Chatham School District Mission:

We support students to become independent adults by promoting exceptional education and cultural experiences.

Superintendent: David Langford

School Board Meeting

Tuesday, September 22, 2026 | 6:30 PM | ZOOM, 500 Big Dog Salmon Way, Angoon, AK 99820

Proposed Agenda

1. Call to Order
2. Roll call
3. Approval of Agenda and Consent Agenda
   - 3.1. September 8, 2026 Minutes
   - 3.2. September 10, 2026 Minutes
   - 3.3. Personnel Report
4. Public comment on agenda or non-agenda items
5. Action Items:
   - 5.1. Approve the Negotiated Agreement between CSD and Chatham-NEA for 2026-2029
   - 5.2. Approval of Carver Construction Proposal for Gustavus School Repairs
   - 5.3. Acceptance of the Presidential Fitness grant in the amount of $70,000
   - 5.4. Extra Duty Contracts
   - 5.5. Approve Lease Agreement for Teacher Housing with Tlingit and Haida
   - 5.6. Approve Panhandle Fire Protection Service Agreement
   - 5.7. Executive Session for Superintendent Evaluation
   - 5.8. Approve District Wellness Policy
6. Board Member Comment
7. 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: 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.

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Superintendent: David Langford

School Board Meeting

September 8, 2026 | 6:00 p.m.

1. CALL TO ORDER	The regular meeting of the Chatham School District School Board was called to order at 6:01 p.m. by Board President Stacey Proctor.
2. FLAG SALUTE	
3. ROLL CALL	Board members in attendance: Jenn Todd, LeAnn Weikle, Albert Kookesh, Jack Strong, and President Stacey Proctor. The meeting was quorate.
4. RECOGNITIONS	Those present included Danielle Patrick (Gustavus), Megan Bishop (Gustavus), Megan Moody (Tenakee Springs), Anne Connelly (Tenakee Springs), Adam Doten-Ferguson (Tenakee Springs), and Haley Steele, Tammy Henderson, and Colby Sharpe, all of Harmony Ed.
5. READING OF THE MISSION STATEMENT	
6. APPROVAL OF THE PROPOSED AGENDA AND CONSENT AGENDA	**Mr. Strong** moved, and **Ms. Weikle** seconded to approve the proposed agenda and consent agenda, as presented.
7. PUBLIC COMMENT ON NON-AGENDA ITEMS	There was no public comment on non-agenda items.
8. PUBLIC COMMENT ON AGENDA ITEMS	There was no public comment on agenda items.

9. REPORTS AND PRESENTATIONS

Haley Steele, Tammy Henderson, and Colby Sharpe gave a presentation to the board regarding the correspondence services they provide to students in CSD.

10. BOARD MEMBER REPORTS

There were no board member reports at this meeting.

11. ADMINISTRATIVE REPORTS

a. FINANCIAL REPORTS

Superintendent Langford gave the monthly financial reports to the board. He reported that the district would be receiving a one-time funding distribution from the state in two payments, which will ease the district's current negative fund balance.

b. SUPERINTENDENT UPDATE

Superintendent Langford shared the district's results for the AK Star Test. He also shared an oral report from each school site.

12. NEW BUSINESS

a. PANHANDLE FIRE PROTECTION SERVICE AGREEMENT

Mr. Kookesh moved, and **Ms. Weikle** seconded to approve the Service Agreement / Memorandum of Agreement (MOA) between CSD and Panhandle Fire Protection, as presented.

Following a roll call vote, the motion PASSED unanimously.

b. APPROVAL OF ADDENDUM TO JON WUNROW CONTRACT FOR SERVICES

Ms. Weikle moved, and **Mr. Kookesh** seconded to approve the addendum to Jon Wunrow's contract for services with the district for the NACTEP grant, as presented.

Following a roll call vote, the motion PASSED unanimously.

c. APPROVAL OF JOHN STALONE UBIAS TEACHER CONTRACT

Mr. Strong moved, and **Ms. Todd** seconded to approve John Stalone Ubias' certified teacher contract as Math/Science teacher, 6-12, Angoon, for the 2026-2027 school year, pending J-1 Visa Status clearance.

Following a roll call vote, the motion PASSED unanimously.

d. APPROVAL OF EXTRA DUTY CONTRACTS

Mr. Kookesh moved, and **Mr. Strong** seconded to approve the extra duty contracts, as presented.

Following a roll call vote, the motion PASSED unanimously.

e. APPROVAL OF CONTRACT WITH SERRC FOR DEED MONITORING

Mr. Strong moved, and **Mr. Kookesh** seconded to approve the contract with SERRC for Assistance with DEED Monitoring, in the amount of $4,100, as presented.

Following a roll call vote, the motion PASSED unanimously.

f. APPROVAL OF PARENT OPT-OUT FORM

Ms. Weikle moved, and **Mr. Strong** seconded to approve the Parent Opt-Out form, as presented.

Following a roll call vote, the motion PASSED unanimously.

g. APPROVAL OF CULTURE CAMP AND HYDROPONIC GARDEN SERVICE AGREEMENTS

Mr. Strong moved, and **Mr. Kookesh** seconded to approve the Culture Camp and Hydroponic Garden Service Agreements, as presented.

Following a roll call vote, the motion PASSED unanimously.

h. APPROVE STUDENT OUT-OF-STATE TRAVEL

Mr. Kookesh moved, and Mr. Strong seconded to approve Josh Bowen's out of state travel from October 13-17, 2026, to attend the AISES National Conference in Portland, Oregon.

Following a roll call vote, the motion PASSED unanimously.

13. FOR THE GOOD OF THE ORDER

Mr. Strong shared that his son would be visiting soon and would be fishing for coho.

14. ADJOURNMENT The meeting adjourned at 7:17 p.m.

_____ _____

Stacey Proctor, President Dawn Georgia, Board Clerk

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Special School Board Meeting

September 9, 2026 | 9:30 a.m.

1. CALL TO ORDER	The special meeting of the Chatham School District School Board was called to order at 9:36 a.m. by Board President Stacey Proctor.
2. FLAG SALUTE	
3. ROLL CALL	Board members in attendance: LeAnn Weikle, Albert Kookesh, and President Stacey Proctor. Members Jenn Todd and Jack Strong were absent and excused. The meeting was quorate.
4. APPROVAL OF THE PROPOSED AGENDA	**Ms. Weikle** moved, and **Mr. Kookesh** seconded to approve the proposed agenda, as presented. Following a roll call vote, the motion PASSED unanimously.
5. PUBLIC COMMENT ON AGENDA OR NON-AGENDA ITEMS	There was no public comment at this meeting
6. ACTION ITEMS **6.a. APPROVAL OF CONTRACT FOR KLUKWAN SPECIAL EDUCATION**	**Mr. Kookesh** moved, and **Ms. Weikle** seconded to approve the contract for Kathryn Carl, Special Education teacher in Klukwan, as presented. Following a roll call vote, the motion PASSED unanimously.
7. BOARD MEMBER COMMENT	There was no board member comment at this meeting.

8. <u>ADJOURNMENT</u> The meeting adjourned at 9:38 a.m.

Stacey Proctor, President

Dawn Georgia, Board Clerk

CHATHAM SCHOOL DISTRICT				
PERSONNEL REPORT				
9..22.2026				
CLASSIFIED HIRES				
Name	Title	Location	Start Date	Notes
Tilani Meyer	School Secretary	Angoon Schools	9/11/2026	

NEGOTIATED AGREEMENT BETWEEN
CHATHAM SCHOOL DISTRICT AND
CHATHAM-NEA
FOR THE SCHOOL YEARS:

~~**July 1, 2025- June 30, 2026**~~

July 1, 2026 – June 30, 2029

~~Ralph Watkins~~David Langford, Superintendent, Chatham School District Date

~~Mary Zika~~Megan Bishop, President, Chatham-NEA Date

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NEGOTIATED AGREEMENT PREAMBLE

This agreement is entered into between the Chatham School District Board of Education, hereafter referred to as the Board, and the Chatham-NEA, hereafter referred to as the Association.

This Agreement is to set forth and record herein the full agreement between these two parties on matters pertaining to salaries and professional duties as employees of the Chatham School District.

ARTICLE I GENERAL PROVISIONS

Section 1. General Recognition.

The Board recognizes the Association as the exclusive bargaining agent for all teachers employed by the Chatham School District.

Section 2. Conformity to Law.

If any article or section of this Agreement is found to be contrary to law by a competent jurisdiction, or if compliance with or enforcement or any article or part is restrained by such court, the remainder of the Agreement shall not be effected thereby. The parties to this Agreement shall meet no later than ten (10) days, or by mutual consent, after such finding for the purpose of resolving the affected provision and that provision only if necessary.

Section 3. Duration.

This Agreement and each of its provisions is binding and effective July l, ~~2025~~2026, upon signing by the President of the Association and the Board. This Agreement shall remain in full force and effect until June 30, ~~2026~~2029.

Section 4. Reproduction of Agreement.

After consulting with the Association regarding format the District shall reproduce and deliver to the Association copies of this agreement in the amount of one (l) per currently employed teacher plus five (5). Cost of reproduction shall be borne by the District. The Association shall deliver a copy to each teacher employed by the District. The District shall deliver a copy of this Agreement to each new hire by the District before each teacher begins teaching in the District.

Section 5. Definitions.

(1) "Superintendent" shall mean the Superintendent of the Chatham School District or his/her designee.

(2) "Teacher" shall mean a person, other than a substitute teacher, holding an Alaska teaching certificate employed to instruct students.

(3) "Day" shall mean a work day except as otherwise specified.

(4) "Agreement" shall mean this document and all provisions herein.

(5) "Board" shall mean the Chatham School District School Board.

(6) "District" shall mean the Chatham School District.

(7) "Association" shall mean the Chatham-NEA.

(8) "Substitute Teacher" shall mean a person employed to replace a teacher on leave and includes teachers employed under 4 ACC 18.021

(9) "Immediate Family" shall include a spouse, parent, child, brother, sister, grandfather grandmother, mother-in-law, father-in-law, aunts, uncles and grandchildren.

(10) "Extended Contract" means a supplemental contract for services by a teacher before the first day of the contract year or after the last day of the contract year.

(l l) "Contract Year" means the period of service covered by a teacher's regular teaching contract with the District.

Section 6. Time Limits.

Compliance with a time limit shall be excused if compliance is delayed as a result of inclement weather. Inclement weather does not excuse compliance with a time limit to deliver a document if the document can be electronically transmitted. Compliance with the time limit shall be extended by mutual consent for reasons other than weather.

Section 7. Negotiations.

(a) Either party may initiate negotiations for a successor agreement by written request to the other on or after November 15, ~~2025~~2028. Upon such initiation, the parties shall exchange proposals no later than January 10, ~~2026~~2029. In no event shall the exchange occur less than ten (10) days after receipt of notice. The initial proposals shall minimally contain all proposed new and/or amended articles or sections.

(b) The parties shall establish a mutually convenient date and time on or after February 1 for the first meeting of the negotiation teams.

(c) Each team shall have complete authority to reach tentative agreements (TA' s) which shall be signed by both parties upon request. All TA's are subject to ratification by the whole BOARD and bargaining unit and ratification shall be by entire package only

(d) In the event that negotiations are not completed by the first day of May, or that a stalemate is reached earlier either team shall have the option to notify the other of impasse in written form stating areas of agreement and disagreement. This deadline shall, by mutual written agreement, be extended. Only those items of disagreement shall be presented to the mediator or the advisory arbitrator.

(e) If either party declares an impasse, and calls for a mediator, both parties hereby agree in advance to accept the assistance of a mediator from the Federal Mediation and Conciliation

Service. Mediation sessions shall be at the call of the mediator.

(f) If mediation fails to bring about an agreement on the items in dispute, then either party shall request advisory arbitration, which shall be conducted under the jurisdiction of the American Arbitration Association.

ARTICLE II ASSOCIATION RIGHTS

Section 1. Non-Discrimination.

The Board agrees that there shall be no discrimination concerning terms and conditions of employment on the basis of membership or participation in the Association.

Section 2. Association Right to Information.

The District shall provide to the Association, upon request of the person designated by the Association to make such requests, a copy of the board packet the District distributes to members of the public and press prior to each Chatham School Board meeting. The District shall also provide to the Association, upon request of the person designated by the Association to make such requests, additional public information that is relevant and reasonably necessary the bargaining process.

Section 3. Use of Equipment and Facilities.

The Association shall use school facilities and equipment, including copiers and facsimile machines, and the use of the District' s video conference equipment designated by the District for conducting Association business. Such meetings and business shall not interfere with District educational programs and shall be conducted outside of the contracted hours of employment. The Association shall log such use and reimburse the District a mutually pre-agreed fee for any costs resulting from such Association use of a building and equipment and if, while using the equipment, the equipment is damaged, it shall be the Association's responsibility to pay the entire cost to repair the equipment bringing it back to its pre-damaged status (the District shall provide forms).

Section 4. Association Leave.

The Association may use up to 37.5 hours of leave with pay per year for Association business during the term of this contract. The Association president or designee shall inform the Superintendent and relevant site administrators at least 48 hours in advance, of the dates and general purposes of the business. Unused District contributed association leave shall expire at the end of each year.

The Association may create an Association leave bank containing a maximum of 37.5 additional hours of leave with pay per contract year. The Association leave bank shall consist of transfers of personal leave days by teachers to the Association leave bank in minimum increments of one half (1/2) day of personal leave. The Association shall notify the Superintendent of the names of the teachers contributing to the Association leave bank and the amount of leave contributed by each

before October 15 of each contract year. The teacher contributed bank of association leave shall be up to 37.5 hours of non-expiring leave time.

Section 5. Dues Deduction

Upon the teacher's written authorization on the District's payroll withholding authorization form (which shall be provided to the Union President), the District shall deduct the yearly Association membership dues from the teacher's paycheck in equal monthly installments beginning with the October payroll and concluding with the May payroll. The amount of the dues deducted shall be in accordance with a written notice submitted by the Association President by September 30 of their hire date and provide the Association with relevant contact information of each new hire.

