

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
8:00 a.m.

Pages 1 - 7, inclusive

Transcribed by: Leonard DiPaolo, RPR, CRR, CCP

Page 2

1 **PROCEEDINGS**

2 **JAKE ALMEIDA:** Okay, good morning,

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 joining us.

9 The purpose of this meeting is to hear

10 directly from stakeholders and members of the public

11 regarding the regulatory burdens or barriers you

12 believe should be addressed as part of Alaska's AO 360

13 reform project.

14 Your input is critical in helping us

15 shape meaningful changes that support students and

16 schools. And to honor your time today, the session

17 will end promptly on the hour.

18 These stakeholder meetings are

19 opportunities for us to listen to your perspectives

20 before any regulations are drafted, amended, or

21 repealed. This is not the formal public comment

22 process under the Administrative Procedure Act, or APA.

23 That process will begin later after draft regulations

24 have undergone legal review and have been formally

25 approved for public comment.

Page 3

1 So as part of our regulatory reform plan,

2 the department must create a list of all comments we

3 receive during the stakeholder process along with

4 whether we intend to implement each recommendation that

5 stakeholders make. And if we don't adopt a

6 recommendation, then we're required to explain why not.

7 And that's why your feedback today would be so

8 valuable. It will directly shape our department's

9 analysis and inform you of the next steps for this

10 project.

11 So to proceed today, we'll first hear a

12 short overview of the regulations for this meeting of

13 the chapters I mentioned, and then we'll move into a

14 comment period where you can share your input.

15 Verbal feedback will be recorded,

16 summarized, and included in our analysis for the reform

17 plan, and you can also provide written feedback that

18 will be accepted for 30 days following this session.

19 Please refer to the chat for information on submitting

20 both that you'll see links for.

21 So now I'll just kick it over to Ms.

22 Kelly Manning who is our deputy director of Innovation

23 and Education Excellence, and she will give an overview

24 of the chapters of regulations and we will go from

25 there. Over to you, Kelly.

Page 4

1 **KELLY MANNING:** Good morning. As we

2 start my camera, it says it's disabled by the host. If

3 we could get that fixed, I'll turn my camera on. Thank

4 you very much.

5 Good morning. I'm Kelly Manning, and I'm

6 the deputy director for Innovation and Education

7 Excellence. With me today to help answer questions is

8 Colleen Walker, the Teacher Certification

9 administrator.

10 Today, we'll be going over Chapter 15,

11 Allowances For Professional Personnel; Chapter 18,

12 Employment of Professional Personnel; and Chapter 19,

13 Evaluation of Professional Employees.

14 Chapter 15 of Alaska's regulations

15 provides information and guidance regarding creditable

16 teaching experience and sick leave; Chapter 18 provides

17 information and guidance regarding applications and

18 contracts for teachers and substitute teachers, tenure

19 rights of less than full-time teachers, and employment

20 of families of school board members; and Chapter 19

21 provides information and guidance regarding teacher

22 evaluation requirements and reporting.

23 As you consider these sections, we

24 encourage you to think about whether the current

25 regulations create unnecessary burdens, whether they

Page 5

1 meet today's needs, and what changes might better serve

2 schools, students, and families.

3 We've also shared the regulation text and

4 the survey link in the chat. Thank you.

5 **JAKE ALMEIDA:** All right, thank you so

6 much, Kelly.

7 So we are now in the comment period

8 section of the stakeholder meeting. And as I stated

9 before, there is a sign-up sheet that we use that just

10 fills out a couple prompts that you'll find in the

11 chat. And if you click on that and sign up, I'll see

12 your name on the sheet and then recognize you. And

13 you'll have two minutes to speak, provide your name,

14 affiliation, and then just give your comment.

15 We're able to answer specific questions,

16 but comments overall we do not respond to, we're just

17 here to listen.

18 So, again, there is a sign-up sheet in

19 the chat if you want to click on that and sign up, then

20 I will call on you as I see names pop up. Otherwise,

21 if you're not able to use the link, you can also just

22 click on the raise hand icon on the Zoom task bar, and

23 we'll recognize you that way as well.

