

## MEMORANDUM

**TO:** Regional School  
Board Members

**DATE:** June 23, 2026

**FR:** Office of the Superintendent

**SUBJECT:** Suspensions,  
Safety and  
Insurance Refund

Jeff Alexander, Assistant Superintendent reports on the following:

### SUSPENSIONS

Listed below are the suspension for our district and the reasons for the suspension. The number of days vary with considerations for number of offenses and severity of the offense. The majority of the offenses are one day suspensions or less. We have a Discipline Chart on pages 49-52 of our student handbooks that the principals use as a guide:

1. Tobacco/Vaping – 43 Offenses
2. Hitting/Fighting – 53 Offenses
3. Profanity – 24 Offenses
4. Threatening to harm a staff member – 10 Offenses
5. Insubordination – 24 Offenses
6. Physical harm to another student – 10 Offenses
7. Profanity & Destruction of Property – 5 Offenses
8. Profanity & Insubordination – 22 Offenses
9. Insubordination & Truancy – 29 Offenses
10. Threat of harm to other students – 8 Offenses
11. Drugs – 21 Offenses
12. Creating Unsafe Environment – 7 Offenses
13. Theft – 2 Offenses
14. Harassment – 10 Offenses
15. Weapon on Campus – 2 Offenses

### SAFETY

We had a completion rate of over 94% in both our ALICE Training and our CPI Deescalation Training. We will continue to require these trainings annually for all staff members as well as the required Mandatory Trainings. I have included at copy of the Mandatory Trainings that we require. I am also happy to say our principals completed 100% of the required fire drills for FY26. We plan to continue our safety site visits for next year. We were able to increase the refund the district received from our insurance company to \$59,971 this year, as compared to FY25, that refund was \$17,802. The site visit inspections certainly helped with completing the required checklist. I will also include a copy of the breakdown for the refunds.

# Loss Control Premium Refund - PY 2025/26

## Northwest Arctic Borough School District -- AcctID 030S

As of 6/3/2026

### Workers' Compensation -- Maximum Refund is 8%

#### Safety Committee:

Max Refund	2%
Number of required meetings per year	4
Number of meetings held by member:	4
<b>Refund</b>	<b>2.0%</b>

#### Safety-related Training

Max Refund	6%
Number of Employees *	287
Training Hours per employee for full refund	6
Number of Training hours for full refund	1,722
Number of hours of safety training reported	1,642
<b>Refund</b>	<b>5.7%</b>

<b>2025/26 Initial WC Premium Contribution</b>	<b>202,287</b>
<b>2025/26 Max WC Loss Control Refund Available</b>	<b>16,183</b>
<b>2025/26 WC Loss Control Refund Earned to Date</b>	<b>15,622</b>

### General Liability -- Maximum Refund is 8%

#### Liability -- Maximum Refund is 8%

Max Refund	8%
Number of Employees	287
Number of Training hours per employee for full refund	8
Number of Training hours required for full refund	2,296
Number of hours of safety training completed	1,642
Number of hours of "other" training completed	898
One-hour of training refund for each building inspection completed	28
<b>Total Number of hours of training refund earned</b>	<b>2,569</b>
<b>Refund</b>	<b>8.0%</b>

<b>2025/26 Initial Liability Contribution (incl Liquor and Law Enforcement)</b>	<b>283,174</b>
<b>2025/26 Max Liability Loss Control Refund Available</b>	<b>22,654</b>
<b>2025/26 Liability Loss Control Refund Earned to Date</b>	<b>22,654</b>

### Property -- Maximum Refund is 3%

#### Fire/Safety Inspection Checklist

Max Refund	3%
Number of buildings over \$1 mil	38
Number of inspection checklists completed	28
<b>Refund</b>	<b>2.2%</b>

<b>2025/26 Initial Property Premium Contribution</b>	<b>981,473</b>
<b>2024/25 Max Property Loss Control Refund Available</b>	<b>29,444</b>
<b>2024/25 Property Loss Control Refund Earned to Date</b>	<b>21,696</b>

<b>Total 2025/26 Loss Control Refund Available</b>	<b>\$68,281</b>
<b>Total 2025/26 Loss Control Refund Earned to Date</b>	<b>\$59,971</b>
<b>Remaining 2025/26 Loss Control Refund Available</b>	<b>\$8,310</b>

