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COMMITTEE REPORT
SENATE

1/29/81

FURTHER: Finance

Date: _____

Mr. President:

HEALTH, EDUCATION AND

The Committee on SOCIAL SERVICES has had SB 119

relating to provision for adequate housing for teachers in the public schools in rural areas

under consideration and (a majority of the committee) (the committee) reports it back with the following recommendations:

- do pass do not pass
- do pass with attached amendments(s)
- replace with CS for _____ same title
 new title
- and recommends _____
- AND attaches a "Letter of Intent" New Fiscal Note
- reports it back without recommendation
- referred to the _____ Committee

MEMBERS SIGNING
DO PASS

Tom Keefe

V. J. ...

...

MEMBERS HAVING
OTHER RECOMMENDATIONS:

Chairman

CHAIRMAN



ASSOCIATION OF ALASKA SCHOOL BOARDS

SUITE 2, 204 NORTH FRANKLIN STREET • JUNEAU, ALASKA 99801 • PHONE 586 1081

April 30, 1981

Senator Terry Stimson
State Capitol
Pouch V
Juneau, Alaska 99811

Re: CSSB 119 (HESS)

Dear Senator Stimson:

The Association of Alaska School Boards would like to have an opportunity to testify on this Bill. We have attached a proposed amendment of the Bill along with our rationale for the amendment.

Thank you for your time and consideration.

Sincerely,

Robert C. Greene
Executive Secretary

RCG/sam
enclosure

PROPOSED AMENDMENT TO CSSB 119 (HESS)
BY THE ASSOCIATION OF ALASKA SCHOOL BOARDS

AASB OBJECTION TO SECTION 3. AS 14.20.030 AS AMENDED IN
CSSB 119 (HESS)

1. Vagueness, Impracticality and License for Abuse

What section 3. really does is make it nearly impossible for school districts to seek redress for teachers who break their contracts. The language of the bill, as it has been revised, is at best questionable in considering how it would work in the everyday world. The Association of Alaska School Boards is strongly opposed to the added last section of the bill!

The new section states that a teacher's certificate may -NOT- be revoked for breach of contract if the board fails to carry-out the duties outlined in this bill, and be able to prove it.

What this means, in effect, is that a teacher could breach his/her contract at any time, if the district does not have proof (like a document signed by the teacher) that describes "the housing circumstance generally and the specific problems in the specific assignment locations of the (School District)" and also documents how and when the district made a reasonable effort to "assist the (teacher) to secure reasonable housing consistent with community norms as to substance and quality at a reasonable cost (including energy and maintenance costs)."

Trying to define all the ambiguous terms in the Bill in a court of law would establish a lawyers' retirement fund. For example, the words, reasonable, community norms, and assist employees could take years and expend large sums of district money to define and litigate.

2. Simply NOT needed, the Legislature has already provided for review of such cases and protection of teachers rights.

In addition, AASB questions why this section has been added, because the Legislature has already established the Professional Teaching Practices Commission (PTPC) to review such cases. The PTPC is a body composed of a majority of

teachers. Consequently, a teacher who is brought before this body for review, is being judged by his/her peers. Rumors that teacher's certificates have been revoked because the teacher breached contract due to teacher housing problems, is totally erroneous. For conformation of this, full information and verification can be obtained from Dr. Charles W. Craig, Executive Secretary of PTPC (Phone 272-9052). A summary of all teacher contract violation cases that have ever been heard by PTPC is available that documents this.

The PTPC is meeting April 29th and will review this legislation. They will also review past cases on the subject and may take a formal position on the Bill.

Legislators should also note that teachers also have redress in the courts. Thus, claims that teachers need this section for protection are unfounded both on the evidence of past history and the actual sources of review and remedy that are available now.

3. Proposed revision of CSSB 119 (HESS)

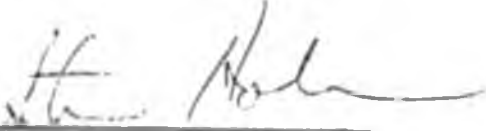
The Association of Alaska School Boards proposes that:

Section 3. amending 14.20.030 , be deleted from the Bill. As a final argument, the Legislature established PTPC as a body of professionals charged with the responsibility to review and police the profession. PTPC, as a professional body, is to establish criteria for ethical and professional performance and contracted obligations and so forth (AS 14.20.450) singling out teacher housing as directive for PTPC, to consider, usurps the power that the Legislature has previously given. In summary, section 3 leads to the question of why have the professionals review and police their own ranks at all.

Department of Education Position Paper on SB-119

The department and the State Board of Education support this bill.

4/9/81
Date


Steve Hole

Policy Studies, Advocates
Copies members files SB 119

Page 4 TUNDEKA DEUMS February 14, 1961



The grinning Cheshire Cat done in stained glass took First Place in the Art Division of the Y/K State Fair competition. The glass art work was done by Tory Fries of Bethel. The wood frame around the stained glass won First Place in the Wood Working Division and was created by Keith Matson.

