-99.62%

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>School Administration</u>					
100-300-400- 313	Principal	103,553	111,110	7,557	7.30%
100-300-400- 361	Health/Life Insurance	30,513	36,921	6,408	21.00%
100-300-400- 364	FICA	1,487	1,597	110	7.37%
100-300-400- 365	TRS	12,843	13,830	987	7.68%
100-300-400- 454	Office Supplies/Postage	7,000	7,000	0	0.00%
Total 400	School Administration	155,396	170,457	15,061	9.69%
<u>School Administration Support</u>					
100-300-450- 324	NonCert-Support	79,522	85,379	5,857	7.37%
100-300-450- 329	Substitutes/Temporary	2,000	2,000	0	0.00%
100-300-450- 361	Health/Life Insurance	42,917	51,930	9,013	21.00%
100-300-450- 364	FICA	1,182	1,267	85	7.18%
100-300-450- 366	PERS	17,495	18,783	1,289	7.37%
100-300-450- 369	SBS	4,997	5,356	359	7.18%
Total 450	School Administration Support	148,113	164,716	16,602	11.21%
<u>Maintenance & Operations</u>					
100-300-600- 431	Water & Sewer	35,000	45,000	10,000	28.57%
100-300-600- 434	Other Utility Services	550	550	0	0.00%
100-300-600- 435	Heating Electricity	85,000	106,000	21,000	24.71%
100-300-600- 436	Electricity	99,461	104,000	4,539	4.56%
100-300-600- 438	Heating Fuel	13,000	13,000	0	0.00%
Total 600	Maintenance & Operations	233,011	268,550	35,539	15.25%
Total 300	Keet Gooshi Heen Elementary	4,075,950	4,019,662	(56,287)	-1.38%

Location 333 Xoots Elementary School

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Regular Instruction</u>					
100-333-100- 315	Cert-Teacher	819,915	659,824	(160,091)	-19.53%
100-333-100- 316	Certified Extra Duty Pay	6,550	6,800	250	3.82%
100-333-100- 317	Substitute - Certified	43,500	43,500	0	0.00%
100-333-100- 329	Substitute - Non-Cert	15,000	15,000	0	0.00%
100-333-100- 361	Health/Life Insurance	176,040	185,311	9,271	5.27%
100-333-100- 364	FICA	12,832	10,514	(2,318)	-18.06%
100-333-100- 365	TRS	103,741	83,665	(20,076)	-19.35%
100-333-100- 369	SBS	3,617	3,617	0	0.00%
100-333-100- 410	Professional & Technical Services	950	950	0	0.00%
100-333-100- 425	Student Transportation	2,000	2,000	0	0.00%
100-333-100- 440	Other Purchased Services	5,900	5,900	0	0.00%
100-333-100- 441	Equipment Rentals	8,000	8,000	0	0.00%
100-333-100- 451	Teaching Supplies	25,477	30,477	5,000	19.63%
100-333-100- 472	Library Books	200	200	0	0.00%
100-333-100- 473	Periodicals	200	200	0	0.00%
100-333-100- 479	Other Supplies/Media	5,500	500	(5,000)	-90.91%
Total 100	Regular Instruction	1,229,422	1,056,458	(172,964)	-14.07%
<u>Special Education</u>					
100-333-200- 315	Cert-Teacher	344,539	375,124	30,585	8.88%
100-333-200- 316	Extra Duty Pay	1,063	950	(113)	-10.63%
100-333-200- 323	NonCert-Aides	279,661	423,481	143,820	51.43%
100-333-200- 361	Health/Life Insurance	225,151	324,335	99,184	44.05%
100-333-200- 364	FICA	9,066	11,594	2,527	27.88%
100-333-200- 365	TRS	43,408	47,235	3,827	8.82%
100-333-200- 366	PERS	61,525	93,166	31,640	51.43%
100-333-200- 369	SBS	17,143	25,959	8,816	51.43%
100-333-200- 451	Teaching Supplies	1,500	1,500	0	0.00%
Total 200	Special Education	983,056	1,303,344	320,288	32.58%
<u>Guidance</u>					
100-333-320- 315	Cert-Teacher	64,175	69,532	5,357	8.35%
100-333-320- 361	Health/Life Insurance	84	88	4	5.00%
100-333-320- 364	FICA	931	1,008	78	8.35%
100-333-320- 365	TRS	8,060	8,733	673	8.35%
100-333-320- 454	Office Supplies/Postage	0	0	0	0.00%
Total 320	Guidance	73,250	79,361	6,111	8.34%
<u>Library Services</u>					
100-333-352- 315	Cert-Teacher	27,278	28,915	1,637	6.00%
100-333-352- 361	Health/Life Insurance	7,243	8,764	1,521	21.00%
100-333-352- 364	FICA	396	419	24	6.00%
100-333-352- 365	TRS	3,426	3,632	206	6.00%
100-333-352- 454	Office Supplies/Postage	0	0	0	0.00%
Total 352	Library Services	38,343	41,730	3,387	8.83%

