



Rilke Schule German Immersion School
Bylaws
7th Amendment

Adopted by the Academic Policy Committee
October 17, 2024

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ARTICLE I: Name, Purpose, Office, Statute and Code, Fiscal Year, and Governance

SECTION 1. Name

The name of the organization shall be *Rilke Schule German Immersion School* and shall hereinafter be referred to as “the school”.

SECTION 2. Purpose

The purposes for which the school is organized are determined by the Academic Policy Committee (hereinafter APC) and described within these bylaws.

SECTION 3. Office

The principal office shall be at the facility of the school, located within the Municipality of Anchorage.

SECTION 4. Statute and Code

The school shall operate in accordance with the laws and statutes of the State of Alaska.

SECTION 5. Fiscal Year

The fiscal year of the school shall coincide with the fiscal year of the Anchorage School District (hereinafter ASD), July 1 through June 30.

SECTION 6. Governance

The school shall be governed by the APC.

ARTICLE II: Academic Policy Committee

SECTION 1. General Powers

The affairs of the school shall be managed by its APC. The APC shall be a single body. In addition to governing and supervising all aspects of the school, the APC shall fulfill the duties prescribed in AS 14.03.250 Establishment of Charter Schools and as set forth in these bylaws and shall perform the following functions, including, but not limited to:

- a. Ensure the fulfillment of the mission of the school as stated in the Rilke Schule German Immersion School – Anchorage School District contract.
- b. Uphold the mission statement as stated in the Rilke Schule German Immersion School Anchorage School District Charter, June 22, 2015 and approved by the State of Alaska in 2015. It shall oversee accountability in academics, legal/risk management, finances, operations/maintenance, capital budgeting issues of the School and as otherwise permitted or required by above-mentioned contract or by law. The mission statement of the school is “*Provide a culturally enriched, German immersion learning environment with a focus on academic excellence and student success.*”
- c. Promote professional conduct in accordance with ASD policies and union contracts.

- d. Contract with a Type B certified administrator or as otherwise qualified.
- e. Solicit, review, establish and approve contracts.
- f. Review any parent, teacher, or staff concerns as outlined in the APC's Complaints policy (Rilke Policy 005 – Complaints).
- g. Review and rule on any other questions, issues, or policies that may arise from time to time, to the extent permitted by law.
- h. No member of the APC shall act on his/her own in the name of the APC unless so authorized by these bylaws or by resolution of the APC.
- i. Establish and maintain policies for the strategic governance and efficient operation of the school. The APC is the only body authorized to establish school policies. These policies may not be less restrictive than ASD, state, or federal mandates. The principal or his/her designee shall create school procedures as applicable to execute the policies established by the APC.

SECTION 2. Members of the Academic Policy Committee.

The APC shall be comprised of APC officers and APC members. Both shall make up the APC board. According to AS Sec. 14.03.250(a), the APC shall consist of parents of students attending the school, teachers, and school employees. The definition of Parent can be found in AS Sec. 14.03.290(4).

- a. The APC shall consist of nine (9) elected members. It will include seven (7) members that are parents and/or community members, and two (2) that are teachers or school employees (not including the principal).
- b. The principal of the school shall serve as a non-voting member.
- c. The APC may invite others to serve on the APC as non-voting guests of the committee from time to time.

SECTION 3. Voting Members

All elected APC members are eligible to vote on all issues; however, the two (2) employee representatives may not vote on matters of personnel, staffing, or principal contracts. All members must recuse themselves if there is a real or perceived conflict of interest.

SECTION 4. Term

The length of the term of all elected members of the APC shall be three (3) years. These terms shall be staggered such that three (3) seats, A, B, and C, will be elected in one year; the following year, seats D and E will be elected, and then the remaining seats F and G will be elected in the third year of the cycle. After the third year the cycle repeats itself. Elections to fill these seats will be held in conjunction with the annual meeting as outlined elsewhere in these bylaws.

The length of the term of the two (2) teacher or school employee representatives shall be two (2) years. The employee representative position terms are staggered for re-election annually with elections in October and April. The length of the term for the principal shall run concurrent with the term of contract/employment.