Photo by Eddie Porter

SOUTHWEST REGION SCHOOLS

RENTAL AGREEMENT

WITNESSETH:

In consideration of the covenants herein contained and in reliance upon the presentation of the tenant, the landlord hereby leases the tenant unit _____ in the building known as _____ located in _____, Alaska, to be occupied exclusively as a private residence by the tenant and his immediate family not to exceed _____ persons for a period of _____ month(s) beginning on the _____ day of _____ and ending at 12:00 p.m. on the _____ day of _____, renewable thereafter from month to month by the payment and acceptance of rent, until terminated according to the terms and conditions set forth herein, at the rental rate of \$ _____ per monthly term, payable by payroll deduction during the full term of this lease at _____, Alaska. The tenant specifically agrees that the rental fee of \$ _____ per month shall be deducted from each monthly paycheck.

1. Rent and Term of Lease. The tenant shall have the right to occupy the premises during the period from _____ to the commencement of the term hereof, under and subject to the same terms and conditions as set forth in this rental agreement. The rental during said period shall be pro-rated and payable in advance. All rules and regulations herein provided for, the security deposit agreement herein provided for, and any application for dwelling lease that may be required of the tenant by the landlord, are made a part of this lease and evidence the entire agreement between the landlord and tenant. Although this lease continues from month to month upon payment and acceptance of the rent, this lease shall terminate on the last day of the month in which the spring school term ends unless the landlord grants a written extension, and notice of termination need not be given by the landlord. _____.

2. Payment of Rent and Charges. The rent is payable on pay day of each month without demand or billing, at the landlord's office which is hereby designated as _____ and shall be payable by deduction from the tenant's paycheck. Charges for partial periods of occupancy shall be computed on the basis of 1/30th of the monthly rate for each day. Each month shall be considered as having thirty (30) days for the purpose of rental computation. The tenant further agrees to pay upon demand all charges arising from the tenant's failure to perform his obligations under this agreement and for all damage to the premises resulting from negligence or misuse by the tenant, his family or visitors. The premises shall include the tenant's apartment, public areas used by the tenant, hallways, storage rooms, and any other driveway or parking spaces as assigned, if applicable, for the demised premises. Any rental not collected as due shall be deducted from subsequent paychecks.

3. Utilities. The landlord shall pay for fuel, electricity, water and sewage.

4. The tenant agrees to pay a \$150.00 cleaning/damage deposit to be deducted from the tenant's paycheck at the rate of \$30.00 per month until paid in full. This deduction is in addition to the amount deducted monthly for the rent and is refundable upon termination if the premises are maintained in good and clean condition. The tenant represents that he/she has inspected the premises and is wholly satisfied with the condition thereof. Any deductions in the cleaning/damage deposit will be determined by the Director of Facilities based upon the conditions of the rental unit.

5. Occupancy and Use. The premises shall be used solely as a private dwelling for the tenant and the tenant's immediate family and for no other person beyond ten (10) days, except with the written permission of the landlord. The tenant agrees not to use or permit to be used the premises for unlawful purposes. Tenant and all persons occupying the premises shall comply with all laws and ordinances affecting the use or occupancy of the premises and with all rules and regulations now or hereafter prescribed by the landlord. Upon the payment of all charges and in observance of all terms of this agreement and the rules and regulations, the tenant shall hold and enjoy the use and occupancy of the dwelling free from any disturbance by any act of the landlord, subject to the provision of paragraph 29. The term "members of immediate family" shall include all persons related to the tenant by blood, common ancestry, or adoption, but in no event shall be greater than the number of deductions claimed by the tenant as a dependent for purposes of the Internal Revenue Service.

6. Landlord's Entry. A tenant may not unreasonably withhold consent to the landlord or duly authorized agent, employee or representative of the landlord to enter the dwelling unit in order to inspect the premises, make necessary or agreed to repairs, decorations, alterations, or improvements, supply necessary or agreed services, or exhibit the dwelling unit to prospective or actual purchasers, mortgagees, tenants, workmen or contractors. Upon providing twenty-four (24) hours' notice, the landlord may enter the premises and these rules and regulations shall constitute the tenant's consent to allow the landlord to enter upon such notice being given. THE LANDLORD MAY ENTER THE DWELLING UNIT WITHOUT CONSENT OF THE TENANT IN THE CASE OF ANY EMERGENCY. In the event of the absence of the tenant, the landlord may enter the premises at times reasonably necessary for the purpose outlined herein.

7. Tenant's Maintenance of the Premises. The tenant shall:

(a) Keep that part of the premises that he occupies and uses as clean and safe as the condition of the premises permits;

(b) Dispose from the premises all ashes, rubbish, garbage, and other waste in a clean and safe manner and shall deposit such garbage, rubbish, and other waste in the manner and at stations as prescribed by the landlord and laws, regulations and ordinances governing the use of the premises.