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>School Administration</u>					
100-333-400- 313	Principal	110,046	117,784	7,738	7.03%
100-333-400- 316	Extra Duty Pay	0	0	0	0.00%
100-333-400- 361	Health/Life Insurance	18,108	21,911	3,803	21.00%
100-333-400- 364	FICA	1,581	1,693	112	7.10%
100-333-400- 365	TRS	13,658	14,668	1,010	7.39%
100-333-400- 390	Mileage Reimbursement	0	0	0	0.00%
100-333-400- 410	Professional & Technical	350	350	0	0.00%
100-333-400- 454	Office Supplies/Postage	4,000	4,000	0	0.00%
Total 400	School Administration	147,744	160,407	12,663	8.57%
<u>School Administration Support</u>					
100-333-450- 324	NonCert-Support	57,152	60,600	3,448	6.03%
100-333-450- 329	Substitutes/Temporary	3,100	3,100	0	0.00%
100-333-450- 361	Health/Life Insurance	26,813	32,444	5,631	21.00%
100-333-450- 364	FICA	874	924	50	5.72%
100-333-450- 366	PERS	12,573	13,332	759	6.03%
100-333-450- 369	SBS	3,693	3,905	211	5.72%
Total 450	School Administration Support	104,206	114,304	10,099	9.69%
<u>Maintenance & Operations</u>					
100-333-600- 431	Water & Sewer	27,475	32,000	4,525	16.47%
100-333-600- 434	Other Utility Services	575	575	0	0.00%
100-333-600- 435	Heating Electricity	65,000	75,000	10,000	15.38%
100-333-600- 436	Electricity	46,076	55,000	8,924	19.37%
100-333-600- 438	Heating Fuel	15,500	15,500	0	0.00%
Total 600	Maintenance & Operations	154,626	178,075	23,449	15.16%
Total 333	Xoots Elementary School	2,730,647	2,933,680	203,033	7.44%

Location 400 Vocational Center

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
Maintenance & Operations					
100-400-600- 431	Water & Sewer	3,200	3,200	0	0.00%
100-400-600- 434	Other Utility Services	572	572	0	0.00%
100-400-600- 436	Electricity	15,000	15,450	450	3.00%
Total 600	Maintenance & Operations	18,772	19,222	450	2.40%
Total 400	Vocational Center	18,772	19,222	450	2.40%

Location 500 Performing Arts Center

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Maintenance & Operations</u>					
100-500-600- 434	Other Utility Services	850	850	0	0.00%
100-500-600- 435	Heating Electricity	66,000	75,000	9,000	13.64%
100-500-600- 438	Heating Fuel	8,000	8,000	0	0.00%
100-500-600- 446	Property Insurance	30,200	29,000	(1,200)	-3.97%
Total 600	Maintenance & Operations	105,050	112,850	7,800	7.43%
Total 500	Performing Arts Center	105,050	112,850	7,800	7.43%

