

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

Wednesday, December 4, 2024 | 5:45 PM | Harrigan Centennial Hall, 330 Harbor Drive, Sitka, AK
99835

Proposed Agenda

1. **Recognitions - 5:45 - 6:00 p.m.**
 - **Haa Latseeni**
 - **SHS Girls Volleyball**
 - **Alaska All-State Musicians**

2. **Call to Order - 6:00 p.m.**
3. **Flag Salute**
4. **Land Acknowledgment**
5. **Roll Call**
6. **Approval of the Proposed Agenda and Consent Agenda**
 - 6.a. Minutes from November 5, 2024
 - 6.b. November 13th Policy Committee Recap
 - 6.c. Personnel Report
 - 6.d. Approve Revisions to BB 9123 - Clerk, Second Reading
 - 6.e. Approve Revisions to BB 9121 - President, Second Reading
 - 6.f. Approve Revisions to BB 9310 - Policy Manual, Second Reading
 - 6.g. (ADOPT) BP 5141.43 Uniform Investigations, Second Reading
 - 6.h. (ADOPT) AR 5141.43 - Uniform Investigations, Second Reading
 - 6.i. Approve Revisions to BP 4117.6 Nonretention, Second Reading
 - 6.j. Revision to AR 4117.6 - Certificated Personnel - Informal Hearing for Non-Retention of Nontenured Staff
7. **Persons to be Heard - Non-Agenda Items**
8. **Special Reports: Government to Government**
9. **School Highlights—BMS**
10. **Reports and Presentations**
11. **Board Member Reports**
12. **Superintendent Report**
13. **New Business**
 - 13.a. District Phones
 - 13.b. Acceptance of FY24 Audit

- 13.c. Approve Revisions to BB-9020 Board Standards, First Reading
- 13.d. ADOPTION E 9020 Board Standards
- 14. **Future Agenda Items/Upcoming Events**
 - 14.a. December 11, 2024 - Policy Committee Meeting | 5:00 p.m. | District Office Boardroom
 - 14.b. January 8, 2025 - Regular School Board Meeting | 5:45 p.m. | Harrigan Centennial Hall
 - 14.c. January 16, 2025 - Joint Work Session - CBS Assembly and SSD School Board | 6:00 p.m.
| Harrigan Centennial Hall
 - 14.d. February 5, 2025 - Regular School Board Meeting | 5:45 p.m. | Harrigan Centennial Hall
- 15. **Final Comments from the Public**
- 16. **Final Comments from the Board**
- 17. **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
November 5, 2024 – 6:00 p.m.
Sitka High School Library

Sitka School District

Superintendent: Dr. Deidre Jenson

1. RECOGNITIONS

- Haa Latseeni
- SHS Cross Country
- Francis Myers – Alaska State Representative for the National Student Council

2. CALL TO ORDER

The meeting of the Sitka School Board was called to order by President Phil Burdick at 6:00 p.m. at Harrigan Centennial Hall.

3. FLAG SALUTE

**4. LAND
ACKNOWLEDGEMENT**

5. ROLL CALL

In attendance were board members Amanda Williams, Tom Williams, President Phil Burdick, Steve Morse (via Zoom; he was excused from the meeting at 7:30 p.m.), Paul Rioux (via Zoom), and Student Representatives Francis Myers and Gus Maxwell. The meeting was quorate.

**6. APPROVAL OF THE
PROPOSED AGENDA
AND CONSENT AGENDA**

- a. MINUTES FROM
SEPTEMBER 12, 2024
- b. MINUTES FROM October
2, 2024
- c. MINUTES FROM
OCTOBER 8, 2024
- d. PERSONNEL REPORT
- e. SESPA TIMEKEEPING
MOA
- f. APPROVAL OF
REVISIONS TO bp 4117.6 –
NON-RETENTION,
SECOND READING
- g. ADOPTION OF BP 3523 –
EMAIL, SECOND
READING

Mr. Williams moved, and **Ms. Williams** seconded to amend the consent agenda by moving item 6.e. SESPA Timekeeping MOA to the first item in New Business, and by removing item 6.f. Approval of Revisions to BP 4117.6 - Non-Retention, Second Reading, to send it back to the Policy Committee for further revision.

Following a roll call vote, the motion PASSED without opposition.

Mr. Williams moved, and **Mr. Rioux** seconded to approve the proposed agenda and consent agenda, as amended.

Following a roll call vote, the motion PASSED without opposition.

7. **PERSONS TO BE HEARD** Sitka High School Senior, **Julia Nabua** told the board about the newly formed Filipino Culture Club, “Barkadas.”

Sitka High School teacher, **Freddie Charbonneau** informed the board that the Alaska Association of Student Government (AASG) would be holding their state conference in Sitka in April. This was to explain the request for the inservice date change later on the meeting agenda.

8. **GOVERNMENT TO GOVERNMENT** There was no government-to-government report at this meeting.

9. **SCHOOL HIGHLIGHTS** Principal **Matt Groen** updated the board on the Farm to School program, and shared about other changes at PHS, both with staff and some school protocol.

10. **TREMCO SUMMARY REPORT ON BLATCHLEY ROOF** Max Osborne, of Tremco Roofing, reported to the board on the condition of the BMS pool roof. He explained Tremco’s recommendation for a major rebuild of the structure, which would not need to happen immediately, but would need to happen in the near future.

11. **BOARD MEMBER REPORTS** **Mr. Rioux** reported that he had visited PHS Principal Matt Groen to establish a relationship as board liaison to the school. He recognized the recent deaths of Tad Fujioka and Chuck Miller, both of whom were involved in the education of students at PHS.

Mr. Morse also remarked about the passing of Mr. Fujioka.

Mr. Myers shared highlights from SHS activities. He reported that SHS Student Council members wrote three resolutions to present to the membership of AASG. The resolutions were regarding (1) that the state budget be finalized before school districts are required to submit their budgets to the state; (2) a resolution to establish a Wellness room in state high schools; and (3) a resolution to reestablish the gifted/talented program at SHS.

Mr. Maxwell reported that Pacific High School was just beginning its second academic session.

Ms. Williams reported that she was able to attend a portion of the recent board training, and that she is continuing her training by watching the AASB first-term board member webinars. She shared that she would be attending the upcoming KGH parent advisory committee meeting as board liaison.

Mr. Williams also reported on the AASB board training and looked forward to attending the AASB Conference for additional training.

Mr. Burdick shared several things from the board training and reported that he attended the AASB/ASA webinar regarding the state Commissioner of Education's letter to superintendents.

12. SUPERINTENDENT UPDATE

Superintendent Jenson reported that the district's audit was complete, explaining that there were some findings and that the district would be submitting an action plan for the findings.

Convergent will be finishing access control installation in a few days.

Dr. Jenson informed the board that DEED recently received a large federal CLSD grant (literacy). The district will apply for funding from the grant.

She also reported that the fall OASIS report had been submitted, with enrollment at the end of the reporting period at 1043.

Dr. Jenson referred the board to her written report, in which she reported on other projects she is currently working on, including a new phone system for the district, graduation requirements and dual credit, and updated the board on the Food Service and Pre-K programs progress.

13. NEW BUSINESS

6. e. SESPA TIMEKEEPING MOA

Dr. Jenson gave the board a history on early release days for classified staff.

Mr. Williams stated that since this benefit is not explicit in the SESPA Negotiated Agreement, it should not be honored due to budgetary implications.

a. INSERVICE DATE
CHANGE
REQUEST

Mr. Burdick explained that the timekeeping MOA will not affect a monetary change in the budget, but that it could become a topic to bring to negotiations.

Mr. Williams moved, and **Mr. Rioux** seconded to approve the rescheduling of the April inservice to April 25th.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

b. REQUEST FOR
INTERNATIONAL
TRAVEL

Mr. Rioux moved, and **Mr. Williams** seconded to approve Ms. Starbuck and Ms. Golden's request for travel to Belize and Guatemala from April 14-18, 2025.

Ms. Golden appeared before the board to answer any questions they had regarding the trip.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

c. TEACH TOWN
PURCHASE

Mr. Williams moved, and **Mr. Rioux** seconded to approve the purchase of Teach Town special education software, in the amount of \$44,250.

Chris Voron, SSD Learning Support Director, spoke to the board about the Teach Town supplemental curriculum to be used with the district's highest needs students. He explained that funding for the purchase would come from the Special Education grant. He also answered questions from the board.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

d. APPROVAL OF
CHANGE IN
MEETING

Mr. Williams moved, and **Mr. Rioux** seconded to approve the proposed new agenda order, as presented.

AGENDA ORDER
TEMPLATE

President Burdick explained that the first Public Comment for Agenda Items would be removed, and final comments by the public and the board would be added at the end of the agenda, prior to adjournment. **Ms. Williams** requested that the public comment and board comment at the end of the agenda order be split into two items, instead of combined.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

e. **APPROVE**
REVISIONS TO BB
9123 – CLERK,
FIRST READING

Mr. Williams moved, and **Mr. Rioux** seconded to approve revisions to BB 9123 – Clerk, First Reading, as presented.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

f. **APPROVE**
REVISIONS TO BB
9121 –
PRESIDENT,
FIRST READING

Mr. Williams moved, and **Ms. Williams** seconded to approve revisions to BB 9121 – President, First Reading, as presented.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

g. **APPROVE**
REVISIONS TO BB
9310 – POLICY
MANUAL, FIRST
READING

Mr. Williams moved, and **Ms. Williams** seconded to approve revisions to BB 9310 – Policy Manual, First Reading, as presented.

There was no public comment.
There was no board comment.

Following a roll call vote, the motion PASSED unanimously.

**14. FUTURE AGENDA
ITEMS/UPCOMING
EVENTS**

- a. NOVEMBER 7-10, 2024
- AASB ANNUAL
CONFERENCE
- b. DECEMBER 4, 2024 –
REGULAR SCHOOL
BOARD MEETING

15. ADJOURNMENT

Mr. Williams moved, and **Ms. Williams** seconded to adjourn the meeting at 8:00 p.m.

Phil Burdick, President

Steve Morse, Clerk

Dawn Georgia

From: Dawn Georgia
Sent: Thursday, November 14, 2024 11:42 AM
To: Amanda Williams; Brian Doyle; Dawn Georgia; Deidre Jenson; Hillary Nutting; Jamie Eells; Laura Rogers; Mindy Barry; Paul Rioux; Phil Burdick; Roxann Gagner; Ryan Haug
Subject: November 13th Policy Committee Meeting Recap + TAKE THE POLL

In Attendance:

Mindy Barry
Roxann Gagner
Deidre Jenson
Laura Rogers
Brian Doyle
Amanda Williams
Hillary Nutting (via Zoom)
Dawn Georgia

The following policies will move forward for board approval at the December 4th meeting:

ADOPT – BP 4117.6 – Nonretention

ADOPT – BP 5141.43 – Uniform Investigations

AR 5141.43 – Uniform Investigations will be reviewed again by SEA and SESPA. It will tentatively be added to the December 4th agenda.

AR 4117.6 – Certificated Personnel – Informal Hearing for Nonretention of Nontenured Staff – Deidre will get clarification from AASB on the timeline

Next meeting – I am unable to attend December 11th – plus the SHS concert is that night, too. Would December 10th work for you all to meet?

[Poll: Can you meet December 10th from 5-7 p.m.?](#)

Gunalchéesh!

Dawn Georgia

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Sitka School District Personnel Report

as of 12/1/2024

Certified Employees Recommended for Employment		
Name	Current Position	Date Effective
Wild, Marlie	Teacher	11/11/2024
Certified Employees Left Employment		
Name	Current Position	Date Effective
Classified Employees Recommended for Employment		
Name	Current Position	Date Effective
Classified Employees Left Employment		
Name	Current Position	Date Effective
Classified Employees Changed Positions		
Name	Current Position	Date Effective

BB 9123 CLERK

The duties of the clerk shall be to:

1. Certify or attest to actions taken by the Board when required.
2. Maintain such other records or reports as required by law.
3. Sign the minutes of the Board meetings following their approval.
4. Sign documents as directed by the Board on behalf of the district and sign all other items which require the signature of the clerk.
5. Serve as presiding officer in the absence of the president and vice president.
6. ~~Sign checks.~~
7. Perform any other duties assigned by the Board, ~~such as delivering written notes.~~

(cf. 9120 - Officers and Auxiliary Personnel)

Legal Reference:

ALASKA STATUTES

[14.14.070](#) *Organization of school board*

[14.14.020](#) *Bond required*

Adoption Date: October 10, 1995

Revision Date: December 1, 2015

Sitka School District

BB 9121 PRESIDENT

The Board president shall preside at all School Board meetings. They shall:

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

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

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

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

(cf. 9223 - Board Vacancies)

6. Confer with the Superintendent or designee on crucial matters which may occur between Board meetings;
7. Be responsible for the orderly conduct of all Board meetings.
8. Share informational mail with other Board members.
- ~~8-9.~~ Attend one City of Sitka Assembly meeting per month to inform the Assembly of Board Activities.

When the president resigns or is absent or disabled, the vice president shall perform the president's duties. When both the president and vice president are absent or disabled, the clerk shall perform the president's duties.

(cf. 9120 - Officers and Auxiliary Personnel)

(cf. 9320 - Meetings)

(cf. 9322 - Agenda/Meeting Materials)

Legal Reference:

ALASKA STATUTES

[14.14.070](#) *Organization of school board*

Adoption Date: October 10, 1995

Sitka School District

BB 9310 POLICY MANUAL

In governing the district, the School Board has pledged to consider the will and needs of the community. The district's policy manual is developed, distributed and maintained for the purpose of communicating to interested parties the policies, regulations and bylaws within which our schools will operate.

The Board desires that the community and district employees have access to the policy manual. The Board welcomes suggestions from the public regarding its adopted policies and regulations. A [link to the](#) public copy of the manual shall be maintained ~~in the district central office and~~ on the Sitka School District web site so that it may be examined by students, staff and other interested parties ~~during normal business hours at any time.~~

(cf. 1340 - Access to district records)

As necessary, the district shall develop or revise policies and regulations in order to reflect new legislation and changing community views.

(cf. 9311 - Board Policies)

(cf. 9312 - Board Bylaws)

(cf. 9313 - Administrative Regulations)

Legal Reference:

ALASKA STATUTES

[14.12.020](#) *Support, management, and control*

Adoption Date: October 10, 1995

Revision Date: December 1, 2015

Sitka School District

Model Policy

BP 5141.43 UNIFORM INVESTIGATIONS

The purpose of this policy is to provide guidance and procedures for conducting fair, thorough, and consistent investigations within the [Sitka School](#) District. This policy is designed to ensure the safety, well-being, and rights of all students, staff, and stakeholders involved in the investigative process. It aims to foster a safe and inclusive learning environment where concerns and allegations are taken seriously, investigated promptly, and resolved appropriately.

By implementing the Administrative Regulation associated with this uniform investigation policy, the [Sitka School District](#) is committed to maintaining a safe, respectful, and inclusive learning environment for all. Through fair and thorough investigations, we strive to address concerns, promote accountability, and protect the rights and well-being of our students and staff.

(cf. 5141.42 - Professional Boundaries of Staff with Students

(cf. 1312 - Public Complaints Concerning the Schools

(cf. 1312.3- Public Complaints Concerning Discrimination

(cf. 4118- Certificated Personnel- Suspension/Disciplinary Action

(cf. 4119.11-All Personnel- Sexual Harassment

(cf. 4144/4244/4344- Complaints

This policy is designed to supplement and reinforce the mandatory reporting requirements of [AS 47.17](#), the reporting requirements of [AS 14.33.210](#), and the concepts of Professional Boundaries of Staff with Students. This policy is not designed to replace or impact investigations conducted by the Professional Teaching Practices Commission pursuant to [AS 14.20](#).

The associated Administrative Regulation has been developed to assist school administrators when it is necessary to investigate complaints or allegations of misconduct against school staff, including volunteers. These investigations are referred to as administrative investigations.

Legal Reference:

ALASKA STATUTES

[AS 14.20](#) *Teacher and School Personnel*

[AS 40.25](#) *Public Record Disclosure*

[AS 47.17](#) *Child Protection*

[AS 14.33.210](#) *Reporting of Incidents of Harassment, Intimidation, or Bullying*

ALASKA ADMINISTRATIVE CODE

[4 AAC 12.210](#) *Reporting Instances of Prohibited Sexual Conduct*

[4 AAC 12.220](#) *Failure to Report Instances of Prohibited Sexual Conduct*

[20 AAC 10.020\(b\)\(4\)\(A\)](#) *Code of Ethics and Teaching Standards*

[20 AAC 10.020\(b\)\(4\)\(B\)](#) *Code of Ethics and Teaching Standards*

Created 9/2023

AASB POLICY REFERENCE MANUAL

9/92

AASB Policy Reference Manual

UNIFORM INVESTIGATIONS

AR 5141.43(a)

~~It is essential to select an investigator free from any personal, professional, or financial conflicts of interest. The investigator must have the skills, knowledge, experience, and time to conduct an appropriate investigation. The investigator should be objective, thorough, ethical, professional, and capable as a writer.~~

The goal of an administrative investigation is to gather all reasonably available information involving the complaint or allegation. The information gathered must be analyzed to determine whether the complaint or allegation is factual.

If an investigation of allegations is determined to be warranted, then the investigating school administrator must determine what laws, regulations, and/or policies apply to the allegations. It is critical for the investigating school administrator to consult with District legal counsel at this stage.

It is essential to select an investigator free from any personal, professional, or financial conflicts of interest. The investigator must have the skills, knowledge, experience, and time to conduct an appropriate investigation. The investigator should be objective, thorough, ethical, professional, and capable as a writer.

The result of an administrative investigation may be reduced to a comprehensive report of investigation which compiles all relevant statements and evidence obtained through the investigation.

School administrators need to be aware of employees' right to the presence of a union representative during investigatory meetings which could reasonably result in discipline of the employee. These are referred to as Weingarten rights. School administrators should refer to collective bargaining agreements for further details on employees' rights to representation during investigatory meetings.

1. Investigators must be impartial and have the ability to act independently. Investigators should also have the knowledge, skills, and experience to conduct an investigation.
2. An investigation should be conducted and completed in a timely manner, based upon the nature of the investigation.
3. An administrative investigation should be confidential and exempt from disclosure under the Public Records Act, AS 40.25.
4. School administrators should take steps to ensure the safety of students upon receipt of a complaint, including the potential removal of any school-based contact between student(s) and suspected employee(s).
5. Interviews should be conducted in a private setting. Interview questions should be planned in advance, but the interview should allow for a natural flow and follow up on areas. It is critical to allow the interviewee to fully understand and to fully answer questions, as well as offer additional information outside the scope of the interview questions.
6. If the interviews are being recorded, the interviewee should be properly advised. If the interviews are not being recorded, the interviewees should disclose whether or not they are recording the interview. If the interviews are not being recorded, the information provided by witnesses should be documented by the investigator.
7. Interviews should start with rapport building. Accusatory and intimidating tones should be avoided.

Students

8. It is critical not to cut off witnesses. Silence between questions usually results in additional information.
9. At the close of interviews, ask variations of “is there anything else I have not asked you which you believe would be relevant to this investigation?”

UNIFORM INVESTIGATIONS

AR 5141.43(a)

10. Interviewees should be encouraged to report any retaliation and/or any attempts to influence witnesses.
11. Interviewees should be advised the investigation, including the interview and the interview questions are confidential and should remain so.
12. Interviewees should be provided with contact information of the investigator to provide additional information and/or to report any retaliation.
13. Investigators must analyze interviews for credibility, or determining whether witnesses were believable. Investigators should consider whether a witness was motivated to lie, has a history of lying, or showed signs of lying. Investigators should also consider if there is evidence that corroborates witness statements.
14. Investigators should collect, analyze, document and secure physical and digital evidence. For example, class schedules, seating charts, attendance records, student disciplinary records, personnel records, social media posts, digital images and/or video, emails, text messages, and any other reliable evidence.
15. Investigators must then reach a conclusion, and document that conclusion in a written report. The investigation report should include the allegations, the investigation plan, list of evidence collected, factual findings, and recommendations, if requested.
16. The applicable standard of proof for the investigation is an issue that should be discussed with the District's attorney. Depending on the nature of the allegations, the standard of proof could be substantial evidence or preponderance of evidence.
17. The investigation report is confidential and should not be shared with the public. School administrators should develop a communications plan following the conclusion of the investigation.

Created 9/2023

AASB POLICY REFERENCE MANUAL
9/92

Model Policy

BP 4117.6 NONRETENTION

Note: [AS 14.20.145](#) provide automatic reemployment rights to employees who do not receive notice of nonretention in accordance with [AS 14.20.140](#). This sample policy should be reviewed in conjunction with the district's collective bargaining agreement, if any, to determine whether a notice date earlier than that required by law is specified.

The Superintendent or designee shall provide the School Board with his/her recommendations regarding the nonretention of certificated employees.

The School Board may decide not to rehire a nontenured employee at the end of his/her first, second, or third year and give written notice of its decision to the employee at any time during the year. If the School Board does not give nontenured teachers written notice of nonretention ten (10) days prior to the last day of the school year, per Sitka Education Association Negotiated Agreement~~by the last day of the school term~~, the employee shall be offered a contract for the following year.

Note: [AS 14.20.175](#) mandates School Boards to provide by regulation or bylaw procedures by which nontenured teachers may request and receive an informal School Board hearing regarding nonretention.

Nonretention of nontenured teachers may be based on any cause deemed adequate by the Superintendent or designee or, if an informal School Board hearing is held, any cause deemed adequate by the School Board. The Superintendent or designee shall establish administrative regulations providing for an informal hearing before the School Board upon teacher request.

The nonretention of tenured teachers shall comply with the cause and procedural requirements specified in law, including notice of nonretention before May 15, per State Statute 14.20.140.-

(c.f. 4112.1 - Contracts)

(cf. 4117.4 - Dismissal)

(cf. 4116 - Nontenured/Tenured Status)

(cf. 4117.3 - Personnel Reduction)

Legal Reference:

ALASKA STATUTES

[14.20.140](#) *Notification of nonretention*

[14.20.145](#) *Automatic re-employment*

[14.20.175](#) *Nonretention*

[14.20.180](#) *Procedure and hearing upon notice of dismissal or nonretention*

[14.20.210](#) *Authority of school board or department to adopt bylaws*

Revised 4/2014

9/92

AASB Policy Reference Manual

Model Policy

AR 4117.6 - CERTIFICATED PERSONNEL - INFORMAL HEARING FOR NON-RETENTION OF NONTENURED STAFF

Note: This regulation provides informal hearing procedures for nontenured staff who are non-retained. Pursuant to [AS 14.20.175](#), a non-retained nontenured teacher may request an informal hearing by the School Board. That statute also provides that the School Board, by bylaw or regulation, define the procedure under which the informal hearing can be requested and obtained.

A nontenured teacher may be non-retained for any cause that the employer determines to be adequate. The following procedures shall apply to the non-retention of nontenured teachers. Unless otherwise noted, all days refer to calendar days.

1. Notification. The district shall notify a nontenured teacher of non-retention in accordance with [AS 14.20.140\(b\)](#) and any applicable provisions of the negotiated agreement with certificated staff. ~~Unless an earlier date is set forth in the negotiated agreement, t~~he teacher shall be notified in writing delivered or registered mail postmarked ten (10) days prior to the last day of the school year on or before the last day of the school term.
2. Statement of Cause. Within ten (10) days of receipt of the notification of non-retention, the teacher may submit a written request to the Superintendent or designee for a written statement of cause for the non-retention. Failure to submit a timely written request constitutes waiver of this right. On the teacher's timely written request, the Superintendent or designee shall deliver to the teacher a written statement of cause for the non-retention within ten (10) days.
3. Right to Informal Hearing. ~~With~~Within ten (10) days of notice of non-retention receipt of the Statement of Cause (if requested), a nontenured teacher may submit a written request to the Superintendent or designee for an informal hearing before the School Board. Failure to submit a timely written request constitutes waiver of the right to an informal hearing. The Superintendent or designee shall schedule an informal hearing and shall inform the teacher of the date, time and place of the hearing not less than ten (10) days prior to the informal hearing.
5. Representation. The teacher may appear individually or be represented by a person of the teacher's choosing.
6. Hearing Procedures.
 - a. The informal hearing shall be held in closed session, unless opened by mutual consent.

b. The district shall record the informal hearing. On the teacher's written request, a copy shall be provided at the teacher's expense.

c. The representatives may submit whatever written documents they feel are germane to the arguments they will present, including affidavits. No witnesses may testify, except that the teacher's representative and a representative of district administration shall have the right to make a statement or presentation to the School Board. Additionally, the teacher can speak on his or her own behalf, even if represented.

d. Any written argument or documents that the parties expect to present at the informal hearing shall be exchanged by the parties no later than three (3) days prior to the informal hearing.

e. The informal hearing shall be scheduled for one hour and shall proceed as follows:

i. district administration presentation (20 min.);

ii. teacher presentation (20 min.);

iii. rebuttal presentation by district (5 min.);

iv. rebuttal by teacher (5 min.);

v. district closing statement (5 min.);

vi. teacher closing statement (5 min.);

f. The School Board may, in its discretion, vary the proceedings.

7. Decision. Following deliberation in executive session, the School Board shall render an oral decision to affirm or revoke the notice of non-retention. The decision will be made by majority vote of the School Board members participating at the informal hearing. The School Board shall issue written notice of its decision within ten (10) days after the hearing.

Revised 2/06

9/92



Dr. Deidre Jenson
Superintendent Report
12/4/24 Board Meeting

Professional Development:

Our professional development will focus on Tier I Instruction to promote alignment across K-12 content areas, utilizing research and evidence-based practices to enhance student engagement and overall collective efficacy.

The professional learning committee has met several times as well as with staff in their individual schools and the overwhelming majority is to focus our professional development on curriculum. There is a lot to be considered with the topic of curriculum; including, curriculum review, standards alignment as well as alignment between buildings and content. Our January in-service will be dedicated to this, among other items.

Youth Mental Health Alliance Grant Award: \$21,000 was awarded for professional development and student awareness with an initial framework, designed to strengthen both student and staff resilience while teaching essential self- and co-regulation techniques. A second more intensive session will incorporate PEAK Teaching for Excellence tools, strategies, and concepts designed to overcome the post-Covid challenges in schools. Participants will learn ways to increase learning, boost motivation in school, improve achievement, and positively impact attendance, behavior, and attitudes. We are still working on the details of where this will fit into our calendar.