Authorization shall be valid from year to year. Notwithstanding, the District shall discontinue such deductions upon written notice from the teacher to the Association received between June 1 and September 15 of any school year. The District shall deliver the dues collected and an itemized list of teachers paying dues to the Association President or their designee, not later than the tenth day of the following month. The Association agrees to indemnify and hold the Board harmless against any liability and pay all costs and attorney's fees that may arise by reason of any action taken by the Association of Board pursuant to the article. This indemnification shall not apply to any claim, demand, suit or other form of liability that may arise as a result of any negligence or willful misconduct by the Board.

ARTICLE III TEACHER RIGHTS

Section 1. School Year and School Day.

The standard teacher's contract shall consist of 188 days. These days shall consist of the following:

(a) One hundred eighty (180) days in session,

(b) Two (2) or three (3) work days depending upon whether the school calendar encompasses five (5) or six (6) legal holidays as provided in state statutes.

The length of the school day for each teacher shall be seven and one-half (7.5) hours exclusive of a thirty (30) minute duty-free lunch ~~and inclusive of an uninterrupted preparation period of sixty minutes to be taken in the morning unless approved by the Superintendent~~.

Section 2. Preparation Time

All teachers shall have at least sixty (60) minutes of an uninterrupted preparation period to be taken in the morning unless approved by the superintendent. Teachers shall have an additional 30 minutes between the end of the student day and the end of the contract day.

After-school preparation time may be interrupted for staff or IEP meetings, and admin will make every effort to notify staff as far in advance of these meetings whenever possible, and no less than 24 hours prior to the IEP meeting.

Section ~~2~~3. Right to Representation.

A teacher shall, at his/her request, have a representative of the Association present at a meeting when he/she is being reprimanded, warned or disciplined for any infraction of rules, regulation, board policy, Superintendent directives, or delinquency in professional performance. The Association representative shall use association Leave for such meetings when held during the school day. When a teacher desires to have a representative present, the District shall allow up to 24 hours for the representative to be able to be present, unless the District determines that the infraction or delinquency is of such a nature as to require immediate action. A document whose content is limited only to a confirmation of a conversation shall not be considered disciplinary in nature, unless such conversation and confirmation thereof included an oral reprimand, or some other form of discipline.

Section ~~3~~4. Personnel Files.

(a) Upon request, the teacher shall be allowed to review and/or have a copy of anything in the teacher' s personnel file, except material that the teacher authorized to be kept confidential during the hiring process. This paragraph does not preclude the use of information from a teacher' s personnel file as evidence in a grievance proceeding, disciplinary, or non- retention proceeding, or lawsuit if the information from the file is relevant to an issue in the proceeding or lawsuit. The review of the file shall be in the Superintendent's or designee's presence.

(b) Materials derogatory to a teacher's conduct, service, character, or personality shall not be placed in a teacher' s file unless the teacher has had an opportunity to read and sign the material. Such signature does not necessarily indicate agreement with the content of such material. The teacher shall have the right to answer any material within twenty (20) days of the teacher's receipt of the material and this answer shall be attached to the file copy.

(c) Evaluation forms and other documents pertaining to the teacher's performance and character shall remain a permanent part of the teacher's personnel file.

Section ~~4~~5. Evaluations (Ref. AS 14.20.149)

(a) The District shall prepare a written evaluation of each non-tenured teacher in the District at least twice during each school year and tenured teachers at least once during each school year, except where less frequent evaluation is permitted by law and the District elects that option for a particular tenured teacher in a particular year.

(b) The Superintendent shall communicate to each teacher the criteria the District shall employ to

evaluate teacher performance by the fall in-service or the teacher' s first work day, whichever date is earlier. The evaluation form to be used to record and summarize evaluation results shall be delivered to each teacher within the same time limit.

(c) The completed written evaluation form shall be signed by the evaluator and delivered to the teacher. The teacher shall sign and return the evaluation form to the Superintendent with any comments within fifteen (15) days of such delivery. Failure to sign and return the evaluation form within fifteen (15) days shall constitute a waiver of the teacher's right to comment on the evaluation and a copy of the evaluation may thereafter be placed in the teacher's personnel file without the teacher's signature.

(d) A teacher shall be notified of information that is given to the District from outside sources, as per board policy, regarding the teacher' s performance prior to the incorporation of such information in the teacher's evaluation.

(e) Support staff such as counselors, school nurse, psychologist, etc., shall be evaluated on an instrument that shall be developed especially for that job description.

(f) The District shall provide a teacher a copy of his or her personnel file at any time during, or after they have left employment in the district upon the submission of a notarized letter requesting information along with a money order made out to the Chatham School District for $5.00.

(g) Evaluations shall be consistent with AS 14.20.149.

Section ~~5~~6. Release Time for Meetings.

Whenever any teacher is scheduled by the School Board or the Administration to participate during the school day in conferences, or meetings, he/she shall suffer no loss in pay. Conference and meetings subject to this section shall be scheduled outside the school day whenever possible.

Section ~~6~~7. Staffing.

(a) Posting of Vacancies. Written notice of vacant position(s) that occur during the school year, August 1 to June 1, shall be posted in all school buildings as the vacancy occurs. All vacancies shall be open exclusively to in-district transfers or certified staff for a minimum of ten (10) days, if the vacancy is not filled, it shall be advertised to the general public. The District shall send a copy of this announcement to the Association president. The notice shall state the site of the vacancy, the qualifications needed to fill the position, and the date by which applications must be delivered. If a vacancy occurs after the school year ends, only those teachers who have specifically requested such a position pursuant to (e) (2) of this article shall be contacted in writing or telephone by the District. The teacher shall have a responsibility of notifying the Superintendent of his/her address and telephone number or any change thereto. Upon contact by the district, the teacher shall have five (5) days to

indicate interest in said position to the Superintendent.

(b) Qualifications: Qualifications that the District shall consider in filling vacancies include.

(1) Certification and/or endorsement(s);

(2) An appropriate major or minor;

(3) Satisfactory evaluation for the year preceding the request for transfer;

(4) Training and/or successful experiences related to curricular and/or extracurricular assignments listed in the notice of position vacancy;
(5) Tenure and length of teaching experience within the District;
(6) Reasonable needs of the District.

(c) Vacancy. A position is considered vacant if (1) the administration declares the position to be vacant; (2) the district creates a new teaching position.

(d) Transfers. "Transfers" means reassignment of a teacher to a teaching assignment in a school site outside the community of the teacher' s then-current teaching assignment. This section does not restrict the District's authority to reassign teachers within a school site or a community.

(e) Voluntary Transfers.

(1) The District shall evaluate applications seeking a voluntary transfer to an open teaching position based on the qualifications stated in the notice of the open teaching position. Applicants currently employed by the District shall be preferred to applicants not currently employed by the District if qualification of each, as determined by the District, are equal.

(2) A District teacher may deliver a written request for a transfer or change of assignment within the school site where the teacher is employed to the District describing by type or location the transfer or assignment sought. The District shall maintain file of requests so received. On request, a teacher who has been denied a vacant position so requested shall be provided a written statement of the reasons for the denial.

(3) The District may pay the cost of a teacher' s moving expenses in connection with a voluntary transfer.

(f) Involuntary Transfers. There is a mutual recognition that some involuntary transfers from one school to another within a school system are unavoidable if all efforts to voluntarily transfer an employee have been exhausted. The Superintendent shall make any involuntary transfer or reassignment decisions. Said transfers or reassignments shall be based on least seniority, educational program and/or enrollment decisions as outlined in CSI) Board Policy.

(1) Any teacher may resign, or if tenured, take a leave of absence for up to one year, without penalty in lieu of accepting an involuntary transfer.

(2) The District shall pay the cost of moving a teacher's household goods and family in an involuntary transfer. Costs of a move shall be approved by the Superintendent or his/her designee prior to the move.

(3) An involuntary transfer shall be made only after a meeting between the teacher involved and the Superintendent, at which time the teacher shall be notified of the reasons for the transfer. The teacher shall, at his/her option, have a representative present at the meeting. Such meeting may be telephonic.

(4) The District shall provide the certified employee fourteen (14) days, exclusive of holidays, notice before the transfer occurs and shall be given seven (7) days on in-service time to prepare for the new position. Any retraining required by the District shall be at District expense.

(g) Teacher Exchange.

(1) Pursuant to 4 AAC 30.010.

Section ~~7~~8. Extended Contracts.

(a) All contract extensions except those the District give pursuant to early retirement offerings shall be calculated at the teacher's daily rate and applicable benefits shall accrue at the regular rate.

(b) Special project contracts shall be written for amounts not related to the salary schedule.

Section ~~8~~9. Travel Expenses.

Teachers who travel at the request of the District shall be assured, prior to travel, of payment for their travel expenses as provided below:

(1) The per diem rate for meals shall be $75.00. Except when the District or Conference/Seminar organizer provides meals, per diem is not appropriate. With breakfast being $15, lunch $25, dinner $35 and broken down depending on travel times.

(2) Lodging and commercial air, water and ground transportation shall be reimbursed or, at the option of the District, paid in advance.

Section ~~9~~10. Non-retention and Dismissal.

Non-retention and dismissal shall comply with state law (AS 14.20.170-AS 14.20.180). A non-tenured teacher who is not being retained shall receive a notice of non-retention by the regularly scheduled April board meeting annually. If possible, non-tenured teachers shall be notified as soon as the Superintendent knows of the fact.

Section ~~10~~11. Certificated Staff Reduction in Force.

For the purposes of this article, a reduction in force (RIF) shall be defined as the layoff of a tenured certificated staff member as a result of the need to reduce the total number of certificated staff positions within the District. This article does not cover terminations which occur as the result of some other reason, whether or not the total number of certified staff positions is also reduced at the same time. This section shall be interpreted consistent with AS 14.20.177 and is not intended to restrict the District's ability to lay off staff pursuant to that statute.

Where the Board determines that a reduction may be necessary, it shall first proceed by determining the specific educational program components which are to be eliminated or reduced in size. The Board shall seek and consider public input, including that of certificated staff members, in deciding the program components to be eliminated or reduced in size. At the conclusion of this process, the Board shall determine the total number and specific identities of the positions to be eliminated.

Once the specific positions to be eliminated have been determined, the Board shall next proceed to determine whether there is a need to terminate specific tenured staff members in order to achieve the necessary reduction in force.

Attrition in program components not to be eliminated or reduced in size does not affect the need to reduce certificated staff if the certificated staff members employed in program components eliminated or reduced in size are not qualified to transfer to fill the positions vacated by attrition. For the purpose of the paragraph a tenured teacher is "qualified" to fill a position according to criteria set out in AS 14.20.177. If it remains necessary to layoff tenured certificated staff members in order to achieve the necessary reduction in force, the Board shall determine the specific staff members to be laid off by evaluating the educational program needs of the District, the employee's educational background, training, evaluations, length of service in the District, experience, and such other factors as the Board may determine to be relevant to its decision.

Layoffs shall occur in the following order after taking into account the considerations set out above.

A) Temporary hires

B) Emergency or provisionally certified teachers

C) Reverse seniority, unless it results in a position not being filled by a qualified teacher. In addition, a tenured teacher, who because of portability has less seniority than a nontenured teacher, shall be retained in favor of the non-tenured teacher if the tenured teacher is qualified to fill a remaining position. The Board's determination and decision shall be

considered final

D) A teacher laid off pursuant to this clause shall be entitled to a preference for rehire by the District in accordance with the provision of AS 14.20.177

A layoff shall not be considered a break in service. Upon rehire, a teacher who has been subject to layoff shall have restored the rights and benefits accrued as of the date of the layoff.

Section ~~11~~12. New Teachers.

New teachers in the district shall be provided at point of hire with the following:

(1) Certified Staff Handbook

(2) Benefits Handbook

(3) Negotiated Agreement

(4) Voluntary Sick Leave Bank Enrollment Form

Section ~~12~~13. District Committees.

When the District and/or Schools create committees, including, but not limited to, calendar, budget, staffing, curriculum, or student performance assessments, the committee shall have the involvement of certified employees. The association shall be requested to solicit participation from the membership for committees.

For purposes of hiring, the District will reach out to the association site representatives first, then other available teachers, to make all possible efforts to include a teacher in the hiring process. When considering hiring for superintendent, the board will survey or solicit input from staff, which could include surveys, a teacher on the committee as a non-voting member, etc.

Section 14. Staff Meetings

Building principals or designee shall have no less than one (1) staff meeting per month.

ARTICLE IV LEAVES

Section 1. Personal Leave.

(a) Teachers shall be granted up to five (5) days of personal leave per year, which may accumulate from year to year to a maximum of ten (10) days shall be granted to all teachers.

(b) At the end of the year, at a teacher's option, a teacher may elect to be paid at their current daily rate of pay for each day of accrued but unused personal leave.

(c) Personal leave shall be granted to teachers with a 48-hour notification to the building principal. This 48-hour notification will be waived when all sick leave has been exhausted and personal leave is being used for sick leave purposes outlined in Section 2.

(d) If sick leave is exhausted, personal leave can be used if it is noted at the time the absence is entered into Frontline for the waiving of the 48-hour notice.

(e) If less than 48-hour notification is given the personal leave may be denied and or change to unpaid leave.

(f) One (l) teacher per site shall be granted personal leave on the day prior and/or the day immediately following the Christmas holiday break on a first come first serve basis. Additional staff may be granted leave at the discretion of the Superintendent or designee.

~~(f)~~(g) When developing the school calendar, the Board will take into consideration the ferry schedule for travel purposes to and from communities in an effort to reduce absenteeism.

Section 2. Sick Leave.

(a) Sick leave shall be granted to all certificated staff at the rate of one and one-third (1-1/3) days for each month of service during the school year accumulative to twelve (12) days. All sick leave shall be credited at the beginning of the school year. (4 AAC 15.040)

(b) Sick leave may be taken due to illness or temporary disability of the employee or a member of his/her immediate family. Employees shall also be allowed to use sick leave for dental and doctor appointments for themselves or members of their immediate families.

(c) A teacher may use up to ten (10) days of sick leave for an emergency in the teacher's immediate family. An emergency includes, but is not limited to, death, a missing person, or other critical problems not covered above.