(c) Keep all plumbing fixtures in the premises or used by the tenant as clean as their condition permits:

(d) Use in a reasonable manner all electrical, plumbing, sanitary, heating, furniture and other facilities and appliances including hallways and entrances to the premises:

(e) Not deliberately or negligently destroy, deface, damage, impair, or remove a part of the premises or any furniture located therein or knowingly permit any person to do so:

(f) Assist and cooperate with the landlord in the care and maintenance of the premises and shall report promptly to the landlord's agent any breakage, damage, or need for repair of the dwelling unit, facilities, equipment, or furniture therein. The tenant agrees to pay the landlord a reasonable cost for all repairs to said premises caused by the tenant's own negligence, the negligence of any person occupying the tenant's premises, or improper use of the premises:

(g) Pay the landlord for any damage to the premises or the furniture or appliances as located therein which is beyond reasonable wear and tear:

(h) Lower the noise level in each apartment so that it is kept to a minimum. Undue noise which results in complaints by other tenants in the building may result in a termination of the agreement by the landlord.

(i) Park all vehicles in designated areas. Vehicles include cars, trucks, trailers, bicycles, snow machines, sleds and boats.

(j) Place garbage inside containers and burn all garbage in designated areas. All burning shall be done in a prescribed manner and in the proper area as set forth in these rules and regulations of the landlord.

(k) Clean up after any animals owned by the tenant.

4. Tenant's Use of the Premises. Tenant shall permit no extraordinary combustible material to be kept on the premises and shall use every precaution to prevent fire, and shall permit nothing to be done that might increase the premium rates of insurance. Dry clothes shall be dried only in those areas designated by the landlord. No washing machines or clothes dryers of any type shall be permitted in the dwelling unit and the tenant agrees to use on the premises only the facilities

furnished by the management for said washing and drying of clothes.

9. Alterations by the Tenant. The tenant shall undertake and make no alterations, changes and repairs and remodeling of the premises and equipment without prior written consent of the landlord.

10. Pets, Signs, Electrical Systems. The tenant shall not keep cats, dogs, or other pets, including fish and small cage birds on the premises without the landlord's written consent. The tenant agrees to keep and maintain the furniture, if any, in good condition. The tenant shall not shake, clean, or hang bed clothes, rugs, mops, dust cloths, electrical cords and so forth from the windows or in halls or on roofs. The tenant shall make no electrical connections to any outlet other than those located in his unit and shall in no way modify the electrical system located in his unit.

11. Guests. The tenant's guests shall not be permitted to remain an unreasonable length of time (as proscribed by the landlord) without prior written consent of the landlord. (Refer to Paragraph 5.)

12. Storage. The storage of all household or other personal property outside the dwelling unit shall be in the manner and in areas as proscribed by the landlord. Such areas shall be used solely for storage purposes. Storage of all recreational vehicles including but not limited to boats, camping units, sleds, motor homes and snow machines shall only be in areas designed by the landlord.

13. Absence from the Premises. The tenant shall notify the landlord of any anticipated extended absence from the premises in excess of two (2) days; however, notice shall be given as soon as reasonably possible after the tenant knows his absence will exceed two (2) days. The tenant shall need to make arrangements for safeguarding from freezing, or vandalizing during absences.

14. Assignment-Subletting. The tenant may not sublet his premises or assign the rental agreement to any other person without the landlord's written consent.

15. Increase in Occupancy. Any increase in the number of occupants of the tenant's household (aside from marriage, adoption or birth) without written permission of the landlord shall constitute grounds for cancellation of the lease.

16. Accidents and Personal Injury. The landlord shall not be liable for any loss or damage to person or property in or around said building or by reason of fire, theft, leakage, bursting, or overflow of any drains or pipes, or any other cause, whether it results in damage suffered by the tenant, his family, his agents, his guests, or any other person. The tenant shall

indemnify and save the landlord harmless from such liability unless such liability is the direct result of the landlord's negligence. The landlord shall in no way be responsible for the negligent acts of any other tenant resulting in the loss or damage of any nature whatsoever to the tenant.

17. Tenant's Inspection of Premises. The tenant has inspected the premises and accepts it as in good condition. The tenant has noted any damages of any nature whatsoever on the tenant's damage report and furniture list executed within twelve (12) days after the execution of the agreement. Failure to execute said agreement shall be deemed an acceptance of the premises.

18. Representations and Waivers. If the landlord, the landlord's agent, or manager, have made any representations or promises with respect to any parts of the premises or dwelling unit, they shall not be valid unless reduced to writing and incorporated within the rental agreement. The tenant represents he has inspected the premise and is wholly satisfied therewith. The failure of the landlord to insist in any one or more instances upon strict observance of any one of the terms hereof shall not be considered as a waiver or relinquishment of such terms in any other instance, but the same shall continue in full force and effect. The rights and remedies given to the landlord under these terms are distinct, separate, and cumulative remedies, and no one of them, whether exercised or not, shall be deemed to be an exclusion of any of the others. All of the covenants, representations and agreements herein contained are deemed to be material, and irrespective of the language used, size of print used, or their position in the lease or other lease documents shall be of equal materiality, and the failure to observe any covenant, promise, condition or rule or regulation issued pursuant hereof shall be deemed a material breach of the lease. All representations, warranties, covenants and agreements contained herein shall be binding upon the heirs, executors, and assigns of the landlord and the tenant.

19. Fire and Casualty. If the premises are destroyed by fire or other casualty, the landlord may cause the damage to be repaired and the rent will be abated for such a period of time as the premises remain untenable, but if the premises are destroyed or so damaged that the landlord shall decide it is inadvisable to repair the same, the lease shall come and terminate, the rental shall be adjusted to the date that such fire or casualty occurred on a daily basis as herein provided.