New Projects:

Charter Schools:

As we are looking at declining enrollment, I am exploring options that would counter the declining enrollment. I have received an unofficial number of 200 homeschool students in Sitka. If there is a way to possibly meet the needs of homeschool families within a charter school, I would like to offer the opportunity for families to reach out to me to discuss this further.

Continued Projects:

SOP's: Continued work on purchasing, enrollment, and MTSS procedures.

Superintendent Travel:

*ALASBO (Alaska Association of School Business Officials) Annual conference is December 9-11th, with a Preconference for new business managers and new superintendents. We will be taking a small team including the superintendent and business manager to attend this conference and pre-conference.

Sitka School District

December 2, 2024

Monthly Revenue Report

Account No	Account Description	Current Budget	YTD Encum	YTD Revenues	Remaining Balance	Percent Outstanding
25-100-000-000-000-011	CITY/BORO APPROPRIATION	7,735,562.00	0.00	1,923,085.89	5,812,476.11	75.14%
25-100-000-000-000-040	MISC. LOCAL REVENUE	45,000.00	0.00	25,440.02	19,559.98	43.47%
25-100-000-000-000-047	E-RATE REVENUE	69,076.00	0.00	69,076.80	-0.80	0.00%
25-100-000-000-000-050	QUALITY SCHOOLS	40,945.89	0.00	0.00	40,945.89	100.00%
25-100-000-000-000-051	FOUNDATION	12,341,898.57	0.00	2,855,802.00	9,486,096.57	76.86%
25-100-000-000-000-056	TRS ON-BEHALF	241.00	0.00	0.00	241.00	100.00%
25-100-000-000-000-057	PERS ON-BEHALF	1,875.00	0.00	0.00	1,875.00	100.00%
25-100-000-000-000-090	MISC. STATE REVENUE	7,000.00	0.00	0.00	7,000.00	100.00%
25-100-000-000-000-110	IMPACT AID	70,000.00	0.00	0.00	70,000.00	100.00%
25-100-000-000-000-190	FEDERAL THROUGH OTHER IN	300,000.00	0.00	0.00	300,000.00	100.00%
25-100-000-000-056-056	TRS ON-BEHALF	3,487.00	0.00	0.00	3,487.00	100.00%
25-100-000-140-000-040	MISC. LOCAL REVENUE	0.00	0.00	963.00	-963.00	#DIV/0

Monthly Expense Report

Accounts Summarized By Function	Current Budget	YTD Encumbrance	YTD Expenditures	Remaining Balance	Percent Available
100 - REGULAR INSTRUCTION	9,722,989.00	90,891.54	2,098,130.25	7,533,967.21	77.49%
120 - BILINGUAL/BICULTURAL	117,937.00	0.00	25,541.67	92,395.33	78.34%
130 - ENRICHMENT	3,499.30	0.00	428.05	3,071.25	87.77%
140 - CORRESPONDENCE STUDY	411,189.92	155,480.23	86,408.39	169,301.30	41.17%
160 - VOCATIONAL EDUCATION	401,111.50	2,226.17	107,556.16	291,329.17	72.63%
200 - SPECIAL ED INSTRUCTION	5,142,654.67	54,256.03	1,190,312.64	3,898,086.00	75.80%
220 - SPECIAL ED SUPPORT	1,104,536.00	588.26	271,696.98	832,250.76	75.35%
300 - PUPIL SUPPORT	9,668.91	0.00	0.00	9,668.91	100.00%
320 - GUIDANCE	591,155.25	0.00	145,818.35	445,336.90	75.33%
330 - HEALTH SERVICES	121,856.00	0.00	15,952.37	105,903.63	86.91%
350 - SUPPORT SERVICES	218,000.00	83,637.52	53,307.79	81,054.69	37.18%
351 - IMPROVEMENT INSTRUCTION	3,000.00	0.00	0.00	3,000.00	100.00%
352 - LIBRARY SERVICE	221,930.00	0.00	90,582.70	131,347.30	59.18%
400 - SCHOOL ADMINISTRATION	1,273,797.74	1,344.00	314,399.89	958,053.85	75.21%
450 - SCHOOL ADMIN. SERVICES	766,400.22	0.00	232,004.74	534,395.48	69.73%
510 - DISTRICT ADMINISTRATION	163,630.00	46,152.65	92,946.49	24,530.86	14.99%
511 - SCHOOL BOARD	86,379.00	7,461.15	12,825.88	66,091.97	76.51%
512 - SUPERINTENDENT'S OFFICE	475,342.00	0.00	186,505.35	288,836.65	60.76%
518 - SAFETY AND SECURITY	1,000.00	0.00	0.00	1,000.00	100.00%
550 - DISTRICT ADMIN. SUPPORT	652,688.00	0.00	365,591.61	287,096.39	43.99%
556 - TECHNOLOGY SERVICE	519,526.00	800.00	120,274.81	398,451.19	76.70%
600 - MAINTENANCE/OPERATIONS	2,438,815.84	458,539.30	800,051.45	1,180,225.09	48.39%
700 - Athletics	298,181.90	0.00	46,370.94	251,810.96	84.45%
780 - COMMUNITY SERVICES	5,233.00	0.00	0.00	5,233.00	100.00%
900 - FUND TRANSFERS	150,000.00	0.00	0.00	150,000.00	100.00%
Report Total	24,900,521.25	901,376.85	6,256,706.51	17,742,437.89	

*The State has required all Districts to recognize and report on their financial statements their portion of the TRS/PERS relief as passed by 2008 Legislature appropriation. This recognition causes the total budget to appear inflated by 3,981,582 from the approved 2013 budget. The value is represented in the Revenue section as TRS On-Behalf (3,604,877) and PERS On-Behalf (376,705) and in the Expenditure section it is included in the various functions as a portion of benefits (3,981,582). No actual dollars pass through the District.



Agenda Item Details

Meeting	12.4.24 – School Board Meeting
Category	Action Item
Subject	Phone System Transfer and Purchase
Type	New Business
Recommended Action	Approve transition from ACS to TEAMS phone system

SITKA SCHOOL DISTRICT
SITKA, ALASKA

SSD MEMORANDUM #004 (2024-2025)

December 4, 2024

TO: SCHOOL BOARD
FROM: DEIDRE JENSON, SUPERINTENDENT
SUBJECT: Phone System Transfer and Purchase

SSD Guiding Principle #9: *The District will be open, transparent, and accountable to the public.*

RECOMMENDATION:

It is the superintendent's recommendation that the school board approve the transition from ACS to the TEAMS phone system for efficiency and cost savings.

PERTINENT FACTS:

Benefits of switching systems:

***Productivity and efficiency:** Integrating phone services with our existing Microsoft platform will provide management in one location.

***Enhanced collaboration:** Calls can be made on a traditional stand-alone phone, from the Teams app on personal cell phones, or from the Teams app on a user's computer. Additionally, Teams phones offer advanced features such as voicemail-to-email, call queues, and auto attendants.

***Cost Savings:**

- Current monthly cost with ACS: \$7,183
- One-time cost for switching: \$37,180, most of which is the phones
- Expected monthly cost with Teams phones: \$1,370 for 190 users
- Estimated monthly savings: \$5,812

Input from the Technology Committee, Administration, and Staff have been received and is positive.

Prepared by: Dr. Deidre Jenson

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Basic Financial Statements, Required Supplementary
Information, Supplementary Information
and Compliance Reports

Year Ended June 30, 2024

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Basic Financial Statements, Required Supplementary
Information, Supplementary Information
and Compliance Reports

Year Ended June 30, 2024

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

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(A Component Unit of the City and Borough of Sitka, Alaska)

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(A Component Unit of the City and Borough of Sitka, Alaska)

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(A Component Unit of the City and Borough of Sitka, Alaska)

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Independent Auditor's Report

Members of the School Board
Sitka School District
Sitka, Alaska

Report on the Audit of the Financial Statements

Opinions

We have audited the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Sitka School District a component unit of the City and Borough of Sitka, Alaska (the District) as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the District's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the District, as of June 30, 2024, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Governmental Auditing Standards*, issued by the comptroller General of the United States (Government Auditing Standards). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the District, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the schedule of revenues, expenditures, and changes in fund balance - Original and Final Budget and Actual: School Operating Fund, the schedules of the District's proportionate share of the net pension/OPEB liabilities (assets) and contributions for Public Employees' Retirement System (PERS) and Teachers' Retirement System (TRS), and the Notes to Required Supplementary Information on pages 39-50 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has omitted the Management Discussion and Analysis that accounting principles generally accepted in the United States of America requires to be presented to supplement the basic financial statements. Such missing information, although not a part of basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic or historical context. Our opinion on the basic financial statements is not affected by this missing information.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Sitka School District's basic financial statements. The information listed in the table of contents as "Supplementary Information", which includes the Major Governmental Fund: Schedule of Revenues, Expenditures and Changes in Fund Balance – Budget and Actual: School Operating Fund; Other Governmental Funds: Combining Balance Sheet, Combining Statement of Revenues, Expenditures and Changes in Fund Balances and Schedule of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual (where applicable); Schedule of Compliance - AS 14.17.505; the Schedule of Expenditures of Federal Awards and related notes, as required by *Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*; the Schedule of State Financial Assistance and related notes, as required by the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*; are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of Management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with a GAAS. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with Government Auditing Standards, we have also issued our report dated November 11, 2024, on our consideration of the District's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the District's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the District's internal control over financial reporting and compliance.

Altman, Rogers & Co.

Anchorage, Alaska
November 11, 2024

BASIC FINANCIAL STATEMENTS

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Statement of Net Position

June 30, 2024

	Governmental Activities
<u>Assets and Deferred Outflows of Resources</u>	
Current assets:	
Cash and cash equivalents	\$ 3,810,655
Accounts receivable	1,166,577
Total current assets	4,977,232
Non-current assets:	
Capital assets	1,407,798
Accumulated depreciation	(1,256,145)
Net pension and OPEB assets	7,370,083
Total non-current assets	7,521,736
Deferred outflows of resources:	
Pension and OPEB deferrals	2,045,166
Total assets and deferred outflows of resources	\$ 14,544,134
<u>Liabilities, Deferred Inflows of Resources, and Net Position</u>	
Current liabilities:	
Accounts payable	80,095
Payroll liabilities	977,274
Unearned revenues	13,365
Total current liabilities	1,070,734
Non-current liabilities:	
Compensated absences	195,557
Net pension liabilities - due in more than one year	12,895,171
Total non-current liabilities	13,090,728
Deferred inflows of resources:	
Pension and OPEB deferrals	312,846
Total liabilities and deferred inflows of resources	14,474,308
<u>Net Position</u>	
Net investment in capital assets	151,653
Restricted	20,127
Unrestricted	(101,954)
Total net position	69,826
Total liabilities, deferred inflows of resources and net position	\$ 14,544,134

The notes to the financial statements are an integral part of this statement.

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Statement of Activities

Year Ended June 30, 2024

Functions/Programs	Expenses	Program Revenues			Net (Expense) Revenue and Changes in Net Position
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Total Governmental Activities
Governmental Activities:					
Instruction	\$ 11,246,281	-	2,544,416	-	(8,701,865)
Special education instruction	4,277,864	-	444,502	-	(3,833,362)
Special education support services - students	888,215	-	255,912	-	(632,303)
Support services - students	845,266	-	28,751	-	(816,515)
Support services - instruction	517,334	-	20,868	-	(496,466)
School administration	1,124,225	-	62,409	-	(1,061,816)
School administration support services	660,689	-	6,176	-	(654,513)
District administration	664,430	-	13,717	-	(650,713)
District administration support services	1,096,243	-	118,208	-	(978,035)
Operations and maintenance of plant	2,939,328	-	5,623	150,000	(2,783,705)
Student activities	1,026,929	-	734,019	-	(292,910)
Student transportation- to and from school	635,314	-	498,282	-	(137,032)
Community services	951,560	266,795	660,620	-	(24,145)
Food services	530,649	104,424	324,198	-	(102,027)
Total governmental activities	\$ <u>27,404,327</u>	<u>371,219</u>	<u>5,717,701</u>	<u>150,000</u>	<u>(21,165,407)</u>
General revenues:					
City and Borough appropriations				\$ 7,763,278	
Forest receipts-passed through City and Borough of Sitka				360,000	
E-rate				69,076	
Other				66,408	
State grants not restricted to specific programs				12,306,276	
Federal grants not restricted to specific programs				95,734	
Miscellaneous				9,268	
Total general revenues				<u>20,670,040</u>	
Change in net position					(495,367)
Net position, beginning of year					<u>565,193</u>
Net position - ending					<u>\$ 69,826</u>

The notes to the financial statements are an integral part of this statement.

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Balance Sheet - Governmental Funds

June 30, 2024

	<u>School Operating Fund</u>	<u>Other Governmental Funds</u>	<u>Total Governmental Funds</u>
<u>Assets</u>			
Cash and cash equivalents	\$ 3,810,655	-	3,810,655
Accounts receivable	90,427	1,076,150	1,166,577
Due from other funds	1,146,860	1,877,978	3,024,838
Total assets	\$ 5,047,942	2,954,128	8,002,070
<u>Liabilities and Fund Balances</u>			
Liabilities:			
Accounts payable	62,550	17,545	80,095
Payroll liabilities	974,485	2,789	977,274
Unearned revenues	-	13,365	13,365
Due to other funds	1,877,978	1,146,860	3,024,838
Total liabilities	2,915,013	1,180,559	4,095,572
Fund Balances:			
Restricted-Reuben E. Crossett	-	20,127	20,127
Committed:			
Community Schools	-	194,021	194,021
Food Service Program	-	110,910	110,910
Sitka AmeriCorps	-	5,015	5,015
Equipment and Textbooks	-	8,954	8,954
Charitable Trust	-	4,847	4,847
Citizens Donations	-	342,548	342,548
Safeway Albertson's Foundation	-	4,620	4,620
Community Schools Recycling Project	-	25,515	25,515
Ventures	-	595,865	595,865
Performing Arts Center	-	100,527	100,527
Student Activities	-	461,648	461,648
Unassigned	2,132,929	(101,028)	2,031,901
Total fund balances	2,132,929	1,773,569	3,906,498
Total liabilities and fund balances	\$ 5,047,942	2,954,128	8,002,070

The notes to the financial statements are an integral part of this statement.

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Reconciliation of the Governmental Funds Balance Sheet
 to the Statement of Net Position

June 30, 2024

Total fund balance- governmental funds		\$	3,906,498
Amounts reported for governmental activities in the Statement of Net Position are different because:			
Capital assets used in governmental activities are not financial resources and are not reported in the funds.			151,653
Long term liabilities are not due and payable in the current period and therefore are not reported in the funds:			
Compensated absences			(195,557)
Proportionate share of the collective net pension and OPEB assets:			
PERS	\$	2,096,902	
TRS		<u>5,273,181</u>	
			7,370,083
Proportionate share of the collective net pension and OPEB liabilities:			
PERS		(4,474,109)	
TRS		<u>(8,421,062)</u>	
			(12,895,171)
Deferred inflows and outflows of resources are the results of timing differences in the actuarial report:			
Pension and OPEB related assets in the current fiscal year are presented as deferred outflows of resources:			
PERS		684,641	
TRS		<u>1,360,525</u>	
			2,045,166
Pension and OPEB related liabilities in the current fiscal year are presented as deferred inflows of resources:			
PERS		(106,439)	
TRS		<u>(206,407)</u>	
			<u>(312,846)</u>
Net position of governmental activities		\$	<u><u>69,826</u></u>

The notes to the financial statements are an integral part of this statement.

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Statement of Revenues, Expenditures, and Changes in Fund Balances - Governmental Funds

Year Ended June 30, 2024

	School Operating Fund	Other Governmental Funds	Total Governmental Funds
Revenues:			
Local sources:			
Charges for services	\$ -	321,856	321,856
Other local revenue	66,408	1,777,411	1,843,819
E-rate	69,076	-	69,076
Intergovernmental:			
City and Borough appropriations	7,763,278	704,220	8,467,498
Forest receipts-passed through City and Borough of Sitka	360,000	-	360,000
State of Alaska	13,567,525	616,285	14,183,810
Federal sources	95,734	1,971,588	2,067,322
Total revenues	<u>21,922,021</u>	<u>5,391,360</u>	<u>27,313,381</u>
Expenditures:			
Current:			
Instruction	9,640,797	2,008,103	11,648,900
Special education instruction	4,291,353	304,428	4,595,781
Special education support services - students	925,372	-	925,372
Support services - students	657,052	224,429	881,481
Support services - instruction	525,591	5,181	530,772
School administration	1,177,686	-	1,177,686
School administration support services	706,108	-	706,108
District administration	686,412	-	686,412
District administration support services	1,001,713	111,692	1,113,405
Operations and maintenance of plant	2,841,164	150,000	2,991,164
Student activities	282,435	756,902	1,039,337
Student transportation - to and from school	-	635,314	635,314
Community services	4,687	973,911	978,598
Food services	-	523,734	523,734
Total expenditures	<u>22,740,370</u>	<u>5,693,694</u>	<u>28,434,064</u>
Excess (deficiency) of revenues over expenditures	<u>(818,349)</u>	<u>(302,334)</u>	<u>(1,120,683)</u>
Other financing sources (uses):			
Transfers in	218,492	360,992	579,484
Transfers out	<u>(360,992)</u>	<u>(218,492)</u>	<u>(579,484)</u>
Net other financing sources (uses)	<u>(142,500)</u>	<u>142,500</u>	<u>-</u>
Net change in fund balances	(960,849)	(159,834)	(1,120,683)
Fund balances, beginning of year	<u>3,093,778</u>	<u>1,933,403</u>	<u>5,027,181</u>
Fund balances, end of year	<u>\$ 2,132,929</u>	<u>1,773,569</u>	<u>3,906,498</u>

The notes to the financial statements are an integral part of this statement.

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Reconciliation of the Statement of Revenues,
Expenditures, and Changes in Fund Balances
of Governmental Funds to the Statement of Activities

Year Ended June 30, 2024

Net change in fund balances - total government funds \$ (1,120,683)

Amounts reported for *governmental activities* in the Statement of Activities are different because:

Some expenses reported in the Statement of Activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.

Change in unfunded net pension and OPEB liabilities:

PERS	\$ 395,340	
TRS	<u>365,018</u>	760,358

Changes in deferred inflow and outflow of resources are the results of timing differences in the actuarial report and adjustments to reflect employer and non-employer contributions based on the measurement date of the liability.

PERS	40,643	
TRS	<u>(56,554)</u>	(15,911)

Governmental funds report capital outlays as expenditures. However, in the Statement of Activities the cost of those assets are allocated over their estimated useful lives and reported as depreciation expense. These are the amounts reported for capital outlay and depreciation.

Capital outlay	-	
Depreciation expense	<u>(69,705)</u>	(69,705)

Compensated absences reported in the Statement of Activities does not require the use of current financial resources and, therefore, is not reported as expenditures in the governmental funds.

Change in compensated absences		<u>(49,426)</u>
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Change in net position of governmental activities \$ (495,367)

The notes to the financial statements are an integral part of this statement.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements

June 30, 2024

I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A. Reporting Entity

Sitka School District (the District) is a component unit of the City and Borough of Sitka, Alaska (the City). The City has the responsibility of establishing, maintaining, and operating a system of public schools. The City's charter delegates the administrative responsibility for these functions to the elected School Board of the District. The City and Borough Assembly approves the total annual City appropriation at the request of the School Board. The School Board has the authority to establish its own budgets, hire all personnel, and manage its financial operations subject to the limitations established by State law and City Charter. Using the criterion of financial accountability, there are no component units that are or should be included in the District's reporting entity.

The School Board does not exercise oversight responsibility over any other entity. No other entity engages in activities, which benefit the District, nor do any special financial relationships exist between the District and any other entity. Therefore, the District does not have any component units, as defined in GASB Statement No. 14, as amended by GASB Statements No. 39 and 61, which require inclusion in the combined financial statements. The School Board is the level of government, which has governance responsibilities over all activities related to public elementary and secondary education within its jurisdiction. The District receives financial support from state and federal government sources and must comply with the concomitant requirements of these entities.

The financial statements of the District have been prepared in conformity with accounting principles generally accepted in the United States of America. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles.

The more significant of the District's accounting policies are described below.

B. Government-Wide and Fund Financial Statements

The government-wide financial statements (i.e., the statement of net position and the statement of activities) report information on all of the non-fiduciary activities of the District. For the most part, the effect of interfund activity has been removed from these statements. Governmental activities, which normally are supported by intergovernmental revenues, are reported separately from business-type activities, which rely to a significant extent on fees and charges for support. The District does not presently have any business-type activities.

The Statement of Activities demonstrates the degree to which the direct expenses of a given function or segment is offset by program revenues. *Direct expenses* are those that are clearly identifiable with a specific function or segment. *Program revenues* include 1) charges to customers or applicants who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment and 2) grants and contributions that are restricted to meeting the operations or capital requirements of a particular function or segment. Other items not properly included among program revenues are reported instead as *general revenues*.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

Major individual governmental funds are reported as separate columns in the fund financial statements. Nonmajor funds are aggregated and presented in a single column.

C. Measurement Focus, Basis of Accounting and Financial Statement Presentation

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met. All assets and all liabilities associated with the operation of the District are included on the Statement of Net Position.

Governmental fund financial statements are reported using the *current financial resources measurement focus* and the *modified accrual basis of accounting*. Revenues are recognized when susceptible to accrual (i.e., when they are “measurable and available”). “Measurable” means the amount of the transaction can be determined and “available” means collectible within the current period or soon enough thereafter to pay liabilities of the current period. The District considers all revenues available if they are collected with 60 days after year end. Expenditures are recorded when the related fund liability is incurred, except for unmatured interest on general long-term debt which is recognized when the obligations are expected to be liquidated with expendable available financial resources.

The District follows the Uniform Chart of Accounts for School Districts as required by the State of Alaska, Department of Education and Early Development. This manual sets guidelines for financial reporting and requirements for basic accounting systems, which are uniform throughout Alaska.

Summarized below are the major sources of revenue, which are susceptible to accrual and the applicable recognition policies:

Intergovernmental Revenues:

State of Alaska foundation, pupil transportation, and city appropriations revenue is recorded in the year to which it relates.

Federal Impact Aid receipts and federal aid for school lunch are recorded as revenues in the year monies are received.

State of Alaska and federal government cost reimbursable grants and contracts revenues are recorded to the extent of allowable expenditures in the period incurred.

On-behalf payments are recognized in the year to which it relates.

Revenues from the City and Borough of Sitka are recorded as intergovernmental revenues, are susceptible to accrual and are recorded in the year of the City/Borough appropriation.

Local Revenue:

Interest earnings on deposits in the School Operating Fund are recognized when earned. Tuition, and proceeds from the sale of lunches are recognized in the year received.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

Indirect Costs:

The State of Alaska, Department of Education and Early Development annually establishes an approved indirect rate for each District based on audited financial statements. The rate is based on expenditures recorded per requirements in the Uniform Chart of Accounts for School Districts and as such there is no indirect cost pool. Indirect costs and indirect cost recovery is recorded in the District Administration Support Services function.

The District uses funds to maintain its financial records during the fiscal year. A fund is a separate accounting entity. The operations of each fund is accounted for with a separate set of self-balancing accounts which comprise its assets, liabilities, fund balance, revenues and expenditures.

Governmental funds are those through which most governmental functions typically are financed. Governmental fund reporting focuses on the sources, uses and balances of current financial resources. Expendable assets are assigned to the various governmental funds according to the purposes for which they may or must be used. Current liabilities are assigned to the fund from which they will be paid. The difference between governmental fund assets and liabilities is reported as fund balance. The following is the District's major governmental fund:

The *School Operating Fund* is the District's primary operating fund. It accounts for all financial resources except those required to be accounted for in another fund.

The other governmental funds of the District are considered nonmajor and are as follows:

Capital Project Funds account for deferred maintenance and other non-grant funded capital improvements.

Special Revenue Funds account for educational grants and contributions received from federal, state, and other local agencies. These funds do not have a legally adopted budget.

Use of Estimates

The preparation of the basic financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures and expenses during the reporting period. Actual results could differ from those estimates.

D. Assets, Deferred Outflows, Liabilities, Deferred Inflows, and Net Position / Fund Balance

1. Cash and Cash Equivalents

The District maintains a cash pool that is available to all funds. Each fund's portion of this pool is reported on the Balance Sheet of the fund financial statements as "Cash and cash equivalents" or amounts "due to/from other funds." All deposits are carried at fair market value plus accrued interest. The District's cash consists of cash on hand and demand deposits maintained at financial institutions. At June 30, 2024, all demand deposits were either insured or collateralized. All interest earnings on cash and cash equivalents have been designated by the School Board to be used for purchase of equipment and textbooks and such earnings have been recorded in the Equipment and Textbook Special Revenue Fund.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

The District held no investments at June 30, 2024.

2. Receivables and Payables

During the course of operations, numerous transactions occur between individual funds for goods provided or services rendered. These receivables and payables are classified as "due from other funds" or "due to other funds" on the balance sheet of the Fund Financial Statements and are eliminated in the preparation of the Government-wide Financial Statements.

Advances between funds, as reported in the fund financial statements, are offset by committed or nonspendable fund balance in applicable governmental funds to indicate that they are not available for appropriation and are not expendable available financial resources.

3. Prepaid Items

Payments made to vendors for services that will benefit periods beyond June 30, 2024 are recorded as prepaid items. Prepaid items are recorded as assets and are classified as "nonspendable" fund balance, indicating that such amounts do not represent "available, spendable resources."

4. Capital Assets

Capital assets, which include buildings and improvements, vehicles and equipment, are recorded in the government-wide financial statements at cost or estimated historical cost if purchased or constructed. Donated capital assets are recorded at their estimated acquisition value at the date of donation. Assets greater than \$5,000 with a useful life greater than one year in the government-wide financial statements are capitalized and depreciated on straight-line method. The City holds title to all land and buildings used by the District for educational purposes.

The cost of normal maintenance and repairs that do not add to the value of the asset or materially extend assets' lives are considered operations and maintenance and are not capitalized in the government-wide financial statements.

Vehicles, machinery, and equipment owned by the District are depreciated under the straight-line method over five years.