(d) The District may require the teacher that uses in excess of five (5) consecutive days of sick leave to give to the Superintendent a written certification of serious illness or injury from a doctor, or if a doctor is not available in the teacher's community, another licensed medical professional. If a requested verification note is not provided, the sick leave days may be converted to personal leave or leave without pay.

(e) Birth and Adoption Leave — Teachers shall be allowed to use sick leave for an extended period of time for the birth or adoption of his or her baby. The leave shall be approved by the Superintendent or his designee consistent with the requirements of state and federal laws

relating to such leaves.

(f) Family Medical Leave — Teachers are entitled to receive family and medical benefits as provided in state and federal law. Paid sick leave shall be substituted for unpaid family and medical leave where the employee is eligible to use sick leave for the purpose for which the leave has been granted. (AS 39.20.500-39.20.550; 29 CFR 825.100-800)

Section 3. Sick Leave Bank.

A. Purpose

A sick leave bank shall be established to enable members, because of unusual circumstances, to draw additional sick leave after their earned sick and personal leave has been exhausted.

B. Sick Leave Bank Committee

The sick leave bank shall be administered by a governing committee of 2 bank members elected by the bank membership and one administrator appointed by the Superintendent. The committee shall meet as frequently as is necessary to consider leave requests and to otherwise administer the bank. The committee shall promptly record and report all leave transactions to the District's business manager. The Association President shall receive a Sick Leave Bank Balance Report when requested. A Balance Report request may be made no more than once per month.

C. Participation

Participation in the Sick Leave Bank is voluntary. Teachers may become members of the bank by contributing one day of earned sick leave annually within the first thirty calendar days of the beginning of the school year, or, for new employees, within the first calendar days of commencing employment with the District, and thereafter within the first thirty calendar days of the beginning of the school year. To opt-in, Teachers will complete the form opting into the bank. This information will be included with new hire information packets for all new teachers per Article III Section 11.

Membership in the bank shall be continuous after initial enrollment unless the member provides written notification to the District's business manager of the members' intent to withdraw within fifteen school days of the beginning of the school year in which the member wishes to withdraw. Withdrawing members may not withdraw previously contributed sick leave days.

D. Application and Approval Process

The process for requesting use of the sick leave bank shall be as follows. The teacher shall complete the sick leave bank request form located in Frontline Central or other Human Resource Management Software. This form, once submitted, will go to ~~all required parties~~

the Sick Leave Bank Committee for approval and processing. Failure to use the proper process may result in denial of the sick leave bank request. Only participating employees may request leave from the Bank.

HR/DO will verify eligibility when the sick leave bank request is received. The Committee will review applications within five (5) workdays of receiving the request. Written approval or denial of the request will be delivered to the employee within five (5) days of review.

E. Medical Certification

Documentation from a licensed medical provider is required to qualify for leave from the Bank. The licensed medical provider's statement shall clearly certify the necessity for sick leave, describe why the Teacher's condition necessitates leave from work, and probable duration of the need for leave.

F. Day Allowance

Members may receive up to twice the number of sick leave days the member had accumulated before the first day of the school year in which the member applied for the leave, or twenty-four days, whichever is greater. In the case of severe illness or extreme hardship, a member may be permitted to withdraw more leave at the discretion of the sick leave bank governing committee, with the consent of the Board.

A member who has exhausted all earned sick leave and personal leave and who requires additional sick leave due to unusual circumstances resulting in the member's illness or disability may apply to the bank for additional sick leave.

A member withdrawing days from the bank is not required to replace the days withdrawn except as a contributing member.

G. Additional Assessments

In the event that the bank's deposits after the annual assessment do not exceed twenty-four days or the deposits are depleted to twenty-four days or less during the school year, each member shall be assessed up to two additional days of leave until a balance of at least twenty-four days is restored; provided, however, that no member shall be assessed more than two additional days in any given school year.

Once the bank's leave balance has reached or exceeded 40 days, assessments other than initial assessments for new members shall be discontinued until the balance falls below 40 days.

Section 4. Legal Leave.

If a teacher misses work because of jury duty, or if a teacher is required by a subpoena to give

testimony before a judicial tribunal in a proceeding in which the teacher is not a party (i.e. plaintiff, defendant, etc.), the teacher shall be paid his/her normal compensation for any periods of work so missed.

Section 5. Leave of Absence.

(a) Certificated employees with tenure may request a leave of absence without pay for not more than one (l) year using the following procedures.

(l) Teachers anticipating a full school year of leave shall make requests prior to March 15 of the year preceding the school year in which they wish to be on leave; requests for periods of leave that are less than a full year shall be made at least three months prior to the anticipated starting date of the leave. The Superintendent shall consider leave requests made outside of these time lines.

(2) A definite plan for the use of such leave shall be made to the Board in writing. The plan must detail the expected value of the leave to the District and the commitment of the teacher to return to the District following the leave of absence.

(3) The request shall be considered by the Board and approved or disapproved after considering the request on its merits.

(4) Requests for reason of illness shall be accompanied by a doctor's statement.

(5) The teacher on leave of absence shall provide the Superintendent with written notice of his/her plan to return to the District by March I of the year the teacher is on leave. If the teacher fails such written notice, the District shall treat it as a termination of any rights the teacher had to return to employment with the District.

(b) The Board shall grant a leave of absence without pay for a period not to exceed one school year for any reason deemed adequate by the Board, including, but not limited to medical reasons, professional growth, Association business, study abroad, travel, or working in a professionally related field. On returning from an approved leave of absence without pay, the teacher shall be assigned back to their original position if available, and if not to any position in the District for which he/she is qualified

(c) If the teacher earns at least 24 semester hours of graduate credit from an accredited college or university in (a) education, (b) the teacher's content area and/or (c) related to education (provided that all courses must relate to the teacher's teaching assignment or potential teaching assignment during the leave of absence), the teacher shall advance one year on the salary schedule when the teacher returns to employment with the District at the conclusion of the leave of absence.

(d) Within thirty (30) days of the teacher' s return to the District, a full written report shall detail the substance of the leave taken, what was gained from the leave, how the teacher intends to use what he/she gained from the leave, and a statement as to the value of the leave to the teacher and to the District.

Section 6. Bereavement Leave

A total of three (3) days per fiscal year shall be paid by the District for bereavement leave and be separate from sick and personal leave. These days may be allowed for an absence occasioned by death or impending death of an employee's or spouse's immediate family.

ARTICLE V SALARY AND OTHERMONETARY BENEFITS

Section 1. Placement on the Salary Schedule.

(a) Experience credit.

(1) A maximum of ten (10) years of out of District teaching experience ~~inside Alaska~~ is allowed for ~~initial~~ salary placement.

(2) The District will grant up to five (5) years of like-job experience for individuals holding a Type M or C certificate. When combined with teacher experience, initial placement is not to exceed ten (10 years. Like job experience shall be accompanied by documented reference and approved at the discretion of the Superintendent ~~The total allowances received under subparts (l) and (2) shall not exceed ten (10) years~~.

(b) Initial Placement. Initial placement on the salary schedule shall be based on the following criteria:

(1) Courses counted for credit past the bachelor's or master' s degree must be entered after the date of the award of the bachelor's or master's degree.

(2) All courses counted for credit past the bachelor' s degree shall be semester equivalent courses in (a) education, (b) content area, and/or (c) related to education.

(3) Any teacher hired before July l, 1999 shall be held harmless for past salary payment with respect to step and credit placement; however, the District may make an appropriate adjustment in the event an inadvertent error has been made with respect to counting of credits and/or years of experience for the current and any future period of time or contract.

(c) To qualify for credit on the salary schedule, experience outside the District shall have been full time employment as a classroom teacher with a public elementary or secondary school.

(d) Subsequent Placement.

(1) Courses that teachers take for the purposes of an increased column movement on the salary schedule shall be courses in:

(i) education;

(ii) content area;

(iii) related to education; and/or

(iv) District program priorities

(2) All courses shall be related to the teaching assignment or potential teaching assignment of the teacher.

(3) Course credit used for salary purposes shall be:

(i) from the University of Alaska, or

(ii) from an institution authorized to operate in the state by the Alaska Commission of Post-Secondary Education, or

(iii) at an accredited institution of higher education~~.~~, or

~~(iii)~~(iv) Vocational and Technical Trainings.

(4) Proposals for such courses and trainings shall be submitted to the Superintendent for prior approval such approval shall be based on the criteria in (1) (3) of this subsection. A teacher shall request approval of a multiyear plan to take courses and trainings.

(5) Applications, transcripts, or other supporting documents must be delivered to the Superintendent by November 1 of the year for which the teacher seeks placement or advancement unless other arrangements have been approved in writing by the Superintendent to the teacher.

(6) Teachers will notify the District with the form in Appendix A upon completion of coursework that would result in movement between columns on the salary schedule.

Section 2. ~~2025-2026~~ Salary Schedules.

(a) The FY 27 salary schedule will be adjusted by 4.75% (four point seven five percent). ~~Teacher salaries for 2025-2026 shall be calculated on the following salary schedules. If the District continues to receive Federal Forestry Receipts in FY 2026, the District shall award~~

~~no less than 25% of the Forestry receipts to teacher COLA (cost of living adjustment), here after shall be called stipends. These cost of living stipends are not bonuses and shall not be linked to teacher goals, or performance indicators. The following salary schedules shall be adopted.~~

(b) The FY 28 salary schedule will be adjusted by 4% (four percent)~~In FY 26, if the Base Student Allocation is permanently increased by at least $570, the FY 25 salary schedule shall be adjusted by 2% (two percent)~~.

(c) The FY 29 salary schedule will be adjusted by 3% (three percent)~~In FY 26, the steps 4-15 will be renumbered to be 1-12, and salaries will be rounded to the nearest whole dollar~~.

Salary Schedule ~~2025-2026~~ 2026-2027

~~No permanent BSA increase~~

	~~Column I~~	~~Column II~~	~~Column III~~	~~Column IV~~	~~Column V~~	~~Column VI~~	~~Column VII~~
~~Step~~	~~BA~~	~~BA+10~~	~~BA+20~~	~~BA+30~~	~~BA+54 or MA~~	~~BA+72 or MA+18~~	~~BA+96 or MA+36~~
~~1~~	~~$52,206.00~~	~~$53,772.00~~	~~$55,385.00~~	~~$57,047.00~~	~~$58,758.00~~	~~$60,521.00~~	~~$62,337.00~~
~~2~~	~~$53,772.00~~	~~$55,385.00~~	~~$57,047.00~~	~~$58,758.00~~	~~$60,521.00~~	~~$62,337.00~~	~~$64,207.00~~
~~3~~	~~$54,848.00~~	~~$56,493.00~~	~~$58,758.00~~	~~$60,521.00~~	~~$62,337.00~~	~~$64,207.00~~	~~$66,133.00~~
~~4~~	~~$55,945.00~~	~~$57,623.00~~	~~$60,521.00~~	~~$62,337.00~~	~~$64,207.00~~	~~$66,133.00~~	~~$68,117.00~~
~~5~~	~~$57,064.00~~	~~$58,775.00~~	~~$61,732.00~~	~~$64,207.00~~	~~$66,133.00~~	~~$68,117.00~~	~~$70,161.00~~
~~6~~	~~$58,205.00~~	~~$59,951.00~~	~~$62,966.00~~	~~$66,133.00~~	~~$68,117.00~~	~~$70,161.00~~	~~$72,265.00~~
~~7~~		~~$61,150.00~~	~~$64,226.00~~	~~$67,456.00~~	~~$70,161.00~~	~~$72,265.00~~	~~$74,433.00~~
~~8~~			~~$65,510.00~~	~~$68,805.00~~	~~$71,564.00~~	~~$74,433.00~~	~~$76,666.00~~
~~9~~				~~$70,181.00~~	~~$72,995.00~~	~~$76,666.00~~	~~$78,966.00~~
~~10~~					~~$74,455.00~~	~~$78,200.00~~	~~$81,335.00~~
~~11~~						~~$79,764.00~~	~~$82,962.00~~
~~12~~							~~$84,621.00~~

	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII
Step	BA	BA+10	BA+20	BA+30	BA+54 or MA	BA+72 or MA+18	BA+96 or MA+36
1	$55,779.00	$57,452.00	$59,176.00	$60,952.00	$62,780.00	$64,663.00	$66,604.00
2	$57,452.00	$59,176.00	$60,952.00	$62,780.00	$64,663.00	$66,604.00	$68,602.00
3	$58,602.00	$60,360.00	$62,780.00	$64,663.00	$66,604.00	$68,602.00	$70,660.00
4	$59,775.00	$61,567.00	$64,663.00	$66,604.00	$68,602.00	$70,660.00	$72,779.00
5	$60,970.00	$62,799.00	$65,958.00	$68,602.00	$70,660.00	$72,779.00	$74,963.00
6	$62,189.00	$64,055.00	$67,276.00	$70,660.00	$72,779.00	$74,963.00	$77,211.00

7		$65,336.00	$68,623.00	$72,073.00	$74,963.00	$77,211.00	$79,528.00
8			$69,994.00	$73,515.00	$76,462.00	$79,528.00	$81,913.00
9				$74,985.00	$77,992.00	$81,913.00	$84,371.00
10					$79,551.00	$83,553.00	$86,903.00
11						$85,224.00	$88,640.00
12							$90,413.00