20. Landlord's Agent. The Landlord hereby designates the Superintendent or his designee as its agent for the collection of rents and as a person authorized to manage the premises to act for and on behalf of the Landlord.

21. Tenant's Notice of Termination. The tenant hereby recognizes he is obligated to pay rental for the full term.

22. Tenants Belongings - Abandoned Property. Unless otherwise agreed in writing, on termination of a tenancy including but not limited to a termination after expiration of the rental agreement or by surrender or abandonment of the premises, the tenant has left personal property upon the premises and the landlord deems the property valueless or such little value that the cost of storing and/or disposing of the property would exceed the amount realized from the sale, the landlord may then dispose of the property as the landlord so elects. In all other instances the landlord has the option of either storing the property at the tenant's costs of his expenses or disposing of the property in a reasonable manner. Tenant agrees to the disposition of the abandoned property as set forth in the foregoing section. The landlord shall not be held to respond in damages to any action by the tenant claiming loss by reason of the landlord's decision, destruction, disposition or sale of the property. Abandonment means the tenant has left the dwelling unit and his personal belongings therein and the tenant has been absent for a continuous period of thirty (30) days or longer. In the event that the tenant leaves personal property, the landlord may notify the tenant of the landlord's demand that the property be removed within the dates set out in said written notice (but not less than 15 days after delivery or mailing of the notice at the last known address of the tenant) and if the property is not removed within the time specified, the property may be sold at a public sale provided by law. The landlord may dispose of perishable commodities in any manner he considers fit. The tenant agrees at all times to provide the landlord with local address as well as a forwarding address.

23. Rules and Regulations. The tenant agrees to comply with all the current rules and regulations, together with any subsequent rules and regulations which may be adopted by the landlord for the general benefit of all tenants. Any violation of these rules or any one of them shall be cause for termination of the rental agreement at the option of the landlord.

24. Tenant recognizes that his use and enjoyment of the premises are contingent upon his continued employment with _____ School District. Should tenant's employment with _____ School District cease for any reason or should tenant be placed on the status of suspension with pay, this lease shall be terminated and upon demand from the landlord, tenant shall vacate the premises within forty-eight (48) hours.

25. Tenant recognizes that his use and enjoyment of these premises are incidental to tenant's provision of educational services as an employee of _____ School District and that under Alaska Statute 34.01.330, the Alaska Landlord/Tenant Act does not apply to this lease.

26. A tenant involved in legal action concerning district housing will be required to take personal leave if the legal

action requires the tenant to be absent from assigned duties.

27. Tenant shall not pursue any business on the premises, including babysitting, sales distribution, commercial hunting or fishing without the written permission of the landlord. A violation of this clause shall terminate the lease at the landlord's option. Permission to pursue one type of business shall not be construed as permission to pursue any other type of business. _____.

28. Breach of Agreement. If the tenant shall fail to keep or perform any of the covenants or agreements herein contained or to observe all rules and regulations supplied with this agreement, the landlord may deliver a written notice to the tenant specifying that the lease will terminate twenty (20) days after the receipt of the notice. If the breach is not remedied within ten (10) days, the lease is terminated as provided in the notice. If the breach can be adequately remedied by repairs or payment of damages or replacement of furniture or otherwise accomplished before the dates specified in the notice, the lease will not terminate. In the absence of due care by the tenant, if substantially the same act or omission which constitutes the prior breach for which notice was given recurs within six (6) months, the landlord may terminate the lease upon ten (10) days' written notice specifying the breach and the date of termination of the rental agreement. The tenant agrees that this rental agreement constitutes a continuing demand for rental on each pay day during which it remains in effect. _____.

29. The tenant recognizes that the landlord may assign other persons to reside in the unit as tenants. The fact that tenant may not be sharing the premises with another tenant at the time this lease is executed does not invalidate landlord's right to assign other tenants to the premises if the housing needs for school district employees requires assigning additional tenants to the premises. _____.

30. Should any provision of this lease be declared illegal by an Alaska court, the other provisions shall continue to have full force and effect.

IN WITNESS WHEREOF, the parties have executed this agreement the day and year first above written.

SCHOOL DISTRICT

By _____

Tenant _____

ANNETTE ISLANDS SCHOOL DISTRICT

P.O. BOX 7

METLAKATLA, ALASKA 99926

(907) 886-6332
Supt. Office

(907) 886-4121
Elementary School

(907) 886-6000
Jr. - Sr. High School

February 18, 1981

Dear Legislator:

I am writing about concerns that I have in regards to problems with teacher housing in Alaska rural schools. For example, the past two years since I have been superintendent at the Annette Island School District we have had to hire only single teachers, or at least married teachers with no children, for the last 3-4 job vacancies because living quarters are so limited.

Further housing is so restricted in the Town of Metlakatla that one fifth of our faculty have to live 8 miles out of town, over a very primitive road, in old Coast Guard quarters. We do not get as full service from these teachers as from those who live right in town. Informal surveys show they are in the Classroom preparing less time and they participate considerably less in school -Community activities.