5. Unearned Revenues

Represents amounts received from grantor agencies, which are restricted as to use and have not been expended for the intended use are shown on the balance sheet as unearned revenue.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

6. Compensated Absences

It is the District's policy to permit employees to accumulate earned but unused vacation and sick pay benefits. No liability is reported for unpaid accumulated sick leave maintained by the employee. However, the District employees maintain sick leave banks, which include sick leave "donated" to the banks for future usage when necessary for participating employees. A liability has been recorded in the Government-wide Financial Statements for the estimated value of the accumulated sick leave in these banks. Vacation pay is accrued when incurred and reported as a liability. Vacation pay that is expected to be liquidated with expendable available financial resources is reported as an expenditure and a fund liability of the governmental fund that will pay it. Amounts not expected to be liquidated with expendable available financial resources are reported in the Government-wide Financial Statements as a long-term liability.

7. Long-term Obligations

In the Government-wide Financial Statements, long-term debt or other long-term obligations are reported as liabilities. In the Fund Financial Statements, the face amount of debt issued is reported as other financing sources. Issuance costs, whether or not withheld from the actual debt proceeds received, are reported as debt service expenditures.

8. Pensions/Other Post-Employment Benefits (OPEB)

For purposes of measuring the net pension and OPEB liabilities and assets, deferred outflows of resources and deferred inflows of resources related to pensions and OPEB, and pension and OPEB expense, information about the fiduciary net position of the Public Employees' Retirement System (PERS) and the Teachers' Retirement System (TRS) and additions to/from PERS and TRS's fiduciary net position have been determined on the same basis as they are reported by PERS and TRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

9. Deferred Outflows/Inflows of Resources

Deferred inflows of resources are the acquisition of fund balance / net position by the District that are applicable to a future reporting period and so will not be recognized as an outflow of resources (expense/expenditure) until that time. Deferred outflows of resources are the consumption of fund balance / net position by the District that are applicable to a future reporting period and so will not be recognized as an inflow of resources (revenue) until that time.

10. Net Position

Government-wide net position is divided into three components:

- Net investment in capital assets – consists of the historical cost of capital assets less accumulated depreciation and less any debt that remains outstanding that was used to finance those assets plus deferred outflows of resources less deferred inflows of resources related to those assets.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

- Restricted net position – consists of assets that are restricted by the District’s creditors (for example, through debt covenants), by the state enabling legislation (through restrictions on shared revenues), by grantors (both federal and state), and by other contributors.
- Unrestricted – all other net position is reported in this category.

11. Fund Balance

In the fund financial statements fund balance includes five classifications for fund balance as follows:

Nonspendable fund balance – amounts that cannot be spent because they are in a nonspendable form (such as inventory) or legally or contractually required to be maintained intact (such as the corpus of an endowment fund).

Restricted fund balance – amounts constrained by external parties, or legislation (such as grantors or higher levels of government).

Committed fund balance – amounts constrained to specific purposes by the District’s Board, using the District’s highest level of decision-making authority (resolution or ordinance); to be reported as committed, amounts cannot be used for any other purpose unless the School Board takes the same highest-level action to remove or change the constraint.

Assigned fund balance – amounts that are intended for a particular purpose. Intent can be expressed by the School Board or by the Superintendent or designee.

Unassigned – amounts available for any purpose; these amounts are reported only in the School Operating Fund, unless non-spendable resources creates a negative unassigned fund balance in the Special Revenue Funds.

The five categories of fund balance place varying strengths of spending constraints on available resources in a descending order as listed. Nonspendable fund balance is the most restrictive classification and unassigned fund balance is the least restrictive.

When an expenditure has been duly authorized and funding to pay for the expenditure is available within multiple fund balance classifications, the District’s policy is to utilize funding available in the most restrictive classification first.

The District Special Revenue Funds are used to account for educational, food service, operations and maintenance programs that are restricted or committed.

12. Fair Value of Financial Instruments

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The following financial instruments are recorded at fair value or at amounts that approximate fair value: (1) cash and cash equivalents, (2) receivables, net, (3) certain other current assets, (4) accounts payable, and (5) other current liabilities. The carrying amounts reported in the balance sheet and Statement of Net Position for the above financial instruments closely approximates their fair value due to the short-term nature of these assets and liabilities.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

II. STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY

A. Budgetary Information

Annual budgets are adopted on a basis consistent with accounting principles generally accepted in the United States of America for all governmental fund types except certain locally funded Special Revenue Funds and capital project funds. The capital project funds adopt project-length budgets. All annual appropriations lapse at fiscal yearend. Unexpended balances of grants from the state and federal governments for the special revenue funds lapse at June 30 with the exception of certain federal programs which lapse at various month ends of July, August, and September.

The School Board authorizes formal budget revisions several times each year to adjust the revenues and expenditures to available resources and program needs.

The appropriated budget is prepared by fund, function, and object. The District's department heads may make transfers of appropriations within a department. Transfers of appropriations between departments require approval of the School Board.

Annual budgets of the various Special Revenue Funds are prepared in connection with the application for the special programs' awards and are reviewed and approved by the School Board. The District did not adopt a budget for the Serve Alaska, Sitka AmeriCorps Program, AmeriCorps Mini-Grant, Equipment and Textbooks, Charitable Trust, Citizens Donation, Safeway - Albertson's Foundation or Community Schools Recycling Project Special Revenue Funds. Project budgets are adopted for the various Capital Project Funds based on the lives of the construction projects. Expenditure authority is limited to the actual combined revenues, transfers from other funds and available fund balance within the fund.

The following Special Revenue Funds had expenditures in excess of appropriations:

Student Transportation	\$ 137,032
Community Schools	\$ 9,206
STEPS	\$ 4,806
Sitka AmeriCorps	\$ 6,492
Serve Alaska Sitka AmeriCorps	\$ 370,587
AmeriCorp Mini-Grant	\$ 20,790
STEAM-Making	\$ 166
Youth Cultural	\$ 181
Charitable Trust	\$ 39,773
Citizens Donations	\$ 278,428
Ventures	\$ 42,989
Performing Arts Center	\$ 13,468
Student Activities	\$ 192,682

Excess of expenditures over appropriations were funded through available revenues, fund balance, or operating transfers from School Operating Fund.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

Project budgets are adopted for the various construction funds based on the lives of the construction projects. Expenditure authority is limited to the actual combined revenue and transfers from other funds.

Encumbrance accounting, under which purchase orders, contracts, and other commitments for the expenditure of monies are recorded in order to reserve that portion of the applicable appropriation, is employed as an extension of formal budgetary integration in the Special Revenue Funds. Encumbrances outstanding at year end are reported as unassigned fund balances since they do not constitute expenditures or liabilities. The amount of encumbrances, if significant, are disclosed as commitments.

III. DETAILED NOTES ON ALL FUNDS

A. Cash and Cash Equivalents

The District uses a central treasury concept for cash of all funds, except for the Student Activity Special Revenue Fund, which are maintained separately. At June 30, 2024, the District's insured and collateralized balances totaled \$250,000, and \$4,220,204, respectively. As of June 30, 2024, all of the District's cash balances were fully insured and collateralized. All of the District's cash is held in the form of checking and savings demand accounts.

Custodial credit risk is the risk that in the event of a bank failure, the District's deposits may not be returned to it. To limit credit risk, the District's cash management policy requires that all deposits be either insured or covered by collateralization agreements.

B. Accounts Receivable

Accounts receivable as of yearend for the District's individual major funds and other governmental funds are as follows:

		School Operating Fund	Other Governmental Funds	Total
Grants	\$	-	1,076,150	1,076,150
Other		90,427	-	90,427
Total	\$	90,427	1,076,150	1,166,577

Management has determined that all their receivables are collectible; therefore, no allowance for doubtful accounts has been established.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

C. Capital Assets

Capital asset activity for the year ended June 30, 2024 was as follows:

	Beginning Balance	Additions	Deletions	Ending Balance
Governmental activities:				
Machinery, equipment and vehicles	\$ 1,407,798	-	-	1,407,798
Accumulated depreciation	<u>(1,186,440)</u>	<u>(69,705)</u>	-	<u>(1,256,145)</u>
Net governmental activities capital assets	\$ <u>221,358</u>	<u>(69,705)</u>	-	<u>151,653</u>

Depreciation expense was charged to the following functions of the District as follows:

Instruction	\$ 9,927
School administration support services	11,500
District administration support services	41,363
Food services	<u>6,915</u>
Total	\$ <u>69,705</u>

D. Interfund Receivables and Payables and Transfers

Interfund receivables and payables are shown as “Due to other funds” and “Due from other funds” in each of the individual funds. These balances at June 30, 2024 were as follows:

Receivable Fund	Payable Fund	Amount
School Operating Fund	Other governmental funds	\$ 1,146,860
Other governmental funds	School Operating Fund	<u>1,877,978</u>
Total		\$ <u>3,024,838</u>

The outstanding balances between funds result mainly from the time lag between the dates that (1) interfund goods and services are provided or reimbursable expenditures occur, (2) transactions are recorded in the accounting system, and (3) payments between funds are made.

Interfund transfers:

Transfers in:	Transfers out:	Amount
Other Governmental Funds	School Operating Fund	\$ 360,992
School Operating Fund	Other Governmental Fund	<u>218,492</u>
Total		\$ <u>579,484</u>

E. Long-Term Liabilities

The following is a summary of changes in long-term liabilities for the District for the year ended June 30, 2024:

	Beginning Balance	Additions	Deletions	Ending Balance	Due Within One Year
Compensated Absences	\$ 146,132	70,229	(20,804)	195,557	-
Net Pension Liability	12,692,681	202,490	-	12,895,171	-
Total	<u>12,838,813</u>	<u>272,719</u>	<u>(20,804)</u>	<u>13,090,728</u>	-

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

Transfers are used to move unrestricted School Operating to finance various programs that the government must account for in other funds in accordance with budgetary authorizations, including amounts provided as subsidies or matching funds for various grant programs.

III. OTHER INFORMATION

A. Risk Management

The District faces a considerable number of risks of loss, including (a) damage to and loss of property and contents, (b) employee torts, (c) professional liability, i.e., errors and omissions, (d) environmental damage, (e) workers compensation, and (f) medical/dental/vision costs for employees.

Commercial policies, transferring the risk of loss, except for relatively small deductible amounts, are purchased for damage to and loss of property and contents, general liability, errors and omissions and student accidents. Coverage limits and the deductibles on commercial policies have stayed relatively constant for the last several years. No settlement in excess of insurance coverage has been realized over the past three years.

B. Employee Retirement Systems and Plans

The District follows *Governmental Accounting Standards Board (GASB) Codification P20, Accounting for Pensions by State and Local Governmental Employees* and *GASB Codification P50, Accounting and Financial Reporting by Employers for Post-Employment Benefits Other than Pensions*. *GASB Codification P20* and *GASB Codification P50* establish uniform standards for the measurement, recognition, and display of pension and other post-employment benefits other than pensions (healthcare) expenditures/expense and related liabilities, assets, note disclosure and applicable required supplementary information in the financial reports of state and local governmental employers.

All full-time employees and certain permanent part-time employees of the District participate in either the State of Alaska Public Employees' Retirement System (PERS) or the State of Alaska Teacher's Retirement System (TRS). In addition to the pension plan, both systems also administer other post-employment benefit (OPEB) plans.

The system is governed by the Alaska Retirement Management Board (ARMB). The benefit and contribution provisions are established by State law and may be amended only by the State legislature. The Administrator of the Plan is the Commissioner of Administration or the Commissioner's designee.

Summary of Significant Accounting Policies. The financial statements for PERS and TRS are prepared using the accrual basis of accounting. Plan member contributions are recognized in the period in which the contributions are due. The District's contributions are recognized when due and a formal commitment to provide the contributions has been made. Benefits and refunds are recognized when due and payable in accordance with the terms of the plan. All plan investments are reported at fair value.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

PERS and TRS act as the common investment and administrative agencies for the following multiple-employer plans:

Plan Name	Type of Plan
Defined Benefit Pension Plan (DB)	Cost-sharing, Defined Benefit Pension
Defined Contribution Pension Plan (DC)	Defined Contribution Pension
Defined Benefit Other Postemployment Benefits (OPEB):	
Occupational Death and Disability Plan	Cost-sharing, Defined Benefit OPEB
Alaska Retiree Healthcare Trust Plan	Cost-sharing, Defined Benefit OPEB
Retiree Medical Plan	Cost-sharing, Defined Benefit OPEB
Defined Contribution Other Postemployment Benefits (DC):	
Healthcare Reimbursement Arrangement Plan	Defined Contribution OPEB

Plan Memberships

The table below includes the plan membership counts from the separately issued financial statements for the various plans:

	PERS	TRS
Retired plan members or beneficiaries currently receiving benefits	36,951	13,484
Inactive plan members entitled to but not yet receiving benefits	4,781	773
Inactive plan members not entitled to benefits	9,961	1,559
Active plan members	8,557	2,897
Total plan memberships	<u>60,250</u>	<u>18,713</u>

Other Postemployment Benefit Plans (OPEB)

Alaska Retiree Healthcare Trust Plan (ARHCT)

Beginning July 1, 2007, the Alaska Retiree Healthcare Trust Plan (ARHCT), a Healthcare Trust Fund of the State, was established. The ARHCT is self-funded and provides major medical coverage to retirees of the System. The System retains the risk of loss of allowable claims for eligible members. The ARHCT began paying member healthcare claims on March 1, 2008. Prior to that, healthcare claims were paid for by the Retiree Health Fund (RHF). For the year ended June 30, 2024, employer contributions were 0.00% for PERS and 0.00% for TRS.

Occupational Death and Disability Plan (ODD)

The Occupational Death and Disability Plan provides death benefits for beneficiaries of plan participants and long-term disability benefits to all active members within the System. For the year ended June 30, 2024, the employer contribution rates were 0.30% for PERS and 0.08% for TRS.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

Retiree Medical Plan (RMP)

The retiree medical plan provides major medical coverage to retirees of the DC plan. The plan is self-insured. Members are not eligible to use this plan until they have at least 10 years of service and are Medicare age eligible. For the year ended June 30, 2024, employer contributions were 1.01% for PERS and 0.82% for TRS.

Health Reimbursement Arrangement Plan (HRA)

The Health Reimbursement Arrangement Plan was established to allow medical expenses to be reimbursed from individual savings accounts established for eligible participants. Employer contributions are 3.00% of the average annual compensation of all employees in the PERS and TRS plans.

Investments

The Board is the investment oversight authority of the system's investments. As the fiduciary, the Board has the statutory authority to invest the assets under the Prudent Investor Rule. Fiduciary responsibility for the Board's invested assets is pursuant to AS 37.10.210.390.

State of Alaska Department of Treasury provides staff for the Board. Treasury has created a pooled environment by which it manages investments of the Board. Additionally, Treasury manages a mix of Pooled Investment Funds and Collective Investment Funds for the DC Participant-directed Pension plans under the Board's fiduciary responsibility.

Rate of Return

The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested. The annual money-weighted rate of return, net of investment expense, for the year ended June 30, 2023 for PERS and TRS for the DB Pension Plan were 7.56% and 7.52%, the ARHCT Plan were 7.64% and 7.64%, the ODD Plan were 7.71% and 7.62%, and the RMP were 7.71% and 7.62%, respectively.

For additional information on securities lending, interest rates, credit risks, foreign exchange, derivatives, fair value, and counterparty credit risks, see the separately issued report on the Invested Assets of the State of Alaska Retirement and Benefits Plans at:

<http://treasury.dor.alaska.gov/armb/Reports-and-Policies/Annual-Audited-Financial-Schedules.aspx>.

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Notes to Basic Financial Statements, Continued

The long-term expected rate of return on pension and OPEB plan investments was determined using the building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and adding expected inflation. The best estimates of arithmetic real rates of return for each major asset class are summarized below for the PERS and TRS plans (rates shown below exclude an annual inflation component of 2.82%):

<u>Asset Class</u>	<u>Long-Term Expected Real Rate of Return</u>
Broad Domestic Equity	6.17%
Global Equity (ex-U.S.)	6.55%
Aggregate Bonds	1.63%
Real Assets	4.87%
Private Equity	11.57%
Cash Equivalents	0.49%

Discount Rate: The discount rate used to measure the total pension and OPEB liabilities and assets is 7.25%. The projection of the cash flows used to determine the discount rate assumes that Employer and State contributions will continue to follow the current funding policy, which meets State statutes. Based on those assumptions, the net pension and OPEB plans fiduciary net pension and OPEB liabilities and assets were projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension and OPEB plan investments were applied to all periods of projected benefit payments to determine the total pension and OPEB liabilities and assets. In the event benefit payments are not covered by the plan's fiduciary net position, a municipal bond rate would be used to discount the benefits not covered by the plan's fiduciary net position. The S&P Municipal Bond 20-Year High Grade Index rate was 4.13% as of June 30, 2023.

Employer and Other Contribution Rates. There are several contribution rates associated with the pension and healthcare contributions and related liabilities. These amounts are calculated on an annual basis.

Employer Effective Rate: This is the actual employer pay-in rate. Under current legislation, these rates are statutorily capped at 22.00% for PERS and 12.56% for TRS of eligible wages, subject to the salary floor, and other termination costs as described below. This rate is calculated on all PERS or TRS participating wages, including those wages attributable to employees in the defined benefit plan.

ARM Board Adopted Rate: This is the rate formally adopted by the Alaska Retirement Management Board. This rate is actuarially determined and used to calculate annual Plan funding requirements, without regard to the statutory rate cap or the GASB accounting rate. Prior to July 1, 2015, there were no constraints or restrictions on the actuarial cost method or other assumptions used in the ARM Board valuation. Effective July 1, 2015, the Legislature requires the ARM Board to adopt employer contribution rates for past service liabilities using a level percent of pay method over a closed 25-year term which ends in 2040. This will result in lower ARM Board Rates in future years.

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Notes to Basic Financial Statements, Continued

On-behalf Contribution Rate: This is the rate paid in by the State as an on-behalf payment as mandated under current statute. Under state law, subject to annual appropriation, the state will contribute an on-behalf payment into the plan in an amount equal to the difference between the ARM Board Rate and the Employer Effective Rate. On-behalf contribution amounts have been recognized in these financial statements as both revenue and expenditures.

GASB Rate: This is the rate used to determine the long-term pension and healthcare liability for plan accounting purposes. Certain actuarial methods and assumptions for this rate calculation are mandated by the *Governmental Accounting Standards Board* (GASB). Medicare Part D subsidies are not reflected in this rate. The rate uses a 7.25% discount rate.

Employer Contribution rates for the fiscal year 2024 are as follows:

	Employer Effective Rate	ARM Board Adopted Rate	State Contribution Rate
PERS:			
Pension	22.00%	25.10%	3.10%
OPEB	0.00%	0.00%	0.00%
Total PERS contribution rates	22.00%	25.10%	3.10%
TRS:			
Pension	12.56%	25.52%	12.96%
OPEB	0.00%	0.00%	0.00%
Total TRS contribution rates	12.56%	25.52%	12.96%

Termination Costs: If the District decides to terminate coverage for a department, group, or other classification of members, even if that termination results from the decision to divest of a particular District function, all affected employees in that department, group, or other classification of members become immediately vested in the plan. The District must pay to have a termination study completed. The purpose of the study is to calculate the District's one-time termination costs. The costs represent the amount necessary to fully fund the costs of plan members who become vested through this process and for other changes in actuarial assumptions, such as, earlier than expected retirement, that arise from the act of termination of coverage. The District must pay a lump sum within 60 days of termination or arrange a payment plan that is acceptable to the PERS and TRS Administrator. For the plan year ended June 30, 2023 (measurement period) the past service rate for PERS and TRS is 16.33%.

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Notes to Basic Financial Statements, Continued

Actuarial Assumptions: The total pension and OPEB liabilities on June 30, 2023 (latest available) were determined by an actuarial valuation as of June 30, 2022 which was rolled forward to the measurement date June 30, 2023. These actuarial assumptions were based on the results of an actuarial experience study for the period from July 1, 2017 to June 30, 2021.

Inflation	2.50% per year.
Salary Increases	Increases range from 2.85% to 8.50% based on service.
Investment return / discount rate	7.25%, net of expenses based on average inflation of 2.50% and a real return of 4.75%.
Mortality	Based upon 2017-2021 actual experience study and applicable tables contained in Pub-2010, projected with MP-2021 generational improvement.
Healthcare cost trend rates	Pre-65 medical: 6.7% grading down to 4.5% Post-65 medical: 5.5% grading down to 4.5% Rx/EGWP: 7.2% grading down to 4.5%. Ultimate trend rates reached in FY2050.

The actuarial assumptions used in the June 30, 2022 actuarial valuation are the same as those used in the June 30, 2021 valuation with the following exceptions related to the ARHCT plan:

1. Per capita claims costs were updated to reflect recent experience.
2. Normal cost for administrative expenses were updated to reflect recent two years of actual administrative expenses paid from plan assets.

The changes of assumptions from the latest experience study significantly reduced deferred inflows of resources attributable to the District, as well as a net OPEB benefit recognized by the District for the State's proportionate share of OPEB plan expense attributable to the District. In some instances, the reduction of revenues and expenses reported for the State's proportionate share of OPEB plan expense attributable to the District creates a net negative Pension/OPEB expense (net pension/OPEB benefit) which results in negative operating grants and contributions for certain functions reported on the Statement of Activities.

Alaska Public Employees' Retirement System (PERS) – Defined Benefit Plan (DB)

Plan Description. The District participates in the Alaska Public Employees' Retirement System (PERS), a cost sharing multiple employer defined benefit pension plan. PERS provides retirement benefits, disability and death benefits, and post-employment healthcare to plan members and beneficiaries. The Plan was established and is administered by the State of Alaska, Department of Administration. The Public Employee's Retirement System issues a publicly available financial report that includes financial statements and required supplementary information for PERS. This report may be obtained from the system at Pouch C, Juneau, Alaska 99811 or online at: <http://doa.alaska.gov/drb/pers>.

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Notes to Basic Financial Statements, Continued

Pension Benefits. All tier employee benefits vest with five years of credited service. There are three tiers of employees based on entry date. Tier I employees enrolled prior to July 1, 1986, with five or more years of credited service are entitled to annual pension benefits beginning at normal retirement age 55 or early retirement age 50. For Tier II and III employees enrolled after June 30, 1986, but before July 1, 2006, the normal and early retirement ages are 60 and 55, respectively. All tier employees with 30 or more years of credited service may retire at any age and receive a normal benefit.

The PERS defined benefit plan is closed to new hires enrolled on or after July 1, 2006. New hires after this date participate in the PERS defined contribution plan (DC) described later in these notes.

Currently there are 150 employers participating in PERS defined benefit plan and 151 participating in PERS defined contribution and OPEB plans.

Retirement benefits are calculated by multiplying the average monthly compensation (AMC) times credited PERS service times the percentage multiplier. The AMC is determined by averaging the salaries earned during the five highest (three highest for peace officers/firefighters members or members hired prior to July 1, 1996) consecutive payroll years. Members must earn at least 115 days of credit in the last year worked to include it in the AMC calculation. The PERS pays a minimum benefit of \$25 per month for each year of service when the calculated benefit is less.

The percentage multipliers for peace officers/firefighters are 2% for the first ten years of service and 2.5% for all service over 10 years. The percentage multipliers for all other participants are 2% for the first ten years, 2.25% for the next ten years, and 2.5% for all remaining service earned on or after July 1, 1986. All service before that date is calculated at 2%.

Post-employment healthcare benefits are provided without cost to all members first enrolled before July 1, 1986. Members first enrolled after June 30, 1986, but before July 1, 2006, and who have not reached age 60 may elect to pay for major medical benefits.

Post Retirement Pension Adjustments. The plan has two types of postretirement pension adjustments (PRPA). The automatic PRPA is issued annually to all eligible benefit recipients, when the cost of living increases in the previous calendar year. The discretionary PRPA may be granted to eligible recipients by the DB Plan's administrator if the funding ratio of the DB Plan meets or exceeds 105%. If both an automatic and discretionary PRPA are granted, the retiree is eligible for both adjustments, the one that provides the retiree with the greatest benefit will be paid.

Funding Policy. In April 2008 the Alaska Legislature passed legislation which statutorily capped the employer contribution, established a state funded "on-behalf" contribution, and required that employer contributions be calculated against all PERS eligible wages, including wages paid to participants of the PERS Tier IV defined contribution plan (DC) described later in these footnotes. The state legislature capped the rate at 22%, with the State contributing an on-behalf payment for the difference between the actuarial contribution and the cap.

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Notes to Basic Financial Statements, Continued

Salary Floor. During the 25th legislation session, Senate Bill 125 passed, which established a June 30, 2008 salary floor under AS 39.35.255(a)(2). The salary floor is the total base salaries paid by an employer to active employees of the system as of the fiscal year ending June 30, 2008. The statute requires the Division of Retirement and Benefits (Division) to collect employer contributions at a minimum based on FY 2008 base salaries.

Employee Contribution Rate. PERS active members are required to contribute 6.75%, 7.50% for peace officers and firefighters, and 9.60% for certain school district employees.

Employer contributions for the year ended June 30, 2024, were:

Pensions (DB)	Other Post-Employment Benefits (DB)	Total
\$ 410,948	26,655	437,603

Public Employees' Retirement Plans

For the year ended June 30, 2024 the State of Alaska contributed \$80,773 (100% pension cost) on-behalf of the District, which has been recorded in the fund financial statements under the modified-accrual basis of accounting. In the government-wide financial statements the on-behalf contribution has been adjusted as of the measurement date June 30, 2024 to a total of \$50,589 to represent the pension/OPEB expense attributable to the State under the full accrual basis of accounting.

Pension and OPEB Liabilities and Assets, Pension and OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions and OPEB: At June 30, 2024, the District reported liabilities and assets that reflected a reduction for State pension and OPEB support provided to the District. The amount recognized by the District as its proportionate share of net pension and OPEB liabilities (assets), the related State support, and the total portion of the net pension and OPEB liabilities (assets) that were associated with the District were as follows:

Defined Benefit:	
	Pension
District's proportionate share of the net pension liability	\$ 4,474,109
State's proportionate share of the net pension liability	1,489,172
Total	\$ 5,963,281
	OPEB
District's proportionate share of the ARHCT OPEB (asset)	\$ (1,979,858)
State's proportionate share of the ARHCT OPEB (asset)	(664,915)
Total	\$ (2,644,773)
District's proportionate share of the ODD OPEB (asset)	\$ (55,510)
District's proportionate share of the RMP OPEB (asset)	\$ (61,534)
Total District's share of net pension and OPEB liabilities and (assets)	\$ 2,377,207

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Notes to Basic Financial Statements, Continued

The net pension and OPEB liabilities and assets were determined by an actuarial valuation as of June 30, 2022, rolled forward to the measurement date of June 30, 2023 and adjusted to reflect updated assumptions. The District's proportion of the net pension and OPEB liabilities and assets were based on the present value of contributions for the fiscal years ending 2024 to 2039, as determined by projections based on the June 30, 2022 valuation.