SECTION 5. Term Limits

There is no limit to the number of terms an APC member may serve. However, no individual may serve more than two (2) consecutive terms as an APC member. A partial term is not considered a single term, without regard to duration.

SECTION 6. Vacancies

- a. Any parent/community member vacancy occurring on the APC shall be filled by a majority vote of the remaining parent/community members of the APC and shall be elected for the unexpired term of his or her predecessor in office. No vacancy shall continue for longer than two months or until the next annual meeting of the APC, whichever occurs first.
- b. Any staff member vacancy occurring on the APC shall be referred to the principal to conduct a staff replacement election, and shall be elected for the unexpired term of his or her predecessor in office. No vacancy shall continue for longer than two months or until the next regularly scheduled vote for that position, whichever occurs first.

SECTION 7. Compensation

Members of the APC shall not receive monetary compensation for their services on the board.

SECTION 8. Resignation

Any APC member may resign at any time by giving written notice to the chair or secretary of the APC. Such resignation shall take effect at the time specified therein or as otherwise negotiated by the APC and the acceptance of such resignation shall not be necessary to make it effective.

SECTION 9. Removal

APC members are expected to attend all regular APC meetings. A request for an excused absence from a meeting must be communicated to the APC chair and secretary not less than 72 hours in advance or as soon as it is known, whichever is later. The APC may remove any APC member who has three (3) unexcused absences during a term. Furthermore, failure to adequately perform one's duties as required by the position or failure to abide by the Code of Ethics may lead to removal from the APC. Removal shall require a majority vote of the voting members of the APC.

SECTION 10. Conflict of Interest

- a. An APC member (voting or non-voting) shall disclose to the chair and secretary all real and perceived conflicts of interest. APC members with a conflict of interest may not act in matters in which they have a substantial and material

interest. A majority vote of the APC will determine if the conflict warrants recusal.

- b. Conflict of Interest Defined. An APC member shall be considered to have a conflict of interest if the individual or a member of their immediate family:
- i. has an economic interest in a transaction which is the subject of proposed action by the school and the economic interest is adverse, competitive, potentially adverse, or potentially competitive to the interest of the school;
 - ii. is a member of or holds a significant interest in another entity that is the subject of the proposed action by the school;
 - iii. is an officer or manager of another entity that is the subject of the proposed action by the school; or,
 - iv. is a party to or a potential party to threatened or pending litigation or administrative proceedings in which the position is adverse to that of the school.

However, a member does not have a conflict of interest where the interest of the member or his or her immediate family is no different than that of the APC.

- c. Determination of Substantial and Material Conflict of Interest.

When an APC member has a potential conflict of interest on a matter, the member shall notify the APC board before the board considers the matter. This report shall be recorded in the minutes of the meeting of the APC.

Ultimate authority for determining the existence of a conflict lies within the powers of the APC to determine by majority vote. An APC member with a possible conflict of interest may answer questions posed to him/her by the other members of the APC, but shall leave the meeting while the disinterested members discuss and vote on the issue.

The board may void an action of the APC when the action included participation of a member with a conflict of interest, upon a showing that (i) the vote of the disinterested members present at the meeting and voting would have been insufficient to take the challenged action without the inclusion of the vote of the member who had the conflict, and (ii) the action taken was unfair to the school.

ARTICLE III: Officers of the Academic Policy Committee

SECTION 1. Officers

The officers of the APC shall be chair, vice chair, secretary, and treasurer, each of whom must be a parent-elected member of the APC in good standing. The APC may appoint such other officers, including one or more assistant secretaries or assistant treasurers, as it shall deem desirable, and such officers to have the authority and perform the occasional duties prescribed by the APC.

SECTION 2. Election and Term of Office

The term of all officers and committee chairs of the APC shall be one (1) year. The officers and committee chairs of the APC shall be elected yearly by a majority vote of the APC at the first regular meeting following the annual meeting of the APC. If the election of officers cannot be held at that meeting, elections shall be held as soon thereafter as possible.

SECTION 3. Removal

Any officer elected or appointed by the APC may be removed from office by a simple majority vote of the APC whenever in its judgment the best interests of the school would be served thereby.

