



Office of the Tribal Council

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Board of Education

Ketchikan Gateway Borough School District (KGBSD)

We appreciate the recent collaboration between the KGBSD School Board and Ketchikan Indian Community (KIC) Tribal Council. The important steps we have taken to formalize this relationship is strengthened through the passing of the Memorandum of Understanding (MOU) for equitable hiring practices. We look forward to continuing to do what is best for the youth in our community.

The Ketchikan Indian Community Tribal Council proudly represents over 6,000 Native citizens and, on their behalf, we submit this letter as an official notice of a Vote of No Confidence in Superintendent Beth Lougee. We write this letter after much discussion and contemplation. We live in a small community and do not seek retaliation, overt or subtle, to fall on any of our KIC citizens.

Ms. Lougee has tested our confidence to adequately lead our community public schools, of which Native students make up 35% of the total student population. During her short term as Superintendent, we have witnessed numerous instances where she has treated our Native teachers, staff and parents with little regard or respect. This indicates to us that she either lacks interest in building positive relationships with community members or more plainly, she simply does not care about cultivating a positive relationship with the Native community.

The following are some, but not all, of our concerns:

- Ms. Lougee's failure to work with KIC Tribal Council, citizens, families, students, parents and Ketchikan Native Education Parent committee is a major obstacle and trust has been severed. A working relationship no longer exists.
- Ms. Lougee does not utilize diverse hiring committees, stakeholders, and decision-making groups. KIC citizens are often left out of these meetings and decision-making opportunities. It is vital that our input and viewpoints are included when making decisions that will affect our community.
- Ms. Lougee has demoted and transferred staff with no cause or explanation resulting in distrust and confusion. These questionable actions could be considered undeserved punishment.

The negative treatment received by KIC citizens employed by KGBSD, compared to other employees is noticeable in our community.

- A No Confidence petition for Ms. Lougee has been signed by over 600 citizens. This petition should have been given more weighted consideration in the evaluation of Ms. Lougee.
- The recent picture of an Alaska Native teacher sitting on the floor with no desk was a shocking injustice. Is this the action of a superintendent that the school board wants to condone?
- Instead of being accountable for her own decisions, Ms. Lougee attributes her poor choices to other employees.

We come to you with an open heart and understand the factors that build and sustain a relationship of trust. Our children are our legacy and we all share responsibility to ensure that our students receive the best possible education.

The Superintendent is your only employee and you are her supervisor. This is the first time in the Tribe's history that we have written a No Confidence letter about any public servant. We do not take this lightly. We remind you of your responsibility to all the children and parents in this community.

Respectively,



Norman Skan
President



Donna Frank
Treasurer



Judy Leask Guthrie
Secretary




Gloria Burns
Elected Member



Randy Williams
Elected Member



Lloyd Ruaro
Education Chairman



Chas Edwardson
Elected Member

Marcie Fields
Elected Member