The District's proportionate share and changes in the pension and OPEB liabilities and assets were as follows:

	June 30, 2023 Measurement	June 30, 2022 Measurement	Change
Pension	0.08629%	0.09131%	(0.00502%)
OPEB:			
ARHCT	0.08605%	0.09050%	(0.00445%)
ODD	0.10820%	0.11891%	(0.01071%)
RMP	0.12959%	0.13997%	(0.01038%)

Based on the measurement date of June 30, 2023, the District recognized pension and OPEB expense of \$387,312 and (\$330,198), respectively, for the year ended June 30, 2024, the District reported deferred outflows of resources and deferred inflows of resources related to pensions and OPEB from the following sources:

	Pension	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Defined Benefit:		
Differences between expected and actual experience	\$ -	-
Changes of assumptions	-	-
Net difference between projected and actual earnings on pension plan investments	116,781	-
Changes in proportion and differences between District contributions and proportionate share of contributions	-	-
District contributions subsequent to the measurement date	410,948	-
Total	\$ 527,729	-

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Notes to Basic Financial Statements, Continued

	OPEB ARHCT	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 4,111	-
Changes of assumptions	-	(36,434)
Net difference between projected and actual earnings on OPEB plan investments	90,114	-
Changes in proportion and differences between District contributions and proportionate share of contributions	14,532	-
District contributions subsequent to the measurement date	-	-
Total	\$ 108,757	(36,434)
	OPEB ODD	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	(15,597)
Changes of assumptions	-	(231)
Net difference between projected and actual earnings on OPEB plan investments	1,282	-
Changes in proportion and differences between District contributions and proportionate share of contributions	6,106	(354)
District contributions subsequent to the measurement date	6,104	-
Total	\$ 13,492	(16,182)
	OPEB RMP	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 1,876	(1,986)
Changes of assumptions	6,617	(50,039)
Net difference between projected and actual earnings on OPEB plan investments	5,156	-
Changes in proportion and differences between District contributions and proportionate share of contributions	463	(1,798)
District contributions subsequent to the measurement date	20,551	-
Total	\$ 34,663	(53,823)

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Notes to Basic Financial Statements, Continued

\$410,948 and \$26,655 are reported as deferred outflows of resources related to pension and OPEB resulting from District contributions subsequent to the measurement date and will be recognized as a reduction of the net pension and OPEB liabilities and as an increase to the net pension and OPEB assets in the year ended June 30, 2024 (measurement date), respectively. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pension and OPEB will be recognized in pension and OPEB expense as follows:

Year Ended June 30,	Pension	OPEB ARHCT	OPEB ODD	OPEB RMP
2024	\$ (44,291)	(56,993)	(2,192)	(8,300)
2025	(97,956)	(81,401)	(2,448)	(9,291)
2026	265,004	216,234	(352)	(482)
2027	(5,976)	(5,517)	(1,715)	(9,429)
2028	-	-	(1,376)	(6,655)
Thereafter	-	-	(711)	(5,554)
Total	\$ 116,781	72,323	(8,794)	(39,711)

For the year ended June 30, 2024, the District recognized (\$269,015) and \$113,888 of pension and OPEB amortization of the net deferred outflows and inflows of resources, respectively.

Sensitivity of the Net Pension and OPEB Liabilities and Assets to Changes in the Discount Rate: The following presents the net pension and OPEB liabilities and assets of the plan calculated using the discount rate of 7.25%, as well as what the Plans' net pension and OPEB liabilities and assets would be if they were calculated using a discount rate that is 1-percentage-point lower (6.25%) or 1-percentage-point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Rate (7.25%)	1% Increase (8.25%)
Net pension liability (asset)	\$ 6,006,478	4,474,109	3,179,709
Net OPEB ARHCT liability (asset)	\$ (1,315,999)	(1,979,858)	(2,537,536)
Net OPEB ODD liability (asset)	\$ (52,157)	(55,510)	(58,120)
Net OPEB RMP liability (asset)	\$ (2,138)	(61,534)	(106,907)

Sensitivity of the District's Proportionate Share of the Net OPEB Liability and Assets to Changes in the Healthcare Cost Trend Rates. The following present the District's proportionate share of the net OPEB liability (asset), as well as what the District's proportionate share of the net OPEB liability (asset) would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

	1% Decrease	Current Rate	1% Increase
Net OPEB ARHCT (asset)	\$ (2,601,326)	(1,979,858)	(1,239,858)
Net OPEB ODD (asset)	\$ N/A	(55,510)	N/A
Net OPEB RMP liability (asset)	\$ (112,997)	(61,534)	7,591

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Notes to Basic Financial Statements, Continued

Alaska Public Employees' Retirement System (PERS) – Defined Contribution Plan (DC)

Plan Description and Funding Requirements. Districts and Public Employers in the State of Alaska have a defined contribution retirement plan (PERS Tier IV) for new hires first enrolled on or after July 1, 2006. This Plan is administered by the State of Alaska, Department of Administration in conjunction with the defined benefit plan noted above. The Administrator of the Plan is the Commissioner of Administration or the Commissioner's designee. Plan members make mandatory contributions of 6.75% of gross eligible compensation. This amount goes directly to the individual's account. State statutes require the employer to contribute 5.00% of employees' eligible compensation. Additionally, employers are required to contribute to OPEB (DB): 1.01% for the retiree medical plan (DB), 0.30% for occupational and death and disability benefits (DB) and 3.00% of employers' average annual employee compensation to the health reimbursement arrangement (HRA DC). The effective employer contribution is capped at 22.00% with anything in excess of the previously listed rates being contributed to the Defined Benefit Unfunded Liability (DBUL).

Plan members are 100% vested with their contributions.

Members become vested in employers' contributions as follows:

- 2 years of service – 25%
- 3 years of service – 50%
- 4 years of service – 75%
- 5 years of service – 100%

The District contributed \$207,400 for the year ended June 30, 2024, which included forfeitures of \$19,990 which have been applied as employer contributions.

Alaska Teachers' Retirement System (TRS) – Defined Benefit Plan (DB)

Plan Description. The District participates in the Alaska Teachers' Retirement System (TRS), a cost sharing multiple-employer defined benefit plan. Currently, there are 57 employers participating in TRS, including 53 school districts. TRS provides retirement benefits, disability and death benefits, and post-employment healthcare to plan members and beneficiaries. The system is governed by the Alaska Retirement Management Board (ARMB). The Administrator of the Plan is the Commissioner of Administration or the Commissioner's designee. The benefit and contribution provisions are established by State law and may be amended only by the State legislature. The Teachers' Retirement System issues a publicly available financial report that includes financial statements and required supplementary information for TRS. This report may be obtained from the system at Pouch C, Juneau, Alaska 99811 or online at <http://doa.alaska.gov/drb/trs>.

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Notes to Basic Financial Statements, Continued

Pension Benefits. Employees hired prior to July 1, 1990, are entitled to annual pension benefits beginning at normal retirement age 55, or early retirement age 50. For employees hired after June 30, 1990 but before July 1, 2006, the normal and early retirement ages are 60 and 55, respectively. Employees may also retire at any age and receive a normal benefit when they accumulate the required credited service. The benefit related to all years of credited service prior to July 1, 1990 and for years of service through a total of 20 years is equal to 2% of their highest three-year average annual compensation for each year of service. The benefit for each year over 20 years of service subsequent to June 30, 1990, is equal to 2.5% of their highest three-year average annual compensation for each year of service. Employees may elect to receive their pension benefits in the form of a joint or survivor annuity. Effective January 1, 1987, a married member who retires must receive his or her benefit in the form of a joint and survivor annuity unless the member's spouse consents to another form of benefit.

Minimum benefits for employees eligible for retirement are \$25 per month for each year of credited service.

Post Retirement Pension Adjustments. Effective in fiscal year 1991, automatic post retirement pension adjustment (PRPA) was granted to all current and future retirees. The PRPA amount may not exceed the lesser of (a) the actual cost of living increase (percentage) from the date of retirement until the effective date of the PRPA; or (b) 4.00% of the base benefits for each full year that the member has been retired and a prorated percentage for each partial year. However, the PRPA percentage is offset by the percentage of all prior PRPAs that have been granted. TRS members receiving a retirement, disability or survivor benefit, who remain in Alaska, are eligible for an additional allowance equal to 10.00% of the base benefit.

Employee Contribution Rate. The District's active TRS members are required to contribute 8.65% of their annual covered salary.

Employer contributions for the year ended June 30, 2024, were:

Pensions (DB)	Other Post-Employment Benefits (DB)	Total
\$ 674,278	49,158	723,436

Teachers' Retirement Plans

For the year ended June 30, 2024 the State of Alaska contributed \$1,171,208 (100% pension cost) on-behalf of the District which has been recorded in the fund financial statements under the modified-accrual basis of accounting. In the government-wide financial statements the on-behalf contribution has been adjusted as of the measurement date June 30, 2024 to a total of \$796,971 to represent the pension/OPEB expense attributable to the State under the full accrual basis of accounting.

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Notes to Basic Financial Statements, Continued

Pension and OPEB Liabilities and Assets, Pension and OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions and OPEB: At June 30, 2024, the District reported liabilities and assets that reflected a reduction for State pension and OPEB support provided to the District. The amount recognized by the District as its proportionate share of net pension and OPEB liabilities (assets), the related State support, and the total portion of the net pension and OPEB liabilities (assets) that were associated with the District were as follows:

Defined Benefit:		<u>Pension</u>
District's proportionate share of the net pension liability	\$	8,421,062
State's proportionate share of the net pension liability		<u>13,309,251</u>
Total	\$	<u>21,730,313</u>
		<u>OPEB</u>
District's proportionate share of the ARHCT OPEB (asset)	\$	(4,982,365)
State's proportionate share of the ARHCT OPEB (asset)		<u>(7,510,920)</u>
Total	\$	<u>(12,493,285)</u>
District's proportionate share of the ODD OPEB (asset)	\$	<u>(69,176)</u>
District's proportionate share of the RMP OPEB (asset)	\$	<u>(221,640)</u>
Total District's share of net pension and OPEB liabilities and (assets)	\$	<u>3,147,881</u>

The net pension and OPEB liabilities and assets were determined by an actuarial valuation as of June 30, 2022, rolled forward to the measurement date of June 30, 2023 and adjusted to reflect updated assumptions. The District's proportion of the net pension and OPEB liabilities and assets were based on the present value of contributions for the fiscal years ending 2024 to 2039, as determined by projections based on the June 30, 2022 valuation.

The District's proportionate share and changes in the pension and OPEB liabilities and assets were as follows:

	<u>June 30, 2023 Measurement</u>	<u>June 30, 2022 Measurement</u>	<u>Change</u>
Pension	0.47889%	0.48765%	(0.00876%)
OPEB:			
ARHCT	0.49299%	0.49779%	(0.0048%)
ODD	0.99980%	0.99625%	0.00355%
RMP	1.00059%	0.99429%	0.00630%

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Notes to Basic Financial Statements, Continued

Based on the measurement date of June 30, 2023, the District recognized pension and OPEB expense of \$2,616,237 and (\$1,420,437), respectively, for the year ended June 30, 2024, the District reported deferred outflows of resources and deferred inflows of resources related to pensions and OPEB from the following sources:

	Pension	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Defined Benefit:		
Differences between expected and actual experience	\$ -	-
Changes of assumptions	-	-
Net difference between projected and actual earnings on pension plan investments	345,291	-
Changes in proportion and differences between District contributions and proportionate share of contributions	-	-
District contributions subsequent to the measurement date	<u>674,278</u>	<u>-</u>
Total	<u>\$ 1,019,569</u>	<u>-</u>
	OPEB ARHCT	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 13,727	-
Changes of assumptions	-	(78,789)
Net difference between projected and actual earnings on OPEB plan investments	205,553	-
Changes in proportion and differences between District contributions and proportionate share of contributions	6,995	-
District contributions subsequent to the measurement date	<u>-</u>	<u>-</u>
Total	<u>\$ 226,275</u>	<u>(78,789)</u>

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Notes to Basic Financial Statements, Continued

	OPEB ODD	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	(11,080)
Changes of assumptions	-	(137)
Net difference between projected and actual earnings on OPEB plan investments	1,210	-
Changes in proportion and differences between District contributions and proportionate share of contributions	1,819	(596)
District contributions subsequent to the measurement date	4,369	-
Total	\$ 7,398	(11,813)

	OPEB RMP	
	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 38,475	(7,694)
Changes of assumptions	9,272	(106,960)
Net difference between projected and actual earnings on OPEB plan investments	12,601	-
Changes in proportion and differences between District contributions and proportionate share of contributions	2,149	(1,151)
District contributions subsequent to the measurement date	44,789	-
Total	\$ 107,283	(115,805)

\$674,278 and \$49,157 are reported as deferred outflows of resources related to pension and OPEB resulting from District contributions subsequent to the measurement date and will be recognized as a reduction of the net pension and OPEB liabilities and as an increase to the net pension and OPEB assets in the year ended June 30, 2024 (measurement date), respectively. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pension and OPEB will be recognized in pension and OPEB expense as follows:

Year Ended June 30,	Pension	OPEB ARHCT	OPEB ODD	OPEB RMP
2024	\$ (146,941)	(139,791)	(1,835)	(12,883)
2025	(321,114)	(173,051)	(2,115)	(15,619)
2026	828,566	472,667	91	6,654
2027	(15,220)	(12,339)	(1,728)	(12,171)
2028	-	-	(1,151)	(10,935)
Thereafter	-	-	(2,046)	(8,357)
Total	\$ 345,291	147,486	(8,784)	(53,311)

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

For the year ended June 30, 2024, the District recognized (\$384,024) and \$306,976 of pension and OPEB amortization of the net deferred outflows and inflows of resources, respectively.

Sensitivity of the Net Pension and OPEB Liabilities and Assets to Changes in the Discount Rate: The following presents the net pension and OPEB liabilities and assets of the plan calculated using the discount rate of 7.25%, as well as what the Plans' net pension and OPEB liabilities and assets would be if they were calculated using a discount rate that is 1-percentage-point lower (6.25%) or 1-percentage-point higher (8.25%) than the current rate:

	1% Decrease (6.25%)	Current Rate (7.25%)	1% Increase (8.25%)
Net pension liability	\$ 12,396,328	8,421,062	5,062,769
Net OPEB ARHCT (asset)	\$ (3,523,616)	(4,982,365)	(6,201,189)
Net OPEB ODD (asset)	\$ (69,416)	(69,176)	(69,046)
Net OPEB RMP (asset)	\$ (81,308)	(221,640)	(327,463)

Sensitivity of the District's Proportionate Share of the Net OPEB Liability and Assets to Changes in the Healthcare Cost Trend Rates: The following present the District's proportionate share of the net OPEB liability (asset), as well as what the District's proportionate share of the net OPEB liability (asset) would be if it were calculated using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

	1% Decrease	Current Rate	1% Increase
Net OPEB ARHCT liability (asset)	\$ (6,336,013)	(4,982,365)	(3,360,751)
Net OPEB ODD liability (asset)	\$ N/A	(69,176)	N/A
Net OPEB RMP liability (asset)	\$ (340,470)	(221,640)	(60,436)

Alaska Teachers' Retirement System (TRS) – Defined Contribution Plan (DC)

Plan Description and Funding Requirements. Districts and Public Employers in the State of Alaska have a defined contribution retirement plan for new hires first enrolled on or after July 1, 2006. The Administrator of the Plan is the Commissioner of Administration or the Commissioner's designee. Plan members make mandatory contributions of 8.65% of their base salaries. State statutes require the employer to contribute 7.00% of employees' eligible compensation. Additionally, employers are required to contribute to other post-employment benefits (DB): 0.82% for the retiree medical plan, 0.08% for occupational death and disability, and 3.00% of employers' average annual employee compensation to the health reimbursement arrangement (HRA DC). The employer effective contribution rate is 12.56%. Additionally, there is a defined benefit unfunded liability (DBUL) amount levied against the DC plan and allocated to the DB Plan's pension and OPEB contribution.

Plan members are 100% vested with their contributions.

Members become vested in employers' contributions as follows:

- 2 years of service – 25%
- 3 years of service – 50%
- 4 years of service – 75%
- 5 years of service – 100%

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

The District contributed \$517,947 for the year ended June 30, 2024, which included forfeitures of \$1,446 which have been applied as employer contributions.

C. Contingencies

Amounts received or receivable from grantor agencies are subject to audit and adjustment by the grantor agencies, principally the federal and state governments. Any disallowed claims, including amounts already collected, may constitute a liability of the School Operating Fund. The amount, if any, of expenditures which may be disallowed by the grantor cannot be determined at this time, although the District expects such amounts, if any, to be immaterial.

The District treats the on-behalf funding, created by AS 39.35.280 and AS 14.25.085, as a special funding situation. AS 39.35.255 established the uniform contribution rate for PERS employers at 22%, with the State of Alaska contributing the difference between the total PERS actuarial required contributions and the amount employers contribute at 22% of covered payroll. AS 14.25.070 established the TRS employer contributions rate at 12.56%, with the State of Alaska contributing the difference between total TRS actuarial required contribution and the amount employers contribute at 12.56% of covered payroll.

Per GASB 68 and 75, a special funding situation is created when a non-employer entity is legally responsible for making contributions directly to the pension plan that is used to provide pensions to the employees of another entity. Under GASB 68 and 75, "legal responsible" is determined by State statute. The State of Alaska created AS 39.35.80 and AS 14.25.085, which established the required contributions for the Employer and the State.

The District's current share of unfunded OPEB liabilities and assets related to PERS and TRS between measurement dates created an OPEB benefit as a result of the decrease to the estimated liability. Due to the change, The District's proportionate share of pension plan expenses is negative for the year. Per GASB 75, the negative proportionate share has been allocated to operating grants and contributions for special education support services – students, support services – instruction, and school administration, to report negative program revenues.

D. Related Parties

Sitka School District received contributions from the City and Borough of Sitka in the amount of \$8,317,498.

E. Alternative Retirement Plans

The District participates in a 403(b) plan through OMNI Group. The District will match up to \$1,000 per calendar year for all employees who are members of the Administrator's Association. The District does not match any contributions for employees who are not members of the Administrator's Association. All staff are eligible to participate in the 403(b) plan up to a maximum contribution of \$23,000 in 2024. For the year ended June 30, 2024, the District contributed \$6,000.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Basic Financial Statements, Continued

Additionally, the District participates in a 457 plan through Alaska Deferred Compensation Plan. The District will match up to \$1,000 per calendar year for all employees who are members of the Administrator's Association. The District does not match any contributions for employees who are not members of the Administrator's Association. All staff are eligible to participate in the 457 plan up to a maximum contribution of \$23,000 in 2024. For the year ended June 30, 2024, the District contributed \$0.

F. Subsequent Accounting Pronouncements

The Governmental Accounting Standards Board has passed several new accounting standards with upcoming implementation dates covering several topics as follows:

- GASB 101 *Compensated Absences*. Effective for fiscal years beginning after December 15, 2023, and all reporting periods thereafter.
- GASB 102 *Certain Risk Disclosures*. Effective for fiscal years beginning after June 15, 2024, and all reporting periods thereafter.
- GASB 103 *Financial Reporting Model Improvements*: Effective for fiscal years beginning after June 15, 2025, and all reporting periods thereafter.
- GASB 104 *Disclosure of Certain Capital Assets*: Effective for fiscal years beginning after June 15, 2025, and all reporting periods thereafter.

GASB Statement No. 101 unified recognition and measurement model in this Statement will result in a liability for compensated absences that more appropriately reflects when a government incurs an obligation. In addition, the model can be applied consistently to any type of compensated absence and will eliminate potential comparability issues between governments that offer different types of leave.

The model also will result in a more robust estimate of the amount of compensated absences that a government will pay or settle, which will enhance the relevance and reliability of information about the liability for compensated absences.

GASB Statement No. 102 will improve financial reporting by providing users of financial statements with essential information that currently is not often provided. The disclosures will provide users with timely information regarding certain concentrations or constraints and related events that have occurred or have begun to occur that make a government vulnerable to a substantial impact. As a result, users will have better information with which to understand and anticipate certain risks to a government's financial condition.

GASB Statement No. 103 will improve key components of the financial reporting model to enhance its effectiveness in providing information that is essential for decision making and assessing a government's accountability. This Statement also addresses certain application issues.

GASB Statement No. 104 establishes requirements for certain types of capital assets to be disclosed separately in the capital assets note disclosures. The Statement also establishes requirements for capital assets held for sale and requires additional disclosures for those capital assets. Under the guidance, a capital asset is a capital asset held for sale if: (a) the government has decided to pursue the sale of the asset, and (b) it is probable the sale will be finalized within a year of the financial statement date. A government should disclose the historical cost and accumulated depreciation of capital assets held for sale, by major class of asset.

**REQUIRED SUPPLEMENTARY
INFORMATION**

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

School Operating Fund

Schedule of Revenues, Expenditures, and Changes in Fund Balance -
Original and Final Budget and Actual

Year Ended June 30, 2024

	School Operating Fund			Variance with Final Budget- Positive (Negative)
	Budgeted Amounts		Actual Amounts	
	Original	Final		
Revenues:				
Local sources:				
Other	\$ 45,000	45,000	66,408	21,408
E-rate	69,076	69,076	69,076	-
Intergovernmental:				
City and Borough appropriations	7,763,278	7,697,278	7,763,278	66,000
Forest receipts-passed through City and Borough of Sitka	360,000	360,000	360,000	-
State of Alaska	13,586,862	13,583,449	13,567,525	(15,924)
Federal sources	70,000	70,000	95,734	25,734
Total revenues	<u>21,894,216</u>	<u>21,824,803</u>	<u>21,922,021</u>	<u>97,218</u>
Expenditures:				
Current:				
Instruction	10,035,749	9,928,500	9,640,797	287,703
Special education instruction	4,766,960	4,361,395	4,291,353	70,042
Special education support services - students	1,023,606	1,028,229	925,372	102,857
Support services - students	660,796	660,854	657,052	3,802
Support services - instruction	543,742	546,927	525,591	21,336
School administration	1,173,791	1,173,790	1,177,686	(3,896)
School administration support services	681,230	690,530	706,108	(15,578)
District administration	705,346	696,558	686,412	10,146
District administration support services	1,021,417	1,039,128	1,001,713	37,415
Operation and maintenance of plant	2,784,074	2,851,648	2,841,164	10,484
Student activities	414,066	290,016	282,435	7,581
Community services	-	3,251	4,687	(1,436)
Total expenditures	<u>23,810,777</u>	<u>23,270,826</u>	<u>22,740,370</u>	<u>530,456</u>
Excess (deficiency) of revenues over expenditures	<u>(1,916,561)</u>	<u>(1,446,023)</u>	<u>(818,349)</u>	<u>627,674</u>
Other financing sources (uses):				
Transfers in	-	-	218,492	218,492
Transfers out	(126,000)	(268,000)	(360,992)	(92,992)
Total other financing sources (uses)	<u>(126,000)</u>	<u>(268,000)</u>	<u>(142,500)</u>	<u>125,500</u>
Net change in fund balance	<u>\$ (2,042,561)</u>	<u>(1,714,023)</u>	(960,849)	<u>753,174</u>
Fund balance, beginning of year			<u>3,093,778</u>	
Fund balance, end of year			<u>\$ 2,132,929</u>	

See accompanying Notes to Required Supplementary Information.

Sitka School District
 Schedule of District's Proportionate Share of the Net Pension Liability
 Public Employees' Retirement System (PERS)

June 30, 2024

Year	District's Proportion of the Net Pension Liability	District's Proportionate Share of the Net Pension Liability	State of Alaska Proportionate Share of the Net Pension Liability	Total Net Pension Liability	District's Covered Payroll	District's Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total Pension Liability
2015	0.0665%	\$ 3,102,489	\$ 3,102,489	\$ 6,204,978	\$ 2,938,606	105.58%	62.37%
2016	0.1175%	\$ 5,696,981	\$ 1,525,360	\$ 7,222,341	\$ 2,938,606	193.87%	63.96%
2017	0.1241%	\$ 6,937,517	\$ 874,158	\$ 7,811,675	\$ 3,072,987	225.76%	59.55%
2018	0.0932%	\$ 4,817,187	\$ 1,796,288	\$ 6,613,475	\$ 2,968,084	162.30%	63.37%
2019	0.1069%	\$ 5,310,644	\$ 1,540,684	\$ 6,851,328	\$ 2,896,500	183.35%	65.19%
2020	0.0978%	\$ 5,353,612	\$ 2,124,911	\$ 7,478,523	\$ 2,859,932	187.19%	63.42%
2021	0.0914%	\$ 5,393,090	\$ 2,230,687	\$ 7,623,777	\$ 2,879,514	187.29%	61.61%
2022	0.1054%	\$ 3,867,891	\$ 523,447	\$ 4,391,338	\$ 2,816,293	137.34%	76.46%
2023	0.0913%	\$ 4,653,958	\$ 1,284,397	\$ 5,938,355	\$ 2,875,027	161.88%	67.97%
2024	0.0863%	\$ 4,474,109	\$ 1,489,172	\$ 5,963,281	\$ 2,910,576	153.72%	68.23%

See accompanying notes to Required Supplementary Information.

