

Agenda

1. Call to Order
Presenter: Margaret Hansen, President
2. Roll Call
Presenter: Margaret Hansen, President
3. Moment of Silence
Presenter: Margaret Hansen, President
4. Introduction of Guests/Staff
Presenter: Margaret Hansen, President
5. Approval of Agenda
Presenter: Margaret Hansen, President
6. Action Item - Memorandum 22-001: Approval of Personnel Action as of July 8, 2021
Presenter: Terri Walker, Superintendent
7. Action Item - Memorandum 22-002: Approval of Delegation of Contracting Authority to Superintendent for additional transitional housing in Kotzebue
Presenter: Terri Walker, Superintendent
8. Action Item - Memorandum 22-003: Approval of Agreement Between NWABSD and NAESPA
Presenter: Terri Walker, Superintendent
9. Action Item - Memorandum 22-004: Approval of Youth Leader Program and Partnership
Presenter: Terri Walker, Superintendent
10. Alaska Technical Center Presentation
Presenter: Pedro Garcia, ATC Director
11. Adjournment
Presenter: Margaret Hansen, President

**Human Resources Addendum
July 2021**

I. The administration recommends approval of the following action items:

- a) Certified New Hires FY22
- b) Classified Rehires FY22
- c) Classified New Hires FY22

a) The administration recommends approval of the following certified new hires FY22

LOCATION & DATE	NAME	POSITION
<u>AMBLER</u>		
9/20/21	Ruth Simplicio	Teacher
7/29/21	Aubrielle Champagne	Dean of Students
<u>BUCKLAND</u>		
9/20/21	Aileen Mae Ederango	Teacher
<u>DO</u>		
7/19/2021	Jenny Myhand.	Asst. Director HR/Admin Services
7/29/21	Amanda Riste-Saltzman	Teacher
<u>JNES</u>		
7/29/21	Deborah Eberle	Dean of Students
7/29/21	Kevin Harris	Teacher
<u>KIANA</u>		
7/29/21	Lester McCormick	Dean of Students
<u>KIVALINA</u>		
9/20/2021	Ma. Keziah Diabo	Teacher
9/20/2021	Rucsel Pepito	Teacher
<u>NOORVIK</u>		
9/20/21	Rhoderia Chio	Teacher
9/20/21	Maria Ganas	Teacher
9/20/21	Juvy Pamunag	Teacher
<u>SELAWIK</u>		
9/20/21	Rosito Bacud	Teacher
<u>SHUNGNAK</u>		
7/29/21	Nancy Bell	Teacher
<u>KMHS</u>		
7/29/21	Ju Fead Roem	Teacher

MEMORANDUM

TO: NWABSD Board of Education

DATE: July 12, 2021

NUMBER: 22-001

FR: Office of the Superintendent

SUBJECT: Approval of Personnel
Action as of July 8, 2021

STRATEGIC PLAN/BOARD GOAL:

Employee Development: Become the employer of choice in the region.

ABSTRACT:

Each month various Human Resources actions occur which require Board action or cognizance.

ISSUE:

At issue is the approval of Human Resources actions.

BACKGROUND AND/OR PERTINENT INFORMATION:

On a monthly basis the administration recommends Board approval of new certified/classified hires, position reclassifications, and new or revised job descriptions. In addition, the administration informs the Board of resignations, transfers and terminations throughout the district.

The Human Resources action item for Board approval of certified rehires, certified new hires and classified new hires for FY22.

ALTERNATIVES:

1. Approve the Human Resources actions as presented;
2. Disapprove the Human Resources actions as presented;
3. Take no final action.

ADMINISTRATION RECOMMENDATION:

The administration recommends the Board approve the Human Resources actions as presented.

b) The administration recommends approval of the following Classified rehire FY22

<u>LOCATION&DATE</u>	<u>NAME</u>	<u>POSITION</u>
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ATC

5/18/21	Erica Nelson	Recruiter
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c) The administration recommends approval of the following Classified New Hires FY22

<u>LOCATION&DATE</u>	<u>NAME</u>	<u>POSITION</u>
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DO

7/1/21	Gem Belamour	HR Technician
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POSITION VACANCIES PER SITE:

ABL—Full Staff

BKC—Certified Full; Classified: 2 Intensive Sped aide

DRG—Kindergarten Teacher; 1 Intensive Sped aide Classified

IAN—Full Staff

KVL—Certified Full; 2 instructional aides and Intensive Sped Aide

OBU—Full Staff

WTK—Certified Full; 1 Intensive Sped Aide and 1 Instructional aide

WLK—Certified Ms/HS Lang Arts; Classified Intensive Sped Aide and Bilingual Instructor

ORV---Full Staff

SHG—MS/HS Math/Science Teacher; MS/HS Language Arts and 1 classified position

JNES—SPED Teacher; Bilingual Instructor

KMHS—MS Math and 2 Intensive Sped Aides, 1 Secretary

ATC/STAR—Student Advisor; Dorm Parent; Process Technology Instructor; Construction Trades Instructor; Registrar; Health Occupations

MAINTENANCE—Heating Controls Technician

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: July 12, 2021

NUMBER: 22-002

FR: Office of the Superintendent

SUBJECT: Approval of delegation of contracting authority to Superintendent for additional transitional housing in Kotzebue

STRATEGIC PLAN/BOARD GOAL:

Employee Development: Become the employer of choice in the region.

ABSTRACT:

Housing contracts over \$50,000 require approval of the Regional School Board.

ISSUE:

At issue is approval of delegation of contracting authority for additional transitional housing in Kotzebue to the Superintendent.

BACKGROUND AND/OR PERTINENT INFORMATION:

The number of teachers resigning that had been established in Kotzebue for many years has lead us to a shortage of housing units available. In order to fill all of the vacant positions here in Kotzebue we have put out an RFP and are hoping to find 3 one or two bedroom units, 3 three bedroom units.

ALTERNATIVES

1. Approve the delegation of contracting authority for additional transitional housing in Kotzebue to the Superintendent as presented.
2. Do not approve the delegation of contracting authority for additional transitional housing in Kotzebue to the Superintendent, as presented.
3. Take no final action

ADMINISTRATION'S RECOMMENDATION:

The administration recommends approval of delegation of contracting authority for additional Transitional Housing in Kotzebue to the Superintendent, as presented.

ATTACHMENT

RFP for more Transitional housing in Kotzebue.



NORTHWEST ARCTIC BOROUGH SCHOOL DISTRICT

776 Third Avenue
P.O. Box 51
Kotzebue, Alaska 99752
Phone: 907-442-1800
Fax: 907-442-3827

REQUEST FOR BID FY21-22 TRANSITIONAL HOUSING LEASES

Release Date: JULY 1, 2021

Address Inquiries to District Contact:

**Janice Hadley, Director Human Resources
Direct: 907-442-1810
Email: jhadley@nwarctic.org**

Terry Walker, Superintendent

The Northwest Arctic Borough School District (NWABSD) is soliciting bids for apartment leasing units in the Kotzebue Area from August 1st, 2021 through May 31, 2022 or as determined by the agreement. Units must include the following:

Three (3) - One or Two Furnished/Unfurnished Bedroom Units- Must include Utilities, allow children and therapy animals. Must be cleaned and maintained by Landlord;

Two (2) - Three Furnished/Unfurnished Bedroom Units- Must include utilities, allow children and therapy animals. Must be cleaned and maintained by Landlord;

To receive consideration, bids must be received at the office of the Purchasing Agent, prior to 3:00pm on July 16, 2021 via email to beisel@nwarctic.org. Any bids not received by this time shall be rejected. **Email delays or delivery are solely the responsibility of the bidder. Facsimile responses will not be accepted.**

Submittals should be clearly marked with the bid name FY21-22 Transitional Housing Lease. Failure to do so may cause your bid to be non-responsive. Any questions you may have can be answered by contacting the Purchasing Agent, Brad Eisel at (907) 442-1822.

This request for bid implies no obligation on the part of the NWABSD.

The District reserves the right to:

1. Request clarification of a respondent's bid.
2. Modify or otherwise alter any of the terms, conditions, or specifications of the request for bid if it is in the best interest of the District while allowing all bidders equal opportunity to bid again.
3. Refuse or reject any and all bids received and to waive deviations from the terms of the request for the bid if the NWABSD deviations are not material.