~~Permanent BSA increase of $570 or more with 2%~~

	~~Column I~~	~~Column II~~	~~Column III~~	~~Column IV~~	~~Column V~~	~~Column VI~~	~~Column VII~~
~~Step~~	~~BA~~	~~BA+10~~	~~BA+20~~	~~BA+30~~	~~BA+54 or MA~~	~~BA+72 or MA+18~~	~~BA+96 or MA+36~~
~~1~~	~~$53,250.00~~	~~$54,847.00~~	~~$56,493.00~~	~~$58,188.00~~	~~$59,933.00~~	~~$61,731.00~~	~~$63,584.00~~
~~2~~	~~$54,847.00~~	~~$56,493.00~~	~~$58,188.00~~	~~$59,933.00~~	~~$61,731.00~~	~~$63,584.00~~	~~$65,491.00~~
~~3~~	~~$55,945.00~~	~~$57,623.00~~	~~$59,933.00~~	~~$61,731.00~~	~~$63,584.00~~	~~$65,491.00~~	~~$67,456.00~~
~~4~~	~~$57,064.00~~	~~$58,775.00~~	~~$61,731.00~~	~~$63,584.00~~	~~$65,491.00~~	~~$67,456.00~~	~~$69,479.00~~
~~5~~	~~$58,205.00~~	~~$59,951.00~~	~~$62,967.00~~	~~$65,491.00~~	~~$67,456.00~~	~~$69,479.00~~	~~$71,564.00~~
~~6~~	~~$59,369.00~~	~~$61,150.00~~	~~$64,225.00~~	~~$67,456.00~~	~~$69,479.00~~	~~$71,564.00~~	~~$73,710.00~~
~~7~~		~~$62,373.00~~	~~$65,511.00~~	~~$68,805.00~~	~~$71,564.00~~	~~$73,710.00~~	~~$75,922.00~~
~~8~~			~~$66,820.00~~	~~$70,181.00~~	~~$72,995.00~~	~~$75,922.00~~	~~$78,199.00~~
~~9~~				~~$71,585.00~~	~~$74,455.00~~	~~$78,199.00~~	~~$80,545.00~~
~~10~~					~~$75,944.00~~	~~$79,764.00~~	~~$82,962.00~~
~~11~~						~~$81,359.00~~	~~$84,621.00~~
~~12~~							~~$86,313.00~~

Salary Schedule 2027-2028

	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII
Step	BA	BA+10	BA+20	BA+30	BA+54 or MA	BA+72 or MA+18	BA+96 or MA+36
1	$58,010.00	$59,750.00	$61,543.00	$63,390.00	$65,291.00	$67,250.00	$69,268.00
2	$59,750.00	$61,543.00	$63,390.00	$65,291.00	$67,250.00	$69,268.00	$71,346.00
3	$60,946.00	$62,774.00	$65,291.00	$67,250.00	$69,268.00	$71,346.00	$73,486.00
4	$62,166.00	$64,030.00	$67,250.00	$69,268.00	$71,346.00	$73,486.00	$75,690.00
5	$63,409.00	$65,311.00	$68,596.00	$71,346.00	$73,486.00	$75,690.00	$77,962.00
6	$64,677.00	$66,617.00	$69,967.00	$73,486.00	$75,690.00	$77,962.00	$80,299.00

7		$67,949.00	$71,368.00	$74,956.00	$77,962.00	$80,299.00	$82,709.00
8			$72,794.00	$76,456.00	$79,520.00	$82,709.00	$85,190.00
9				$77,984.00	$81,112.00	$85,190.00	$87,746.00
10					$82,733.00	$86,895.00	$90,379.00
11						$88,633.00	$92,186.00
12							$94,030.00

Salary Scheduled 2028-2029

	Column I	Column II	Column III	Column IV	Column V	Column VI	Column VII
Step	BA	BA+10	BA+20	BA+30	BA+54 or MA	BA+72 or MA+18	BA+96 or MA+36
1	$59,750.00	$61,543.00	$63,389.00	$65,292.00	$67,250.00	$69,268.00	$71,346.00
2	$61,543.00	$63,389.00	$65,292.00	$67,250.00	$69,268.00	$71,346.00	$73,486.00
3	$62,774.00	$64,657.00	$67,250.00	$69,268.00	$71,346.00	$73,486.00	$75,691.00
4	$64,031.00	$65,951.00	$69,268.00	$71,346.00	$73,486.00	$75,691.00	$77,961.00
5	$65,311.00	$67,270.00	$70,654.00	$73,486.00	$75,691.00	$77,961.00	$80,301.00
6	$66,617.00	$68,616.00	$72,066.00	$75,691.00	$77,961.00	$80,301.00	$82,708.00
7		$69,987.00	$73,509.00	$77,205.00	$80,301.00	$82,708.00	$85,190.00
8			$74,978.00	$78,750.00	$81,906.00	$85,190.00	$87,746.00
9				$80,324.00	$83,545.00	$87,746.00	$90,378.00
10					$85,215.00	$89,502.00	$93,090.00
11						$91,292.00	$94,952.00
12							$96,851.00

Section 3. Head Teacher.

(a) The District may assign a Head Teacher to a given site. The Head Teacher shall report to a Type "B" Certificated Administrator or the superintendent. The Head Teacher is responsible for limited administrative duties of the school as outlined in the Head Teacher Job Description of the school and for leadership to the Advisory School Board. The salary of the Head Teacher shall reflect the extra duties inherent in the position. The Head Teacher shall receive a minimum of $7,000.00 a school year with an additional increase of $250.00 for each consecutive year in the position not to exceed five (5) years.

(b) Administrative Duties: the Site Administrator may assign a teacher to be acting site

administrator in his/her absence from the school site. The teacher accepting this temporary assignment shall be responsible for maintaining safe and routine school environments for students and staff, and shall be compensated $100.00 ~~$50.00~~ per day while assuming this leadership responsibility.

Section 4. Extra/co-Curricular Activities.

(a) Teachers shall receive extra/co-curricular activity pay for designated student activities approved by the site administrator and Superintendent that they advise, sponsor, manage or coach outside the contract day. Teachers who have received extra/co-curricular activity contracts shall be paid by separate check for the work within one month of the completion of the activity for which the contract was issued.

(b) Coaching Activities shall be paid according to set amounts. A salary schedule for coaching positions shall be included in this Agreement as follows.

Extra/Co-curricular Schedule

Experience	1-4 Years	5-8 Years	9-12 Years	12+ Years
Basketball	~~$3200~~$3520	~~$3300~~$3630	~~$3500~~ $3850	~~$3700~~$4070
Track/Cross Co.	~~$1700~~ $1870	~~$1750~~ $1925	~~$1800~~$1980	~~$1850~~$2035
Volleyball	~~$1950~~$2145	~~$2000~~$2200	~~$2050~~$2255	~~$2100~~$2310
Wrestling (3+)	$2145~~$1950~~	$2200~~$2000~~	$2255~~$2050~~	$2310~~$2100~~
Drama/Debate	~~$1450~~$1595	$1650 ~~$1500~~	~~$1550~~$1705	~~$1600~~$1760
Archery	$1595~~$1450~~	~~$1500~~$1650	$1705~~$1550~~	$1760~~$1600~~

(c) The total amount of the stipend to be paid for any extra/co-curricular activity shall not exceed the amount budgeted for the stipend for that activity by the site administrator and the Superintendent.

(d) Coaches shall receive their extra duty contract prior to the date the activity is set to commence.

Section 5. Order of Assignment or Extra/Co-curricular Activities.

(a) Compensated extra co-curricular activities beyond the seven and a half (7.5) hour contract

day shall be awarded in the following order.

(1) The certified employee incumbent in an extra/co-curricular activity shall be given preference for reassignment to the same position when the extra/co-curricular position is assigned for the following year, provided that the incumbent' s performance is satisfactory to the District.

(2) Any qualified teacher in the building who volunteers.

(b) If the Board chooses not to rehire a teacher for an extra/co-curricular activity for a subsequent year, the teacher shall be notified on or before the last day of the school year. At the teacher's request, a written explanation for the Board's decision shall be provided.

(c) Nothing in this section obligates the District to award any extra/co-curricular contract to any teacher. Certified staff shall not be involuntarily assigned extra/co-curricular activities

Section 6. Payroll Deductions and Direct Deposit.

(a) District employees may choose to have only three (3) payroll deductions for a tax-sheltered annuity, I.R.A. accounts and/or mutual funds of their choice. The teacher can ~~only~~ make ~~one~~ two changes per year. In the event of an unforeseen qualifying life event, as defined by the Federal Office of Personnel Management, the District shall allow for a third change.

(b) Rent for all staff housing shall be deducted from monthly paychecks.

(c) District employees shall have their Association and/or National Education Association dues withheld from their monthly paychecks.

Section 7. Compensatory Time.

Compensatory time shall be granted throughout the calendar year with the approval of the Superintendent. Compensatory time shall only be earned if the Superintendent requires the attendance of the teacher and the work is performed outside the regular contract day. Comp time earned must be redeemed within 90 days of the time it was earned and shall not be redeemed prior to or immediately after holiday breaks, parent-teacher conferences or in-service days. Any comp time earned and not used prior to the end of the year does not carry over to the new school year and is payable in the same manner as unused personal leave days.

Section 8. Method of Payment.

By notifying the Superintendent of Schools prior to September 12, any teacher may elect to receive his/her salary in 10 equal installments rather than 12. However, any remaining salary earned shall be paid to the employee on the last day of the regular 180 day school term, except for delays caused by emergency. The June, July, and August paychecks may be deposited in three successive

payments beginning June 25, 26, and 27th before the end of the fiscal year.

Section 9. Medical Insurance.

(a) The parties agreed to the Public Education Health Trust Medical Plan C / Dental Plan A.

(b) The District will pay 86.4% towards the monthly premium with the employee paying 13.6%.

(c) The monthly premium shall be the tiered rate.

(d) Employees shall be allowed to receive coverage both as an employee and as a dependent of another employee. Dependents shall be allowed to be claimed by more than one employee for purposes of insurance coverage.

(e) The employee, in lieu of accepting District health insurance coverage may elect to receive a payment of ~~$300.00~~$400 per month to be paid to the employee monthly. Once this option is selected, the employee shall only change their election to receive District health insurance coverage at the beginning of a new school fiscal year.

(f) The District and the Association shall form a committee for the purpose of studying alternative health insurance programs and proposals.

Section 10. District Housing Rentals.

Any monthly rental increases shall only occur during a new school year beginning on July I of a year and shall not exceed the percentage of the monthly salary increase for teachers for that year when applied to the previous year's amount. Rental amounts shall be equal across the District and shall be based on the number of bedrooms, e.g., all two bedrooms shall rent for the same amount, etc., and not the overall size or square footage of the apartment. Adjustments may be made from site to site to reflect utilities which may be electric or water for which there are no meters in place. Teachers will be notified of rental increases by April 1.

Teachers who rent housing where there is no district housing available may be eligible for a housing stipend pursuant to the following terms:

(a) Teachers will be eligible for a monthly stipend to cover rent costs (excluding utilities).

(b) Teachers shall be eligible for a monthly stipend for monthly rent payments greater than $740. There will be a cap of $500 per month.

(c) For example, if a teacher's monthly rent is $1,000 the teacher would receive a $260 monthly stipend. If the teacher's monthly rent is $1240, the teacher would receive a $500 monthly stipend. If the teacher's monthly rent is $1,500, the teacher would still receive a $500

monthly stipend.

(d) To be eligible for the housing stipend, the teacher must provide a copy of their rental agreement or lease to the District. If utilities are included in the rent charged, the teacher must provide a letter from the landlord documenting the monthly cost of utilities, and that would be deducted from the amount of the stipend.

Teachers who own a house will not be eligible for the stipend. The amounts listed here will change depending upon the teacher housing rental cost changes, if any.

Section 11. District Mileage Reimbursement

Most of our teachers live within 1-3 miles of the school they work in. However, sometimes teachers are only able to obtain housing options in other towns like Haines or at the farthest points in our communities like Glacier Bay National Park and Rink Creek Residences in Gustavus.

Chatham School District shall do a mileage reimbursement for travel to and from school Monday through Friday for employees living 10 or more miles away from the school site at a rate outlined in Standard Operating Procedures Number 7. A mapquest or other map application shall document miles from the school to their home address with the monthly request.

ARTICLE VI GRIEVANCE PROCEDURE

Section 1. General Provision.

(a) The purpose of this procedure is to secure the lowest possible administrative level and equitable solution to problems that may arise affecting the welfare or working conditions of employees. Both parties agree that these proceedings shall be informal and confidential as shall be appropriate at any level of the procedure.

(b) Grievance; any claim by a teacher or group of teachers that there has been an alleged violation, misinterpretation, or misapplication of the specific terms of this Agreement.

(c) Instances where more than one employee is eligible to file a grievance, all testimony and evidence generated by the eligible grievant shall be presented in one hearing at each level The resolution of the grievance shall apply to all eligible signatories to the grievance.

(d) A grievance shall be initiated as soon as possible but not to exceed twenty-five (25) days after the grievant knew of the act or condition upon which the grievance is based. Failure of a grievant to comply with this or any other time limited specified herein shall operate as a waiver of the grievance.

(e) Neither the Board nor the Association shall take reprisals against anyone participating in or

utilizing the grievance procedure.

(f) The grievant shall have the right to be represented at all stages of the grievance procedure, including appeals, by a representative of the Association.

(g) Specified time limits may be extended or reduced by mutual consent.

(h) Failure of the grievant to satisfy any requirement or abide by any procedure made mandatory under this Article shall result in forfeiture of the pending grievance.

(i) Failure of the grievant to participate in any informal meeting or any hearing required by the Article shall result in a waiver of the grievance at that level and forfeiture of any right to appeal to a higher level

(j) The filing or pending filing of any grievance under provisions of this Article shall in no way operate to impede, delay, or interfere with the right of the Board to take action complained of, subject, however to the final decision of the grievance

(k) Any arbitrator appointed pursuant to this Article shall be without power or authority to add to, subtract from, or amend any of the terms of this Agreement, award damages or make any decision that requires commission of an act prohibited by law. The arbitrator shall not rule on any matter involving retention or non-retention of non-tenured staff.

(l) As long as the Association fulfills its responsibilities to screen grievances, as evidenced by a written statement of screening, dated and signed off on, by the existing executive committee, including a written authorization indicating who has the authority to proceed with grievances on behalf of the Chatham-NEA, e.g., Alaska-NEA for timeliness, so that alleged violations of this agreement are not inappropriately processed through the grievance procedure, questions of grievability and arbitrability shall be resolved simultaneously with the merits of a grievance.

(m) The District and Association shall equally bear the costs for any arbitrator appointed pursuant to this Article. Each party shall bear its own costs associated with the arbitration.