Sitka School District

Schedule of District's Proportionate Share of the Net OPEB Liability (Asset)

Public Employees' Retirement System (PERS)

June 30, 2024

Year	District's Proportion of the Net OPEB Liability (Asset)	District's Proportionate Share of the Net OPEB Liability (Asset)	State of Alaska Proportionate Share of the Net OPEB Liability (Asset)	Total Net OPEB Liability (Asset)	District's Covered Payroll	District's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability (Asset)
Alaska Retiree Healthcare Trust Plan (ARHCT):							
2018	0.0932%	\$ 787,495	\$ 293,493	\$ 1,080,988	\$ 2,968,084	26.53%	89.68%
2019	0.1070%	\$ 1,097,874	\$ 318,408	\$ 1,416,282	\$ 2,896,500	37.90%	88.12%
2020	0.0977%	\$ 144,992	\$ 57,640	\$ 202,632	\$ 2,859,932	5.07%	98.13%
2021	0.0913%	\$ (413,432)	\$ (171,342)	\$ (584,774)	\$ 2,879,514	-14.36%	106.15%
2022	0.1059%	\$ (2,716,331)	\$ (356,747)	\$ (3,073,078)	\$ 2,816,293	-96.45%	135.54%
2023	0.0905%	\$ (1,780,673)	\$ (509,337)	\$ (2,290,010)	\$ 2,875,027	-61.94%	128.51%
2024	0.0861%	\$ (1,979,858)	\$ (664,915)	\$ (2,644,773)	\$ 2,910,576	-68.02%	133.96%
Occupational Death and Disability (ODD):							
2018	0.1681%	\$ (23,848)	\$ -	\$ (23,848)	\$ 2,968,084	-0.80%	212.97%
2019	0.1622%	\$ (31,492)	\$ -	\$ (31,492)	\$ 2,896,500	-1.09%	270.62%
2020	0.1248%	\$ (30,253)	\$ -	\$ (30,253)	\$ 2,859,932	-1.06%	297.43%
2021	0.1190%	\$ (32,428)	\$ -	\$ (32,428)	\$ 2,879,514	-1.13%	283.80%
2022	0.1219%	\$ (53,736)	\$ -	\$ (53,736)	\$ 2,816,293	-1.91%	374.22%
2023	0.1189%	\$ (52,128)	\$ -	\$ (52,128)	\$ 2,875,027	-1.81%	348.80%
2024	0.1082%	\$ (55,510)	\$ -	\$ (55,510)	\$ 2,910,576	-1.91%	349.24%
Retiree Medical Plan (RMP):							
2018	0.1681%	\$ 8,765	\$ -	\$ 8,765	\$ 816,927	1.07%	93.98%
2019	0.1622%	\$ 20,633	\$ -	\$ 20,633	\$ 844,455	2.44%	88.71%
2020	0.1570%	\$ 37,556	\$ -	\$ 37,556	\$ 848,827	4.42%	83.17%
2021	0.1485%	\$ 10,530	\$ -	\$ 10,530	\$ 916,864	1.15%	92.23%
2022	0.1436%	\$ (38,531)	\$ -	\$ (38,531)	\$ 946,224	-4.07%	115.10%
2023	0.1400%	\$ (48,610)	\$ -	\$ (48,610)	\$ 1,023,455	-4.75%	120.08%
2024	0.1296%	\$ (61,534)	\$ -	\$ (61,534)	\$ 1,022,550	-6.02%	124.29%

See accompanying notes to Required Supplementary Information.

Sitka School District
Schedule of District's Contributions (Pensions)
Public Employees' Retirement System (PERS)
June 30, 2024

Year	Contractually Required Contribution	Contributions Relative to the Contractually Required Contribution	Contribution Deficiency (Excess)	District's Covered Payroll	Contributions as a Percentage of Covered Payroll
2015	\$ 272,456	\$ (272,456)	\$ -	\$ 2,938,606	9.27%
2016	\$ 269,023	\$ (269,023)	\$ -	\$ 3,072,987	8.75%
2017	\$ 301,611	\$ (301,611)	\$ -	\$ 2,968,084	10.16%
2018	\$ 334,315	\$ (334,315)	\$ -	\$ 2,896,500	11.54%
2019	\$ 307,508	\$ (307,685)	\$ (177)	\$ 2,859,932	10.75%
2020	\$ 287,427	\$ (285,004)	\$ 2,423	\$ 2,879,514	9.98%
2021	\$ 321,030	\$ (326,877)	\$ (5,847)	\$ 2,816,293	11.40%
2022	\$ 334,576	\$ (333,871)	\$ 705	\$ 2,875,027	11.64%
2023	\$ 383,229	\$ (382,147)	\$ 1,082	\$ 2,910,576	13.17%
2024	\$ 390,475	\$ (410,947)	\$ (20,472)	\$ 2,931,832	13.32%

See accompanying notes to Required Supplementary Information.

Sitka School District
Schedule of District's Contributions (OPEB)
Public Employees' Retirement System (PERS)

June 30, 2024

Year	Contractually Required Contribution	Contributions Relative to the Contractually Required Contribution	Contribution Deficiency (Excess)	District's Covered Payroll	Contributions as a Percentage of Covered Payroll
Alaska Retiree Healthcare Trust Plan (ARHCT):					
2018	\$ 95,295	\$ (95,295)	\$ -	\$ 2,896,500	3.29%
2019	\$ 111,241	\$ (111,241)	\$ -	\$ 2,859,932	3.89%
2020	\$ 114,547	\$ (114,547)	\$ -	\$ 2,879,514	3.98%
2021	\$ 51,393	\$ (51,393)	\$ -	\$ 2,816,293	1.82%
2022	\$ 42,932	\$ (42,932)	\$ -	\$ 2,875,027	1.49%
2023	\$ -	\$ -	\$ -	\$ 2,910,576	0.00%
2024	\$ -	\$ -	\$ -	\$ 2,931,832	0.00%
Occupational Death and Disability (ODD):					
2018	\$ 2,937	\$ (2,937)	\$ -	\$ 2,896,500	0.10%
2019	\$ 5,095	\$ (5,095)	\$ -	\$ 2,859,932	0.18%
2020	\$ 5,332	\$ (5,332)	\$ -	\$ 2,879,514	0.19%
2021	\$ 6,503	\$ (6,503)	\$ -	\$ 2,816,293	0.23%
2022	\$ 6,861	\$ (6,861)	\$ -	\$ 2,875,027	0.24%
2023	\$ 6,628	\$ (6,628)	\$ -	\$ 2,910,576	0.23%
2024	\$ 6,104	\$ (6,104)	\$ -	\$ 2,931,832	0.21%
Retiree Medical Plan (RMP):					
2018	\$ 18,902	\$ (18,902)	\$ -	\$ 844,455	2.24%
2019	\$ 18,422	\$ (18,422)	\$ -	\$ 848,827	2.17%
2020	\$ 26,900	\$ (26,900)	\$ -	\$ 916,864	2.93%
2021	\$ 26,641	\$ (26,641)	\$ -	\$ 946,224	2.82%
2022	\$ 23,682	\$ (23,682)	\$ -	\$ 1,023,455	2.31%
2023	\$ 24,302	\$ (24,302)	\$ -	\$ 1,022,550	2.38%
2024	\$ 20,551	\$ (20,551)	\$ -	\$ 942,732	2.18%

See accompanying notes to Required Supplementary Information.

Sitka School District

Schedule of District's Proportionate Share of the Net Pension Liability

Teachers' Retirement System (TRS)

June 30, 2024

Year	District's Proportion of the Net Pension Liability	District's Proportionate Share of the Net Pension Liability	State of Alaska Proportionate Share of the Net Pension Liability	Total Net Pension Liability	District's Covered Payroll	District's Proportionate Share of the Net Pension Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total Pension Liability
2015	0.1966%	\$ 5,895,134	\$ 30,363,470	\$ 36,258,604	\$ 3,535,278	166.75%	55.70%
2016	0.4455%	\$ 8,289,016	\$ 13,253,180	\$ 21,542,196	\$ 9,091,789	91.17%	73.82%
2017	0.5214%	\$ 11,905,227	\$ 14,155,094	\$ 26,060,321	\$ 8,937,391	133.21%	68.40%
2018	0.4313%	\$ 8,741,497	\$ 15,254,527	\$ 23,996,024	\$ 9,076,883	96.31%	72.39%
2019	0.4646%	\$ 8,892,956	\$ 13,222,311	\$ 22,115,267	\$ 10,090,645	88.13%	74.09%
2020	0.5096%	\$ 9,521,473	\$ 14,117,031	\$ 23,638,504	\$ 9,339,817	101.94%	74.68%
2021	0.4590%	\$ 9,332,201	\$ 16,192,660	\$ 25,524,861	\$ 9,157,572	101.91%	72.81%
2022	0.6229%	\$ 4,957,937	\$ 4,209,260	\$ 9,167,197	\$ 9,017,648	54.98%	89.43%
2023	0.4877%	\$ 8,128,723	\$ 10,832,934	\$ 18,961,657	\$ 9,494,196	85.62%	78.33%
2024	0.4789%	\$ 8,421,062	\$ 13,309,251	\$ 21,730,313	\$ 9,727,619	86.57%	77.62%

See accompanying notes to Required Supplementary Information.

Sitka School District

Schedule of District's Proportionate Share of the Net OPEB Liability (Asset)

Teachers' Retirement System (TRS)

June 30, 2024

Year	District's Proportion of the Net OPEB Liability (Asset)	District's Proportionate Share of the Net OPEB Liability (Asset)	State of Alaska Proportionate Share of the Net OPEB Liability (Asset)	Total Net OPEB Liability (Asset)	District's Covered Payroll	District's Proportionate Share of the Net OPEB Liability as a Percentage of Covered Payroll	Plan Fiduciary Net Position as a Percentage of the Total OPEB Liability (Asset)
Alaska Retiree Healthcare Trust Plan (ARHCT):							
2018	0.4302%	\$ 791,247	\$ 1,386,547	\$ 2,177,794	\$ 9,076,883	8.72%	93.75%
2019	0.4637%	\$ 1,441,796	\$ 2,151,883	\$ 3,593,679	\$ 10,090,645	14.29%	90.23%
2020	0.5083%	\$ (776,847)	\$ (1,156,228)	\$ (1,933,075)	\$ 9,339,817	-8.32%	105.50%
2021	0.4578%	\$ (1,637,771)	\$ (2,854,334)	\$ (4,492,105)	\$ 9,157,572	-17.88%	113.78%
2022	0.6473%	\$ (7,526,477)	\$ (5,862,513)	\$ (13,388,990)	\$ 9,017,648	-83.46%	145.41%
2023	0.4877%	\$ (4,363,096)	\$ (5,609,924)	\$ (9,973,020)	\$ 9,494,196	-45.96%	134.84%
2024	0.4931%	\$ (4,982,365)	\$ (7,510,920)	\$ (12,493,285)	\$ 9,727,619	-51.22%	140.49%
Occupational Death and Disability (ODD):							
2018	1.0731%	\$ (35,069)	\$ -	\$ (35,069)	\$ 9,076,883	-0.39%	1342.59%
2019	1.0581%	\$ (37,097)	\$ -	\$ (37,097)	\$ 10,090,645	-0.37%	1304.81%
2020	1.0728%	\$ (43,139)	\$ -	\$ (43,139)	\$ 9,339,817	-0.46%	1409.77%
2021	1.0110%	\$ (43,526)	\$ -	\$ (43,526)	\$ 9,157,572	-0.48%	931.08%
2022	0.9979%	\$ (60,820)	\$ -	\$ (60,820)	\$ 9,017,648	-0.67%	1254.36%
2023	0.9963%	\$ (60,174)	\$ -	\$ (60,174)	\$ 9,494,196	-0.63%	1268.28%
2024	0.9998%	\$ (69,176)	\$ -	\$ (69,176)	\$ 9,727,619	-0.71%	1410.42%
Retiree Medical Plan (RMP):							
2018	1.0731%	\$ (50,865)	\$ -	\$ (50,865)	\$ 2,755,454	-1.85%	118.16%
2019	1.0581%	\$ (33,838)	\$ -	\$ (33,838)	\$ 2,903,471	-1.17%	109.56%
2020	1.0718%	\$ (41,114)	\$ -	\$ (41,114)	\$ 3,895,446	-1.06%	110.03%
2021	1.0145%	\$ (100,082)	\$ -	\$ (100,082)	\$ 3,343,296	-2.99%	125.59%
2022	0.9961%	\$ (200,011)	\$ -	\$ (200,011)	\$ 3,410,843	-5.86%	142.54%
2023	0.9943%	\$ (192,554)	\$ -	\$ (192,554)	\$ 3,685,478	-5.22%	140.73%
2024	1.0006%	\$ (221,640)	\$ -	\$ (221,640)	\$ 3,869,514	-5.73%	140.71%

See accompanying notes to Required Supplementary Information.

Sitka School District
Schedule of District's Contributions (Pensions)
Teachers' Retirement System (TRS)
June 30, 2024

Year	Contractually Required Contribution	Contributions Relative to the Contractually Required Contribution	Contribution Deficiency (Excess)	District's Covered Payroll	Contributions as a Percentage of Covered Payroll
2015	\$ 458,336	\$ (458,336)	\$ -	\$ 9,091,789	5.04%
2016	\$ 409,792	\$ (409,792)	\$ -	\$ 8,937,391	4.59%
2017	\$ 456,554	\$ (456,554)	\$ -	\$ 9,076,883	5.03%
2018	\$ 507,918	\$ (507,918)	\$ -	\$ 10,090,645	5.03%
2019	\$ 437,223	\$ (436,775)	\$ 448	\$ 9,339,817	4.68%
2020	\$ 431,579	\$ (438,217)	\$ (6,638)	\$ 9,157,572	4.71%
2021	\$ 351,061	\$ (344,183)	\$ 6,878	\$ 9,017,648	3.89%
2022	\$ 374,811	\$ (398,669)	\$ (23,858)	\$ 9,494,196	3.95%
2023	\$ 694,880	\$ (686,974)	\$ 7,906	\$ 9,727,619	7.14%
2024	\$ 672,493	\$ (674,278)	\$ (1,785)	\$ 9,883,607	6.80%

See accompanying notes to Required Supplementary Information.

Sitka School District
Schedule of District's Contributions (OPEB)
Teachers' Retirement System (TRS)
June 30, 2024

Year	Contractually Required Contribution	Contributions Relative to the Contractually Required Contribution	Contribution Deficiency (Excess)	District's Covered Payroll	Contributions as a Percentage of Covered Payroll
Alaska Retiree Healthcare Trust Plan (ARHCT):					
2018	\$ 251,550	\$ (251,550)	\$ -	\$ 10,090,645	2.49%
2019	\$ 210,624	\$ (210,624)	\$ -	\$ 9,339,817	2.26%
2020	\$ 243,391	\$ (243,391)	\$ -	\$ 9,157,572	2.66%
2021	\$ 314,420	\$ (314,420)	\$ -	\$ 9,017,648	3.49%
2022	\$ 286,361	\$ (286,361)	\$ -	\$ 9,494,196	3.02%
2023	\$ -	\$ -	\$ -	\$ 9,727,619	0.00%
2024	\$ -	\$ -	\$ -	\$ 9,883,607	0.00%
Occupational Death and Disability (ODD):					
2018	\$ -	\$ -	\$ -	\$ 10,090,645	0.00%
2019	\$ 3,349	\$ (3,349)	\$ -	\$ 9,339,817	0.04%
2020	\$ 3,329	\$ (3,329)	\$ -	\$ 9,157,572	0.04%
2021	\$ 3,612	\$ (3,612)	\$ -	\$ 9,017,648	0.04%
2022	\$ 3,916	\$ (3,916)	\$ -	\$ 9,494,196	0.04%
2023	\$ 4,110	\$ (4,110)	\$ -	\$ 9,727,619	0.04%
2024	\$ 4,369	\$ (4,369)	\$ -	\$ 9,883,607	0.04%
Retiree Medical Plan (RMP):					
2018	\$ 34,609	\$ (34,609)	\$ -	\$ 2,903,471	1.19%
2019	\$ 33,065	\$ (33,065)	\$ -	\$ 3,895,446	0.85%
2020	\$ 45,336	\$ (45,336)	\$ -	\$ 3,343,296	1.36%
2021	\$ 42,000	\$ (42,000)	\$ -	\$ 3,410,843	1.23%
2022	\$ 40,629	\$ (40,629)	\$ -	\$ 3,685,478	1.10%
2023	\$ 44,695	\$ (44,695)	\$ -	\$ 3,869,514	1.16%
2024	\$ 44,788	\$ (44,788)	\$ -	\$ 4,123,774	1.09%

See accompanying notes to Required Supplementary Information.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Required Supplementary Information

June 30, 2024

1. Budgetary Information

Annual budgets are adopted on a basis consistent with accounting principles generally accepted in the United States of America for the school operating fund. All annual appropriations lapse at fiscal yearend.

The adopted School Operating Fund budget is submitted to the City for approval of the local appropriations. The approved budget is also submitted to the State of Alaska, Department of Education and Early Development for review to determine compliance with Alaska statutes and Department regulations.

The School Board authorizes formal budget revisions several times each year to adjust the revenues and expenditures to available resources and program needs. The originally adopted budget and the final revised and approved budget are presented in these financial statements. Expenditure authority for the School Operating Fund is limited to the total approved budget and functional areas of expenditures are not to be overspent. Annual appropriations for the School Operating Fund lapse at fiscal year-end.

The appropriated budget is prepared by fund, function, and object. The District's department heads may make transfers of appropriations within a department. Transfers of appropriations between departments require approval of the School Board.

Encumbrance accounting, under which purchase orders, contracts, and other commitments for the expenditure of monies are recorded in order to reserve that portion of the applicable appropriation, is employed as an extension of formal budgetary integration in the School Operating Fund. Encumbrances outstanding at year end are reported as unassigned fund balances since they do not constitute expenditures or liabilities. The amount of encumbrances, if significant, are disclosed as commitments.

The following functions had expenditures in excess of appropriations in the School Operating Fund:

	Amount in Excess of Appropriation
School administration	\$ 3,896
School administration support services	\$ 15,578
Community services	\$ 1,436

2. Public Employees' Retirement System

Schedule of District's Proportionate Share of Net Pension and OPEB Liability (Asset)

The table is presented based on the Plan measurement date which is one year prior to fiscal year end for all years presented.

Changes in Methods Since the Prior Valuation – June 30, 2021 to June 30, 2022

There were no changes in actuarial methods since the prior valuation.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Required Supplementary Information, Continued

Changes in Assumptions Since the Prior Valuation – June 30, 2021 to June 30, 2022

- Pension – Effective for the June 30, 2022 valuation, the Alaska Retirement Management Board adopted the changes to the demographic and economic assumptions recommended by the actuary, based on the results of an experience study performed on the plan experience from July 1, 2017 to June 30, 2021. The changes in assumptions were adopted at the June 2022 Board meeting. The effect of the new assumptions was to increase the actuarial accrued liability as of June 30, 2022 by approximately \$206 million for pension and decrease by approximately \$88 million for healthcare.

The healthcare per capital claims cost assumption is updated for each valuation. The amounts included in the Normal Cost for the administrative expenses were updated based on the last two years of actual administrative expenses paid from plan assets.

- OPEB ODD and RMP – Effective for the June 30, 2022 valuation, the Alaska Retirement Management Board adopted the changes to the demographic and economic assumptions recommended by the actuary, based on the results of an experience study performed on the plan experience from July 1, 2017 to June 30, 2021. The changes in assumptions were adopted at the June 2022 Board meeting. The effect of the new assumptions was to increase the actuarial accrued liability as of June 30, 2022 by approximately \$1,222,000 for occupational death & disability and decrease by approximately \$22,348,000 for retiree medical.

The healthcare per capital claims cost assumption is updated for each valuation. The amounts included in the Normal Cost for the administrative expenses were updated based on the last two years of actual administrative expenses paid from plan assets.

Changes in Benefit Provisions Since the Prior Valuation – June 30, 2021 to June 30, 2022

There were no changes in benefit provisions since the prior valuation.

The GASB requires ten years of information be presented. However, until a full ten years of information is available, the District will present only those years for which information is available.

Schedule of District Contributions (Pension) and (OPEB)

The table valuation date is June 30, 2022 which was rolled forward to June 30, 2023. Actuarially determined contribution rates are calculated as of June 30th, two years prior to the fiscal year in which contributions are reported.

3. Teachers' Retirement System

Schedule of District's Proportionate Share of Net Pension and OPEB Liability (Asset)

The table is presented based on the Plan measurement date which is one year prior to fiscal year end for all years presented.

Changes in Methods Since the Prior Valuation – June 30, 2021 to June 30, 2022

There were no changes in actuarial methods since the prior valuation.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Required Supplementary Information, Continued

Changes in Assumptions Since the Prior Valuation – June 30, 2021 to June 30, 2022

- Pension – Effective for the June 30, 2022 valuation, the Alaska Retirement Management Board adopted the changes to the demographic and economic assumptions recommended by the actuary, based on the results of an experience study performed on the plan experience from July 1, 2017 to June 30, 2021. The changes in assumptions were adopted at the June 2022 Board meeting. The effect of the new assumptions was to increase the actuarial accrued liability as of June 30, 2022 by approximately \$144 million for pension and \$21 million for healthcare.

The healthcare per capital claims cost assumption is updated for each valuation. The amounts included in the Normal Cost for the administrative expenses were updated based on the last two years of actual administrative expenses paid from plan assets.

- PEB and RMP – Effective for the June 30, 2022 valuation, the Alaska Retirement Management Board adopted the changes to the demographic and economic assumptions recommended by the actuary, based on the results of an experience study performed on the plan experience from July 1, 2017 to June 30, 2021. The changes in assumptions were adopted at the June 2022 Board meeting. The effect of the new assumptions was to decrease the actuarial accrued liability as of June 30, 2022 by less than \$1,000 for occupational death & disability and by approximately \$3,374,000 for retiree medical.

The healthcare per capital claims cost assumption is updated for each valuation. The amounts included in the Normal Cost for the administrative expenses were updated based on the last two years of actual administrative expenses paid from plan assets.

Changes in Benefit Provisions Since the Prior Valuation – June 30, 2021 to June 30, 2022

There have been no changes in benefit provisions valued since the prior valuation.

The GASB requires ten years of information be presented. However, until a full ten years of information is available, the District will present only those years for which information is available.

Schedule of District Contributions (Pension) and (OPEB)

The table valuation date is June 30, 2022 which was rolled forward to June 30, 2023. Actuarially determined contribution rates are calculated as of June 30th, two years prior to the fiscal year in which contributions are reported.

SUPPLEMENTARY INFORMATION

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

School Operating Fund

Schedule of Revenues, Expenditures, and
Changes in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues:			
Local sources:			
Other	\$ 45,000	66,408	21,408
E-rate	69,076	69,076	-
Intergovernmental:			
City and Borough appropriations	7,697,278	7,763,278	66,000
Forest receipts-passed through City and Borough of Sitka	360,000	360,000	-
State of Alaska:			
Foundation program	11,374,733	11,380,032	5,299
Quality schools	41,803	41,803	-
HB39	889,798	884,441	(5,357)
On behalf TRS	1,188,791	1,171,208	(17,583)
On behalf PERS	81,324	80,773	(551)
Other State sources	7,000	9,268	2,268
Federal sources:			
Impact aid	70,000	95,734	25,734
Total revenues	<u>21,824,803</u>	<u>21,922,021</u>	<u>97,218</u>
Expenditures:			
Current:			
Instruction:			
Certificated salaries	5,888,543	5,845,113	43,430
Non-certificated salaries	116,704	212,356	(95,652)
Employee benefits	2,997,887	2,994,131	3,756
Transportation allowance	-	5,864	(5,864)
Professional and technical services	118,650	103,858	14,792
Staff travel	46,275	21,491	24,784
Student travel	11,050	4,164	6,886
Utility services	15,000	11,155	3,845
Other purchased services	62,096	79,760	(17,664)
Supplies, materials and media	633,930	350,206	283,724
Other	28,365	4,254	24,111
Equipment	10,000	8,445	1,555
Total instruction	<u>9,928,500</u>	<u>9,640,797</u>	<u>287,703</u>
Special education instruction:			
Certificated salaries	1,227,755	1,219,844	7,911
Non-certificated salaries	1,122,219	1,115,246	6,973
Employee benefits	1,748,651	1,711,657	36,994
Professional and technical services	171,500	159,628	11,872
Staff travel	6,000	3,839	2,161
Student travel	40,650	53,866	(13,216)
Other purchased services	8,500	336	8,164
Supplies, materials and media	30,120	26,937	3,183
Equipment	6,000	-	6,000
Total special education instruction	<u>4,361,395</u>	<u>4,291,353</u>	<u>70,042</u>
Special education support services - students:			
Certificated salaries	540,663	541,522	(859)
Non-certificated salaries	72,107	73,038	(931)
Employee benefits	308,459	288,677	19,782
Professional and technical services	30,000	635	29,365
Staff travel	13,000	3,824	9,176
Other purchased services	45,000	1,775	43,225
Supplies, materials and media	19,000	15,901	3,099
Total special education support services - students	<u>1,028,229</u>	<u>925,372</u>	<u>102,857</u>

(Continued)

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

School Operating Fund

Schedule of Revenues, Expenditures, and Changes in Fund
Balance - Budget and Actual, Continued

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Expenditures, continued:			
Current:			
Support services - students:			
Certificated salaries	\$ 354,914	370,277	(15,363)
Non-certificated salaries	64,180	58,564	5,616
Employee benefits	229,210	227,844	1,366
Professional and technical services	5,500	-	5,500
Student travel	3,500	-	3,500
Supplies, materials and media	3,550	367	3,183
Total support services - students	<u>660,854</u>	<u>657,052</u>	<u>3,802</u>
Support services - instruction:			
Certificated salaries	206,803	207,092	(289)
Employee benefits	110,124	110,165	(41)
Professional and technical services	13,500	3,644	9,856
Staff travel	10,000	-	10,000
Utility services	200,000	202,919	(2,919)
Supplies, materials and media	5,500	-	5,500
Other	1,000	1,771	(771)
Total support services - instruction	<u>546,927</u>	<u>525,591</u>	<u>21,336</u>
School administration:			
Certificated salaries	782,347	789,209	(6,862)
Employee benefits	361,003	369,248	(8,245)
Professional and technical services	3,850	544	3,306
Staff travel	1,250	2,841	(1,591)
Utility services	1,000	228	772
Other purchased services	-	77	(77)
Supplies, materials and media	24,340	15,539	8,801
Total school administration	<u>1,173,790</u>	<u>1,177,686</u>	<u>(3,896)</u>
School administration support services:			
Non-certificated salaries	376,120	380,831	(4,711)
Employee benefits	314,410	325,277	(10,867)
Total school administration support services	<u>690,530</u>	<u>706,108</u>	<u>(15,578)</u>
District administration:			
Certificated salaries	256,720	260,204	(3,484)
Non-certificated salaries	62,505	63,644	(1,139)
Employee benefits	83,876	101,376	(17,500)
Professional and technical services	168,000	156,316	11,684
Staff travel	33,400	35,270	(1,870)
Student travel	5,000	9,611	(4,611)
Other purchased services	31,800	34,178	(2,378)
Insurance and bond premiums	24,257	-	24,257
Supplies, materials and media	12,000	9,608	2,392
Other	19,000	16,205	2,795
Total district administration	<u>696,558</u>	<u>686,412</u>	<u>10,146</u>