The NWABSD shall determine the responsiveness of the bidder based upon the bidder's (1) adherence to the bid specifications, (2) proposed terms of the delivery, (3) compliance with state and local laws, (4) performance record, (5) financial capability, and (6) compliance with the conditions and specifications imposed in this solicitation.

Award of the Bid shall be made to the lowest responsive bidder, only after District evaluation and acceptance of the proposed item and/or services to be supplied. Bids will be awarded by the Northwest Arctic Borough School District School Board, which meets at the end of each month. The results will not be available until after this meeting. The NWABSD reserves the right to reject any and all bids.

A bid shall be deemed non-responsive if not in compliance with the specifications or conditions of this solicitation.

All aggrieved bidder may, within five (5) days after the award of the bid, appeal to the Board of the Northwest Arctic Borough School District for hearing, by notice to the Board Chairman and to interested parties, for resolution and final award in accordance with the terms and conditions of this solicitation.

An authorized official from your firm must sign and date these terms and conditions for bid acknowledging that they are understood and will be complied with should your firm be awarded the bid.

Written Signature: _____

Printed Signature: _____

Company: _____

Date: _____

New message Delete Archive Junk Sweep Move to

- Folders
- Inbox 10100
- Junk Email 70
- Drafts 17
- Sent Items
- Deleted Items
- Archive
- Notes
- Conversation Hist...

taxes
twistin folder

Unroll.me

New folder

Groups

New group

Handwritten signature and date: 6/23/21

Counter to settle

EH

Eischeid, Hedy [AK] <Hedy.Ei
scheid@neaalaska.org>



Wed 6/23/2021 9:18 PM

To: Saul Friedman (sfriedman@jldolaw.com)

Cc: You; Lori Jorgensen; Briahna Griffith; autumnrue

NAESPA counter to Board settle to for FY 21 June 23, 2021 @5:16pm

I. Salary - FY21 \$.50 an hour for bargaining unit members employed as of date of ratification.

II. COVID Relief Stipend –one-time payment of \$1,750 in Federal COVID Relief funding to FY20 bargaining unit members employed as of date of ratification, who remained on site and provided necessary job-related support in District buildings as mandated by pandemic circumstances. Clarification—employment must be continuous FY 20 to FY 21.

III. The parties agree to begin bargaining a successor three-year agreement in fall of 2021.

Hedy M. Eischeid
UniServ Director
NEA-Alaska
1-907-274-0536

NEA-Alaska exists to be an advocate for an excellent public education for each child in Alaska and to advance the interests of public school employees.



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Reply Reply all Forward

Handwritten signature

MEMORANDUM

TO: NWABSD Board of Education

DATE: July 12, 2021

NUMBER: 22-003

FR: Office of the Superintendent

SUBJECT: Approval of Agreement
Between NWABSD
and NAESPA

STRATEGIC PLAN/BOARD GOAL:

Employee Development: Become the employer of choice in the region.

ABSTRACT:

Ratification of a tentative agreement between the NWABSD and Northwest Arctic Educational Support Personnel Association (NAESPA) requires approval of the Regional School Board.

ISSUE:

At issue is the approval of FY21 ratified Tentative Agreement between the Northwest Arctic Borough School District and the Northwest Arctic Educational Support Personnel Association (NAESPA)

BACKGROUND AND/OR PERTINENT INFORMATION:

The NWABSD and NAESPA met at various times throughout FY21 in attempts to reach an agreement for the Negotiated Agreement for the classified staff.

On June 23, 2021, the NWABSD and NAESPA met and were able to agree to the new terms of the FY21 Negotiated Agreement. Both parties agreed to two items:

1. Salary—a \$.50 an hour increases for bargaining unit members employed as of date of ratification.
2. COVID Relief Stipend—one-time payment of \$1,750 in Federal COVID Relief funding to FY20 bargaining unit members employed as of date of ratification.

The Human Resources action item for Board approval of the FY21 Tentative Agreement between the NWABSD and the NAESPA.

ALTERNATIVES:

1. Approve the Human Resources actions as presented;
2. Disapprove the Human Resources actions as presented;
3. Take no final action.

ADMINISTRATION RECOMMENDATION:

The administration recommends the Board approve the Human Resources actions as presented.

ATTACHMENT:

Tentative Agreement reached on June 23, 2021 between the NWABSD and the NAESPA.