The 1980 Alaska legislature passed Bonding Proposition G to allocate \$1,000,000 toward the construction of teacher housing in Alaska School Districts (see attached). This money has been turned over to the Department of Transportation but nothing has been done with it to date.

It seems to me that a good way to use this \$1,000,000 to help alleviate the teacher housing shortage is to provide each school district with 3-4 housing units. Then the rent money generated from these units could in turn be used to maintain and increase the number of teacher housing units in the District.

We want to keep good teachers in our district and to have them housed so that they are able to contribute to their full potential. I believe that the funds allocated through Proposition G can help us solve our acute housing problems, and would appreciate your response to my suggestion. Also, the legislative intent needs to be clarified because the legislation states "Statewide" teacher housing. Does this mean Anchorage, Ketchikan and other city districts are to be included?

Sincerely,
Annette Islands School District

Larrea Rocheleau
Larrea Rocheleau, Superintendent

March 27, 1981

Senator Terry Stimson
Senate Office
State Capitol Building
Juneau, Alaska 99811

Dear Senator Stimson:

The Bettles Community School Committee wishes to express its support for both SB-119 and SB-23.

SB-119: At the beginning of the 80-81 school year, we were faced with the problem of providing housing for a 3rd teacher. Since the funding for such housing was not available through the district, it fell upon the community to find a solution. The problem was resolved on a temporary basis with no guarantees for the 81-82 school year.

The Department of Transportation restrictions on leasing airport land to individuals for housing plus the fact that all native land is still in trust with the state have only added to the problem. This may make the situation in Bettles unique but it's doubtful.

If competent teachers are to be attracted to the outlying areas, adequate housing has to be available.

SB-23: Having just reviewed and approved the local site budget for the 81-82 school year, we are acutely aware of the impact inflation is having on educational spending.

While overall budget figures increase, the end result, which should benefit the students, seems to decrease.

An increase in the instructional unit will provide the funding for more and better services and supplies for our children.

Please copy and distribute this letter among your constituents as you see fit or, if you feel that a copy from us will have a greater impact, please contact us.

Sincerely,
Bettles Community School Committee
General Delivery
Bettles, Alaska 99726



Dean M. Morris
Secretary

GALENA CITY SCHOOL DISTRICT

GALENA, ALASKA 99741
PHONE (907) 656-1247 1205

SUPERINTENDENT'S
OFFICE



March 12, 1981

The Honorable Terry Stimson
Alaska Senate
Pouch V
State Capitol
Juneau, Alaska 99811

RE: Senate Bill 176

Dear Senator Stimson:

The School Board for the Galena City School District has directed me to let you know that they support this bill because housing has become a very grave problem and will lead directly to the quality of teachers and education that will be coming out of Alaska and particularly the bush areas.

As you are aware, the Galena City School District has the same housing problems as does the REAA's. Thus, the board would like to be added specifically to this bill and other city districts that have the same housing problems as the REAAs.

We realise that this bill has been referred to committee.

Thank you for your consideration.

Sincerely,

Harry E. Purdy
Harry E. Purdy, Superintendent

HEP/cmj

4/17

Dinner - at John's
Pat Riley - Senate Judiciary
Charles P... - Senate HESS
Don Clark... - Home BLESS
C... - FBI

Karen Kallen
Arliq School
Akiak, Alaska 99552
April 8, 1981

Terry Stimson
Pouch V
Juneau, Alaska 99811

Dear Mr. Stimson:

I am currently teaching in Akiak and have experienced quite a ridiculous situation regarding teacher housing, or, more appropriately, the lack of it. I have just heard that you are introducing a bill concerning this so I'd like to give you an awareness of the general situation in Akiak as well as my extreme one. I hope this gets to you in time to help.

I arrived in Akiak in early November to teach grades 5-7. I had been student teaching at Mikelnguut Elitnaur at in Bethel. I was brought to Akiak to interview with the principal/teacher for the job. Being aware of the housing problems, and, having moved three times in the three months I was in Bethel, I asked about housing. Lillian Liaban (as a member of the ASB and the village corporation, Kokarmiut's board), Carlton Kuhns, the principal/teacher and Sharon Igou, the village principal all assured me that the houses the corporation was building would be completed "within two-to-three weeks" and that housing would be available for me at that time. Eased on this promise (which I was assured I could count on), I accepted the position in Akiak. I came to Akiak expecting to "rough it" for about three weeks.

I spent the first couple of weeks camping out on my classroom floor. My principal was uncomfortable with this. Since there had been no work done on the corporation houses, he encouraged me to move in with the contract school teacher (as a temporary measure only). I did this. I paid \$175.00 dollars a month for use of a dingy bedroom which remained below freezing temperatures even with the heater going full force. (My dog's dishpan of water would freeze solid in less than twenty minutes.) I remained there until Christmas.

Since nothing had been done on the corporation's houses, I tried to find my own accommodations. I went across-river to check out the old buildings. I found some I thought I could make liveable. I was told I needed Albert Kvamme's permission to fix any of them up. When I asked him for permission, he said he would fix up a storage shed on his property if I would buy a stove (since it was "too cold to work"). So, I spent just over \$100.00 on a stove and stove-pipe and agreed. I was feeling desperate.