SECTION 4. Vacancies

A vacancy for any officer or committee chair shall be filled by a majority vote of the APC for the unexpired portion of the term at the next meeting. It shall be filled from existing voting APC members.

SECTION 5. Chair

The chair shall be the presiding officer at all meetings of the APC. The chair shall have such authority and perform such duties as shall be directed by the APC from time to time.

- Sets the agenda
- Runs meetings in accordance with the most recent edition of *Roberts Rules of Order, Newly Revised*
- Serves as primary conduit to contracted staff
- Speaks on behalf of the APC
- Ex officio member of all committees and subcommittees
- Liaison to RSV, RSI, and ASD board chairs

SECTION 6. Vice Chair

In the absence of the chair, the vice chair or other APC member designated by the chair shall perform the duties of chair. The vice chair shall perform such duties as shall be directed by the APC .

- Fills in for chair as needed
- Leads APC communication team
- Correspondence functions (drafting documents, policies, APC written responses)
- Leads APC member orientation and training

SECTION 7. Secretary

The secretary shall keep the minutes of the meetings of the APC as computer files; see that all notices and agendas are duly given and posted in accordance with the provisions

of these bylaws or as required by law; keep an updated list of the mailing address, email address, and telephone numbers of each member of the APC; establish and manage a records management system for all APC records; serve as the official archivist for all APC correspondence, nominations, and other related documents; and perform such other duties as from time to time may be assigned by the APC.

- Serving as recording secretary
- Serving as parliamentarian
- Establishing and maintaining records management system for APC
- Preparing and posting agendas
- Authoring meeting minutes

SECTION 8. Treasurer

The treasurer shall present to the APC the school's prepared annual budget for the forthcoming year, and shall ensure that it justly supports the mission and goals of the school. The treasurer will present an update on the budget at each APC meeting, and in all ways shall be accountable to the APC and the school board on budgetary matters. The treasurer shall ensure any audits that arise are completed in a timely manner. The treasurer will serve as the school financial liaison and will serve as the coordinator of all school funds. Regular duties shall include the following:

- Leading budget oversight process
- Presenting recurring financial updates to APC
- Leading the Budget and Finance Subcommittee
- Overseeing APC contracts

SECTION 9. Committee Chairs

APC officers may not serve as committee chairs. Committee chairs shall do the following:

- Lead committees
- Present committee reports to APC
- Maintain records and minutes of committee and subcommittees
- Solicit volunteers for committee membership, present nominations to APC for approval, and maintain committee member contact information
- APC officers may not serve as committee chairs

SECTION 10. Staff Representatives

Staff representatives shall do the following:

- Provide APC updates at school staff meetings
- Solicit staff feedback for APC questions and items of interest
- Present written or oral reports to the APC

SECTION 11. Principal

The principal shall do the following:

- Serve as the school's chief executive and administrative officer
- Be responsible for the school's overall financial management
- Present written reports to the APC in advance of all regular meetings when not covered by other officers
- Be an ex officio member of all committees and subcommittees
- Act as primary liaison to ASD

ARTICLE IV: Election of Members to the Academic Policy Committee

SECTION 1. Elections Committee

In November of each year, the chair of the APC shall appoint an Elections Committee of three (3) persons. Two (2) persons shall be parent elected, voting members of the APC not running for re-election, and one (1) person shall be a parent of a student enrolled in the school but who is not a member of the APC. The Elections Committee shall oversee the election process for all parent elected positions on the APC in accordance with APC election policies. The Elections Committee shall do the following:

- a. In January, solicit, review, and accept applications from candidates for membership to the APC.
- b. At its discretion, nominate individuals who have not submitted an application as candidates for positions on the APC.
- c. Make available within the school office and on the school's website, copies of any statements any candidate submits to the nominating committee for the parents, students, staff, or school employees.
- d. Establish a forum for public introduction of each candidate.
- e. Promote open and transparent elections, and ensure that the candidate's campaign in such a way that it does not interfere with educational activities, or negatively affect safety or traffic flow. Ensure that no active campaigning of any sort occurs within the school during the seven (7) day voting period .
- f. Receive the most current parent list from the school administration for the purpose of determining voter eligibility.
- g. Manage the online election platform, including but not limited to: establishing election details and timing, compilation of eligible voters, ballot setup, email blasts and reminders, resolving technical questions/problems, finalizing results and issuing reports.
- h. If all candidates receive an equal number of votes, then a coin toss will be used to determine the winners until all seats are filled.
- i. In the event of a 2- or 3-way tie, a runoff election between those who tied shall take place within one calendar week of the original election.
- j. Advise the candidates and the APC of the election results.
- k. Prepare a report stating the results of the election, which report shall be kept at the principal office of the school and be made available for review by interested parents, teachers, or staff members.

- l. The Election Committee chair shall provide oral highlights of this report to the full APC at the first scheduled meeting after the election and provide to the APC the election results for a full APC certification vote. The APC chair shall post the certified election results within three (3) days of certification.
- m. Be the initial point of inquiry or appeal for parents or candidates having concerns or questions about election procedures, policies, or other related activities.

SECTION 2. Rilke Schule Staff Elections

In October and April of each year, teachers and school employees will elect by secret ballot one (1) representative to a two (2) year term on the APC. In the event there is only a single candidate in the election, barring any objection, approval may be made by voice vote.

The Elections Committee does not have jurisdiction in staff elections. Only teachers and school employees may vote in staff elections. The principal does not have a vote in the staff election.

SECTION 3. Eligibility to Vote for Parent Elected Member Positions

Only parents of students currently enrolled in the school on the day of the election are eligible to vote in elections. Regardless of the number of children at the school, each parent is allowed to cast one ballot. Only the first two (2) parents listed in the ASD record system will be considered eligible to vote. Parents of school students and community members within ASD boundaries are eligible to run for the parent elected APC positions, unless excluded from doing so elsewhere in the bylaws.

SECTION 4. Casting of Votes for Parent Elected Members

Voting may occur through the online platform prepared by the Elections Committee in accordance with APC established policies and procedures.

- a. All eligible voters, as defined elsewhere in the bylaws, who are both parents and current staff at the school may vote for both parent and staff positions on the APC.
- b. The principal is not eligible to vote in any APC election.

ARTICLE V: Meetings of the Academic Policy Committee

SECTION 1. Conduct of meetings

The guidelines contained in the most recent edition of *Robert's Rules of Order, Newly Revised* shall govern the conduct of meetings of the organization in all cases to which they are applicable and in which they are not inconsistent with these bylaws.

SECTION 2. Annual and Regular Meetings

The APC will conduct meetings in accordance with the Open Meetings Act, A.S. 44.62.3 10 et seq., Anchorage Municipal Code, and Anchorage School Board policy. All meetings

shall be conducted and all notices and agendas posted in accordance with these regulations. If any portion of these bylaws is more specific than these regulations, then that portion of these bylaws shall control these regulations, unless prohibited by law.

The annual meeting of the APC shall be held in February of each year for the purpose of electing members of the APC and for the transaction of such other business as may come before the meeting. The APC shall also hold regular meetings typically monthly but at least four (4) times a year. Annual and regular meetings can coincide.

SECTION 3. Special Meetings

Special meetings of the APC may be called by the chair, the principal, or any four members of the APC.

SECTION 4. Place of Meetings

The APC may designate any place within the Municipality of Anchorage as the place of meeting for any annual meeting, regular meeting, or special meeting.

SECTION 5. Notice of Meetings

Notice of annual, regular, or special meetings stating the place, day, and hour of any meeting shall be delivered, either personally, telephonically, or electronically to each member of the APC not less than twenty-four (24) hours before the date set for such meeting. In addition, at least twenty-four (24) hours prior to each meeting, notice of and the agenda for each meeting shall be posted at the school. New issues not posted on the agenda may nonetheless be raised, discussed and voted upon at any regular meeting.

SECTION 6. Quorum

A majority of the voting members of the APC constitutes a quorum. Telephone or online participation is permitted.