MEMORANDUM

TO: NWABSD Board of Education
Members

DATE: July 12, 2021

NUMBER: 22-004

FR: Office of the Superintendent

SUBJECT: Approval of Youth
Leader Program and
Partnership

STRATEGIC PLAN/BOARD GOAL:

Goal 1: Student Learning

Goal 2: Student Safety

Goal 3: Family Support and Engagement

ABSTRACT:

Board acceptance of partnership with Teck Alaska, Red Dog Operations (RDO) Community Investment (CI) in the amount of \$750,000.

ISSUE:

At issue is the Board's approval of the agreement of partnership with NWABSD and Teck Alaska, Red Dog Operations (RDO) Community Investment (CI).

BACKGROUND AND/OR PERTINENT INFORMATION:

The award of \$750,000 for the Northwest Arctic Borough School District Youth Leaders program. This 3-year award will be distributed annually in the amount of \$250,000 per year commencing school year 2021-22 through 2023-24.

ALTERNATIVES:

1. Approve the partnership between Teck Alaska, Red Dog Operations (RDO) Community Investment (CI) 3-year award in the amount of \$750,000
2. Disapprove the partnership between Teck Alaska, Red Dog Operations (RDO) Community Investment (CI) 3-year award in the amount of \$750,000.
3. Take no final action.

ADMINISTRATION'S RECOMMENDATION:

The administration recommends board approval of the partnership between Teck Alaska, Red Dog Operations (RDO) Community Investment (CI) 3-year award in the amount of \$750,000.

Dear Terri,

Congratulations! Teck Alaska, Red Dog Operations (RDO) Community Investment (CI) is very pleased to announce the award of \$750,000 for the Northwest Arctic Borough School District Youth Leaders program. This 3-year award will be distributed annually in the amount of \$250,000 per year commencing school year 2021-22 through 2023-24.

I would like to thank you and your team for the collegial effort and time spent in collaboration with Teck to ensure this important program that saves lives continues.

I will be working on a new agreement draft which will need to be reviewed by our Legal and Finance departments. As soon as this draft is ready, I will submit it to you for your review and input. Both parties will be required to sign once draft is finalized.

Briefly, to reiterate the main changes of the new agreement:

- Restoration – RDO CI to hire the Founder and former YL Coordinator as a consultant under contract to work with YL Leaders and Administration to restore the program to its core values and successful model
- Sustainability – to ensure that the program will continue to be successful once restoration is achieved: Consultant to identify and recruit graduated local Youth Leaders to mentor and train to fill the YL Coordinator role by end of Consultant contract
- Relationship and continuity – administration, staff and consultant communicate openly and regularly to bring the focus of activities, partnerships, communication and promotion back to its core values

As part of the agreement, Teck expectations will include measuring and reporting as well as recognition of the contribution. The details will be spelled out in the agreement. Though the new agreement is in drafting stage, the existing agreement conditions still apply in these areas.

Please share links or material of your announcements and publications to keep us updated on your efforts in these commitment areas. We look forward to seeing those messages.

Feel free to contact me at any point and time if you have any questions or comments. Please include Kally in your communications.

Thank you for all that you do for our youth and we wish you all the best in your continued efforts.