By January, nothing had been done there. My stove and pipe just sat. The corporation houses showed some work but many parts were still lacking. At that time, the other elementary teacher and her partner requested that I move in with them. I was promised that I could count on it through May 15, 1981 (our last teaching day). So, I paid \$200.00 a month to live in a tiny room (6'x9') in a building that had no insulation on the floor. Our heat was an Army-Navy wood space heater, when there was wood. Since I didn't have a sno-go or

chainsaw, I was limited as to how I could get a reasonable quantity of wood myself. When I moved in, I had been promised heat. When the heat was out, my roommates just stayed with family (in a warm house). My alternative was the classroom floor. Before the month was out, this teacher's partner decided he really didn't want to share with anyone. I was given a 2½ days notice to move out. I argued for at least a full month since they wanted a month's rent and they went along with it. This gave me 10 days to locate housing.

During the time I had moved in here, the principal/teacher was evicted (because the family was returning; they still haven't returned). He moved into one of the corporation houses. A teaching couple who had been made homeless (by the teacher and her partner I shared with in the preceding paragraph) during Christmas vacation moved into the other house that was built. Neither house was completed at the time. But, they were "liveable". (I understand that they are paying reduced rent until they are finished. They are all satisfied with this agreement.) So, once again, I was left to find housing where there was none.

I was sent on a wild goose chase to get permission from a woman in Kwethluk to fix up a cabin on the far side of the river. I got her permission and began work on the house only to find out that her family sold the property in 1954 and the people who sent me to her knew all the time that she had no claim on the place.

Feeling very frustrated and very desperate, I ordered a wall tent and got permission from the corporation to put it up on some of their land. The next day, they changed their minds. The reason I was given was that it would give Akiak a poor name if the teachers lived in tents. When I asked where I was supposed to live, the mayor and the City Council decided to lease me the jail. (I insisted on a lease because I was tired of people "changing their minds".)

On February 9, 1981, I moved into the Akiak City Jail. This is a plywood structure about 16' square divided into four cells and a main room. There is no insulation on the floor or ceiling as far as I can tell because they were ice coated for several weeks. The heat source is a wood space heater. I was responsible for getting wood. By then, I had had the foresight to acquire a chainsaw and I borrowed a teacher's snow machine. Because it is all plywood and so cramped (16X16 divided is very different from an open room that size), it is a real fire trap. The only way in or out is past the stove. There were no beds, shelves, honey buckets, water buckets etc. I just rented the bare place. So, I proceeded to spend most of my next salary building the needed things (lumber is expensive in the village) and buying the rest from Bethel. Since my lease was signed through the last day of school, I thought I was safe. Not so. I was told in the beginning of March that the City Council had changed its mind and my lease didn't mean anything. After several days of being hassled, I was told that, for the time being, they would let me stay. At that time, I wrote Representative Vaska of my distressing plight. All my anxiety proved warranted; on April 2, 1981, I was once again told that I would have to move by the 15th. At this point, we are at a standstill. I was finally pushed far enough to risk polarizing my position with the village. I sent a letter to the Council informing them that I did not believe anything they said since it seemed no one ever had the authority to tell me the truth. If they wanted to change anything, I told them I expected it to come in proper legal format as I had a legal lease and would sue for breach of contract if I had to. I sent a letter to each of our ASB members appealing them

for help along with a carbon copy of the letter to the City Council. I have gotten no formal response. Rumor has it that I will be left alone for the duration of the lease. Who knows? If I am not, my only option is to camp out (either literally or in the school). There is NO place in Akiak that anyone will rent. If I break my contract on the grounds that I cannot teach if there is no place for me to live, I understand that the District will probably see to it that my teaching certificate is revoked. It does not appear that anything is resolved for next year. Perhaps the corporation will build more houses. Even if they do, it appears likely that they may be under construction for at least half of the school year. It is not my nature to be so cynical. That is what I have learned this year. No doubt, some of it rubs off on my students. How many times can they see you in tears and get "I don't know" to their questions of "Why do they do this" before they start to mistrust? Apparently there are a lot of people in Akiak who want me here. However, they do not hold the political power to do what is necessary for me to return--make sure I have housing I can count on. How does the high rate of teacher turnover affect our children? I think a lot. I was asked every day for my first two months if I was staying. If I went to Bethel, the kids all worried that I wouldn't come back. Should children be burdened with this? They ask because they have gone through several sets of teachers in the past two years. Some of them did not stay the full teaching year. There was a vacancy in November because "no one in their right mind would want to go to Akiak". Why not? The only complaint I have is related to housing. But, it is serious enough so I doubt I'll be back.

I am not the only teacher to suffer housing troubles here. Mine has been the most extreme. Perhaps because I will bend over backwards until I am at the breaking point. The teaching couple that lost their right to a home during Christmas were living in a cold building for \$400.00 a month. In addition, heating oil ran them \$85.00 every 8-10 days depending on how cold it was. That is most of a teacher's salary. For that, the house was never comfortably warm except right next to the stove.