(n) All grievance hearings shall be in the District Office unless another venue is mutually acceptable.

(o) Prior to filing a formal grievance at Level I, the teacher shall meet informally with the Principal (in person or by telephone) to discuss the matter of the grievance. The teacher shall advise the Principal at least four (4) days in advance of the meeting that the purpose of the informal meeting is to discuss a possible grievance and to attempt to informally resolve the grievance.

Section 2. Initiation and Processing.

(a) Level 1

(1) If the disposition at the informal level pursuant to Section I (o) is not acceptable to the grievant, he/she may submit a written grievance to the Superintendent within five (5) days in session of the issuance of the disposition. Immediately, but not more than fifteen (15) days of the Superintendent's receipt of the grievance, the Superintendent shall provide an opportunity for the grievant to meet with the Superintendent. As soon as possible but not to exceed ten (10) days after the meeting, the Superintendent shall provide the grievant with a written disposition of the grievance. It is mutually understood by the District and the Association that the resolution to grievances shall occur in the shortest time possible with additional time used for fact-finding situations.

(2) The written grievance shall state at least the following:

(i) The nature of the grievance.

(ii) Reference to the Article and/or Section of this Agreement allegedly violated.

(iii) The remedy that is sought.

(iv) A statement of facts reflecting compliance with applicable Section I and Level I time requirements, including time limits established for the filing and appeal of grievances.

(b) Level 2.

If the disposition of the grievance at Level 1 is not acceptable to the grievant, he/she may submit an appeal to the Superintendent, within ten (10) days after issuance of the Principal's disposition at the Level 1. Immediately, but no more than fifteen (15) days after the Superintendent's receipt of the grievance, the Superintendent shall provide an opportunity for the grievance to meet with the Superintendent. As soon as possible but not to exceed ten (10) days after the meeting, the Superintendent shall provide the grievant with a written disposition of the grievance. The Superintendent shall provide the grievant a written disposition of the grievance within ten (10) days after the conclusion of the meeting.

(c) Level 3

If the disposition of the grievance at Level 2 is not acceptable to the grievant, he/she may submit an appeal to the Board by submitting a written request of appeal to the Superintendent, addressed to the Board President, within ten (10) days after issuance of the Superintendent's disposition at the Step 2. The Board shall conduct a hearing on the grievance immediately but not to exceed thirty (30) days of receipt of the written request. Both the grievant and the Administration shall have the right

to record the hearing, to call witnesses and to cross-examine witnesses called by the other. The grievant shall be notified at least ten (10) days prior to the date of the hearing as to the time and place of the hearing. The Board shall provide the grievant a written disposition of the grievance within ten (10) days after the conclusion of the hearing.

(d) Level 4

If the disposition of the grievance at Level 3 is not acceptable to the grievant, the Association may, within ten (10) days after issuance of the Board's decision at Level 4 request binding arbitration of the grievance pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.

To the extent reasonably possible, all grievance hearings shall be conducted outside the normal workday. Should it become necessary to conduct a hearing during the workday, the grievant shall be released from work without loss of pay for a period of time necessary to attend the hearing. When it is necessary at any level for the representative designated by the Association to attend a grievance hearing during the workday, the Superintendent shall be notified at least three (3) days prior to the hearing. Upon timely notification, one representative shall be released for the period during which a representative's attendance is required at the hearing. The Association representative shall use Association leave for such attendance.

Carver Construction, LLC
Powered by RedTeam

FIXED PRICE PROPOSAL

09/08/2026

David Langford
Chatham School District
500 Big Dog Salmon Way
Angoon, AK 99820

Re: Our Proposal 2930001 for **Gustavus School Damage Investigation**

Facility Name: Chatham School District

Chatham School District, 500 Big Dog Salmon Way, Angoon, AK 99820

This Proposal is for the Project referenced above and more particularly defined by the Scope of Work comprised of this Proposal, its Attachments, and other Contract Documents incorporated by reference. Therefore, we propose to furnish the following:

0001 - 5% CBJ Sales Tax

1. 5% CBJ Sales Tax
   5% CBJ Sales Tax

013000 - Administrative Requirements

1. Engineering
   Edward Coffland; P.E
   **The project engineer will review all site photos generated by the investigative demolition work.*
   **The project engineer will travel to the site to visually inspect all exposed framing members and the GLB.*
   **The project engineer will assess all aspects of the structure and the GLB assembly including the existing foundation at the GLB support posts.*
   **This non-invasive visual investigation by the engineer is anticipated to occur during normal business hours.*
   **The project engineer will generate a detailed building report and repair plan and submit it to Carver Construction for build ability approval.*
   **Carver will submit the approved repair plans to the Chatham School District.*

2. New Item
   **A round trip flight from Seattle Washington to Juneau Alaska on Alaska Airlines for the project engineer.*

3. New Item
   **A round trip flight on Alaska Seaplanes from Juneau to Gustavus for the project engineer to visually inspect the site conditions.*

4. New Item
   **It is anticipated that the project engineer will not have sufficient time to fly in, investigate the school, and depart back to Juneau all in a single day.*
   **Housing in Gustavus will be provided by Carver Construction for the project engineer.*

013100 - Project Management and Coordination

1. Project Management and Coordination
   **Carver Construction will oversee all activities and provide direction throughout the project.*
   **Carver Construction will coordinate between the Chatham School district insurance company and the site workers.*

017113 - Mobilization

1. Mobilization
   **The crew will utilize the path called out in the attached photos to approach the school and stage for the anticipated work.*
   **Crew will utilize the back door to the commons room as called out in the attached photos. This will prevent the crew from having to move tools and debris through the entire school zone.*
   **Materials will be mobilized to the site as needed. Any tools or materials left on site overnight will be coordinated with on site staff.*

017400 - Cleaning and Waste Management

1. Cleaning and Waste Management
   **The site will be cleaned at the end of every shift. No debris will be left inside the school. Debris will be hauled out the back door.*
   **The contractor will dispose of all debris in a responsible manner.*

024119 - Selective Demolition

1. Selective Demolition
   **Set up rolling scaffolding under the damaged GLB.*
   **Demolish 26" of T&G to expose the GWB under the T&G layer. The T&G is not expected to be salvageable.*
   **Cleanly cut a 24" swath of drywall out along the entire 27' length of the GLB.*
   **Cleanly cut away the vapor barrier located behind the GLB.*
   **Push back enough of the roof insulation to alow for a full inspection of the roof framing over the damage GLB.*

2. New Item
   **Demolish roughly a 2'x2' or as needed to expose the framing up to a 4'x4' area of wall board directly under the GLB to wall connection.*
   **This demolition is anticipated to happen on both sides of the GLB to allow for assessment of the wall framing and GLB pocket.*

072600 - Vapor Retarders

1. Vapor Retarders
   **Repair the vapor barrier on the ceiling where damaged to allow for a framing inspection.*

090000 - Finishes

1. Finishes
   **Carver will provide a level 2 "Fire Tape" on all new GWB installed at the investigative locations.*

2. New Item
   **A single coat of primer will be applied to all GWB repair locations to protect the joint compound while a repair plan is being worked through and priced.*

092900 - Gypsum Board

1. Gypsum Board
   **All gypsum wall bard will be replaced with the same thickness as the GWB removed.*

Price:	**$ 33,698.85** *Thirty Three Thousand Six Hundred Ninety Eight Dollars and Eighty Five Cents*
Time:	The duration of the Work to achieve Substantial Completion will be **14 calendar days** and the duration of Punch to achieve Final Completion will be another 14 calendar days.
Terms:	NET30, 0% Retainage
Clarification(s):	- *All engineering investigative work is anticipated to occur during normal business hours. - *All demolition and demolition repair work is anticipated to occur during evening hours. Evening wages have been accounted for. - *No haz-mat work is budgeted. This proposal excludes all testing and remediation of hazardous materials. - *It is anticipated crew ill be able to utilize the bathrooms located in the school. Bathrooms will be treated with respect.
Expiration:	This Proposal shall remain open for 30 calendar day(s).
Attachment(s):	Additional Attachments Unit Prices

Please contact me at 907-364-3215 or via e-mail thomas.l@carverllc.com if you have any questions or require additional information.

Regards,

Carver Construction, LLC

Thomas LeBlanc

Project Manager

ACCEPTANCE OF PROPOSAL

The Scope of Work described above supersedes any and all prior communication about this Work. By accepting this Proposal, Customer understands that changes to the scope for any reason not controlled by **Carver Construction, LLC** may result in additional charges. Invoices for Work completed shall be presented at least monthly and shall be due within 30 days. In the event **Carver Construction, LLC** is required to pursue any collection efforts to be paid, Customer shall be responsible for all of **Carver Construction, LLC`s** attorney`s fees and costs incurred pre-suit, in litigation, and any appeals which ensue, together with interest on all unpaid amounts at 1 1/2 % per month.

Customer Signature: _____ Date: 09/10/2025

Chatham School District

Carver Construction, LLC
Powered by RedTeam

ADDITIONAL DOCUMENTS

Project: 2930001 - Gustavus School Damage Investigation

Date: 09/08/2026

Document: 2930001

	Name
1	Contractor Approach on Backside of School https://redteam.link/qycvrk6
2	Contractor Approach to School https://redteam.link/nteusi3
3	Contractor Staging Area https://redteam.link/3qgq1is
4	Damaged GLB https://redteam.link/d2371ne
5	GLB End https://redteam.link/wvngows
6	Overview of Site https://redteam.link/mqv00bj

Carver Construction, LLC: _____

Customer: _____

Carver Construction, LLC
Powered by RedTeam

UNIT PRICES

Project: 2930001 - Gustavus School Damage Investigation **Date: 09/08/2026**

Document: 2930001

Direct Rates

Description	Category	Price ($)	Units of Measure
Commercial Carpenter Overtime Rate	Labor	143.00	Hour
Commercial Carpenter Standard Rate	Labor	95.00	Hour
Commercial Laborer Evening/Weekend Rate	Labor	101.00	Hour
Commercial Laborer Overtime	Labor	135.00	Hour
Commercial Laborer Standard Rate	Labor	90.00	Hour
Senior Project Manager	Labor	85.00	Hour

Indirect Rates

Description	Type	Price ($)	Units of Measure
Labor Overhead	Indirect	7.00	Percent of Direct Labor Cost
Material Overhead	Indirect	7.00	Percent of Direct Material Cost
Subcontract Overhead	Indirect	7.00	Percent of Direct Subcontract Cost
Equipment Overhead	Indirect	7.00	Percent of Direct Equipment Cost
Other Overhead	Indirect	7.00	Percent of Direct Other Cost

Markups

Description	Type	Price ($)	Units of Measure
Fee	Markup	8.00	Percent of Total Price
5% CBJ Sales Tax	Markup	5.00	Percent of Total Price
5% CBJ Sales Tax	Markup	5.00	Percent of Total Price

CHATHAM SCHOOL DISTRICT

EXTRA DUTY CONTRACTS

2026-2027

Extra-Curricular Duty	Name	Salary	Coded To:
Athletic Director- Gustavus	Megan Bishop	$2,500.00	General Fund

Monday, May 18, 2026

CSD Service Agreement / Memorandum Of Agreement (MOA)

Created by the CSD school/department, signed by the contractor/service provider, and submitted to CSD Purchasing Dept for execution. Upon completion, the Service Agreement (SA) will be assigned an SA number that should be referenced on any invoices for payment. A separate purchase order is not needed. Invoices submitted under this SA need to be approved ("ok to pay") by Superintendent or designee to ensure payment is appropriate for the work performed.

Service Agreement # (Contract #) SA-1021

Board Approval Pending Board Approval

Submitter Name/Point of Contact Andrew Polland

Submitter Email apolland@chathamsd.org

Submission Date Wednesday, May 13, 2026

Is this being paid for with a grant? No - General Funds (Fund 100)

Account Code (you may add another row if you want the cost split between two account codes)

Fund	Site	Function	Program	Object
100 - General Fund	067 - Klukwan			

This Service Agreement is between Chatham School District and the below-named Service Provider.

Start Date Thursday, April 1, 2027

End Date Friday, December 31, 2027

Service Provider Name (Last, First or Vendor/Business) Panhandle Fire Protection

Service Provider Email Address Levi@panhandlefireprotection.com

Service Provider Phone Number (907) 738-1789

Service Provider AK Business License # 2125962

Social Security/Tax ID Number [redacted]

Mailing Address 4520 Klondike Way
Juneau, AK, 99801

OFFICE OF THE INSPECTOR GENERAL EXCLUSION CHECKING

We are required by law to ensure that none of our vendors appear on the Office of the Inspector General's Exclusion List. If they appear on this list, they are excluded from receiving payment with federal funds.

Please visit the website: https://exclusions.oig.hhs.gov/?AspxAutoDetectCookieSupport=1

Then acknowledge that you performed the search before submitting this form.

Terms and Conditions Accepted

The Service Provider Agrees to the following Statement of Work (SOW):

Statement of Work - Detailed description of services and/or subject matter (additional information may be added as an attachment)

"We propose hereby to replace the wet sprinkler system that froze and broke in the Klukwan Gym. We will replace the 3" backflow and all piping, hangers, fittings, and sprinkler heads downstream, except the fire department connection."

Sprinkler system will be tested for pressure and receive an current inspection tag.

Payment Terms

Payment will be due upon completion of project.

Annual Contract Amount (not to exceed) 92814.00

Payment Frequency Annually - One Time

PAYMENT AND FINANCIAL REQUIREMENTS

1. Payment for Educational Services Provided - Grantee shall pay Service Provider directly for educational services provided to Students based on one or more invoices that are submitted to Chatham School District.
2. Federal Requirements - To the extent this Contract is funded in whole or in part with Federal award funds, Contractor agrees to comply with all applicable requirements of 2 CFR Part 200 (Uniform Guidance) and other applicable Federal statutes, regulations, and award terms and conditions. Required contract provisions set out in 2 CFR Part 200, Appendix II are incorporated into this Contract as applicable.