Kind regards,

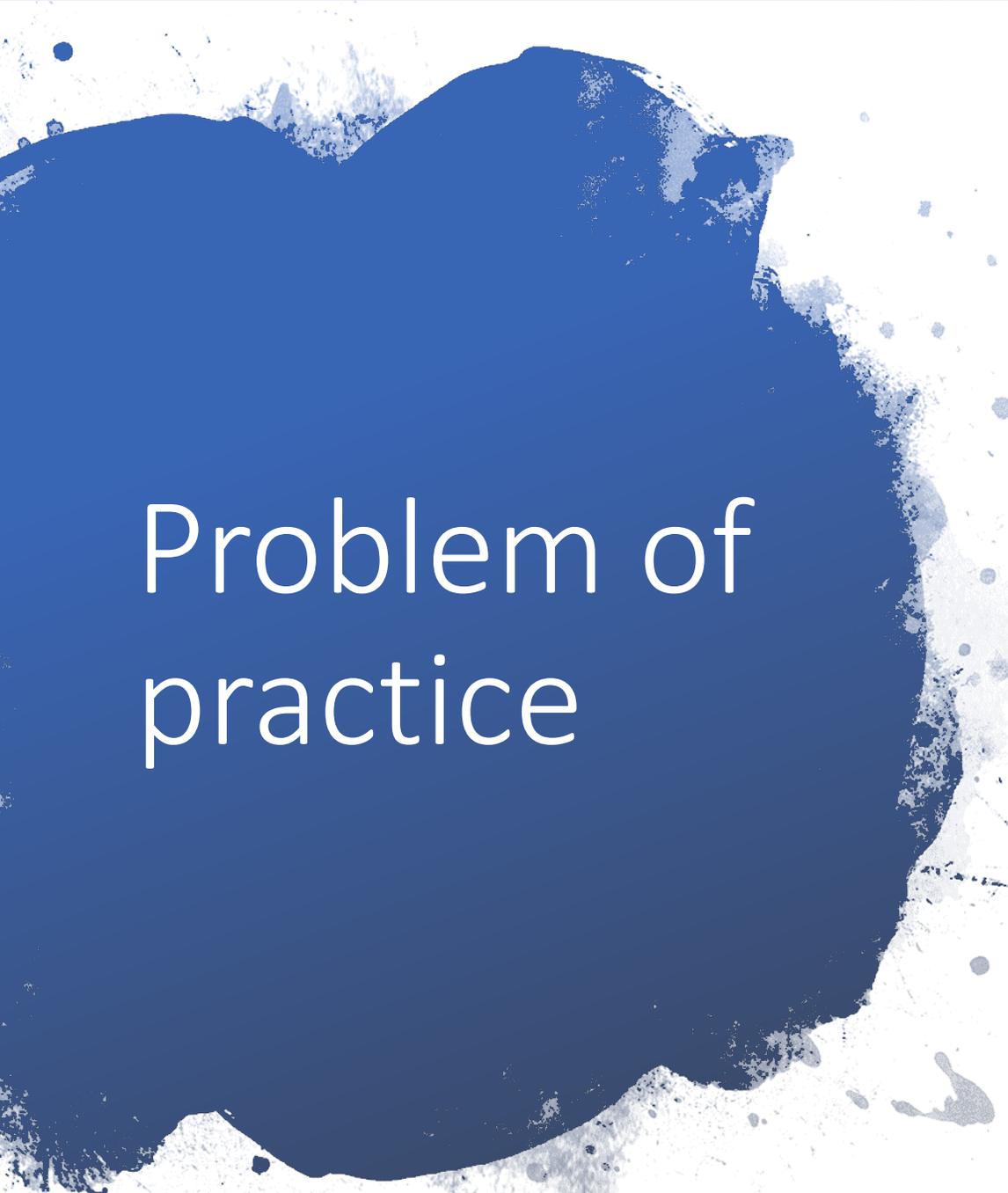
Verna

Verna Westlake

Community Investment Coordinator
Red Dog Operations
Teck Alaska Incorporated
Direct Phone: 907.754.5189
Fax: 888.711.4277
eMail: Verna.Westlake@teck.com
www.teck.com

A dark, irregular ink blot with splatters on a white background. The blot is roughly circular but has jagged, uneven edges, with several smaller splatters radiating outwards. The text is centered within the dark area.

Urgent or vital



Problem of practice

- Branding
- Climate
- Recruit students

Branding

- Promotion
- Social Media
- KOTZ radio
- Staff

Branding

Build capacity

Regional
Board

Administrators

Counselors &
Dean of
students

Teachers

Students

Social Media

- Facebook
- Instagram
- Snapchat
- YouTube
- Tumblr
- Twitter
- TikTok

Social Media Timeline Plan

FaceBook
Weekly

Instagram
Monthly

YouTube
Monthly

Twitter
Weekly

TikTock
Quarterly

Instagram
Biweekly

KOTZ Radio Timeline Plan

August

Who we are

September

Culinary Arts

October

Nurse's Aide

November

Construction

December

Technology

January

Business Admin

Climate



Clear
expectations



Empathy



Impartiality



Student recruitment

- Tracking of students
- Addition of relevant courses:
Barber hours, Business
Administration
- Work towards license
- Strong recruitment process
- Facilitating

The ones who are crazy enough to think they
can change the world are the ones who do...
Steve Jobs