They lost their "right" to the house because the landlord's son is partnered up with another teacher. The landlord got tired of them living in his house. So, he decided he would rent his place to his son's girlfriend. After all, she's a teacher and can pay the expenses. That particular building was shared by five teachers at one point. There are no separate rooms in it. That's very close quarters for non-related strangers (which the teachers were at the beginning of the school year) by anyone's standards, don't you think? There is always the theoretical question of whether that teacher would have "shacked-up" with this guy in the first place had she had a home. That will remain unanswered.

I came to Akiak to teach children. I like the village (except for the politics which affected my ability to live in a set place for any length of time), the people and, especially the children. A teacher needs to be in a good frame of mind to give their "all" to their students. The children here certainly need that much. They are sorely lacking in many skills. Needless to say that, despite however good a job I have done, it would have been substantially better if my energies had been free to devote to my students instead of into housing and politics. All that time was tirg away from the kids. There is never any way to make that up. Many people seem surprised that I put up with so much for so long. It isn't surprising when you realize that the children weren't responsible.

They were the victims even more than I was. That is the saddest thing about this mess. Whatever they missed, is lost. You can never remake a moment. You can only work with what is here now. Those children have lost a lot of moments with a lot of different teachers for the same unnecessary energy drains.

Since there is no room in my classroom for all the books and teaching supplies I shipped here, they sit in stacked cartons. There have been many opportunities for true learning when a child got motivated and there were not materials in the school. I had to know that if I only had time to get all those boxes unpacked, someplace in there was just the right book/material for that child. That is a painful awareness for a teacher. The child is the one that misses out. That is the bottom line.

I am typing this out in a hurry in case it does you any good. There are many details which have been omitted. If this seems a bit disjointed or if I miss my typos, it's because I'm tired of spending so much time on housing. I have lots of schoolwork to do. Once again, I've spent all my after school time on housing. My night will have to go to the readying of materials. Teaching, especially under these conditions, is the better part of a 24-hour a day job. That takes its toll physically too.

If I can answer any questions or give you any better glimpse of teacher housing in the bush, let me know. Better yet, come see for yourself. You are welcome to stay at the Akiak City Jail provided it is still my home.

Thank you for your efforts concerning teacher housing and anything you try to do on homeless teachers' behalf.

Sincerely,

Karen Kallen

MAJOR ADJUSTMENT PROBLEMS OF THE NEW TEACHERS
AS IDENTIFIED BY REAA SUPERINTENDENTS

	Number of Times Mentioned
<u>Community and Location Factors:</u>	
Coping with isolation--the lack of services, social activities, transportation and communication	9
Living in poor, inadequate housing	7
Coping with the high costs of living and travel	2

THE MOST DIFFICULT ADJUSTMENTS AS IDENTIFIED
BY THE NEW TEACHERS

	Number of Times Mentioned
<u>Community and Locational Factors:</u>	
Coping with isolation--the lack of services social activities, transportation and communication	16
Living in poor, inadequate housing	4
Coping with the high costs of living and travel	3

RANDOM PASSAGES ON RURAL HOUSING:

The following passages have been taken from the Doctoral Dissertation by Dr. David Dickerson entitled: "Orientation Needs of Newly Hired Teachers in Rural Alaska:

"In the rural areas, housing is generally in short supply and substandard in comparison to what most teachers are accustomed. Overcrowding is a common situation as two or more families share a single family dwelling. Frequently a family may have to share its quarters with a single teacher. In some instances the teacher(s) may actually have to live in the classroom for an extended period, cooking on a hot plate, using the school toilets, and sleeping on the floor in a sleeping bag.

As most rural communities lack public lodging facilities it often befalls the teacher(s) to accommodate short term "guests." These "quests" are medical and other specialists, school maintenance and administrative personnel, and resource teachers who travel to the villages to perform their duties. Such "quests" must often share the teacher and/or school facilities."

"Forty-seven percent of the 70 respondents indicated they resided in school district housing. Of these, ten percent lived in apartments that were in the school building. Another 21 percent lived in other district owned housing and 16 percent were in units that were leased by the district and sublet to the teacher.

Only ten percent of the new teachers were living in their own house. Twenty-nine percent were renting from private sources and 14 percent indicated some other arrangement. Examples of the other category included living in military facilities or sharing a place with another teacher.

Most of the land in rural Alaska is owned by the government, either federal or state, and by Alaska Natives. There are only a few instances where parcels are for sale. Consequently private home ownership is not an option that is readily available to REAA teachers in most areas. Teachers are for the most part renters."