Location 994 Pacific High School

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
<u>Regular Instruction</u>					
100-994-100- 315	Cert-Teacher	256,352	213,695	(42,657)	-16.64%
100-994-100- 316	Certified Extra Duty Pay	4,134	4,025	(109)	-2.63%
100-994-100- 317	Substitute - Certified	5,000	5,000	0	0.00%
100-994-100- 329	Substitute - Non-Cert	1,500	1,500	0	0.00%
100-994-100- 361	Health/Life Insurance	59,857	60,152	295	0.49%
100-994-100- 364	FICA	3,871	3,251	(620)	-16.02%
100-994-100- 365	TRS	32,717	27,346	(5,371)	-16.42%
100-994-100- 369	SBS	398	398	0	0.00%
100-994-100- 410	Professional & Technical Services	100	100	0	0.00%
100-994-100- 420	Staff Travel	500	500	0	0.00%
100-994-100- 425	Student Transportation	200	200	0	0.00%
100-994-100- 440	Other Purchased Services	2,500	1,500	(1,000)	-40.00%
100-994-100- 441	Equipment Rentals	200	1,200	1,000	500.00%
100-994-100- 443	Equipment Repair/Maint	1,000	1,000	0	0.00%
100-994-100- 451	Teaching Supplies	7,184	7,184	0	0.00%
100-994-100- 458	Gas/Oil	850	850	0	0.00%
Total 100	Regular Instruction	376,364	327,902	(48,462)	-12.88%
<u>Special Education</u>					
100-994-200- 315	Cert-Teacher	86,762	92,630	5,868	6.76%
100-994-200- 323	NonCert-Aides	12,394	32,430	20,036	161.66%
100-994-200- 366	PERS	2,727	7,135	4,408	161.66%
100-994-200- 361	Health/Life Insurance	41,222	49,879	8,657	21.00%
100-994-200- 364	FICA	1,438	1,813	376	26.12%
100-994-200- 365	TRS	10,897	11,634	737	6.76%
Total 200	Special Education	155,440	195,521	40,082	25.79%
<u>School Administration</u>					
100-994-400- 313	Principal	111,146	118,950	7,804	7.02%
100-994-400- 361	Health/Life Insurance	30,513	36,921	6,408	21.00%
100-994-400- 364	FICA	1,597	1,710	113	7.09%
100-994-400- 365	TRS	13,797	14,815	1,018	7.38%
100-994-400- 420	Staff Travel	50	50	0	0.00%
100-994-400- 454	Office Supplies/Postage	640	640	0	0.00%
Total 400	School Administration	157,743	173,086	15,343	9.73%
<u>School Administration Support</u>					
100-994-450- 324	NonCert-Support	22,442	23,975	1,534	6.83%
100-994-450- 329	Substitutes/Temporary	500	500	0	0.00%
100-994-450- 361	Health/Life Insurance	16,104	19,486	3,382	21.00%
100-994-450- 364	FICA	333	355	22	6.68%
100-994-450- 366	PERS	4,937	5,275	337	6.83%
100-994-450- 369	SBS	1,406	1,500	94	6.68%
Total 450	School Administration Support	45,722	51,091	5,369	11.74%

Account Code	Description	FY 2024 Rev#3 Approved	FY 2025 Proposed	Change	Percent Change
Maintenance & Operations					
100-994-600- 431	Water & Sewer	11,016	11,016	0	0.00%
100-994-600- 434	Other Utility Services	648	648	0	0.00%
100-994-600- 436	Electricity	9,720	9,720	0	0.00%
Total 600	Maintenance & Operations	21,384	21,384	0	0.00%
Total 994	Pacific High School	756,653	768,984	12,332	1.63%
Total Fund 100 Operating Budget		23,538,827	23,137,312	(401,514)	-1.71%

SITKA SCHOOL DISTRICT
FY2025 Special Revenue Funds

Title Grants
Awards and FTE Summary
FY2025 Estimated

Fund	Title	Full Time Employees	2025 Est. Award
243	AK Literacy (Est. Carryover)	1	150,000
258	Title I A Basic	2	216,477
261	Title VI B	5	357,864
263	Preschool (619)	0.25	16,000
TBD	PBIS	0	26,250
265	Title IV A Student Support & Academic	0.15	24,019
267	Discretionary Special Education	0.15	8,000
268	Title I C Migrant Ed	0.5	210,554
272	Title I School Improvement	0	29,286
274	Carl Perkins	0	32,388
282	Title II A Teacher & Princ.	0.25	69,309
355	IEA (FY2024 Award)	2	137,156
Total Title Grants		11.30	1,277,303