SECTION 7. Manner of Acting

The act of a majority of the members of the APC at a meeting at which a quorum is present either in person, by telephone or online shall be the act of the APC, unless a vote greater than majority vote is required by law, APC policies, and/or by *Robert's Rules of Order, Newly Revised*.

SECTION 8. Standards of Conduct for APC Members

All APC members, along with RSI and RSV members, shall sign and abide by the Rilke Schule Code of Ethics. This document shall be created, modified, and approved by a majority of the APC board.

SECTION 9. Executive Sessions

All regular and special meetings of the APC shall be open to the public, except that, upon a vote of a majority of the members present, an executive session may be held to discuss matters including but not limited to:

- a. Attorney client matters
- b. Contract proposals or negotiations
- c. Sensitive personnel matters
- d. Student discipline matters

The APC reserves the right to enter executive session as provided for in state law on any agenda item. Executive sessions may be entered into for the following subjects as permitted by law: (1) matters the immediate knowledge of which would clearly have an adverse effect upon the finances of the District; (2) subjects that tend to prejudice the reputation and character of any person, provided that the person may request a public discussion; (3) matters which by law, municipal charter, or ordinance are required to be confidential; and, (4) matters involving consideration of government records that by law are not subject to public disclosure. Motions to go into executive session should specify the subject of the proposed executive session without defeating the purpose of addressing the subject in private.

ARTICLE VI: Principal

SECTION 1. Selection/Removal

The principal shall be selected by the APC. Removal of the principal will require a 5-person majority vote of the parent elected members of the APC when, in its judgment, the best interests of the school would be served thereby. The removal process should follow the terms described in the principal's employment contract. If less than 5 voters are eligible then a unanimous vote is required.

SECTION 2. Duties and Responsibilities

The principal shall have those day-to-day management and other duties as assigned and delegated by the APC, or as required by law. With the advice of the APC, the principal shall select, appoint, or otherwise supervise employees of the school. The principal shall see that all policies, orders, and resolutions of the APC are carried into effect. The principal shall:

- a. Maintain financial records of the school and present monthly written financial reports to the APC, in conjunction with the Treasurer
- b. Manage the day-to-day operation of the school and execute the requirements of his/her own employment contract
- c. Meet regularly with parents and with staff of the school to review, evaluate, and improve operations of the school
- d. Submit appropriate information as required by the ASD, Department of Education, or other federal and state agencies
- e. Submit for approval or disapproval to the APC all significant policy and financial decisions that may have a substantial impact upon the school
- f. Perform other duties as assigned by the APC or outlined in the job description
- g. Serve as an ex-officio member of all APC committees and subcommittees

ARTICLE VII: Committees

SECTION 1. Permanent Committees

The APC shall have three standing committees: Facilities, Performance and Strategic Planning. Within each committee, subcommittees will be formed as needed. Examples of subcommittees are as follows:

- Facilities: Safety and Security, Infrastructure, Supply and Support
- Performance: Evaluation and Analysis, Ethics and Inquiries, Human Relations
- Strategic Planning: Budget and Finance, Development, Planning

The APC shall also have an Elections Committee, as noted elsewhere in these bylaws.

Each standing committee shall have three subcommittees as needed and as outlined above. All standing committee meetings are subject to all laws, policies, and procedures of APC meetings. Voting members of each standing committee shall be the committee chair, committee vice chair, and the three (3) subcommittee chairs. The APC chair and principal are ex-officio members of all APC committees and subcommittees.

SECTION 2. Committee Chairs and Vice Chairs

Only parent elected APC members may chair standing committees. Any APC member may serve as vice chair of a standing committee. Committee chairs and vice chairs will jointly select committee members from volunteers who are parents of children attending the school, community members at large, and Rilke Schule staff members. Standing committee membership shall be approved by a vote of the APC board annually.

SECTION 3. Committee Chair Responsibilities

Committee chairs are responsible for:

- a. Designating a committee secretary/scribe for the purpose of maintaining records, writing minutes, and addressing correspondence
- b. Providing committee updates to the APC at least once per month during the school year
- c. Soliciting volunteers to serve the remaining term of a vacated committee position

SECTION 4. Standing Subcommittees

Standing Subcommittees may be chaired by an APC member, parent, school staff member, or member of the community at large. These subcommittees act as working groups to accomplish specific work for the APC. Standing subcommittee membership shall be approved by a vote of the respective parent standing committee, within thirty

(30) days of the parent committee's membership being approved by the APC.