THE MOST STRIKING FEATURES OF THE COMMUNITY THAT
WERE UNANTICIPATED BY THE NEW TEACHERS

Negative Features	Number of Times Mentioned
That the town was flat and dusty and there were no trees or mountains nearby.	4

The filth and garbage in and around the school and the town.	3
The low quality of housing and lack of conveniences.	3
The complete isolation and lack of communications with the outside.	3
That there was no housing that could be bought to live in.	1
That the teacher housing was such a disgrace.	1
That things were so crude. (Bad language, poor treatment of whites, a lack of knowledge of the world, and the low academic standards)	1
That 1/4 of my freight, including groceries for the year had been stolen before I arrived, and the fact that mail is considered delivered when it is pushed off the plane at the airport.	1
The lack of water in the town.	1
That the town looked like a small town slum. The two groceries looked like houses, not like stores.	1
The total lack of organization in people's lives.	1
The high rate of crime and drug use among young people. Also, the corrupt officials.	1
That there was such a dichotomy between Indians and whites.	1
That non-Natives were excluded from services of the health clinic.	1
The amazingly high cost of living.	<u>1</u>
Total	24

RANDOM COMMENTS ON ADEQUACY OF RURAL TEACHER HOUSING:

On February 24, 1981, Senator Terry Stimson requested information regarding rural teacher turnover from the Rural Education Attendance Areas of the State of Alaska. Below please find excerpts from some of those responding:

"Teacher turnover is, indeed, an important factor in the lack of continuity and other problems which have plagued rural Alaskan schools for years. The absence of adequate housing is certainly a significant factor in teacher turnover."

Aleutian Region School District

"By examining the teaching locations of those sites that experience high turnover it is a fact that these locations have inadequate teacher housing. There is a direct correlation to school sites with inferior teacher housing and high turnover, likewise, stability where adequate housing is provided."

Bering Strait School District

"As you are aware, teaching in a small rural community is a high stress occupation and "burn-out" is a very real hazard. It can occur under the best of conditions but poor working and living conditions certainly are part of total job satisfaction."

Iditarod Area School District

"The reasons for termination, transfers, etc. are given as poor housing or no available housing, personal, positions elsewhere, and pursuing other interests"

The Lake and Peninsula School District

RURAL TEACHER TURNOVER

<u>School District</u>	<u>1977-1978</u>	<u>1978-1979</u>	<u>1979-1980</u>
A	22%	25%	21%
B	33%	37%	34%
C	30%	75%	53%
D	62%	50%	68%
E	0	40%	75%
F	63%	39%	50%
G	39%	28%	30%
H	32%	27%	9%
I		31%	49%
J	22%	16%	34%
K	25%	16%	28%
L	28%	19%	25%
M	23%	23%	15%
N	38%	46%	30%

The above percentages include transfers, terminations, resignations, etc.

INTERESTING RURAL ACCOMMODATIONS:

"Our most bizarre housing dilemma at present is the lady teaching in Akiak who is forced to live in the jail--but she smiles: "They did give me a lease!"

This noteworthy piece of information on rural housing comes from a personal communication to Senator Terry Stinson from Ms. Rose Charles, a teacher at Kilbuck School in Bethel, Alaska.

LKSD Teachers Ratify Contract - Housing Still an Issue

By more than a three to one majority, the teacher-members of the Lower Kuskokwim Education Association have ratified the negotiated contractual agreement with the Lower Kuskokwim School District.

The votes approving the teacher's new three year contract were counted on Tuesday afternoon by Dennis Cline, Connie Sauterbin and Judy Whitaker.

Although approved by a "sizeable" margin, LKEA President Allan Wintersteen noted that there were many comments written on the ballots regarding the last hotly debated during the bargaining talks: that of teacher housing.

While generally pleased at the settlement, Mr. Wintersteen expressed his concern about the scope of the teacher hous-

ing problem that still confronts the two negotiating parties. "We still have a sizeable task before us... that is, to give every teacher their right: adequate accommodations in the villages where they work and live."

Mr. Wintersteen went on to explain that the LKSD understands the problem and will be addressing it in the immediate future. "The school district has already recognized, at the table, that they have a moral and ethical responsibility to provide a decent living space for teachers," he said.

Recognition by the LKSD of that "moral and ethical responsibility" is incorporated in the newly ratified contract. Although no financial agreement or subsidization of teacher housing is included in the pact,

the LKSD has agreed to make a "concerted effort" to help new teachers in the district find proper housing.

Mr. Wintersteen added that the LKEA will be working with the school district to solve those housing problems for new teachers. He said that the LKSD has committed itself to identifying all housing prospects in each village where there are teacher position vacancies.

On their ballots, however, many teachers expressed serious reservations about the school district's ability to deliver on their promise to help the teachers with housing. "Concerted effort," said one teacher, "is a farce! My experience with the administration of this school district dictates that the statement 'will make a concerted effort to find housing' (as per the negotiated agreement) means little or nothing as far as assuring a teacher of a liveable dwelling. A liveable dwelling is not a privilege, but a right that should be afforded to all teachers working in this district."

Another teacher blamed the high staff turnover rate on inadequate housing in the bush. "When you start talking about teacher burn-out, the struggle to attain the necessities for existing is the reason, not school classes or functions."

Mr. Wintersteen said that just about all those who wrote comments on their ballots mentioned the perceived inadequacy of teacher housing in the school district.

He added that he learned from LKSD Business Manager Gene Dodd, that the teachers' March paycheck will probably reflect their retroactive pay increases, from the beginning of the school year, in September.

In addition, he said that since the district is now paying for complete family health coverage, there will be a reimbursement to those teachers who had been paying for their spouses' and childrens' coverage.

Corporate Taxes? Royalties? Off-Shore Leasing? Employment?



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