Other Special Revenue Funds

Awards and FTE Summary
FY2024 Actual*

Fund	Title	Full Time Employees	2024 Award
205	Transportation	0	498,282
234	PHS Alternative Schools Grant	0	15,000
241	Youth Risk Behavior	0	23,300
255	Food Service	0.5	4,197
256/257	PHS Fresh Fruit and Vegetables FY23	0	510,072
290	COVID-19 CRRSA Act: ESSER III or STA	0	29,160
293	STEPS-Promise Neighborhoods	0	83,732
297/300/301	AmeriCorp (Multi-Year/Mini-Grant)	1	230,000
324	Sea Alaska Heritage	1	325,153
326	STEAM - Making SHI	1.5	105,000
351	Youth Cultural Heritage	0	180,000
360	SNEP in Schools	2	5,000
371	Fund 71	0	310,992
373	Charitable Trust	0	51,857
375	Student School Activity Accounts	0	Varies
377	Reuben E Crossett	0	12,446
500	Major Maintenance	0	26,488
600	Ventures	1	193,590
625	Auditorium (Billed to Users/Direct Exp)	0	125,000
700/701	Student School Athletic Accounts	0	134,600/Varies
710	Prop 1 Funding	0	300,000
Total Other Special Revenue Funds		7.00	3,163,869

*Special revenue anticipated to be renewed for FY2025, allocations are unknown at this time.
FY2024 allocations and employee counts have been presented for reference.

SITKA SCHOOL DISTRICT
FY2024 Proposed Operating Budget
City and Borough of Sitka Funding Summary

Funding Type (SSD Fund)	Annual Amount
Local support-monthly (Fund 100):	\$7,669,562
Student activities (Fund 701):	\$134,600
Funding from marijuana tax proceeds restricted to the support of extracurricular student activities and associated travel costs (Fund 710):	\$300,000
Support of Performing Arts Center (PAC):	
• Payment of utility account for the Performing Arts Center (Fund 100)	\$66,000
• Up to \$125,000 for operations as awarded under RFP (Fund 625)	≤\$125,000
Other funding:	
• Transfer of School Building Maintenance responsibility to CBS (N/A)	\$640,000
Disbursement of Secure Rural Schools federal funding up to \$300,000 (Fund 100)	≤\$300,000
Total (Including School Maintenance Transfer - Up To):	\$9,235,162

FY 2024 Position Summary	Classroom/Core & Elective	Specials (Elem)	Librarian	ELL	SpEd/Counselors	Operating fund FTE	Grant Funded FTE	Total FTE teachers	PTR (only classroom)
Xóots	10	1.85	.4	.5	5.8	18.55	2.75	21.3	15
Kéet Góoshi Héen	16	2.25	1	.5	5.2	24.95	2.25	27.20	17
Blatchley	15.6		0	.25	4	19.85	1.6	21.45	18
Sitka High School	18		1	.75	5	24.75	1	25.75	20
Pacific High School	2.5		0	With SHS	2	4.5	1	5.5	14
REACH	1								
	OT	PT	SLP	School Psychologist	Learning Support Director				
District Wide Student Services	1	1	3	1	1				
	Superintendent	Administrative Assistant	Payroll	Finance Specialist (Accts Payable)	Business Manager	Tech Director			
District Office Staff	1	1	1	2	1	1			

***The decimals are there because grant funds only cover partial teachers.

***We are changing the library model to Media Specialist/Interventionist.

FY 2025 Position Summary	Classroom Teachers	Specials (Elem)	Librarian changes to Media Specialist	ELL	SpEd/Counselors	Operating fund FTE	Grant Funded FTE Including Media Specialist	Total FTE teachers	PTR (only classroom teachers)
Xóots	8	1.3	0	.5	5.8	15.6	2	17.6	18
Kéet Góoshi Héen	12	1.7	0	.5	5.2	19.4	1	20.4	23
Blatchley	12.5		.4	.2	4	17.1	1.6	18.7	24
Sitka High School	15		0	.75	5	20.75	0	20.75	27
Pacific High School	2.5		0	(with SHS)	2	4.5	.5	5	15
REACH	1								
	OT	PT	SLP	School Psychologist	Learning Support Director				
District Wide Student Services	1	1	3	1	1				
	Superintendent	Administrative Assistant	Payroll	Finance Specialist (Accounts Payable)	Business Manager	Tech Director (Moved Tenured Teacher into this position)	Assistant Superintendent		
District Office Staff	1	1	1	2	1	1	1		

***The decimals are there because grant funds only cover partial teachers.

***We are changing the library model to Media Specialist/Interventionist.



TO: School Board Members

FROM: Deidre Jenson, Superintendent

DATE: May 9, 2024

RE: FY 2025 Certified Contracts

The following lists represent admin, teachers, and specialists for whom a recommendation for a FY25 certified contract can be made at this time. Others may be forthcoming depending on various factors. These contracts are funded through regular education and grants. Some transfers may occur at a later date, as necessary. Each teacher is assigned to one "home" school site although they may be split between one or more schools, and part-time assignments are denoted in parentheses next to a teacher's name.