GENERAL CONTRACT PROVISIONS/CONDITIONS

1. All associated costs, not limited to fees and reimbursables, must be included in the Service Agreement. All Service Agreements require prior School Board approval before the Contractor provides any service.
2. The account to be charged must be determined and approved by the individual with budget authority before submission of the Service Agreement to the Superintendent.
3. Before the starting date of the contracted services and/or activities, the Contractor and Chatham School District must sign the Service Agreement. The Contractor is not to be given a notice to proceed unless all the appropriate parties have signed the Service Agreement.
4. The Contact Person must approve for payment of all contractor invoices and receipt documentation before submission for payment to Accounts Payable.
5. When the Service Agreement involves travel paid by Chatham School District; a Travel Authorization must accompany any invoice.
6. Any Chatham School District employee who authorizes services before the required approvals may be subject to disciplinary action up to and including termination.
7. Termination. The District may terminate this Contract for cause and for convenience as required by applicable Federal requirements, including written notice, opportunity to cure when appropriate, and settlement of allowable costs/obligations incurred through the termination date.
8.

Remedies. The District may pursue administrative, contractual, or legal remedies in instances where Contractor violates or breaches this Contract, including remedies for noncompliance with Federal requirements.

CONTRACTOR/PROVIDER RESPONSIBILITIES (AS APPLICABLE)

1. Check the Service Agreement for contents and completeness. If the terms are agreeable, sign the agreement. It will be routed on to the next reviewer for approval.
2. The Contractor/Provider shall submit an invoice with the appropriate documentation (copies of airline tickets, hotel bills, etc.) to the Contact Person (Andrew Polland) for approval of payment.
3. As a condition of performance, the Contractor must pay all federal, state, and local taxes incurred by the Contractor. A W-9 must be on file with Chatham School District or submitted with this Service Agreement. No W-9, backup withholding of Federal taxes will be withheld per the percent required – presently 29%.
4. The Contractor must provide proof of any liability insurance coverage required on this Service Agreement.
5. To the extent allowed by law, the Contractor shall indemnify, defend, and hold Chatham School District harmless from any liability resulting from or arising out of the acts of the Contractor in the performance of this MOA.
6. By signing this agreement, the Contractor/Provider accepts the conditions and provisions contained within this document. Any changes in the terms of this Service Agreement must be on an Service Agreement Amendment before any services are performed. The Service Agreement Amendment must be approved by all parties.
7. Access and Records - Contractor shall maintain all records sufficient to document costs and compliance under this Contract and shall provide the District, the pass-through entity, the Federal awarding agency, the Comptroller General of the United States, and their authorized representatives access to such records and financial statements as necessary for audits, examinations, excerpts, and transcripts. Contractor shall retain records for the period required by applicable Federal requirements (including any extensions due to litigation, claims, or audit)
8. EEO (Construction only) - For construction contracts exceeding $10,000, Contractor shall comply with Executive Order 11246 and implementing regulations requiring nondiscrimination and affirmative action.
9. Davis-Bacon - When required by the Federal award/program, Contractor shall comply with Davis-Bacon prevailing wage requirements and related Department of Labor regulations.
10. Anti-Kickback - When applicable, Contractor shall comply with the Copeland “Anti-Kickback” Act and related requirements.
11. Anti-Lobbying - For contracts exceeding $100,000, Contractor shall comply with the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352), including required certifications and disclosures.
12. Rights to Inventions - If this Contract involves work subject to Federal patent rights provisions, Contractor shall comply with the applicable patent rights requirements referenced in Appendix II.
13. Recovered Materials - Contractor shall comply with applicable requirements for procurement of recovered materials and recycled content products.
14. Debarment and Suspension - Contractor certifies that neither it nor its principals are suspended, debarred, or otherwise excluded from participation in Federal assistance programs and agrees to comply with applicable debarment and suspension regulations and award terms. (District may verify via SAM.gov.)
15. Student Privacy - Service Provider shall comply with all applicable Federal, State, local, and Tribal laws protecting student privacy, which may include the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 C.F.R. Part 99) and 25 C.F.R. Part 43. More information about FERPA is available online at: https://studentprivacy.ed.gov.
16. Non-Discrimination - Service Provider shall comply with all applicable Federal, State, Tribal, and local non-discrimination laws and requirements with regard to Students who receive or will receive

services under this Agreement. Prohibited discrimination includes, but is not limited to, discrimination on the basis of race, color, national origin, religion, sex, or disability.

17. Tribal Affiliation - Service Provider shall not discriminate among Eligible Indian Students on the basis of affiliation with a particular Tribe.

TERMINATION

1. Noncompliance - Grantee may terminate this Agreement if it determines Service Provider has not complied or is unable to comply with the provisions of this Agreement.
2. Inadequate Student Progress - Grantee may terminate this Agreement if it determines that Students are not making achieving or making adequate progress toward the Student Progress Goal[s].
3. Below Minimum Capacity - Service Provider may terminate this Agreement if it serves less than the minimum number of students, or does not provide the services outlined above.
4. Mutual Consent - This Agreement may be terminated by mutual agreement of Grantee and Service Provider.
5. Notice - If Grantee or Service Provider seek to terminate this Agreement for any reason authorized by this Agreement, it must notify the other party in writing at least [enter number] days prior to termination.

Flow Activity History

Actor	Actions	Date
Start Point	Form **Submitted**	Monday, May 18, 2026
dlangford@chathamsd.org	Approve	Monday, May 18, 2026
Notification	undefined Step - Reminder Email sent to mshatswell@chathamsd.org	Tuesday, May 19, 2026
Notification	undefined Step - Reminder Email sent to mshatswell@chathamsd.org	Wednesday, May 20, 2026
Notification	undefined Step - Reminder Email sent to mshatswell@chathamsd.org	Thursday, May 21, 2026
Christina Ferguson christinaf@serrc.org	Approval flow is canceled.	Friday, August 14, 2026

CHATHAM SCHOOL DISTRICT Alaska

SUPERINTENDENT ANNUAL EVALUATION REPORT

Academic Year 2025–2026

Superintendent: **David P. Langford**	**Evaluation Period:** July 1, 2025 – June 30, 2026
School District: Chatham School District, Alaska	**Date of Evaluation Meeting:**__ June 23, 2026

Purpose of Evaluation

This annual evaluation assesses Superintendent David P. Langford's performance in leading the Chatham School District in accordance with Board policy, the superintendent's employment contract, and Alaska state education standards. The evaluation is conducted by the Board of Education and is intended to support continuous improvement, recognize accomplishments, and set direction for the coming year.

Rating Scale

Score	Rating	Description
4	**Exemplary**	Performance consistently exceeds expectations. Demonstrates exceptional leadership and results.
3	**Proficient**	Performance meets expectations. Demonstrates competent, effective leadership.
2	**Developing**	Performance partially meets expectations. Some areas need improvement.
1	**Unsatisfactory**	Performance does not meet expectations. Immediate improvement is required.

Section 1 — Annual Goal Progress

Evaluate progress toward each goal established at the start of the year. Note evidence, data, and outcomes.

Goal 1

Goal 1	**Goal Statement:** Move the district toward long-term financial stability.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved **Evidence / Notes:** _____ _____ _____

Goal 2

Goal 2	**Goal Statement:** Stabilize staffing issues at each school and find long-term, highly qualified staff.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved **Evidence / Notes:** _____ _____ _____

Goal 3

Goal 3	**Goal Statement:** Provide instructional material and support for each school.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved **Evidence / Notes:** _____ _____ _____

Goal 4 (if applicable)

Goal 4	**Goal Statement:** Improve attendance monitoring and reporting to the state.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved **Evidence / Notes:** _____

	_____ _____

Goal 5 (if applicable)

Goal 5	**Goal Statement:** Create an operational plan for the upcoming 2026-27 School year.
Progress	Status: ☐ Achieved ☐ Substantially Met ☐ In Progress ☐ Not Achieved **Evidence / Notes:** _____ _____ _____

Section 2 — Performance Rubric

Mark one rating per row. Add notes in the board comments section.

A. Instructional Leadership

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Student Achievement *Sets high expectations; uses data to drive decisions; monitors student progress*	☐	☐	☐	☐
Curriculum & Instruction *Ensures rigorous, aligned curriculum; supports effective teaching practices*	☐	☐	☐	☐
Special Programs *Oversees Title I, Special Education, ELL, and other support services effectively*	☐	☐	☐	☐

B. District Management & Operations

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Budget & Fiscal Management *Develops and administers budget responsibly; ensures financial accountability*	☐	☐	☐	☐
Facilities & Safety *Maintains safe, well-maintained facilities; implements emergency plans*	☐	☐	☐	☐
Human Resources *Recruits, retains, and develops quality staff; ensures equitable HR practices*	☐	☐	☐	☐
Policy Implementation *Implements Board policy consistently and transparently*	☐	☐	☐	☐

C. Community & Stakeholder Relations

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Family Engagement *Builds strong partnerships with families; communicates proactively*	☐	☐	☐	☐

Community Relations *Serves as a positive representative of the district; builds trust*	☐	☐	☐	☐
Government & Agency Relations *Maintains effective relationships with state/federal agencies and tribal entities*	☐	☐	☐	☐

D. Board Relations

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Communication with the Board *Keeps Board informed; provides timely, accurate information*	☐	☐	☐	☐
Policy Development Support *Provides research and data to inform Board policy decisions*	☐	☐	☐	☐
Strategic Planning *Leads and advances the district's strategic plan in collaboration with the Board*	☐	☐	☐	☐

E. Personal Leadership

Performance Area	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Ethical Leadership *Models integrity, transparency, and professional ethics in all actions*	☐	☐	☐	☐
Professional Growth *Pursues ongoing learning; stays current in education trends and research*	☐	☐	☐	☐
Equity & Inclusion *Champions equitable outcomes for all students; addresses systemic barriers*	☐	☐	☐	☐
Rural/Alaska Context *Demonstrates understanding of rural Alaska education challenges and opportunities*	☐	☐	☐	☐

Section 3 — Individual Board Member Comments

Each board member provides individual narrative comments and a rating.

Board Member 1 — Name: _____

Strengths Observed: _____

_____

Areas for Growth: _____

_____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 2 — Name: _____

Strengths Observed: _____

_____

Areas for Growth: _____

_____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 3 — Name: _____

Strengths Observed: _____

_____

Areas for Growth: _____

_____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 4 — Name: _____

Strengths Observed: _____

_____

Areas for Growth: _____

_____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Board Member 5 — Name: _____

Strengths Observed: _____

_____

Areas for Growth: _____

_____

Overall Board Member Rating: ☐ Exemplary (4) ☐ Proficient (3) ☐ Developing (2) ☐ Unsatisfactory (1)

Signature: _____ **Date:** _____

Section 4 — Summary Rating & Recommendations

Composite Score

Area	Board Score (avg)	Notes
A. Instructional Leadership	_____	_____
B. District Management & Operations	_____	_____
C. Community & Stakeholder Relations	_____	_____
D. Board Relations	_____	_____
E. Personal Leadership	_____	_____
Annual Goal Progress	_____	_____
OVERALL COMPOSITE SCORE	**_____**	Rating: ☐ Exemplary ☐ Proficient ☐ Developing ☐ Unsatisfactory

Board Recommendations for the Coming Year

Priority goals and focus areas for Superintendent Langford in 2026–2027:

1. _____
   _____
2. _____
   _____
3. _____
   _____

Overall Board Narrative Summary:

Contract & Employment Recommendation

☐ Reappoint Superintendent Langford and extend/renew contract

☐ Reappoint with conditions (see recommendations above)

☐ Place on improvement plan

☐ Non-renewal / Termination (requires separate Board action)

Section 5 — Signatures

Signatures confirm that the evaluation was completed and reviewed. They do not necessarily indicate agreement.

Board Chair

Signature: _____ **Date:** _____

Printed Name: _____

Board Vice-Chair

Signature: _____ **Date:** _____

Printed Name: _____

Board Member

Signature: _____ **Date:** _____

Printed Name: _____

Board Member

Signature: _____ **Date:** _____

Printed Name: _____

Board Member

Signature: _____ **Date:** _____

Printed Name: _____

Superintendent Acknowledgment

I acknowledge receipt of this evaluation. My signature does not necessarily indicate agreement with its contents.

Signature: _____ **Date:** _____

David P. Langford, Superintendent

Chatham
School District

David Langford
DISTRICT SUPERINTENDENT

BOARD OF EDUCATION

Ms. Stacey Proctor
Ms. Jennifer Todd
Mr. Albert Kookesh III
Mr. Jack Strong
Ms. LeAnn Weikle

P.O. BOX 109
ANGOON, ALASKA 99820

PHONE: 788-3302 or 788-3682
FAX: 788-3252

Chatham School District Wellness Policy

Angoon School • Gustavus School • Tenakee Springs Correspondence • Klukwan School

Revised for School Year 2026–2027 | Board Approval: October 13, 2026.

Supersedes: prior District Wellness Policy

Preamble

The Chatham School District (hereafter referred to as "the District") is committed to the optimal development of every student. The District believes that for students to have the opportunity to achieve personal, academic, developmental and social success, we need to create positive, safe and health-promoting learning environments at every level, in every setting, throughout the school year.

Research shows that two components, good nutrition and physical activity before, during and after the school day, are strongly correlated with positive student outcomes. For example, student participation in the U.S. Department of Agriculture's (USDA) School Breakfast Program is associated with higher grades and standardized test scores, lower absenteeism and better performance on cognitive tasks. Conversely, less-than-adequate consumption of specific foods, including fruits, vegetables and dairy products, is associated with lower grades among students.[1] [2] [3] In addition, students who are physically active through active transport to and from school, recess, physical activity breaks, high-quality physical education and extracurricular activities do better academically. Finally, there is evidence that adequate hydration is associated with better cognitive performance.

The District also recognizes the strength of the food traditions of the communities it serves. Traditional and locally harvested foods — including fish, seafood, game, berries and other foods gathered in Southeast Alaska — are part of a healthy diet and of students' cultural identity, and the District will honor them in its nutrition programs and education.

