

STATE OF ALASKA DEPARTMENT OF EDUCATION  
AND EARLY DEVELOPMENT

Virtual Meeting  
Regulatory Revisions - Administrative Order 360

Chapter 15 - Allowances for Professional Personnel,  
Chapter 18 - Employment of Professional Personnel, and  
Chapter 19 - Evaluation of Professional Employees

PUBLIC COMMENT

October 28, 2025  
4:00 p.m.

Pages 1 - 6, inclusive

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1           **PROCEEDINGS**  
2           **JAKE ALMEIDA:** Okay, good afternoon,  
3 everyone. I'd like to welcome you to today's  
4 Administrative Order, or AO, 360 stakeholder input  
5 session on Chapter 15, Allowances for Professional  
6 Personnel; Chapter 18, Employment of Professional  
7 Personnel; and Chapter 19, Evaluation of Professional  
8 Employees. Thank you for taking the time to join us  
9 today.  
10           And the purpose of this meeting is to  
11 hear directly from stakeholders and members of the  
12 public regarding regulatory burdens or barriers you  
13 believe should be addressed as part of Alaska's AO 360  
14 reform project.  
15           Your input is critical in helping us  
16 shape meaningful changes that support students and  
17 schools. And to honor your time, the session will end  
18 promptly on the hour.  
19           These stakeholder meetings are  
20 opportunities for us to listen to your perspectives  
21 before any regulations are drafted, amended, or  
22 repealed. This is not the formal public comment  
23 process under the Administrative Procedure Act, or APA.  
24 That process would, of course, begin later after draft  
25 regulations have undergone official legal review and

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1 have been formally approved for public comment.  
2           So as part of our regulatory reform plan,  
3 the department must create a list of all the comments  
4 we receive during the stakeholder process along with  
5 whether we intend to implement each recommendation.  
6 And if we do not adopt a recommendation, we're required  
7 to explain why not. And that's why your feedback is so  
8 valuable today. It will directly shape our  
9 department's analysis and inform you of the next steps  
10 of this project.  
11           So to proceed today, we'll first hear a  
12 short overview of the regulations for this chapter, and  
13 then we'll move into the comment period where you can  
14 share your input.  
15           Verbal feedback will be recorded,  
16 summarized, and included in our reform plan, and  
17 written feedback will also be accepted for 30 days  
18 following this session. So please refer to the chat  
19 throughout the meeting for information on submitting  
20 verbal and written feedback.  
21           And with that, I'll now kick it over to  
22 Ms. Kelly Manning who is our deputy director of the IEE  
23 division, and she will walk through the three chapters  
24 of today's meeting and what the regulations are. Over  
25 to you, Kelly.

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1           **KELLY MANNING:** Thank you, Jacob. Good  
2 afternoon. I'm Kelly Manning, I'm the deputy director  
3 for the Division of Innovation and Education  
4 Excellence.  
5           Today we will be going over Chapter 15,  
6 Allowances For Professional Personnel; Chapter 18,  
7 Employment of Professional Personnel; and Chapter 19,  
8 Evaluation of Professional Employees.  
9           Chapter 15 of Alaska's regulations  
10 provides information and guidance regarding creditable  
11 teaching experience and sick leave; Chapter 18 provides  
12 information and guidance regarding applications and  
13 contracts for teachers and substitute teachers, tenure  
14 rights of less than full-time teachers, and employment  
15 of families of school board members; and Chapter 19  
16 provides information and guidance regarding teacher  
17 evaluation requirements and reporting.  
18           As you consider these sections, we  
19 encourage you to think about whether the current  
20 regulations create unnecessary burdens, whether they  
21 meet today's needs, and what changes might better serve  
22 schools, students, and families.  
23           We've also shared the regulation text and  
24 the survey link in the chat. Thank you.  
25           **JAKE ALMEIDA:** Okay, thank you so much,

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1 Kelly.  
2           And with that, we are now in the comment  
3 section of the stakeholder meeting. And as I mentioned  
4 before, you can see in the chat there is a link to sign  
5 up for verbal comment. You just fill out a couple  
6 prompts and then we refer to the sign-in sheet and give  
7 you two minutes. And if you can just provide your  
8 name, any affiliation, and you'll have two minutes to  
9 give your comment.  
10           We're just here to listen and not do any  
11 back and forth. If you'd like to provide written  
12 comment, that link was also put in the chat.  
13           And if you joined this meeting and cannot  
14 use the links, you can always just click on the raise  
15 hand icon on the bottom of this Zoom task bar, and  
16 we'll acknowledge you that way as well to give you two  
17 minutes to give your comment.  
18           So with that we will wait for anyone to  
19 join us now to give comment for these regulations. And  
20 we standby. Thank you.  
21 (Pause)  
22           **JAKE ALMEIDA:** Okay, we will now conclude  
23 this public stakeholder meeting for Chapter 15,  
24 Allowances For Professional Personnel; Chapter 18,  
25 Employment of Professional Personnel; and Chapter 19,

1 Evaluation of Professional Employees.  
2           If you're watching this recording  
3 afterwards and would still like to submit feedback  
4 regarding these regulations, you can go to our website  
5 at [education.alaska.gov/ao360](http://education.alaska.gov/ao360) and your comments will be  
6 recorded into the record that way.  
7           Thank you so much, and we will now close  
8 this meeting.  
9           (Meeting concluded)

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		2:21 <b>during (1)</b> 3:4	<b>helping (1)</b> 2:15 <b>honor (1)</b> 2:17 <b>hour (1)</b> 2:18	3:3 <b>listen (2)</b> 2:20;5:10
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