**The APRA Risk Consultant for the Northwest Arctic Borough School District is  
Cole Cummins who can be reached at ccummins@alaskarisk.org or (907) 560-2015**

\* If Employee Count information is not available, this is assumed based on Payroll / \$50,000



# NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

## Required District Staff Mandatory Training



I, \_\_\_\_\_, understand it is my legal obligation as an employee of the Northwest Arctic Borough School District to complete all required mandatory training as required by State and Federal Law as well as NWABSD Board Policy. As an employed professional, I understand completing mandatory training courses is assumed upon employment.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

Law Requiring Training	Course Title & Format (Location)	Effective Date	Frequency of Training for Staff	AK State's Training Requirements for New Staff	Which Staff Are Required to Receive Training	Staff Initials & Date
<b>PART 1</b>						
<b>DUE October 10, 2025 - Present ALL certificates to direct supervisor; sign and note the date of completion in the last column</b>						
Family Educational Rights and Privacy Act <a href="#">20 U.S.C. § 1232g; 34 CFR Part 99</a>	<b>SAFE SCHOOLS</b> (VectorSolutions) FERPA—Confidentiality of Records	In place	At least annually	Within first 45 days of Employment	All staff	
Sexual Harassment <a href="#">42 U.S.C. section 2000e</a>	<b>SAFE SCHOOLS</b> (VectorSolutions) Sexual Harassment—Policy and Prevention, Staff to Staff, Student Issues and Response	In place	At least annually	Within first 45 days of Employment	All staff	
Drug & Alcohol Free Workplace <a href="#">P.L. 89-10 ESEA</a>	<b>SAFE SCHOOLS</b> (VectorSolutions) Drug Free Workplace	In place	At least annually	Within first 45 days of Employment	All staff	
Title IX Non-discrimination in District Programs and Activities <a href="#">BP 0410</a>	<b>SAFE SCHOOLS</b> (VectorSolutions) Title IX Compliance Overview	In place	At least annually	Within first 45 days of Employment	All staff	
Professional Boundaries of Staff with Students <a href="#">BP 5141.42</a>	<b>SAFE SCHOOLS</b> (VectorSolutions) Professional Boundaries	In place	At least annually	Within first 45 days of Employment	All staff	
Cybersecurity Training <a href="#">BP 1114(A)</a> and <a href="#">BP 6161.4(a)</a>	<b>SAFE SCHOOLS</b> (VectorSolutions) Cybersecurity	In place	At least annually	Within first 45 days of Employment	All staff	
Precautions Against Blood Borne Pathogens Training <a href="#">Federal 29 CFR 1910.1030</a>	<b>**eLearning Course</b> Precautions Against Blood Borne Pathogens	In place	At least annually	At time of initial assignment	All staff who may reasonably come into contact with blood borne pathogens at work	

Domestic Violence & Sexual Assault Continuing Education <a href="#">18.66.310</a>	<b>**eLearning Course</b> Domestic Violence & Sexual Assault Training for Educators  (This course will satisfy two training requirements)	In place	As determined by each school board but must be offered at least every 2 years and all required staff must be trained at least every 4 years	Not specified	Not less than 50% of <b>certificated district</b> staff must receive training every 2 years and 100% of certificated staff must be trained not less than every 4 years	
Dating Violence Awareness & Prevention Training <a href="#">14.30.356</a>		6/30/17				
Drug and Alcohol Related Disabilities Training <a href="#">14.20.680</a>	<b>**eLearning Course</b> Prenatal Alcohol and Drug Related Disabilities	In place	As determined by each school board but must be offered at least every 2 years and all required staff must be trained at least every 4 years	Not specified	Not less than 50% of <b>certificated district</b> staff must receive training every 2 years and 100% of certificated staff must be trained not less than every 4 years	
Gender & Race Equity in Educational Materials Training <a href="#">14.18.080(b)</a>	<b>**eLearning Course</b> Equity Training for Educators	In place	As determined by each school board but must be offered at least every 2 years and all required staff must be trained at least every 4 years	Not specified	Not less than 50% of <b>certificated district</b> staff must receive training every 2 years and 100% of certificated staff must be trained not less than every 4 years	
Recognition and reporting of child abuse and neglect <a href="#">47.17.022</a>	<b>**eLearning Course</b> Mandated Reporter of Child Abuse and Neglect  (This course will satisfy two training requirements)	6/30/17	As determined by each school board but must be offered at least every 2 years and all required staff must be trained at least every 4 years	Within first 45 days of Employment	All mandated reporters of child maltreatment. School teachers, school administrators, other school personnel, athletic coaches, volunteers, nurses, counselors. (see <a href="#">47.17.290 (14)</a> for complete list of mandated reporters); Not less than 50% of staff must receive training every 2 years and 100% of certificated staff must be trained not less than every 4 years	
Sexual Abuse & Sexual Assault Awareness & Prevention Training <a href="#">14.30.355</a>				Not specified		
Professional Boundaries of Staff with Students <a href="#">BP 5141.42</a>	<b>Synchronous On-Site Course</b> Professional Boundaries	In place	At least annually	Annually	All staff	
A.L.I.C.E training <a href="#">BP 3515.2</a>	<b>Synchronous On-Site Course</b> ALICE Training	In place	At least annually	Not specified	All staff	
Professional Teaching Practices Commission (PTPC) <a href="#">20AAC 10.010</a>	<b>Synchronous On-Site Course</b> Professional Teaching Practices Commission	In place	At least annually	Within first 45 days of Employment	Certificated Staff	
Negotiated Agreements	<b>Synchronous On-Site Course</b> Negotiated Agreements	In place	At least annually	Within first 45 days of employment	All Staff	