24 So at this time we're just awaiting

25 public comment for the stakeholder meeting, and we will

Page 6

1 just standby for anyone that wants to provide comment.
2 Thank you.
3 (Pause)
4 **JAKE ALMEIDA:** Hello. Jake Alameda with
5 the Department of Education checking in with those who
6 have newly joined us.
7 We are in the public comment section of
8 this stakeholder meeting for Chapters 15 and 18. And
9 if you would like to provide comment on these
10 regulations, you can sign up on the sheet that's in the
11 link. And it's going to be posted in the chat again,
12 or just got posted in the chat for you to see.
13 So if you want to provide comment on
14 these regulations, you can click on the link to sign
15 up. Otherwise you can also just click on the raise
16 hand icon on the bottom of your Zoom bar and we'll
17 recognize you that way.
18 And you can provide two minutes of
19 testimony regarding these regulations. And we're just
20 here to listen. So we're going to continue to be on
21 standby for anyone who wishes to give comment. Thank
22 you.
23 (Pause)
24 **JAKE ALMEIDA:** Okay, we will now conclude
25 this public stakeholder meeting for Chapter 15,

Page 7

1 Allowances For Professional Personnel; Chapter 18,
2 Employment of Professional Personnel; and Chapter 19,
3 Evaluation of Professional Employees.
4 If you're watching this recording and
5 would still like to submit feedback regarding these
6 regulations later, you can go to our website at
7 education.alaska.gov/ao360, and your comments will be
8 recorded for our record that way as well.
9 So thank you so much for joining us
10 today, and we will now close this meeting.
11 (Meeting concluded)
12
13
14
15
16
17
18
19
20
21
22
23
24
25

	2:11;4:25	department's (1) 3:8	4:19	3:21
A	C	deputy (2) 3:22;4:6	G	L
able (2) 5:15,21	call (1) 5:20	directly (2) 2:10;3:8	good (3) 2:2;4:1,5	later (2) 2:23;7:6
accepted (1) 3:18	camera (2) 4:2,3	director (2) 3:22;4:6	guidance (3) 4:15,17,21	leave (1) 4:16
Act (1) 2:22	can (8) 3:14,17;5:21;6:10, 14,15,18;7:6	disabled (1) 4:2	H	legal (1) 2:24
addressed (1) 2:12	Certification (1) 4:8	draft (1) 2:23	hand (2) 5:22;6:16	less (1) 4:19
Administrative (2) 2:4,22	changes (2) 2:15;5:1	drafted (1) 2:20	hear (2) 2:9;3:11	link (4) 5:4,21;6:11,14
administrator (1) 4:9	Chapter (12) 2:5,6,7;4:10,11,12, 14,16,20;6:25;7:1,2	during (1) 3:3	Hello (1) 6:4	links (1) 3:20
adopt (1) 3:5	chapters (3) 3:13,24;6:8	E	help (1) 4:7	list (1) 3:2
affiliation (1) 5:14	chat (6) 3:19;5:4,11,19;6:11, 12	Education (3) 3:23;4:6;6:5	helping (1) 2:14	listen (3) 2:19;5:17;6:20
again (2) 5:18;6:11	checking (1) 6:5	educationalaskagov/ao360 (1) 7:7	honor (1) 2:16	M
Alameda (1) 6:4	click (5) 5:11,19,22;6:14,15	Employees (3) 2:8;4:13;7:3	host (1) 4:2	Manning (3) 3:22;4:1,5
Alaska's (2) 2:12;4:14	close (1) 7:10	Employment (4) 2:6;4:12,19;7:2	hour (1) 2:17	meaningful (1) 2:15
Allowances (3) 2:5;4:11;7:1	Colleen (1) 4:8	encourage (1) 4:24	I	meet (1) 5:1
ALMEIDA (4) 2:2;5:5;6:4,24	comment (11) 2:21,25;3:14;5:7,14, 25;6:1,7,9,13,21	end (1) 2:17	icon (2) 5:22;6:16	meeting (8) 2:9;3:12;5:8,25;6:8, 25;7:10,11
along (1) 3:3	comments (3) 3:2;5:16;7:7	Evaluation (4) 2:7;4:13,22;7:3	implement (1) 3:4	meetings (1) 2:18
amended (1) 2:20	conclude (1) 6:24	everyone (1) 2:3	included (1) 3:16	members (2) 2:10;4:20
analysis (2) 3:9,16	concluded (1) 7:11	Excellence (2) 3:23;4:7	inform (1) 3:9	mentioned (1) 3:13
AO (2) 2:4,12	consider (1) 4:23	experience (1) 4:16	information (4) 3:19;4:15,17,21	might (1) 5:1
APA (1) 2:22	continue (1) 6:20	explain (1) 3:6	Innovation (2) 3:22;4:6	minutes (2) 5:13;6:18
applications (1) 4:17	contracts (1) 4:18	F	input (3) 2:4,14;3:14	morning (3) 2:2;4:1,5
approved (1) 2:25	create (2) 3:2;4:25	families (2) 4:20;5:2	intend (1) 3:4	move (1) 3:13
awaiting (1) 5:24	couple (1) 5:10	feedback (4) 3:7,15,17;7:5	into (1) 3:13	much (3) 4:4;5:6;7:9
B	creditable (1) 4:15	fills (1) 5:10	J	must (1) 3:2
bar (2) 5:22;6:16	critical (1) 2:14	find (1) 5:10	JAKE (5) 2:2;5:5;6:4,4,24	N
barriers (1) 2:11	current (1) 4:24	first (1) 3:11	joined (1) 6:6	name (2) 5:12,13
begin (1) 2:23	D	fixed (1) 4:3	joining (2) 2:8;7:9	names (1) 5:20
better (1) 5:1	days (1) 3:18	following (1) 3:18	K	needs (1) 5:1
board (1) 4:20	department (2) 3:2;6:5	formal (1) 2:21	Kelly (5) 3:22,25;4:1,5;5:6	newly (1) 6:6
both (1) 3:20		formally (1) 2:24	kick (1)	next (1) 3:9
bottom (1) 6:16		full-time (1)		
burdens (2)				