(Continued)

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

School Operating Fund

Schedule of Revenues, Expenditures, and Changes in Fund
Balance - Budget and Actual, Continued

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Expenditures, continued:			
Current:			
District administration support services:			
Certificated salaries	\$ 5,000	9,486	(4,486)
Non-certificated salaries	431,366	451,758	(20,392)
Employee benefits	254,638	247,274	7,364
Professional and technical services	105,000	42,423	62,577
Staff travel	-	1,965	(1,965)
Utility services	-	298	(298)
Other purchased services	70,000	7,175	62,825
Insurance and bond premiums	210,744	210,744	-
Supplies, materials and media	92,380	142,282	(49,902)
Total district administration support services	<u>1,169,128</u>	<u>1,113,405</u>	<u>55,723</u>
Indirect cost recoveries	<u>(130,000)</u>	<u>(111,692)</u>	<u>(18,308)</u>
Net district administration support services	<u>1,039,128</u>	<u>1,001,713</u>	<u>37,415</u>
Operations and maintenance of plant:			
Non-certificated salaries	386,547	404,365	(17,818)
Employee benefits	219,028	223,984	(4,956)
Professional and technical services	35,000	16,264	18,736
Staff travel	5,000	2,843	2,157
Utility services	175,349	176,998	(1,649)
Energy	1,037,883	1,079,255	(41,372)
Other purchased services	692,177	667,450	24,727
Insurance and bond premiums	227,310	227,334	(24)
Supplies, materials and media	73,354	42,671	30,683
Total operations and maintenance of plant	<u>2,851,648</u>	<u>2,841,164</u>	<u>10,484</u>
Student activities:			
Certificated salaries	163,441	162,981	460
Non-certificated salaries	55,309	56,378	(1,069)
Employee benefits	55,156	57,061	(1,905)
Student travel	10,000	-	10,000
Supplies, materials and media	450	-	450
Other	5,660	6,015	(355)
Total student activities	<u>290,016</u>	<u>282,435</u>	<u>7,581</u>
Community services -			
Employee benefits	<u>3,251</u>	<u>4,687</u>	<u>(1,436)</u>
Total expenditures	<u>23,270,826</u>	<u>22,740,370</u>	<u>530,456</u>
Excess (deficiency) of revenues over expenditures	<u>(1,446,023)</u>	<u>(818,349)</u>	<u>627,674</u>
Other financing sources (uses):			
Transfers in	-	218,492	218,492
Transfers out - Special Revenue Funds:			
Citizens Donations	-	(228,992)	228,992
Student transportation	(110,000)	-	(110,000)
Swimming pool	(26,000)	-	(26,000)
Student activities	(132,000)	(132,000)	-
Total other financing sources (uses)	<u>(268,000)</u>	<u>(142,500)</u>	<u>125,500</u>
Net change in fund balance	<u>\$ (1,714,023)</u>	<u>(960,849)</u>	<u>753,174</u>
Fund balance, beginning of year		<u>3,093,778</u>	
Fund balance, end of year		<u>\$ 2,132,929</u>	

SITKA SCHOOL DISTRICT
(A COMPONENT UNIT OF THE CITY AND BOROUGH OF SITKA, ALASKA)

Other Governmental Funds

Combining Balance Sheet

June 30, 2024

	Special Revenue Funds							
	Student Transportation	Community Schools	Alternative Schools Grant	AK Literacy Program	Positive Behavioral Intervention Strategies	Youth Risk Behavior	Food Service Program	
<u>Assets</u>								
Accounts receivable	\$ -	-	18,375	119,537	26,212	-	-	-
Due from other funds	-	194,021	-	-	-	2,624	113,121	84
Total assets	\$ -	194,021	18,375	119,537	26,212	2,624	113,121	84
<u>Liabilities and Fund Balances</u>								
Liabilities:								
Accounts payable	-	-	-	-	-	-	-	-
Payroll liabilities	-	-	-	-	-	-	692	-
Due to other funds	94,034	-	18,375	119,537	26,212	-	-	-
Unearned revenues	-	-	-	-	-	2,624	1,519	84
Total liabilities	94,034	-	18,375	119,537	26,212	2,624	2,211	84
Fund balances:								
Restricted	-	-	-	-	-	-	-	-
Committed	-	194,021	-	-	-	-	110,910	-
Unassigned	(94,034)	-	-	-	-	-	-	-
Total fund balances	(94,034)	194,021	-	-	-	-	110,910	-
Total liabilities and fund balances	\$ -	194,021	18,375	119,537	26,212	2,624	113,121	84

(Continued)

SITKA SCHOOL DISTRICT
(A COMPONENT UNIT OF THE CITY AND BOROUGH OF SITKA, ALASKA)

Other Governmental Funds

Combining Balance Sheet, Continued

<u>Assets</u>	<u>Special Revenue Funds</u>						
	<u>Title I-A</u>	<u>Title VI-B</u>	<u>Special Education</u>	<u>ESEA Consolidated</u>	<u>Title I-C Migrant Education</u>	<u>School Improvement</u>	<u>CTE</u>
Accounts receivable	\$ 87,498	60,480	4,525	13,352	95,332	16,832	20,518
Due from other funds	-	-	-	-	-	-	-
Total assets	\$ <u>87,498</u>	<u>60,480</u>	<u>4,525</u>	<u>13,352</u>	<u>95,332</u>	<u>16,832</u>	<u>20,518</u>
<u>Liabilities and Fund Balances</u>							
Liabilities:							
Accounts payable	-	61	-	-	11,289	-	-
Payroll liabilities	-	-	-	-	-	-	-
Due to other funds	87,498	60,419	4,525	13,352	84,043	16,832	20,518
Unearned revenues	-	-	-	-	-	-	-
Total liabilities	<u>87,498</u>	<u>60,480</u>	<u>4,525</u>	<u>13,352</u>	<u>95,332</u>	<u>16,832</u>	<u>20,518</u>
Fund balances:							
Restricted	-	-	-	-	-	-	-
Committed	-	-	-	-	-	-	-
Unassigned	-	-	-	-	-	-	-
Total fund balances	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total liabilities and fund balances	\$ <u>87,498</u>	<u>60,480</u>	<u>4,525</u>	<u>13,352</u>	<u>95,332</u>	<u>16,832</u>	<u>20,518</u>

(Continued)

SITKA SCHOOL DISTRICT
(A COMPONENT UNIT OF THE CITY AND BOROUGH OF SITKA, ALASKA)

Other Governmental Funds

Combining Balance Sheet, Continued

Special Revenue Funds

<u>Assets</u>	<u>Title II - A</u>	<u>New Visions Grant</u>	<u>STEPS</u>	<u>Sitka AmeriCorps</u>	<u>Serve Alaska, Sitka AmeriCorps Program</u>	<u>AmeriCorps Mini-Grant</u>	<u>Sea Alaska Heritage Institute</u>	<u>STEAM-Making</u>
Accounts receivable	\$ 3,924	449	204,300	5,015	87,276	1,017	36,364	69,400
Due from other funds	-	-	-	-	-	-	-	-
Total assets	<u>\$ 3,924</u>	<u>449</u>	<u>204,300</u>	<u>5,015</u>	<u>87,276</u>	<u>1,017</u>	<u>36,364</u>	<u>69,400</u>
<u>Liabilities and Fund Balances</u>								
Liabilities:								
Accounts payable	-	-	-	-	3,626	1,017	-	-
Payroll liabilities	-	-	-	-	398	-	-	-
Due to other funds	3,924	-	209,106	-	83,252	-	36,364	69,400
Unearned revenues	-	449	-	-	-	-	-	-
Total liabilities	<u>3,924</u>	<u>449</u>	<u>209,106</u>	<u>-</u>	<u>87,276</u>	<u>1,017</u>	<u>36,364</u>	<u>69,400</u>
Fund balances:								
Restricted	-	-	-	-	-	-	-	-
Committed	-	-	-	5,015	-	-	-	-
Unassigned	-	-	(4,806)	-	-	-	-	-
Total fund balances	<u>-</u>	<u>-</u>	<u>(4,806)</u>	<u>5,015</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Total liabilities and fund balances	<u>\$ 3,924</u>	<u>449</u>	<u>204,300</u>	<u>5,015</u>	<u>87,276</u>	<u>1,017</u>	<u>36,364</u>	<u>69,400</u>

(Continued)

SITKA SCHOOL DISTRICT
(A COMPONENT UNIT OF THE CITY AND BOROUGH OF SITKA, ALASKA)

Other Governmental Funds

Combining Balance Sheet, Continued

	Special Revenue Funds							
	Youth Cultural	SNEP In Schools	Equipment and Textbooks	Charitable Trust	Citizens Donation	Reuben E Crossett	Arts, Culture and Technology Integration Teachers	Safeway Albertson's Foundation
<u>Assets</u>								
Accounts receivable	\$ -	47,281	-	-	-	-	-	-
Due from other funds	2,194	-	8,954	4,847	342,548	20,127	6,495	4,620
Total assets	<u>\$ 2,194</u>	<u>47,281</u>	<u>8,954</u>	<u>4,847</u>	<u>342,548</u>	<u>20,127</u>	<u>6,495</u>	<u>4,620</u>
<u>Liabilities and Fund Balances</u>								
Liabilities:								
Accounts payable	-	-	-	-	-	-	-	-
Payroll liabilities	-	-	-	-	-	-	-	-
Due to other funds	-	47,281	-	-	-	-	-	-
Unearned revenues	2,194	-	-	-	-	-	6,495	-
Total liabilities	<u>2,194</u>	<u>47,281</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>6,495</u>	<u>-</u>
Fund balances:								
Restricted	-	-	-	-	-	20,127	-	-
Committed	-	-	8,954	4,847	342,548	-	-	4,620
Unassigned	-	-	-	-	-	-	-	-
Total fund balances	<u>-</u>	<u>-</u>	<u>8,954</u>	<u>4,847</u>	<u>342,548</u>	<u>20,127</u>	<u>-</u>	<u>4,620</u>
Total liabilities and fund balances	<u>\$ 2,194</u>	<u>47,281</u>	<u>8,954</u>	<u>4,847</u>	<u>342,548</u>	<u>20,127</u>	<u>6,495</u>	<u>4,620</u>

(Continued)

SITKA SCHOOL DISTRICT
(A COMPONENT UNIT OF THE CITY AND BOROUGH OF SITKA, ALASKA)

Other Governmental Funds

Combining Balance Sheet, Continued

Assets	Special Revenue Funds					Total Special Revenue Funds	Capital Project Fund	Total Other Governmental Funds
	Community Schools Recycling Project	Swimming Pool	Ventures	Performing Arts Center	Student Activities		District-Wide Major Maintenance	
Accounts receivable	\$ -	-	2,762	-	5,701	926,150	150,000	1,076,150
Due from other funds	25,515	-	595,604	101,277	455,947	1,877,978	-	1,877,978
Total assets	\$ 25,515	-	598,366	101,277	461,648	2,804,128	150,000	2,954,128
<u>Liabilities and Fund Balances</u>								
Liabilities:								
Accounts payable	-	-	802	750	-	17,545	-	17,545
Payroll liabilities	-	-	1,699	-	-	2,789	-	2,789
Due to other funds	-	2,188	-	-	-	996,860	150,000	1,146,860
Unearned revenues	-	-	-	-	-	13,365	-	13,365
Total liabilities	-	2,188	2,501	750	-	1,030,559	150,000	1,180,559
Fund balances:								
Restricted	-	-	-	-	-	20,127	-	20,127
Committed	25,515	-	595,865	100,527	461,648	1,854,470	-	1,854,470
Unassigned	-	(2,188)	-	-	-	(101,028)	-	(101,028)
Total fund balances	25,515	(2,188)	595,865	100,527	461,648	1,773,569	-	1,773,569
Total liabilities and fund balances	\$ 25,515	-	598,366	101,277	461,648	2,804,128	150,000	2,954,128

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Other Governmental Funds

Combining Statement of Revenues, Expenditures and Changes in Fund Balances

Year Ended June 30, 2024

	Special Revenue Funds								
	Student Transportation	Community Schools	Alternative Schools Grant	AK Literacy Program	Positive Behavioral Intervention Strategies	Farm to School	Food Service Program	Fresh Fruit Fresh Vegetable 01	Fresh Fruit Fresh Vegetable 02
Revenues:									
Local sources:									
Charges for services	\$ -	-	-	-	-	-	104,424	-	-
Other	-	-	-	-	-	-	-	-	-
Intergovernmental:									
City and Borough appropriations	-	-	-	-	-	-	-	-	-
State of Alaska	498,282	-	18,375	-	-	-	-	-	-
Federal sources	-	-	-	297,536	26,212	3,977	294,603	3,966	29,160
Total revenues	<u>498,282</u>	<u>-</u>	<u>18,375</u>	<u>297,536</u>	<u>26,212</u>	<u>3,977</u>	<u>399,027</u>	<u>3,966</u>	<u>29,160</u>
Expenditures:									
Instruction	-	-	16,715	270,659	23,870	3,977	-	-	3,531
Special education instruction	-	-	-	-	-	-	-	-	-
Support services - students	-	-	-	-	-	-	-	-	-
Support services - instruction	-	-	-	-	-	-	-	-	-
District administration support services	-	-	1,660	26,877	2,342	-	-	-	-
Operations and maintenance of plant	-	-	-	-	-	-	-	-	-
Student activities	-	-	-	-	-	-	-	-	-
Student transportation - to and from school	635,314	-	-	-	-	-	-	-	-
Community services	-	20,706	-	-	-	-	-	-	-
Food services	-	-	-	-	-	-	494,139	3,966	25,629
Total expenditures	<u>635,314</u>	<u>20,706</u>	<u>18,375</u>	<u>297,536</u>	<u>26,212</u>	<u>3,977</u>	<u>494,139</u>	<u>3,966</u>	<u>29,160</u>
Excess (deficiency) of revenues over expenditures	<u>(137,032)</u>	<u>(20,706)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(95,112)</u>	<u>-</u>	<u>-</u>
Other financing sources (uses):									
Transfers in	-	-	-	-	-	-	-	-	-
Transfers out	-	-	-	-	-	-	-	-	-
Net other financing sources (uses)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net change in fund balances	(137,032)	(20,706)	-	-	-	-	(95,112)	-	-
Fund balances, beginning of year	42,998	214,727	-	-	-	-	206,022	-	-
Fund balances, end of year	<u>\$ (94,034)</u>	<u>194,021</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>110,910</u>	<u>-</u>	<u>-</u>

(Continued)

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Other Governmental Funds

Combining Statement of Revenues, Expenditures and Changes in Fund Balances, continued

	Special Revenue Funds								
	Title I-A	Title VI-B	Special Education	ESEA Consolidated	Discretionary Special Education	Title I-C Migrant Education	School Improvement	CTE	Title II-A
Revenues:									
Local sources:									
Charges for services	\$ -	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Intergovernmental:									
City and Borough appropriations	-	-	-	-	-	-	-	-	-
State of Alaska	-	-	-	-	-	-	-	-	-
Federal sources	284,222	309,861	16,002	26,711	8,000	213,034	27,753	41,751	8,099
Total revenues	<u>284,222</u>	<u>309,861</u>	<u>16,002</u>	<u>26,711</u>	<u>8,000</u>	<u>213,034</u>	<u>27,753</u>	<u>41,751</u>	<u>8,099</u>
Expenditures:									
Instruction	258,549	-	-	-	-	-	25,328	40,119	7,367
Special education instruction	-	281,871	14,557	-	8,000	-	-	-	-
Support services - students	-	-	-	24,298	-	200,131	-	-	-
Support services - instruction	-	-	-	-	-	-	-	-	-
District administration support services	25,673	27,990	1,445	2,413	-	12,903	2,425	1,632	732
Operations and maintenance of plant	-	-	-	-	-	-	-	-	-
Student activities	-	-	-	-	-	-	-	-	-
Student transportation - to and from school	-	-	-	-	-	-	-	-	-
Community services	-	-	-	-	-	-	-	-	-
Food services	-	-	-	-	-	-	-	-	-
Total expenditures	<u>284,222</u>	<u>309,861</u>	<u>16,002</u>	<u>26,711</u>	<u>8,000</u>	<u>213,034</u>	<u>27,753</u>	<u>41,751</u>	<u>8,099</u>
Excess (deficiency) of revenues over expenditures	-	-	-	-	-	-	-	-	-
Other financing sources (uses):									
Transfers in	-	-	-	-	-	-	-	-	-
Transfers out	-	-	-	-	-	-	-	-	-
Net other financing sources (uses)	-	-	-	-	-	-	-	-	-
Net change in fund balances	-	-	-	-	-	-	-	-	-
Fund balances, beginning of year	-	-	-	-	-	-	-	-	-
Fund balances, end of year	<u>\$ -</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

(Continued)

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Other Governmental Funds

Combining Statement of Revenues, Expenditures and Changes in Fund Balances, continued

	Special Revenue Funds								
	STEPS	Sitka AmeriCorps	Serve Alaska, Sitka AmeriCorps	AmeriCorps Mini-Grant	Sea Alaska Heritage Institute	STEAM-Making	Youth Cultural	Indian Education	SNEP In Schools
Revenues:									
Local sources:									
Charges for services	\$ -	-	-	-	-	-	-	-	-
Other	435,576	47,007	106,311	-	93,567	180,166	2,806	25,447	203,228
Intergovernmental:									
City and Borough appropriations	-	-	-	-	-	-	-	-	-
State of Alaska	-	-	51,000	-	-	-	2,375	-	-
Federal sources	-	56,000	213,276	20,790	-	-	-	90,635	-
Total revenues	<u>435,576</u>	<u>103,007</u>	<u>370,587</u>	<u>20,790</u>	<u>93,567</u>	<u>180,166</u>	<u>5,181</u>	<u>116,082</u>	<u>203,228</u>
Expenditures:									
Instruction	440,382	-	-	-	93,567	180,166	-	116,082	203,228
Special education instruction	-	-	-	-	-	-	-	-	-
Support services - students	-	-	-	-	-	-	-	-	-
Support services - instruction	-	-	-	-	-	-	5,181	-	-
District administration support services	-	5,600	-	-	-	-	-	-	-
Operations and maintenance of plant	-	-	-	-	-	-	-	-	-
Student activities	-	-	-	-	-	-	-	-	-
Student transportation - to and from school	-	-	-	-	-	-	-	-	-
Community services	-	110,892	370,587	20,790	-	-	-	-	-
Food services	-	-	-	-	-	-	-	-	-
Total expenditures	<u>440,382</u>	<u>116,492</u>	<u>370,587</u>	<u>20,790</u>	<u>93,567</u>	<u>180,166</u>	<u>5,181</u>	<u>116,082</u>	<u>203,228</u>
Excess (deficiency) of revenues over expenditures	<u>(4,806)</u>	<u>(13,485)</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Other financing sources (uses):									
Transfers in	-	-	-	-	-	-	-	-	-
Transfers out	-	-	-	-	-	-	-	-	-
Net other financing sources (uses)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net change in fund balances	(4,806)	(13,485)	-	-	-	-	-	-	-
Fund balances, beginning of year	-	18,500	-	-	-	-	-	-	-
Fund balances, end of year	\$ <u>(4,806)</u>	<u>5,015</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

(Continued)

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Other Governmental Funds

Combining Statement of Revenues, Expenditures and Changes in Fund Balances, Continued

	Special Revenue Funds							Ventures
	Equipment and Textbooks	Charitable Trust	Citizens Donation	Reuben E. Crossett	Safeway Albertson's Foundation	Community Schools Recycling Project	Swimming Pool	
Revenues:								
Local sources:								
Charges for services	\$ -	-	-	-	-	-	10,606	206,826
Other	-	24,648	294,456	26,489	-	-	-	49,363
Intergovernmental:								
City and Borough appropriations	-	-	-	-	-	-	122,000	-
State of Alaska	-	-	-	-	-	-	-	46,253
Federal sources	-	-	-	-	-	-	-	-
Total revenues	<u>-</u>	<u>24,648</u>	<u>294,456</u>	<u>26,489</u>	<u>-</u>	<u>-</u>	<u>132,606</u>	<u>302,442</u>
Expenditures:								
Instruction	-	39,773	278,428	6,362	-	-	-	-
Special education instruction	-	-	-	-	-	-	-	-
Support services - students	-	-	-	-	-	-	-	-
Support services - instruction	-	-	-	-	-	-	-	-
District administration support services	-	-	-	-	-	-	-	-
Operations and maintenance of plant	-	-	-	-	-	-	-	-
Student activities	-	-	-	-	-	-	-	-
Student transportation - to and from school	-	-	-	-	-	-	-	-
Community services	-	-	-	-	-	-	168,979	218,489
Food services	-	-	-	-	-	-	-	-
Total expenditures	<u>-</u>	<u>39,773</u>	<u>278,428</u>	<u>6,362</u>	<u>-</u>	<u>-</u>	<u>168,979</u>	<u>218,489</u>
Excess (deficiency) of revenues over expenditures	<u>-</u>	<u>(15,125)</u>	<u>16,028</u>	<u>20,127</u>	<u>-</u>	<u>-</u>	<u>(36,373)</u>	<u>83,953</u>
Other financing sources (uses):								
Transfers in	-	-	228,992	-	-	-	-	-
Transfers out	-	-	-	-	-	-	-	-
Net other financing sources (uses)	<u>-</u>	<u>-</u>	<u>228,992</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net change in fund balances	-	(15,125)	245,020	20,127	-	-	(36,373)	83,953
Fund balances, beginning of year	<u>8,954</u>	<u>19,972</u>	<u>97,528</u>	<u>-</u>	<u>4,620</u>	<u>25,515</u>	<u>34,185</u>	<u>511,912</u>
Fund balances, end of year	\$ <u>8,954</u>	<u>4,847</u>	<u>342,548</u>	<u>20,127</u>	<u>4,620</u>	<u>25,515</u>	<u>(2,188)</u>	<u>595,865</u>

(Continued)

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Other Governmental Funds

Combining Statement of Revenues, Expenditures and Changes in Fund Balances, Continued

	Special Revenue Funds			Capital Project Fund	Total Other Governmental Funds
	Performing Arts Center	Student Activities	Total Special Revenue Funds	District-Wide Major Maintenance	
Revenues:					
Local sources:					
Charges for services	\$ -	-	321,856	-	321,856
Other	-	288,347	1,777,411	-	1,777,411
Intergovernmental:					
City and Borough appropriations	-	432,220	554,220	150,000	704,220
State of Alaska	-	-	616,285	-	616,285
Federal sources	-	-	1,971,588	-	1,971,588
Total revenues	<u>-</u>	<u>720,567</u>	<u>5,241,360</u>	<u>150,000</u>	<u>5,391,360</u>
Expenditures:					
Instruction	-	-	2,008,103	-	2,008,103
Special education instruction	-	-	304,428	-	304,428
Support services - students	-	-	224,429	-	224,429
Support services - instruction	-	-	5,181	-	5,181
District administration support services	-	-	111,692	-	111,692
Operations and maintenance of plant	-	-	-	150,000	150,000
Student activities	-	756,902	756,902	-	756,902
Student transportation - to and from school	-	-	635,314	-	635,314
Community services	63,468	-	973,911	-	973,911
Food services	-	-	523,734	-	523,734
Total expenditures	<u>63,468</u>	<u>756,902</u>	<u>5,543,694</u>	<u>150,000</u>	<u>5,693,694</u>
Excess (deficiency) of revenues over expenditures	<u>(63,468)</u>	<u>(36,335)</u>	<u>(302,334)</u>	<u>-</u>	<u>(302,334)</u>
Other financing sources (uses):					
Transfers in	-	132,000	360,992	-	360,992
Transfers out	-	(218,492)	(218,492)	-	(218,492)
Net other financing sources (uses)	<u>-</u>	<u>(86,492)</u>	<u>142,500</u>	<u>-</u>	<u>142,500</u>
Net change in fund balances	(63,468)	(122,827)	(159,834)	-	(159,834)
Fund balances, beginning of year	<u>163,995</u>	<u>584,475</u>	<u>1,933,403</u>	<u>-</u>	<u>1,933,403</u>
Fund balances, end of year	<u>\$ 100,527</u>	<u>461,648</u>	<u>1,773,569</u>	<u>-</u>	<u>1,773,569</u>

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Student Transportation Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Intergovernmental - State of Alaska	\$ <u>498,282</u>	<u>498,282</u>	<u>-</u>
Expenditures -			
Student transportation - to and from school - Student travel	<u>498,282</u>	<u>635,314</u>	<u>(137,032)</u>
Excess (deficiency) of revenues over expenditures	\$ <u><u>-</u></u>	<u>(137,032)</u>	<u><u>(137,032)</u></u>
Fund balance, beginning of year		<u>42,998</u>	
Fund balance, end of year		\$ <u><u>(94,034)</u></u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Community Schools Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Local sources -			
Other	\$ 11,500	-	(11,500)
Expenditures -			
Community services -			
Other purchased services	11,500	20,706	(9,206)
Excess (deficiency) of revenues over expenditures	\$ -	(20,706)	(20,706)
Fund balance, beginning of year		214,727	
Fund balance, end of year		\$ 194,021	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Alternative Schools Program Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - State of Alaska	\$ 23,300	18,375	(4,925)
Expenditures:			
Instruction:			
Professional and technical services	2,500	1,875	625
Staff travel	4,000	3,614	386
Student travel	4,650	1,120	3,530
Supplies, materials and media	10,045	10,106	(61)
Total instruction	<u>21,195</u>	<u>16,715</u>	<u>4,480</u>
District administration support services - Indirect costs	<u>2,105</u>	<u>1,660</u>	<u>445</u>
Total expenditures	<u>23,300</u>	<u>18,375</u>	<u>4,925</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	-	<u><u>-</u></u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