Employee Evaluation System Training <a href="#">14.20.149</a> <a href="#">4 AAC 19.060</a>	<b>Synchronous On-Site Course</b> Employee Evaluation	In place	At least annually	Before formal evaluation occurs.	All Staff	
<b>Law Requiring Training</b>	<b>Course Title &amp; Format (Location)</b>	<b>Effective Date</b>	<b>Frequency of Training for Staff</b>	<b>AK State's Training Requirements for New Staff</b>	<b>Which Staff Are Required to Receive Training</b>	<b>Staff initials &amp; Date</b>
<b>PART 2</b>						
<b>DUE November 14, 2025 - Print ALL Certificates and Present Them to Direct Supervisor Before Signing</b>						
Suicide Awareness & Prevention Training <a href="#">14.30.362</a>	<b>**eLearning Course (1) &amp; Synchronous On-Site Course</b> Suicide Awareness, Prevention, Intervention and Postvention (4 courses; Any 1 of 4 will satisfy the requirement)	In place	As determined by each school board but must be offered at least every 2 years and all required staff must be trained at least every 4 years	Not specified	Not less than 50% of <b>certificated district</b> staff must receive training every 2 years and 100% of certificated staff must be trained not less than every 4 years. ***Now required for all certificated staff K-12 (previously only grades 7-12)	
Training in crisis response, including evacuation and lock down drills <a href="#">14.33.100</a>	<b>Synchronous On-Site Course</b> School Crisis Response Planning	In place	As determined by each school board but must be offered at least every 2 years and all required staff must be trained at least every 4 years.	Within 2 years after 1st day of employment	Not less than 50% of <b>certificated district</b> staff must receive training every 2 years and 100% of certificated staff must be trained not less than every 4 years. ***Non- certificated staff must also receive training at a frequency determined by the district.	
Crisis Intervention Training (Seclusion & Restraint) Must include First Aid & CPR <a href="#">14.33.127</a>	<b>Synchronous On-Site Course</b> CPI Training	In place	Periodically	Not specified	Schools/districts determine which staff to train. A sufficient number of staff at each school must be trained to meet the school's needs.	
<b>*****Mandatory Trainings Required for Teacher Certification*****</b>						
Four trainings required for an Alaska Teaching Certificate <a href="#">14.20.020(k)</a>	1. Prenatal Alcohol and Drug Related Disabilities 2. Child Abuse & Neglect- Mandate Reporting 3. Domestic Violence & Sexual Assault Training for Educators 4. Suicide Prevention	6/30/17	A person must complete the required four trainings for eligibility of an Alaska teaching certificate. *Alcohol and drug related disabilities (14.20.680); sexual abuse and sexual assault awareness prevention (14.30.355); dating violence and abuse awareness and prevention (14.30.356); suicide prevention(14.30.362)		All Alaska Teaching Certificate holders	