

Memorandum of Understanding

Between the Ketchikan Indian Community and the Ketchikan School District

This Memorandum of Understanding (MOU) is executed between the Ketchikan Indian Community (Tribe) and the Ketchikan Gateway Borough School District (KGBSD) in order to document the partnership understandings between the Ketchikan School District and the Ketchikan Indian Community and the Ketchikan Indian Communities, Education Committee;

Also, to serve their mutual students; and to create a more successful student community and to agree that positive role models are an important component to growing and strong and diverse student population.

WHEREAS, the Ketchikan Indian Community is a federally recognized Indian Tribe located in and around the community of Ketchikan, Alaska with an interest in fostering the education of youth served by the Tribe and in creating successful future leaders of the Tribe.

WHEREAS, the Ketchikan Indian Community has a vital interest in providing the best education for youth in its community, increasing its high school graduation rate, decreasing its school dropout rate, and providing cultural learning resources and an understanding of tribal values and beliefs that foster a productive student and citizen in the community; and

WHEREAS, KGBSD is a public school district responsible for students in and around Ketchikan, Alaska that also, has a vital interest in educating students to be responsible citizens and creating effective learning environments for students within its district which includes creating positive role models that all students can identify with; and

WHEREAS, the Ketchikan Gateway Borough School District in the best interest of all students to expand the educational options available to students by providing diversity in their recruitment and hiring process pursuant to this Agreement for the reasons cited herein;

WHEREAS, KGBSD and the Tribe have collaborated to create a strong working relationship and students are provided resources from both entities in order to better ensure their successful future; and

NOW THEREFORE, the parties to this agreement find that in order to provide the best educational opportunities for their mutual students, the Ketchikan Indian Community and KGBSD strive and agree to the following understandings:

- I. Object
- II. The object of this Agreement is to memorialize the various understandings between the Ketchikan Indian Community and KGBSD with regard for the requirement and hiring of a diverse and representative body of educators and administrators that reflect the student population more closely. This agreement shall also express a need to diversify the hiring committee to include at least three (3) members of elected council members and/or members of the Tribes

Education committee on any and all selection committees for all KGBSD educators and administrators.

- III. Basic Legal Duties of the School District complies with pertinent state and federal laws applicable to KGBSD, including the requirements cited in their Personnel Policies, regarding KGBSD Restrictions on employment and use of volunteers. Tribal personnel issues and employee relations, shall not be part of this process. Issues affecting tribal self-governance shall not apply to this process. The implementation of a policy of Indian preference will not be a requirement of this process but it is something that we hope the Ketchikan Gateway Borough School District will consider to help facilitate the diversity of the educators in our community.
- IV. This MOU considers the issue of other entities expressing the same interest of participation in the selection of educators and administrators. However, the Ketchikan Indian Communities standing is unique with relationship to their Government to Government relationship with the Ketchikan's governing bodies. As such the Ketchikan Indian Communities standing in the community is equal to the City and Borough Government and creates opportunities of co-equal governance and agreements with other Governments and Governing Agencies. This standing precludes organizations like the Moose Lodge, and other like organizations from making a similar claim for Government-to Government relationships for the development of a Memorandum of Understanding (MOU) or Memorandum of Agreements (MOA's)
- V. This request for an MOU to create inclusion on the hiring committees for the Ketchikan Gateway Borough School District is solely intended to create diversity in our schools for all students. It is clear that the school enrollment population includes 36 percent Native Americans, with a dropout rate of 67 percent. The dropout rate although not quantified, could have a direct relationship to creating positive role models in the Ketchikan Gateway Borough School District. The Ketchikan Indian Community recognizes that this is a long term problem which will require support and positive transformational thinking.
- VI. As part of this MOU, the Ketchikan Indian Community will commit to offering, Higher Education funding for the development of Native Educators that in-turn will be eligible for participation in a hiring and selection process following the KGBSD hiring policies.

Therefore it be further resolved; that,

The Ketchikan Gateway Borough School District and the Ketchikan Indian Community agree and confirm that Diversity in the education of our students is both a positive reflection of our community and will be a contributing factor in creating a learning environment that not only creates roles models for the Native American Population but creates opportunities for all ethnic groups in the Ketchikan Gateway Borough School District to become more familiar and comfortable with authoritative relationships from educators with diverse cultural differences. Also,

All parties agree that it is important to create a selection and hiring committee that reflects the diversity in our schools and communities. With this in mind, the Ketchikan Gateway Borough School District supports the request of the Ketchikan Indian Community's petition to require a responsible hiring practice that includes at least three (3) elected Council Members or Members from their Education

Committee to fully participate in all hires for full time accredited teachers, administrators and future Superintendent who are considered for employment in the Ketchikan Gateway Borough School District.

DATE: 8/9/19

KGBSD. Superintendent

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Ketchikan Indian Community, President