AK Literacy Program Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues - Intergovernmental -			
Federal sources passed through the State of Alaska	\$ 470,232	297,536	(172,696)
Expenditures:			
Instruction:			
Certificated salaries	296,500	209,275	87,225
Non-certificated salaries	14,100	745	13,355
Employee benefits	32,000	27,084	4,916
Professional and technical services	1,300	1,300	-
Staff travel	10,800	2,208	8,592
Student travel	7,356	4,200	3,156
Supplies, materials and media	65,700	25,847	39,853
Total instruction	427,756	270,659	157,097
District administration support services -			
Indirect cost	42,476	26,877	15,599
Total expenditures	470,232	297,536	172,696
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Positive Behavioral Intervention Strategies Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues - Intergovernmental -			
Federal sources passed through the State of Alaska	\$ 26,240	26,212	(28)
Expenditures:			
Instruction:			
Certificated salaries	3,000	3,000	-
Employee benefits	3,408	3,408	-
Professional and technical services	700	700	-
Staff travel	8,683	8,683	-
Supplies, materials and media	8,079	8,079	-
Total instruction	<u>23,870</u>	<u>23,870</u>	<u>-</u>
District administration support services - Indirect costs	<u>2,370</u>	<u>2,342</u>	<u>28</u>
Total expenditures	<u>26,240</u>	<u>26,212</u>	<u>28</u>
Excess of revenues over expenditures	\$ <u>-</u>	-	<u>-</u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u>-</u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Farm to School Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 3,992	3,977	(15)
Expenditures:			
Instruction:			
Supplies, materials and media	1,257	3,977	(2,720)
Other	2,735	-	2,735
Total expenditures	<u>3,992</u>	<u>3,977</u>	<u>15</u>
Excess of revenues over expenditures	\$ <u>-</u>	<u>-</u>	<u>-</u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Food Service Program Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues:			
Local sources - charges for services	\$ 129,992	104,424	(25,568)
Intergovernmental - federal sources passed through the State of Alaska	<u>376,030</u>	<u>294,603</u>	<u>(81,427)</u>
Total revenues	<u>506,022</u>	<u>399,027</u>	<u>(106,995)</u>
Expenditures -			
Food services:			
Non-certificated salaries	45,723	51,671	(5,948)
Employee benefits	21,789	19,200	2,589
Professional and technical services	15,417	-	15,417
Staff travel	498	1,192	(694)
Other purchased services	366,853	387,788	(20,935)
Supplies, materials and media	43,577	30,000	13,577
Other	12,165	4,288	7,877
Total expenditures	<u>506,022</u>	<u>494,139</u>	<u>11,883</u>
Excess (deficiency) of revenues over expenditures	<u>\$ -</u>	<u>(95,112)</u>	<u>(95,112)</u>
Fund balance, beginning of year		<u>206,022</u>	
Fund balance, end of year		<u>\$ 110,910</u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Fresh Fruit and Vegetable 01 Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
	<u> </u>	<u> </u>	<u> </u>
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ <u> 4,050</u>	<u> 3,966</u>	<u> (84)</u>
Expenditures -			
Food services - Supplies, materials, and media	<u> 4,050</u>	<u> 3,966</u>	<u> 84</u>
Excess of revenues over expenditures	\$ <u> -</u>	<u> -</u>	<u> -</u>
Fund balance, beginning of year		<u> -</u>	
Fund balance, end of year		\$ <u> -</u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Fresh Fruit and Vegetable 02 Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 29,160	29,160	-
Expenditures:			
Instruction:			
Non-certificated salaries	950	2,950	(2,000)
Employee benefits	50	331	(281)
Professional and technical services	250	250	-
Total instruction	<u>1,250</u>	<u>3,531</u>	<u>(2,281)</u>
Food services -			
Supplies, materials and media	<u>27,910</u>	<u>25,629</u>	<u>2,281</u>
Total expenditures	<u>29,160</u>	<u>29,160</u>	<u>-</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	-	<u><u>-</u></u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Title I-A Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Federal sources passed through the State of Alaska	\$ 286,464	284,222	(2,242)
Expenditures:			
Instruction:			
Certificated salaries	183,121	183,093	28
Employee benefits	69,657	68,483	1,174
Transportation allowance	1,000	195	805
Staff travel	909	909	-
Supplies, materials and media	5,900	5,869	31
Total instruction	<u>260,587</u>	<u>258,549</u>	<u>2,038</u>
District administration support services - Indirect cost	<u>25,877</u>	<u>25,673</u>	<u>204</u>
Total expenditures	<u>286,464</u>	<u>284,222</u>	<u>2,242</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	-	<u><u>-</u></u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Title VI-B Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ <u>357,864</u>	<u>309,861</u>	<u>(48,003)</u>
Expenditures:			
Special education instruction:			
Non-certificated salaries	175,000	151,333	23,667
Employee benefits	119,108	119,108	-
Professional and technical services	20,000	-	20,000
Other purchased services	11,430	11,430	-
Total special education instruction	<u>325,538</u>	<u>281,871</u>	<u>43,667</u>
District administration support services - Indirect costs	<u>32,326</u>	<u>27,990</u>	<u>4,336</u>
Total expenditures	<u>357,864</u>	<u>309,861</u>	<u>48,003</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	<u>-</u>	<u><u>-</u></u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Special Education Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 16,002	16,002	-
Expenditures:			
Special education instruction:			
Non-certificated salaries	8,500	8,500	-
Employee benefits	6,057	6,057	-
Total special education instruction	14,557	14,557	-
District administration support services - Indirect cost	1,445	1,445	-
Total expenditures	16,002	16,002	-
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

ESEA Consolidated Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ <u>26,720</u>	<u>26,711</u>	<u>(9)</u>
Expenditures:			
Support services - students:			
Certificated salaries	14,825	14,825	-
Employee benefits	5,430	5,423	7
Professional and technical services	<u>4,051</u>	<u>4,050</u>	<u>1</u>
Total support services - students	<u>24,306</u>	<u>24,298</u>	<u>8</u>
District administration support services - Indirect costs	<u>2,414</u>	<u>2,413</u>	<u>1</u>
Total expenditures	<u>26,720</u>	<u>26,711</u>	<u>9</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	<u>-</u>	<u><u>-</u></u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Discretionary Special Education Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 8,000	8,000	-
Expenditures -			
Special education instruction:			
Non-certificated salaries	6,000	6,073	(73)
Employee benefits	2,000	1,927	73
Total expenditures	8,000	8,000	-
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Title I-C Migrant Education Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 255,010	213,034	(41,976)
Expenditures:			
Support services - students:			
Certificated salaries	29,000	3,130	25,870
Non-certificated salaries	33,152	33,152	-
Employee benefits	28,325	27,175	1,150
Professional and technical services	950	-	950
Staff travel	5,950	4,328	1,622
Student travel	18,937	9,885	9,052
Supplies, materials and media	55,676	56,521	(845)
Tuition-students and stipends	65,941	65,940	1
Total support services - students	<u>237,931</u>	<u>200,131</u>	<u>37,800</u>
District administration support services - Indirect costs	<u>17,079</u>	<u>12,903</u>	<u>4,176</u>
Total expenditures	<u>255,010</u>	<u>213,034</u>	<u>41,976</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	-	<u><u>-</u></u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

School Improvement Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 29,231	27,753	(1,478)
Expenditures:			
Instruction:			
Certificated salaries	9,250	9,175	75
Employee benefits	650	207	443
Staff travel	3,950	3,933	17
Student travel	140	140	-
Supplies, materials and media	12,601	11,873	728
Total instruction	26,591	25,328	1,263
District administration support services - Indirect cost	2,640	2,425	215
Total expenditures	29,231	27,753	1,478
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Career Technical Education (CTE) Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 42,264	41,751	(513)
Expenditures:			
Instruction:			
Certificated salaries	8,975	8,875	100
Employee benefits	1,401	1,243	158
Professional and technical services	1,260	1,260	-
Staff travel	4,000	3,546	454
Supplies, materials and media	16,996	16,996	-
Equipment	8,000	8,199	(199)
Total instruction	40,632	40,119	513
District administration support services - Indirect costs	1,632	1,632	-
Total expenditures	42,264	41,751	513
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Title II - A Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Intergovernmental - federal sources passed through the State of Alaska	\$ 14,309	8,099	(6,210)
Expenditures:			
Instruction:			
Certified salaries	3,150	133	3,017
Employee benefits	450	18	432
Professional and technical services	2,200	-	2,200
Staff travel	7,216	7,216	-
Total instruction	13,016	7,367	5,649
District administration support services - Indirect cost	1,293	732	561
Total expenditures	14,309	8,099	6,210
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

STEPS Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Local sources - other -			
Association of Alaska School Boards	\$ 435,576	435,576	-
Expenditures -			
Instruction:			
Certificated salaries	175,159	156,709	18,450
Non-certificated salaries	20,868	19,613	1,255
Employee benefits	43,980	48,907	(4,927)
Professional and technical services	146,134	144,189	1,945
Staff travel	8,000	7,448	552
Supplies, materials and media	41,435	63,516	(22,081)
Total expenditures	<u>435,576</u>	<u>440,382</u>	<u>(4,806)</u>
Excess (deficiency) of revenues over expenditures	\$ <u>-</u>	(4,806)	<u>(4,806)</u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u>(4,806)</u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Sitka AmeriCorps Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues:			
Local sources - other	\$ 50,000	47,007	(2,993)
Intergovernmental - federal sources passed through the State of Alaska	<u>60,000</u>	<u>56,000</u>	<u>(4,000)</u>
Total revenues	<u>110,000</u>	<u>103,007</u>	<u>(6,993)</u>
Expenditures:			
District administration support services - Indirect cost	<u>9,500</u>	<u>5,600</u>	<u>3,900</u>
Community services:			
Non-certificated salaries	30,000	37,657	(7,657)
Employee benefits	30,000	32,453	(2,453)
Housing allowance/subsidy	21,000	20,250	750
Professional and technical services	9,500	9,069	431
Staff travel	500	-	500
Supplies, materials, and media	<u>9,500</u>	<u>11,463</u>	<u>(1,963)</u>
Total community services	<u>100,500</u>	<u>110,892</u>	<u>(10,392)</u>
Total expenditures	<u>110,000</u>	<u>116,492</u>	<u>(6,492)</u>
Excess (deficiency) of revenues over expenditures	<u>\$ -</u>	<u>(13,485)</u>	<u>(13,485)</u>
Fund balance, beginning of year		<u>18,500</u>	
Fund balance, end of year		<u>\$ 5,015</u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Serve Alaska, Sitka AmeriCorps Program Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance

Year Ended June 30, 2024

		<u>Actual Amounts</u>
Revenues:		
Local sources - other	\$	106,311
Intergovernmental:		
State of Alaska		51,000
Federal sources-		
passed through the State of Alaska		213,276
Total revenues		<u>370,587</u>
Expenditures:		
Community services:		
Non-certificated salaries		38,215
Employee benefits		89,347
Housing allowance/subsidy		235,024
Professional and technical services		1,494
Staff travel		596
Other purchased services		597
Supplies, materials, and media		5,314
Total expenditures		<u>370,587</u>
Excess of revenues over expenditures		-
Fund balance, beginning of year		<u>-</u>
Fund balance, end of year	\$	<u><u>-</u></u>

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

AmeriCorps Mini-Grant Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance

Year Ended June 30, 2024

	<u>Actual Amounts</u>
Revenues -	
Intergovernmental - federal sources passed through the State of Alaska	\$ <u>20,790</u>
Expenditures -	
Community services:	
Professional and technical services	1,000
Staff travel	<u>19,790</u>
Total expenditures	<u>20,790</u>
Excess of revenues over expenditures	-
Fund balance, beginning of year	<u>-</u>
Fund balance, end of year	\$ <u><u>-</u></u>

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Sea Alaska Heritage Institute Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Local sources - other	\$ 105,000	93,567	(11,433)
Expenditures -			
Instruction:			
Certificated salaries	70,000	54,523	15,477
Employee benefits	35,000	39,044	(4,044)
Total expenditures	105,000	93,567	11,433
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

STEAM-Making Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Local sources - other	\$ 180,000	180,166	166
Expenditures -			
Instruction:			
Certificated salaries	131,000	131,358	(358)
Employee benefits	49,000	48,808	192
Total expenditures	180,000	180,166	(166)
Excess of revenues over expenditures	\$ -	-	-
Fund balance, beginning of year		-	
Fund balance, end of year		\$ -	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Youth Cultural Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues:			
Intergovernmental - State of Alaska	\$ -	2,375	2,375
Local sources - other	5,000	2,806	(2,194)
Total revenues	<u>5,000</u>	<u>5,181</u>	<u>181</u>
Expenditures -			
Support services - instruction:			
Certificated salaries	972	972	-
Employee benefits	-	136	(136)
Professional and technical services	4,000	4,000	-
Supplies, materials and media	28	73	(45)
Total expenditures	<u>5,000</u>	<u>5,181</u>	<u>(181)</u>
Excess of revenues over expenditures	<u>\$ -</u>	-	<u>-</u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		<u>\$ -</u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Indian Education Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues:			
Local sources - other	\$ -	25,447	25,447
Intergovernmental - federal sources - direct	137,156	90,635	(46,521)
Total revenues	<u>137,156</u>	<u>116,082</u>	<u>(21,074)</u>
Expenditures -			
Instruction:			
Certificated salaries	17,000	9,421	7,579
Non-certificated salaries	65,100	68,778	(3,678)
Employee benefits	42,667	37,883	4,784
Total instruction	<u>124,767</u>	<u>116,082</u>	<u>8,685</u>
District administration support services -			
Indirect costs	12,389	-	12,389
Total expenditures	<u>137,156</u>	<u>116,082</u>	<u>21,074</u>
Excess of revenues over expenditures	\$ <u>-</u>	-	<u>-</u>
Fund balance, beginning of year		-	
Fund balance, end of year		\$ <u>-</u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

SNEP In Schools Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Local sources - other	\$ <u>310,992</u>	<u>203,228</u>	<u>(107,764)</u>
Expenditures -			
Instruction:			
Certificated salaries	204,570	130,668	73,902
Non-certified salaries	-	244	(244)
Employee benefits	89,600	57,445	32,155
Professional and technical services	10,000	8,390	1,610
Other purchased services	-	400	(400)
Supplies, materials and media	<u>6,822</u>	<u>6,081</u>	<u>741</u>
Total expenditures	<u>310,992</u>	<u>203,228</u>	<u>107,764</u>
Excess of revenues over expenditures	\$ <u><u>-</u></u>	<u>-</u>	<u>-</u>
Fund balance, beginning of year		<u>-</u>	
Fund balance, end of year		\$ <u><u>-</u></u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Equipment and Textbooks Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance

Year Ended June 30, 2024

	<u>Actual Amounts</u>
Revenues	\$ <u>-</u>
Expenditures	<u>-</u>
Excess of revenues over expenditures	-
Fund balance, beginning of year	<u>8,954</u>
Fund balance, end of year	\$ <u><u>8,954</u></u>

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Charitable Trust Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance

Year Ended June 30, 2024

	<u>Actual Amounts</u>
Revenues -	
Local sources - other	\$ <u>24,648</u>
Expenditures -	
Instruction:	
Certificated salaries	986
Employee benefits	14
Supplies, materials and media	26,373
Equipment	<u>12,400</u>
Total expenditures	<u>39,773</u>
Excess (deficiency) of revenues over expenditures	(15,125)
Fund balance, beginning of year	<u>19,972</u>
Fund balance, end of year	\$ <u><u>4,847</u></u>

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Citizens Donation Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance

Year Ended June 30, 2024

	<u>Actual Amounts</u>
Revenues:	
Local sources - other	\$ <u>294,456</u>
Expenditures -	
Instruction:	
Professional and technical services	22,028
Staff travel	1,807
Student travel	33,140
Supplies, materials and media	<u>221,453</u>
Total expenditures	<u>278,428</u>
Excess of revenues over expenditures	<u>16,028</u>
Other financing sources:	
Transfers in	<u>228,992</u>
Net change in fund balance	245,020
Fund balance, beginning of year	<u>97,528</u>
Fund balance, end of year	<u>\$ <u>342,548</u></u>

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Reuben E Crossett Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues -			
Local sources -			
Other	\$ 26,489	26,489	-
Expenditures -			
Instruction -			
Supplies, materials and media	26,489	6,362	20,127
Excess of revenues over expenditures	\$ -	20,127	(20,127)
Fund balance, beginning of year		-	
Fund balance, end of year		\$ 20,127	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Safeway - Albertson's Foundation Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance

Year Ended June 30, 2024

	<u>Actual Amounts</u>
Revenues	\$ -
Expenditures	-
Excess of revenues over expenditures	-
Fund balance, beginning of year	<u>4,620</u>
Fund balance, end of year	\$ <u><u>4,620</u></u>

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Community Schools Recycling Project Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance

Year Ended June 30, 2024

	<u>Actual Amounts</u>
Revenues	\$ -
Expenditures	-
Excess of revenues over expenditures	-
Fund balance, beginning of year	<u>25,515</u>
Fund balance, end of year	<u><u>\$ 25,515</u></u>

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Swimming Pool Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues:			
Intergovernmental -			
City and Borough appropriations	\$ 122,000	122,000	-
Local sources -			
Charges for service	<u>66,000</u>	<u>10,606</u>	<u>(55,394)</u>
Total revenues	<u>188,000</u>	<u>132,606</u>	<u>(55,394)</u>
Expenditures -			
Community services:			
Non-certificated salaries	32,000	7,084	24,916
Employee benefits	14,700	1,853	12,847
Professional and technical services	1,560	10,908	(9,348)
Staff travel	2,400	-	2,400
Utility services	14,020	13,145	875
Energy	91,000	84,872	6,128
Other purchased services	27,700	48,968	(21,268)
Supplies, material, and media	<u>4,620</u>	<u>2,149</u>	<u>2,471</u>
Total expenditures	<u>188,000</u>	<u>168,979</u>	<u>19,021</u>
Excess (deficiency) of revenues over expenditures	\$ <u>-</u>	(36,373)	<u>(36,373)</u>
Fund balance, beginning of year		<u>34,185</u>	
Fund balance, end of year		\$ <u>(2,188)</u>	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Ventures Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues:			
Local sources:			
Charges for services	\$ 175,500	206,826	31,326
Other local revenues	-	49,363	49,363
Intergovernmental -			
State of Alaska			
Other state revenues	-	46,253	46,253
Total revenues	<u>175,500</u>	<u>302,442</u>	<u>126,942</u>
Expenditures:			
Community services:			
Non-certificated salaries	115,000	145,510	(30,510)
Employee benefits	41,000	37,718	3,282
Professional and technical services	1,000	4,213	(3,213)
Staff travel	2,500	3,775	(1,275)
Student travel	-	420	(420)
Other purchased services	1,000	12,521	(11,521)
Supplies, materials and media	15,000	14,332	668
Total expenditures	<u>175,500</u>	<u>218,489</u>	<u>(42,989)</u>
Excess of revenues over expenditures	<u>\$ -</u>	<u>83,953</u>	<u>83,953</u>
Fund balance, beginning of year		<u>511,912</u>	
Fund balance, end of year		<u>\$ 595,865</u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Performing Arts Center Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	Final Budgeted Amounts	Actual Amounts	Variance with Final Budget- Positive (Negative)
Revenues - Local - other local sources	\$ 50,000	-	(50,000)
Expenditures -			
Community services -			
Other purchased services	50,000	63,468	(13,468)
Excess (deficiency) of revenues over expenditures	\$ -	(63,468)	(63,468)
Fund balance, beginning of year		163,995	
Fund balance, end of year		\$ 100,527	

Sitka School District
(A Component Unit of the City and Borough of Sitka, Alaska)

Student Activities Special Revenue Fund

Schedule of Revenues, Expenditures, and Changes
in Fund Balance - Budget and Actual

Year Ended June 30, 2024

	<u>Final Budgeted Amounts</u>	<u>Actual Amounts</u>	<u>Variance with Final Budget- Positive (Negative)</u>
Revenues -			
Intergovernmental -			
City and Borough appropriations	\$ 564,220	432,220	(132,000)
Local - other sources	<u>-</u>	<u>288,347</u>	<u>288,347</u>
Total revenues	<u>564,220</u>	<u>720,567</u>	<u>156,347</u>
Expenditures -			
Student activities:			
Certificated salaries	3,100	6,474	(3,374)
Non-certificated salaries	-	1,600	(1,600)
Employee benefits	500	1,028	(528)
Professional and technical services	-	40,696	(40,696)
Staff travel	-	11	(11)
Student travel	559,120	595,632	(36,512)
Supplies, materials and media	1,500	111,461	(109,961)
Total expenditures	<u>564,220</u>	<u>756,902</u>	<u>(192,682)</u>
Excess (deficiency) of revenues over expenditures	-	(36,335)	(36,335)
Other financing sources (uses):			
Transfers out - Citizens Donations Special Revenue Fund	-	(218,492)	(218,492)
Transfers in - School Operating Fund	<u>-</u>	<u>132,000</u>	<u>132,000</u>
Total other financing sources (uses)	<u>-</u>	<u>(86,492)</u>	<u>(86,492)</u>
Net change in fund balance	\$ <u>-</u>	(122,827)	<u>(122,827)</u>
Fund balance, beginning of year		<u>584,475</u>	
Fund balance, end of year		\$ <u>461,648</u>	

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

District-Wide Major Maintenance Capital Project Fund

Schedule of Revenues, Expenditures, and Changes
 in Fund Balance

Year Ended June 30, 2024

Revenues - Intergovernmental - City and Borough Appropriation	\$ <u>150,000</u>
Expenditures - Operations and maintenance of plant:	
Professional and technical services	67,348
Other purchased services	79,736
Supplies, material, and media	<u>2,916</u>
Total expenditures	<u>150,000</u>
Excess of revenues over expenditures	-
Fund balance, beginning of year	<u>-</u>
Fund balance, end of year	\$ <u><u>-</u></u>

Sitka School District
 (A Component Unit of the City and Borough of Sitka, Alaska)

Schedule of Compliance - AS 14.17.505

June 30, 2024

Total fund balance - School Operating Fund	\$ 2,132,929
less exemptions per 4 AAC 09.160(a)	
Reserved for Impact Aid	<u>60,119</u>
Fund Balance Subject to 10% Limitation	\$ <u><u>2,072,810</u></u>

Nonexempt fund balance as a percentage of current year expenditures:

<u>Fund balance subject to limitation</u>	\$ <u>2,072,810</u>	=	<u>9.12%</u>
Current year expenditures	<u>22,740,370</u>		

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)
Schedule of Expenditures of Federal Awards

Year Ended June 30, 2024

Federal Award Title	Award Number	Assistance Listing Number	Award Amount	Federal Share of Expenditures
U.S. Department of Agriculture:				
Passed through the State of Alaska, Department of Education and Early Development:				
Farm to School Grant Program	FS 24.SISD.02	10.645	\$ 3,992	3,977
Child Nutrition Cluster:				
School Breakfast Program	0421	10.553	57,261	57,261
National School Lunch Program	0421	10.555	202,126	202,126
Supply Chain Assistance	FD 24.SISD.01	10.555	35,216	35,216
Fruit and Vegetable Program	FF 24.SISD.01	10.582	4,050	3,966
Fruit and Vegetable Program	FF 24.SISD.02	10.582	29,160	29,160
Total Child Nutrition Cluster			<u>327,813</u>	<u>327,729</u>
Total U.S. Department of Agriculture			<u>331,805</u>	<u>331,706</u>
U.S. Department of Education:				
Passed through the State of Alaska, Department of Education and Early Development:				
Title I Grants to Local Educational Agencies:				
Title I-A Basic	IP 24.SISD.01	84.010A	274,119	272,797
Title I School Improvement Program	SI 24.SISD.01	84.010A	29,286	27,753
Total ALN 84.010			<u>303,405</u>	<u>300,550</u>
Migrant Education State Grant Program - Title I-C, Migrant Education	IP 24.SISD.01	84.011A	255,010	213,034
Carl Perkins - CTE	EK 24.SISD.01	84.048A	42,264	41,751
Special Education Cluster (IDEA):				
Title VI-B	SE 24.SISD.01	84.027A	357,864	309,861
Title VI-B Discretionary Special Education	DS 24.SISD.01	84.027	8,000	8,000
Total ALN 84.027			<u>365,864</u>	<u>317,861</u>
IDEA, Part B, 619 Preschool	SE 24.SISD.01	84.173A	16,002	16,002
Total Special Education Cluster (IDEA)			<u>381,866</u>	<u>333,863</u>
Homeless EHCY Travel	AH 24.SISD.01	84.196	1,000	999
Title II-A Improving Teacher Quality	IP 24.SISD.01	84.367A	69,309	8,099
Title IV-A - ESEA Consolidated	IP 24.SISD.01	84.424A	26,720	26,711
Positive Behavioral Intervention Strategies	PB 24.SISD.01	84.425U	26,250	26,212
ARP Homeless II	AH 24.SISD.01	84.425W	10,426	10,426
Total ALN 84.425			<u>36,676</u>	<u>36,638</u>
AK Literacy Program	AL 24.SISD.01	84.371C	470,232	297,536
Total passed through the State of Alaska, Department of Education and Early Development			<u>1,586,482</u>	<u>1,259,181</u>
Direct:				
Impact Aid	110002	84.041	95,734	95,734
Indian Education Grants to Local Educational Agencies	S060A230986	84.060A	137,156	90,635
Total direct			<u>232,890</u>	<u>186,369</u>
Total U.S. Department of Education			<u>1,819,372</u>	<u>1,445,550</u>
Corporation for National and Community Service:				
Passed through State of Alaska, Department of Commerce, Community and Economic Development:				
Sitka AmeriCorps	21FXIAK001	94.006	274,800	56,000
Serve Alaska, Sitka AmeriCorps	21FXIAK001	94.006	476,000	213,276
AmeriCorps Minigrant	22CA1AK001	94.006	27,500	3,500
Total ALN 94.006			<u>778,300</u>	<u>272,776</u>
AmeriCorps Mini Grant	22CAIAK001	94.003	29,407	17,290
Total Corporation for National and Community Service			<u>807,707</u>	<u>290,066</u>
Total Expenditures of Federal Awards			<u>\$ 2,958,884</u>	<u>2,067,322</u>

See accompanying notes to schedule

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Schedule of Expenditures of Federal Awards

Year Ended June 30, 2024

Note 1. Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal award activity of Sitka School District under programs of the federal government for the year ended June 30, 2024. The information in this Schedule is presented in accordance with the requirements of *Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance)*. Because the Schedule presents only a selected portion of the operations of Sitka School District, it is not intended to and does not present the basic financial statements of Sitka School District.

Note 2. Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the modified accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Negative amounts shown on the Schedule represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years. Sitka School District has elected not to use the 10% de minimis indirect cost rate allowed under the Uniform Guidance.

Note 3. Subrecipients

No federal funds were passed through to subrecipients.