Subcommittee chairs are responsible for:

- a. Soliciting qualified and interested volunteers to serve on the subcommittee
- b. Designating a committee secretary/scribe for the purpose of maintaining records, writing minutes, and addressing correspondence
- c. Providing committee updates to the parent standing committee at least once per quarter during the school year
- d. Soliciting volunteers to serve the remaining term of a vacated subcommittee position

SECTION 5. Other Special and Ad Hoc Committees

The APC may, by a resolution adopted by a majority of the APC, designate and appoint one or more special or ad hoc committees to perform specific tasks assigned by the APC. The APC shall appoint a committee chair and receive monthly updates from the committee chair. Special/ad hoc committee chairs have the same duties and responsibilities listed elsewhere in these bylaws for standing committee chairs.

SECTION 6. Instruction and Responsibility

Each committee shall be clearly instructed that each member is being asked to serve for the period of one (1) year, the service the APC wishes each committee to render, the extent and limitations of the committee's responsibility, the resources the APC will provide, and the approximate dates on which the APC wishes to receive reports.

SECTION 7. APC Powers and Prerogatives

All recommendations of a committee must be submitted to the APC for official action. The APC shall have the power to dissolve any special or ad hoc committee at any time during the life of the committee.

SECTION 8. Committee Meetings

Special committees to the APC shall comply with the requirements concerning public meetings as described elsewhere in these bylaws.

ARTICLE VIII: Contracts, Bank Accounts, Checks, Withdrawals, and Accounting

SECTION 1. Contracts

The APC has the authority to enter contracts, execute and deliver instruments, and otherwise legally bind the school. With a majority vote, the APC may delegate this authority, either in specific instances or in general, to the principal or his/her designee, or to any officer of the APC. The APC shall strive to obtain at least 3 bids for any work related to this section.

SECTION 2. Bank Accounts, Checks, Withdrawals, etc.

Withdrawals or transfers from any and all ASD monitored school funds, bank accounts, budget transfers, and any expenditures over two thousand five hundred dollars (\$2500) shall be approved by both the APC treasurer and the principal, with APC approval obtained for expenses and budget changes over \$5000. Any expenditures or changes in the budget less than \$2500 require only the approval of the principal.

SECTION 3. Accounting

The principal or his/her designee shall present a written financial report to the APC three days prior to each regular APC meeting. The APC may also request a ledger itemizing all income, expenses, and budget transfers since the previous regular APC meeting, and, as needed, copies of all accompanying bank account statements. The APC may at any time cause a full or partial independent audit of all school monies to occur.

Each Board (RSI & RSV) is responsible for their own financial reporting to be presented to the APC Board at least twice a year; once before winter break and again before the end of the school year.

ARTICLE IX: Indemnification

SECTION 1. Duty to Indemnify

Subject to the sections below, the school shall defend, indemnify and hold harmless any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the school) by reason of or arising from the fact that the person is or was an APC member of the school against costs and expenses (including attorney's fees) of the suit, action, or proceeding, judgments, fines, and settlements actually and reasonably incurred in connection with the action, suit or proceeding if the person acted in good faith and in a manner the person reasonably believed to be in or not opposed to the best interests of the school and, with respect to a criminal action or proceeding, did not know and had no reasonable cause to believe the conduct was unlawful.

The termination of any civil action, suit or proceeding shall not in and of itself create a presumption that the person did not act in good faith and in a manner which the person reasonably believed to be in or not opposed to the best interests of the school. The termination of any criminal action, suit or proceeding shall not in and of itself create a presumption that the person did not know and had no reasonable cause to believe that their conduct was unlawful.