Name	Position
Allison, Alexander	Teacher
Bahrt, Theodore	Teacher
Barry, Melinda	Admin
Baker, Janet	Teacher
Boord, Hanna	Teacher
Brandt-Ferguson, Susan	Teacher
Brooks, Jeanine	Social Worker
Buxton, Kelly	Teacher
Chambers, Amanda	Teacher
Charbonneau, Frederique	Teacher
Christianson, Jessica	Teacher
Christianson, Kersten	Teacher
Clay, Jeffrey	Teacher
Colvin, Andrea	Teacher
Dailey, Alexander	Teacher
Davis, Jennifer	Teacher
Demmert, Emily	Teacher
Duncan, Cynthia	Teacher (Technology)
Eddy, Sarah	Teacher
Eells, Jamie	Teacher (REACH)
Enfiejian, Morgaine	Teacher
Gagner, Roxann	Teacher
Golden, Stacy	Teacher

Grant, Jennifer	Teacher
Gray, Keri	Teacher
Groen, Matthew	Teacher
Gulman, Janna	Teacher
Haley, Ashley	Teacher
Hames, Andrew	Teacher
Haug, Carmel	Teacher
Heathman, Megan	Teacher
Hedrick, Beau	Teacher
Hedrick, Jacqueline	Teacher
Hill, Angela	Teacher
Hill, Ryan	Teacher
Hole, Jeffrey	Teacher
Hole, Kristine	Teacher
Horton, Jacklynn	Teacher
Kaminsky, Elissa	Teacher
Kaminsky, Michael	Teacher
Karsunky, Kirstin	Teacher
Keaveny, Jessica	Teacher
Kimber, Charlotte	Teacher (OT)
Kraft, Courtney	School Psych
Krause, Korie	Teacher
Krupa, Richard	Teacher (AD)
Larson, Drew	Teacher
LeBlanc, Jule	Cultural Director
Lecrone, Jill	Admin
Lihou, Heidi	Teacher
Lundvick, Sondra	Admin
Manewal, Larisa	Teacher
Martinsen, Kailee	Teacher
McArthur, Scott	Teacher
McCarty, Jael	Teacher
McCarty, Tyler	Admin
McNeilley, Robin	Teacher
Montagna, Joseph	Teacher
Mullin, Katherine	Teacher
Myers, Ryan	Teacher
Pepper, Megan	Teacher
Peterson, Jeremy	Teacher
Pike, Terry	Teacher
Pike, Tim	Teacher
Pilch, Nicholas	Teacher (PT)
Ploetzner, Joseph	Teacher
Poulson, Catherine	Teacher
Quevedo, Brenda	Teacher
Quevedo, Ramon	Social Worker
Reid, Jennifer	Teacher
Reynolds, Bridgette	Teacher (.5)
Richter, Betty	Teacher

Ross, Susan	Teacher
Schumejda, Corinne	Teacher
Simic, Anita	Teacher
Smith, Shasta	Teacher
Starbuck, Ariel	Teacher
Strong, Jeremy	Teacher
Sumauang, Tammy	Teacher
Summer, Mandy	Admin
Tulloh, Jennifer	Teacher
Turner, Meggan	Teacher
Turner, Sheldon	Teacher
Twaddle, Diana	Admin
Vieira, Michael	Teacher
Voron, Christopher	Admin
Voron, Natalie	Teacher
White, Benjamin	Admin
White, Margaret	Teacher
Woolsey, Caitlin	Teacher (.5)
Young, Judith	Teacher



TO: School Board Members

FROM: Deidre Jenson, Superintendent

DATE: May 1, 2024

RE: FY25 Certified Contracts

The following lists represent administrators and teachers for whom a recommendation for a FY25 certified contract can be made at this time. Others may be forthcoming depending on various factors. These contracts are funded through regular education and grants. Some transfers may occur at a later date as necessary. Each teacher is assigned to one "home" school site although they may be split between one or more schools, and part-time assignments are denoted in parentheses next to a teacher's name.

Administrators

Shelton, Keith
Twaddle, Diana

Site

BMS
DO