SITKA SCHOOL DISTRICT
 (A Component Unit of the City and Borough of Sitka, Alaska)

Schedule of State Financial Assistance

Year Ended June 30, 2024

<u>Name of Award</u>	<u>Grant Number</u>	<u>Total Grant Award</u>	<u>State Expenditures</u>
Department of Education and Early Development:			
* Foundation	None	\$ 11,380,032	11,380,032
Quality Schools	None	41,803	41,803
* HB39	None	884,441	884,441
Dividend Raffle Funds	None	5,070	5,070
Alaska Safe Children's Act	SC 22 SISD 01	7,961	4,198
Alternative Schools Program	BH 24 SISD 01	23,300	18,375
* Pupil Transportation	FY2024	498,282	498,282
Total Department of Education and Early Development		12,840,889	12,832,201
Alaska State Council on the Arts -			
Passed Through Department of Education and Early Development			
Youth Cultural Heritage Project Grant	FY22Y04007	2,375	2,375
Total State financial assistance		\$ 12,843,264	12,834,576

See accompanying notes to schedule.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Notes to Schedule of State Financial Assistance

Year Ended June 30, 2024

Note 1. Basis of Presentation

The accompanying schedule of state financial assistance (the "Schedule") includes the state award activity of Sitka School District (the District) under programs of the State of Alaska for the year ended June 30, 2024. The information in this Schedule is presented in accordance with the requirements of the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*. Because the Schedule presents only a selected portion of the operations of the District, it is not intended to and does not present the basic financial statements of the District.

Note 2. Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the modified accrual basis of accounting, which is described in Note 1 to the District's basic financial statements.

Note 3. Subrecipients

No state funds were passed through to subrecipients.

Note 4. Major Programs

* Denotes a major program for compliance audit purposes.

Note 5. Reconciliation of State Expenditures to the Basic Financial Statements

The following programs are reported as intergovernmental - State of Alaska revenues; however, are not subject to compliance in accordance with the *State of Alaska Audit Guide and Compliance Supplement for State Single Audits*:

Total Schedule of State Financial Assistance	\$ 12,834,576
PERS On-Behalf	80,773
TRS On-Behalf	1,171,208
State Contract Services	<u>97,253</u>
Total State of Alaska per Statement of Revenues, Expenditures and Changes in Fund Balances	\$ <u>14,183,810</u>

COMPLIANCE REPORTS

Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with Government Auditing Standards

Independent Auditor's Report

Members of the School Board
Sitka School District
Sitka, Alaska

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (Government Auditing Standards), the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of Sitka School District (the District), as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the District's basic financial statements, and have issued our report thereon dated November 11, 2024.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the District's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that were not identified.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. We consider the deficiencies described in the accompanying federal schedule of findings and questioned costs as findings 2024-001 and 2024-002 to be material weaknesses.

A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the deficiency described in the accompanying federal schedule of findings and questioned costs as finding 2024-003, that we consider to be a significant deficiency.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the District's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under Government Auditing Standards.

Sitka School District's Response to Findings

Government Auditing Standards requires the auditor to perform limited procedures on the District's response to the findings identified in our audit and described in the accompanying federal schedule of findings and questioned costs and the corrective action plan. The District's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Anchorage, Alaska
November 11, 2024

Report on Compliance for Each Major Federal Program and Report on Internal Control over Compliance as Required by the Uniform Guidance

Independent Auditor's Report

Members of the School Board
Sitka School District
Sitka, Alaska

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Sitka School District's (the District) compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of the District's major federal programs for the year ended June 30, 2024. The District's major federal programs are identified in the summary of auditor's results section of the accompanying federal schedule of findings and questioned costs.

In our opinion, the District complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2024.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States (Government Auditing Standards); and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the District's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the District's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the District's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, Government Auditing Standards, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the District's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, Government Auditing Standards, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the District's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the District's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.



Anchorage, Alaska
November 11, 2024

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Federal Schedule of Findings and Questioned Costs

Year Ended June 30, 2024

Section I - Summary of Auditor's Results

Financial Statements

Type of report the auditor issued on whether the financial statements were prepared in accordance with GAAP:

Unmodified

Is a going concern emphasis-of-matter paragraph included in the audit report?

___ Yes X No

Internal control over financial reporting:

Significant deficiency(ies) identified?

X Yes ___ None Reported

Material weakness(es) identified?

X Yes ___ No

Noncompliance material to financial statements noted?

___ Yes X No

Federal Awards

Internal control over major programs (2 CFR 200.516 (a)(1)):

Significant deficiency(ies) identified?

___ Yes X None Reported

Material weakness(es) identified?

___ Yes X No

Any material noncompliance with the provisions of laws, regulations, contracts, or grant agreements related to a major program (2 CFR 200.516 (a)(2))?

___ Yes X No

Type of auditor's report issued on compliance for major program:

Unmodified

Any audit findings disclosed that are required to be reported in accordance with Uniform Guidance, 2 CFR 200.516 (a) (3) or (4)?

___ Yes X No

Identification of major programs:

Assistance Listing Number(s)/Cluster

10.553/10.555/10.582

84.371

94.006

Name of Federal Program or Cluster

Child Nutrition Cluster

Comprehensive Literacy Development

AmeriCorps State and National

Dollar threshold used to distinguish between Type A and Type B programs:

\$ 750,000

Auditee qualified as low-risk auditee?

___ Yes X No

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Federal Schedule of Findings and Questioned Costs, Continued

Section II - Financial Statement Findings

Finding 2024-001
Material Weakness

Internal Control over Financial Close and Reporting

- Criteria:** An effective internal control system over financial reporting provides reasonable assurance that assets are safeguarded against loss and theft, and that reliable financial statements are prepared in accordance with the appropriate accounting standards and in compliance with applicable laws and regulations. Internal controls should be in place to ensure timely reconciliation and review of all general ledger accounts to ensure financial statement amounts are properly stated.
- Condition and Context:** During our audit we noted that the District's year-end financial statement closing procedures were ineffective to meet these objectives. The District did not timely reconcile their special revenue funds, bank accounts, or payroll liability accounts prior to the start of the audit. As a result, the auditors proposed multiple material adjusting journal entries.
- Cause:** Lack of internal control over financial reporting and year end close procedures, management turnover, specifically in the business office.
- Effect:** Misstatements were not prevented, detected, or corrected by management in a timely manner.
- Recommendation:** To improve the year-end financial closing process, we recommend that the District establish a more efficient and effective responsibilities matrix for its close process. This will ensure timely and accurate reconciliations for all general ledger accounts, as well as timely review and approval by management. Support for the reconciliations and management review should be maintained and be available for review and the audit process.
- Management Response:** Management concurs with this finding. See Corrective Action Plan.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Federal Schedule of Findings and Questioned Costs, Continued

Finding 2024-002
Material Weakness

Lack of Internal Control over Bank Reconciliations

- Criteria:** The District should have a system in place to ensure the monthly bank balances are reconciled to the general ledger in order to ensure the accuracy of cash, revenue, and expenditure balances.
- Condition and context:** At the start of the audit, management determined the general checking account had not been reconciled during the last six months of the fiscal year. After the bank reconciliation process was completed by management, auditor review identified material discrepancies which resulted in additional adjustments to the District's cash balances.
- Cause:** Lack of internal controls over bank reconciliation procedures and monitoring of monthly reconciliations.
- Effect:** Without a timely and consistent reconciliation process in place, there is a greater risk that fraudulent activity or misappropriation of assets could occur. Also, the lack of a timely bank reconciliation process could cause material misstatements that might not be recognized and resolved in a timely manner.
- Recommendation:** We recommend that all bank accounts be reconciled to the District's general ledger on a monthly basis within ten to fifteen days after month end. We also recommend that the District maintain internal controls to ensure that the bank reconciliations are reviewed and approved by the proper level of management and are clerically accurate.
- Management's Response:** Management concurs with the finding. See Corrective Action Plan.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Federal Schedule of Findings and Questioned Costs, Continued

Finding 2024-003
Significant Deficiency

Lack of Internal Control over Payroll

Criteria: Internal control procedures should be in place to ensure that the payroll accounting system is maintained to be able to accurately record payroll transactions. Payroll transactions should be supported by approved timesheets and employment contracts.

Condition and Context: The payroll system of the District lacks the internal controls necessary to ensure proper managerial approval of payroll transactions. During our testing of payroll transactions, we noted nine timesheets and twenty-one employment contracts, out of a population of forty, that lacked necessary documentation of managerial approval.

Cause: Lack of internal control over payroll transactions.

Effect: The lack of internal control over payroll transactions allows for the potential for misstatement of expenditures due to employees being paid at unauthorized rates or for inaccurate hours or charged to inappropriate funding sources.

Recommendation: We recommend the district adheres to its internal control policies to ensure proper review and approval of payroll documents and transactions.

Management's Response: Management concurs with the finding. See Corrective Action Plan.

Section III - Federal Award Findings

Sitka School District did not have any findings related the Federal Awards.

Report on Compliance for Each Major State Program and Report on Internal Control Over Compliance Required by the State of Alaska Audit Guide and Compliance Supplement for State Single Audits

Independent Auditor's Report

Members of the School Board
Sitka School District
Sitka, Alaska

Report on Compliance for Each Major State Program

Opinion on Each Major State Program

We have audited Sitka School District's (the District) compliance with the types of compliance requirements identified as subject to audit in the State of Alaska Audit Guide and Compliance Supplements that could have a direct and material effect on each of the District's major state programs for the year ended June 30, 2024. The District's major state programs are identified on the Schedule of State Financial Assistance.

In our opinion, the District complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major state programs for the year ended June 30, 2024.

Basis for Opinion on Each Major State Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (Government Auditing Standards); and the audit requirements in the State of Alaska Audit Guide. Our responsibilities under those standards and the State of Alaska Audit Guide are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major state program. Our audit does not provide a legal determination of the District's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the District's state programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the District's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, Government Auditing Standards, and State of Alaska Audit Guide requirements will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the District's compliance with the requirements of each major state program as a whole.

In performing an audit in accordance with GAAS, Government Auditing Standards, and the State of Alaska Audit Guide, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the District's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding the District's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the State of Alaska requirements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance and therefore, material weakness or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, as discussed below, we did identify a certain deficiency in internal control over compliance that we consider to be a significant deficiency.

Members of the School Board
Sitka School District

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a state program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a state program will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a state program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance. We consider the deficiency in internal control over compliance described in the accompanying State Schedule of Findings and Questioned Costs as finding 2024-004 to be a significant deficiency.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

Government Auditing Standards requires the auditor to perform limited procedures on Sitka School District's response to the internal control over compliance finding identified in our compliance audit described in the accompanying State schedule of Finding and Questioned Costs. Sitka School District's response was not subjected to the other audit procedures applied in the audit of compliance and accordingly, we express no opinion on the response.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the State of Alaska. Accordingly, this report is not suitable for any other purpose.



Anchorage, Alaska
November 11, 2024

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

State Schedule of Findings and Questioned Costs

Year Ended June 30, 2024

Section I – Summary of Auditor’s Results

Financial Statements

Type of auditor’s report issued:

Unmodified

Internal control over financial reporting:

Significant deficiency identified?

X Yes None reported

Material weakness identified?

X Yes No

Noncompliance material to the financial statements noted?

Yes X No

State Financial Assistance

Internal control over major programs:

Significant deficiency identified?

X Yes X None reported

Material weakness identified?

Yes No

Type of auditor’s report issued on compliance
for major programs:

Unmodified

Dollar threshold used to distinguish between a type A and B program:

\$ 750,000

Auditee qualified as low-risk auditee?

Yes X No

Section II – Financial Statement Findings

See the Federal Schedule of Findings and Questioned Costs for financial statement findings.

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

State Schedule of Findings and Questioned Costs, Continued

Section III – State Award Findings and Questioned Costs

Finding 2024-004 **Lack of Internal Control over Activities Allowed or Unallowed and Allowable Costs/Cost Principles**

State Agency: State of Alaska, Department of Education and Early Development
State Program: Foundation
Award Number: None
Award year: 2024
Type of Finding: Significant deficiency in internal control over compliance

Criteria: Internal control procedures should be in place to ensure that the payroll accounting system is maintained to be able to accurately record payroll transactions. Payroll transactions should be supported by approved timesheets and employment contracts.

Condition and Context: The payroll system of the district lacks internal control necessary to ensure proper managerial approval of payroll transactions. During our testing of payroll transactions, we noted three timesheets and eleven employment contracts, out of a population of twenty-five, that lacked necessary documentation of managerial approval. Based on the context of the transactions, we did not identify any unallowable expenditures under the program guidelines.

Cause: Lack of internal control over payroll transaction support.

Effect: The lack of internal control over payroll transactions and related supporting documentation allows for the potential for misstatement of expenditures due to employees being paid at unauthorized rates, funding sources for inaccurate hours or charged to appropriate funding sources.

Questioned Costs: None noted.

Repeat Finding: This is not a repeat finding.

Recommendation: We recommend the District adheres to its internal control policies to ensure proper review and approval of payroll documents and transactions for completeness.

Management’s Response: Management concurs with the finding. See Corrective Action Plan.



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Summary Schedule of Prior Audit Findings

June 30, 2024

Financial Statement Findings

Finding 2023-001
Significant Deficiency

Lack of Internal Control over Student Activity Bank Reconciliation

Condition:

During our audit, we noted that the District had made progress through corrective action from finding 2022-001, however the District has not completed or fully implemented the transfer of student accounts to the District's central accounting. This caused material amounts of revenues and expenditures to be excluded from the general ledger

Status:

This has been resolved.

Corrective Action Plan

June 30, 2024

Financial Statement Findings

Finding 2024-001

Lack of Internal Control over Financial Close and Reporting

Name of Contact Person: Kathryn Hollis-Buchanan, Business Manager

Corrective Action Plan: To address this, we have introduced a new requirement to reconcile grant accounts at the end of each quarter. As reimbursement requests are submitted, we maintain a shared Excel spreadsheet that tracks all special revenue funds, associated account numbers, budgets, grantors, assigned grant managers, expenditures, receipts, and the grant awards themselves. This approach will streamline future audit processes by consolidating all necessary information in one place. We have initiated monthly meetings with secretaries and are training them on the principles of coding expenditures to reduce the need for adjustments. Additionally, we have started creating Standard Operating Procedures to outline each activity, which will enhance control over the closing processes. This process is expected to conclude by August 30, 2025. Annual updates will then be conducted with input from secretaries, administration, business office staff, and other relevant personnel.

Proposed Completion Date: September 30, 2024

Finding 2024-002

Lack of Internal Control over Bank Reconciliations

Name of Contact Person: Kathryn Hollis-Buchanan, Business Manager

Corrective Action Plan: Bank reconciliations are now performed monthly, and we have developed a spreadsheet to assist with the necessary journal entries. The business manager will review and approve all journal entries before they are posted to ensure accuracy. The bank statement and balance sheet are included as attachments to facilitate the audit process. Adjusting journal entries are made immediately and are no longer deferred to the following month as was previously done.

Proposed Completion Date: August 30, 2024

SITKA SCHOOL DISTRICT
(A Component Unit of the City and Borough of Sitka, Alaska)

Corrective Action Plan, Continued

Finding 2024-003

Lack of Internal Control over Payroll

Name of Contact Person: Kathryn Hollis-Buchanan, Business Manager

Corrective Action Plan: The payroll technician will no longer make any changes or entries in the payroll system without a Personnel Action Form signed by all required personnel. We implemented a timesheet tracking system (Red Rover) in the middle of FY24, and while we are still making modifications to this system, it will address the lack of time tracking approval issues. We have also implemented a Personnel Action Form that goes through an electronic signature routing process and ends with the business manager for final approval. This will require some training for school-level administration, as they have historically pressured the payroll technician to expedite processes beyond the recorded procedures. Additionally, we have started handling the hiring process through TalentEd, which will help improve control over paperwork processing.

Proposed Completion Date: September 30, 2024

State Award

Finding 2024-004

Lack of Internal Control over Activities Allowed or Unallowed and Allowable Costs/Cost Principles

Name of Contact Person: Kathryn Hollis-Buchanan, Business Manager

Corrective Action Plan: The payroll technician will no longer make any changes or entries in the payroll system without a Personnel Action Form signed by all required personnel. We implemented a timesheet tracking system (Red Rover) at the beginning of FY 24 and, while we are still making modifications to this system, it will address the lack of time tracking approval issues. We have also implemented a Personnel Action Form that goes through an electronic signature routing process and ends with the business manager for final approval. This will require some training for school-level administration, as they have historically pressured the payroll technician to expedite processes beyond the recorded procedures. Additionally, we have started handling the hiring process through TalentEd, which will help improve control over paperwork processing. This corrective action will solve both finding 2024-003 and 2024-004. The Business Office staff have a monthly meeting to discuss challenges, and we have begun a formal training program to help them better understand each other's positions and the overall effect their particular jobs have on the budgeting and reporting processes as well as the audit process itself.

Proposed Completion Date: September 30, 2024

BB 9020 BOARD STANDARDS

The Board believes that it should hold itself to high standards of performance, accountability and conduct in order to meet the public trust that has bestowed by the public election of each member.

Therefore, the Board has adopted **AASB** Board Standards, which provide a framework for effective school governance and keep the Board's focus on student achievement.

Regular efforts will be made to orient new board members to the board standards, provide on-going board development opportunities to assist all board members in meeting those standards, and assess board performance to measure the Board's effectiveness in meeting them.

(cf. 9000 - Role of Board and Members)

(cf. 9230 - Orientation)

(cf. 9240 - Board Development)

(cf. 9400 - Board Self-Evaluation)

Adoption Date: June 6, 2000

Sitka School District



BOARD STANDARDS

A FRAMEWORK FOR ALASKA SCHOOL BOARDS



association of
ALASKA
school boards

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*To learn more about these standards
visit our website at www.aasb.org*

Many thanks to the original team who
developed these Board Standards

ASSOCIATION OF ALASKA SCHOOL BOARDS **SCHOOL BOARD STANDARDS**

The education community is intimately familiar with standards. Standards for students have been around for many years in the form of grades, report cards and most recently many forms of assessments. Likewise, teachers, administrators and support personnel live by standards in the form of annual evaluations, classroom observations and peer monitoring. In Alaska, school districts have embraced board standards as an appropriate process for ensuring that our public school students achieve the very best academic success possible. Board standards were created through a process that involved a broad based group of people within and without the education community. This group brought together experience from the business world, the political arena, and families as well as from education. Together they determined the standards that should guide a person to become the best governance official possible to oversee school districts in Alaska. In 1998 this group of 25 individuals over a two day period created the framework of Board Standards and later that same year the AASB Board of Directors approved them for distribution to local school boards.

Too often across the nation the media reports on inappropriate behavior and even criminal acts from elected municipal bodies. School boards across the state have embraced these standards and are utilizing them as a model of behavior. By using the standards to influence behavior every board member will become a role model, districts will function as a governance model and students will be well served.



AASB's Board Standards have served as a foundation for development programs and resources available to school board members in Alaska.

Shortly after being adopted by the AASB Board of Directors, the Board Standards Framework (Vision, Structure, Accountability, Advocacy and Conduct and Ethics) was used to develop a three-year syllabus of topics that guided the Board development programming for the Association. This syllabus ensures that members will be provided with information and skill training aligned to the Standards during their first term in office.

A school board self-assessment was created based on Board Standards and performance indicators. The assessment is available on the AASB website (aasb.org) for use by boards. AASB staff, during a custom workshop, are also available to facilitate the assessment and help a board develop their own plan for improvement.

A sample Board Bylaw identifying Board Standards as a guide for orienting new Board members to the standards, provide on-going board development opportunities to assist all Board members in meeting those standards, and assess board performance to measure the Board's effectiveness was included in the AASB Policy Reference Manual and has been adopted by almost all members.

The Alaska School Board Member Handbook was designed around the Standards Framework and serves as a reference guide for members seeking information about their roles and responsibilities.

VISION

The Board Creates A Shared Vision To Enhance Student Achievement

1.1 Board develops a dynamic shared vision for education that reflects student needs and community priorities.

INDICATORS

- Educational stakeholders are invited to participate in the development and revision of the school district’s mission and vision.
- Stakeholders have regular opportunities to provide input throughout the development of the district’s plan.
- The board seeks input from Elders and other leaders to incorporate traditional values and ways of knowing into the district mission and vision.

1.2 Board keeps the district and community focused on educating students

INDICATORS

- The “IS IT GOOD FOR KIDS” question guides all board deliberations and actions.
- The board refers to mission and vision when communicating with staff, groups, and organizations.

1.3 Board demonstrates its strong commitment to vision by using the shared vision to guide decision-making.

INDICATORS

- The board uses the mission and vision as a guide in planning, decision making, and evaluating district operations.
- The board communicates its rationale for decisions to the community as a way to reinforce its commitment to the mission and vision.

STRUCTURE

The Board Provides A Structure That Supports The Vision

2.1 Board establishes a management system that results in effective decision making processes and enables all to help the district achieve its mission and vision while making the best use of its resources.

INDICATORS

- . The board develops policies that require and support strong leadership by the superintendent.
- . The board develops policies that enable the staff and the public to participate in board deliberations, school programs, and activities in a meaningful way.
- . The board ensures that financial and human resource decisions directly support the district's mission and vision.

2.2 Board ensures that long and short-term plans are developed and annually revised through a process involving extensive participation, information gathering, research, and reflection.

INDICATORS

- . The board invites input from individuals, school staff, community and other organizations about improving the school program.
- . The board engages in annual planning and review.
- . The board directs use of appropriate committees for action planning.



2.3 Board sets high instructional standards based on the best available information about the knowledge and skills students will need in the future.

INDICATORS

- . The board establishes appropriate committees to advise on the establishment and revision of district standards.
- . The board makes instructional resource decisions based on emerging instructional needs and redirects existing resources as appropriate to meet them.

2.4 Board acts to ensure vision and structure comply with legal requirements

INDICATORS

- . The board establishes policy requiring internal and/or external evaluations of district operations.
- . The board reviews the results of all assessments as part of their deliberations.

2.5 Board encourages and supports innovative approaches to teaching, learning, and the continuous renewal of education.

INDICATORS

- . The board invests in staff development tied to the skills students will need in the future.
- . The board supports a cultural orientation program for new school staff and encourages their involvement in the community.
- . The board oversees continual review of curriculum and the development of instructional techniques that enhance student achievement.
- . The board communicates new developments in instruction to the community and provides a rationale for them.

ACCOUNTABILITY

The Board Measures District Performance Toward Accomplishing the Vision And Reports the Results To The Public.

3.1 Board receives regular reports on student progress and needs based on a variety of assessments to evaluate the quality and equity of the educational program.

INDICATORS

- The board ensures assessments are locally appropriate, accurate, relevant, and use a feasible process.
- Reports on student progress are linked directly to district vision for student achievement.

3.2 Board evaluates the superintendent and board performance annually and reports the result to the public.

INDICATORS

- The board establishes policies and procedures for the routine evaluation of the superintendent.
- Written performance expectations for the superintendent and the board are developed and communicated to the community.
- The board solicits public input regarding its performance toward achieving performance expectations.
- The board routinely carries out these evaluations and set goals for improvement.



3.3 Board ensures long and short-term plans are evaluated and revised with the needs of students in mind.

INDICATORS

- . The board seeks input on the evaluation of the plans' progress and effectiveness.
- . The board ensures a variety of indicators are used for evaluations.
- . The board establishes a framework that supports reasoned decision-making.
- . The board schedules time annually for appropriate review.

3.4 Board uses an understandable format to periodically report district performance to the public.

INDICATORS

- . The board insists that all reports are written and presented in a way that is understandable and useful to the public.
- . The board hosts informal opportunities for the public to discuss all district performance issues.



ADVOCACY

The Board Champions The Vision

4.1 Board leads in celebrating the achievements of students and accomplishments of others who contribute to education.

INDICATORS

- . The board establishes policy to ensure individuals and groups are recognized for accomplishments.
- . The board recognizes students and others for accomplishments as part of their regularly scheduled meeting activities.
- . Board members attend and/or participate in recognition ceremonies when appropriate.

4.2 Board advocates for children and families and establishes strong relationships with parents and other mentors to help support students.

INDICATORS

- . The board adopts policies encouraging parental involvement.
- . The board promotes the “asset” framework with school staff, community, and students.

4.3 Board establishes partnerships with individuals, groups, and organizations to promote educational opportunities for all students.

INDICATORS

- . The board initiates opportunities to involve educational stakeholders in meaningful activities that meet student needs.
- . The board identifies community resources that can help provide basic academic and enrichment activities that will extend learning opportunities for students.

4.4 Board promotes school board service as a meaningful way to make long term contributions to the local community and society.

INDICATORS

- The board provides information to school staff and public about school board service to promote understanding and interest.
- The board actively informs the community regarding the role and purpose of school boards.
- The board invites interested community members to participate in committees.

4.5 The board is proactive in identifying and addressing issues that affect the education of students.

INDICATORS

- Board members influence all recommendations brought before them against the “IS IT GOOD FOR KIDS” criteria.
- Board members influence actions of individuals and groups that have the potential to impact the school system, and act in the best interest of the students.
- The board takes a leadership role in representing student educational interests to other organizations, agencies, local and state government.





CONDUCT & ETHICS

The Board And Its Individual Members Conduct District Business In A Fair, Respectful, And Responsible Manner

5.1 Board and its individual members act in a manner that reflects service to the community on behalf of students.

INDICATORS

- . Board members understand the significance of their role as models for students and representatives of the community and act accordingly.
- . Board members support decisions of the majority after honoring each member's individual right to express opposing views and state their convictions.
- . The board makes decisions as a group, only at properly called meetings, and recognizes that individual members have no authority to take individual action.

5.2 Board demonstrates a commitment to continually improving teamwork, problem solving, and decision-making skills through a conscious program of board development.

INDICATORS

- . The board participates in board development activities to enhance their governance skills.
- . Individual board members report the results of those activities to other board members and the community during board meetings.
- . Board members attend and fully participate in all board development functions paid for by district funds.
- . The board takes responsibility for the orientation of new members.

5.3 Expenditures for board activities are clearly identified in the budget, related to the district vision, and open to public scrutiny.

INDICATORS

- . The budget for all board expenditures is easily identifiable.
- . All board expenditures are compared against “IS IT GOOD FOR KIDS” criteria.
- . The board invites the public to review and comment on expenditures for all board activities and functions.





association of
ALASKA
school boards