SECTION 2. Denial of Right to Indemnification

Subject to the provisions of Sections 5 and 6 below, or unless otherwise ordered by a court, indemnification and defense under Section 1 of this article may only be made by the organization upon a determination by the board that defense and indemnification of the APC member is proper under the circumstances because the person has met the standard of conduct set forth in Section 1 of this Article, provided however, no person

may receive defense or indemnification in those matters in which that person was adjudged to be liable for negligence or misconduct in the performance of corporate duties.

In the case of any challenge to the propriety thereof, the person shall be afforded a fair opportunity to be heard as to that determination. Defense and indemnification payment may be made, subject to repayment upon ultimate determination that defense and indemnification is not proper.

SECTION 3. Determination

The determination described in Section 2 shall be made:

- a. by the APC by a majority vote, or
- b. by independent legal counsel, if directed by the APC by a majority vote of disinterested members or in the absence of a quorum.

SECTION 4. Successful Defense

Notwithstanding any other provisions of Sections 1, 2 or 3 of this Article, but subject to the provisions of Section 5 below, if a person is successful on the merits or otherwise in defense of any action, suit or proceeding referred to in Sections 1 of this Article, or in defense of any claim, issue or matter therein, the person shall be indemnified against costs and expenses (including attorney's fees) actually and reasonably incurred in connection therewith.

SECTION 5. Condition Precedent to Indemnification

Any person who desires to receive defense and indemnification under this Article shall notify the school reasonably promptly that the person has been named a defendant to an action, suit or proceeding of a type referred to in Section 1 and that the person intends to rely upon the right of indemnification described in this Article. The notice shall be in writing and mailed via registered or certified mail, return receipt requested, to the APC chair at the principal office of the school or, in the event the notice is from the chair, to the APC secretary. Notice need not be given when the APC is notified by being named a party to the action.

SECTION 6. Insurance

The APC members, at their discretion, may purchase insurance coverage for the risks described in this Article. To the extent that such an insurance policy (or policies) provides coverage where this Article does not, a director seeking indemnity shall have the benefit of that coverage, and the rules set out in this Article shall apply to any deductible or coinsurance requirement, or to any claims in excess of policy limits.

SECTION 7. Former APC Members, Etc.

The indemnification provisions of this Article shall be extended to a person who has ceased to be an APC member as described above and shall inure to the benefit of the heirs, personal representatives, executors, and administrators of such person.

SECTION 8. Purpose and Exclusivity

The defense and indemnification referred to in the various sections of this Article shall be deemed to be in addition to and not in lieu of any other rights to which those defended and indemnified may be entitled under any statute, rule of law or equity, agreement, vote of the APC members, or otherwise. The purpose of this Article is to augment, pursuant to AS 10.06.490(f), the provisions of AS 10.20.011(14), and the other provisions of AS 10.06.490.

SECTION 9. Limitation of Liability

No APC member of this organization shall have any personal liability to the school for monetary damages for the breach of fiduciary duty as a director except as provided in AS 10.20.151(d) and (e).

ARTICLE X: Amendments to Bylaws

SECTION 1. Amendments

These bylaws may be altered, amended, or repealed, and new bylaws may be adopted by a vote of at least six (6) voting members of the APC board at any regular meeting, provided that the proposed change in the bylaws has been submitted in writing to all the members of the APC and posted publicly in the school's office and on the school's website at least two (2) days prior to the meeting at which the proposed change will come up for a vote. Proposed changes must be read publicly at two successive regular APC meetings.

Proposed changes to the bylaws may be submitted by any member of the APC, by parents with students currently enrolled in the school, or by the principal or staff, each then under contract with the school, for consideration by the APC.

SECTION 2. Bylaw Reviews

Every three years, the APC shall appoint an ad hoc committee to conduct a complete review of the bylaws. Bylaw reviews shall occur between October and January every third year, with all recommended changes due to the APC by the end of that January for public notice. The APC shall vote to approve all, some, or none of the proposed changes at the annual meeting.

KNOW ALL PERSONS BY THESE PRESENTS: That the undersigned secretary of the Academic Policy Committee of Rilke Schule German Immersion School does hereby certify that the above and foregoing bylaws were duly adopted by the Rilke Schule APC on the eighteenth day of October, 2024.

Amanda Thompson, Secretary