		2:15;3:8 share (1) 3:14	today (6) 2:16;3:7,11;4:7,10; 7:10	
O	R	shared (1) 5:3	today's (2) 2:3;5:1	3
opportunities (1) 2:19	raise (2) 5:22;6:15	sheet (4) 5:9,12,18;6:10	turn (1) 4:3	
Order (1) 2:4	receive (1) 3:3	short (1) 3:12	two (2) 5:13;6:18	30 (1) 3:18
Otherwise (2) 5:20;6:15	recognize (3) 5:12,23;6:17	sick (1) 4:16	U	360 (2) 2:4,12
out (1) 5:10	recommendation (2) 3:4,6	sign (4) 5:11,19;6:10,14	under (1) 2:22	
over (3) 3:21,25;4:10	record (1) 7:8	sign-up (2) 5:9,18	undergone (1) 2:24	
overall (1) 5:16	recorded (2) 3:15;7:8	speak (1) 5:13	unnecessary (1) 4:25	
overview (2) 3:12,23	recording (1) 7:4	specific (1) 5:15	up (5) 5:11,19,20;6:10,15	
P	refer (1) 3:19	stakeholder (7) 2:4,18;3:3;5:8,25; 6:8,25	use (2) 5:9,21	
	reform (3) 2:13;3:1,16	stakeholders (2) 2:10;3:5	V	
part (2) 2:12;3:1	regarding (6) 2:11;4:15,17,21; 6:19;7:5	standby (2) 6:1,21	valuable (1) 3:8	
Pause (2) 6:3,23	regulation (1) 5:3	start (1) 4:2	Verbal (1) 3:15	
period (2) 3:14;5:7	regulations (10) 2:20,23;3:12,24; 4:14,25;6:10,14,19;7:6	stated (1) 5:8	W	
Personnel (6) 2:6,7;4:11,12;7:1,2	regulatory (2) 2:11;3:1	steps (1) 3:9	Walker (1) 4:8	
perspectives (1) 2:19	repealed (1) 2:21	still (1) 7:5	wants (1) 6:1	
plan (2) 3:1,17	reporting (1) 4:22	students (2) 2:15;5:2	watching (1) 7:4	
Please (1) 3:19	required (1) 3:6	submit (1) 7:5	way (3) 5:23;6:17;7:8	
pop (1) 5:20	requirements (1) 4:22	submitting (1) 3:19	website (1) 7:6	
posted (2) 6:11,12	respond (1) 5:16	substitute (1) 4:18	welcome (1) 2:3	
Procedure (1) 2:22	review (1) 2:24	summarized (1) 3:16	wishes (1) 6:21	
proceed (1) 3:11	right (1) 5:5	support (1) 2:15	written (1) 3:17	
process (3) 2:22,23;3:3	rights (1) 4:19	survey (1) 5:4	Z	
Professional (9) 2:5,6,7;4:11,12,13; 7:1,2,3	S	T	Zoom (2) 5:22;6:16	
project (2) 2:13;3:10	school (1) 4:20	task (1) 5:22	1	
promptly (1) 2:17	schools (2) 2:16;5:2	Teacher (2) 4:8,21	15 (5) 2:5;4:10,14;6:8,25	
prompts (1) 5:10	section (2) 5:8;6:7	teachers (3) 4:18,18,19	18 (5) 2:6;4:11,16;6:8;7:1	
provide (6) 3:17;5:13;6:1,9,13, 18	sections (1) 4:23	teaching (1) 4:16	19 (4) 2:7;4:12,20;7:2	
provides (3) 4:15,16,21	serve (1) 5:1	tenure (1) 4:18		
public (6) 2:10,21,25;5:25;6:7, 25	session (3) 2:5,16;3:18	testimony (1) 6:19		
purpose (1) 2:9	shape (2)			