This policy outlines the District's approach to ensuring environments and opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. Specifically, this policy establishes goals and procedures to ensure that:

- Students in the District have access to healthy foods throughout the school day — both through reimbursable school meals and other foods available throughout the school campus — in accordance with Federal and state nutrition standards;
- Students receive quality nutrition education that helps them develop lifelong healthy eating behaviors;
- Students have opportunities to be physically active before, during and after school;
- Schools engage in nutrition and physical activity promotion and other activities that promote student wellness, including social, emotional and mental well-being;

- School staff are encouraged and supported to practice healthy nutrition and physical activity behaviors in and out of school;
- The community is engaged in supporting the work of the District in creating continuity between school and other settings for students and staff to practice lifelong healthy habits; and
- The District establishes and maintains an infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.

This policy applies to all students, staff and schools in the District, including Angoon School and Tenakee Springs School. Specific measurable goals and outcomes are identified within each section below.

I. School Wellness Committee

Committee Role and Membership

The District will convene a representative district wellness committee (hereafter referred to as the DWC), or work within an existing school health committee, that meets at least four times per year to establish goals for and oversee school health and safety policies and programs, including development, implementation and periodic review and update of this district-level wellness policy (hereafter referred to as the "wellness policy"). Meetings may be held in person or by videoconference or teleconference so that members from both Angoon and Tenakee Springs can participate.

The DWC membership will represent all school levels (elementary and secondary schools) and include (to the extent possible), but not be limited to: parents and caregivers; students; representatives of the school nutrition program (e.g., school nutrition director or café manager); physical education teachers; health education teachers; school health professionals (e.g., school health services staff such as nurses, physicians, dentists, community health aides and other allied health personnel who provide school health services); mental and behavioral health and social services staff (e.g., school counselors, psychologists, social workers); school administrators (e.g., superintendent, principal, head teacher); school board members; tribal and community health partners; health professionals (e.g., dietitians, doctors, nurses, dentists); and the general public. When possible, membership will also include nutrition education partners such as local or tribal health organizations and university Cooperative Extension staff. To the extent possible, the DWC will include representatives from each school building and reflect the diversity of the community.

Leadership

The Superintendent, or the Superintendent's designee, will convene the DWC and facilitate development of and updates to the wellness policy, and will ensure each school's compliance with the policy.

Name	Title / Relationship to the School or District	Contact	Role on Committee
David P. Langford	Superintendent	dlangford@chathamsd.org 907-788-3302	District official responsible for policy oversight and compliance
Karen McSpadden	Gustavus Principal	kmcspadden@chathamsd.org 907-697-2248	Assists in the evaluation of the wellness policy
Emma Demmert	Angoon Principal	edemmert@chathamsd.org 907-788-3302	Assists in the evaluation of the wellness policy

Name	Title / Relationship to the School or District	Contact	Role on Committee
Christine Ramey	Food Service Manager Angoon	cramey@chathamsd.org 907-788-3302	Assists in the evaluation of the wellness policy; school meals lead
Dmitrieva Antal	Principal Klukwan School	dantal@chathamsd.org 907-767-5551	Assists in the evaluation of the wellness policy
Kristi Kookesh	Parent and tribal member representative	kookeshk@gmail.com 907-723-7496	Community voice on the DWC

Each school will designate a school wellness policy coordinator, who will ensure compliance with the policy. Refer to Appendix A for a list of school-level wellness policy coordinators.

II. Wellness Policy Implementation, Monitoring, Accountability and Community Engagement

Implementation Plan

The District will develop and maintain a plan for implementation to manage and coordinate the execution of this wellness policy. The plan delineates roles, responsibilities, actions and timelines specific to each school; and includes information about who will be responsible for making what change, by how much, where and when; as well as specific goals and objectives for nutrition standards for all foods and beverages available on the school campus, food and beverage marketing, nutrition promotion and education, physical activity, physical education and other school-based activities that promote student wellness.

This wellness policy and the implementation plan will be posted on the District website and will be available in paper copy at each school office and the District Office.

Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at the District Office, for at least three years after submission of the final claim for the fiscal year to which they pertain, or longer if required by audit or review. Documentation maintained in this location will include but not be limited to:

- The written wellness policy;
- Documentation demonstrating that the policy has been made available to the public;
- Documentation of efforts to review and update the Local School Wellness Policy, including an indication of who is involved in the update and methods the District uses to make stakeholders aware of their ability to participate on the DWC;
- Documentation to demonstrate compliance with the annual public notification requirements;
- The most recent assessment on the implementation of the local school wellness policy; and
- Documentation demonstrating that the most recent assessment on the implementation of the Local School Wellness Policy has been made available to the public.

Annual Notification of Policy

The District will actively inform families and the public each year of basic information about this policy, including its content, any updates to the policy and implementation status. The District will make this information available via the District website and/or district-wide communications. The District will provide as much information as possible about the school nutrition environment, including a summary of the school events or activities related to wellness policy implementation. Annually, the District will also publicize the name and contact information of the District and school officials leading and coordinating the committee, as well as information on how the public can get involved with the school wellness committee.

Triennial Progress Assessments

At least once every three years, the District will evaluate compliance with the wellness policy to assess the implementation of the policy and include:

- The extent to which schools under the jurisdiction of the District are in compliance with the wellness policy;
- The extent to which the District's wellness policy compares to a model local school wellness policy (such as the Alliance for a Healthier Generation's model policy, using a tool such as the WellSAT); and
- A description of the progress made in attaining the goals of the District's wellness policy.

The position/person responsible for managing the triennial assessment is Ernestine Jack, District Administrative Assistant (cjack@chathamsd.org, 907-788-3302), under the direction of the Superintendent. The most recent triennial assessment was completed September/2026 the next assessment is due no later than September/2029

The DWC, in collaboration with each school, will monitor schools' compliance with this wellness policy. The District will actively notify households and families of the availability of the triennial progress report.

Revisions and Updating the Policy

The DWC will update or modify the wellness policy based on the results of the annual school health self-assessment (such as the CDC School Health Index) and triennial assessments, and/or as District priorities change; community needs change; wellness goals are met; new health science, information and technology emerge; and new Federal or state guidance or standards are issued, including updates to the Dietary Guidelines for Americans and USDA meal pattern rules. **The wellness policy will be assessed and updated as indicated at least every three years, following the triennial assessment.**

Community Involvement, Outreach and Communications

The District is committed to being responsive to community input, which begins with awareness of the wellness policy. The District will actively communicate ways in which representatives of the DWC and others can participate in the development, implementation and periodic review and update of the wellness policy through a variety of means appropriate for the District. The District will also inform parents of the improvements that have been made to school meals and compliance with school meal standards, availability of child nutrition programs and how to apply, and a description of and compliance with Smart Snacks in School nutrition standards. The District will use electronic mechanisms, such as email, social media or displaying notices on the District's website, as well as non-electronic mechanisms, such as newsletters, presentations to parents and community gatherings, local radio or posted notices, or sending information home to parents, to ensure that all families are actively notified of the content of, implementation of, and updates to the wellness policy, as well as how to get involved and support the policy. The District will ensure that communications are culturally and linguistically appropriate to the community, and accomplished through means similar to other ways that the District and individual schools are communicating important school information with parents.

The District will actively notify the public about the content of or any updates to the wellness policy annually, at a minimum. The District will also use these mechanisms to inform the community about the availability of the annual and triennial reports.

III. Nutrition

School Meals

Our school district is committed to serving healthy meals to children, with plenty of fruits, vegetables, whole grains, protein foods and milk; that are moderate in sodium, limited in added sugars and saturated fat, and have zero grams *trans* fat per serving (nutrition label or manufacturer's specification); and that meet the nutrition needs of school children within their calorie requirements. Consistent with the Dietary Guidelines for Americans, 2025–2030, the District will prioritize whole and minimally processed foods, scratch and speed-scratch cooking where practical, and will reduce highly processed foods on the menu over time. The school meal programs aim to improve the diet and health of school children, help mitigate childhood obesity and chronic disease, model healthy eating to support the development of lifelong healthy eating patterns, and support healthy choices while accommodating cultural food preferences and special dietary needs.

All District schools will participate in USDA child nutrition programs, as appropriate, including the National School Lunch Program (NSLP), the School Breakfast Program (SBP), and the Fresh Fruit and Vegetable Program (FFVP) where awarded. The District will consider the Community Eligibility Provision (CEP) or other options that allow meals to be offered at no cost to all students when eligible. The District is committed to offering school meals through the NSLP and SBP programs, and other applicable Federal child nutrition programs, that:

- Are accessible to all students;
- Are appealing and attractive to children;
- Are served in clean and pleasant settings;
- Meet or exceed current nutrition requirements established by local, state, and Federal statutes and regulations, as administered by the Alaska Department of Education and Early Development, Child Nutrition Programs. This includes the phased USDA standards adopted in 2024:
  - Beginning School Year 2025–26: product-based added sugars limits — breakfast cereals no more than 6 g added sugars per dry ounce; yogurt no more than 12 g per 6 ounces; flavored milk no more than 10 g per 8 fluid ounces (no more than 15 g per 12 fluid ounces when sold as a Smart Snack in middle and high schools);
  - Beginning School Year 2027–28: added sugars less than 10 percent of calories per week in school lunch and breakfast, and reduced weekly sodium limits for lunch and breakfast;
  - At least 80 percent of grains offered weekly are whole grain-rich; and
  - Strengthened Buy American requirements, with non-domestic food purchases limited and documented as required by USDA and the State agency.
- Promote healthy food and beverage choices using at least ten of the following Smarter Lunchroom techniques:
  - Whole fruit options are displayed in attractive bowls or baskets (instead of chafing dishes or hotel pans).
  - Sliced or cut fruit is available daily.
  - Daily fruit options are displayed in a location in the line of sight and reach of students.
  - All available vegetable options have been given creative or descriptive names.
  - Daily vegetable options are bundled into all grab-and-go meals available to students.
  - All staff members, especially those serving, have been trained to politely prompt students to select and consume the daily vegetable options with their meal.
  - White milk is placed in front of other beverages in all coolers.
  - Alternative entrée options (e.g., salad bar, yogurt parfaits, etc.) are highlighted on posters or signs within all service and dining areas.
  - A reimbursable meal can be created in any service area available to students (e.g., salad bars, snack rooms, etc.).

- Student surveys and taste testing opportunities are used to inform menu development, dining space decor and promotional ideas.
- Student artwork is displayed in the service and/or dining areas.
- Daily announcements are used to promote and market menu options.
- Traditional and locally harvested foods are featured and identified on menus.

Meal Times and Scheduling

Students will be provided adequate time to eat: at least 10 minutes to eat breakfast and at least 20 minutes to eat lunch, counting from the time they have received their meal and are seated. Meals will be scheduled at reasonable times of day, and students will have access to hand-washing or hand-sanitizing before they eat. Students will not be denied a meal, and will not be singled out or shamed, because of an unpaid meal balance; meal charges are handled under the District's meal charge policy.

Traditional, Local and Alaska-Harvested Foods

USDA regulations recognize traditional Indigenous foods as allowable in reimbursable school meals, and allow geographic preference for foods that are locally grown, raised, or caught. The District will, to the extent practicable and consistent with food safety requirements and Alaska state regulations, incorporate traditional and locally harvested foods (such as salmon, halibut, venison, seaweed and berries) into school meals, taste tests and nutrition education, and will participate in Farm to School / Fish to School activities. Donated traditional foods will be accepted only in accordance with applicable state food safety rules.

Staff Qualifications and Professional Development

All school nutrition program directors, managers and staff will meet or exceed hiring and annual continuing education/training requirements in the USDA Professional Standards for School Nutrition Professionals. These school nutrition personnel will refer to USDA's Professional Standards for School Nutrition Programs website and the Institute of Child Nutrition to search for training that meets their learning needs.

Water

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day *and throughout every school campus* ("school campus" and "school day" are defined in the glossary). The District will make drinking water available where school meals are served during mealtimes. Students will be allowed to bring and carry approved water bottles filled only with water throughout the day. The District will maintain water sources in good working order and will test drinking water for lead as required by state and Federal rules.

Competitive Foods and Beverages

The District is committed to ensuring that all foods and beverages available to students on the school campus *during the school day* support healthy eating. To support healthy food choices and improve student health and well-being, all foods and beverages outside the reimbursable school meal programs that are sold to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards. These standards will apply in all locations and through all services where foods and beverages are sold, which may include, but are not limited to, à la carte options in cafeterias, vending machines, school stores and snack or food carts.

Celebrations and Rewards

All foods and beverages offered (but not sold) to students on the school campus during the school day, including foods provided at classroom parties, celebrations and school events, will meet or exceed the USDA Smart Snacks in School nutrition standards to the extent practicable. The District will provide parents and teachers with a list of healthy party ideas and non-food celebration ideas. Community and cultural celebrations that include traditional foods are encouraged.

Foods and beverages will not be used as a reward or incentive for academic performance or good behavior, and will not be withheld as a punishment for any reason, such as for performance or behavior. The District will provide teachers and other staff with a list of alternative, non-food ways to reward students.

Fundraising

Foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards may be sold through fundraisers on the school campus during the school day. Any exempt fundraisers (food sales that do not meet Smart Snacks standards) will be limited to the number and frequency allowed by the Alaska Department of Education and Early Development, will not take place during meal service in food service areas, and will be documented by the District. Schools are encouraged to use non-food fundraisers and fundraisers that promote physical activity.

Nutrition Promotion

Nutrition promotion and education positively influence lifelong eating behaviors by using evidence-based techniques and nutrition messages, and by creating food environments that encourage healthy nutrition choices and encourage participation in school meal programs. Students and staff will receive consistent nutrition messages throughout schools, classrooms, gymnasiums and cafeterias. Nutrition promotion also includes marketing and advertising nutritious foods and beverages to students and is most effective when implemented consistently through a comprehensive and multi-channel approach by school staff, teachers, parents, students and the community.

The District will promote healthy food and beverage choices for all students throughout the school campus, as well as encourage participation in school meal programs.

