



September 3, 2025

Dear Ms. Young,

Thank you for your correspondence regarding your concerns. I want to acknowledge receipt of your letter and address the four suggestions you outlined.

1. Independent Criminal Investigation

Both the previous Interim Superintendent and I—not the prior principal—have already investigated this matter in accordance with Sitka School District’s complaint process (AR 1312.1). That process specifies that if a complaint remains unresolved after review by the principal or immediate supervisor, it is referred to the Superintendent, whose decision is considered final. While you may not be aware of specific outcomes, please understand that any personnel action must remain confidential under BP 4112.6. In addition, this matter has been investigated twice by the Professional Teaching Practices Commission and has also been reviewed by local law enforcement, per your independent request.

2. Mandatory Ethics and Accountability Training

The District already maintains a Code of Ethics policy (BP 4119.21) which requires all staff to adhere to professional standards of conduct, including compliance with state and national laws. This policy, along with existing state regulations, provides a framework that addresses ethical and criminal misconduct. Training and reinforcement of these expectations are part of our ongoing professional development efforts, which include the use of the EasyBiz account and mileage for those using that account.

3. Formal District-wide policy for criminal activity

BP 4119.21 and AR 1312.1 already provide mechanisms to address misconduct, including disciplinary action and allows for reporting to the Professional Teaching Practices Commission or other authorities as deemed suitable.

4. Audits and Oversight of Alaska Airlines Accounts

As you note, there were past issues of limited account access. At present, however, multiple staff members now share oversight of the Alaska Airlines mileage account, and the District maintains continual monitoring to ensure accountability and proper use.

Finally, I must remind you to follow AR 1312.1 that all complaints should be sent to the direct supervisor first and if the response is not suitable it should be brought to the Superintendent. The Superintendent’s decision is then considered final unless the complaint is specifically against the Superintendent. Please send any future complaints regarding any staff directly to their supervisor.

Thank you again for bringing your concerns forward. The District remains committed to transparency, accountability, and the responsible use of public funds.

Sincerely,

Dr. Deidre Jenson

Superintendent, Sitka School District