Nutrition Education

The District will teach, model, encourage and support healthy eating by all students. Schools will provide nutrition education and engage in nutrition promotion that:

- Is designed to provide students with the knowledge and skills necessary to promote and protect their health;
- Is part of not only health education classes, but also integrated into other classroom instruction through subjects such as math, science, language arts, social sciences and elective subjects;
- Includes enjoyable, developmentally appropriate, culturally relevant and participatory activities, such as cooking demonstrations or lessons, promotions, taste-testing, farm and harvest visits, subsistence and traditional food gathering and preparation, and school gardens;
- Promotes fruits, vegetables, whole grains, protein foods (including fish and seafood), dairy, and healthy food preparation methods, and emphasizes whole and minimally processed foods over highly processed foods;
- Emphasizes caloric balance between food intake and energy expenditure (promotes physical activity/exercise);
- Links with school meal programs, cafeteria nutrition promotion activities, school gardens, Farm to School / Fish to School programs, other school foods and nutrition-related community services;
- Teaches media literacy with an emphasis on food and beverage marketing, including digital and social media marketing; and
- Includes nutrition education training for teachers and other staff.

Essential Healthy Eating Topics in Health Education

The District may include in the health education curriculum some of the following essential topics on healthy eating:

- Relationship between healthy eating and personal health and disease prevention

- Current federal food guidance, including the Dietary Guidelines for Americans, 2025–2030 (RealFood.gov / DietaryGuidelines.gov)
- Reading and using FDA's Nutrition Facts labels, including added sugars
- Eating a variety of foods every day
- Balancing food intake and physical activity
- Eating more fruits, vegetables and whole grain products
- Choosing foods that are limited in saturated fat and do not contain *trans* fat
- Choosing foods and beverages with little or no added sugars
- Choosing whole and minimally processed foods, and limiting highly processed foods
- Eating more calcium-rich foods
- Traditional foods of Southeast Alaska and their nutritional value
- Preparing healthy meals and snacks
- Risks of unhealthy weight control practices
- Accepting body size differences
- Food safety, including safe handling and storage of harvested fish and game
- Importance of water consumption
- Importance of eating breakfast
- Making healthy choices when eating at restaurants or buying food at stores
- Eating disorders
- Reducing sodium intake
- Social influences on healthy eating, including media, social media, family, peers and culture
- How to find valid information or services related to nutrition and dietary behavior
- How to develop a plan and track progress toward achieving a personal goal to eat healthfully
- Resisting peer pressure related to unhealthy dietary behavior
- Influencing, supporting, or advocating for others' healthy dietary behavior

Food and Beverage Marketing in Schools

The District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. The District strives to teach students how to make informed choices about nutrition, health and physical activity. These efforts will be weakened if students are subjected to advertising on District property that contains messages inconsistent with the health information the District is imparting through nutrition education and health promotion efforts. It is the intent of the District to protect and promote students' health by permitting advertising and marketing for only those foods and beverages that are permitted to be sold on the school campus, consistent with the District's wellness policy.

Any foods and beverages marketed or promoted to students on the school campus *during the school day* will meet or exceed the USDA Smart Snacks in School nutrition standards.

Food and beverage marketing is defined as advertising and other promotions in schools. Food and beverage marketing often includes oral, written, or graphic statements made for the purpose of promoting the sale of a food or beverage product made by the producer, manufacturer, seller or any other entity with a commercial interest in the product.[4] This term includes, but is not limited to the following:

- Brand names, trademarks, logos or tags, except when placed on a physically present food or beverage product or its container.
- Displays, such as on vending machine exteriors.
- Corporate brand, logo, name or trademark on school equipment, such as marquees, message boards, scoreboards or backboards (Note: immediate replacement of these items is not required; however, the

District will replace or update scoreboards or other durable equipment when existing contracts are up for renewal or to the extent that is financially possible over time so that items are in compliance with the marketing policy.)

- Corporate brand, logo, name or trademark on cups used for beverage dispensing, menu boards, coolers, trash cans and other food service equipment; as well as on posters, book covers, pupil assignment books or school supplies displayed, distributed, offered or sold by the District.
- Advertisements in school publications, school mailings, District websites, social media accounts, and digital learning platforms or devices provided by the District.
- Free product samples, taste tests or coupons of a product, or free samples displaying advertising of a product.

As the District, school nutrition services, athletics and parent or booster organizations review existing contracts and consider new contracts, equipment and product purchasing (and replacement) decisions should reflect the applicable marketing guidelines established by the District wellness policy.

IV. Physical Activity

Children and adolescents should participate in at least 60 minutes of moderate-to-vigorous physical activity every day. A substantial percentage of students' physical activity can be provided through a comprehensive school physical activity program (CSPAP). A CSPAP reflects strong coordination and synergy across all of the components: quality physical education as the foundation; physical activity before, during and after school; staff involvement; and family and community engagement, and the District is committed to providing these opportunities.

Physical activity during the school day (including but not limited to recess, classroom physical activity breaks or physical education) **will not be withheld** as punishment for any reason. The District will provide teachers and other school staff with a list of alternative ways to discipline students. Physical activity will not be used as a punishment.

To the extent practicable, the District will ensure that its grounds and facilities are safe and that equipment is available to students to be active. The District will conduct necessary inspections and repairs.

Physical Education

The District will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and Alaska state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy habits, as well as incorporate essential health education concepts. The curriculum will support the essential components of physical education.

All students will be provided equal opportunity to participate in physical education classes. The District will make appropriate accommodations to allow for equitable participation for all students and will adapt physical education classes and equipment as necessary.

All District **elementary students** in each grade will receive physical education throughout the school year. All District **secondary students** (middle and high school) are required to take the equivalent of one academic year of physical education.

The District physical education program will promote student physical fitness through individualized fitness and activity assessments. Results will be used to help students set personal goals and will be shared privately with students and families, not used for grading comparisons among students.

Essential Physical Activity Topics in Health Education

Health education will be required in all grades (elementary), and the District will require middle and high school students to take and pass at least one health education course. The District will include in the health education curriculum essential topics on physical activity such as:

- The physical, psychological, or social benefits of physical activity
- How physical activity can contribute to a healthy weight
- How physical activity can contribute to the academic learning process
- How an inactive lifestyle contributes to chronic disease
- Health-related fitness, that is, cardiovascular endurance, muscular endurance, muscular strength, flexibility, and body composition
- Differences between physical activity, exercise and fitness
- Phases of an exercise session, that is, warm-up, workout and cool-down
- Overcoming barriers to physical activity
- Decreasing sedentary activities and recreational screen time, such as television, video games, phones and other devices
- Opportunities for physical activity in the community, including traditional and outdoor activities
- Preventing injury during physical activity
- Weather-related and outdoor safety, for example, avoiding hypothermia, cold-water immersion, heat illness and sunburn while being physically active
- Water safety and boating safety, including the use of personal flotation devices
- How much physical activity is enough, that is, determining frequency, intensity, time and type of physical activity
- Developing an individualized physical activity and fitness plan
- Monitoring progress toward reaching goals in an individualized physical activity plan
- Dangers of using performance-enhancing drugs, such as steroids
- Social influences on physical activity, including media, family, peers and culture
- How to find valid information or services related to physical activity and fitness
- How to influence, support, or advocate for others to engage in physical activity
- How to resist peer pressure that discourages physical activity

Recess (Elementary)

All elementary schools will offer at least 20 minutes of **recess** on all days during the school year. If recess is offered before lunch, schools will have appropriate hand-washing facilities and/or hand-sanitizing mechanisms located just inside/outside the cafeteria to ensure proper hygiene prior to eating, and students are required to use these mechanisms before eating. Hand-washing time, as well as time to put away coats/hats/gloves, will be built into the recess transition period/timeframe before students enter the cafeteria.

Outdoor recess will be offered when weather is feasible for outdoor play. Students are encouraged to dress for Southeast Alaska weather so that outdoor play can occur in most conditions.

In the event that the school or District must conduct **indoor recess**, teachers and staff will follow the indoor recess guidelines that promote physical activity for students, to the extent practicable.

Recess will complement, not substitute for, physical education class. Recess monitors or teachers will encourage students to be active, and will serve as role models by being physically active alongside the students whenever feasible.

Classroom Physical Activity Breaks (Elementary and Secondary)

The District recognizes that students are more attentive and ready to learn if provided with periodic breaks when they can be physically active or stretch. Thus, students will be offered **periodic opportunities** to be active or to stretch throughout the day on all or most days during a typical school week. The District recommends teachers provide short (3–5-minute) physical activity breaks to students during and between classroom time at least three days per week. These physical activity breaks will complement, not substitute for, physical education class, recess and class transition periods.

Active Academics

Teachers will incorporate movement and kinesthetic learning approaches into "core" subject instruction when possible (e.g., science, math, language arts, social studies and others) and do their part to limit sedentary behavior during the school day, including extended periods of screen-based instruction.

The District will support classroom teachers incorporating physical activity and employing kinesthetic learning approaches into core subjects by providing annual professional development opportunities and resources, including information on leading activities, activity options, as well as making available background material on the connections between learning and movement.

Teachers will serve as role models by being physically active alongside the students whenever feasible.

Before and After School Activities

The District offers opportunities for students to participate in physical activity either before and/or after the school day (or both) through a variety of methods, which may include open gym, intramurals, interscholastic sports, and outdoor and cultural activities such as hiking, paddling and traditional games. The District will encourage students to be physically active before and after school.

Active Transport

The District will support active transport to and from school, such as walking or biking. The District will encourage this behavior in ways appropriate to each community, such as:

- Designate safe or preferred routes to school
- Promote activities such as participation in International Walk to School Day and National Bike to School Day
- Secure storage facilities for bicycles and helmets (e.g., shed, cage, fenced area)
- Instruction on walking/bicycling safety provided to students, including visibility during dark winter months
- Promote safe routes to students, staff, and parents via newsletters, websites and local notices
- Use crosswalks and crossing assistance where available on roads leading to schools
- Use walking school buses
- Document the number of children walking and biking to and from school
- Create and distribute maps of the school environment (e.g., roads, pathways, boardwalks, bike racks, etc.)

V. Other Activities that Promote Student Wellness

The District will integrate wellness activities across the entire school setting, not just in the cafeteria, other food and beverage venues and physical activity facilities. The District will coordinate and integrate other initiatives related to physical activity, physical education, nutrition and other wellness components so all efforts are complementary, not duplicative, and work towards the same set of goals and objectives promoting student well-being, optimal development and strong educational outcomes.

Schools in the District are encouraged to coordinate content across curricular areas that promote student health, such as teaching nutrition concepts in mathematics, with consultation provided by either the school or the District's curriculum experts.

All efforts related to obtaining federal, state or association recognition for efforts, or grants/funding opportunities for healthy school environments, will be coordinated with and complementary of the wellness policy, including but not limited to ensuring the involvement of the DWC.

Social, Emotional and Mental Well-Being

The District recognizes that students' social, emotional and mental health is closely tied to their physical health and academic success. The District will, to the extent resources allow, promote positive school climate and connectedness; teach social and emotional skills; provide access to school counseling and referral to community and tribal behavioral health services; support healthy sleep habits and balanced use of technology and screens; and coordinate these efforts with the District's other student health and safety policies. The District will also maintain tobacco-free and vape-free campuses in accordance with Board policy and state law.

Community Partnerships

The District will continue relationships with community partners (e.g., clinics, tribal health organizations, local businesses, the City and tribal governments, Cooperative Extension, etc.) in support of this wellness policy's implementation. Existing and new community partnerships and sponsorships will be evaluated to ensure that they are consistent with the wellness policy and its goals.

Community Health Promotion and Family Engagement

The District will promote to parents/caregivers, families, and the general community the benefits of and approaches for healthy eating and physical activity throughout the school year. Families will be informed and invited to participate in school-sponsored activities and will receive information about health promotion efforts.

As described in the "Community Involvement, Outreach and Communications" subsection, the District will use electronic mechanisms (e.g., email, social media or displaying notices on the District's website), as well as non-electronic mechanisms (e.g., newsletters, presentations to parents, or sending information home to parents), to ensure that all families are actively notified of opportunities to participate in school-sponsored activities and receive information about health promotion efforts.

Staff Wellness and Health Promotion

Schools in the District will implement strategies to support staff in actively promoting and modeling healthy eating and physical activity behaviors. The District promotes staff member participation in health promotion programs and will support programs for staff members on healthy eating, physical activity, stress management and overall well-being that are accessible at no cost.

Professional Learning

When feasible, the District will offer professional learning opportunities and resources for staff to increase knowledge and skills about promoting healthy behaviors in the classroom and school (e.g., increasing the use of kinesthetic teaching approaches or incorporating nutrition lessons into math class). Professional learning will help District staff understand the connections between academics and health and the ways in which health and wellness are integrated into ongoing district reform or academic improvement plans/efforts.

Glossary

Competitive Foods – all foods and beverages sold to students on the school campus during the school day, other than meals reimbursed under USDA school meal programs.

Extended School Day – the time during, before and after school that includes activities such as clubs, intramural sports, band and choir practice, drama rehearsals and more.

School Campus – areas that are owned or leased by the school and used at any time for school-related activities, including on the outside of the school building, school buses or other vehicles used to transport students, athletic fields and stadiums (e.g., on scoreboards, coolers, cups and water bottles), or parking lots.

School Day – the time between midnight the night before to 30 minutes after the end of the instructional day.

Smart Snacks in School – USDA nutrition standards for competitive foods and beverages sold to students on the school campus during the school day.

Traditional Foods – foods that have traditionally been prepared and consumed by Alaska Native peoples and other local communities, including wild-harvested fish, game, marine foods, plants and berries.

Triennial – recurring every three years.

Appendix A: School-Level Wellness Policy Coordinators

School	Coordinator Name & Title	Email	Phone
Angoon School (K–12)	Emma Demmert, Principal	edemmert@chathamsd.org	907-788-3302
Angoon School (K–12)	Christine Ramey	cramey@chathamsd.org 907-788-3302	907-788-3302

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7 CFR 210.31 — Local School Wellness Policy; Healthy, Hunger-Free Kids Act of 2010, Section 204.

Adoption History

Action	Date
Original policy adopted	May 21, 2019
Revised for School Year 2026–2027 (this version)	October 13, 2026
Next scheduled review (following triennial assessment)	October/2029